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# SEMI-ANNUAL REPORT

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July 1<sup>st</sup> 2024 – December 31<sup>st</sup> 2024

CIVILIAN POLICE OVERSIGHT AGENCY

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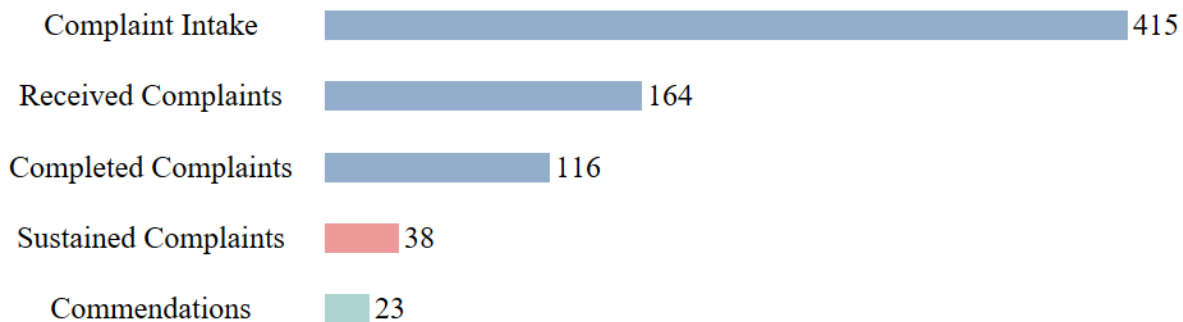
## List of Abbreviations

Abbreviation	Description
APD	Albuquerque Police Department or “Department”
CABQ	City of Albuquerque
CAO	Chief Administrative Officer
CASA	Court Approved Settlement Agreement
CBA	Albuquerque Police Officer’s Association’s Collective Bargaining Agreement
CPOA	Civilian Police Oversight Agency or “Agency”
CPOAB	Civilian Police Oversight Agency Board or “Board”
CPC(s)	Civilian Police Complaint(s)
DAP	Disciplinary Action Packet
DOJ	Department of Justice
ECW	Electronic Control Weapons
FRB	Force Review Board
IA	Internal Affairs
IAPS	Internal Affairs Professional Standard
IAFD	Internal Affairs Force Division
NDCA	Non-Disciplinary Corrective Action
OBRD	On-Body Recording Device
OIS	Officer Involved Shooting
PNP	Policies and Procedures Review Sub-Committee
PPRB	Policy and Procedures Review Board
PTC	Prisoner Transport Center
SOP(s)	Standard Operating Procedure(s)
SNBOOC	Sustained Not Based on Original Complaint
UOF	Use of Force
VNBOOC	Violation Not Based on Original Complaint

## Report Summary

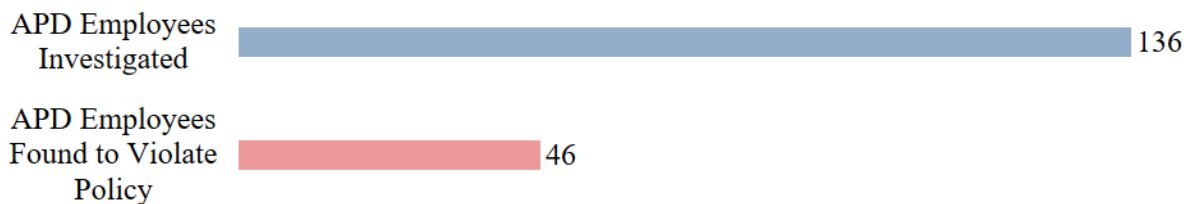
### Complaints and Commendations

During this period, from July 1<sup>st</sup>, 2024, to December 31<sup>st</sup>, 2024 (“Reporting Period”), the CPOA received 415 complaint notifications (“Complaint Intake”), 164 complaints were assigned for investigation (“Received Complaints”), and 116 complaints were closed (“Completed Complaints”). Among the completed complaints, 38 resulted in at least one finding of a policy violation by an APD employee (“Sustained Complaints”), accounting for 32.8% of completed complaints. The CPOA also received 23 Commendations expressing praise or recognition for APD employees.



### APD Employees

During this period, the CPOA investigated 136 APD employees in Completed Complaints, 46 of whom were found to violate APD policy (33.8%).



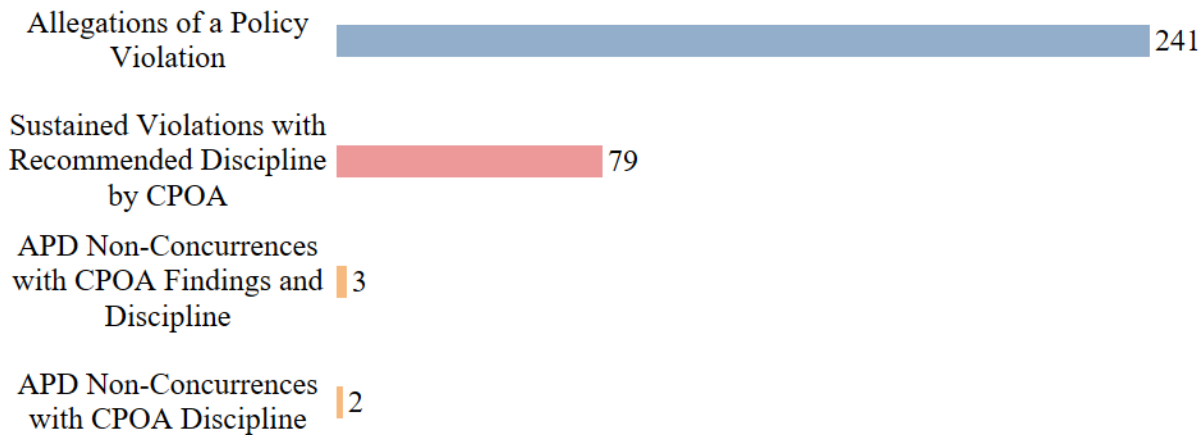
### Complainants

During this period, the CPOA investigated on behalf of 112 identifiable complainants and 6 anonymous complainants.



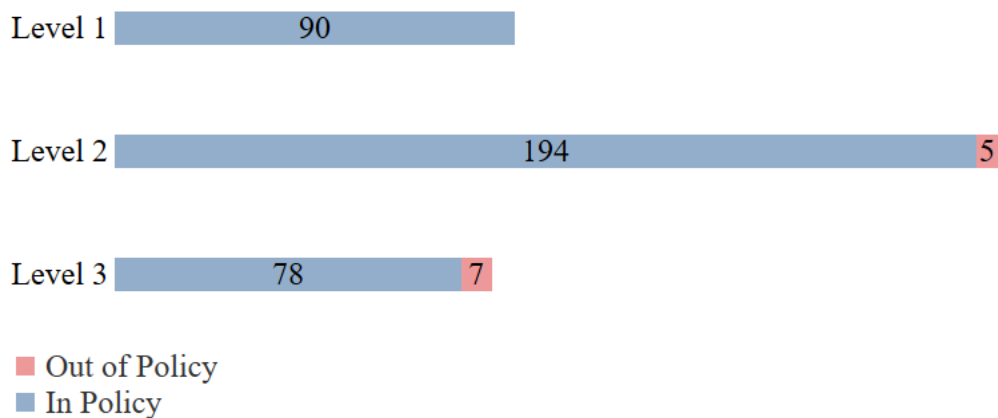
## CPOA Sustained Findings and Non-Concurrences by APD

During this reporting period, there were 79 sustained violations against APD employees. In 5 instances, the Police Reform Bureau disagreed with the CPOA's recommended findings and/or discipline.



## Use of Force

During the reporting period, there were 374 total UOF interactions with completed investigations: 90 Level 1, 199 Level 2, and 85 Level 3 interactions. Of these, 12 incidents were found to be Out of Policy (3.2%): 5 involved Level 2 interactions, and 7 involved Level 3 interactions.



## I. Introduction

Although a civilian oversight entity has existed in some capacity since the twentieth century, the Civilian Police Oversight Agency (CPOA) was established in its current form in 2014 after the City of Albuquerque and the Department of Justice (DOJ) entered into a Court Approved Settlement Agreement (CASA) regarding the Albuquerque Police Department's (APD) pattern or practice of use of excessive force against civilians. In their findings letter, the DOJ specified community policing and civilian oversight as necessary components of the public safety ecosystem and, consequently, are also monitored under the CASA.

The CPOA is governed by the CASA itself, city legislation, and the Civilian Police Oversight Ordinance (Oversight Ordinance), which was last amended in January 2023. Per the Oversight Ordinance (§ 9-4-1-2), the CPOA is an independent agency of the City of Albuquerque, distinct from City government, City Council, and the Albuquerque Police Department (APD).

The oversight structure includes both the Advisory Board (CPOAB) and the Administrative Office (CPOA), which collaborate but maintain distinct roles and responsibilities. The CPOAB comprises appointed volunteers who hold monthly public meetings to discuss policy recommendations, review CPOA investigatory findings and proposed discipline, hear complainant appeals, and receive public comment. The CPOA is responsible for fairly and impartially reviewing and investigating community-submitted complaints and commendations regarding APD personnel. It also analyzes trends and potential issues related to police conduct and provides policy, disciplinary, training, and procedural recommendations to the City Council, the CPOAB, the Mayor, and APD.

The Oversight Ordinance requires the CPOA to regularly inform the Mayor, the City Council, and the public of their efforts by publishing semi-annual reports (§ 9-4-1-11). Between the CASA and the Oversight Ordinance, these reports are to include:

- Data on the number, kind, and status of all complaints received and investigated, including those sent to mediation, serious force incidents, and officer-involved shootings
- Policy changes submitted by both APD and the CPOA
- Demographics of complainants and subject officers
- CPOA findings and the Office of Police Reform's imposition of discipline
- APD disciplinary, use of force, policy, or training trends
- Information on public outreach initiatives spearheaded by the CPOAB or CPOA
- Issues that may inform the City Council to consider legislative amendments to the Oversight Ordinance
- Time the CPOAB dedicates to policy activities

## Complaint Investigations

Any person claiming to be aggrieved by the actions of APD may file civilian police complaints (CPCs) with the CPOA or APD at any time after the alleged incident occurs. If the complaint is filed with APD police, the Department must refer the complaint to the CPOA within three business days. Upon receiving a complaint, the CPOA promptly begins the initial review and assessment process. Once this initial phase is completed, the CPOA may:

- Refer the complaint to mediation, Internal Affairs, or Area Command when a complaint alleges:
  1. A delayed or non-response to a call for service or misconduct only with a 911 service operator
  2. A driving or traffic violation where there is no direct encounter or interaction with a citizen
  3. Criminal activity, potentially discovered after a preliminary investigation on information received in the original complaint
  4. Misconduct by a non-sworn, non-operator APD employee who, by policy, is not equipped with OBRD. Exceptions may be made depending on the severity of allegations
- Resolve the complaint without a full investigation when it is determined that the complaint:
  1. Does not allege misconduct by an APD employee
  2. The policy violations are minor and pattern does not exist
  3. The allegations are duplicative of another complaint or investigation
  4. There is a lack of information to complete the investigation,
  5. The complainant requests to withdraw the complaint, barring any exceptions
  6. The complaint was resolved through informal mediation or referral to another agency
- Conduct a full investigation

During an investigation, the assigned investigator will review the complaint, interview complainants, witnesses, and other APD personnel involved, obtain evidence, review other necessary materials, and make recommended findings within 120 days. Per the revised Collective Bargaining Agreement (CBA) from January 2022 (and subsequent CBA from July 2023), the Chief of Police no longer has the authority to grant a 30-day extension to the CPOA. Once the complaint investigation is completed, the Agency's Executive Director will review the findings to determine if there are any Albuquerque Police Department Standard Operating Procedures (SOPs) violations.

There are six possible CPOA complaint findings:

- **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/VNBOOC)** – Where the investigation determines, by a preponderance of the evidence, that misconduct did occur that was not alleged in the original complaint and was discovered during the investigation.
- **Administratively Closed** – Where the policy violations are minor, the allegations are duplicative, or an investigation cannot be conducted because of the lack of information in the complaint.

## Discipline

If the CPOA investigation determines that there were SOP violations, it may recommend disciplinary actions to the Office of Police Reform in accordance with the Chart of Sanctions (SOP 3-46: Discipline System). The Office of Police Reform is provided with the CPOA case file and a Disciplinary Action Packet (DAP). The DAP provides the discipline calculation based on the SOP, class, sanction, and the officer's progressive discipline history. The Office of Police Reform may impose the disciplinary recommendations at its discretion. If the Office of Police Reform deviates from the CPOA's recommended discipline or finding, they have 30 days to explain why they disagree with the CPOA in a written memo.

Per the renegotiated CBA between the City of Albuquerque and the Albuquerque Police Officers Association, no disciplinary action shall be taken against an investigated officer(s) nor used for progressive discipline in any future infraction when the investigation is out of compliance with timelines set forth in the CBA.<sup>1</sup> However, the investigated officer(s) will receive the investigation

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<sup>1</sup> This Collective Bargaining Agreement is effective July 15, 2023 through June 30, 2026; Timelines standards set forth in CBA: (1) Every Investigation shall be concluded within one hundred and twenty (120) days from the issuance of notice to the officer or assignment of the case for investigation, whichever is later and within a 15 day time period; (2) Upon completion of the investigation, the department shall have up to forty (40) days for command level review of the investigation and to issue a pre-determination hearing notice; and (3) measured from when the pre-determination hearing ends, a determination with any findings must be sent to the officer within twenty (20) days.



results and potential training if training is requested or required. Additionally, the investigation may be used for purposes such as mandatory training for any or all Department officers, non-disciplinary actions such as reassignment to prevent further similar misconduct, policy development, consideration for promotion for the investigated officer(s), evidence in future grievances for purposes such as notice, and as an aggravating circumstance within the applicable sanction range for future similar infractions by the investigated officer(s).

