



Mission Statement

“Advancing Constitutional Policing and Accountability for the Albuquerque Police Department and the Albuquerque Community”

Semi-Annual Report

January 1st 2021- June 30th 2021

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List of Acronyms

- *APD*- Albuquerque Police Department or “Department”
- *APOA*- Albuquerque Police Officer’s Association
- *CPOA*- Civilian Police Oversight Agency or “Agency”
- *CPOAB*- Civilian Police Oversight Agency Board or “Board”
- *CPOA/Board*- Both Agency and the Board
- *CASA*- Court Approved Settlement Agreement
- *CRC*- Case Review Sub-Committee
- *CPC*- Civilian Police Complaint
- *CPCs*- Community Policing Councils
- *DOJ*- Department of Justice
- *ECW*- Electronic Control Weapons
- *FRB*- Force Review Board
- *IA*- Internal Affairs
- *IAFD*- Internal Affairs Force Division
- *OBRD*- On-Body Recording Device
- *OIS*- Officer Involved Shooting
- *OPA*- Office of Policy Analysis
- *PNP*- Policies and Procedures Review Sub-Committee
- *PPRB*- Policy and Procedures Review Board
- *SOPs*- Standard Operating Procedures
- *SNBOOC*- Sustained Not Based on Original Complaint
- *SUOF*- Serious Use of Force
- *UOF*- Use of Force

Report Highlights

- Civilian Police Oversight Agency recorded/received 238 complaints and investigated (assigned CPC numbers) 118 complaints against APD personnel during the reporting period starting January 1st 2021 and ending June 30th 2021.
- The Agency completed investigations for 78 civilian police complaints during this reporting period.
- 35% of the civilian police complaints were closed within 120 days.
- The Agency investigated 118 complaints compared to 172 investigated during the last reporting period.
- 78 complaints investigations were completed compared to 22 during the last reporting period.
- 57% of the completed investigations were ‘Administratively Closed’ and 35% of those were due to ‘No SOP Violation’.
- 16 APD Standard Operating Procedures (SOPs) came under review 100 times in 33 complaints which had findings other than ‘administratively closed’. SOP 1-1 Personnel Code of Conduct came under review 42 times in civilian police complaint investigations.
- 2 letters of non-concurrences were received from the Chief of Police.
- 103 APD employees were identified in complaints investigated during this reporting period, out of those, 38 hold ranks of Police Officer 1st class.
- 93% of the APD employees identified in complaint investigations were white (49% white Hispanic, 51% white non-Hispanic) and 76% were Male.
- 120 complainants filed complaints against APD employees during this period. 4 filed complaints anonymously. Out of 120, 55 were male, 60 were female and 5 complainants did not identify their gender. Youngest complainant was 16 years old and the oldest was 74 years old.
- 32% of the complainants were white while 50% did not report on race. 23% were Hispanic, 21% non-Hispanic while 56% complainants did not report on their ethnicity.
- Majority of the complainants were heterosexual (approx. 33%), while a significantly larger number (57%) did not report on their sexual orientation.
- 12% of the complainants reported they experience mental illness while 46% reported no mental illness. 42% of the complainants did not report on this information.
- 45% of the complainants reported they do not struggle with homelessness while one complainant reported struggle with homelessness. 54% did not report on this information.
- 53% of the complainants reported they were not homeless when they interacted with APD while 3 complainants informed they were homeless at the time of the interaction. 45% again, did not report.
- 81 Serious Use of Force/Level 3 cases were investigated by IAFD. 12 SUOF cases were reviewed by the CPOA Board after they were reviewed by the Force Review Board (FRB).

Introduction

The Civilian Police Oversight Agency (CPOA) is an independent Agency of the City of Albuquerque and is neither part of the City government or the City Council. The CPOA consists of the Board (CPOAB) and an Administrative Office (CPOA or “Agency”) led by the Executive Director. The CPOA receives, investigates, and reviews complaints and commendations submitted by the community members concerning the Albuquerque Police Department (APD) and provides policy, disciplinary, training and procedural recommendations to the APD. As stated in the Oversight Ordinance section (§ 9-4-1-2), the purpose of the CPOA is to:

- (A) Foster and perpetuate policing policies and practices that effectively maintain social order and which at the same time foster mutual trust and cooperation between police and civilians;*
- (B) Ensure that the civilian police oversight body functions as independently as possible from the executive and legislative branches of government of the City of Albuquerque;*
- (C) Provide civilians and police officers a fair and impartial system for the investigations and determinations on civilian police complaints;*
- (D) Gather and analyze information, reports, and data on trends and potential issues concerning police conduct and practices and the related impacts on the community and individuals; and*
- (E) Provide input, guidance and recommendations to the City Council, the Mayor and the Chief of Police for the development of policy for the Albuquerque Police Department.*

The CPOA is mandated by the Oversight Ordinance (§ 9-4-1-10) to regularly inform the Mayor, the City Council and the Public by submitting written semi-annual reports. The information provided in this report is for period beginning January 1st, 2021 through June 30th, 2021. This report is divided into the following sections:

- I. Complaint Details
- II. Employee and Complainant Demographics
- III. APD Use of Force Incidents
- IV. Public Outreach
- V. CPOA/Board Policy Activities, Policy Recommendations provided to APD, CPOAB Training Status & Legislative Amendments to Oversight Ordinance and Policies and Procedures

The first section, ‘Complaint Details,’ identifies the total number of complaints investigated (assigned CPC numbers) and closed (case investigation completed) during the first six months of 2021. This section covers complaint closure timelines, complaints source, the number of complaints received and investigated by the city council districts and number of complaints investigated and closed compared to the previous years. Furthermore, the section provides information related to the SOPs that came under review in completed investigations, identifies the finding of complaints as well as provide snapshot of the CPOAB review of non-concurrences from the Chief of Police as required by the Oversight Ordinance.

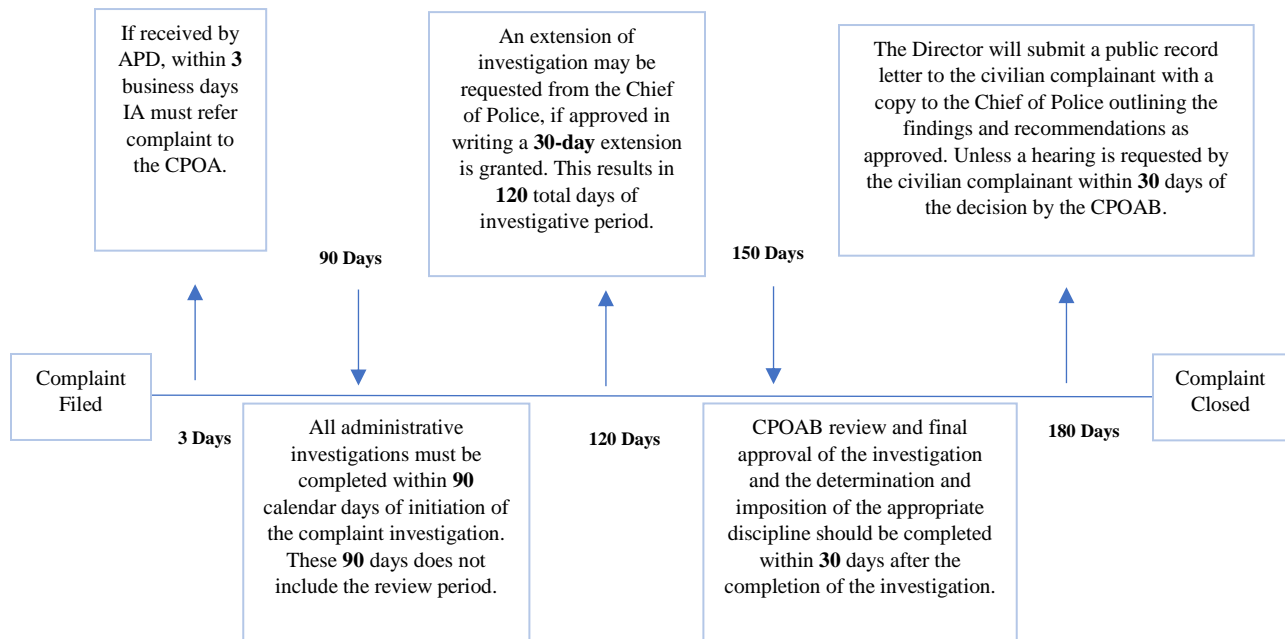
The second section, ‘Employee and Complainant Demographics,’ reports demographic information on both APD employees and the complainants. The information includes gender and race of employees involved, their rank, assigned bureau and division, median age, and also identifies number of employees involved in repeated complaints. With regard to the information about the complainants, this report provides data on their gender, race and ethnicity, sexual orientation, housing and mental health status and also reports on whether citizens opted for mediation when they filed complaints with the Agency.

The third section ‘APD Use of Force Incidents’ will provide a snapshot of uses of force incidents that were received and investigated by Internal Affairs Force Division (IAFD) and Serious Uses of Force incidents reviewed by the CPOAB in the first six months of 2021. Section four will highlight Outreach Initiatives undertaken by the CPOA/Board during this reporting period. The final section highlights ‘the Board policy activities, policy procedural or training recommendations

provided to the APD, discussion of issues/matters pertinent to the APD, status of the CPOA Board members training and the Board approved changes to the policies and procedures and recommendations provided to the City Council regarding legislative amendments governing the Oversight Ordinance.

Since March 18th 2020, Mayor Tim Keller declared Public Health Emergency for the City of Albuquerque due to the novel coronavirus (COVID-19). The CPOA remained operational in the modified capacity during this reporting period since march 2020 which significantly impacted both the Agency and the Board processes. Some of the processes impacted as a result of COVID-19 includes but not limited to; case investigations process while working remotely, inability to conduct certain interviews for both officers and complainants and shift from in-person to online zoom meetings for the CPOA as well as the Board public meetings. As a result, there may be some differences in information and trends identified in this report compared to previous CPOA reports.

Complaint Investigation Process



Complaint Timelines

Civilian police complaints can either be filed with the police department or with the CPOA itself. If the complaint is filed with the police, they must refer the complaint to the CPOA within three business days. Once the complaint is received by the CPOA, there are seven days to assign the complaint to an investigator. The CPOA will mediate complaints, whenever appropriate and with agreement of both parties. During this reporting period, mediation program was reinstated for a period of one year. The agreement requires reporting of information pertinent to mediation program in order to measure its effectiveness after one year. At this time, the program is on-going and do not have reasonable data for reporting purposes.

For the cases not sent to mediation, the CPOA is responsible to open a case and assign it to an investigator. The assigned investigator will interview complainants/witnesses, obtain evidence, and interview the APD personnel involved, when appropriate and review other necessary materials. Once the investigation of the complaint is completed, the Executive Director of the Agency will review the findings of the investigation to determine if there are any violations of Albuquerque Police Department Standard Operating Procedures (SOPs). The investigator may

close the complaint following an initial (preliminary) investigation or the investigator may take it for a full investigation. A complaint can be resolved without a full investigation for the following reasons:

- The investigator verifies after initial review that the complaint does not constitute misconduct by an APD employee,
- The investigator cannot minimally substantiate allegations,
- The policy violations are minor,
- The allegations are duplicative,
- There is lack of information to complete the investigation,
- The complainant requests a withdrawal of the complaint, or
- The complaint was lodged against someone who is not an APD employee.

Paragraph 191 of the Court Approved Settlement Agreement (CASA) stipulates *“All administrative investigations conducted by the Internal Affairs Division or the Civilian Police Oversight Agency shall be completed within 90 days of the initiation of the complaint investigation. The 90-day period shall not include time for review. An extension of the investigation of up to 30 days may be granted but only if the request for an extension is in writing and is approved by the Chief. Review and final approval of the investigation, and the determination and imposition of the appropriate discipline, shall be completed within 30 days of the completion of the investigation. To the extent permitted by state and city law, extensions may also be granted in extenuating circumstances, such as military deployments, hospitalizations of the officer, and extended absences.”*

After receiving the complaint, the CPOA has a total of 120 days to complete the investigative process including request for 30-day extension from the Chief in order to be compliant with the CASA requirement mentioned above. In some cases, citizens do not file complaint with the CPOA immediately after the incident, the body camera footage of the incident may not be available to CPOA investigators due to APD’s On-Body Recording Device (OBRD) non-evidentiary video retention policy of 120 days.

The CPOAB reviews the outcome of complaints during the Board monthly meetings. The Board concludes whether they agree or disagree with the Agency's finding. During this review period, it is possible that the CPOAB will disagree with the Agency's finding and return the complaint to the CPOA for further investigation. The additional amount of time given to resolve the complaint resulting from CPOAB non-concurrence is not explicitly specified in the Oversight Ordinance, however these cases are dealt with priority and are usually presented to the Board at the next scheduled public meeting.

Upon approval of the findings and recommendations by the CPOAB, the CPOA Executive Director as per the Oversight Ordinance submits a public record letter to the complainant and to the APD Chief of Police with the findings. Upon receipt of the findings, the civilian complainant has 30 days to request an appeal of the CPOAB's decision if certain conditions for the appeal stated in policies and procedures are met. If no appeal is requested, the Chief of Police must notify the CPOAB and the original complainant of his/her final disciplinary decision. The Chief of Police/Superintendent of Police Reforms retains sole authority to take disciplinary action against an APD employee for violations of the department's SOPs.

The complainant may disagree with the Chief's disciplinary findings and can file an appeal to the Chief Administrative Officer of the City of Albuquerque concerning the discipline issues. If the investigation exceeds nine months, the Executive Director of the CPOA must report the reasons to the CPOAB. The Agency does not conduct criminal investigations. At any point during the investigative process, if the investigators at the Agency determine criminal allegations are associated with the civilian complaint, the administrative investigation is transferred to Internal Affairs Bureau at APD.

There are six possible findings of complaints investigated by the CPOA which includes:

- **Sustained** – Where the investigation determines, by a preponderance of the evidence that the alleged misconduct did occur.
- **Not Sustained** – Where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.

- **Exonerated** – Where the investigation determines, by a preponderance of the evidence, that the alleged conduct did occur but did not violate APD policies, procedures, or training.
- **Unfounded** – Where the investigation determines, by clear and convincing evidence, that the alleged misconduct did not occur or did not involve the subject officer.
- **Sustained Violation Not Based on Original Complaint (Sustained/NBOOC)** – Where the investigation determines, by a preponderance of the evidence, that misconduct did occur that was not alleged in the original complaint but was later discovered during the investigation.
- **Administratively Closed** – Where the policy violations are minor, the allegations are duplicative, or investigation cannot be conducted because of the lack of information in the complaint.

Data Source and Limitations

This report highlights complaints investigated and complaints closed (investigation completed) along with the findings; demographic information of employees and complainants; and number of serious uses of force incidents. It also provides information regarding policy activities at APD during the reporting period; policy recommendations given by the CPOA/Board, CPOAB training status as well as the CPOA/Board public outreach efforts. Data for this report is retrieved from the IA Pro (Internal Affairs record management database), complainant data retained by the CPOA, CPOAB meeting minutes and City of Albuquerque human resources.

Since the majority of the data is extracted from IA Pro database, it is important to note that the CPOA is not an IA Pro administrator and only has limited control over data entry into the database. The CPOA cannot certify the validity and reliability of APD Internal Affairs data retrieved from the database. Since the complaint data were drawn from live databases, changes in coding, complaints specifications, allegations, employee/complainant and outcome numbers may fluctuate over time and are subject to revision. Addition of new information in the cases later in the stage of investigative process may also lead to discrepancies between data presented in this report and historical data presented in previous CPOA reports.

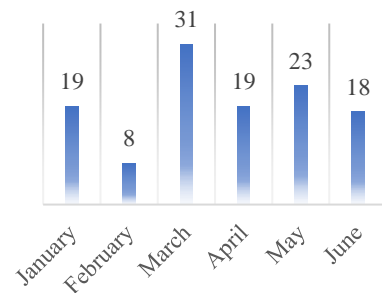
Section 1. Complaint Details

Civilian Police Oversight Agency is responsible for receiving and investigating all complaints involving APD employees and ensuring that the complaint process is accessible to all members of the community. Any person claiming to be aggrieved by actions of the Albuquerque police may file a complaint against any of its employees/officers.

During the reporting period of January 1st 2021 to June 30th 2021, the CPOA recorded/received 238 complaints and investigated (assigned CPC numbers) 118 complaints. Note that complaint investigations are an on-going process and so these numbers may change in future. Several complaints received by the Agency were not investigated due to reasons including but not limited to:

- Investigators after initial review evidently determined that allegations are not true or does not constitute misconduct,
- Duplicative complaints (already assigned a CPC number),
- Complaints not involving APD personnel (out of jurisdiction),
- Complaints at time of receipt were resolved through informal mediation,
- Driving complaints forwarded to officer supervisor for resolution,
- Lack of information to open an investigation and,
- Complaints forwarded to Internal Affairs due to aspect of criminal allegations.

Complaints opened for investigation by each month (as depicted in the chart on the right) shows that the majority (approx. 26%) were opened in the month of March. The CPOA closed a total of 78 complaint investigations¹ which is a significant increase from the last reporting period when the



Complaints Recorded

238

Complaints Investigated

(Those assigned CPC numbers)

118

Complaints Closed

78

Data Source: IA Pro

¹ Of the 78 completed investigations, 64 were opened in the year 2020 while 14 were opened and closed during this reporting period.

Agency closed 22 cases. However, it still shows lower closure rate when compared to last three years primarily due to onboarding and training new investigators during this period. Of the complaints that were closed, (approx. 57%) were closed administratively. Paragraph 184 of the CASA in part states “*Administrative closing or inactivation of a complaint investigation shall be used for the most minor policy violations that do not constitute a pattern of misconduct, duplicate allegations, or allegations that even if true would not constitute misconduct.*”

Complaint Closure Timelines

Information pertinent to complaint investigations timelines for the current reporting period is highlighted in this section. As noted earlier, all complaints must be completed within 90 days unless an extension of 30 days from APD’s Chief is granted as stated in Paragraph 191 of the CASA. For this reporting period, 27 out of the 78 complaints were closed in less than 120 days. 18 complaints were closed after nine months from the date of receipt. Table 1 below provides a snapshot of all complaints closed by the Agency by the total number of days taken for investigation completion.

Up to 90 days	91-120 days	121-150 days	151-180 days	181 days-9 months	More than 9 months	Total
14	13	15	6	12	18	78

*Table 1. Complaints Closure timelines
Data Source: IA Pro- January 1st 2021-June 30th 2021*

Complaint Sources

Complaints received by the Agency can come through different sources. A complainant may file it in writing or over the phone. They can email, file online, send the complaint through regular mail, or fax the complaint. Complaint forms are available online, at all police sub-stations, supervisor patrol cars, libraries and community centers across Albuquerque - covering more than fifty locations. For the period of January 1st to June 30th 2021, out of the 118 complaints investigated, 49 reached the Agency through online self-

reporting by citizens, 35 complaints were received via blue team²/APD, while 14 were received by the Agency through email. Table 2 below summarizes the source of all complaints that were investigated during the current reporting period.

Blue-team	Email	Facsimile	Online-Self Reported	Online-Call in	In Person	Written-Interoffice Memo	Written-Mail
35	14	1	49	13	1	2	3

*Table 2. Complaints Source
Data Source: IA Pro- January 1st 2021-June 30th 2021*

Complaint by City Council Districts

The information reported in this sub-section provides a list of complaints investigated for incidents that occurred during this reporting period by the City Council Districts. Of the total 9 City Council Districts in Albuquerque, majority of the complaints investigated were for incidents which occurred in District 2 and District 7, with 23 and 18 complaints respectively. The CPOA investigated the least number of complaints for police misconduct incident occurring in City Council District 8. Figure 1 below provides a snapshot of all City Council districts in Albuquerque as well as number of complaints investigated by the Agency for incidents occurring in respective districts.

