

## Civilian Police Oversight Agency Board

*Patricia J. French, Chair*      *Jesse Crawford, Vice-Chair*

*Chantal M. Galloway*

*Eric Nixon*

*Michael Wartell*

Diane McDermott, Interim Executive Director

**Thursday, April 14, 2022 - 5:00 p.m.**

### **Members Present:**

Patricia J. French, Chair  
Jesse Crawford, Vice-Chair  
Chantal M. Galloway  
Eric Nixon  
Michael Wartell

### **Members Absent:**

### **Others Present:**

Diane McDermott, CPOA  
Katrina Sigala, CPOA  
Valerie Barela, CPOA  
Tina Gooch, CPOA/CPOAB Legal Counsel  
Pastor David Walker, Mayor's Office  
Sgt. Dominic Martinez, APD  
Cdr. Richard Evans, APD  
Deputy Cdr. Mark Torres, APD  
Cdr. Renae McDermott, APD  
Deputy Cdr. Anthony Maez, APD  
Lt. Nick Wheeler, APD  
Carlos Pacheco, Sr. Managing City Atty  
Ian Stoker, Assistant City At ty  
Chris Sylvan, City Council  
Kelly Mensah, CPC  
Marteessa Billy, CPC

Attendance: In response to the Public Health Emergency, the Civilian Police Oversight Agency (CPOA) Board meeting on Thursday, April 14, 2022 at 5:00 pm will be held via Zoom video conference.

Viewing: Members of the public will have the ability to view the meeting through GOVTV on Comcast Channel 16, or to stream live on the GOVTV website at:

<https://www.cabq.gov/culturalservices/govtv>, or on YouTube at:

<https://www.cabq.gov/cpoa/events/cpoa-board-meeting-04-14-2022>.

(Please note that the link for YouTube has not yet been generated, however, the link could easily be found on the link provided above prior to the start of the meeting). The GOVTV live stream can be accessed at these addresses from most smartphones, tablets, or computers.

The video recording of this and all past meetings of the CPOA Board will also remain available for viewing at any time on the CPOA's website. CPOA Staff is available to help members of the public access pre-recorded CPOA meetings on-line at any time during normal business hours. Please email [CPOA@cabq.gov](mailto:CPOA@cabq.gov) for assistance.

Public Comment: The agenda for the meeting will be posted on the CPOA website by 5:00 p.m., Monday, April 11, 2022 at [www.cabq.gov/cpoa](http://www.cabq.gov/cpoa).

The CPOA Board will take general public comment and comment on the meeting's specific agenda items in written form via email through 4:00 p.m. on Thursday, April 14, 2022. Submit your public comments to: [POB@cabq.gov](mailto:POB@cabq.gov). These comments will be distributed to all CPOA Board members for review.

## Minutes

- I. Welcome and call to order.** Chair French called to order the regular meeting of the Civilian Police Oversight Agency Board at 5:04 p.m. A roll call vote of Board members present was taken. All CPOA Board members were present.  
**Present: 5 – Crawford, French, Galloway, Nixon, Wartell**
- II. Mission Statement.** Chair French read the Civilian Police Oversight Agency Board's mission statement.
- III. Approval of the Agenda**
  - a. Motion.** A motion by member Nixon to amend and remove Agenda item IX. Non-Concurrence Cases. Roll call vote taken. Motion passed.  
**For: 5 – Crawford, French, Galloway, Nixon, Wartell**
  - b. Motion.** A second motion by member Nixon to approve the agenda as amended. Roll call vote taken. Motion passed.  
**For: 5 – Crawford, French, Galloway, Nixon, Wartell**
- IV. Public Comments**
  - a.** Lyle Areson (*see attached*)
- V. Review and Approval of Minutes from CPOA Board Special Meeting on March 22, 2022**
  - a. Review and Approval of Minutes from CPOA Board Special Meeting March 22, 2022.** Draft minutes from the Civilian Police Oversight Board special meeting on March 22, 2022 was distributed to each Board Member electronically via a weblink.
  - b. Motion.** A motion by member Nixon to approve the minutes as written. Roll call vote taken. Motion passed.
- VI. For: 5 – Crawford, French, Galloway, Nixon, Wartell**

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## VII. Reports from City Departments

### a. APD

1. **IA Professional Standards Division (SOP 7-1, SOP 3-41, SOP 3-46)** – Sergeant Dominic Martinez reported on the Statistical Data for the month of March 2022. A document titled *Civilian Police Oversight Board, Internal Affairs Professional Standards Division Statistical Data for the Month of March 2022* was distributed to the CPOA Board members electronically. (*see attached*)
2. **IA Force Division (SOP 2-52 through SOP 2-57)** – Acting Commander Richard Evans reported on the Statistical Data for the month of March 2022. A document titled *Civilian Police Oversight Board, Internal Affairs Force Division Statistical Data for the Month of March 2022* was distributed to the CPOA Board members electronically. (*see attached*)
3. **APD Quarterly Crash Report (SOP 2-50)**– Lieutenant Nick Wheeler gave and submitted a PowerPoint Presentation titled Crash Review Board Update Data for Department Personnel involved crashes from January 1, 2022 – March 31, 2022 (Q3; FY 21). (*see attached*)
4. **APD Training Academy Semi-Annual Report** – Commander Renae McDermott gave a verbal report on the following:
  - APD Cadet and PSA Classes
  - APD Training related to CASA mandated trainings
  - APD Field Training
  - CPOA Board members enrolled in the APD CPA
  - APD OJT
  - APD CACU Training
  - Board Member APD K-9 Unit Training request

**5. ShotSpotter Program Briefing (SOP 2-98)** – Deputy Commander Mark Torres gave and screen shared a PowerPoint Presentation titled *Gunshot Detection System at APD* and provided an overview on dispatch, response, activations year to date and success stories.

**b. City Council – *Chris Sylvan***

**1.** Chris Sylvan gave a verbal report on the following:

- On April 4, 2022 the City Council met and heard OC-22-4 the CPOA Semi-Annual report for Jan 2021 – Jun 2021.
- On April 18, 2022 Amanda Chino-Zamora will be up for vote before the City Council to potentially become a CPOA Board Member.
- Board vacancies

**c. Public Safety Committee - *Chris Sylvan***

**1. Public Safety Representative** - Chris Sylvan gave a verbal report and noted that the Public Safety Committee has not met since the last CPOA Board meeting and that no future meetings are scheduled at this time.

**d. Mayor's Office – *Pastor David Walker***

**1. APD Community Outreach Liaison** – Pastor David Walker gave a verbal report on the new automated speeding cameras.

**e. City Attorney**

**1. Senior Managing Attorney** – Carlos Pacheco gave a verbal report and requested to be copied on all correspondence or requests submitted to APD by the CPOA or CPOAB.

**f. CPC – Kelly Mensah**

1. **Community Policing Council Liaison** - Kelly Mensah gave a verbal report.

**g. CPOA – Diane McDermott, Interim Executive Director**

1. **Interim Executive Director** – Diane McDermott gave a verbal and submitted a written report. (*See attached*)

**VIII. Requests for Reconsideration**

- a. None.

**IX. Review of Cases: Review of Cases:** The CPOA Executive Director’s findings in each case listed on the agenda have been provided to the CPOA Board for their information. The CPOA Board has approved or modified any disciplinary recommendations. The findings become part of the officer’s file, if applicable. Copies of the full findings letters to the citizens are located at

<http://www.cabq.gov/cpoa/findings-letters/civilian-complaints-pob-findings>

**a. Administratively Closed (*See attached for specific case findings*)**

<b>247-21</b>	<b>004-22</b>	<b>015-22</b>	<b>010-22</b>
<b>020-22</b>	<b>021-22</b>	<b>028-22</b>	<b>039-22</b>

1. The Board discussed the CPOA Ordinance changes and the effect it has had on how the CPOA Board will review cases. The Board will meet to determine what information they need to complete their review of Administratively closed CPC 247-21, 004-22, 010-22, 015-22, 020-22, 021-22, 028-22 and 039-22 cases.
2. CPOA Legal Counsel recommends that the CRC subcommittee review the process in light of the Ordinance revisions.