## **Appeal Process**

Upon receipt of the findings, the civilian complainant has 30 days to request an appeal hearing by the CPOAB. The Agency and the CPOAB alert the Office of Police Reform of any such appeal and hold a hearing on the matter at their next scheduled meeting. The CPOAB may amend findings or recommendations from the public letter to the complainant and make additional comments to the Office of Police Reform at the hearing based on the criteria established in the Ordinance if the CPOAB finds that the policy was misapplied, the findings or recommendations were arbitrary, or the findings were inconsistent with the available evidence. Following the hearing, the CPOAB will provide a written Notice of Decision to the complainant, implicated employee, CPOA Executive Director, and Office of Police Reform. The Office of Police Reform has 20 days after receiving the CPOAB's Notice of Decision to provide the CPOA and civilian complainant with their final disciplinary decision.

Within 30 days of receiving the final disciplinary decision, the civilian complainant may request that the Chief Administrative Officer (CAO) review the complaint, the CPOA's disciplinary recommendation, and the Office of Police Reform's final disciplinary decision. Upon completing the review, the CAO has 90 days to override the Office of Police Reform's final disciplinary decision. The CAO is to notify the complainant, implicated employee, Office of Police Reform, and the CPOA Executive Director of their review and any action taken.

## **Policy Process**

The CPOAB/CPOA is deeply committed to the APD policy development and review process. In their first year of existence, the CPOAB created a set of operating procedures designed to meet policy obligations and later created the Policy and Procedures Review Sub-Committee (PnP) to review and make recommendations on APD policies and procedures to ensure compliance and consistency with the CPOA mission. CPOAB members, the CPOA Executive Director, and staff regularly participate in PnP meetings, during which APD subject matter experts present new policies and modifications to existing policies for review. In this forum, members have the opportunity to ask questions and recommend policy changes. In addition to PnP meetings, the CPOAB designee or 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 an additional 35-day review and commentary on further modifications before final approval prior to publishing.

The CPOA/CPOAB holds that establishing and implementing sound policies are essential to ensuring quality public safety services because effective police accountability necessitates clear, consistent, and detailed policies. When policies fail, officer and public safety may be affected, resulting in a weakened police-community relationship or bodily harm. In recognizing the magnitude of this charge, the CPOA/CPOAB maintains that a good policy recommendation has several features:

- 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.

## **Data Sources and Limitations**

Data for this report is sourced from IA Pro (the Internal Affairs record management database), CPOA, CPOAB, and CPC meeting minutes, information trackers, reports, and other correspondence, IAFD reports, and the City of Albuquerque human resources. The majority of the data used to present statistics in this report is the IA Pro Database and was exported on April 15<sup>th</sup>, 2025.

The CPOA has maintained the self-reported complainant data without any alterations. For instance, a complainant may initially assert the absence of a mental illness, and the subsequent investigation may reveal underlying mental health issues. Despite this, our analysis will encompass the complainant's initial response, indicating the absence of a mental illness. Additionally, some complainants do not respond to all demographic questions, skip the demographic section entirely, or were not given an opportunity to provide demographic information if the complaint was received via direct email, Blue Team, an old complaint form, or was filled out by someone on behalf of the complainant. The CPOA does not impute unreported information unless the information is from a valid static field in another form (e.g., race), so the complainant demographic section is subject to incomplete responses and may, rarely, reflect the demographics of the individual filling out the complaint, not the complainant themselves.

For the descriptive summary statistics, anonymously reported complainants are excluded from the analysis because it is possible for a complainant to submit multiple complaints, including an anonymous complaint. In this case, the analyst cannot know whether multiple anonymous complaints originate from the same person. As such, anonymously reported complainants are excluded to avoid any overcounting of demographic statistics.

Since the majority of the data is extracted from the IA Pro database, including the use of force data, 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 data contained in this report represents the most accurate information available at the time of retrieval. However, the information stored in the database is dynamic and can change as an investigation progresses. Since the complaint data is exported from live databases, complaint specifications, allegations, and outcome numbers may fluctuate over time and are subject to revision. As such, updated information may lead to discrepancies between the data presented in this report and data presented in previous CPOA or other City reports.

### **Legislative Amendments**

No significant legislative amendments were enacted during this reporting period.

### **CPOA Internal Changes**

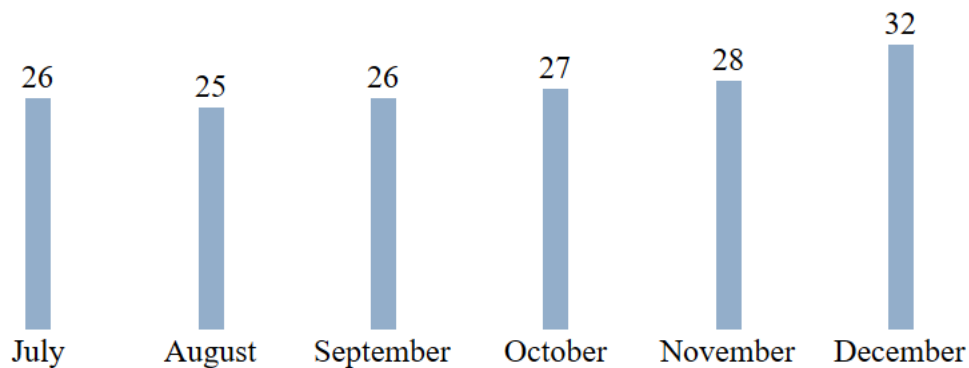
During this reporting period, the CPOA hired two additional investigators. At the end of 2024, the CPOA had a staff of *10* investigators.

## II. Complaint Details

During the reporting period, the CPOA received 415 complaint notifications and opened (assigned CPC numbers in the IA database) 164 complaint investigations. The CPOA completed 116 complaint investigations, 10 more than the 106 complaints completed in the last reporting period.

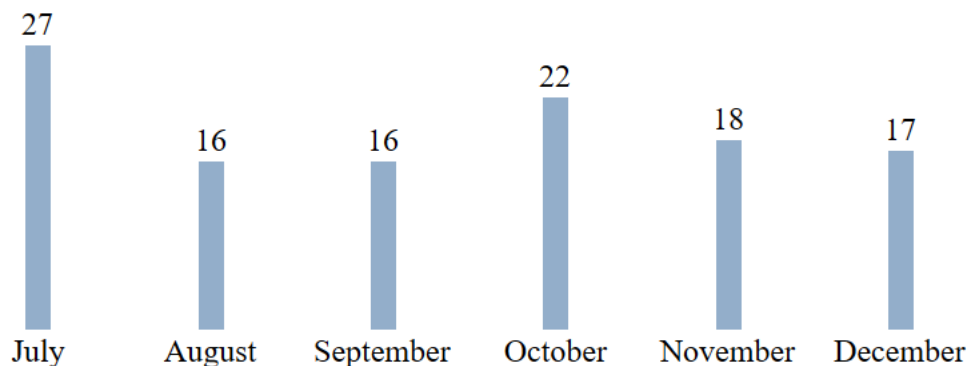
Out of the 164 received complaints this period, the CPOA received the most in December (19.5%) and the least in August (15.2%).

Complaints Received by Month



Out of the 116 completed complaints this period, the CPOA closed the most in July (23.3%) and the least in August and September (13.8% each).

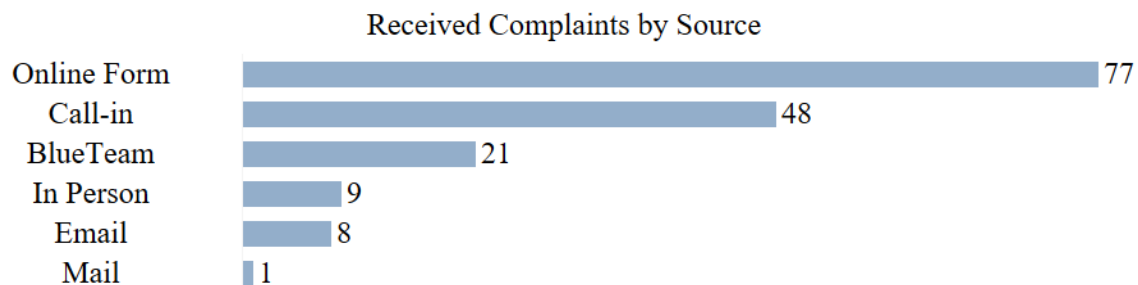
Complaints Completed by Month



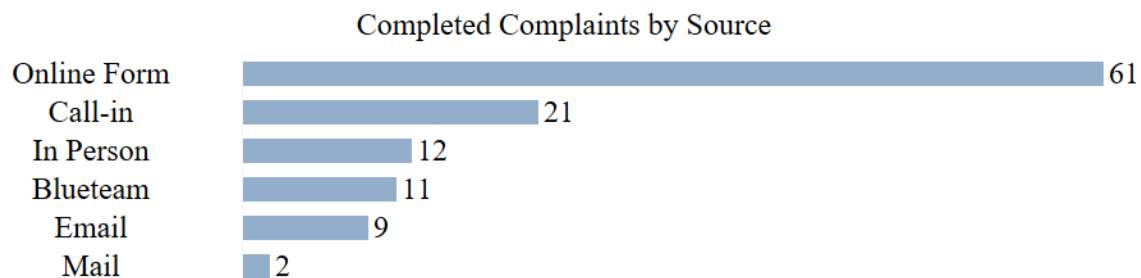
## Complaint Sources

Complaints submitted to the CPOA can come from various sources. Complainants can file a complaint through an online form, fax, regular mail, phone call, email, or in person at the CPOA office. Complaint forms are accessible online and at over fifty locations throughout Albuquerque, including police substations, supervisor patrol vehicles, libraries, and community centers.

Many of the 164 complaints received and opened during the reporting period were submitted online (47.0%).

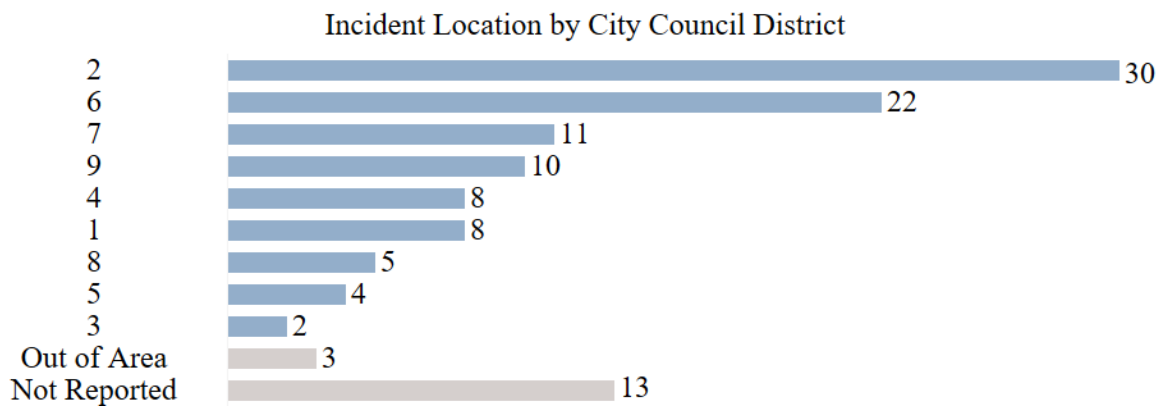


Most of the 116 complaints completed during the reporting period were submitted online (52.6%).

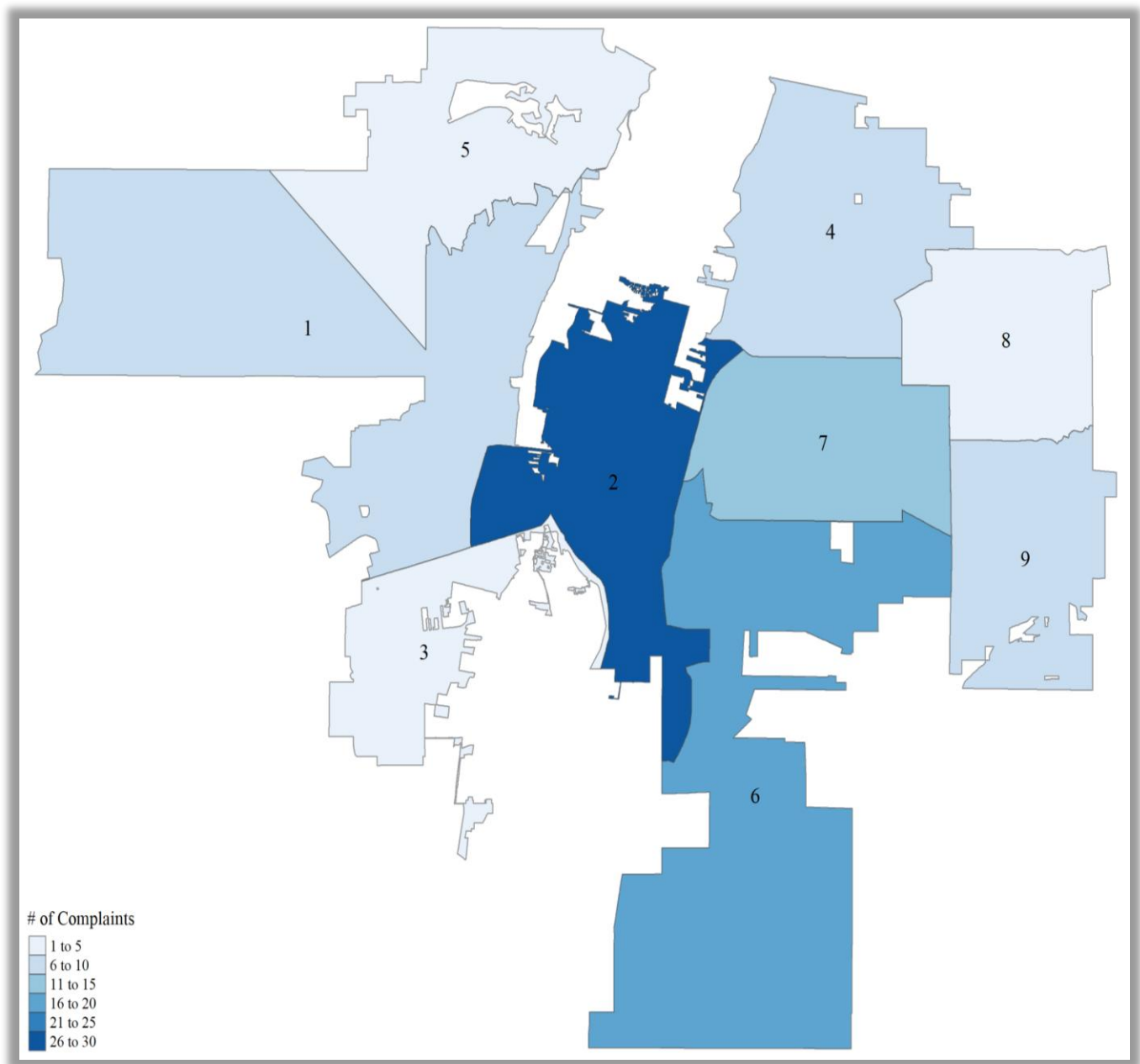


## Complaints by City Council District

Of the 116 completed complaints, the most complaints arose from incidents occurring in City Council District 2 (25.9%), and the fewest took place in City Council District 3 (1.7%). 13 complaints did not have or identify a specific incident location (11.2%), so the City Council District for these is unknown (“Not Reported”). 3 complaints stemmed from incidents outside of the City Council’s jurisdiction (2.6%) and are listed as “Out of Area.”