² Blue Team is a program in IA Pro which allow Incidents (use-of-force, field-level discipline, complaints, vehicle accidents and pursuits) to be entered and routed through the chain-of-command for review and approval. Source of complaints received by APD and forwarded to the CPOA are identified as 'Blue-team' in this report

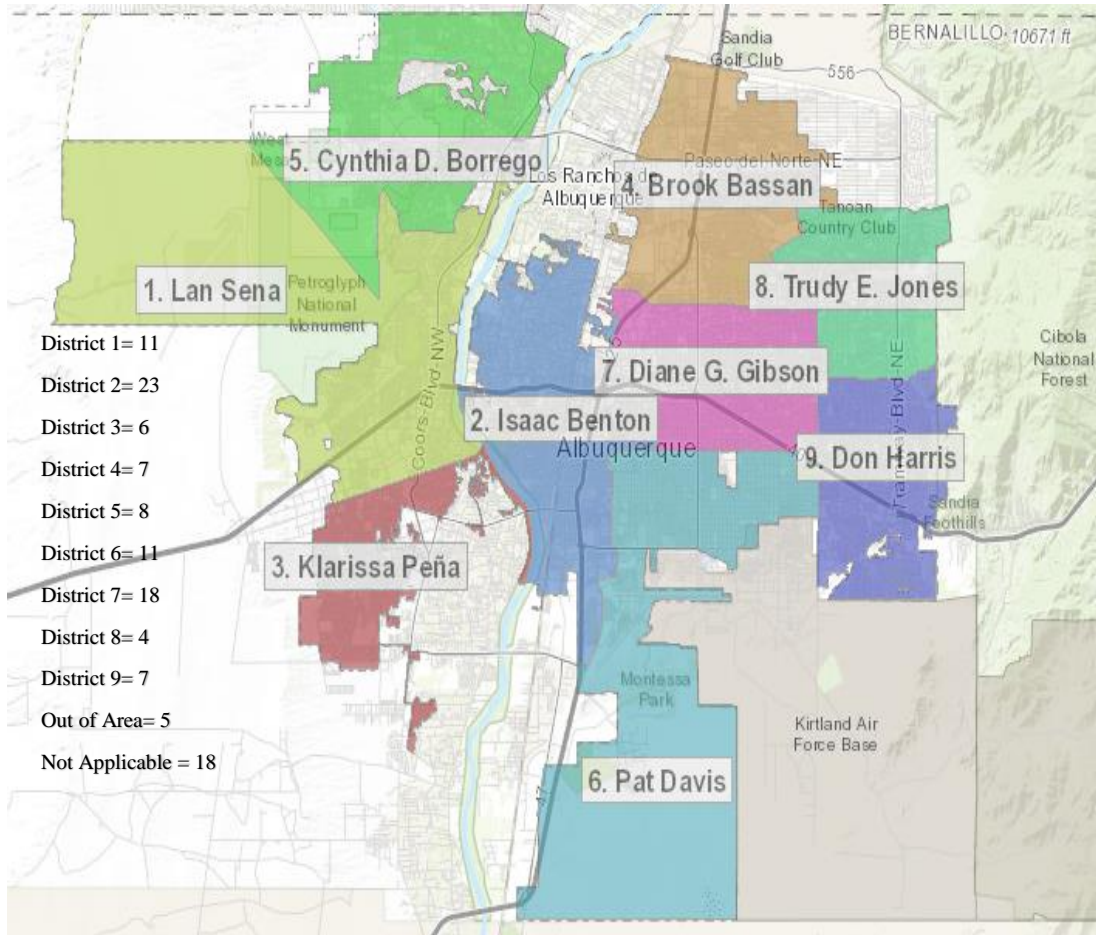


Figure 1. Albuquerque City Council Districts Map & complaints investigated for each district

Data Source: IA Pro- January 1st 2021-June 30th 2021

Several citizens who filed complaints did not provide information regarding incident location. Some complaints were filed against employees for reasons not involving a physical incident, such as conduct by an employee over the phone or officers not following up on investigations, which are shown as ‘Not Applicable’ in the figure above. 5 complaints investigated during this reporting period were from ‘Out of Area’ suggesting the incident occurred outside of the City Council’s jurisdiction.

Complaints Trend

COMPLAINTS INVESTIGATED

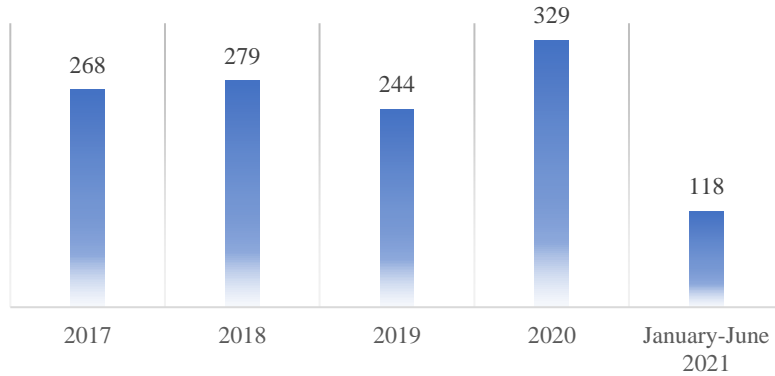


Figure 2.1. Civilian Police Complaints investigated trend
Data Source: IA Pro- January 1st 2017-June 30th 2021

COMPLAINTS CLOSED

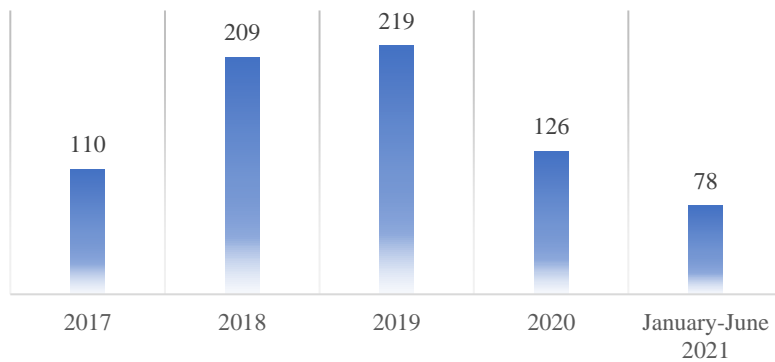


Figure 2.2. Civilian police complaints closed trend
Data Source: IA Pro- January 1st 2017-June 30th 2021

Figure 2.1 and 2.2 above presents the number of complaints investigated and closed by the Agency from January 2017 to date. This data may be helpful in understanding and analyzing few things. First, more complaints received/investigated might suggest an occurrence of more police misconduct incidents or fewer complaints can indicate an improvement in officers' conduct. An increase in complaints received/investigated can also

suggest that citizens are now more aware of the complaint process compared to previous years leading them to file more complaints, which can be attributed to increased visibility in the community and improved community outreach by the Agency. Often, change in the environment and national incidents involving police can result in increased number of complaints received by the Agency.

Secondly, a comparison of complaints closed with previous years will identify why more or fewer case investigations are completed in the current period. The information is useful to understand if there is a need for more investigators due to fewer complaint closed and will also reflect on the efficacy of the investigators if more case investigations are completed. However, it is important to note that some investigations generally take more time than others due to factors including but not limited to high number of associated allegations and/or involvement of more employees, incident occurred long time ago. Nevertheless, trends highlighted in this section will help inform the CPOAB and policy makers to make conversant decisions.

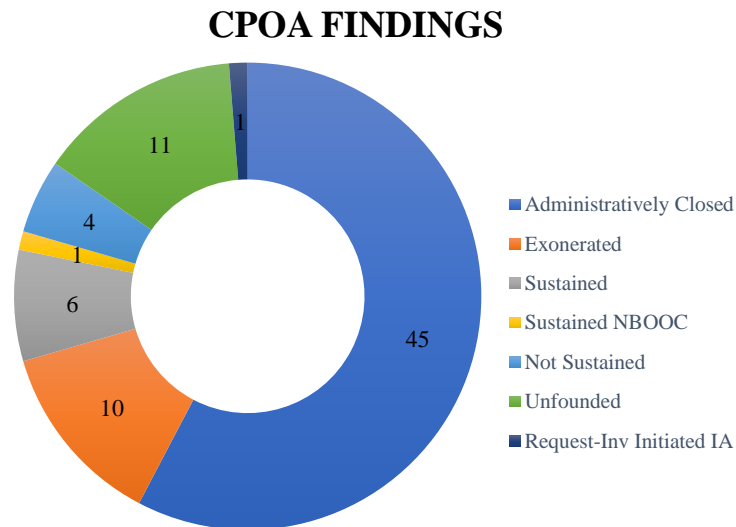
118 complaints were investigated during the current reporting period compared to 172 complaints investigated during the last six months of 2020. During the years 2019 and 2018, the Agency opened investigations for 244 and 279 complaints respectively as seen in figure 2.1 above. The Agency completed case investigations for 78 complaints during this reporting period. Complaints closed during this reporting period saw a significant increase compared to the last reporting period when the Agency closed 22 complaint investigations.

Complaint Findings

Following the completion of investigation for civilian police complaint, the CPOA identifies one of several findings for each allegation associated with the complaint. These include: Unfounded (investigation determined that misconduct did not occur), Sustained (alleged misconduct did occur), Not Sustained (unable to determine by preponderance of evidence whether misconduct occurred), Exonerated (alleged conduct occurred, but did not

violate APD policies, procedures or training), Administratively Closed (minor policy violation, duplicative allegations, or cannot conduct investigation due to lack of information in the complaint) and Sustained NBOOC (finding not based on original complaint).

It is important to note that there can be more than one allegation and more than one officer involved in one civilian police complaint. For instance, if there are 3 allegations in one complaint, there will be 3 findings for each allegation (e.g. Sustained, Unfounded & Admin Closed). For such case, the findings in this report will be reported as ‘sustained’ which is the highest disposition as reported in IA Pro database. Figure 3 below illustrates findings by the CPOA for all civilian police complaints which were completed during January 1st to June 30th 2021.



*Figure 3. CPOA findings for Complaints Closed
Data Source: IA Pro- January 1st 2021-June 30th 2021
SNBOOC-Sustained Violation Not Based on Original Complaint*

Table 3 below provides a snapshot of all administratively closed cases and identifies why this finding was assigned. 16 out of 45 cases were administratively closed due to ‘No SOP Violation’.

Reason for Admin Closure	Count
Lack of Information	11
No Jurisdiction	10
No SOP Violation	16
Duplicative	1
Minor Violation	1
Withdrawn	3
Admin Closed	3
Total	45

*Table 3. Administratively closed cases, findings reason
Data Source: IA Pro- January 1st 2021-June 30th 2021*

SOPs Reviewed for Complaints Closed

This sub-section identifies allegations associated with complaints that were closed by the Agency during this reporting period. Since administratively closed cases comprises 57% of the total cases closed and no allegations were identified for these findings, it is not possible to provide information regarding SOPs violated. For this reporting period, we can only identify SOPs that were reviewed for remaining cases with the disposition other than administratively closed. With the help of this data, we can identify the SOPs which were violated the most in civilian police complaints.

16 APD SOPs were reviewed 100 times for 33 cases with disposition other than administratively closed. SOP 1-1 (Personnel Code of Conduct) was reviewed 42 times while SOP 3-13 (Officer’s Duties and Conduct) came under review 14 times in civilian police complaint investigations during this reporting period. Table 4 below lists all 16 SOPs that were reviewed, times they were reviewed along with the findings.

SOP Number & Title	Times Reviewed	Findings
2-5 Aviation Police Manual	1	Unfounded
1-4 Biased Based Policing/Profiling	2	x2 Unfounded
4-24 Civil Disputes	2	x2 Exonerated
2-68 Interviews and Interrogations	1	Exonerated
2-40 Misdemeanor Traffic and City Ordinance Enforcement	1	Unfounded
3-13 Officer's Duties and Conduct	14	x8 Exonerated, x5 Unfounded, x1 Not Sustained
1-1 Personnel Code of Conduct	42	x15 Exonerated, x15 Unfounded, x7 Not Sustained, x5 Sustained
2-60 Preliminary and Follow up Criminal Investigations	6	x3 Exonerated, x2 Not Sustained, x1 Unfounded
2-16 Records	3	x1 Exonerated, x1 Unfounded, x1 Not Sustained
2-19 Response to Behavioral Health Issues	2	x2 Exonerated
2-33 Rights and Safety of Onlookers	4	x3 Sustained, x1 Exonerated
2-71 Search and Seizure Without a Warrant	3	x2 Exonerated, x1 Unfounded
2-73 Submission of Evidence, Confiscated Property, and Found Items	1	Unfounded
2-52 Use of Force-General	10	x9 Unfounded, x1 Exonerated
2-56 Use of Force—Reporting by Department Personnel	7	x4 Unfounded, x2 Admin Closed, x1 Sustained
2-8 Use of On-Body Recording Devices	1	SNBOOC

*Table 4. SOPs reviewed in completed CPOA Investigations
Data Source: IA Pro- January 1st 2021-June 30th 2021
SNBOOC-Sustained Violation Not Based on Original Complaint*

Chief Non-Concurrences with CPOAB findings

This sub-section identifies cases when the Chief of Police did not concur with CPOAB proposed findings or disciplinary recommendations concerning APD employee. Oversight Ordinance section (§ 9-4-1-4-C-3-g) stipulates *“Imposition of the recommended discipline is at the discretion of the Chief of Police. However, if the Chief of Police does not follow the disciplinary recommendation of the Board, the Chief of Police shall respond in writing, within 30 days of the department's final disciplinary decision, with a detailed explanation of the reason as to why the recommended discipline was not imposed. The Chief shall identify the specific findings of the Board with which the Chief disagrees, or any other basis upon which the Chief declined the Board's disciplinary recommendation”*. During this reporting period, the CPOAB received *two* (CPC 249-20, CPC 293-20) non-concurrences from the Chief of Police. (See Appendix III-1 & 2)

Section II. Employee and Complainant Demographics

Section § 9-4-1-10-B of the Oversight Ordinance requires reporting of demographic information pertinent to subject officers and complainants in the semi-annual reporting. This section is divided into two sub-sections, first will provide information for APD employees identified in complaints investigated while the second sub-section reports on demographics of complainants who filed complaints with the Agency during January 1st 2021 to June 30th 2021.

Employee Demographics

Complaints can be filed against both sworn and non-sworn employees of the Albuquerque Police Department. A total of 103 APD employees were identified in complaints investigated during this reporting period. Out of 118 total complaints investigated during the reporting period, 79 provided information regarding sworn and non-sworn APD employees while 39 complaints did not identify involved employees in the IA Pro database. Of those 39 complaints that did not identify employee information, 22 are 'Active Investigations', 12 were 'Administratively Closed', 4 are in 'Initial' phase of investigative process, and 1 complaint was against 'APD Department' at the time when information was retrieved from the database. Note that one complaint can have more than one employee involved, we might have information of one employee in a particular complaint but that complaint may have missing information about other employees.

As required by the Oversight Ordinance and the CASA, this sub-section reports on demographic characteristics of APD employees who were identified in civilian police complaints investigated during this reporting period. The information reported here provides a snapshot of the employee's rank; includes information on employees by the number of times they were identified in complaints investigated, assigned bureau and division, race & ethnicity, gender and median age. Table 5 below illustrates the total number of APD employees by their race, ethnicity and gender as of June 2021.

Race & Ethnicity	Female	Male	Total
American Indian or Alaskan Native	16	18	34
Asian (Not Hispanic or Latino)	3	14	17
Black or African American	3	28	31
Hispanic or Latino	265	422	687
Native Hawaiian or Other Pacific Islander	1	6	7
Two or More Races (Not Hispanic or Latino)	11	17	28
White (Not Hispanic or Latino)	173	503	676
Total	472	1008	<u>1480</u>

*Table 5. APD Employee Demographics as of June 2021
Data Source: City of Albuquerque, Human Resources*

Employee's Rank

As stated earlier, 103 employees were identified in complaints investigated during the current reporting period. Among those, 38 were Police Officer's 1st class and 17 were Senior Police Officer 1st class. Please note that 3 officers received complaints at different ranks which led to increase in the total number in the figure below. Figure 4 below provides information regarding all employee's rank who are identified in complaints investigated at the time of incident.

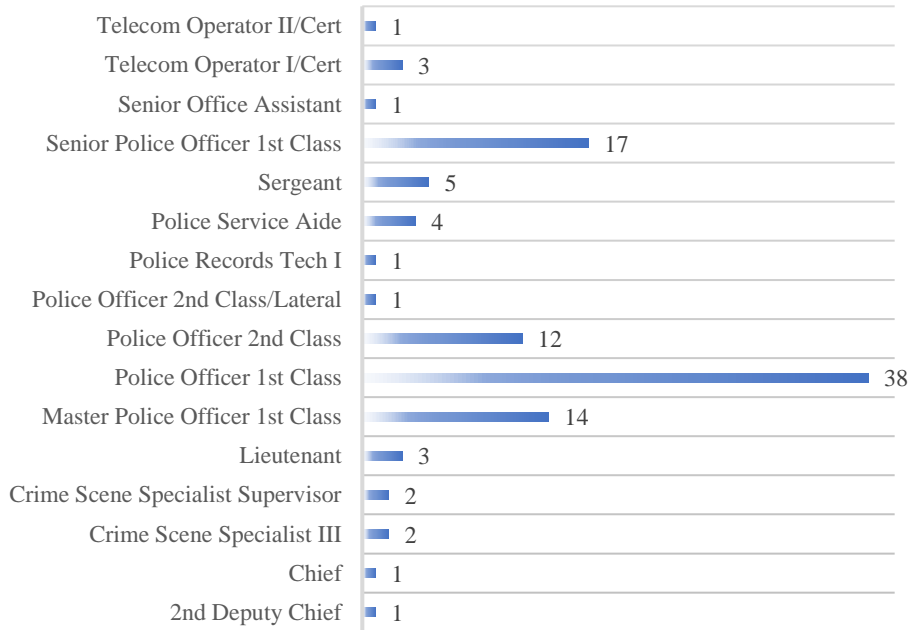


Figure 4. Employees Rank
Data Source: IA Pro- January 1st 2021-June 30th 2021

Employee's Involved in Complaint Investigations

This sub-section identifies the number of complaints investigated and the number of employees involved in those complaints. As already highlighted, of the total 118 complaints investigated during the reporting period, 79 provided information about involved employees. As seen in table 6.1 below, 50 complaints identified involvement from one APD employee. 25 complaints identified two employees and 1 complaint investigated during this period concerned 6 employees.

Number of Complaints	Concerned Employees
50	1
25	2
1	3
2	4
1	6

Table 6.1 Complaints Investigated & Employees involved
Data Source: IA Pro- January 1st 2021-June 30th 2021

This sub-section reports on the number of times APD employees were involved in complaints investigated during this reporting period. Table 6.2 below provides snapshot of employees involved and times they were involved in the complaint investigations.

Number of Employees	Times Involved
90	1
12	2
1	3

Table 6.2 Times Employees involved
Data Source: IA Pro- January 1st 2021-June 30th 2021

Employee’s Assigned Bureau

This sub-section provides information pertinent to the bureau of involved employees at the time when a misconduct complaint was investigated by the Agency. There are five bureaus in APD which includes Field Services, Professional Standards and Accountability, Investigative, Special Operations and Management Services and Support Bureau. Figure 5 highlights all the employees who were the recipient of complaints by their assigned bureaus. Note that 14 employees did not have information regarding their assigned bureau in the database and 1 employee transferred bureaus and was identified in complaints as part of two separate bureaus at the time of complaint receipt.

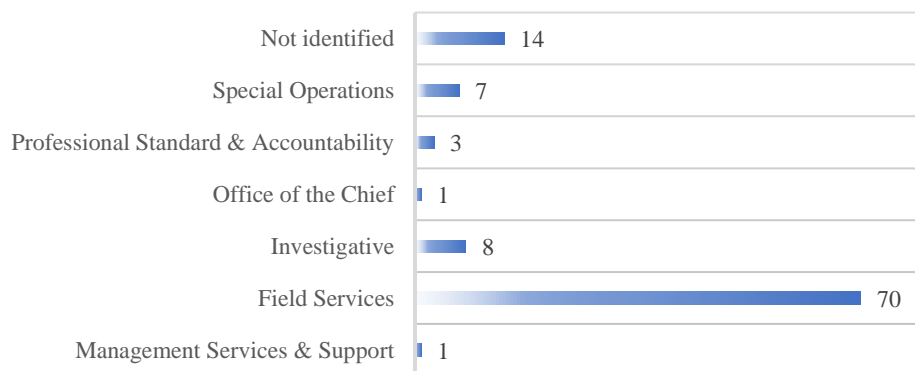


Figure 5. Employee’s Assigned Bureau
Data Source: IA Pro- January 1st 2021-June 30th 2021

Employee's Assigned Division

This sub-section provides information related to employee's division at the time when a misconduct complaint was investigated by the Agency. Total of 18 employees who received complaints were assigned to the Northeast area command division while 16 employees from Southeast area command division were identified during this reporting period. 5 employees transferred divisions and received complaints at different divisions. Further breakdown of employees by their assigned division at the time when complaints was investigated by the Agency is illustrated in figure 6 below. Note that 14 employees did not have information regarding their assigned division in the database.

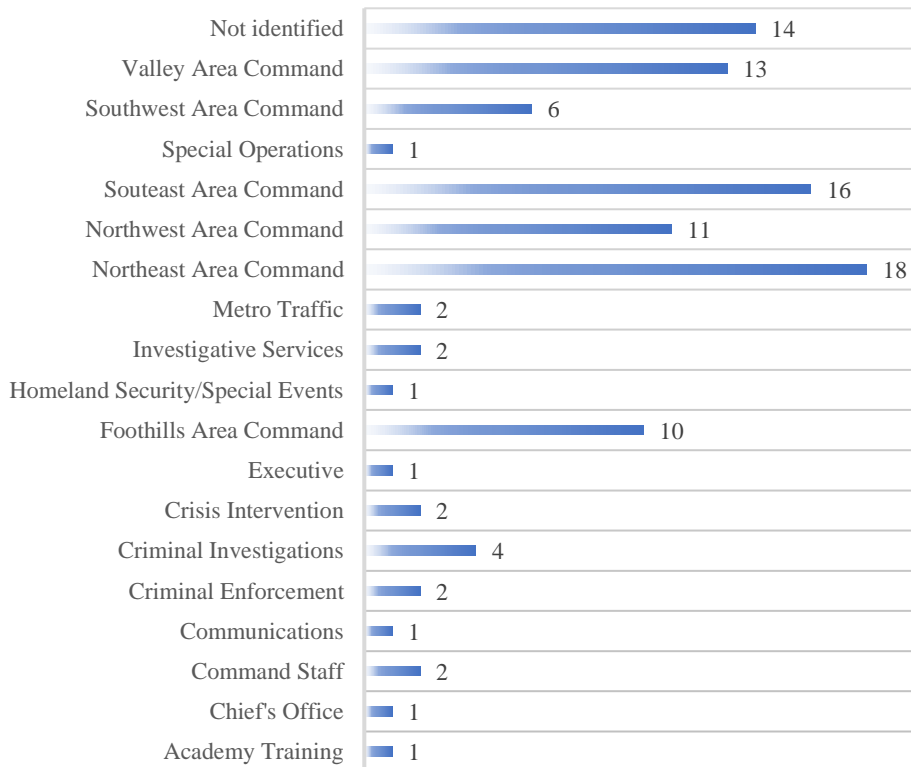


Figure 6. Employee's Assigned Division
Data Source: IA Pro- January 1st 2021-June 30th 2021

Employee’s Gender, Ethnicity and Race

The CASA and the Oversight Ordinance require capturing demographic information of APD employees who were the recipient of civilian police complaints. Reporting on such information help identify the trends and biases of employees originating specifically due to the race and gender and will also help the CPOAB to provide policy, training and procedural recommendations to APD. As seen in the figure 7, approximately 93% of APD employees identified in complaints investigated were of white race and approximately 76% were male. Of the total 96 white employees, 47 were white (Hispanics) and 49 were white (Non-Hispanics).