**b. Sustained (See attached for specific case findings)**

**258-21            003-22**

1. Interim Executive Director provided the recommended discipline for CPC 258-21.
2. **Motion.** A motion by member Galloway to not accept the Civilian Police Oversight Agency's disciplinary recommendation for CPC 258-21 and recommends the maximum discipline of an eight-hour suspension. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

3. **Motion.** A motion by member Galloway to accept the Civilian Police Oversight Agency's disciplinary recommendation for CPC 003-22. Roll call vote taken. Motion passed.

**For: 4 – Crawford, Galloway, Nixon, Wartell**

**Against: 1 - French**

**c. Sustained, Sustained NBOOC and Unfounded (See attached for specific case findings)**

**238-21**

1. **Motion.** A motion by member Galloway to accept the Civilian Police Oversight Agency's disciplinary recommendation for CPC 238-21. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

**d. Sustained and Exonerated (See attached for specific case findings)**

**237-21**

1. **Motion.** A motion by member Galloway to accept the Civilian Police Oversight Agency's disciplinary recommendation for CPC 237-21. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

**e. Sustained, Sustained NBOOC and Not Sustained (*See attached for specific case findings*)**

**223-21**

**1. Motion.** A motion by member Galloway to accept the Civilian Police Oversight Agency's disciplinary recommendation for CPC 223-21.

Roll call vote taken. Motion passed.

**For: 4 – Crawford, Galloway, Nixon, Wartell**

**Against: 1 – French**

**f. Unfounded (*See attached for specific case findings*)**

**229-21**

**231-21**

**235-21**

**236-21**

**002-22**

**1.** There was no CPOA Board discussion. The Board will meet to determine what information they need to complete their review of Unfounded CPC 229-21, 231-21, 235-21, 236-21 and 002-22 cases.

**g. Exonerated (*See attached for specific case findings*)**

**209-21**

**220-21**

**228-21**

**240-21**

**1.** There was no CPOA Board discussion. The Board will meet to determine what information they need to complete their review of Exonerated CPC 209-21, 220-21, 228-21 and 240-21 cases.

**h. Unfounded and Exonerated (*See attached for specific case findings*)**

**241-21**

**251-21**

**1.** There was no CPOA Board discussion. The Board will meet to determine what information they need to complete their review of Unfounded and Exonerated CPC 241-21 and 251-21 cases.

**X. Serious Use of Force Cases/Officer Involved Shooting – *Interim Executive Director Diane McDermott***

**a. File Requests:**

1. None.

**b. Proposed Case(s) for May 2022 Review:**

**1. TBD**

- i. Interim Executive Director Diane McDermott provided an update on the SUOF/OIS cases. Ms. McDermott will provide a list of at least four cases that was she was in attendance for during APD's FRB review. The Board will review the cases at the next regularly scheduled meeting.

**XI. Reports from Subcommittees**

**a. Community Outreach Subcommittee – *Chantal Galloway***

1. Met March 29, 2022 (video Conference)
2. Chair Galloway submitted a written report (*see attached*)
3. Next meeting is tentatively scheduled for April 26, 2022 at 3:00 p.m.

**b. Policy and Procedure Review Subcommittee**

1. March 3, 2022 meeting was cancelled
2. There was no meeting in April 2022
3. Next meeting TBD

**c. Case Review Subcommittee**

1. Next meeting TBD

**d. Personnel Subcommittee – *Patricia J. French***

1. Met March 28, 2022 at 3:00 p.m. (video conference)
2. Chair French gave a verbal report.
3. Next meeting TBD

**\*\*\*A fifteen-minute break began at 7:32 p.m. and the meeting reconvened at 7:45 p.m.\*\*\***



**XII. Discussion and Possible Action:**

**a. Designate CPOA Board Representative for PPRB**

1. Vice-Chair Crawford appoints Patricia French as the PPRB representative for the CPOA Board. Chair French was appointed as the CPOA Board Representative of the PPRB.

**b. Consideration of PPRB Policies with No Recommendation:**

1. None.

**c. Consideration of Proposed MOU between the City of Albuquerque, CPOA/CPOAB and APOA on OIS/SUOF Materials – CPOA/CPOAB Legal Counsel Tina Gooch**

1. Ms. Tina Gooch provided an update on the draft proposed MOU between the COA, CPOA/CPOAB and APOA on OIS/SUOF Materials.
2. The CPOAB provided feedback on the draft MOU.
3. **Motion.** A motion by Chair French to approve the proposed MOU between the COA, CPOA/CPOAB and APOA on OIS/SUOF Materials draft. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

**d. Use of Force Review Updates – Interim Executive Director, Diane McDermott**

1. Interim Executive Diane McDermott provided an overview of the Use of Force Case Review process. The CPOA Board will discuss the review process in detail at a CPOA Board work session.

**e. Legal Counsel Contract Update – Interim Executive Director, Diane McDermott**

1. Interim Executive Diane McDermott gave a review of the CPOA/CPOAB Legal Counsel Contract.

2. **Motion.** A motion by Chair French to approve the CPOA/CPOAB Legal Contract and that any edits or modifications will be deferred to the Board Chair for approval. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

**f. APD Use of Force Policies Letter to DOJ/Monitor -**

*Jesse Crawford*

1. Vice-Chair Crawford screen shared the draft APD Use of Force Policies Letter to DOJ/Monitor and noted issues with the policy.
2. **Motion.** A motion by Vice-Chair Crawford to approve the draft letter as written and forward to the Department of Justice and Independent Monitoring Team. (*see attached*)

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

**g. CPOA Board Job Description – Patricia J. French or CPOA/CPOAB**

*Legal Counsel Tina Gooch*

1. Chair French delegated the CPOA Board Job Description to the Outreach Subcommittee. Member Nixon offered to assist the Outreach Subcommittee with the task.

**h. Administrative Staff Internal Process – Interim Executive Director, Diane McDermott**

1. Interim Executive Director Diane McDermott gave an overview of Administrative Staff Internal Processes and also noted GovTV processes to be mindful of during a CPOA Board meeting. Further discussions will take place during a CPOA Board work session.

**XIII. Meeting with Counsel re: Pending Litigation or Personnel Issues:**

**Closed Discussion and Possible Action re: Pending Litigation or Personnel Issues**

**a. Limited personnel matters pursuant to NMSA 1978, Section 10-15-1(H)(2)**

**1. *Interim Executive Director Performance Overview***

- i. Motion.* A motion by Member Wartell to move into closed session for the limited purpose of discussing a personnel matter. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

***\*\*\*Meeting on Personnel matters began at 8:19 p.m. and the meeting Reconvened at 9:16 p.m.\*\*\****

- ii. Motion.* A motion by Member Wartell to reconvene into open session and that no other matters were discussed during closed session. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

**XIV. Other Business**

- a.** Chair French noted that during the Board's Serious Use of Force Policy Review Zoom meeting she received a message chat from Elizabeth Martinez, DOJ acknowledging the work of the Board and their efforts.
- b.** Chair French recommends to hold a Special Meeting on May 11, 2022.
- c.** Member Galloway inquired into the response if any to the community member who submitted public comment for this meeting. Interim

Executive Director Diane McDermott, will follow up the community member.