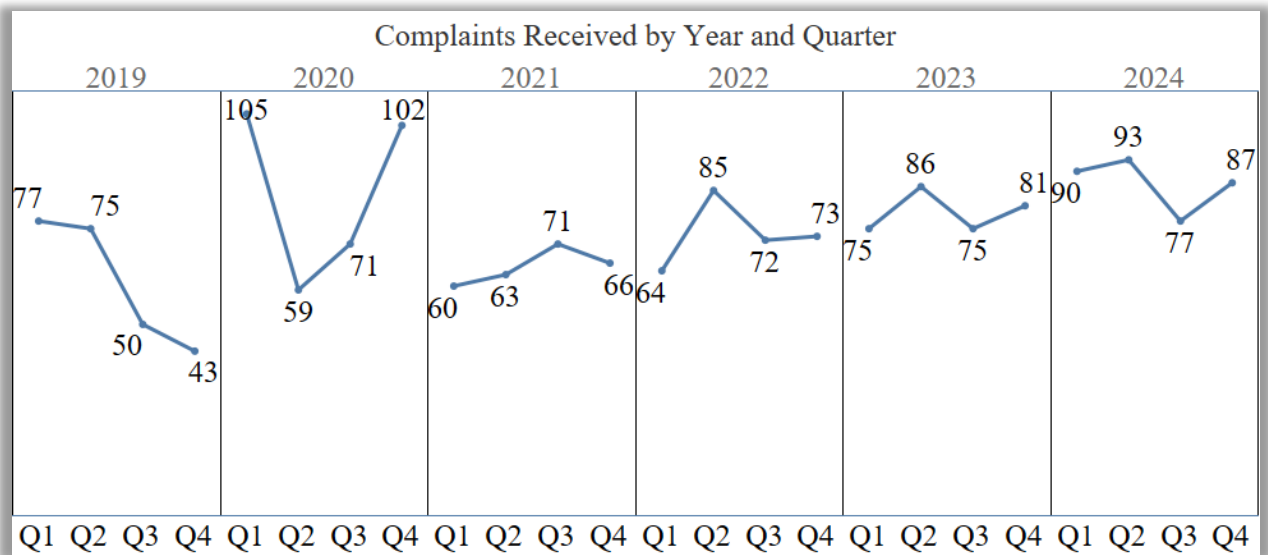
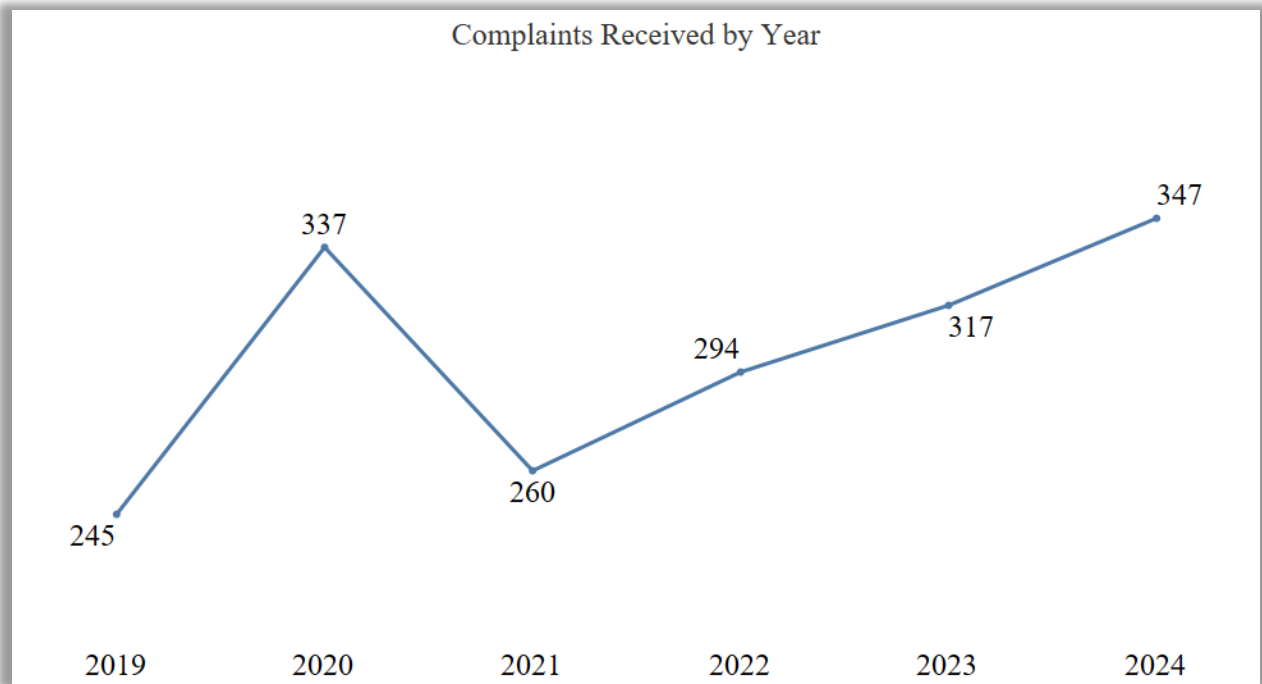


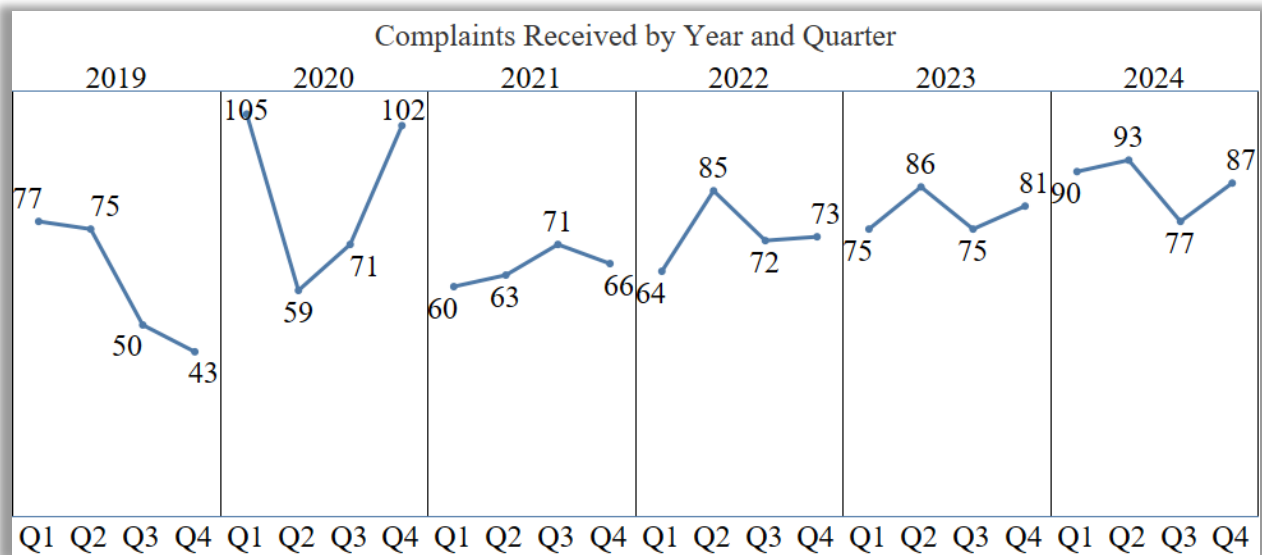
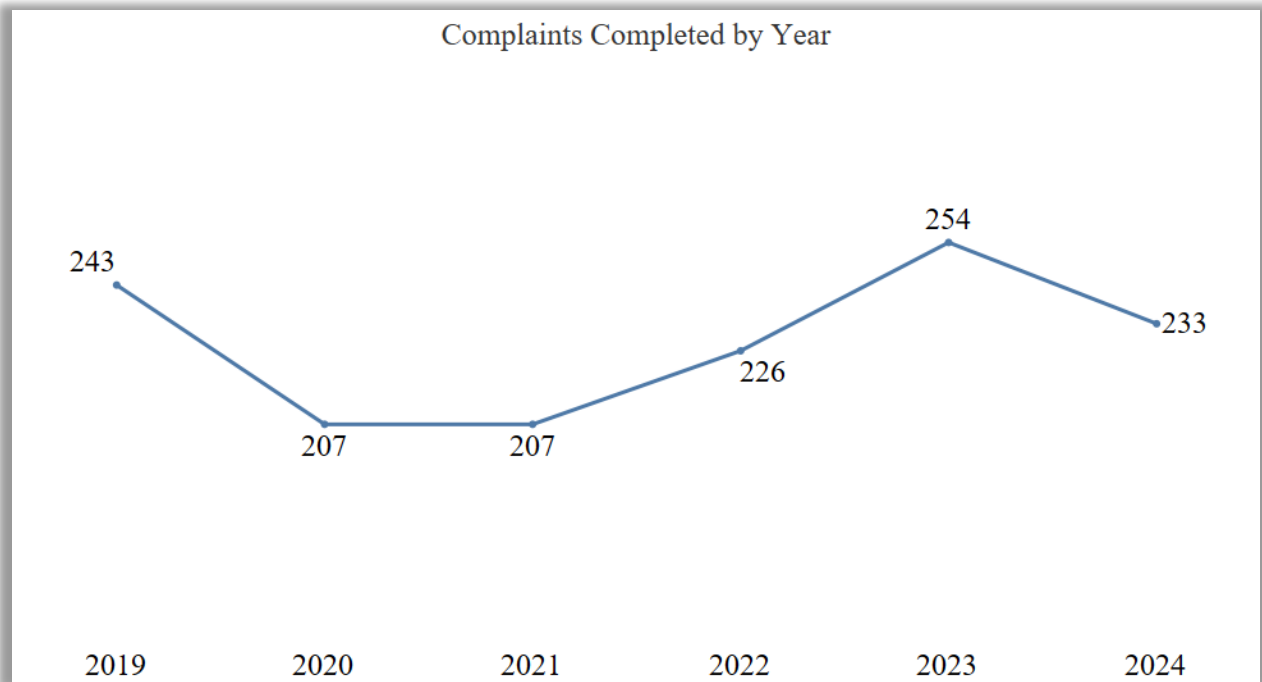
### Incident Location – City Council District Map





## Complaints Trend

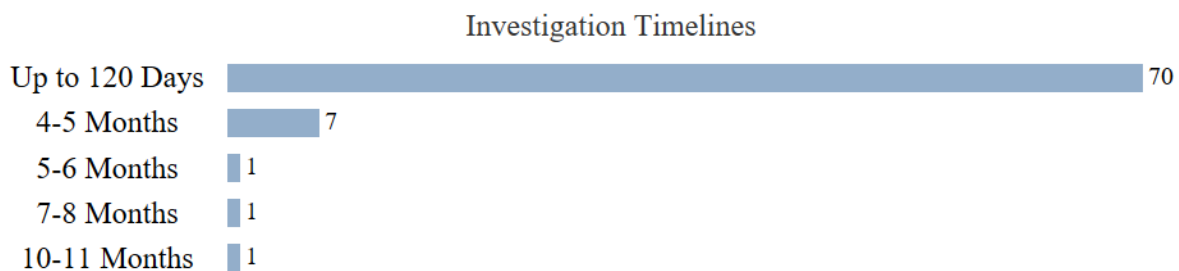




## Investigation Completion Timeline

During this period, 80 of the 116 completed complaints led to a CPOA investigation and finding based on a review of specific APD policies. The remaining 36 complaints, though requiring a preliminary investigation by the CPOA, did not result in a substantive finding, as each case was either administratively closed or referred to IAPS for further action.

Of the 80 complaints whose investigations led to CPOA findings on alleged APD policy violations, 70 (87.5%) were completed in 120 days or less.