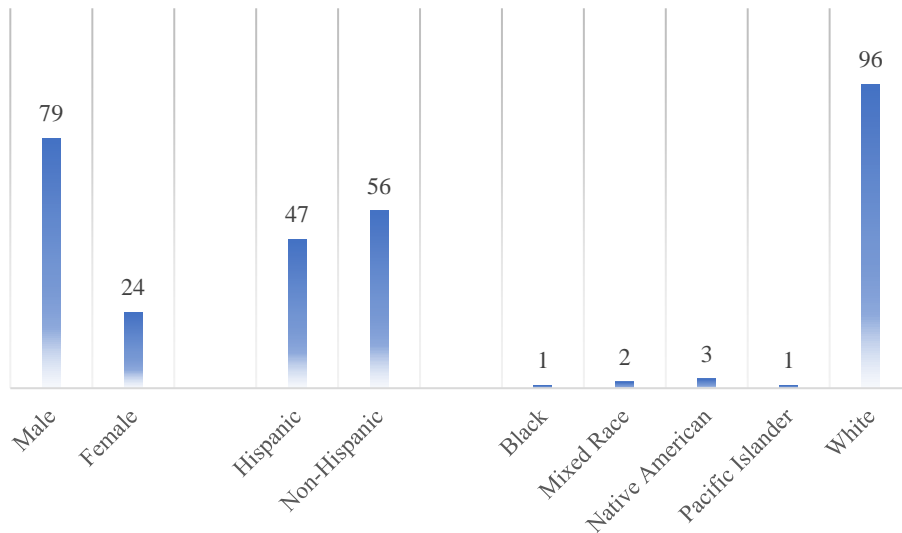


Figure 7. Employee’s Gender, Ethnicity & Race
Data Source: IA Pro- January 1st 2021-June 30th 2021

Employee’s Median Age

This sub-section shows the median age range of all employees who were identified in misconduct complaints investigation during this reporting period. 20 employees were in the age group of 26-30 years while 19 were between 31-35 years old at the time of the incident. The youngest APD employee receiving complaint was 21 years old while the oldest employee was 61 years old at time when the incident occurred. Figure 8 below

provides information regarding all employees' age who were identified in civilian police complaints.

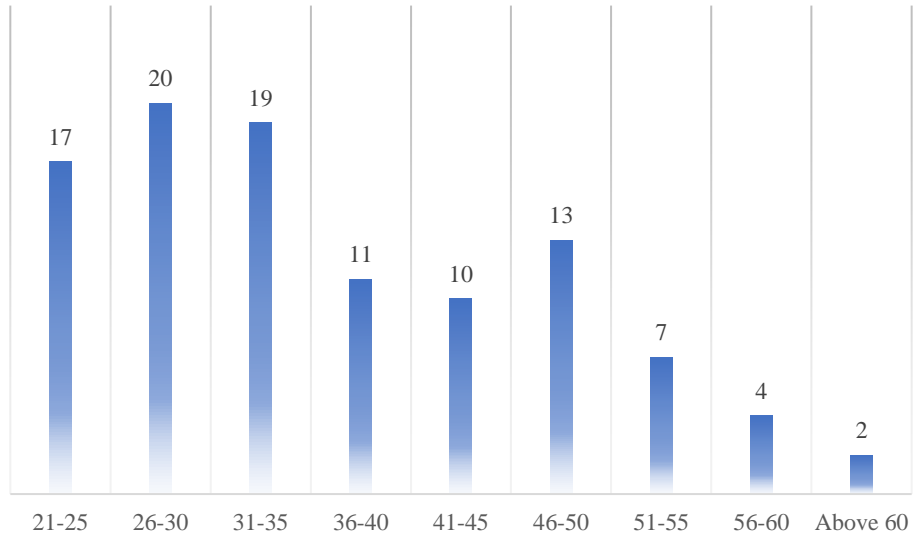


Figure 8. Employee's Median Age
Data Source: IA Pro- January 1st 2021-June 30th 2021

Complainant's Demographics

This section identifies complainant's demographic information for this reporting period. To fulfil the CASA requirement, the Agency amended its complaint forms in order to capture additional data for involved complainants. For the current reporting period, the Agency investigated 118 civilian police complaints involving 120 complainants. 4 out of those filed complaints anonymously. The data provided in this section provides information on complainants' gender, race, ethnicity, sexual orientation, mental health status, median age, housing status (homeless), and also reports on whether complainants opted for mediation when they filed complaints with the Agency.

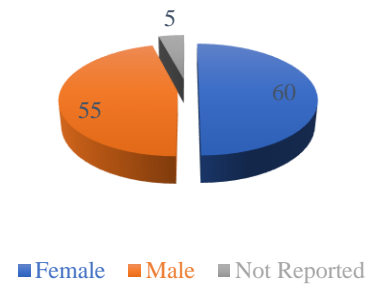
During this reporting period, 4 complainants filed complaints with the Agency more than once. 6 complaints identified 2 complainants, out of those 6, 2 identified APD personnel along with citizen complainants. The source of data reported in this section is from the complaint form 'Optional Demographic Section'. Note that information reported in this section mirrors the information reported by the citizen in the complaint form. The complainant might state they do not have mental illness in the complaint, but is later determined that they have mental health issues. The information reported here will state 'No' mental illness as stated by the complainant on the complaint form. Some data is not reported by complainants regarding the demographic characteristics which will be highlighted alongside each sub-section.

Since this section is 'optional' while filing the complaint form, several complainants skipped this demographic section and did not provide any information. Some complaints were received via direct email, blue team or through written memorandum by the Agency which do not have any demographic information regarding complainants. This caused a significant large number of missing information. Another reason for missing information is due to old complaint forms which did not capture all the information as required in the new complaint form. Notably, some complaints are filed by citizens on behalf of other individuals. Demographic information captured may not have information of the actual complainant and may have information of those submitting

the complaint form. Sub-sections below highlight demographic information for complainants from January 1st 2021 to June 30th 2021.

Complainant Gender

This sub-section provides information regarding the gender of complainants who filed complaints during this reporting period. Of the total 120 complainants, Male were 55 compared to 60 Female complainants. 2 anonymous complainants identified themselves as male. During this period, 5 complainants did not record information about gender when the complaint was filed with the Agency.



Complainant Race & Ethnicity

Data on race and ethnicity will help identify problems and population at risk, which is crucial information for policymakers in making effective decisions. The data will also help understand the underlying causes of problems faced by specific groups of population due to police misconduct. It will help understand if police officers are complying with civil rights law and will also help detect evidence of discrimination against certain population segments. As seen in figure 9, white complainants comprised of the largest percentage (approx. 32%). 50% of the complainants did not report on race while submitting complaint with the Agency. Individuals with Hispanic ethnicity has slightly large percentage (approx. 23%) compare to non-Hispanic (approx. 21%) with (approx. 56%) complainants not identifying information about ethnicity.

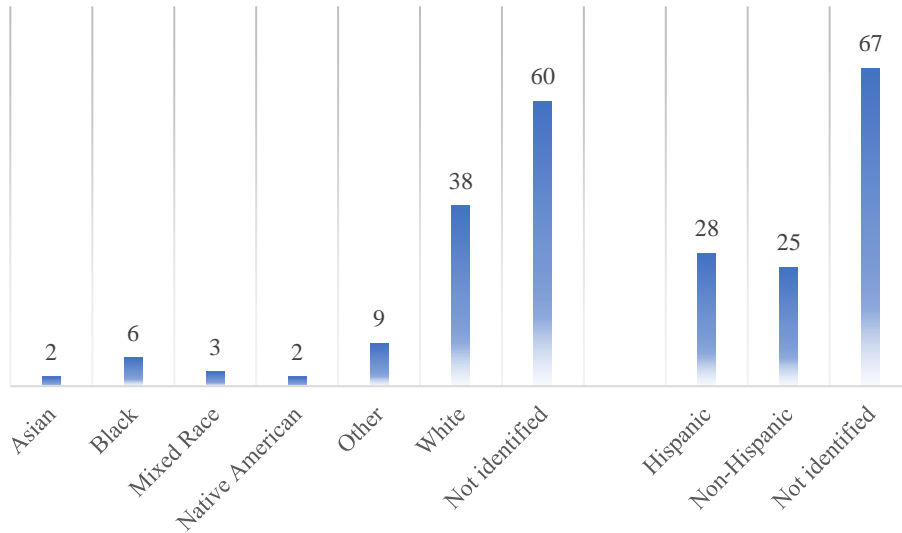
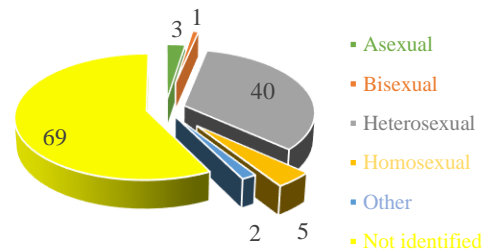


Figure 9. Complainants Race & Ethnicity
Data Source: IA Pro- January 1st 2021-June 30th 2021

Complainant Sexual Orientation

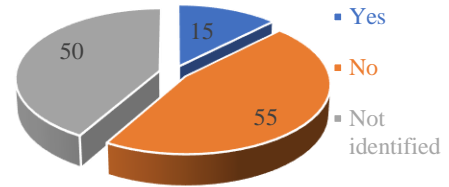
Per the CASA agreement, the Agency and APD are mandated to collect data regarding the sexual orientation of citizens to identify possible biases among specific population segments. Discrimination and harassment by law enforcement based on

an individual’s sexual orientation hinders the process of effective policing, breaks community trust and prevents officers from protecting and serving communities. For the complaints investigated during this period, approximately 33% of the complainants were heterosexual while a significantly larger number (approx. 57%) of the complainants did not provide information regarding their sexual orientation.



Complainant Mental Health Status

This sub-section provides information pertinent to mental health status of complainants. Paragraph 175 of the CASA states “APD and the Civilian Police Oversight Agency shall track allegations regarding misconduct involving individuals who are known to be homeless or have a mental illness, even if the complainant does not specifically label the misconduct as such”. The CPOA updated the complaint form to comply with the Department of Justice requirements by adding questions to determine if complainants experience mental health issues or struggled with homelessness. For this reporting period, 15 complainants stated they were experiencing mental health issues while 55 reported ‘No’ mental health issues. 50 complainants did not identify whether they experience any mental health issues.



Complainant Housing Status

Albuquerque has a significantly large segment of homeless population. Police engages with such groups on a daily basis. DOJ findings concluded that APD tended to use excessive force against the homeless population group and have reiterated in the CASA to capture information regarding complainants’ housing status. The information reported in this sub-section identifies if the complainant struggle with homelessness as well as if they were homeless at the time of interaction with the APD. As seen in figure 10 below, 45% of the individuals who filed complaints with the Agency stated they do not struggle with homelessness while only 1 complainant reported they struggle with homelessness. 54 % did not report on this information. 52% of the complainants stated they were not homeless when the incident occurred while 3 complainants stated they were homeless at the time of incident. Again, a significantly large number, 45% did not report on this information.

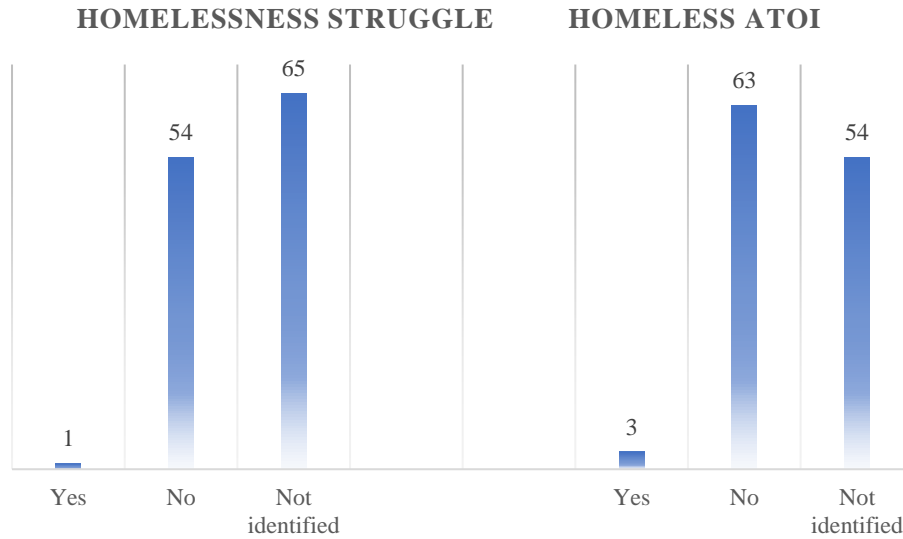
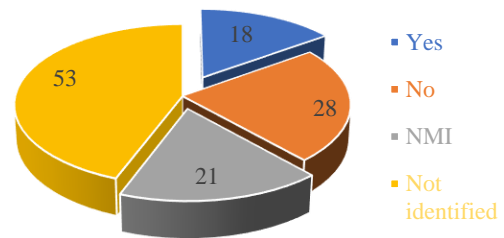


Figure 10. Complainant Housing Status
Homeless ATOI (At time of incident)
Data Source: IA Pro- January 1st 2021-June 30th 2021

Complainant Interest in Mediation

One of the first questions in the Agency’s complaint form asks individuals if they are interested in resolving the dispute through mediation. The data reported in this subsection is retrieved from the complaint forms submitted by complainants during this reporting period. The form gives the option to the complainant to indicate if they are interested, not interested in mediation or would like more information on the process. Some complainants choose to simply not respond to the question. This data only highlights the complainant’s perspective and records their respective interest in mediation.



Mediation program was reinstated for one year during the month of July 2020. The Agency started sending eligible complaints to Alternative Dispute Resolution (ADR), which is a City department tasked with conducting mediation. At this time, there is not enough data to suggest whether the program is effective or not. The Agency is mandated by the court

stipulation to report on mediation program and to identify substance of complaints that are sent for mediation, whether mediation was successful or not, officer’s and complainant participation in mediation. The Agency will have reasonable data at the end of the one year from the initiation date of the program. During this period, 58% of the individuals who answered the question about mediation in the complaint form reported they are either interested in mediation or need more information about the process.

Complainant Median Age

This sub-section highlights the median age of complainants who filed complaints during the first six months of 2021. 66 complainants reported on their age when submitting complaints with the Agency while 54 individuals did not report their age. The youngest complainant was 16 years old while the oldest was 74 years old. Of those complainants who reported their age, the largest percentage of complainants (10%) were between the age group of 41 to 45 years old. Figure 11 below provide details about complainants’ age group for this reporting period.

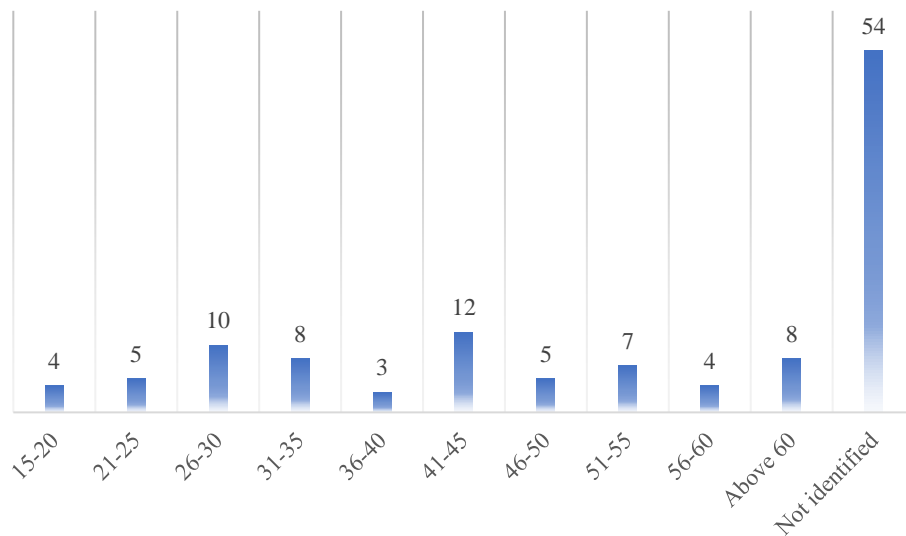


Figure 11. Complainants Median Age
Data Source: IA Pro- January 1st 2021-June 30th 2021

Section III. APD Use of Force Incidents

The information underlined in this section will report on the number of Use of Force incidents that were received and investigated by Internal Affairs Force Division (IAFD) during this reporting period and the CPOAB review of Level 3 Use of Force cases. There was a total of 344 Level 1 and 2 and 81 Level 3/Serious Uses of Force (SUOF) cases from the period beginning January 1st 2021 to June 30th 2021. Sub-sections below provide detailed information regarding area commands where these incidents occurred, call type associated with force events and serious uses of force cases that were reviewed by the CPOAB during this reporting period.

SOP 2-52 (Use of Force-General) outlines the list of all events which will be classified among three force levels. All Level 3 force incidents will be identified as serious uses of force in this report. SOP 2-53-2-M define different level of force as:

- **Level 1 Use of Force:** Force that is likely to cause only transitory pain, disorientation, and/or discomfort during its application as a means of gaining compliance.
 - a. This includes techniques that are not reasonably expected to cause injury, do not result in an actual injury, and are not likely to result in a complaint of injury (i.e., pain compliance techniques and resisted handcuffing).
 - b. Shows of force, including: pointing a firearm, beanbag shotgun, 40-millimeter impact launcher, OC spray, or ECW at an individual, or using an ECW to “paint” an individual with the laser sight or utilizing a warning arc. A show of force is reportable as a Level 1 use of force.
 - c. Level 1 use of force does not include interaction meant to guide, assist, or control an individual who is offering minimal resistance.

- **Level 2 Use of Force:** Force that causes injury, could reasonably be expected to cause injury, or results in a complaint of injury.

- a. Level 2 use of force includes: i. Use of an ECW, including where an ECW is fired at an individual but misses; ii. Use of a beanbag shotgun or 40-millimeter impact launcher, including where it is fired at an individual but misses; iii. OC spray use including where it is sprayed at an individual but misses; iv. Empty-hand techniques (e.g., strikes, kicks, takedowns, distraction techniques, or leg sweeps); and v. Strikes and attempted strikes with impact weapons. This excludes strikes to the head, neck, throat, chest, or groin, with a beanbag shotgun or 40-millimeter impact launcher and strikes to the head, neck, throat, torso, or groin with a baton or improvised impact weapon, which are considered Level 3 uses of force.
- **Level 3 Use of Force:** Force that results in, or could reasonably result in, serious physical injury, hospitalization, or death.
 - a. Level 3 use of force includes: i. Use of deadly force; ii. Critical firearm discharges; iii. Use of force resulting in death or serious physical injury; iv. Use of force resulting in hospitalization; v. Strikes to the head, neck, throat, chest, or groin with a beanbag shotgun or 40-millimeter impact launcher and strikes to the head, neck, throat, torso, or groin with a baton or improvised impact weapon; vi. Use of force resulting in a loss of consciousness; vii. Police Service Dog bites; viii. Three or more applications of an ECW on an individual during a single interaction, regardless of the mode or duration of the application, and regardless of whether the applications are by the same or different officers; ix. ECW application on an individual during a single interaction for longer than 15 seconds, whether continuous or consecutive, regardless of the mode of application; x. Neck holds; xi. Four or more strikes with a baton or improvised impact weapon; and xii. Any Level 2 use of force against a handcuffed individual.

Level of Force Used by Area Commands

Among all use of force incidents, majority of the events occurred in southeast area command totaling 112 events. For southeast area command, level 1 force was reviewed and investigated 32 times, level 2 force 65 times while level 3 force event was investigated 15 times during the reporting period. Note that IAFD does not investigate level 1 use of force and these are forwarded to the respective area commands. Prisoner Transport Center (PTC) is within valley area command’s jurisdiction, however cases occurring at PTC are reported separately. Out of Area suggests use of force incidents occurring outside the jurisdiction of APD area commands. Breakdown of force incidents that occurred during these six months by the area command for all levels of use of force is highlighted in the figure below.