- d. Member Galloway discussed CPOA Board access to the POB Calendar and noted that she would like to be removed from editing permissions and that the permissions be granted to the Chair and Vice-Chair.
- e. Member Galloway provided an update on Board member On-Boarding and recommends that Board members requiring On-Boarding follow-up, attend the Outreach Subcommittee meetings. She also requested that the CPOA routinely post notice of quorums for the subcommittee meetings moving forward.
- f. Chair French inquired into the language change on the Findings letter related to the appeal process.

**XV. Adjournment- *Next Regularly scheduled CPOA Board meeting will be on May 19, 2022 at 5:00 p.m.***

- a. **Motion.** A motion by member Wartell to adjourn the meeting. Roll call vote taken. Motion passed.

**For: 5 – Crawford, French, Galloway, Nixon, Wartell**

- b. The meeting was adjourned at 9:32 p.m.

**ATTACHMENTS**

DRAFT

**From:**  
**To:** [POB](#)  
**Subject:** Public Comment: CPOA Board Meeting  
**Date:** Thursday, April 14, 2022 2:01:11 PM

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**[EXTERNAL]** Forward to [phishing@cabq.gov](mailto:phishing@cabq.gov) and delete if an email causes any concern.

Public comments intended for the CPOA meeting on 4/14/2022.

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I want to comment today about some of my recent interactions with APD and inquire why the mentality of some APD officers seems to be going in the wrong direction. The mentality towards citizens reporting issues seems increasingly authoritarian and seeks to disenfranchise citizens. Even senior officers are increasingly not responding by hiding behind voicemails and not calling back, which tacitly supports the mentality in conduct we see in the rank and file. I hope what I see is truly the minority of the department, but I'm concerned this toxic mentality is growing.

In the incidents I reference below, they both took place in the same day earlier this month.

**Incident #1** - For at least the second time in a year access to our location has been blocked by APD due to an incident over a quarter mile away. This time, APD blocked all but one driveway out, leaving all the building tenants trapped for over an hour between APD perimeters they set up. Rather than making provisions to get traffic out without going to the unsafe area, APD left our parking lot blocked with traffic trying to get out and people were sitting in their cars or circling the lot. When officers on scene were asked I was told rather arrogantly "if I do it for you, I have to do it for everyone else" when there were about 80 cars stuck in the lot and circling the lot. The mentality involved escalated a situation that was tense, and the attitude displayed was one of contempt towards a citizen asking for the situation to be alleviated for the good of all.

**Incident #1 Questions** - Multiple attempts to get traffic control failed, and calls the day after to the chief of police and area command have still not been responded to. Why does APD keep blocking the area the same way with each incident despite the obvious problems created? Why is APD's mentality of late seem so adversarial towards businesses and citizens approaching them to solve a problem? Why is APD's mentality now one of not attempting to learn from problems or opposed to addressing concerns?

**Incident #2** - Following a disturbance outside our location involving screaming, obscenities, and an individual that appeared to be on drugs or mentally ill; an object was thrown at our window breaking a pane. After that multiple calls were made to APD to get response. Dispatchers kept trying to indicate they would alert officers, and we had to instead follow the perpetrator and insist we would press charges to get an actual response.

**Incident #2 Questions** - Why is it taking business owners to follow perpetrators, and insist they will press charges to get APD to adequately respond? Why does it seem dispatchers mentality increasingly is to minimize problems? As part of the mentality it seems dispatchers seem to keep asking repetitive and unnecessary questions on calls to frustrate reporting parties? Why does it seem APD's mentality is increasingly permissive towards repeat victimization of citizens/businesses in our city?

**Conclusion** - In my recent experience some APD rank and file are of a mentality that is increasingly intolerant of citizens (and appear authoritarian towards them) just wanting APD to address crime and problems. The mentality also manifests from the top down where senior officers do not respond to citizens in a timely fashion (i.e. hiding behind voicemail boxes supposedly due to Covid), also reinforces the conduct that we see from rank and file. According to my spouse, the mentality presented from some in APD is resembling the same kind of mentality police have towards citizens of places like China.

APD needs to realize the mentality being presented by some (at all levels) is not what the lawful citizens of Albuquerque want. The optics of the situation are increasingly horrible and



it is time to change course from the top down. Again, I hope this is the minority within APD, but my concern is this toxic situation is going unchecked.

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Regards,

**CIVILIAN POLICE OVERSIGHT BOARD**

INTERNAL AFFAIRS PROFESSIONAL STANDARDS DIVISION  
STATISTICAL DATA FOR THE MONTH OF **March 2022**

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**INTERNAL CASES FOR THE MONTH OF March 2022**

Total Internal Cases Completed in the month of **March 2022**- 25

**17 completed cases (sent out to the area command)**

1. IA Cases opened in the month of **March 2022**: 31
  2. Area Command IA cases opened for the month of **March 2022**: 26
  3. Pending IA Cases for the month of **March 2022**: 27
  4. Internal Cases Mediated: **0**
- 

**DISCIPLINE IMPOSED FOR INTERNAL CLOSED CASES IN March 2022**

**I-247-21**

1-1-4B2 Compliance with Laws, Rules and Regulations

Sustained

1-1-4D19 On-Duty Conduct

Sustained

Suspension

1-1-4B6b Conduct

Sustained

3-14-4A15 Procedures

Sustained

Written Reprimand

**I-441-21**

2-8-5D Mandatory Recording

Sustained/NBOOC

1-1-5A1 General Conduct and Responsibilities

Sustained

Written reprimand

2-73-2A Submission of Evidence, Confiscated Property and Found Items  
Sustained  
Written Reprimand

1-1-4A Authority of Federal, State, and Local Laws and Regulations  
Unfounded  
No Discipline  
1-1-5A1 General Conduct and Responsibilities  
Sustained  
NDCA-Non Disciplinary Corrective Action

3-14-4B9d Supervisor Duties or Civilian Complaints  
Sustained/NBOOC  
Verbal Reprimand  
2-8-8A7 Supervisor Responsibilities  
Sustained  
3-14-4A Supervisor Leadership  
Sustained  
Suspension

**I-495-21**

1-1-6C2 Obey all dept. and supervisory orders  
Sustained  
Written Reprimand

1-1-6C2 Obey all dept. and supervisory orders  
Unfounded  
None

1-1-6C2 Obey all dept. and supervisory orders  
Sustained  
Written Reprimand

2-56-5C1a Officer's Obligation Following Level 1 UOF  
Sustained  
Verbal Reprimand

2-8-5A Mandatory Recording  
Sustained  
Written Reprimand  
1-1-6C2 Obey all dept. and supervisory orders  
Sustained  
Verbal Reprimand

2-57-3C1c,h On-Scene Responsibilities of Supervisors Reviewing UOF  
Sustained

1-1-6C2 Obey all dept. and supervisory orders  
Sustained  
Written Reprimand

SO 20-103 Sexual Assault reported by prisoners  
Sustained  
Suspension

2-56-5C1a Officer's obligations Following Level 1 UOF  
Sustained  
Verbal Reprimand

**I-500-21**

2-56-4A1 UOF reporting  
Sustained

1-1-6A1 Conduct  
Sustained  
Suspension

2-56-5D2a Officer Obligations following Level 2 or Level 3 UOF  
Sustained  
Written reprimand

**I-577-21**

2-8-4F1 Use of on body recording device  
Sustained  
Suspension

**I-587-21**

2-52-4F1 Lawful Objectives  
Unfounded  
None

**I-588-21**

2-73-2A Evidence/Property/Found item accountability  
Sustained  
Written Reprimand

2-68-4A8b Officers/ Detectives conducting interview of witness shall  
Unfounded  
None