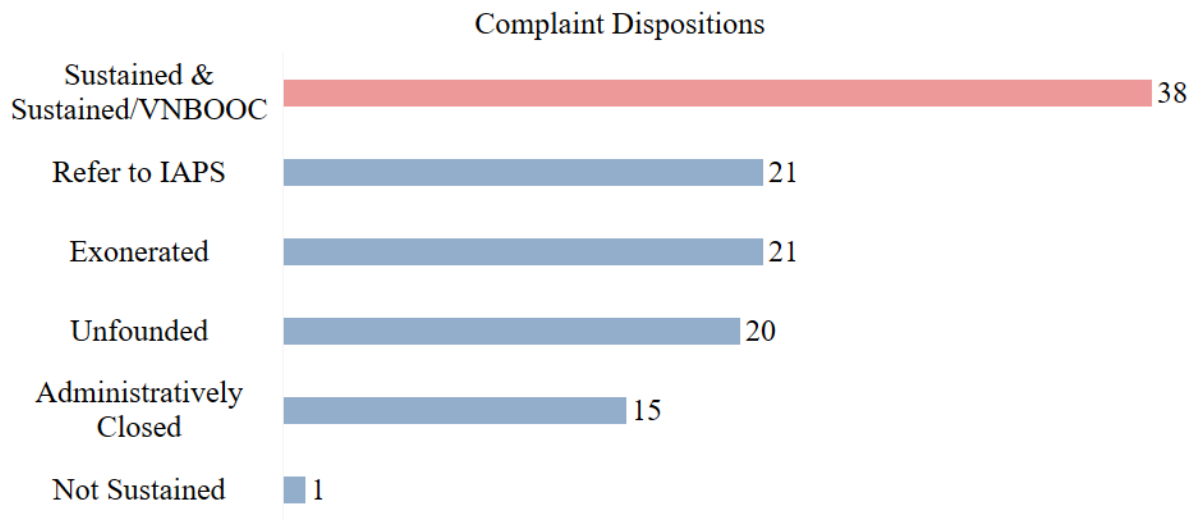


The CPOA receives a high volume of complaints, necessitating a triage process to manage them effectively. Due to the number of submissions and limited investigation personnel, the CPOA must prioritize complaints based on their urgency, severity, and likelihood of violation. This prioritization can result in longer investigation times for some complaints, as resources are allocated to investigations that are more likely to result in substantive findings.

## Complaint Dispositions

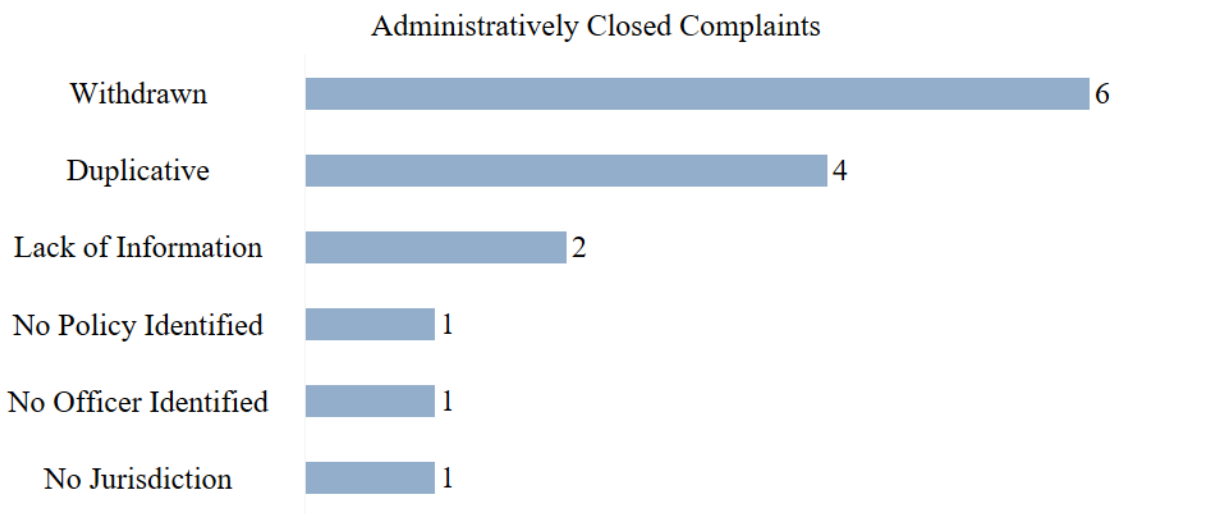
The CPOA determines a finding for each allegation associated with the complaint, such that there may be more than one disposition in a single complaint with multiple allegations or multiple implicated employees. For example, a complaint with three allegations may result in three distinct findings: Sustained, Unfounded, and Administratively Closed. For complaints such as these, the representative “complaint disposition” in this report will be the highest disposition associated with the complaint in our analysis, which, in this example, would be Sustained.

Including complaints that were sustained on violations not based on the original complaint (“Sustained/VNBOOC”), there were 38 Sustained complaints in this period (32.8%). This is up from 31 in the last reporting period, an increase of 22.6%.



After a preliminary investigation, complaints were referred to IAPS for three primary reasons during this reporting period: (1) the complaint involved a civilian APD employee exclusively, (2) the complaint alleged criminal allegations against an APD employee, or (3) the complaint alleged an APD employee who is identified to be a part of an ongoing or duplicative APD investigation.

The most common reason a complaint was administratively closed was because the complainant withdrew the complaint.



## Reviewed SOPs and Findings

During this reporting period, 73 distinct directives across 26 SOP chapters were cited 241 times in the 80 completed complaint investigations that resulted in substantive findings. 36 completed complaints resulted in administrative dispositions (administratively closed and/or referred to IAPS).

SOP 1-1 “Personal Code of Conduct” was reviewed the most (96) over the course of this reporting period, and SOP 2-8, “Use of On-Body Recording Devices,” was the policy with the most sustained violations (19).

SOP Number & Title	Recommended Findings by CPOA					Total Findings
	Exonerated	Unfounded	Not Sustained	Sustained	Sustained VNBOOC	
1-1 Personnel Code of Conduct	20	56	2	14	4	96
2-16 Reports	1	2		10	8	21
2-71 Search and Seizure Without a Warrant	12	7		1	1	21
2-8 Use of On-Body Recording Devices (OBRD)			1	3	16	20
1-4 Bias-Based Policing and/or Profiling	2	14				16
2-73 Collection, Submission, and Disposition of Evidence and Property		5		1	4	10
2-52 Use of Force-General		10				10
2-60 Preliminary and Follow-up Criminal Investigations	3	1	1	1	2	8
2-48 Towing Services	2	3			2	7
3-41 Complaints Involving Department Personnel	3			1		4
2-54 Use of Force: Intermediate Weapons Systems		4				4
2-82 Restraints and Transportation of Individuals	2			1		3
2-7 Damage to Civilian Property		3				3
2-46 Response to Traffic Crashes		1		1	1	3
2-104 Civil Disputes	2			1		3
2-42 DWI investigations and Revoked/Suspended License	1				1	2
2-86 Auto-Theft and Motor Vehicle Theft Related Investigations					1	1
2-76 Court					1	1
2-78 Domestic Violence				1		1
2-40 Misdemeanor, Traffic, and Parking Enforcement				1		1
2-18 Contact with Individuals with Hearing, Speech, and/or Vision Impairments/Disabilities	1					1
2-103 Trespass Notification				1		1
1-95 Metro Traffic Division	1					1
1-78 Police Service Aid Program	1					1
1-6 Patrol Ride Along					1	1
1-59 Impact Team			1			1
<b>Finding Total</b>	<b>51</b>	<b>106</b>	<b>5</b>	<b>37</b>	<b>42</b>	<b>241</b>

## Non-Concurrences with CPOA Findings and/or Disciplinary Recommendations

In this reporting period, there were 5 instances where the Police Reform Bureau or Chief Administrative Officer of the City of Albuquerque disagreed with the CPOA's recommended findings and/or discipline. Each non-concurrence involved a single alleged policy violation and either reduced the severity of discipline or exonerated the APD employee, resulting in the dismissal of disciplinary action. 2 of the non-concurrences only disagreed with the recommended discipline, while the other 3 non-concurrences disagreed with the CPOA finding, exonerating the APD employee and dismissing the recommended discipline.

CPC Number	Policy	Non-Concurrences		CPOA Rec. Discipline	APD Discipline
		CPOA Finding	APD Finding		
CPC 105-24	2-100-4-B-8-g-iv	Sustained	Sustained	Written Reprimand	NDCA
CPC 105-24	2-40-6-C-1-a	Sustained	Sustained	Verbal Reprimand	NDCA
CPC 044-24	2-80-4-L-2-d-vi	Sustained	Exonerated	40-Hour Suspension	None
CPC 003-24	2-8-5-D	Sustained	Exonerated	8-Hour Suspension	None
CPC 083-24	1-1-5-C-3	Sustained	Exonerated	120-Hour Suspension	None

In the last reporting period, 3 notifications of non-concurrences were received by the CPOA. In 1 case, the APD disagreed with a sustained finding of the CPOA and dismissed the recommended discipline, while the other 2 only lowered the discipline.

To view redacted copies of the Non-Concurrence Letters, please see “[Office of Police Reform Non-Concurrence Letters](#)” on the CPOA website.<sup>2</sup>

<sup>2</sup> Redacted Versions of Non-Concurrence Letters can be found here: <https://www.cabq.gov/cpoa/findings-letters/chief-of-police-non-concurrence-letters>

## Findings and Discipline Imposed by APD in Sustained Complaints

APD upheld 70 Sustained or Sustained VNBOOC CPOA findings in 38 complaint investigations. 46 APD employees were found to have violated APD policy, with 16 employees having multiple violations. While every sustained employee was cited in only one CPC, 10 employees had two violations, 5 had three violations, and 1 had five violations found in a single investigation.

Sustained Allegations and Final Discipline by SOP

Sustained or Sustained/VNBOOC	SOP Number & Title	NDCA	Verbal Reprimand	Written Reprimand	Suspension
18	2-16 Reports		15	3	
16	1-1 Personnel Code of Conduct			14	2
13	2-8 Use of On-Body Recording Devices (OBRD)		3	9	1
5	2-73 Collection, Submission, and Disposition of Evidence and Property			4	1
3	2-60 Preliminary and Follow-Up Criminal Investigations	1		1	1
2	2-46 Response to Traffic Crashes			1	1
2	2-48 Towing Services		1	1	
2	2-71 Search and Seizure Without a Warrant			1	1
1	1-6 Patrol Ride Along			1	
1	2-40 Misdemeanor, Traffic, and Parking Enforcement			1	
1	2-42 DWI investigations and Revoked/Suspended License			1	
1	2-76 Court			1	
1	2-78 Domestic Violence (Investigations)			1	
1	2-82 Restraints and Transportation of Individuals			1	
1	2-86 Auto-Theft and Motor Vehicle Theft Related Investigations			1	
1	2-103 Trespass Notification			1	
1	3-41 Complaints Involving Department Personnel			1	

APD did not issue the proposed disciplinary action for one officer in one CPC because the investigation exceeded the permissible amount of time outlined in the CBA, a Written Reprimand under 2-86 “Auto-Theft and Motor Vehicle Theft Related Investigations”, and a Verbal Reprimand under SOP 2-16 “Reports.”



### III. Employee Demographics

As of December 31<sup>st</sup>, 2024, the APD stated it had 1,547 total employees and 879 sworn employees, reflecting a 5 sworn employee increase since June 30<sup>th</sup>, 2024 (874). Among the 1,547 total employees, both sworn and unsworn, 1,068 identified as male (69.0%) and 858 (55.5%) identified as Hispanic or Latino.<sup>3</sup>

APD Employee Demographics

Gender	Professional Staff	Sworn
Male	237	741
Female	431	138

Ethnicity	Professional Staff	Sworn
Hispanic or Latino	422	436
White (Not Hispanic or Latino)	181	364
American Indian or Alaskan Native	28	25
Black	11	23
Two or More Races (Not Hispanic or Latino)	16	14
Asian	7	11
Native Hawaiian or Other Pacific Islander	3	6

<sup>3</sup> Every APD employee who was cited in a complaint during this period and identified as “Hispanic” for Ethnicity also has the corresponding race of “White” in the IA Pro database.

During this reporting period, 136 APD employees (both sworn and non-sworn) were identified in the 116 completed investigations on behalf of 112 named complainants and 6 anonymous complainants. 46 APD employees were found to have violated policy (33.8%). Out of the 116 completed investigations, 16 complaints did not implicate an APD employee, all of which were administratively closed or referred to IA.

In the previous reporting period, the CPOA investigated 107 APD employees, 40 of whom were found to have violated APD policy (37.4%). Compared to this period, the number of investigated employees increased by 29 (27.1%), while the number of employees who violated policy increased by 6 (15.0%).

A complaint can involve more than one employee, and an employee can be cited in multiple complaints. As seen in the tables below, most complaints during this reporting period implicate a single APD employee, and 17 APD employees were implicated in more than one complaint.

#### Number of Complaints Associated with Multiple Employees

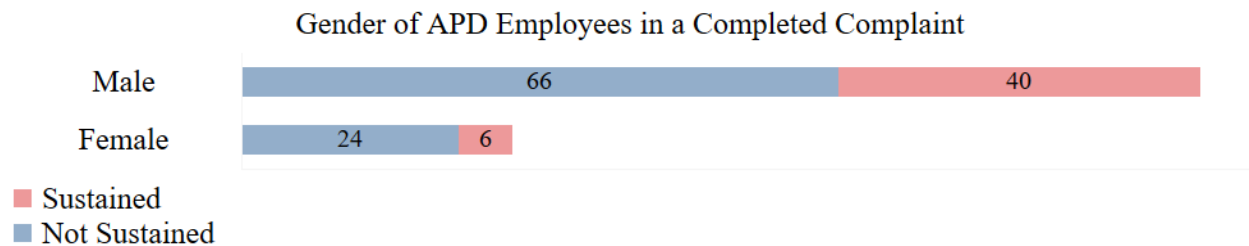
Number of Complaints	Number of Employees Involved
66	1
20	2
9	3
2	4
2	5
1	7

#### Number of Complaints Associated with Multiple Employees

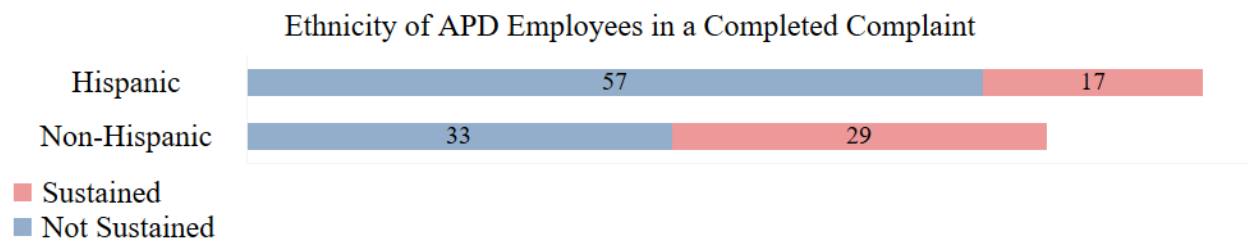
Number of Employees	Times Involved
118	1
15	2
2	3
1	4

## Employee Gender, Race, and Ethnicity in Completed Complaints

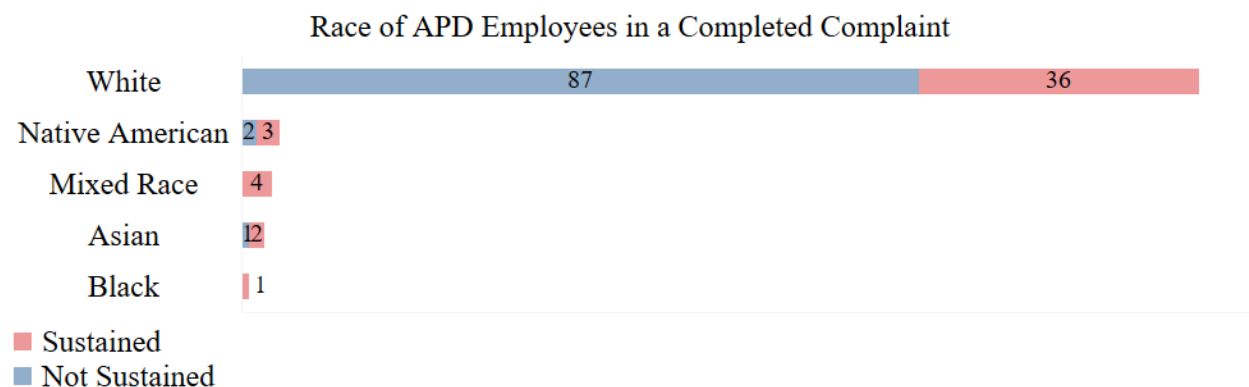
Most of the 136 APD Employees cited in a complaint identified as male (77.9%), and of the 46 APD employees with sustained findings, the vast majority also identified as male (87.0%).