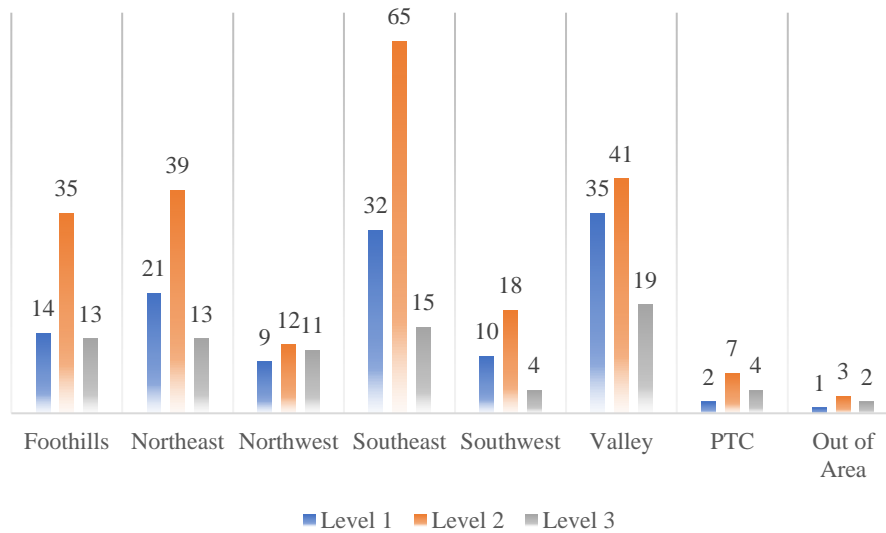


Figure 12. Level of force by Area Commands
PTC: Prisoner Transport Center
Data Source: IAFD report to CPOAB- January 1st 2021-June 30th 2021

Type of Calls associated with Force Event

For a total of 425 use of force cases received and investigated by IAFD during these six months, it is important to identify what type of calls led to these force events. This sub-

section will provide count of all call types which resulted in officer using some level of force against an individual(s). As seen in the table below, majority of the calls leading to a Use of Force event resulted from ‘Family Dispute’ and ‘Disturbance’. Complete list of these calls by count is provided in the table below.

Call Type	Count
Family Dispute	72
Disturbance	67
Suspicious Person/Vehicle	40
Suicide	30
Aggravated Assault/Battery	27
Wanted Person	23
Behavioral Health	17
Continuation-Early Force Event	17
Onsite Suspicious Person/Vehicle	17
Drunk Driver	11
Fight in Progress	10
SWAT	9
Traffic Stop	7
Vandalism	7
Shooting	6
Armed Robbery Commercial	5
Auto Theft	5
Burglary Auto	5
Burglary Residence	5
Stolen Vehicle Found	5
Burglary Commercial	4
Shots Fired	4
Auto/Carjacking	3
Traffic Accident/Injuries	3
Welfare Check	3
Onsite Disturbance	2
Tactical Assistance	2
Traffic Accident/No Injuries	2
ALPR Hit	1
Armed Robbery Individual	1
Bait Vehicle Theft	1
Theft/Fraud/Embezzlement	1
Battery	1
Contact	1
Bomb Threat	1
Demonstration	1
DOA	1
DV Escort	1
Narcotics	1
Neighbor Trouble	1
Onsite Auto Theft	1
Sleeping Individuals	1
Sex Offense	1
Shoplifting	1
Stabbing	1
Total	425

*Table 8. Call types associated with use of force event
Data Source: IA Pro- January 1st 2021-June 30th 2021*

CPOAB Review of SUOF/Level 3 UOF cases

The Board during this reporting period reviewed 12 Serious Use of Force Cases. As defined in the policy, the Board review these cases after the review by the Force Review Board. List of SUOF cases, the CPOA Executive Director findings and the Board's disposition of these cases is identified below:

1- APD Case # 19-0070442 (*See Appendix III-3*):

Executive Director review finds → Officer's 1 conduct 'Sustained' for the Use of Force where the investigation determines, by a preponderance of the evidence, the alleged misconduct did occur. This violation was a Level 7 and Executive Director recommended 'Verbal Reprimand' for Officer 1. CPOAB concurs with the findings of the Executive Director in this case.

2- APD Case # 19-0075407 (*See Appendix III-4*):

Executive Director review finds → Officer's 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

3- APD Case # 19-0089586 (*See Appendix III-5*):

Executive Director review finds → Officer's 1 & Sergeant 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

4- APD Case # 19-0093619 (*See Appendix III-6*):

Executive Director review finds → Officer's 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged

conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

5- APD Case # 20-0004251 (*See Appendix III-7*):

Executive Director review finds → Officer's 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

6- APD Case # 20-0006203 (*See Appendix III-8*):

Executive Director review finds → Officer's 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

7- APD Case # 20-0007881 (*See Appendix III-9*):

Executive Director review finds → Officer's 1 & Officer's 2 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

8- APD Case # 20-0008932 (*See Appendix III-10*):

Executive Director review finds → Officer's 1 & Sergeant 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

9- APD Case # 20-0009181 (*See Appendix III-11*):

Executive Director review finds → Officer's 1 conduct 'Not Sustained' for the Use of Force where the investigation is unable to determine, by a preponderance of the evidence,

whether the alleged misconduct occurred. CPOAB concurs with the findings of the Executive Director in this case.

10- APD Case # 20-0010100 (*See Appendix III-12*):

Executive Director review finds → Officer's 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

11- APD Case # 20-0011970 (*See Appendix III-13*):

Executive Director review finds → Officer's 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

12- APD Case # 20-0027063 (*See Appendix III-14*):

Executive Director review finds → Officer's 1 & Sergeant 1 conduct 'Exonerated' for the Use of Force where the investigation determines, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training. CPOAB concurs with the findings of the Executive Director in this case.

13- APD Case # 19-0077270:

Executive Director asked the Board to request the full investigation file prior to making any findings in this case from the Force Review Board. CPOAB made a motion to request full case investigation file for this case.

Section IV. Public Outreach

This section highlights public outreach initiatives undertaken by the CPOA and the Board during this reporting period. In response to the Governor's public health order, CPOA/CPOAB continued all public meetings via Zoom video conference. There was a total

Mission Statement

"Outreach will promote the mission of the CPOAB and be the bridge for communication with the community."

of six Outreach Sub-committee Board meetings. Member Chantal Galloway will continue her role as the Chair for the Outreach Sub-committee for 2021-2022 Board cycle. Sub-committee efforts were focused on supporting the needs of the Agency and the Board, while also including the ongoing community engagement between the CPOA and the community policing councils (CPC's). Public Outreach activities during this reporting period are highlighted below:

- The Community Policing Council liaison, Kelly Mensah officially started with the Agency in the month of January.
- Community Engagement Specialist M.s Amanda Bustos resigned from the CPOA during this reporting period. She served the Agency for four years. The position remained unfilled by the end of this period.
- Outreach Sub-committee focused efforts on developing Social Media policy for the Board. Member Nixon is assigned with this task and presented a draft policy for review.
- Outreach Sub-committee discussed and developed solutions for the onboarding of prospective Board members to provide a realistic insight as to what the volunteer commitment for the CPOA Board involves. Sub-committee also discussed how CPC members should be encouraged to apply to become CPOA Board members given that they already receive similar volunteer training into APD policies and practices. Outreach Sub-committee also discussed the need to analyze data and current policies and procedures with regards to the work volunteer members are tasked with, specifically regarding which cases to review.
- Discussions at the outreach Sub-committee also focused on the area of Board member training as required by the Oversight Ordinance and the CASA. It includes updating

training materials beginning with the Diversity and inclusion trainings for the Board. Several members of the Board met with outside vendor to discuss possible training opportunity.

- CPC Liaison Kelly Mensah represented the CPOA at the 2/27/2021 CPC Summit. He presented to each community policing council about the need for more robust involvements within the CPCs. Mr. Mensah also worked on mixing up CPC members between different area commands to reinvigorate the CPCs.
- Outreach Sub-committee also spent significant amount of time during this reporting period discussing case review process and how it impacts Board member turnover. The Sub-committee discussed recommending authorizing the use of CPOA/CPOAB attorney's time to work alongside the Executive Director in exploring whether the CASA or the Oversight Ordinance provides opportunity to the Board to no longer review each civilian complaint and only review appeals and have an audit function.
- Foothills CPC submitted their Annual report and can be found online on the CPC website. For detailed CPCs activities during this reporting period, refer to each area command annual report at: <https://www.cabq.gov/community-policing-council/community-policing-councils-annual-reports>
- Outreach Sub-committee discussed efforts being made with the City Council regarding the delay in selecting new Board members from the pool of applicants.
- Sub-committee discussed community engagement and mediation brochures. Changes were identified and committee agreed that collateral materials would be utilized until they are finished.
- Director Harness provided an update on the newly hired CPC Office Assistant who started the work with the CPCs in the month of May. He also discussed the Community Policing Council's concerns and their request for an MOU between the CPOA and CPC's. Kelly Mensah, CPC Liaison worked with the CPC's in drafting the MOU which remained a work-in-progress throughout this reporting period. Director Harness also provided an update on the budget for the CPOA which includes funding for the CPC's.
- Director Harness updated the Outreach Sub-committee on discussions during the meeting between the City Council, Department of Justice, and the CPOA regarding CPOA Board member appointments.

- CPC Liaison met with local YouTube producer to support the CPCs community engagement efforts and explored options for content geared towards a younger pool of CPC candidates.
- Discussions were held regarding the CPOA collaboration with the Albuquerque Community Safety (ACS) Department. The CPOA showed interest in collaborating resources between Crisis Intervention Team (CIT) and the ACS department for complainants who need additional “case management” services. This collaboration would essentially happen after a preliminary investigation was conducted and the CPOA can no longer support the needs of the complainants due to the viability of a complaint. This would help streamline the workload for investigative staff and better meet the needs of some of the complainants that engage in the process.
- Director Harness provided a template for a Memorandum of Understanding (MOU) to the CPCs detailing the authority between the Agency and the CPCs.
- On May 5th 2021, Southwest CPC focused on the Officer Accountability Project with a discussion titled “The Other Side of Law & Order, Part: The Impacts of Officer’s Misconduct”.
- Director Harness appeared on the panel at the Valley CPC in the month of June and provided an update on IMR-13 and the status conference.
- Director Harness also worked with CPC Liaison to explore hiring new police officers and reviewing recruiting obligations under the CASA.
- Director Harness met with the CPC monitor Dr. Rickman who suggested the need for revamping the CPC website. CPC Liaison and office assistant worked on updating the CPC website.
- Director Harness informed the Outreach Sub-committee regarding the meetings between the CPOA, DOJ and the City Council. Board members appointments, creation of a selection committee to appoint new members and revision of the CPOA Oversight Ordinance to be in alignment with the CASA were discussed. Director also emphasized on how the revisions will be beneficial to the CPOAB and its ability to comply with the requirements of the CASA.
- Outreach Sub-committee recommended two solutions to the training and ride along requirements which were discussed at the meeting with the IMT. (a) NACOLE/Training

Takeaway Form and (b) The standard of a minimum of 8 hours of “Ride Along” time be used to satisfy the requirement of 2 ride along/6 months requirement set forth in the CASA. The 8 hours can be broken up as needed to accommodate Board members’ schedules.

- There was ongoing discussion regarding how the CPCs will held meetings once COVID-19 restrictions are eliminated. Community Centers will likely not reopen before August so CPCs will continue to meet via zoom in the meantime. A hybrid solution is also being explored once the community centers are reopened.
- There were two meetings held during the IMT visit regarding appointment of Board positions. Director Harness updated the Sub-committee that there may be additional vetting questions added to the application to assess a candidate’s familiarity with the CASA and Oversight. For example, have you read the CASA or have you attended a CPOAB Meeting.

Section V. CPOA/Board Policy Activities, Policy Recommendations provided to APD, CPOAB Training Status & Legislative Amendments to Oversight Ordinance and Policies and Procedures

As defined in the Oversight Ordinance, an important role of the CPOA/Board is to *“Provide input, guidance and recommendations to the City Council, the Mayor and the Chief of Police for the development of policy for the Albuquerque Police Department”*. The Oversight Ordinance requires the Board and the Agency to recommend policies, training, programs, and other procedural suggestions to the APD. The Oversight Ordinance stipulates *“The Board must dedicate a majority (more than 50%) of its time to policy recommendations”*. This section provides a snapshot of the activities that the Board dedicated to policy and other important matters related to APD during the current reporting period. During the first year of its existence the Board created a set of operating procedures designed to meet their obligations per the Oversight Ordinance. To serve this mission, the Board created Policy and Procedures Review Sub-Committee (PnP) that reviews APD policies and procedures, and makes recommendations on changes to ensure that compliance and consistency aligns with the CPOA’s mission.

A critical function of the CPOA and the Board is to provide information regarding the APD policy processes to the public. This function is enhanced when CPOA/Board participates directly in the policy development process at APD and reports the results to the public. CPOA/Board recommendations are given serious consideration in the APD policy development and review process. Board members, the CPOA Executive Director and staff regularly participate in Policy and Procedure Unit (formerly Office of Policy Analysis OPA) meetings where new policies and modifications to existing policies are presented for review by APD subject matter experts. The members are presented with the opportunity to ask questions and recommend policy changes. The Board designee and the CPOA Executive Director also attend the Policy and Procedures Review Board (PPRB) meetings to finalize and vote on the SOPs before they reach the CPOAB for 30-day review, the independent monitor (if it is CASA related policy) and the Chief of APD for final approval and publishing.

Starting January 1st 2021 and ending June 30th 2021, CPOA/Board were involved in numerous policy related activities and other issues at the department. These activities are listed below:

- List of Policies that were presented at Policy and Procedures Review Unit (formerly Office of Policy Analysis) includes the following:

Policies presented at Policy and Procedures Review Unit
SOP 2-36 Police Press Relations and Release of Police Identification Photographs
SOP 2-64 Violence Intervention Program VIP Custom Notification Deliveries
SOP 1-36 Officer Wellness Program
SOP 1-50 Gun Violence Reduction Unit
SOP 2-7 Damage to Civilian Property
SOP 1-22 (Currently 2-89) Automated License Plate Reader Program
SOP 1-80 (Formerly 6-5) Prisoner Transport Unit
SOP 2-10 Use of Emergency Communications
SOP 2-69 Informants
SOP 3-50 Forms Control
SOP 1-12 (Formerly 1-45) Volunteer and Internship Program
SOP 1-54 (Formerly 4-2) Honor Guard Team
SOP 2-14 Use of Cell-Site Simulator Technology
SOP 2-15 Small Unmanned Aircraft System (sUAS) Operations
SOP 2-27 Rescue Task Force
SOP 2-107 Use of Crime Scene Specialist (CSS) Unit
SOP 3-15 Sworn Personnel Positions and Seniority
SOP 3-16 Seniority-To be deleted
SOP 3-40 Civil Litigation Process
SOP 1-14 Rapid Accountability Diversion Program
SOP 1-17 Aviation Division
SOP 1-31 Court Services Unit
SOP 1-75 Planning Division
SOP 2-75 Request for Legal Opinions for the City Attorney
SOP 3-23 Retirement Observance

SOP 1-44 (Formerly 8-12) False Alarms Unit
SOP 1-57 (Formerly 5-7) Identification and Disposition Unit
SOP 2-59 Extreme Risk Firearm Protection Orders Procedures
SOP 2-108 Electronic Communications Privacy Act (ECPA) Procedures
SOP 3-31 Physical Fitness Assessment
SOP 1-21 (Currently 4-14) Bicycle Patrol
SOP 1-86 (Formerly 8-7) Report Review Unit
SOP 1-93 (Formerly 8-11) Telephone Reporting Unit (TRU)
SOP 2-5 Department Vehicles
SOP 2-63 Crime Stoppers Investigations
SOP 2-99 Naloxone Policy
SOP 2-113 Custom Notification Gun Buy-Back (CNGBB) Program
SOP 1-2 Social Media
SOP 1-19 Shield Unit
SOP 1-83 (Currently 5-9 and 5-10) Real Time Crime Center
SOP 2-28 (Formerly 3-20) Flood Control Channel Action Plan (Code Raft)
SOP 2-81 Off-Duty Conduct: Power of Arrest
SOP 3-30 Line Inspection Process

- List of Policies and forms that were presented at Policy and Procedures Review Board (PPRB) includes the following:

Policies and Forms presented at PPRB
SOP 3-12 Awards and Recognition
Form- Criminal Nuisance Abatement Unit (CNAU)
Form- Law Enforcement Officers Safety Act Request for APD Firearms Qualification
Form- PD 4606 Locker #505 Student's Clothing Bank APD Referral Form
SOP 2-65 Language Access Procedure
SOP 3-6 Language Access Policy
SOP 1-56 (Currently 6-12) Horse Mounted Unit
Form- Horse Mounted Unit Donor Horse Agreement Form
Form- Horse Mounted Unit Horse Release Agreement Form

Form- APD Transport Unit Daily Inspection Log
SOP 1-15 Air Support Unit
Form- Problem-Oriented Policing Project Form
SOP 2-1 Uniforms
SOP 1-50 Gun Violence Reduction Unit
SOP 2-36 Police Press Relations and Release of Police Identification
SOP 2-64 Violence Intervention Program (VIP) Custom Notification Deliveries
SOP 3-33 Performance Evaluation and Management System (PEMS)
Form- Course Development Requirements Form
Form- Document Requirements Form
Form- Survey Development Requirements Form
Form- Test Development Requirements Form
Form- TNA Part 1- Training Development Request Form
Form- TNA Part 2- Training Needs Assessment Form
SOP 2-7 Damage to Civilian Property
SOP 2-37 Meal Breaks
Form- Performance Evaluation and Management System Command Initiated Assessment Form
Form- Performance Evaluation and Management System Employee Self-Assessment Form
Form- Performance Evaluation and Management System Level 1 Assessment Form
Form- Performance Evaluation and Management System Level 2 Assessment Form
Form- Performance Evaluation and Management System Monitoring Plan Form
Form- Performance Evaluation and Management System Monitoring Plan Status Report Form
SOP 1-36 Officer Wellness Program
SOP 2-27 Rescue Task Force (To be archived)
SOP 2-69 Informants
SOP 2-98 Gunshot Detection Procedure
Domestic Violence Packet
Form- NCIC Triple 1 Form
Form- Request for CADs Update or Change Form
SOP 3-50 Forms Control
SOP 2-10 Use of Emergency Communications
SOP 2-14 Use of Cell-Site Simulator (CSS) Technology

SOP 2-15 Small Unmanned Aircraft System (sUAS) Operations
Child Exploitation Detail (CED) Department Patch
SOP 3-41 Complaints Involving Department Personnel
Form- Electronic Communications Privacy Act Warrant Tracking Form
Form- Electronic Support Unit UAS Mission Checklist
Form- Letter of Notification
Form- Electronic Support Unit UAS Mission Log
SOP 3-46 Discipline System
Form- Homicide Worksheet for Primary Briefing
Form- Consent to Search Digital Devices
SOP 1-54 (Formerly 4-2) Honor Guard Team
SOP 1-75 (Formerly 8-1) Planning Division
SOP 2-107 Use of Crime Scene Specialist (CSS) Unit
SOP 2-75 Request for Legal Opinions from the City Attorney (To be archived)
Form- Respirator Fit Test Record Form
Form- Critical Incident Referral Form
Form- Beat & Area Command Familiarity Quiz Form
Form- Consent to Assume Online Presence Form
Form- Consent to Use Digital Media File(s) for Undercover Operations Form
Form- APD Fleet Management Van Pre-Inspection Form
Form- APD Fleet Management Truck Pre-Inspection Form
Form- APD Fleet Management SUV Pre-Inspection Form
Form- APD Fleet Management Car Pre-Inspection Form
Form- Receipt and Agreement for a Permanently Assigned/Take Home Vehicle Form
Form- Pool Car Check-Out Log Form
Form- Laser Log Form
Form- Citation Log Form
Form- Identification Cards and Driver's License Log Form
Form- Skip License Plate Log Form
Form- Permission to Search for Body Samples Form
Form- Chain of Command Discipline Recommendation Form
Form- Crisis Intervention Call Review Form
Form- Chain of Custody Form

- The City Administration appointed two executive positions to oversee the Albuquerque Police Department to include the Chief of Police and the Superintendent of Police Reform/Deputy Chief Administrative Officer (Superintendent) in March 2021. The Chief of Police retired as a commander from APD in 2014, became Chief of Police in the Pueblo of Laguna and returned to APD in 2017 as the Deputy Chief of Police at the Field Services Bureau. Newly hired Superintendent is a four-time police chief who is tasked with vital pieces of the reform effort. The Superintendent oversees the Training Academy Division, the Internal Affairs Professional Standards Division, Internal Affairs Force Division, Crisis Intervention Division and Behavioral Health Section. (*See Appendix III-15-APD organizational chart*)
- A joint motion was filed with the Court in February 2021 establishing a temporary External Force Investigation Team (EFIT) to assist APD in conducting quality and timely investigations of Level 2 and Level 3 uses of force. EFIT is primarily designed to assist, evaluate and provide guidance to IAFD personnel. EFIT's work will be evaluated in the same manner as APD by the IMT and DOJ for the duration of the contract term. In April 2021, the City had advertised a Request for Letters of Interest outlining requirements for potential vendors, worked closely with the Department of Justice in the selection process, and selected a vendor.
- City Attorney's office updated the Board on the work in progress as it relates to the Board's review of serious use of force cases post Force Review Board.
- The Agency posted for 3 new investigative positions in the month of January 2021 and added two new investigators to the staff during this period. Investigator Erin O'Neil also resigned during this reporting period. The Executive Director notified the Board that Agency will be working with the City Legal to draft request for proposal for outside vendor in helping Agency with the case load.
- Investigators at the Agency attended Daigle internal affairs training. Newer investigators went through initial internal affairs training and experienced investigators that had already taken the initial training went through advanced training for certification.
- Deputy Commander Sean Waite who has been assigned to oversee APD's Office of Policy Analysis and other CASA related compliance tasks attended January 7th Board's Policy and Procedure Review Sub-committee meeting. He expressed interest in continuing the

interaction with the policy Sub-committee. He identified his immediate goals to include; shortening the SOP review timelines (CASA related SOPs are reviewed in timely manner however non-CASA SOP not reviewed in time), standardizing the SOP format, involving City Legal earlier in the process. Deputy Commander also updated the Sub-committee on the status of SOP 3-52 that concerns the policy development process.