2-68-4C1b Custodial Interviews and Interrogations

Sustained

2-73-2A Evidence/Property/Found item accountability

Sustained

Suspension

1-92-6A5a Security

Unfounded

2-5-4A3 Department personnel shall

Exonerated

None

1-1-5E2 Department-Issued Property

Sustained

NDCA

**I-602-21**

1-1-4A Authority of Federal, State, and Local Laws and Regulations

Unfounded

None

**I-607-21**

1-1-4A2a Authority of Federal, State, and Local Laws and Regulations

Unfounded

2-82-2O2i Booking

Exonerated

None

1-1-4A2a Authority of Federal, State, and Local Laws and Regulations

Unfounded

2-82-2O2i Booking

Exonerated

None

**I-615-21**

2-47-3C3 Personnel involved in a crash shall

Sustained

Verbal reprimand

2-56-4A1 UOF Procedures

Not Sustained

None

**I-617-21**

2-71-3F1a Search Incident to lawful arrest

Sustained

Written Reprimand

1-1-4A2b Authority of Federal, State, and local laws regulations

Unfounded

2-71-3F1a Search incident to lawful arrest

Sustained

2-68-4C1b Custodial Interviews and Interrogations

Sustained

Written Reprimand

**I-624-21**

2-1-7C1,2 Command Staff and Supervisor Responsibilities

1-92-5A2 Uniforms

Sustained

Written Reprimand

**I-637-21**

1-1-5D5 Reporting for Duty

1-1-6A3 Honesty, Integrity, and Accountability

1-1-5A6e Honesty, Integrity, and Accountability

Unfounded

None

**I-638-21**

1-1-4B2 Conduct

Not Sustained

1-1-4B4 Conduct

Unfounded

3-41-4B4a Civilian Police Complaint

Sustained

Verbal Reprimand

3-41-4B4a Civilian Police Complaint

Sustained

Verbal Reprimand

**I-640-21**

1-1-4A2b Authority of Federal, State, and Local Laws and Regulations

Unfounded

None

**I-641-21**

2-82-4C1 Securing of Firearms/Handcuffing in the Booking Area

2-8-5D Mandatory Recording

Exonerated

None

2-82-4C1 Securing of Firearms/Handcuffing in the Booking Area

2-8-5D Mandatory Recording

Exonerated

None

3-14-4A7 Supervisory Leadership

Unfounded

None

**I-647-21**

2-5-5A Mandatory Recording

2-73-2A Evidence/Property/Found item accountability

Sustained

Written Reprimand

2-16-2c10 Personnel of the Department shall write reports on

Sustained

Verbal Reprimand

2-60-4A5 Preliminary Investigations

Admin. Closed

None

**I-650-21**

3-41-7A2 Reporting

Exonerated

None

3-41-7A2 Internal Dept. Complaints-Reporting and Assignment

Sustained

Written Reprimand

3-14-4A8 Supervision rules and responsibilities

Sustained

Verbal Reprimand

2-83-4D3 Securing Weapons at Health Care Facilities  
Sustained  
Written Reprimand

**I-656-21**

3-41-7B5a Investigation Timelines  
Sustained  
NDCA

3-14-4A7 Procedure  
Sustained  
NDCA

**I-657-21**

2-57-3C1c On-Scene Responsibilities of Supervisors reviewing UOF  
Exonerated  
None

**I-667-21**

1-1-4A2b Authority of Federal, State, and Local Laws and Regulations  
Sustained  
Termination  
1-1-7E2 Special Consideration, Privilege, and Professional Courtesy  
Sustained  
Suspension

**I-27-22**

1-1-6A1 Honesty, Integrity, and Accountability  
Sustained  
Written Reprimand

3-14-4A4 Procedure  
Exonerated  
None

3-14-4A4 Procedure  
Sustained  
Written Reprimand

1-1-6A1 Honesty, Integrity, and Accountability  
Sustained  
Suspension



**I-62-22**

1-1-6A1 Honesty, Integrity, and Accountability

Administratively Closed

None

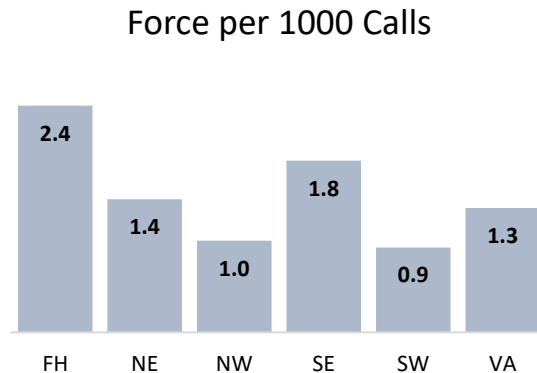
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# Civilian Police Oversight Agency Board

## INTERNAL AFFAIRS FORCE DIVISION

### STATISTICAL DATA FOR THE MONTH OF MARCH 2022

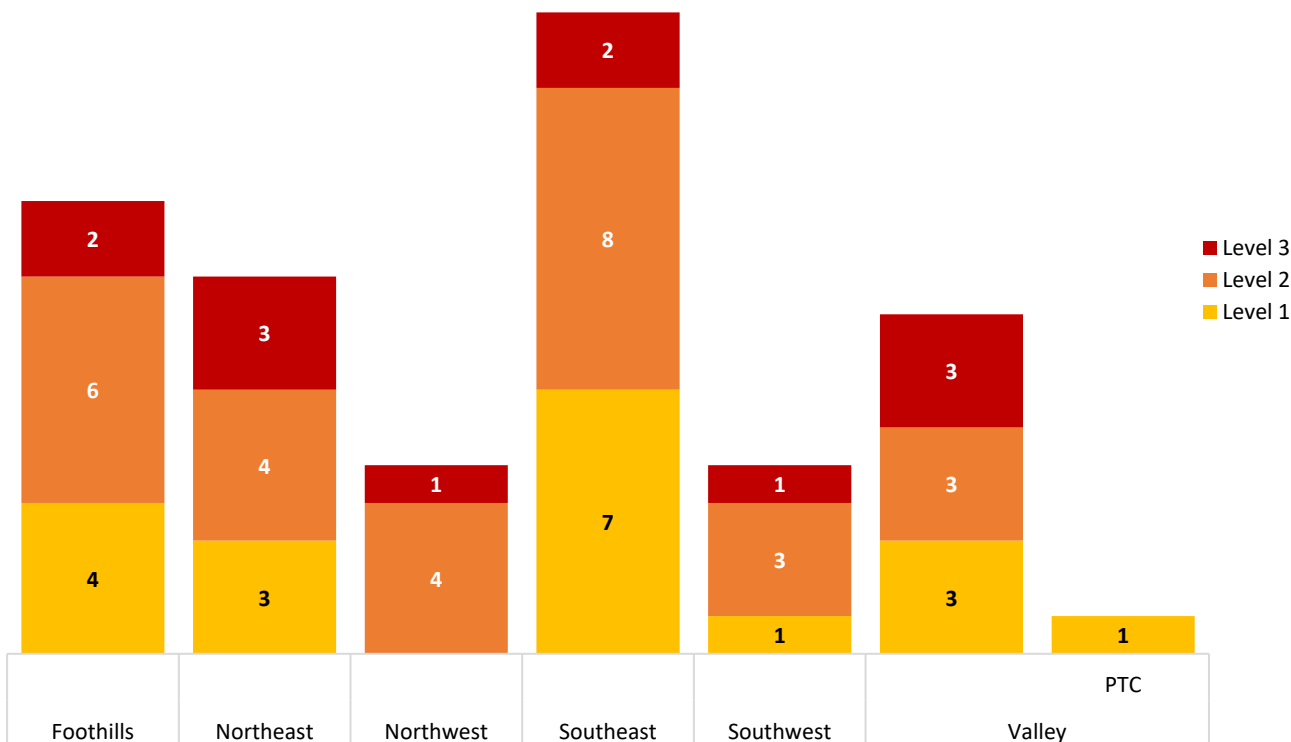
	Level 1	Level 2	Level 3	Total	CAD
Foothills	4	6	2	12	5004
Northeast	3	4	3	10	7102
Northwest		4	1	5	5155
Southeast	7	8	2	17	9357
Southwest	1	3	1	5	5568
Valley	4	3	3	10	7600
PTC	1				
<b>Total</b>	<b>19</b>	<b>28</b>	<b>12</b>	<b>59</b>	



Force cases are now categorized by three levels. If a case involves multiple applications of force, it is categorized as the most serious at the case level. These counts are not considered final as investigations are continuously updated.