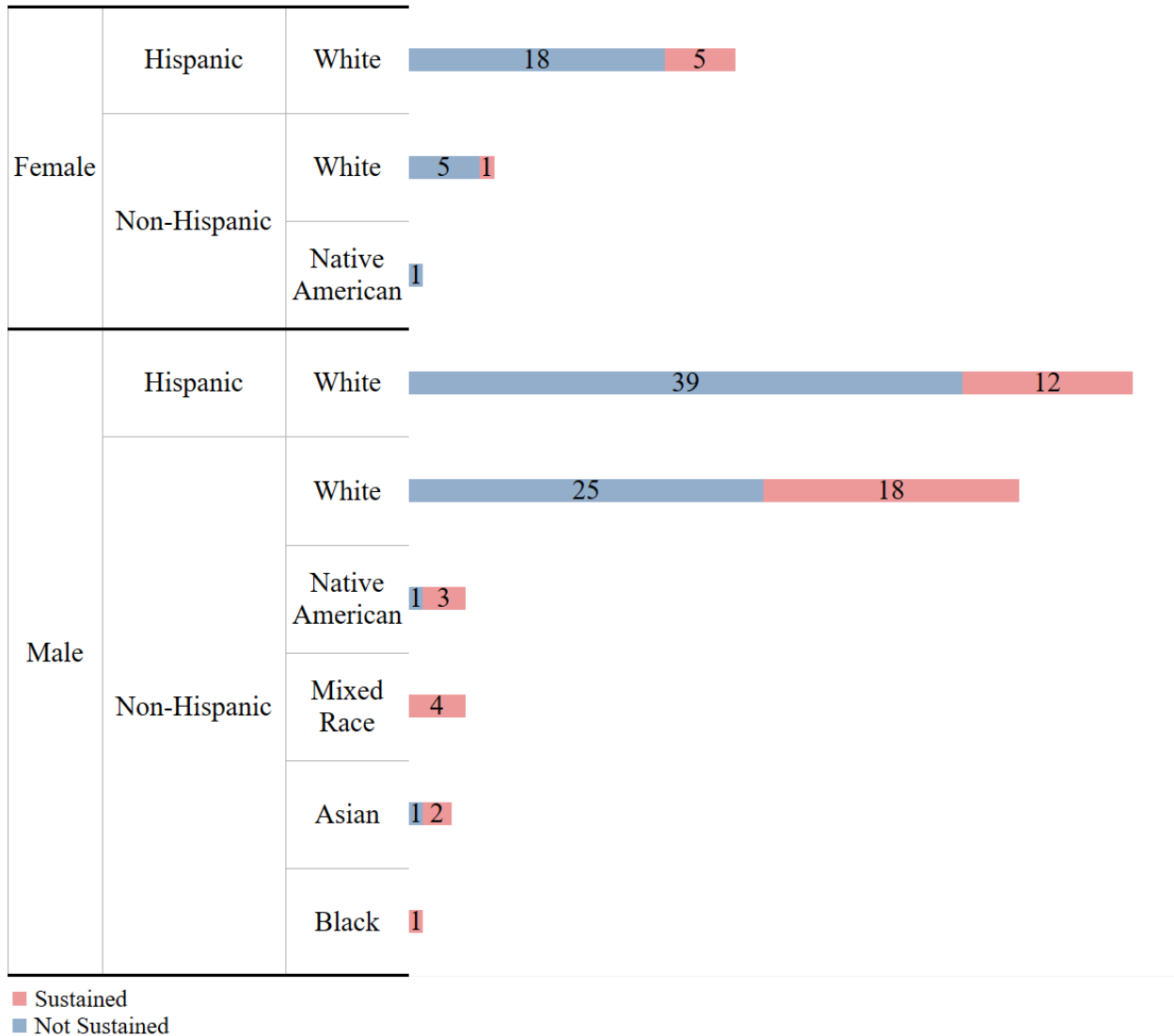
74 APD employees cited in complaints identified as Hispanic (54.4%), and of the 46 employees with sustained findings, most identified as Non-Hispanic (63.0%).



123 of the 136 APD employees cited in a complaint identified as White (90.4%), and the majority of the 46 employees with sustained findings identified as White (78.3%).



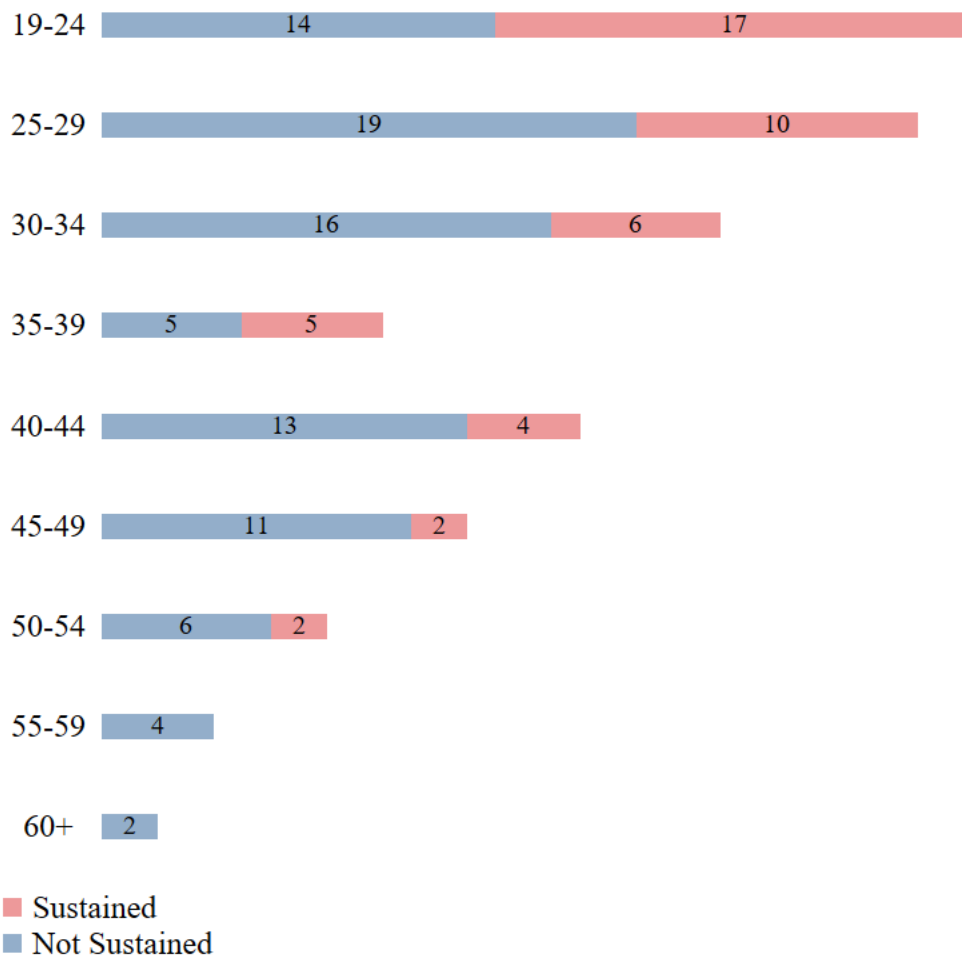
Demographic Breakdown of APD Employees in a Completed Complaint



## Employee Median Age

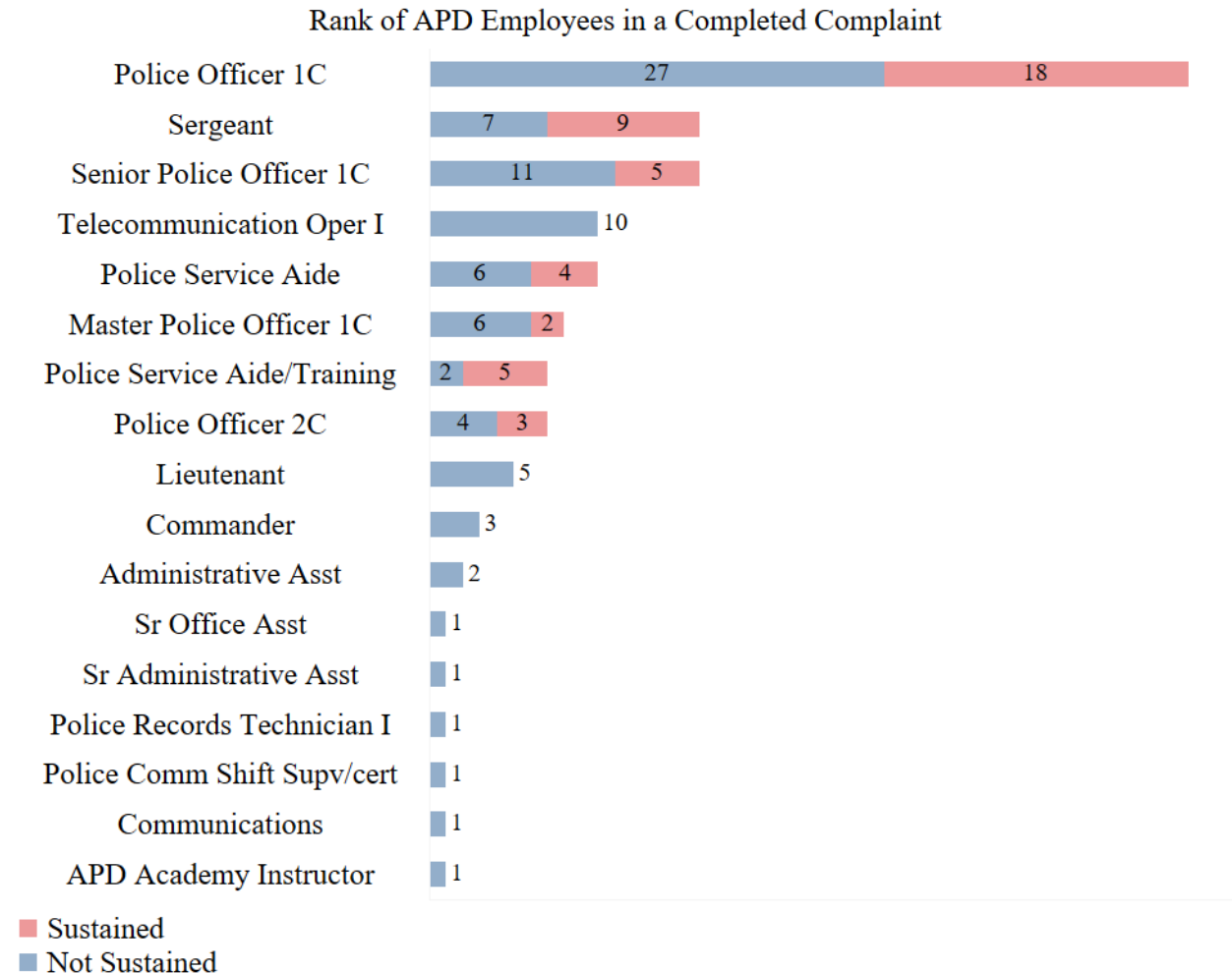
Many employees cited in a complaint fall in the 19 – 24 (22.8%) and 25 – 29 (21.3%) age ranges. The youngest APD employees were 19 (5 total), and the oldest were 65 (2 total). Out of the 46 APD employees with sustained findings, many were in the 19 – 24 age range (37.0%).