- Ad-Hoc work group of the Board was voted to be withdrawn from the agenda. The committee struggled to gain traction on this item due to other significant demands of the Board.
- The Board discussed the Independent Monitoring Team request for providing mechanism or testing matrix that suggests members of the Board received required training mandated by the Oversight Ordinance and the CASA. Some members raised concerns regarding Board being a volunteer body and this task adds up more responsibilities, is time consuming and decrease the effectiveness of the Board.
- At February 11th 2021 Board meeting, Acting Commander Chris Patterson gave a presentation on Tier 4 Use of Force Training. This training includes defensive tactics training, UOF lectures, shoot on the move training, foot pursuit, UOF response to resistance simulator and other similar trainings. Acting Commander informed the Board that tier 4 defensive tactic portion is a two-day training, first part comprises of 10-hour a day defensive tactics training. Second day of tier 4 involves reality-based techniques (RBT) scenarios, which deals with the tools officer use (40mm, taser, oc spray etc) which again is a 10-hour training. Additionally, the training also includes 2-hours of de-escalation training. 3 hours of additional training for taser recertification and 10 hours of firearms manipulation and qualification training. APD provides a total of 36.25 hours of tier 4 UOF training, however per the CASA, APD is only required to provide 24 hours of tier 4 training.
- DOJ, City Attorney, City Legal, CPOA Executive Director and the CPOAB held a meeting on February 11th 2021 to discuss issues related to the appointment of new members and reappointment of current members to the Board.
- City Attorney informed the Board at February meeting about news circulating in the media that approximately 60 police officers are investigating other police officers at APD. The City Attorney notified that number is somewhat misleading as it identifies all civilians and

other staff at the compliance bureau that does not conduct investigations. IAFD in February 2021 had a total of 15 investigators and IAPS had 6 investigators. City plans to add at least 10 more investigators at the Internal Affairs Division.

- At the February Policy and procedure review Sub-committee, Sergeant Matthew Tinney was invited to provide a report on the Downtown Unit. The Downtown Unit was established primarily at the request of the business community to address issues that affected downtown businesses. It has since been expanded to deal with residential issues in the area as well as pedestrian safety. A significant fraction of the non-arrest contacts deals with homeless persons.
- Several bills impacting the law enforcement were introduced in New Mexico State Legislature during this reporting period. These include House Bill 4 titled ‘New Mexico Civil Rights Act’ that deals with qualified immunity for public officials, including law enforcement. Senate Bill 227 titled ‘Inspection of Police Misconduct Investigation’ requires providing inspection of law enforcement misconduct investigations; reporting of officer-involved injuries or deaths; amends the crime of justifiable homicide by a public officer or public employee; enacts the law enforcement officer procedures act; regulates the use of physical force by officers; establishes a duty of officers to intervene; requires use of force policies and prescribing standards for serving search warrants. This bill would require law enforcement agencies across the state to adopt many of the use-of-force policies and de-escalation practices that APD has developed under the CASA.
- A motion was made at the February Board meeting to invite APD training academy command staff to present at the march monthly Board meeting. The purpose of the invitation was to receive an update on officer training in regards to conducting interviews of children to determine the need for CACU resources and interviews of victims of sexual or domestic violence. Lieutenant Michael Meisinger with the APD Training Academy gave a presentation to the Board on APD training related to crimes against children unit (CACU), domestic violence and sexual assaults at March 11th Board meeting.
- On March 4th 2021, the CPOAB met for a study session to discuss annual assessment performance for Board members training and duties. The study session involving the CPOAB, CPOA Executive Director and Legal counsel focused on training opportunities

and needs for the Board, goals and priorities, conduct and ethics policy and Board member's relationship with the stakeholders.

- At March 11th 2021 CPOAB meeting, newly appointed Chief of Police Harold Medina and Superintendent of Reforms and Deputy Chief Administrative Officer Sylvester Stanley participated. The Superintendent position will be in-charge of overseeing training academy, internal affairs and community policing. Chief Medina spoke about his support for the city's leadership decision for creating a new position and other priorities for the Albuquerque Police Department. Superintendent Stanley introduced himself and provided an outlook related to his appointment.
- Started in February 2021, complainants who will have their cases on the agenda will be invited to address the Board at time when their case are being heard. As per CPOA policies and procedures, *Article II-6-B "When an individual civilian police complaint is on the agenda for the Board to review, the complainant or complainant's authorized representative will be provided with a minimum of five minutes to address the Board relating to the complaint and investigation"*. The proposed protocol/process of notifying complainants when their cases are presented to the Board for review was discussed. The Executive director indicated that upon a case being uploaded for Board's review, the complainant receives a notice from the CPOA that Board will be reviewing their case at the upcoming meeting. That notice is sent either via US mail or email. The complainant is advised to contact the CPOA no later than the Tuesday before the meeting if they wish to address the Board. If they contact the CPOA, they are provided with a zoom link for the meeting and are advised they are given 5 minutes to address the Board. In addition, they are advised they will be placed in the waiting room until it is their time to address the Board about their concerns. First complainant appeared in front of the Board during the March 11th 2021 meeting.
- As it pertains to SOP 2-23 and SOP 1-64 K-9-unit, Lieutenant Ray Del Greco and Sergeant Michael Hernandez were invited to present at the March Policy and Procedures Review Sub-committee meeting. They reported on deployments and apprehensions of K-9 and also answered other questions and concerns raised by the Sub-committee members.
- Dave Maas from Electronic Frontier Foundation presented at the NACOLE webinar where surveillance technologies of law enforcement agencies were discussed. The link:

atlasofsurveillance.org is an interactive website that allows the user to identify technologies acquired by different police departments across the country. APD has several technologies that can be categorized as surveillance technologies to include; Cell-site simulator technology, on-body recording devices, automated license plate readers, gun-shot detection system (ShotSpotter), small un-manned aircraft systems (drones), face recognition, home surveillance (Ring cameras). Chair of the policy Sub-committee provided a list of suggested questions that should be asked from the department when analyzing such technologies;

- i. What data is being collected? (Video, audio, license plate, biometrics etc)
 - ii. How and where is the data being collected? Where will cameras be placed and why those places are chosen?
 - iii. How long is the data being stored and the justification for the retention period?
 - iv. What are the impacts on vulnerable communities (Black, Immigrant, LGBTQ, Muslim populations) and how will those be mitigated?
 - v. Defined purposes for which the system can be accessed or searched?
 - vi. How the technology's effectiveness is measured?
 - vii. Who can access the system and what training they receive?
 - viii. How is the system audited for misuse and are such results made public?
 - ix. Has the company providing service or technology has ever experienced data breaches?
 - x. Cost of the system and how will it be funded?
- The CPOAB voted to approve the contract with the current legal counsel Sutin, Thayer and Browne law firm for the fiscal year 2022.
 - Outside consultant Arianna Trott with Be. Compassion was invited to provide the Board with the proposal for personalized training regarding diversity and inclusion. She provided an introduction and overview of the proposal of training for the Board and Agency staff at the March 11th 2021 meeting.
 - Elections for the new CPOAB chair and vice-chair were held during March 11th 2021 meeting. Member Galloway nominated Eric Olivas to be the next chairperson of the CPOAB. There were no other nominations. Eric Olivas was elected as a chair of the

CPOAB by unanimous consent for the year 2021-2022. Eric Olivas nominated Chantal Galloway to be the next vice-chairperson of the CPOAB. There were no other nominations. Chantal Galloway was elected as a vice-chair of the CPOAB by unanimous consent for the year 2021-2022.

- The CPOAB voted to designate member Dr. William Kass as a Board representative at the APD Policy and Procedures Review Board by unanimous consent.
- As it pertains to SOP 2-92 and SOP 5-4, Acting commander Dennis Tafoya and Lieutenant Nicholas Sanders provided an update to the Board at April 8th 2021 meeting. They reported on CARE program training bids and informed the Board that there are currently over 120 APD officers that are CARE certified.
- At April 8th 2021 Board meeting, Mayor office reported that APD has contracted with Mr. Romero with UNM to provide consultancy to the department regarding review of policies and training to include training on search and seizures, 4th and 5th amendment.
- IMR 13th report was filed with the court on May 2021.
- The Executive Director and Lead Investigator of the CPOA conducted 12 interviews for the investigator position in April 2021.
- The final budget package was submitted to the CPOA budget analyst on April 2nd 2021. The budget includes the addition of the policy analyst to the CPOA staff. Current proposed budget for the CPOA stands at \$1,608,000.00. City Council approved the final budget for the CPOA on May 17th 2021. Total budget is \$1,698,000.00 which will allow for the hiring of a Policy Analyst and an additional Investigator.
- The Executive Director met with the Superintendent of Reforms and Deputy Chief Administrative Officer Sylvester Stanley to discuss upcoming changes within APD and CPOA compliance with the CASA.
- The new case management software Benchmark Analytics has been delayed until 4th quarter of 2021. The development work involving IAPS, IAFD, CPOA continued on bi-weekly basis.
- CPOA's January to June 2020 semi-annual report was approved by the Board and the City Council.

- The CPOAB approved and sent the letter of request for training to be developed for the Board regarding Equity and Inclusion to the City's office of equity and inclusion. (*See Appendix III-16*)
- Sub-committee changes were made during this reporting period (April 2021). New membership includes: **Outreach Sub-committee** Members Chantal Galloway, Doug Mitchell and Eric Nixon. **Policy and Procedure Sub-committee** Members Dr. William Kass, Tara Armijo-Prewitt and Eric Olivas. **Case Review Sub-Committee** Members Chantal Galloway, Dr. William Kass and Eric Nixon. **Personnel Sub-committee** Members Eric Olivas, Tara Armijo-Prewitt and Doug Mitchell.
- The CPOAB voted to adopt proposed review of serious uses of force cases process. (*See Appendix III-17*)
- APD policy representatives requested at the PnP Sub-committee of the Board to consider submitting 'No Recommendation' form for SOPs for which the Board has no substantive recommendations at the time. This includes SOPs that are advanced from PPRB to CPOAB for 30-day review period. The purpose is to ensure that SOPs are advanced and published in a timely manner. CPOAB voted to approve delegating CPOA Executive Director to require staff member to forward 'No recommendations' to APD policy unit after they are voted on at the monthly Board meeting.
- Policies that were voted by the Board for 'No Recommendations' during this reporting period includes: SOP 1-50 (Gun Violence Reduction Unit), SOP 2-36 (Police Press Relations), SOP 2-64 (VIP Custom Notifications), SOP 2-1 (Uniforms), SOP 2-27 (Rescue Task Force), SOP 2-69 (Informants), SOP 2-7 (Damage to Civilian Property), SOP 2-37 (currently 4-16) (Meal Breaks), SOP 3-33 (Performance Evaluation and Management System PEMS), SOP 3-50 (Forms Control), SOP 2-10 (Use of Emergency Communications), SOP 2-14 (Use of Cell-Site Simulator Technology), SOP 2-15 (Small Unmanned Aircraft Systems (sUAS) Operations), SOP 3-41 (Complaints Involving Department Personnel), SOP 3-46 (Discipline System).
- The CPOAB held a special meeting on May 10th 2021 to discuss Board members responsibilities in regards to members training, discussed the findings of IMR 13, IMR 13 response letter to the Court and suspension of Case Review Sub-committee for the second quarter of 2021.

- The CPOAB voted to authorize the legal counsel to review the CASA, Oversight Ordinance and Policies and Procedures to explore whether the Board can forego review of findings and individual civilian complaints received and investigated by the Agency and instead only review findings and complaints when; an appeal is requested by the complainants or while performing an audit as currently prescribed in policies and procedures.
- AMICI meetings were held on May 27th 2021.
- At May 20th 2021 Board meeting, Acting Commander Sean Waites gave a presentation on recently published IMR 13 and provided an overview of differences and compliance level variations between IMR 12 and IMR 13. Primary compliance remained the same at 100%, secondary compliance dropped from 91% in IMR 12 to 82% in IMR 13 and operational compliance level dropped from 64% to 59% during these two IMR periods.
- At May 20th 2021 Board meeting, the CPOAB voted to approve requesting the Agency to commence a study on traffic stops conducted by APD. The purpose of the study is to determine if APD traffic stops have resulted in disproportionate targeting of specific populous, unnecessary use of force and or increased risk to citizen or officer safety. The Agency will report back to the Board with its findings and any associated recommendations for changes in APD policy and training. The CPOAB drafted a letter to be sent out the Chief requesting datasets that will be required for this study. APD had not yet provided the datasets to the Agency till the end of the reporting period.
- The CPOAB approved the letter drafted by legal counsel to be presented to the court at June 9th 2021 public hearing. The letter to the court identifies issues to include; CPOAB staffing, timely access to serious uses of force case materials, funding, CPOAB specialized training, administrative investigations and CPOA successes with CPC integration and data analysis. (*See Appendix III-18*)
- The CPOAB at May 20th 2021 meeting voted to remove APOA from the agenda item. Motion stated “The Board agenda shall no longer include a reserved section for the APOA in the ‘Department Reports’ section of the agenda. The APOA shall remain free to address the Board during the public comments section of the meeting and the APOA may request additional time to present to the Board at any time through the Board chair.” The letter attached in the appendix was sent out to the APOA explaining this change and expressing

Board's willingness to work with the APOA and maintaining an open channel of communication. (See Appendix III-19)

- The Executive Director informed the Board on strategies to increase timeline compliance for CPOA investigations. Suggested strategies include CPOAB to recommend a policy change to SOP 3-41 to allow minor violations to be referred to the area command for investigation by the CPOA as allowed by IAPS, CPOAB to recommend amendment to CASA placing statute of limitations on complaints, CPOAB to persuade the City to negotiate expanded time limitations with the APOA, increase the investigation staff at the Agency. The Executive Director also notified that the CPOA has set aside \$75000 to contract outside vendor investigators and that funding will come from FY 2021 and will carry into FY 2022.
- The CPOAB asked the Executive Director to conduct a study on the CPOA staffing and time management. Executive Director notified the Board that the CPOA will conduct the study post the health emergency and when the investigators at the Agency are fully staffed (7 investigators) and trained.
- The Executive Director provided an update on Board's request regarding the CPOA's investigation checklist. He indicated that the checklist constitutes an audit of each CPOA investigation and is not permitted under the City's Ordinance.
- The CPOAB voted to approve requesting the Executive Director or their designee to provide members of the Board with training on CPOA civilian police complaint process including intake, assignment, investigation and conclusion no later than 12/31/2021. The purpose of the training is to familiarize Board members with the complaint process and how the Agency handles complaint process. This will allow the Board members to make informed decisions when reviewing Agency's findings as required by the Oversight Ordinance. The Executive Director notified the Board that CPOA will not be able to provide this training until a later date since new investigators are receiving the training and the current case workload does not allow to provide such training.
- As per Article III, Section 2-c of the CPOA's updated Policies and Procedures approved at April 2021 meeting, Board appointed Vice Chair Chantal Galloway as the CPOA's point of contact until a new Chair and Vice Chair are elected in year 2022.

- At May 20th 2021 Board meeting, with the addition of two new Board members, new Sub-committee assignments were made. New membership includes: **Outreach Sub-committee** Members Chantal Galloway, Doug Mitchell, Eric Nixon and Gionne Ralph. **Policy and Procedure Sub-committee** Members Dr. William Kass, Tara Armijo-Prewitt, Eric Olivas and Richard Johnson. **Case Review Sub-Committee** Members Eric Nixon, Chantal Galloway, Dr. William Kass and Richard Johnson. **Personnel Sub-committee** Members Eric Olivas, Tara Armijo-Prewitt, Doug Mitchell and Gionne Ralph.
- Following the SUOF proposal approval at April 8th 2021 meeting, CPOAB voted to appoint member Dr. Kass as the serious use of force case manager until a new Chair and Vice Chair are elected in the year 2022.
- The CPOAB delegated the responsibility to Policy and Procedures Review Sub-committee to explore whether officer's who are no longer employed by the department should be investigated or not. The CPOAB discussed whether the Agency should continue administratively closing cases due to change in officer employment status or should they minimally investigate such complaints.
- Lieutenant Ray Del Greco and Sergeant Michael Hernandez participated in the Board meeting on June 10th 2021 and provided information on the K-9 Unit deployment criteria, de-escalation techniques, training requirements and other statistical data. The K-9 Unit was invited to report to the CPOAB as a result of high number of use of police service dogs in serious use of force cases that are reviewed by the Board.
- At June 10th 2021 Board meeting, the 9th member of the Board participated as an observer after getting approval from the City Council. The Board has not been fully staffed with 9 members since February of 2018.
- SOP 3-52 Policy Development Process remained a work in progress throughout this reporting period. Deputy Commander Sean Waites and City Legal updated the Board regularly on the progress and expected this policy to be presented for review at Policy and Procedure Review Unit at APD by the next reporting period.
- The CPOAB voted to appoint member Tara Armijo-Prewitt as the Board's IMR Liaison pursuant to recently updated Policies and Procedures.
- Court hearing was held in regards to IMR 13 and other updates from APD and other stakeholders in the consent decree process on June 9th 2021. IMT presented the findings of

IMR 13. Dr. Ginger provided a high-level overview of the report. Mr. Coyne discussed issues with APD use of force training. Dr. Kunard presented on crisis intervention reforms and praised APD for fulfilling CASA requirement regarding this aspect. Mr. Giaquinto presented on the implementation of discipline as well as CPOA/CPOAB. IMR-13 noted that, despite commendable improvements at APD regarding major discipline (class levels 1-5), APD still has problems with minor discipline. The CPOA's timeliness of investigations was noted an area of concern. This is a problem based on lack of investigators, not a systemic CPOA problem. IMT noted that the Community Outreach program is effective and working well and the CPOA Board needs to be fully staffed in order for it to provide effective oversight. The CPOA Board has a lot of tasks and responsibility and needs to reach an equilibrium regarding its duties and it needs to keep up with its training requirements. The Court was informed that the Board is mindful of these issues and are working on them.

From the Department of Justice, Mr. Killibrew led the discussion with an overview of compliance, force and the force investigation team, and noted that DOJ is troubled with the backsliding in CASA compliance. Ms. Martinez addressed the Court regarding the CPOA and CPOA Board, focusing first on CPOA Board staffing issues. Mr. Sanders discussed FRB and IAFD, as well as how they both had marked improvements from the last review period (IMR-12). Mr. Ryals discussed failures of the APD Training Academy and other APD training deficiencies. Mr. Kent presented information about APD data issues discovered during IMR-13.

From the City of Albuquerque, Chief Administrative Officer Ms. Nair spoke about the administration's position regarding IMR-13, and the management problems noted therein. She referenced the changes in various APD leadership positions that were implemented in response to IMR-13. Chief Medina spoke about the reform process and how we need to find a middle ground between implementing reforms and crime reduction. Deputy CAO Stanley provided additional information about IMR-13, areas of compliance, and areas that are still being improved. Lieutenant Meisinger provided an update about APD Academy Trainings during COVID. Lieutenant Dietzel presented about ECIT officer training that is voluntary under the CASA. Deputy Chief Garcia presented about the early intervention system. Commander Lowe provided a progress report regarding IAFD and the status of

ensuring adequate staffing. Commander Waite presented information about APD's compliance and oversight division.

From the APOA, Mr. D'Amato addressed the Court and he did not dispute IMR-13's general findings but took issue with some IMR-13 specifics. He mentioned staffing and training issues and how these contribute to the overarching issues. He advocated for the officers and how blame should not be on them, it should be directed at City leadership. Mr. Willoughby told the Court that APD officers are miserable and are leaving at unprecedented rates. He stated the "Crime Matters More" campaign was to give a voice to the community that wants the APD to focus on crime rather than reform. He claims APD cannot do both simultaneously.

From the AMICI stakeholders' group, Mr. Whatley highlighted those parts of the IMR-13 that impact MHRAC. The McClendon Subclass counsel, Mr. Cubra presented about concerns regarding the new ABQ Community Safety Department and whether ACS should be trained by APD. Mr. Jackson presented for the CPCs and highlighted that the addition of Mr. Mensah has been positive. APD Forward, through Mr. Housepian, reiterated what others said about the concerning backsliding noted in IMR-13. Executive Director Edward Harness provided his comments to the Court, which reiterated the main points from the letter that has been sent out by the CPOA/CPOAB. The Community Coalition provided brief comments about various IMR-13 issues, but focused on data issues and the CBA that needs to be in alignment with the CASA.

- The CPOAB approved July-December 2020 Semi-Annual report of the CPOA to be forwarded to the respective City authority. It was forwarded to the City Council by end of this reporting period.
- To reach compliance regarding timelines compliance for CPOA investigations, for the purpose of reducing the investigative burden on the CPOA and to bring Albuquerque in alignment with nationwide best practices, the CPOAB delegated Policy and Procedures Review Sub-committee to draft proposed changes to the CASA, Oversight Ordinance and requesting changes to the APOA's timeline limitations. These changes include; 1: Authorize the Policy and Procedures Review Sub-committee to recommend a policy change to SOP 3-41 to allow minor violations to be referred to area command for investigations by the CPOA as allowed by IAPS, 2: Authorize the Policy and Procedures

Review Sub-committee to utilize the services of legal counsel to author an amendment to the CASA, placing a statute of limitations on civilian police complaints, 3: Authorize the Board Chair to author a letter to the City Council and the CAO of the City of Albuquerque to request they negotiate expanded time limitations with the APOA to allow for 180-day disciplinary timelines as is standard practice in similar jurisdictions nationwide.