- Level 1 is force that is likely to cause only transitory pain, disorientation, or discomfort during its application as a means of gaining compliance. This includes techniques which are not reasonably expected to cause injury, do not result in actual injury, and are not likely to result in a complaint of injury (i.e., pain compliance techniques and resisted handcuffing). Pointing a firearm, beanbag shotgun, or 40 millimeter launcher at a subject, or using an ECW to “paint” a subject with the laser sight, as a show of force are reportable as Level 1 force. Level 1 force does not include interaction meant to guide, assist, or control a subject who is offering minimal resistance.
- Level 2 is force that causes injury, could reasonably be expected to cause injury, or results in a complaint of injury. Level 2 force includes use of an ECW, including where an ECW is fired at a subject but misses; use of a beanbag shotgun or 40 millimeter launcher, including where it is fired at a subject but misses; OC Spray application; empty hand techniques (i.e., strikes, kicks, takedowns, distraction techniques, or leg sweeps); and strikes with impact weapons, except strikes to the head, neck, or throat, which would be considered a Level 3 use of force.
- Level 3 is force that results in, or could reasonably result in, serious physical injury, hospitalization, or death. Level 3 force includes all lethal force; critical firearms discharges; all head, neck, and throat strikes with an object; neck holds; canine bites; three or more uses of an ECW on an individual during a single interaction regardless of mode or duration or an ECW application for longer than 15 seconds, whether continuous or consecutive; four or more strikes with a baton; any strike, blow, kick, ECW application, or similar use of force against a handcuffed subject; and uses of force resulting in a loss of consciousness.

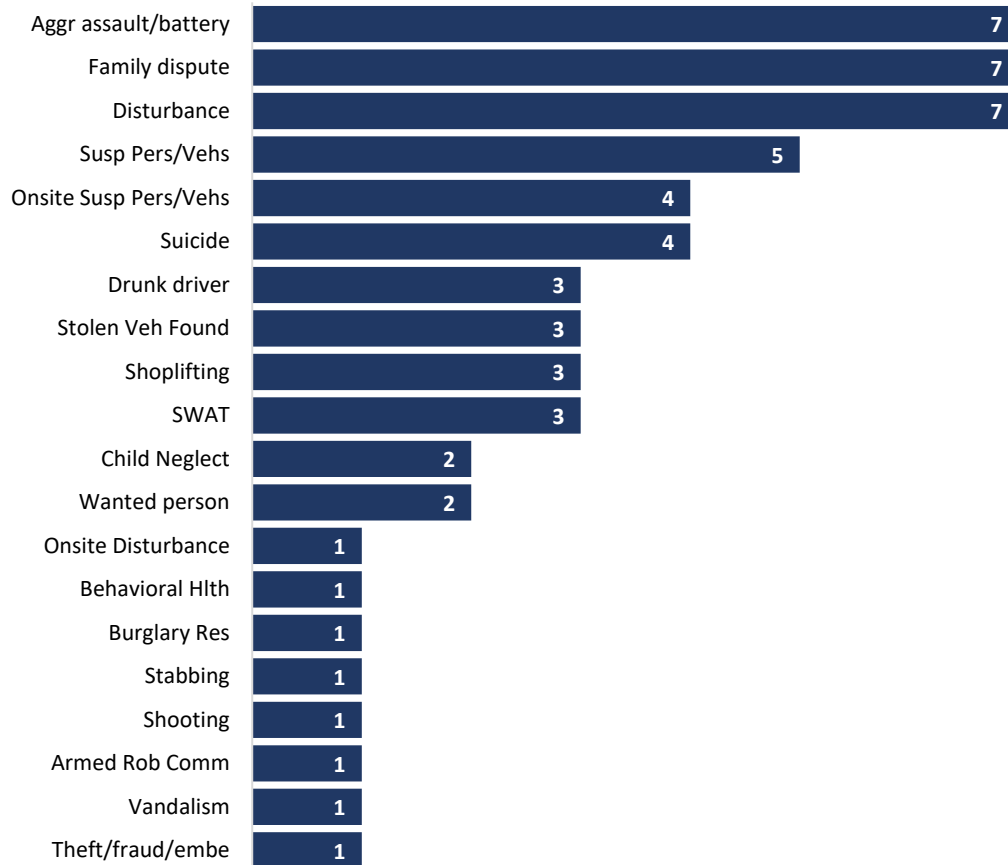
### March 2022 Force Events



Civilian Police Oversight Agency Board  
INTERNAL AFFAIRS FORCE DIVISION  
STATISTICAL DATA FOR THE MONTH OF MARCH 2022

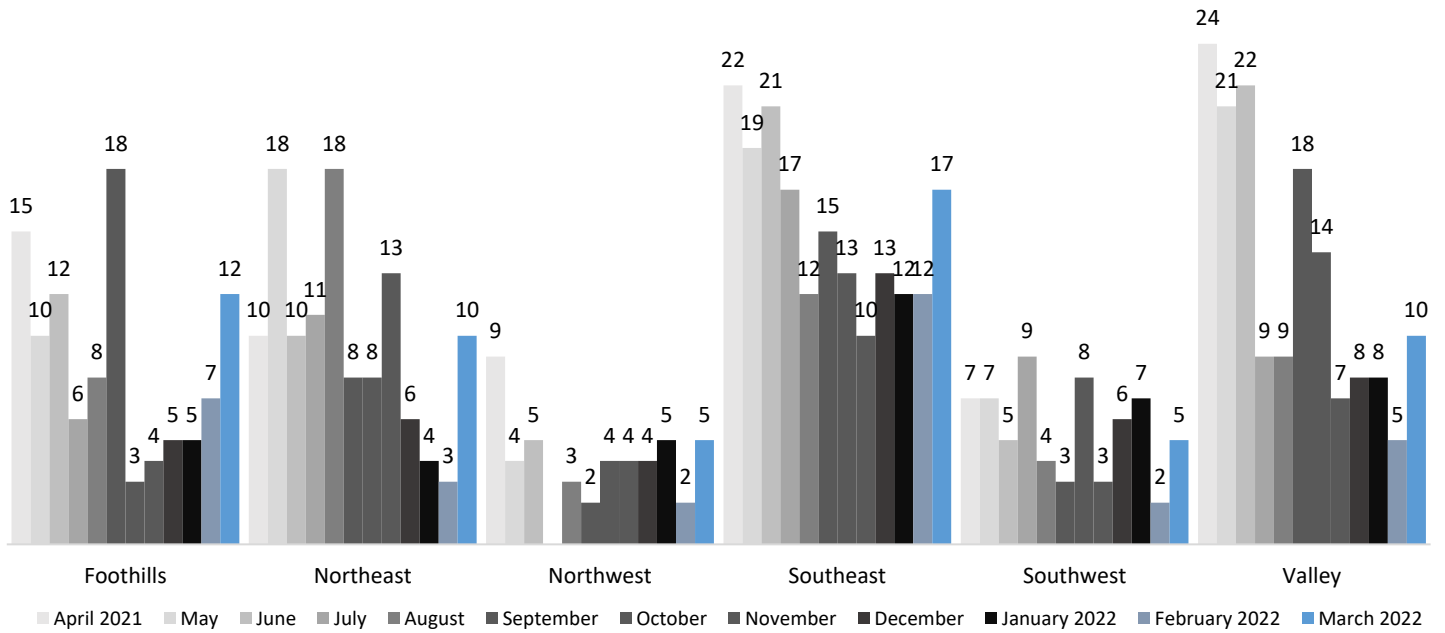
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Call Types Associated with March 2022 Force Events