Ages of APD Employees in a Completed Complaint



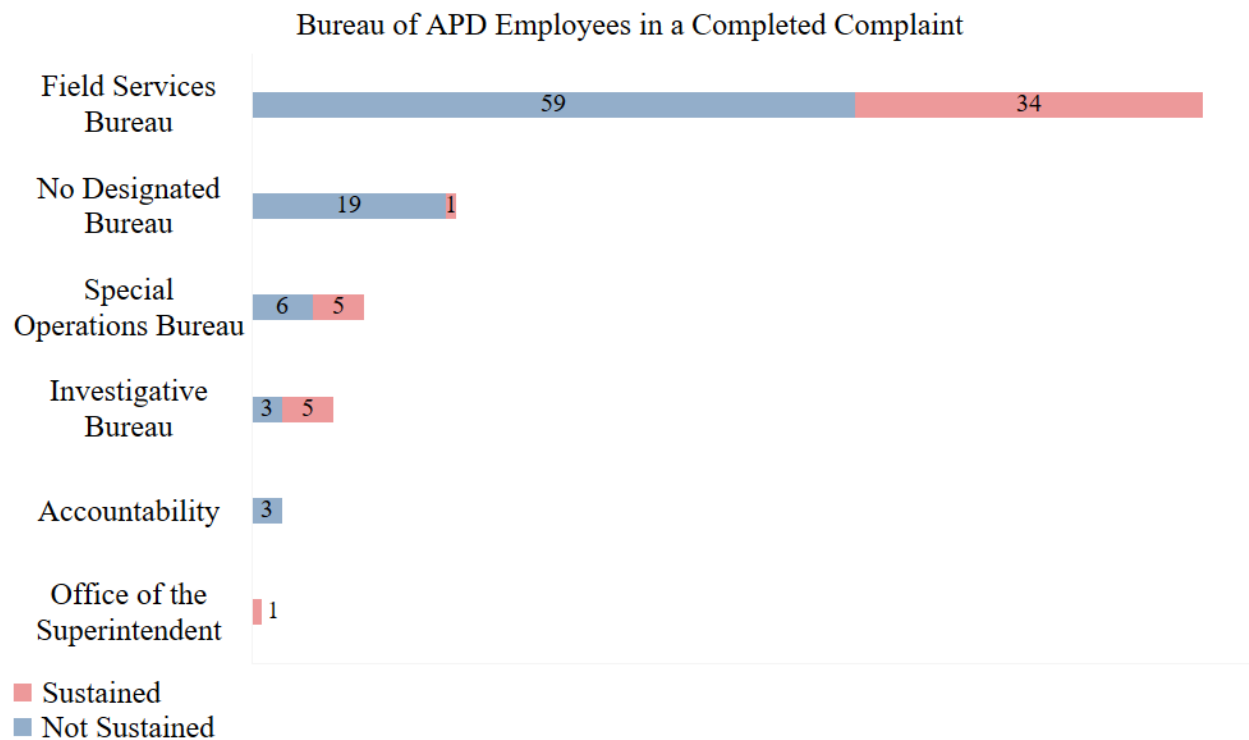
## Employee Rank

Of the 136 employees cited in a complaint completed during this reporting period, 45 held the rank of Police Officer 1<sup>st</sup> Class (33.1%). Of the 46 employees with sustained findings, Police Officer 1st Class also had the most sustained findings (39.1%).



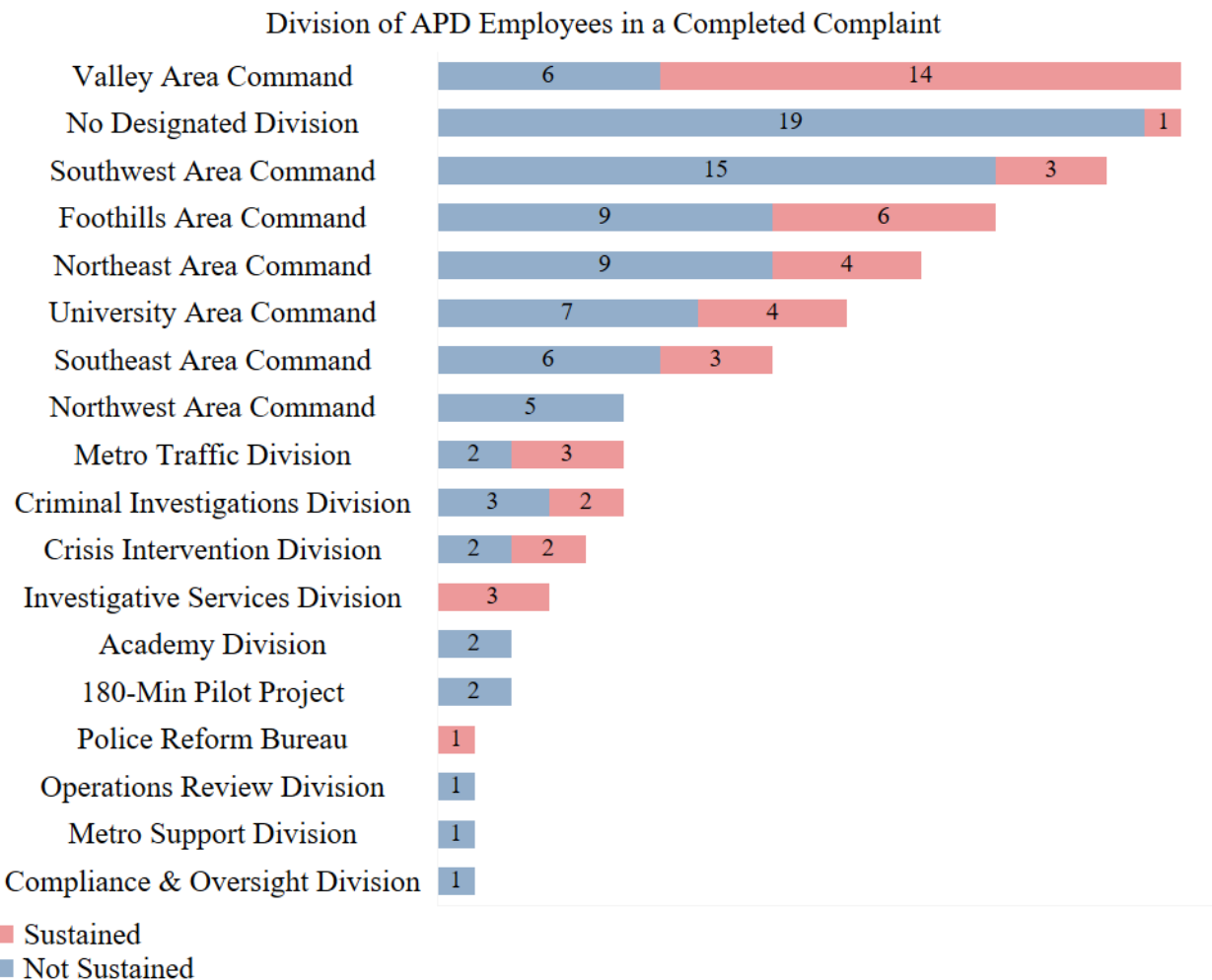
## Employee Assigned Bureau

93 of the 136 APD employees were identified to be assigned to the Field Services Bureau at the time of the incident (68.4%). Of the 46 employees with sustained findings, the Field Services Bureau had the majority (73.9%). 20, mostly non-sworn employees (e.g., Police Service Aide, Telecommunication Operator, or Crime Scene Specialist) were not assigned a specific Bureau at the time of the incident.



## Employee Assigned Division

The Valley APD Area Commands had the highest number of employees implicated in a completed complaint during this reporting period (14.7%), and of the 46 employees with sustained findings, they also had the most sustained employees (30.4%).





## IV. Complainant Demographics

For the reporting period, the CPOA completed 116 CPC investigations on behalf of 112 identifiable complainants and 6 anonymous complainants. Additionally, 4 complaints had two named complainants, and two named complainants filed 2 separate complaints.

During the previous reporting period, the CPOA investigated 102 identifiable complainants and 8 anonymous complainants. Compared to this period, the number of identifiable complainants increased by 10 (9.8%), and the number of anonymous complaints decreased by 2 (25.0%).

### Albuquerque Demographics

According to the estimates by the [United States Census Bureau](#) from the American Community Survey, the City of Albuquerque's population is 51.0% female and 49.0% male, 49.2% White, and 47.7% Hispanic.<sup>4</sup>

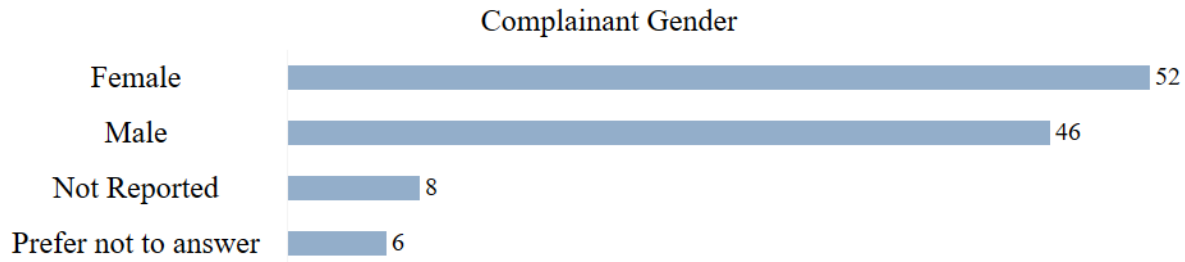
Albuquerque Demographic Estimates

Gender	% of Pop.	Race	% of Pop.	Ethnicity	% of Pop.
Female	51.01%	White	49.22%	Hispanic	47.73%
Male	48.99%	Black or African American	3.58%	Non-Hispanic	52.27%
		American Indian and Alaska Native	4.70%		
		Asian	3.44%		
		Native Hawaiian and Other Pacific Islander	0.20%		
		Some Other Race	14.28%		
		Two or More Races	24.57%		

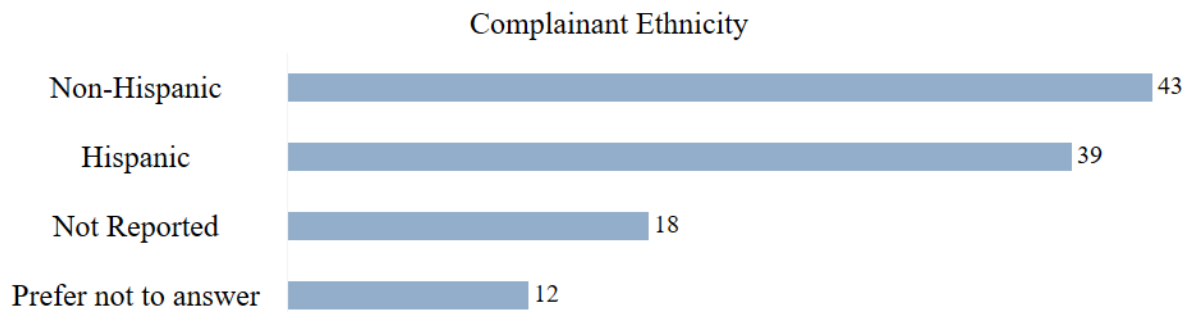
<sup>4</sup> U.S. Census Bureau, "2023 American Community Survey 1-Year Estimates: Demographic and Housing Estimates (DP05)," data.census.gov, <https://data.census.gov/table/ACSDP1Y2023.DP05?g=160XX00US3502000>.

## Complainant Gender, Ethnicity, and Race

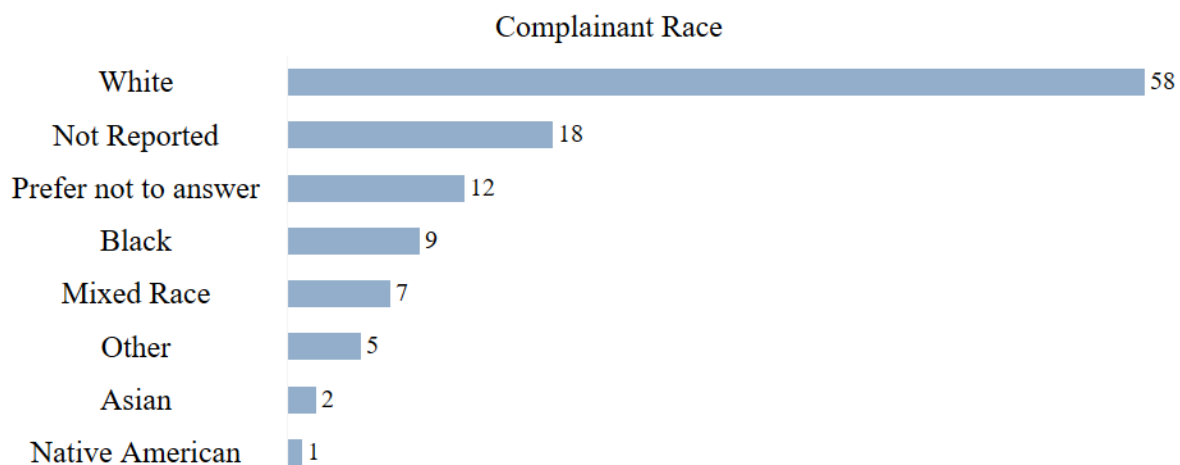
Of the 112 identifiable complainants, slightly more (46.4%) identified as female than (41.1%) identified as male.