- The CPOAB voted to approve policies and procedures review Sub-committee recommendations for APD SOP 2-98 Gunshot Detection System Procedure. (*See Appendix III-20*)

Policy Recommendations provided to APD

The Oversight Ordinance states *“The Board shall review and analyze policy suggestions, analysis, studies, and trend data collected or developed by the Administrative Office, and shall by majority vote recommend policies relating to training, programs and procedures or other matters relating to APD. Any such policy recommendations shall be supported by specific, written findings of the Board in support of the proposed policies. The Board's policy recommendations shall be submitted to APD and to the City Council. The Board shall dedicate a majority (more than 50%) of its time to the functions described in this subsection”*. (§ 9-4-1-4-C-5-a). The PnP Sub-committee is tasked with reviewing APD policies and procedures and make recommendations to the full Board on suggested changes.

Establishing and implementing sound policies are important to guide officers in making good decisions in critical situations. The quality of a department’s policy impacts the quality of services delivered to the public. Effective police accountability requires the department to have clear and detailed policies regarding police encounters that involve life, liberty and well-being of people they encounter³. Accountability encourages departments to build trust in the communities they serve. Policies need to be clear and consistent throughout a department’s Standard Operating Procedures manual. Inadequate policies fail to tackle possibly illegal and unprofessional actions. CPOA/Board recognizes that a good policy recommendation has several features:

³ *The New World of Police Accountability, Third Edition by Samuel E. Walker & Carol A. Archbold*

- It identifies a problem and proposes a solution,
- It is supported by data,
- It is transparent to the community,
- It is clear, understandable, trainable and acceptable to the Police Department, and
- It has a good chance of being adopted.

There was *one* policy recommendation letter (SOP 2-98) sent to APD by the CPOA/Board. Extensive discussions also took place at the Policy and Procedures review Sub-Committee, APD Policy and Procedure Unit (formerly Office of Policy Analysis) and APD Policy and Procedures Review Board. Many concerns were raised with the Subject Matter Experts (policy owners), and several comments and suggestions were provided at these meetings to bring changes in the SOPs early in the process.

CPOAB Training Status

Section § 9-4-1-5-F-5 of the Oversight Ordinance stipulates *“The Director shall track training progress for each Board member, verify completion of the initial and on-going training requirements for each Board member, and include this information for each Board member as part of the semi-annual reports required by this article”*. This section highlights all the required initial training/orientation, six months training as well as annual training regarding all Board members who served during this reporting period. Note that the data in this section was retrieved on 10-25-2021 suggesting the training status of Board members was identified as of the mentioned date.

Per section § 9-4-1-5-F-1 of the Oversight Ordinance, members of the Board upon appointment shall complete an orientation and training program to include training by the CPOA staff or CPOA legal counsel on CPOA policies, and procedures and attendance of at least one Board meeting as an observer (except for reappointed members). The status of this requirement is identified in the table below:

Board Member	Initial Appointment Date	Be trained by the CPOA staff or CPOA legal counsel on CPOA policies, and procedures	Attend at least one Board meeting as an observer (except for reappointed members)
Tara Armijo-Prewitt	6-14-2019	Completed	Completed
Patricia French	6-4-2021	Completed	Completed
Chantal Galloway	11-20-2017	Completed	Completed
Richard Johnson	4-19-2021	Completed	Completed
William Kass	6-6-2017	Completed	Completed
Eric Nixon	3-12-2020	Completed	Completed
Eric Olivas	6-14-2019	Completed	Completed
Gionne Ralph	4-19-2021	Completed	Completed

*Table 9. Initial training/orientation status (prior to participating in first board meeting)
As of 10-25-2021*

Section § 9-4-1-5-F-2 of the Oversight Ordinance lists the required training that Board members shall complete within the first 6 months on serving on the Board. Table 10 below lists the status of each Board member on those trainings during the first six months of 2021.

	Tara Armijo-Prewitt (Deadline 1-14-2020)	Patricia French (Deadline 1-4-2022)	Chantal Galloway (Deadline 5-20-2018)	Richard Johnson (Deadline 10-19-2021)	William Kass (Deadline 1-6-2018)	Eric Nixon (Deadline 9-12-2020)	Eric Olivas (Deadline 1-14-2020)	Gionne Ralph (Deadline 10-19-2021)
CASA Training	Completed	Completed	Completed	No	Completed	Completed	Completed	No
Oversight Ordinance Training	Completed	Completed	Completed	No	Completed	Completed	Completed	No
Public Meetings /Conduct of Public Official Training	Completed	Completed	Completed	No	Completed	Completed	Completed	No
Civil Rights Training	Completed	Completed	Completed	No	Completed	Completed	Completed	No

Use of Force Training	Completed	Completed	Completed	No	Completed	Completed	Completed	No
Civilian Police Academy Training	Not fully completed due to external factors	Ongoing (within deadline)	Completed	Ongoing (within deadline)	Completed	Completed as member of NW CPC (2018)	Completed as member of NE CPC (2016)	Completed while an APD Chaplain (10 years ago)
Two APD Ride-Along	Completed	No (within deadline)	Completed	No (within deadline)	Completed	No (unable due to COVID)	Completed	No (within deadline)
Annual Firearms Simulation Training	No (due to external factors)	No (within deadline)	No (due to external factors)	No (within deadline)	No (due to external factors)	No (due to external factors)	Completed as part of CPA (2016)	No (within deadline)
Internal Affairs Training	No (not provided by APD)	No (within deadline)	Completed	No (within deadline)	Completed	No (not provided by APD)	No (not provided by APD)	No (within deadline)
Equity and Cultural Sensitivity Training	Completed	No (within deadline)	Completed	No (within deadline)	Completed	No (due to external factors)	Completed	No (within deadline)
APD Officers Training Curriculum	No (due to external factors)	No (within deadline)	No (due to external factors)	No (within deadline)	No (due to external factors)	No (due to external factors)	No (due to external factors)	No (within deadline)

Table 10. Required Training status (within 6 months of appointment)

External factors: training not offered, COVID-19 or other outside factors leading to non-completion

Within Deadline: Still within time frame to complete the required training

As of 10-25-2021

Section § 9-4-1-5-F-3 stipulates “Board members shall receive eight hours of annual training on any changes in law, policy, or training in the areas outlined under subsection (2) above, as well as developments in the implementation of the 2014 DOJ Settlement Agreement (or any subsequent agreements) until such time as the terms of the agreement are satisfied. Board members shall also participate in at least two police ride-along for every six-months of service on the Board.” Table 11 below lists the status of each Board member on the annual/required on-going trainings during the first six months of 2021.

	Tara Armijo-Prewitt	Patricia French	Chantal Galloway	Richard Johnson	William Kass	Eric Nixon	Eric Olivas	Gionne Ralph
Annual Training on changes in laws, policies, training as well as developments in implementation of 2014 DOJ settlement agreement (NACOLE attendance)	Completed (Post-completion essay was not submitted)	N/a	Completed	N/a	Completed	Completed (Post-completion essay was not submitted)	Completed	N/a
Two Ride-Along	No (Waived due to COVID)	No (N/a until initial 6-month training. Waived due to COVID)	No (Waived due to COVID)	No (N/a until initial 6-month training. Waived due to COVID)	No (Waived due to COVID)	No (Waived due to COVID)	No (Waived due to COVID)	No (N/a until initial 6-month training. Waived due to COVID)

Table 11. Required Annual/On-going Training status
As of 10-25-2021

Legislative Amendments to Oversight Ordinance and/or Policies and Procedures

Section § 9-4-1-10-F of the Oversight Ordinance states *“The CPOA shall be responsible for regularly informing Mayor, the City Council, and the Public by submitting semi-annual report that include; Identification of any matters that may necessitate the City’s Council consideration of legislative amendments to this Police Oversight Ordinance”*. During this reporting period, there were no legislative amendments that were proposed by the CPOAB to the City Council regarding the Oversight Ordinance. However, several changes to the Policies and Procedures governing the CPOA/Board were approved by the Board during this reporting period which includes:

- Changes made in the CPOA Policies and Procedures in regards to Board’s ‘Public Relations Policy’.

ARTICLE III -- ORGANIZATION OF THE CIVILIAN POLICE OVERSIGHT
AGENCY BOARD to add (C):

C. The Chairperson Shall Designate One Board member to work with the CPOA Executive Director and serve as the point of contact (POC) for official communication to the public regarding Board business and information. At any time, if approached for dialogue, any board member can refer members of the public to the POC.

- Changes made in the CPOA Policies and Procedures in regards to appointing one Board member as ‘IMR Liaison’.

ARTICLE III -- ORGANIZATION OF THE CIVILIAN POLICE OVERSIGHT
AGENCY BOARD Section 2 (A). to add (15):

(15) Appoint one Board member to act as an IMR Liaison. The IMR Liaison is responsible for viewing the draft IMR, identifying any potential concerns, conferring with the Executive Director and legal counsel on concerns, and, in coordination with the Chairperson and Executive Director, report any concerns to the Independent Monitor Team. All members remain able and are encouraged to review the draft IMR.

- Changes made in the CPOA Policies and Procedures in ‘Conduct and Ethics Consideration’ section.

ARTICLE III -- ORGANIZATION OF THE CIVILIAN POLICE OVERSIGHT
AGENCY BOARD (5). to add in table ‘Public Statements’:

Individual board members should feel free to speak with the public but should use discretion when determining what scenarios warrant speaking to the public as a member of the Board.

And

For both the PR POC and individual board members, the guidelines for information deemed confidential and not for public knowledge should be always adhered to while serving on the Board.

Appendix

I. Civilian Police Oversight Agency (CPOA) Staff

Edward W. Harness, Esq.

Executive Director

Diane L. McDermott

Assistant Lead Investigator

Erin E. O’Neil

Investigator

Antonio Coca

Investigator

Katrina Sigala

Senior Administrative Assistant

Amanda Bustos

Community Outreach Engagement Specialist

Ali Abbasi

Data Analyst

Valerie Barela

Administrative Assistant

Tressler J. Stephenson

Investigator

Misael Palalay

Investigator

Kelly Mensah

Community Policing Councils Liaison

Marteessa Billy

CPC Administrative Assistant

A. CPOA Executive Director

EDWARD W. HARNESS, ESQ. was selected as the top candidate by the CPOAB for the Executive Director position and confirmed by the City Council as Executive Director of the CPOA in September of 2015. Edward Harness is a graduate of Marquette University Law School. He completed his undergraduate degree in Management of Criminal Justice Operation at Concordia University, where he graduated Cum Laude. As a private practice attorney, focused on consumer rights and advocacy, Mr. Harness was recognized as one of Milwaukee’s Top-Rated Attorneys 2012 – 2015. He also served as a Police Commissioner 2007 – 2015. Prior to attending law school Mr. Harness was a City of Milwaukee Police Officer and served in the U.S. Army as a Military Policeman.

B. Duties and Responsibilities of the Executive Director

Under the amended Oversight Ordinance, the Executive Director reports directly to the Civilian Police Oversight Agency Board (CPOAB). The CPOA Executive Director’s duties are as follows:

- Independently investigate, or cause to be investigated, all civilian police complaints and prepare findings and recommendations for review by the CPOAB;
- Review and monitor all Internal Affairs investigations including but not limited to officer involved shooting investigations. The Director shall prepare and submit findings and recommendations to the CPOAB relating to officer involved shootings, and shall report on general trends and issues identified through monitoring or auditing of Internal Affairs;
- Provide staffing to the CPOAB and ensure that the duties and responsibilities of the CPOA are executed in an efficient manner, and manage the day-to-day operations of the CPOA.
- The CPOA will receive and process all civilian complaints directed against the Albuquerque Police Department and any of its employees.
- The Director shall independently investigate and make findings and recommendations for review by the CPOAB for such civilian complaints, or assign them for independent investigation by CPOA staff or an outside independent investigator. If assigned to staff or

an outside investigator, the Director shall oversee, monitor, and review all such investigations and findings for each.

- All findings relating to civilian complaints, officer involved shootings and serious uses of force shall be forwarded to the CPOAB for its review and approval. For all investigations, the Director shall make recommendations and give advice regarding Police Department policies and procedures to the CPOAB, as the Director deems advisable.
- Investigation of all civilian complaints filed with the CPOA shall begin immediately after complaints are filed and proceed as expeditiously as possible, and if an investigation exceeds a timeframe of nine months the Director must report the reasons to the Board.
- All civilian complaints filed with other offices within the city authorized to accept civilian complaints, including the Police Department, shall be immediately referred to the Director for investigation.
- Mediation should be the first option for resolution of civilian police complaints. Mediators should be independent of the CPOA, APD, and the city, and should not be former officers or employees of APD. At the discretion of the Director an impartial system of mediation should be considered appropriate for certain complaints. If all parties involved reach an agreement, the mediation is considered successful and no investigation will occur.
- The Director shall monitor all claims of officer involved shootings and serious uses of force. No APD related settlements in excess of \$25,000 shall be made for claims without the knowledge of the Director. The Director shall be an ex-officio member of the Claims Review Board.
- The Director shall maintain and compile all information necessary to satisfy the CPOA's semi-annual written reporting requirements in § 9-4-1-10.
- The Director shall have access to any Police Department information or documents that are relevant to a civilian's complaint, or to an issue which is ongoing at the CPOA.
- The Director shall play an active public role in the community, and whenever possible, provide appropriate outreach to the community, publicize the civilian complaint process, and identify locations within the community that are suitable for civilians to file complaints in a non-police environment.
- The Director shall be provided the necessary professional and/or clerical employees for the effective staffing of the Administrative Office, and shall prescribe the duties of these staff

members. Such professional and clerical employees will be classified city employees. All CPOA staff with investigative duties shall be professional investigators trained in professional investigation techniques and practices.

- The Director shall report directly to the Board and lead the Administrative Office; independently investigate or supervise all investigations of civilian complaints, audit all IA investigations of complaints, recommend and participate in mediation of certain complaints, and supervise all CPOA staff.
- The Director shall complete the initial and ongoing training requirements for Board members as prescribed by § 9-4-1-5(F) and report completion of training activities to the Chair of the Board.

II. Civilian Police Oversight Agency Board (CPOAB)

A. Volunteer Board Members

Dr. William J. Kass - Dr. William J. Kass is currently a retired physical scientist. As a private citizen, he has been active in following Albuquerque Police Department reform efforts for nearly five years. He has met with victim's family members; attended meetings with the Department of Justice, the Independent Monitor Team, the City of Albuquerque Council, the Mayor's Initiative, the Police Oversight Task Force and former and current versions of the Police Oversight Board. He has also attended several area Community Policing Councils. His interests are primarily in policy and community outreach. He serves as the chair of Policy and Procedure Review Committee and is a member of the Community Outreach Sub-Committee. He believes that police policy is public policy and the community should have a voice in creating that policy. That can only be done if the community is informed and engaged and Albuquerque Police Department responds positively to their concerns.

Email: wkass.pob@cabq.gov

Term: Appointed 06-04-2020, Expires 02-02-2023

Chantal M. Galloway - Ms. Chantal M. Galloway is currently a Vice-President of Business Services. Ms. Galloway holds a BBA from the University of Arkansas at Little Rock, as well as an MBA from the University of New Mexico. Ms. Galloway's interest in serving the CPOAB comes from her desire to be active and serve her community. Ms. Galloway has a background with for-profit and non-profit organizations and hopes to bring her skills of obtaining outcomes wherein vested parties have their concerns or opinions heard and acted upon.

Email: cgalloway.pob@cabq.gov

Term: Appointed 02-04-2019, Expires 02-02-2022

Eric Olivas - Mr. Eric Olivas currently owns and manages his own landscaping business and a real estate investment business. Mr. Olivas' education includes a B.S. in Biology and Chemistry and a M.S. in Biology from the University of New Mexico. Mr. Olivas was the Chairman of the Northeast Community Policing Council prior to joining the CPOAB. His other community work

includes serving on the Quigley Park Neighborhood Association Board. Mr. Olivas is an avid runner, hiker, backpacker and enjoys spending time with his family and dog. Mr. Olivas' interest in serving on the Board comes from his experience with the NE CPC and his belief that the City needs an adaptive and responsive police force focused on constitutional community policing, that includes strong Civilian Police Oversight. Civilian Police Oversight must be efficient, transparent, and place an emphasis on policy analysis and policy improvement to affect systemic training deficits and cultural problems within the police department.

Email: eolivas.pob@cabq.gov

Term: Appointed 06-14-2019, Expires 02-02-2024

Tara Armijo-Prewitt - Ms. Tara Armijo-Prewitt grew up in Albuquerque, graduated from Albuquerque High School, and graduated with honors with a B.S. in Biology from the University of New Mexico before attending graduate school at the University of California Davis, where she earned an M.S. in Entomology. Ms. Armijo-Prewitt is currently working for Catholic Charities of NM in the Center for Educational Opportunities. Ms. Armijo-Prewitt's interest in serving on the CPOA Board comes from her desire to be an engaged citizen and to contribute to the improvement of her community.

Email: tarmijo-prewitt.pob@cabq.gov

Term: Appointed 06-14-2019, Expires 02-02-2022

Douglas Mitchell - Mr. Douglas Mitchell is retired after a long career working in the Juvenile Justice System in Albuquerque and New Mexico. Mr. Mitchell's interest in serving comes from being a lifelong resident of Albuquerque and wants to contribute to assure that the City thrives. He understands the Police Department has to reflect the values the community represents and wants to move that forward. He believes his years of experience working within the judicial, legislative, and executive branches of government would be an asset to the CPOA Board. Mr. Mitchell has Bachelors of Arts, Social Science and Master of Arts, Public Administration from UNM.

Eric Nixon - Mr. Eric Nixon is currently a Project Manager for the Department of Homeland Security. Mr. Nixon's interest in serving comes from having immersed himself in learning about social justice and equity issues that occur in the community. Mr. Nixon has served as a member of

the NW Area Command CPC. This experience has given him a background for voting on and advocating the CPC's recommendations regarding policing activities and policy changes at APD. Mr. Nixon is dedicated to performing the tasks of the Board as a resolute Board Member and impartial voice intent on finding the best solutions for ensuring APD integrity and accountability.

Email: enixon.pob@cabq.gov

Term: Appointed 03-12-2020, Expires 02-02-2024

Gionne N. Ralph - Ms. Ralph is an active community member with a broad range of service to our City. This range has included serving as a Volunteer Police Chaplin with the Albuquerque Police Department, working with the New Mexico Martin Luther King Jr. Commission as an Events Coordinator and also serving as a Foster Parent to a young person who was being treated at Desert Hills Behavioral Health Facility which provides treatment for children and adolescents who have been struggling with substance abuse. Ms. Ralph feels that she can be fair and unbiased on the Board if appointed since after serving as a Chaplain for over 10 years has afforded her the unique opportunity to see both sides of law enforcement and the citizens that are at that moment both facing unwanted situations.

Email: rgionne.pob@cabq.gov

Term: Appointed 04-19-2021, Expires 02-02-2023

Patricia J. French - Ms. French is a retired City of Albuquerque Employee who spent over 30 years with the Albuquerque Police Department. During her tenure at the Police Department, she served as Records Supervisor and in her final two years with the City as the False Alarm Reduction Supervisor. Ms. French also served on the Public Employees Retirement Association of New Mexico Board (PERA) for many years. She served four years as Chair of the Board. In addition to her service on the PERA Board, Ms. French has been involved in a wide range of community service activities which has included serving on the Rio Grande Credit Union Supervisory Committee, the Brookline College Criminal Justice Program Advisory Committee, First Vice President of the Retired Public Employees of New Mexico and President of American Federation of State, County & Municipal Employees (AFCME) Local 3022. Known for her commitment to representing the working class, labor, teachers, veterans, the individuals who have paid their debt to society but are still not allowed to vote, Ms. French has served her community well. Ms. French

is a leadership expert who has the experience of high-energy to take on challenges presented to her. Ms. French brings unique perspectives gained from her understanding of how policies are created at APD. She was trained to perform internal investigations and has done many through her years with APD. She believes that her knowledge and expertise in reviewing investigations and knowledge of what questions to ask and what to look for are invaluable to the committee.

Email: pafrench.pob@cabq.gov

Term: Appointed 06-07-2021, Expires 02-02-2022

Richard Johnson - Mr. Johnson is currently employed as the Pastor and Co-Founder of The Living Water Miracle Center. As an active community leader, Mr. Johnson has worked through his ministry helping to feed the food insecure residents of Albuquerque. Mr. Johnson has also helped people with their drug addictions by providing counseling and help with other issues in the hope of breaking the cycle of addiction. Mr. Johnson spends time during the day of his working hours in contact with people who are at higher risk of experiencing interactions with law enforcement. Mr. Johnson's interest in serving on the CPOA Board comes from the fact that he feels that he can bring a different perspective to the Board because of his close ties to the community and help bridge the gap between the community and law enforcement.

Term: Appointed 05-03-2021, Expires 02-02-2024

B. Civilian Police Oversight Agency Board Duties

The Civilian Police Oversight Agency Board (CPOAB) is tasked with the following functions:

- Promote a spirit of accountability and communication between the citizens and APD while improving community relations and enhancing public confidence;
- Oversee the full investigation of civilian complaints; audit and monitor all investigations and/or officer involved shootings under investigation by APD's Internal Affairs;
- Continue cooperation with APD and solicit public input by holding regularly scheduled public meetings;
- Review all work of the CPOA with respect to quality, thoroughness, and impartiality of investigations;
- Submit all findings to the Chief of Police;
- Review and analyze policy suggestions, analysis, studies, and trend data collected or developed by the Administrative Office, and shall by majority vote recommend policies relating to training, programs and procedures or other matters relating to APD. The CPOAB's policy recommendations shall be submitted to APD and to the City Council. The CPOAB shall dedicate a majority (more than 50%) of its time to the functions described in this subsection.