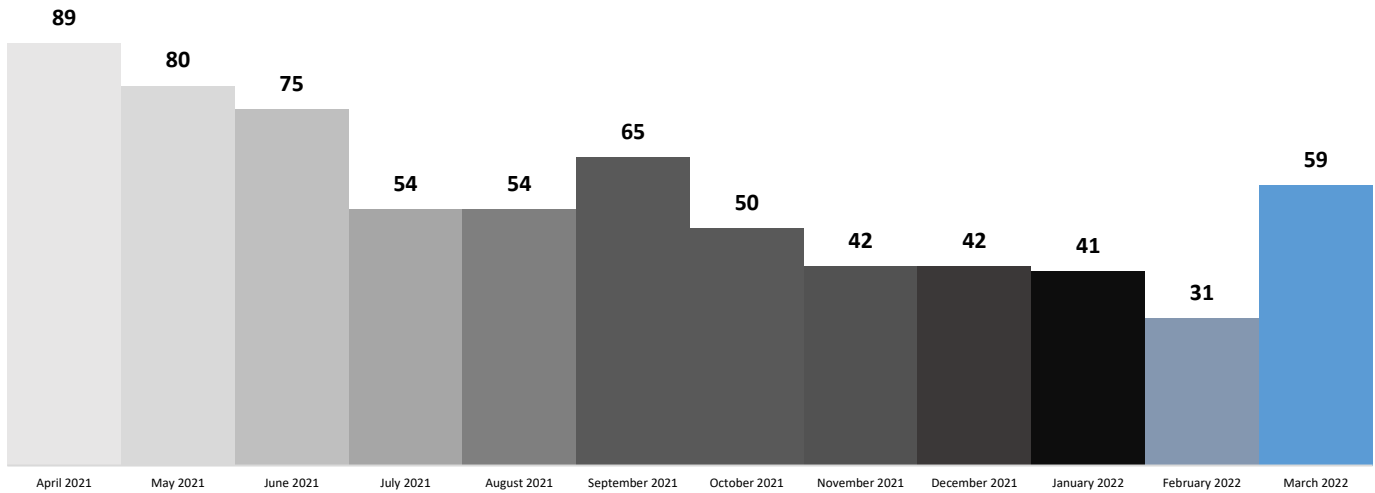


**Civilian Police Oversight Agency Board**  
**INTERNAL AFFAIRS FORCE DIVISION**  
**STATISTICAL DATA FOR THE MONTH OF MARCH 2022**

**Twelve Months of Force Data**



**Twelve Months of Force Data**  
(Includes Out of Area)





# Albuquerque Police Department Crash Review Board Update

DATA IS FOR DEPARTMENT PERSONNEL INVOLVED IN CRASHES FROM:  
JANUARY 1, 2022 – MARCH 31, 2022 (Q3; FY 21)

# APD Crashes and Claims:

- ▶ Two categories are being tracked by the department related to claims paid.
- ▶ 3<sup>rd</sup> party claim payouts are related to bodily injury and property damage
- ▶ 1<sup>st</sup> party claim payouts are related to damage to City property. Usually a single vehicle crash (fixed object, curb) and City vehicle vs. City vehicle.

# Crash Review Board Members

- ▶ The Crash Review Board is comprised of the Traffic Division Commander, Traffic Lieutenant, a Motor Sergeant and a Motor Officer. All are crash reconstruction certified. The Operations Review Fleet Detective and the APD Safety Officer are also on the board.
- ▶ The board reviews crash reports, photographs of the crash and will hear statements from those involved if they so choose to present their case.

# Crash Review Board Decision Categories

- ▶ There are three categories a crash will fall under:
  - ▶ Non-Preventable
  - ▶ Preventable
  - ▶ Non-Crash
  
- ▶ The Crash Review Board will also identify employees who have had 2 or more preventable crashes within a 12 month period.



# Non-Preventable Crashes

- ▶ Q4 (April 1, 2021 – June 30, 2021) 9
- ▶ Q1 (July 1, 2021 – September 30, 2021) 24
- ▶ Q2 (October 1, 2021- December 31, 2021) 25
- ▶ Q3 (January 1, 2022 – March 31, 2022) 20

# Preventable Crashes

- ▶ Q4 (April 1, 2021 – June 30, 2021) 21
- ▶ Q1 (July 1, 2021 – September 30, 2021) 16
- ▶ Q2 (October 1, 2021- December 31, 2021) 16
- ▶ Q3 (January 1, 2022 – March 31, 2022) 18

# Non-Crash

- ▶ Q4 (April 1, 2021 – June 30, 2021) 1
- ▶ Q1 (July 1, 2021 – September 30, 2021) 1
- ▶ Q2 (October 1, 2021- December 31, 2021) 2
- ▶ Q3 (January 1, 2022 – March 31, 2022) 1

# Previous Preventable Crash within a 12 month period

- ▶ Q4 (April 1, 2021 – June 30, 2021) 3
- ▶ Q1 (July 1, 2021 – September 30, 2021) 2
- ▶ Q2 (October 1, 2021- December 31, 2021) 2
- ▶ Q3 (January 1, 2022 – March 31, 2022) 1

# 3<sup>rd</sup> Party Claim Payout

- ▶ Q4 (April 1, 2021 – June 30, 2021) \$189,272.65 (23 Claims)
- ▶ Q1 (July 1, 2021 – September 30, 2021) \$86,550.11 (30 Claims)
- ▶ Q2 (October 1, 2021- December 31, 2021) \$314,286.37 (22 Claims)
- ▶ Q3 (January 1, 2022 – March 31, 2022) \$40,096.93 (17 Claims)

# 1<sup>st</sup> Party Claim Payout

- ▶ Q4 (April 1, 2021 – June 30, 2021) \$172,903.01 (33 Claims)
- ▶ Q1 (July 1, 2021 – September 30, 2021) \$132,232.26 (38 Claims)
- ▶ Q2 (October 1, 2021- December 31, 2021) \$342,087.73 (58 Claims)
- ▶ Q3 (January 1, 2022 – March 31, 2022) \$270,134.49 (44 Claims)

# Top 3 preventable crash contributing Factors

- ▶ #1 Collision while backing
  - ▶ #2 Collision with fixed object
  - ▶ #3 Front-end collision
- 
- ▶ Alcohol/Drug Impairment has not been identified as a contributing factor for any crash.

## CPOA Report 4/14/22

We opened 28 CPCs since the date of the last meeting 3/10/22

We received information on 19 driving complaints since the date of the last meeting. These predominately came from 311.

We received 10 commendations since the last meeting

We closed 24 CPCs up to the date of 4/1/22. These are on the agenda. The Board was provided with the policies reviewed and the findings for its information. The letters will be mailed out with the revised language regarding the change in the appeal process that was provided to the Board.

Recommended discipline for the cases this month:

Due to the change in how cases are reviewed and uploaded this will be a separate agenda item where the Board will agree or modify the recommended discipline. Case materials were provided so that the Board may make an adequate assessment. Once the Board approves the discipline the information will be transmitted to the disciplinary authority. The Department will often be made aware of the potential discipline in accordance with the Ordinance and the Collective Bargaining Agreement, but is on notice it is not a final recommendation until the Board approves.