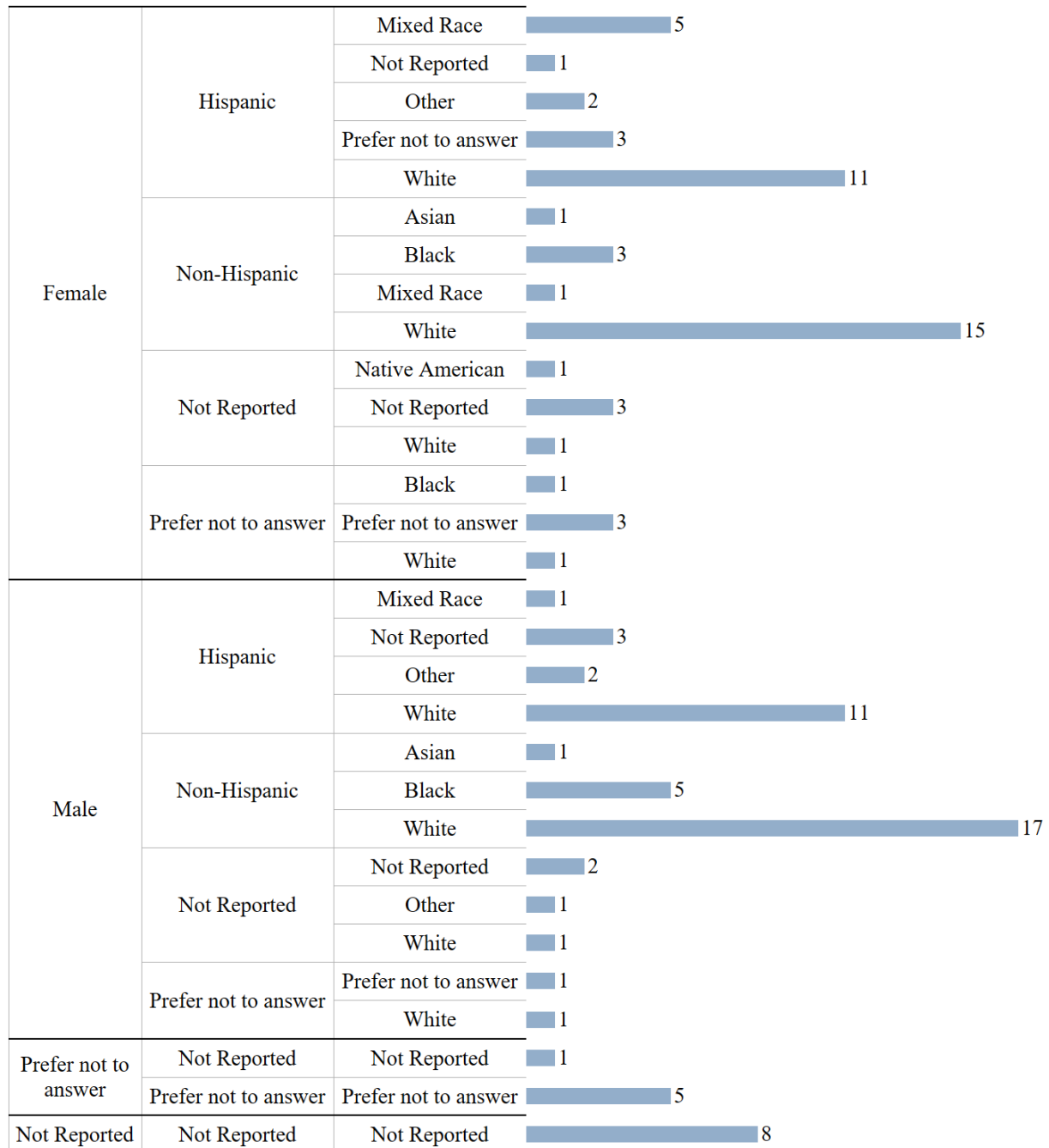
Of the 112 identifiable complainants, slightly more identified as Non-Hispanic (38.4%) than identified as Hispanic (34.8%).



Over one-half of the 112 identifiable complainants identify as White (51.8%).

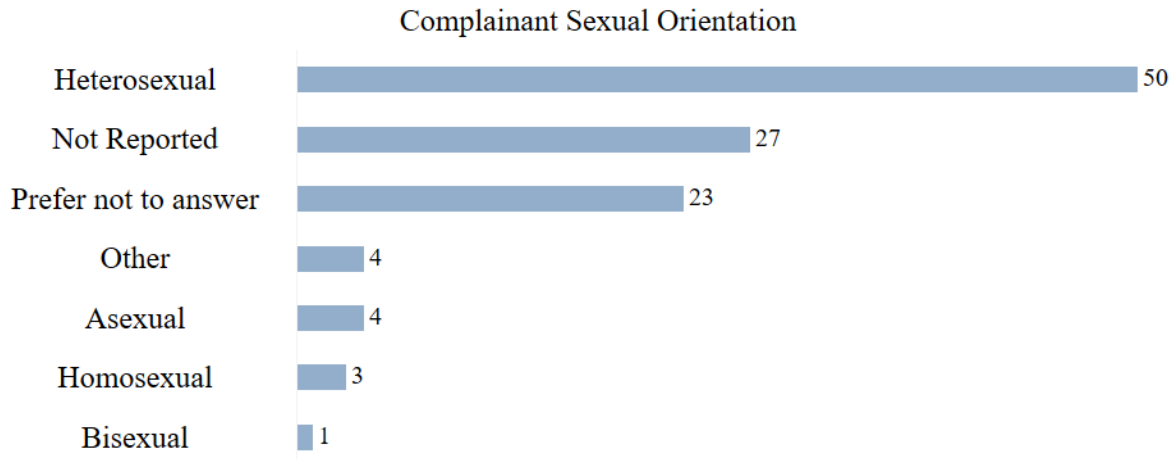


### Complainant Demographic Breakdown



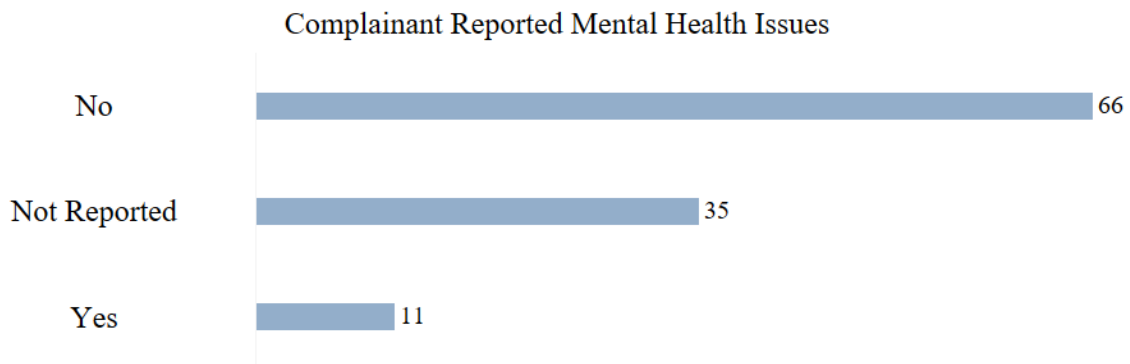
## Complainant Sexual Orientation

Of the 112 identifiable complainants, almost half (44.6%) identified as heterosexual. Similarly, 50 complainants did not provide information regarding their sexual orientation (44.6%).

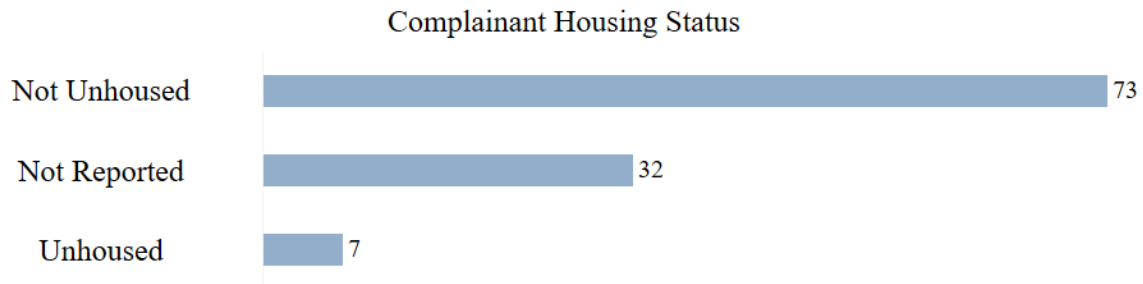


## Complainant Mental Health and Housing Status

For this reporting period, most complainants self-reported having not experienced mental health issues (58.9%), and almost a third did not answer the question (31.3%). 11 complainants reported experiencing mental health issues (9.8%).

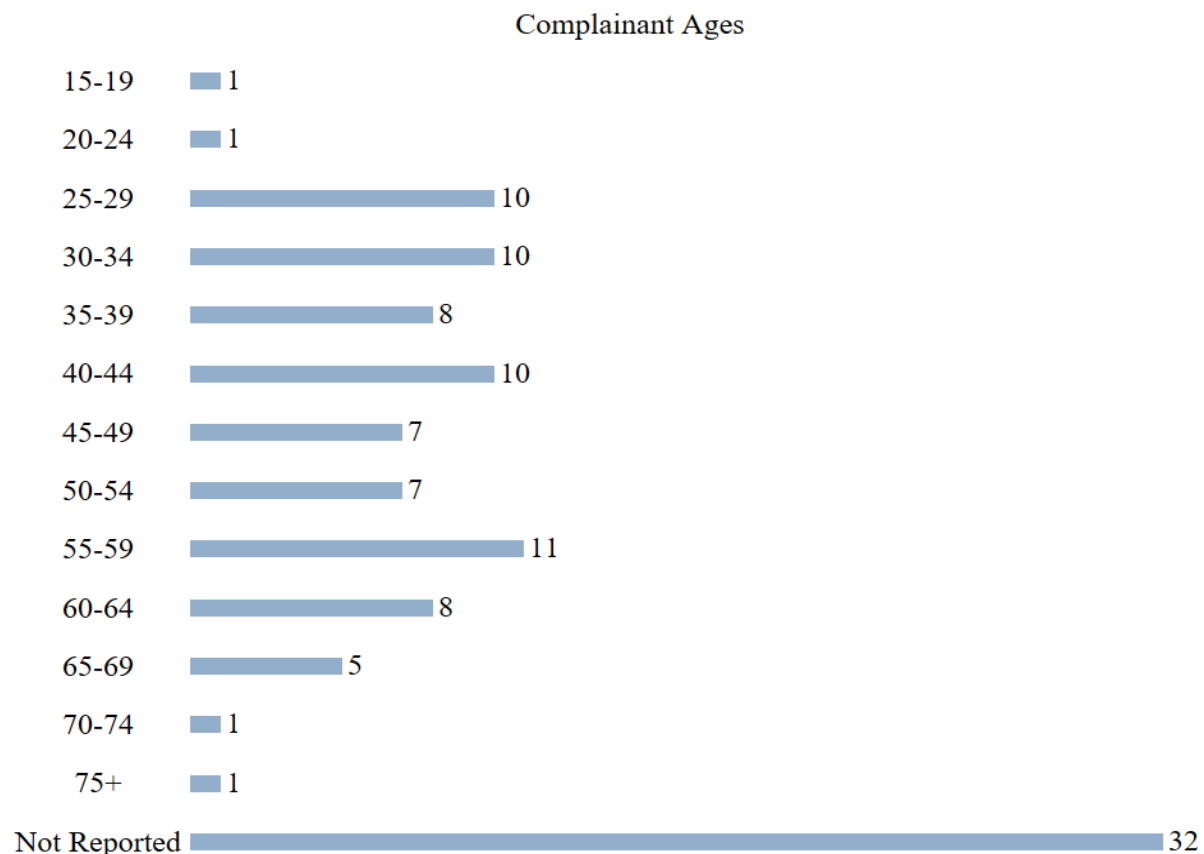


The majority of complainants (65.2%) reported they were not unhoused at the time of the incident. 7 complainants (6.3%) stated they were unhoused when the incident occurred. Almost a third of complainants (28.6%) did not answer whether or not they were unhoused at the time of the incident.



### Complainant Age

Many complainants submitting complaints completed during the reporting period did not share age information (28.6%). For complainants that did report, the age distribution at the time of the incident is highest for the 55 – 59 (9.8%). The youngest complainant was 19 years old, while the oldest was 78 years old.



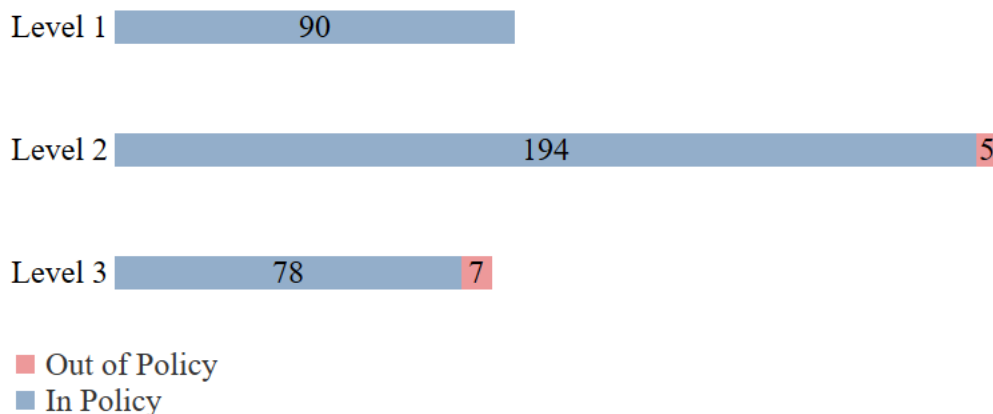
## V. APD Use of Force

A force interaction, or incident, is an encounter involving a single individual at a specific time and place. A single force case may involve multiple force interactions, occurring either with different individuals or at various locations involving the same individual. A force interaction can also involve multiple officers, each using various force techniques with an individual.

APD's six use of force policies (SOPs 2-52 through 2-57) cover how force is defined, reported, investigated, and reviewed. SOP 2-53: Use of Force Definitions defines key terminology discussed in this section.