C. Civilian Police Oversight Agency Board Sub-Committees

Case Review Sub-Committee: Reviews Civilian Complaints alongside the CPOA Executive Director.

Members:

Eric Nixon (chair)

Chantal Galloway

Dr. William Kass

Richard Johnson

Policy and Procedures Review Sub-Committee: Reviews Albuquerque Police Department policies and procedures, and makes recommendations on changes to ensure that compliance and consistency aligns with the Civilian Police Oversight Agency’s mission.

Members:

Dr. William J. Kass (chair)

Eric Olivas

Tara Armijo-Prewitt

Richard Johnson

Community Outreach Sub-Committee: Members of the Civilian Police Oversight Agency Board discuss community outreach and engagement efforts.

Members:

Chantal Galloway (chair)

Eric Nixon

Douglas Mitchell

Gionne Ralph

Personnel Sub-Committee: Discuss business regarding Civilian Police Oversight Agency administrative human resource decisions.

Members:

Eric Olivas (chair)

Douglas Mitchell

Tara Armijo-Prewitt

Gionne Ralph


III. Attachments

1. Chief's Non-Concurrence Letter CPC # 249-20

CITY OF ALBUQUERQUE

Albuquerque Police Department

Harold J. Medina, Chief of Police



April 27, 2021

VIA CERTIFIED MAIL

CPC 249-20

Juan Armas
 4051 Montgomery Blvd NE
 Building A
 Albuquerque NM 87109

Dear Mr. Armas:


Upon receipt of the complaint filed, Antonio Coca of the Civilian Police Oversight Agency conducted an investigation into the incident. The completed investigation has been through the review process mandated by City Ordinance, which includes a review by the Executive Director.

After careful consideration of the available facts, I agree with the findings of the Executive Director. For the exception of SOP 1-1-4D15.

If you have any further questions regarding this disposition, please contact the Chief Administrative Officer. You have the right to appeal the findings by sending a letter requesting an appeal to the Officer of the Mayor, PO Box 1293, Albuquerque, NM 87103, within 30 days of this notification.

I would like to thank you for bringing this matter to my attention. Even though your complaint was exonerated and administratively closed, certain information is captured from all citizen complaints in an attempt to enhance and improve our continuing policing efforts.

Sincerely,



HAROLD J. MEDINA
 Chief of Police

 HJM/ZC/ag

cc: Internal Affairs Professional Standards
Civilian Police Oversight Agency

U.S. Postal Service™

CERTIFIED MAIL® RECEIPT

Domestic Mail Only

For delivery information, visit our website at www.usps.com™


OFFICIAL USE

Certified Mail Fee <input type="checkbox"/> ONE SERVICE & Fees (extra fee, add to all shipments) <input type="checkbox"/> Return Receipt (hardcopy) \$ _____ <input type="checkbox"/> Return Receipt (electronic) \$ _____ <input type="checkbox"/> Certified Mail Restricted Delivery \$ _____ <input type="checkbox"/> Adult Signature Required \$ _____ <input type="checkbox"/> Adult Signature Restricted Delivery \$ _____	Postmark Here
Package Total Postage and Fees \$ _____	
Sent To: ZIP+4® No., or PO Box No. City, State, ZIP+4®	

PS Form 3800, April 2010 (rev. 10-20-2019) See Reverse for Instructions

2. Chief's Non-Concurrence Letter CPC # 293-20

CITY OF ALBUQUERQUE

Albuquerque Police Department 

Harold J. Medina, Chief of Police

May 6, 2021

VIA EMAIL

CPC 293-20

Graham Dumas
Graham.dumas@lopdm.us

Dear Mr. Dumas:


Upon receipt of the complaint filed, Antonio Coca of the Civilian Police Oversight Agency conducted an investigation into the incident. The completed investigation has been through the review process mandated by City Ordinance, which includes a review by the Executive Director.

After careful consideration of the available facts, I agree with the findings of the Executive Director. For the exception of SOP 1-1-4D15

If you have any further questions regarding this disposition, please contact the Chief Administrative Officer. You have the right to appeal the findings by sending a letter requesting an appeal to the Officer of the Mayor, PO Box 1293, Albuquerque, NM 87103, within 30 days of this notification.

I would like to thank you for bringing this matter to my attention. Even though your complaint was exonerated and not sustained, certain information is captured from all citizen complaints in an attempt to enhance and improve our continuing policing efforts.

Sincerely,




MICHAEL SMATHERS
Acting Chief of Police

MS/ZC/ag


cc: Internal Affairs Professional Standards Division
Civilian Police Oversight Agency

400 Roma NW
Albuquerque
New Mexico 87102
www.cabq.gov



3. APD SUOF Case # 19-0070442

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY
CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 2, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 19-0070442, IAFD Case # C2019-000068

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cabq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-52 Use of Force and 2-54 Intermediate Weapons

My review of the evidence shows on August 2, 2019 the victim (Mr. T) contacted by officers of the Albuquerque Police Department because he was suspected of camping in a city park. During this contact it was discovered Mr. T had an outstanding warrant for his arrest. Mr. T was advised he was being placed under arrest. He fled officers on foot. Officer 1 used his Electronic Control Weapon (ECW) to keep him from avoiding arrest.

Officer 1 failed to give Mr. T a warning prior to deploying his ECW. APD policy states an officer shall issue a verbal warning prior to deployment of the weapon, to allow a subject to comply. Officer 1 did not issue a warning to Mr. T.

Albuquerque - Making History 1706-2006

Finding: The CPOA finds Officer 1's conduct **SUSTAINED** where the investigation determines, by a preponderance of the evidence, the alleged misconduct did occur.


Recommendation: This violation is a Level 7 therefore I recommend a Verbal Reprimand for Officer 1.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

4. APD SUOF Case # 19-0075407

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY
CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 2, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 19-0075407, IAFD Case # C2019-000070

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cahq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-23 Use of Canine, APD Procedural Order 6-9 K9 Unit

My review of the evidence shows on August 16, 2019 the victim " " was a barricaded subject. APD SWAT activation was called. Officer's used public address announcements, and chemical munitions, to gain D 's compliance. As he exited the dwelling, he failed to comply with officer's directions. He began to walk away, it appeared to avoid arrest. Officer 1 deployed his K9 to apprehend D . The K9 made contact with D 's arm and he was taken into custody. He was medically evaluated on scene, then transported for processing.

Albuquerque - Making History 1706-2006


Finding: The CPOA finds Officer 1's conduct "**Exonerated**," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

5. APD SUOF Case # 19-0089586

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY
CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 2, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 19-0089586, IAFD Case # C2019-000083

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cabq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-23 Use of Canine, APD Procedural Order 6-9 K9 Unit

My review of the evidence shows on September 28, 2019 the victim (Ms. E) was a barricaded subject. APD SWAT activation was called. Officer's used public address announcements, and chemical munitions to gain Ms. E.'s compliance. As she exited the dwelling, she failed to comply with officer's directions; fleeing back into the dwelling, it appeared to avoid arrest. Officer 1 shot Ms. E in the thigh with a 40mm sponge round. It was ineffective.

After a 5 hour standoff with no communication with Ms. E., Sergeant 1 deployed his K9 to apprehend Ms. E. The K9 made contact with Ms. E.'s arm and thigh. she was taken into custody. She was transported to UNM Hospital for treatment of her injuries.

Albuquerque - Making History 1706-2006

Finding: The CPOA finds Officer 1's conduct "**Exonerated**," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.


Finding: The CPOA finds Sergeant 1's conduct "**Exonerated**," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

6. APD SUOF Case # 19-0093619

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY
CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair *Eric Olivas, Vice Chair*
Tara Armijo-Prewitt *Chantal M. Galloway* *Douglas Mitchell*
Eric Nixon
Edward Harness, Executive Director

February 2, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 19-0093619, IAFD Case # C2019-000084

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cabq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-52 Use of Force

My review of the evidence shows on September 20, 2019 the victim, N [redacted], was contacted by officers of the Albuquerque Police Department because he appeared asleep on the sidewalk of a local business. Officer 1 woke up N [redacted] and summoned medical attention. N [redacted] was uncooperative, so Officer 1 made the decision to place N [redacted] in handcuffs until the arrival of Albuquerque Fire and Rescue. After handcuffing N [redacted] continued resist, at one point attempting to headbutt Officer 1. At that point Officer 1 took N [redacted] to the ground, while handcuffed.

Finding: The CPOA finds Officer 1's conduct "**Exonerated**," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the

Albuquerque - Making History 1706-2006


evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

7. APD SUOF Case # 20-0004251

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair *Eric Olivas, Vice Chair*
Tara Armijo-Prewitt *Chantal M. Galloway* *Douglas Mitchell*
Eric Nixon
Edward Harness, Executive Director

February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0004251, IAFD Case # C2020-000015

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cabq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-23 Use of Canine, APD Procedural Order 6-9 K9 Unit

My review of the evidence shows on January 14, 2020 the victim Mr. M. was a barricaded subject. Officer's used public address announcements, and chemical munitions, to gain Mr. M's compliance. He failed to comply with officer's directions. Officer 1 deployed his K9 to search the business. Officers heard noises coming from the ceiling. Officers then observed a hole in the wall leading to an adjacent business. A tactical activation was ordered.

Public address announcements continued, use of chemical munitions, and noise flash diversions devices were deployed. Officer 1 deployed his K9. The K9 made contact with M.'s left hand and he was taken into custody. He was medically evaluated on scene, then transported for processing.

Albuquerque - Making History 1706-2006

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.


Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

8. APD SUOF Case # 20-0006203

CITY OF ALBUQUERQUE

CIVILIAN POLICE OVERSIGHT AGENCY
Civilian Police Oversight Agency Board
Dr. William J. Kass, Chair Eric Ollvas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway
Eric Nixon
 Edward Harness, Executive Director



Douglas Mitchell

February 12, 2021

Harold Medina, Interim Chief of Police
 C/O Internal Affairs Unit
 Albuquerque Police Department
 400 Roma NW
 Albuquerque, NM 87102

RE: APD Case # 20-0006203, IAFD Case # C2020-000027

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293	<ul style="list-style-type: none"> • Computer Aided Dispatch Reports • APD Field Services Reports • Internal Affairs Reports
Albuquerque	<ul style="list-style-type: none"> ○ Officer Interviews • Internal Affairs Force Division Reports ○ Command Review
NM 87103	<ul style="list-style-type: none"> • On Body Recording Device Videos • APD Policy 2-52 Use of Force

www.cbq.gov

My review of the evidence shows on January 20, 2020 the victim, Ms. S., was contacted by officers of the Albuquerque Police Department because she was reportedly walking in and out of traffic creating a safety issue. Officer 1 arrived on scene, Ms. S walked in from of his vehicle into traffic. Ms. S. was uncooperative, so Officer 1 made the decision to place Ms. S. in handcuffs for her safety. After handcuffing Ms. S. continued to resist., at that point Officer 1 took Ms. S. to the ground, while handcuffed.

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the

Albuquerque - Making History 1706-2006


evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

9. APD SUOF Case # 20-0007881

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0007881, IAFD Case # C2020-000046

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293	<ul style="list-style-type: none">• Computer Aided Dispatch Reports• APD Field Services Reports• Internal Affairs Reports<ul style="list-style-type: none">◦ Officer Interviews
Albuquerque	<ul style="list-style-type: none">• Internal Affairs Force Division Reports<ul style="list-style-type: none">◦ Command Review
NM 87103	<ul style="list-style-type: none">• On Body Recording Device Videos• APD Policy 2-52 Use of Force, APD Policy 2-54-5 Electronic Control Weapon

www.cabq.gov

My review of the evidence shows on January 25, 2020 the victim, Mr. S., was contacted by officers of the Albuquerque Police Department because he was reportedly at a home where the occupants, (family members) feared for their safety if he entered the home. The night before he had broken into the residence. Officer 1 arrived on scene, Mr. S was standing in the driveway, in front of the residence. Mr. S. had a knife on his belt. Mr. S. refused to comply with officer's directives Mr. S. began to walk around and appeared as though he would enter the residence. Officer 1 warned Mr. S to stop or he would be tased. Mr. S continued to ignore the officers, Officer 1 deployed his ECW. It was ineffective. Officer 2 deployed her ECW. It had the desired effect, after 2 cycles. Mr. S was taken into custody. Rescue was called to remove the probes.

Albuquerque - Making History 1706-2006

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.


Finding: The CPOA finds Officer 2's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

10. APD SUOF Case # 20-0008932

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0008932, IAFD Case # C2020-000051

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cabq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-52 Use of Force

My review of the evidence shows on January 28, 2020 the victim, Ms. P., was contacted by officers of the Albuquerque Police Department because she was involved in a traffic accident. Officers determined there was probable cause to arrest Ms. P for DWI. After placing Ms. P in handcuffs, she began to resist, so officers took her to the ground while she was handcuffed.

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Albuquerque - Making History 1706-2006

Finding: The CPOA finds Sergeant 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.


Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

11. APD SUOF Case # 20-0009181

CITY OF ALBUQUERQUE

CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director



February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0009181, IAFD Case # C2020-000052

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293
Albuquerque
NM 87103
www.cabq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-52 Use of Force, APD Policy 2-54-5 Electronic Control Weapon


My review of the evidence shows on January 29, 2020 the victim, Mr. N., was observed in a vehicle traveling eastbound on Avalon. Mr N. was known by Officer 1 to be on APD's top 15 wanted list. Officer 1 attempted a traffic stop. The vehicle stopped and Mr. N fled from the vehicle on foot into a school. Officer 1 gave chase. He caught Mr. N. at a fence line and discharged his ECW. The first cycle of the ECW worked and Mr. N. was taken into custody.

Finding: The CPOA finds Officer 1's conduct "Not Sustained," where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.

Albuquerque - Making History 1706-2006

12. APD SUOF Case # 20-0010100

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0010100, IAFD Case # C2020-000058

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293	<ul style="list-style-type: none">• Computer Aided Dispatch Reports• APD Field Services Reports• Internal Affairs Reports
Albuquerque	<ul style="list-style-type: none">◦ Officer Interviews• Internal Affairs Force Division Reports◦ Command Review
NM 87103	<ul style="list-style-type: none">• On Body Recording Device Videos• APD Policy 2-52 Use of Force

www.cibq.gov

My review of the evidence shows on February 1, 2020 the victim, Ms. N., was contacted by officers of the Albuquerque Police Department because she stated she was overdosing and threatening business staff with a knife. Officer 1 arrived on scene, Ms. N was walking on the median still armed with a knife. More officers arrived. Ms. N was warned to drop the knife or she would be tased. Ms. N dropped the knife and was placed under arrest. After handcuffing Ms. N. began to resist., at that point Officer 1 took Ms. N. to the ground, while handcuffed.

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the

Albuquerque - Making History 1706-2006

evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.


Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

13. APD SUOF Case # 20-0011970

CITY OF ALBUQUERQUE

CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway
Eric Nixon
Edward Harness, Executive Director



February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0011970, IAFD Case # C2020-000071

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293

Albuquerque

NM 87103

www.cbq.gov

- Computer Aided Dispatch Reports
- APD Field Services Reports
- Internal Affairs Reports
 - Officer Interviews
- Internal Affairs Force Division Reports
 - Command Review
- On Body Recording Device Videos
- APD Policy 2-23 Use of Canine, APD Procedural Order 6-9 K9 Unit

My review of the evidence shows on February 6, 2020 the victim Ms. N. was an armed barricaded subject. APD SWAT activation was called. Officer's used public address announcements, chemical munitions, and noise flash diversionary devices to gain Ms. N's compliance. As he exited the dwelling, she failed to comply with officer's directions. She began to walk away, it appeared to avoid arrest. Officer 1 deployed his K9 to apprehend Ms. N. The K9 made contact with Ms. N.'s left flank and she was taken into custody. She was medically evaluated on scene, then transported for processing.

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the

Albuquerque - Making History 1706-2006


evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770

14. APD SUOF Case # 20-0027063

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY BOARD
Dr. William J. Kass, Chair Eric Olivas, Vice Chair
Tara Armijo-Prewitt Chantal M. Galloway Douglas Mitchell
Eric Nixon
Edward Harness, Executive Director

February 12, 2021

Harold Medina, Interim Chief of Police
C/O Internal Affairs Unit
Albuquerque Police Department
400 Roma NW
Albuquerque, NM 87102

RE: APD Case # 20-0027063, IAFD Case # C2020-000225

Dear Interim Chief Medina:

My review of this case included:

PO Box 1293	<ul style="list-style-type: none">• Computer Aided Dispatch Reports• APD Field Services Reports
Albuquerque	<ul style="list-style-type: none">• Internal Affairs Reports<ul style="list-style-type: none">◦ Officer Interviews• Internal Affairs Force Division Reports<ul style="list-style-type: none">◦ Command Review
NM 87103	<ul style="list-style-type: none">• On Body Recording Device Videos• APD Policy 2-52 Use of Force

www.cabq.gov

My review of the evidence shows on March 27, 2020 the victim, Mr. S., was a barricaded subject. A SWAT activation was called. Officers used public address announcements, chemical munitions, and noise flash diversionary devices. Mr. S eventually exited his residence, but he failed to comply with officer's directives. Officer 1 discharged his 40mm sponge round, striking Mr. S. He was taken into custody.

Finding: The CPOA finds Officer 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