On April 4 the City Council's revised Civilian Police Oversight Agency Ordinance became effective. As a result, there are changes in how the CPOA and the CPOAB will operate on certain things. The Board will need to change some of its rules and procedures, which I know is already planned through subcommittees.

HR advised the candidates for the community engagement specialist position that had applied will be informed the position will be reposted at a later date. This will be when a new director is selected due to the length of time the applicants had applied.

I mentioned last month, but just wanted to keep it on the Board's awareness that in light of the new Ordinance and other changes, there are likely discussions about revisions to the CASA. If the Board would like to make input to the DOJ and the City, as the parties, about modifications that should be assigned to a subcommittee and then brought forth to the Board if the Board wishes.

The Board held its special meeting on 4/7 for the use of force policy suite input from the community and discussion. As the agenda item later will discuss, these recommendations and forwarded to the DOJ for consideration as well as others the Board designates.

The 1<sup>st</sup> half semi-annual CPOA report was accepted by City council on April 4, 2022 without questions asked. This will be posted to the website.



## **CPOA Board – Outreach Subcommittee Report**

The Outreach committee met via Zoom on March 29, 2022.

1. Marteesa Billy provided a CPC update on the following topics:
  - a. 50 plus locations to add brochures and business cards for CPC
  - b. We might be starting the hybrid meeting next month (April) and we did the trial run for the owl equipment.
  - c. Council of chairs approved to purchase the hybrid meeting owl equipment
  - d. A scheduled team building retreat for the FH CPC that happened on March 25, 2022. They had a lot of great ideas, possible presenters, and recommendations ideas and planning out the year. We are trying to get other CPC's to join the team building retreat.
  - e. SW chair Robbie Vigil resigned from chair, and Teresa Garcia did as well. Mona Varela is the new SW CPC chair, and will be official at their next meeting on April 6, 2022.
  - f. COC voted new chair and vice chair at the February meeting
    - i. COC chair Rowan Wymark Valley CPC
    - ii. COC Vice-Chairs Idalia Lechuga-Tena FH CPC
    - iii. Bob Carleton long time FH CPC chair/council member stepped down and no longer involve with FH CPC business.
  - g. SE CPC voted in one new member
  - h. Supported 3 more city block parties
  - i. Met with Diane over ideas for budgeting and budget items that may purchased for CPC
  - j. Kelly attended an event on Saturday with Dr. Harold Bailey and spoke about what is the CPC and What the CPC does. He did a discussion on CPC that got broadcast on the news and other platforms.
2. Member Crawford has agreed to reach out to Councilors Grout and Fiebelkorn. Member Galloway will reach out to Councilors Lewis and Sanchez. Meetings will hopefully be held on Friday afternoons. Interim Director McDermott has also requested the opportunity to join if and when meetings are set.
3. An invitation will be sent to Chris Sylvan with City Council Staff to provide an update on the filling of Board vacancies at the April Outreach meeting.
4. Chair Galloway will remain as chair of the Outreach Subcommittee for the coming year.

The next meeting of the Outreach Subcommittee will be held via Zoom on April 26, 2022 at 3:00.

### Administratively Closed

15-22

1.1.5.A.1 (withdrawal, minor concern)

247-21

No sop (not enough information to conduct investigation)

028-22

No sop (not enough information to conduct investigation)

004-22

No sop (not enough information to conduct investigation)

021-22

No sop (no jurisdiction)

020-22

No sop (not enough information to conduct investigation)

010-22

No sop (not enough information to conduct investigation)

039-22

No sop (citizen withdrawal, not enough information to conduct investigation)

### Sustained

258-21

4.25.3.A.2.g (domestic violence officers will stay with arrested at hospital)

003-22

2.7.4.B.1-5 (damage to civilian property)

### Sustained, Sustained NBOOC, Unfounded

238-21

1.1.5.A.1 (general conduct) unfounded

1.1.6.A.1 (made commitments to citizen) sustained

2.60.4.A.5.f (report the incident accurately) sustained not based on original complaint

### Sustained, Exonerated

237-21

2.73.2.A (properly tag evidence) exonerated one officer

2.73.2.A (properly tag evidence) sustained one officer

### Sustained, Sustained NBOOC, Not Sustained

223-21

2.46.4.A.2.d (request assistance as needed) sustained

1.78.3.B.3.d (PSA will request a sworn officer if criminal elements present) sustained

1.78.3.B.4.a (PSA will take proper investigative measures in a hit and run) sustained not based on original complaint

1.78.3.B.3.a (PSA a supervisor may authorize to take primary if no sworn available) not sustained

1.78.3B.3.b (PSA if a person is medically transported notify a supervisor) not sustained

### Unfounded

229-21

1.1.5.A.1 (general conduct)

002-22

1.4.3.A.3 (biased based policing)

236-21

1.1.5.A.4 (obtain information and act upon it)

231-21

1.1.5.A.1 (general conduct)

235-21

2.52.4.F.1.a (force to affect arrest-show of force)

1.1.5.C.2 (profanity)

1.1.5.A.2 (bias)

### Exonerated

228-21

2.60.4.A.50.b (preliminary investigation)

209-21

3.13.3.B.3.b (make arrests, searches, seizures in accordance with policy)

220-21

1.1.4.A (follow laws and policies)

240-21

1.1.5.E.2 (use equipment for intended purpose)

1.1.6.A.1 (act with integrity and above reproach)

### Unfounded, Exonerated

251-21

1.1.5.A.4 (collect information courteously and act upon it) unfounded

1.1.5.A.1 (general conduct) exonerated

241-21

1.1.5.A.4 (obtain information and act upon it) unfounded

1.1.5.C.3 (not act officiously or allow personal feelings to influence) unfounded

2.60.4.A.1 (conduct preliminary investigations) exonerated-one officer

2.60.4.A.1 (conduct preliminary investigations) unfounded for 2 other officers

# CITY OF ALBUQUERQUE



## CIVILIAN POLICE OVERSIGHT AGENCY

### Civilian Police Oversight Agency Board

*Patricia J. French, Chair*      *Jesse Crawford, Vice-Chair*

*Chantal M. Galloway*      *Eric Nixon*

*Michael Wartell*

*Diane McDermott, Interim Executive Director*

April 14, 2022

Elizabeth Martinez and Dr. James Ginger,

On Thursday, April 7<sup>th</sup>, 2022, the Board of the Civilian Police Oversight Agency held a special meeting to review and provide comment on APD policies related to use of force. These SOPs, numbered 2-52 through 2-57, recently passed review by the PPRB and their review period for the CPOAB will end shortly.

In attendance at the special meeting were the five members of the board, agency staff, Deputy Commander Maez of APD (standing in for Commander Evans), and individuals from several parties and amici to the DOJ settlement agreement. The meeting included a great deal of productive discussion of the SOP changes and the knowledge and assistance of DC Maez was much appreciated, particularly since circumstances required him to step in on short notice.

PO Box 1293 Albuquerque NM 87103  
This letter summarizes the discussion during the meeting in the form of specific policy recommendations, and these recommendations have been approved by the Board. Please note that some of these recommendations apply to issues that are present in multiple places in the policy, in which case they are organized by the location where they are most apparent and other instances are listed in the description.

### 2-52 Use of Force – General

NM 87103  
www.cabq.gov  
Throughout UOF policy, many (but not all) instances of “sworn personnel” or “officers” have been changed to “department personnel.” This change seems to be incomplete, as some policies (especially 2-56 and 2-57) continue to use “sworn personnel” in cases where a policy should seemingly apply to personnel such as PSAs (e.g. 2-56-4 D(1), which as written seems to allow PSAs to leave the scene without allowing a supervisor access to their OBRD, when sworn officers must remain). There are also cases where the use of “department personnel” appears to obligate civilian employees to take actions for which they have not been trained or equipped. The Board recommends that the entire policy suite be carefully reviewed for use of “sworn” vs. the more general “department personnel.” It should be ensured that the term “sworn” is used when, and only when, it is intended to limit the scope of a policy to sworn officers. Likewise, it should be ensured that policies which apply to “department personnel” only mandate actions that civilian personnel can carry out, or exceptions should be made.

2-52-4 A: An attendee raised the issue that *Graham v. Connor* is mentioned several times in these SOPs, despite the fact that 2-52-4 A(1) states that officers are held to a higher standard, and that a different set of considerations than the well-known “Graham factors” are listed in 2-52-4 C. To

avoid doubt as to the standards that APD uses, the Board recommends that APD remove references to *Graham* where it is not being invoked as policy. This would include 2-57-2.

2-52-5 B: The Board recommends that the language of 2e(i), "Department personnel should consider whether," be changed to "Department personnel shall consider whether." Because the phrase "consider whether" already gives significant latitude for an on-scene judgment call, the use of "shall" likely has little impact other than requiring that personnel articulate that they did consider the issue—an important aid to SUOF investigations.

2-52-5 B: The Board recommends that 4a or be modified or perhaps a new paragraph added which would require personnel to identify a person as in charge of the scene, unless an immediate threat does not allow time. In previous use of force incidents reviewed by IAFD and the CPOA, including the notable SUOF case 19-0077270 which resulted in the death of Roger Shafer, the lack of command structure has been identified as a possible contributor to less effective on-scene decision making. Experience in many fields has found that, under time and resource pressure, the lack of a central decision-making authority can lead to confusion, missed opportunities, and sometimes danger.

### 2-53 Use of Force: Definitions

The board identified multiple points of contradiction and confusion in this SOP, as well as some more minor mechanical errors such as terms which are defined but do not appear to ever be used elsewhere in the policy. In general, the board recommends that this SOP be carefully reviewed for consistency both with itself and other policy documents.

2-53-3 B: This definition of "complaint of pain" is potentially confusing since it seems to define the term to refer only to cases where the complaint is not credible. This has a significant impact on the interpretation of 2-52-6 F(3). That is the only use of this term in the UOF policy, with "complaint of injury" being used far more often (but not defined in 2-53). The Board recommends that this definition be removed and 2-52-6 F(3) changed to clarify its intent, particularly with regards to the difference between "complaint of injury" and "complaint of pain," which require significantly different treatment under 2-52-6 F(1)c and 2-52-6 F(3).

2-52-3 F-G: it is unclear why "Empty-Hand Takedown" and "Empty-Hand Technique" are defined separately. Additionally, the definition of "Empty-Hand Technique" is difficult to understand and seems to more describe the goals than the actual techniques. The Board recommends that these definitions be edited for clarity. The definition of "Empty-Hand Technique" should include specific examples to aid the reader.

2-53-3 L: "Feasible" is perhaps the most important word in the entire body of UOF policy, as it applies as a caveat to most requirements. This definition seems to be excessively loose and essentially changes "feasible" to mean "without creating unnecessary risk." The Board recommends that this definition be expanded, for example to include "totality of circumstances" factors which personnel should consider.

2-53-3 R: The definition of "individual" as a subject of UOF and later definition of "person" as someone other than an "individual" (2-52-3 FF) is extremely confusing. It also contradicts the way the terms are used in some parts of the policy (e.g. 2-52-6 F(1)a). The Board recommends that

these definitions be removed, and UOF policy reviewed in its entirety to ensure that there is no possible confusion between references to a subject of UOF and a bystander.

2-53-3 V: The definition of a level 3 use of force includes "use of deadly force" (3a). "Deadly force" is separately defined in 2-53-3 D. In 2-53-3 D(1)l, the use of a PIT maneuver on any two-wheeled or three-wheeled motor vehicle is included in the definition of "deadly force." In 2-53-3 V(3)j-k, some uses of the PIT maneuver are defined as level 3 UOF, but two- and three-wheeled vehicles are not. In general, there are several cases of duplication and inconsistency between items listed in 2-53-3 V(3) and 2-53-3 D, while the latter is included by reference in the former. The Board recommends that the lists in 2-53-3 V(3) and 2-53-3 D be carefully reviewed and unified to the greatest extent possible. In the view of the Board, this would most likely consist of removing 2-53-3 V(3)d-k, and ensuring those items are all included in 2-53-3 D. This would define level 3 UOF as any use of deadly force, a critical firearm discharge, or UOF resulting in hospitalization etc.

Even more troubling, "deadly force" is defined completely separately in 2-52-6 D. Once again, there are substantive differences between this definition and the one found in 2-53. This makes all references to "deadly force" in the policy somewhat unclear. In the example of a PIT maneuver against a motorcycle, it may or may not be deadly force or a level 3 UOF depending on whether one finds the relevant sections in 2-52 or 2-53 first. One of 2-52-6 D or 2-53-3 D should be removed entirely to remove the possibility of contradiction, and whichever remains must be ensured to agree with 2-53-3 V.

2-53-3 PP: This definition of a vascular neck restraint, by describing the technique as safe and effective, appears to directly contradict 2-52-6 A(6). It is also somewhat confusing in light of the separate definition of "neck hold," 2-53-3 S. Incidentally the term "vascular neck restraint" is never used in the policy, and so the Board recommends that 2-53-3 PP simply be removed.

#### **2-54 Use of Force: Intermediate Weapon Systems**

2-54-6 C(2)j: The restriction on use of an ECW on a fleeing person is an important protection, but one that we understand has many exceptions in practice. The policy lists three factors to be considered in making an exception, but provides very little depth on those factors. This makes it very hard to evaluate any actual use of an ECW on a fleeing person against the policy. For example, "severity of the offense" is listed, but reasonable people might disagree on how severe an offense must be to justify use of an ECW against a fleeing person. For the protection of both officers and the public, the Board recommends that this policy be shored up by providing more detailed policy guidance on when it is appropriate to use an ECW against a fleeing individual.

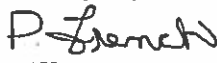
2-54-6 F(4): While the Board understands that accidental discharges of ECWs are relatively common and do not merit a UOF investigation, the choice to make an accidental discharge of an ECW *which strikes a person* non-reportable is concerning. These incidents are a danger to both APD personnel and the public which are often preventable through effective training and procedure. In general, "accident" is an unsatisfying explanation for pain and injury to a person, and this exception to reporting is not made for other types of weapons. The Board recommends that accidental discharges of an ECW which strike a person by made reportable.

The boards review of 2-56 and 2-57 did not generate any specific recommendations, although some of the general recommendations previously listed apply to these SOPs as well.

The Board appreciates the time and attention that APD and stakeholders have dedicated to this critical body of policy. We would also like to specifically thank Deputy Commander Maez and Commander Evans, both of Internal Affairs, for their willingness to spend so much time helping the board to analyze these changes. We look forward to your response and the continuation of this important process.

Sincerely,

The Civilian Police Oversight Agency Board by

DocuSigned by:  
  
AED8CC9BA20045B

Patricia J. French, Board Chair

CC: Harold Medina, Chief  
Cori Lowe, Deputy Chief  
Esteban Aguilar Jr., City Attorney  
Peter Simonson, ACLU-New Mexico  
Barron Jones, ACLU-New Mexico  
Robert Heckman, APD Forward  
Alfred Mathewson, Esq., Community Coalition  
Antonio Maestas, Esq., Community Coalition  
Peter Cubra, Esq., McClendon Subclass  
Larry Kronen, Esq., McClendon Subclass  
Rachel Biggs, ABQ Healthcare for the Homeless  
Maxwell Kauffman, Disability Rights New Mexico  
Rowan Wymark, CPC  
Idalia Lechuga-Tena, CPC