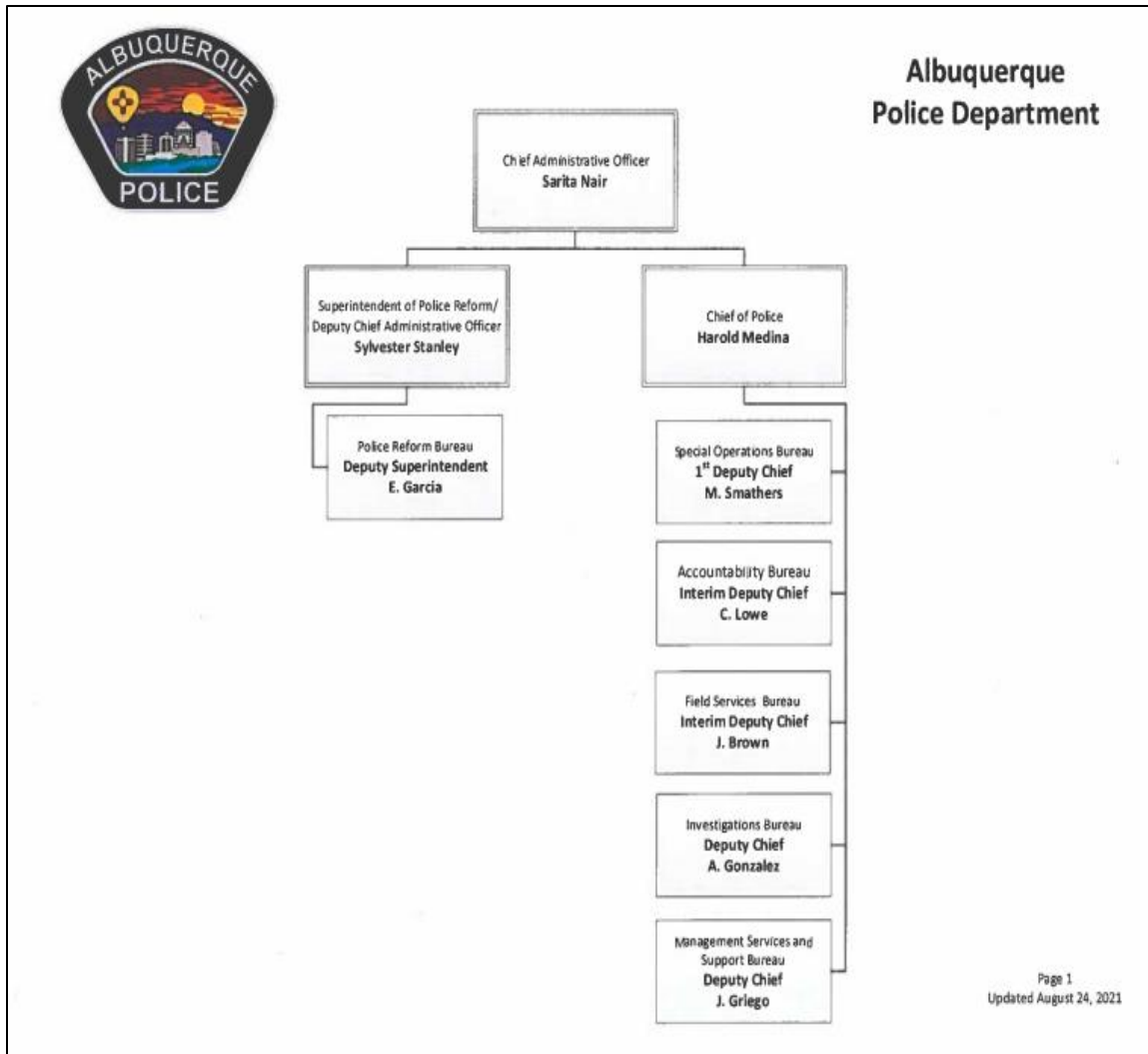
Albuquerque - Making History 1706-2006

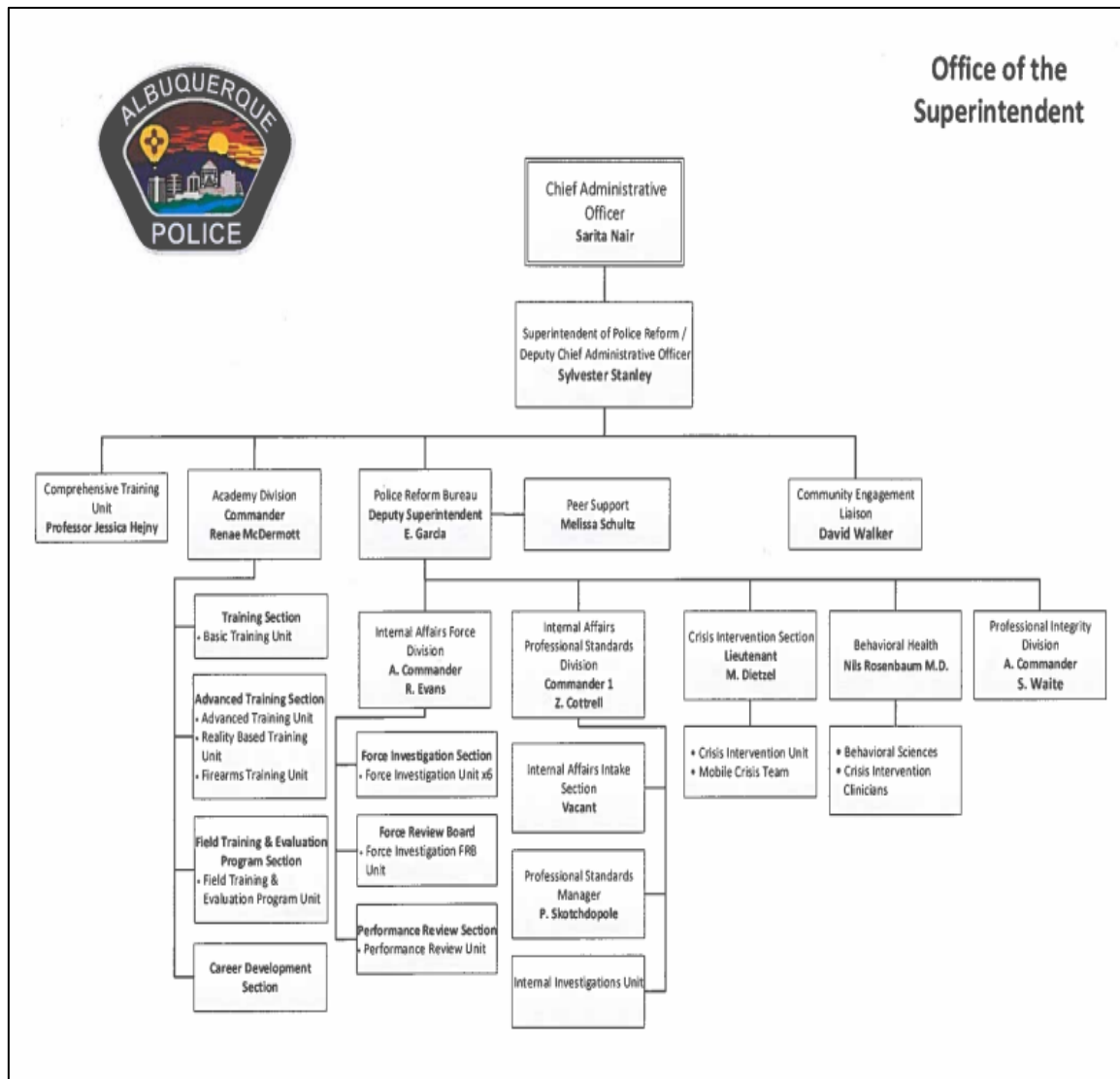
Finding: The CPOA finds Sergeant 1's conduct "Exonerated," regarding the allegation of a violation of this SOP, which means the investigation determined, by preponderance of the evidence that the alleged conduct did occur but did not violate APD policies, procedures, or training.

Sincerely,

/s/Edward Harness
Edward Harness, Esq.
Executive Director
Civilian Police Oversight Agency
(505) 924-3770


15. APD Organizational Chart





16. Letter for Training Request to Office of Equity and Inclusion

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY
Civilian Police Oversight Agency Board
Eric Olivas, Chair *Chantal M. Galloway, Vice-Chair*
Tara Armijo-Previtt *William J. Kass* *Doug Mitchell*
Eric Nixon
Edward Harness, Executive Director

April 8, 2021

Re: CPOAB Request for Training


Dear Michelle Melendez, Director Office of Equity & Inclusion:

Per Civilian Police Oversight Agency Board (CPOAB) Ordinance, the City of Albuquerque is required to provide and all board members are required to attend Equity and Cultural Sensitivity training annually (9-4-1-5 (F) (2)(k)). Many members of the current board have never been offered this training, while others that have been offered training have indicated that the training was generic and generally not useful or applicable to the work of Civilian Police Oversight.

CPOAB members have a unique need for specialized Equity and Cultural Sensitivity training. Board members operate in a different environment than a standard workplace for which most of this type of training is designed. Board members are volunteers that represent the diversity of our community. The CPOAB reviews: Citizen Police Complaint Findings, Appeals to Civilian Complaint Findings, Serious Use of Force Investigations, APD Policies, and APD Statistics among other items. The CPOAB interacts with members of the public, members of law enforcement, and civilian complainants. The unique role of the Board in reviewing what are in many cases life and death matters as well as matters of constitutional rights and civil rights makes high-quality diversity, equity, cultural sensitivity, and inclusion training perhaps the most important training need of the CPOAB at this time.

We the members of the CPOAB hereby request that a specialized Diversity, Equity, Cultural Sensitivity and Inclusion training program be designed to meet the specific needs of the board. Such training must include matters we frequently see in police complaints such as, but not limited to: implicit bias, racial bias, gender bias, sexual orientation, gender identity bias, homeless status, mental health status, employment status, criminal record, past police interactions, veteran status, age, political affiliation, religion, and socioeconomic status. We request a summary of the proposed training(s) be presented to the board no later than the June 2021 meeting of the CPOAB. The Board shall reserve the right to refuse the training proposed and request a new proposal if it is not deemed to be adequate to meet the specific needs of the board.

Sincerely,



Eric C. Olivas, Chair
On behalf of the Civilian Police Oversight Board

Albuquerque - Making History 1706.2006

17. Proposed SUOF case review process

MOTION: To adopt the following process for review of SUOF/OIS cases.

Process for CPOA Board Review of SUOF/OIS Cases.

I. APD Posts Force Review Board Decided Cases

II. Case Screening

A Board member designated by the Board Chairperson screens posted cases to determine whether sufficient information exists to perform a full Board review. Cases are flagged that may need more information. OIS cases will normally require OBRD video or more information. SUOF cases, depending on the nature of case may need more OBRD video or other evidence.

III. CPOA Board Meeting - 1

The designated Board Screener presents a list of cases received from APD which may require more information before Board review. All Officer Involved Shooting cases that do not include adequate OBRD video will be included in this category. Other Serious Use-of-force cases will be included on the basis of the Board Screener's initial assessment of the available evidence.

The Board will be asked to vote to approve the request to receive additional case information. Board reviews will then be conducted after this information is made available.

The Board Screener presents a list of SUOF/OIS cases which will be ready to be ready for Board review at the next POB meeting. These cases must already include information deemed necessary to conduct a Board review.

The Board will be asked to approve this list of cases for review at the next Board meeting.

IV. Between CPOA Board meetings

Board members have four to five weeks between board meetings to individually review designated cases with the available Force Review Board furnished material.

The Executive Director prepares his written case findings for those selected OIS/SUOF cases derived from his observations of the FRB proceedings.

The Executive Director posts his FRB findings for individual member consideration with the other case materials from FRB one week prior to the Board meeting.

Board members have one week to review the Executive Directors findings and recommendations and incorporate them into their full case review.


V. CPOA Board Meeting - 2

SUOF/OIS cases identified at the CPOAB-1 for review are placed on the agenda and reviewed at this meeting.

The Board Screener repeats the process conducted at CPOAB-1 by presenting a new slate of cases in which additional information is required and the slate of cases which will be placed on the next Board meeting agenda.

18. CPOAB Letter to the Court

CITY OF ALBUQUERQUE



Civilian Police Oversight Agency Board
Civilian Police Oversight Agency Board
Eric Olivas, Chair *Chantal M. Galloway, Vice-Chair*
Tara Armijo-Prewitt *Richard Johnson* *Dr. William J. Kass*
Doug Mitchell *Eric Nixon* *Gionne Ralph*
Edward Harness, Executive Director

May 26, 2021

Honorable James O. Browning
United States District Court
Pete V. Domenici United States Courthouse
333 Lomas Blvd NW, Suite 660
Albuquerque, New Mexico 87102

**Re: CPOA Board Issues for Consideration in Anticipation of June 9, 2021
Public Hearing**

Dear Judge Browning:

We are writing on behalf of the CPOA Board. Thank you for this opportunity to address some significant issues that continue to pose long-term concerns (i.e. the CPOA's adequate funding, unfilled CPOA Board positions), and challenges the CPOA Board is currently experiencing regarding accessing specialized training and APD's Serious Use of Force (SUOF) materials. All of these issues are being evaluated by the Monitor, and, with regard to the funding and Board composition issues, have been ongoing concerns for some time. Last, but certainly not least, the CPOA Board wants to highlight the successes of the CPOA's data analysis as well as the Citizen Policing Councils (CPCs) move within the CPOA.

CPOA BOARD STAFFING

The City's oversight ordinance states the CPOA Board shall have nine (9) volunteer members from a broad cross-section of the community (Albuquerque Ordinance 9-4-1-5(A)). For the better parts of 2018, 2019, 2020, and through March, 2021, the CPOA Board had been operating with only six (6) members. As noted in IMR-13 [Doc. 781] p. 328, this has now been a problem for more than three years. While two new CPOA Board members were recently appointed in the last month (outside of the IMR-13 reporting period), there is still one unfilled position.

It is the City Council's responsibility to appoint Board members (Albuquerque Ordinance, § 9-4-1-5(C)). City Council staff has represented that it has a robust pool of applications from which to appoint members to the CPOA Board. Yet, the CPOA Board has been, and continues to be, forced to operate at less than full capacity for over three years. This perpetual shortage of CPOA Board members is challenging for the existing volunteer CPOA Board members and indicates there are systemic problems with the appointment process that must be remedied. Indeed, the Monitor has recently indicated

"that a systems analysis study may be needed to identify problems, issues, need and solutions related to recruiting and retaining" CPOA Board members. (IMR-13 [Doc. 781], p. 329.) This is a busy Board tasked with many duties and responsibilities. It needs a full complement of the CPOA Board to operate as effectively and efficiently as possible.

TIMELY ACCESS TO SUOF MATERIALS

The CPOA Board reviews all SUOF investigations. CASA, ¶ 280; *see also generally* Albuquerque Ordinance, § 9-4-1-4(C). Both the CASA and Albuquerque Ordinance specifically require that the CPOA Board be provided "access to all APD documents, reports, and other materials that are reasonably necessary for the agency to perform thorough, independent investigations of civilian complaints and reviews of serious uses of force and officer-involved shootings." CASA, ¶ 280; *see also* Albuquerque Ordinance, § 9-4-1-4(C)(3) ("APD shall provide Board members, the Director, and CPOA staff with reasonable access to APD premises, files, documents, reports and other materials that are reasonably necessary for the agency to perform thorough, independent investigations of civilian complaints and reviews of serious uses of force and officer-involved shootings.").

While CPOA Board review of FRB presentations and SUOF investigations was in its infancy during the IMR-13 review period, issues have already arisen regarding access to these materials. Technology issues with APD's new document management system mean that CPOA Board is not provided timely or meaningful access to the FRB presentations. FRB presentations take significant time to load, and none of the embedded videos play. This issue is leading to a backlog with the CPOA Board that needs to be addressed as expeditiously as possible.

Similarly, the OBRD videos that are included with SUOF investigations are posing significant delays in the CPOA Board's review. The APOA has demanded that the City redact these videos—which takes a tremendous amount of APD time and resources. The City, APOA, and CPOA Board are in the process of working towards acceptable solutions for this issue that is contributing to the CPOA Board's backlog. If these discussions are not successful, this is an issue that will warrant increased focus moving forward.

FUNDING

Paragraph 278 of the CASA [Doc 465-1], paragraph 278, provides, in pertinent part that, "the City shall provide the agency with a dedicated budget." When City Council rewrote the police oversight ordinance in February 2014, it provided the CPOA's budget would be 0.5% of APD's budget. In April 2019, City Council approved significant amendments to the oversight ordinance. The amendment included a change to the funding of the CPOA. No longer is it a stated percentage of APD's budget. Instead the budget will be "a dedicated and independent source of funding" (Albuquerque Ordinance 9-4-1-4(A)(2)). Among the many concerns this raises, one is this could be the first step towards defunding the CPOA as soon as the CASA is completed. It is also concerning that, despite the fact the CPOA is "accountable to, but independent from, the Mayor, the City Attorney's Office, the City Council, and APD," the CPOA is required to seek support and

approval from the City to ensure adequate funding. (CASA [Doc. 465-1], ¶ 272 (emphasis added).) As noted in IMR-13 [Doc. 781], p. 255), this is an issue the Independent Monitor has been, and continues to, carefully monitor.

CPOA BOARD SPECIALIZED TRAINING

In line with the Monitor's acknowledgement that "[n]eeds-focused training is essential to the effectiveness of the CPOA Board," the CPOA Board is working with the City to obtain diversity and inclusion training that meets its specialized needs. It is also working with the City regarding updated use of force training that includes APD's trainings related these updated policies and procedures. (IMR-13 [Doc. 781], p. 331.)

ADMINISTRATIVE INVESTIGATIONS

Paragraph 184 of the CASA [Doc 465-1], paragraph 184 provides in part, "the Civilian Police Oversight Agency shall investigate all misconduct complaints..." The CPOA states emphatically without a limitation on the types of complaints it must investigate, and a statute of limitations for complaints, the CPOA cannot attain meaningful oversight.


Paragraph 191 of the CASA [Doc 465-1], paragraph 191 provides in part that, "[a]ll administrative investigations conducted by the Internal Affairs Bureau of the Civilian Police Oversight Agency shall be completed in 90 days of the initiation of the complaint investigation." The CPOA views this limitation as an impediment to fair and thorough investigations.

CPOA SUCCESS WITH CPC INTEGRATION AND DATA ANALYSIS

Importantly, the CPC's were integrated into the CPOA during IMR-13's review period. This assimilation and integration was not only seamless, but it was highly successful. The CPOA and CPCs should be commended for their hard work in this regard. Additionally, the CPOA's data analysis excelled during this review period. Through its in-house data analysis, the CPOA has produced high-quality work and continues to produce policy focused work. The CPOA and its data analyst should be commended for their hard work in this regard.

19. Letter to the APOA

CITY OF ALBUQUERQUE



CIVILIAN POLICE OVERSIGHT AGENCY
Civilian Police Oversight Agency Board

Eric Olivas, Chair *Chantal M. Galloway, Vice-Chair*
Tara Armijo-Prewitt *Patricia French* *Richard Johnson*
Dr. William J. Kass *Doug Mitchell* *Eric Nixon*
Gionne Ralph
Edward Harness, Executive Director

June 10, 2021

Shaun Willoughby
President, Albuquerque Police Officers' Association
3813 Hawkins St.
Albuquerque, NM 87109

Mr. Willoughby,

Beginning in October of 2018, an item has been included on every regular CPOA Board agenda for the APOA to participate more fully in the oversight process as well as to share important information with the Board and Albuquerque community. In that time, a representative of your organization has only taken advantage of the opportunity to educate and/or offer insight as to how our officers' jobs are helped or hindered because of the oversight process on one or two occasions.


PO Box 1293

Albuquerque As such, at the May 20, 2021 regular meeting of the CPOA Board, it was decided by unanimous vote that a standing item for the APOA would no longer be placed on our agendas. However, we strongly encourage any member of the APOA (or your representative) to address the Board during Public Comment or, if there is a presentation that you ever believe would be of benefit to us, a request can be made through the Chair to be placed on our agenda.

NM 87103

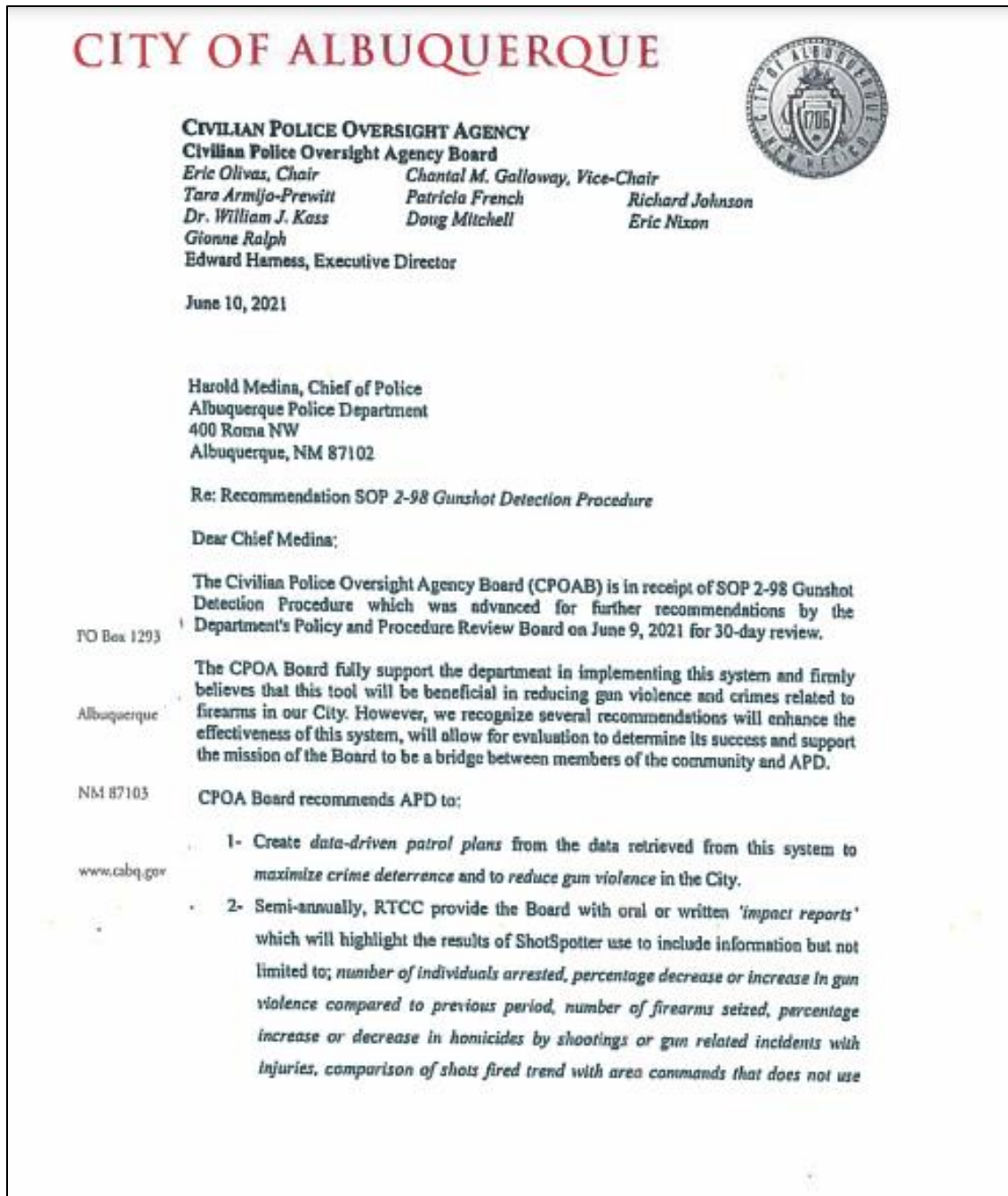
www.abq.gov We thank you for the tireless work you do for our officers and hope to forge a more meaningful partnership as we all continue to operate for the betterment of our community.

Sincerely,
The Civilian Police Oversight Agency Board by


Eric Olivas, Chair
(505) 924-3770

cc: Civilian Police Oversight Agency

20. Recommendation Letter: SOP 2-98 Gunshot Detection System Procedure





*ShotSpotter, number of gunshot victims found with the help of this system
the use led to reduction in gunshot victims transport time.*

- 3- Board is seeking information on change in dispatch call priority levels from Priority 1 (as stated in Special Order 20-28 dated March 2020 & SO 20-54 dated July 2020) to Priority 2. Several jurisdictions across the country including Denver Colorado and Richmond California considers gunshot detection system dispatch call as priority 1 and the manufacturer of this system also recommends police departments using this tool to consider dispatching calls generated from ShotSpotter as priority 1.
- 4- Board requests that the department *notify* the Board when seeking approval from the City Council for investments more than \$100,000 in purchasing new technology and equipment. This practice will allow the Board to review and evaluate those particular investments at initial stages, which in turn will increase transparency, promote community trust, and will engrain the Board in the oversight process.

We look forward to your response to our recommendations above, in compliance with your obligations under §9-4-1-4(C) (5) (c) of the Civilian Police Oversight Agency Ordinance.

Sincerely,
The Civilian Police Oversight Agency Board by


Eric Olivas, Chair
(505) 924-3770

cc: Civilian Police Oversight Agency
City Council President, Cynthia Borrego
Mayor, Tim Keller
City Attorney, Esteban A. Aguilar Jr.
James Ginger Ph.D.
United States Attorney, Elizabeth Martinez
City Clerk, Ethan Watson
APD, Commander Cori Lowe
APD, Commander Cecily Barker