During this reporting period, APD used force in 348 cases, which included a total of 375 force interactions. There were 90 Level 1 interactions, 199 Level 2 interactions, 85 Level 3 interactions with completed investigations (374 total with completed investigations). 12 interactions were found to be Out of Policy (3.2%), 5 Level 2 interactions, and 7 Level 3 interactions. There was also 1 APD force interaction and case that occurred at the end of December 2024 that has not been closed in the IA Pro Record Management Database; therefore, there is no force level listed for this interaction.<sup>5</sup>

Use of Force by Level

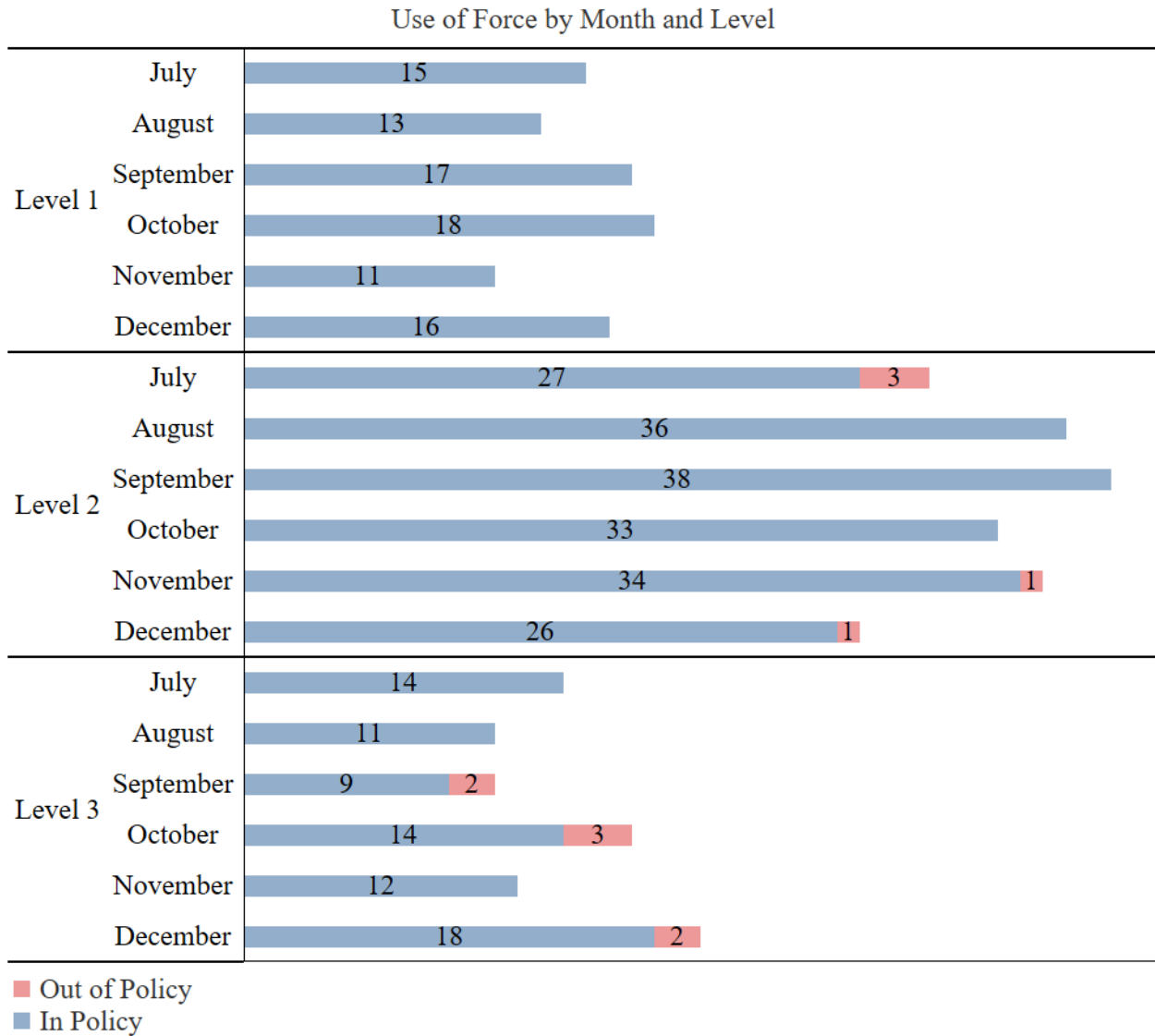


In the last reporting period, there were 360 total UOF interactions: 110 Level 1, 197 Level 2, and 53 Level 3 interactions. Of these, 15 interactions were found to be Out of Policy (4.2%): 8 Level 2 and 7 Level 3 interactions. Compared to this period, the total number of UOF interactions increased by 15 (4.2%): Level 1 interactions decreased by 20 (18.2%), Level 2 interactions increased by 2 (1.0%), and Level 3 interactions increased by 32 (60.4%). Out of Policy UOF interactions decreased by 3 (20.0%).

<sup>5</sup> This data was exported from the IA Pro Record Management Database System on May 1<sup>st</sup>, 2025.

## Level of Force by Month and Level

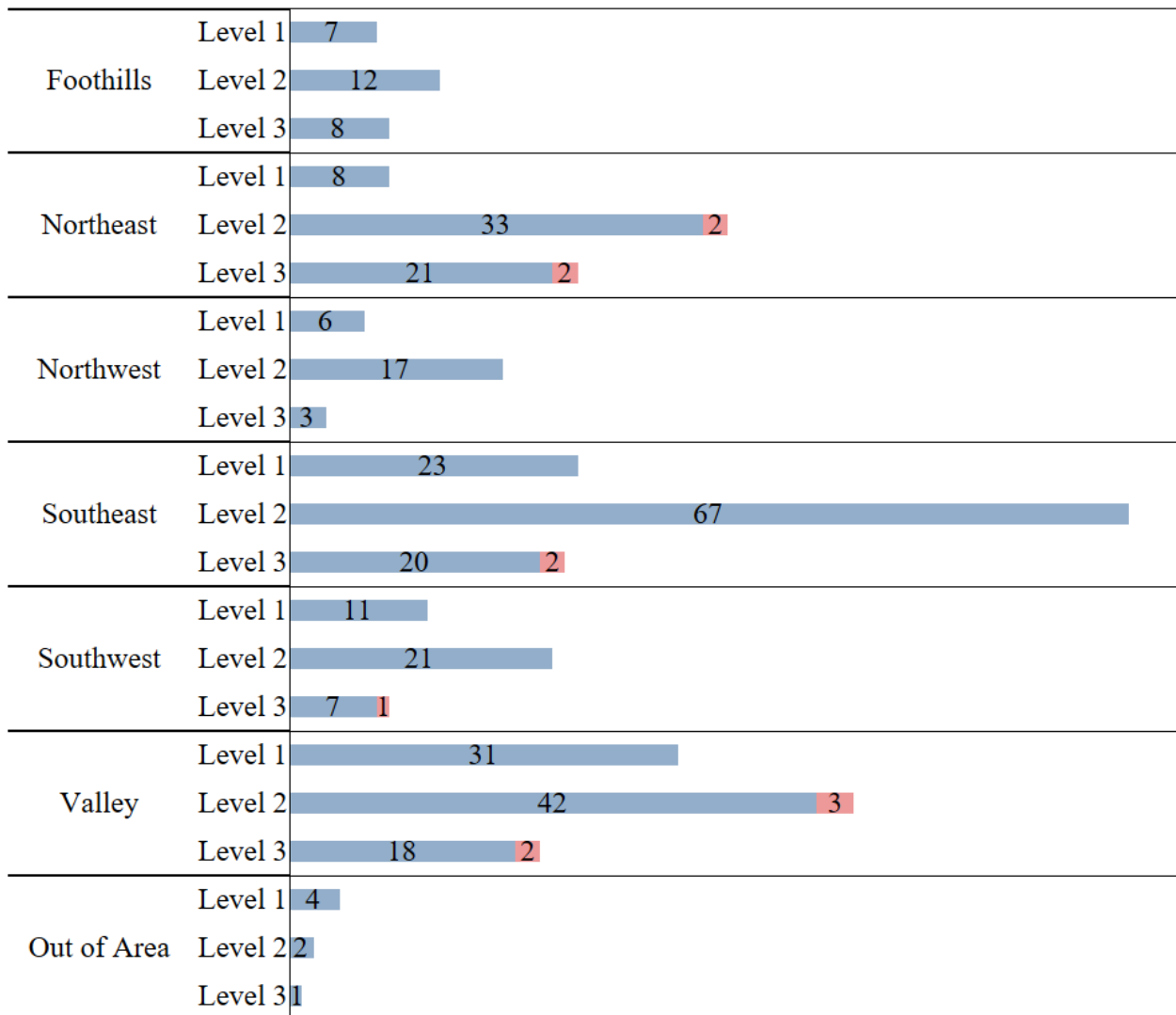
During this reporting period, the months with the most force interactions were October (68, 18.1%) and September (66, 17.6%).



## Level of Force by Area Commands

UOF interactions occurred most in the Southeast Area Command (112 total) and the Valley Area Command (96 total), accounting for 55.5% of all UOF interactions in the period.

Use of Force by Area Command and Level

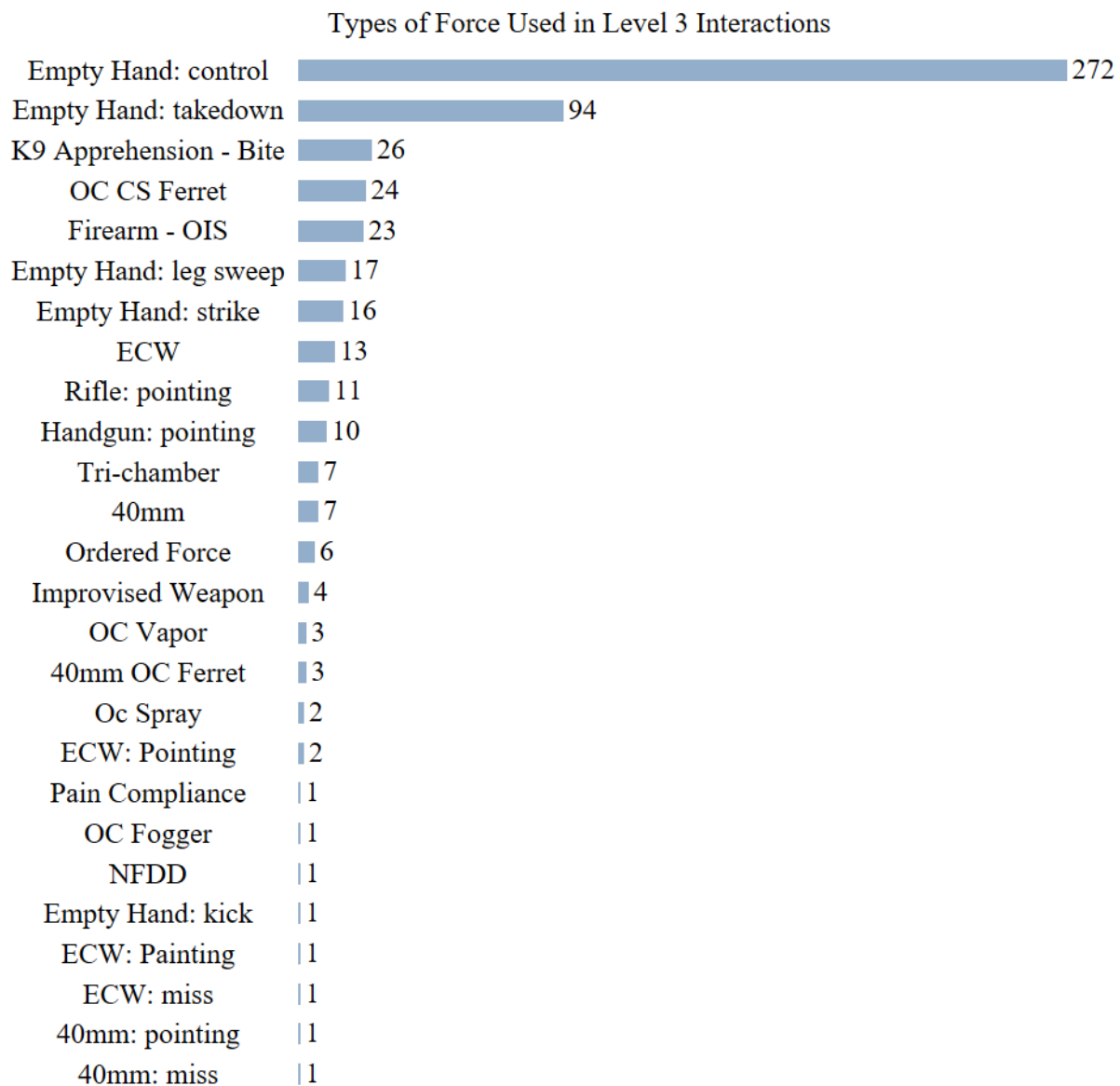


■ Out of Policy  
■ In Policy



## Types of Force Used – Level 3 Interactions

The total counts of the types of force used in the 85 Level 3 interactions during the period are presented below. Please note that multiple types of force, including types of Level 1 and Level 2 force, can be used in a single Level 3 interaction. The figure below includes all force types involved in Level 3 use of force interactions, including the lesser types of force that also may have occurred in the interaction. For instance, in one interaction during this period, there were 4 types of force used, however, only 1 of those uses of force was a Level 3 type of force – “K9 Apprehension – Bite.” All 12 types of force are presented below because they were involved in an interaction with a Level 3 application of force.



## VI. CPOAB UOF/OIS Review

Although the CPOA/CPOAB does not investigate UOF/OIS and In-Custody Death incidents, they do review materials, prepare findings, and may recommend disciplinary action for a sampling of UOF/OIS and In-Custody Death incidents. This process begins at FRB, where the CPOA Executive Director is an attendee with monitoring authority. The CPOA reviews all Officer-Involved Shootings (OIS) and a random sample of Level 3 Use of Force incidents presented at the Force Review Board (FRB). Following its review, the CPOA presents its findings to the CPOAB. The CPOAB then determines whether it agrees with APD’s investigative findings in these Use of Force cases.

The CPOAB reviewed 12 Level 3 UOF incidents, 5 OIS incidents, and 2 In-Custody Death incidents during this reporting period. Of the 19 cases the CPOA/CPOAB reviewed and discussed, one incident was found to be out of policy. The CPOAB findings affirmed all of the findings made by APD. To view copies of the CPOAB Finding Letters, please see “[Use of Force Finding Letters](#)” for UOF letters and “[Officer Involved Shooting Finding Letters](#)” for OIS letters on the CPOA website.<sup>6</sup>

### CPOAB UOF/OIS and In-Custody Death Case Review

Case Number	Incident Type	Date of Incident	Date of CPOAB Review	APD Finding Regarding UOF	CPOAB Finding
23-0029761	UOF	4/15/2023	7/11/2024	Within Policy	Affirm APD
23-0038880	OIS	5/16/2023	7/11/2024	Within Policy	Affirm APD
23-0039782	OIS	5/19/2023	7/11/2024	Within Policy	Affirm APD
23-0032047	UOF	4/23/2023	8/08/2024	Within Policy	Affirm APD
23-0024809	OIS	3/29/2023	8/08/2024	Within Policy	Affirm APD
23-0065713	OIS	8/17/2023	8/08/2024	Within Policy	Affirm APD
23-0016320	UOF	3/09/2023	9/12/2024	Within Policy	Affirm APD
23-0022423	UOF	3/20/2023	9/12/2024	Within Policy	Affirm APD
23-0023684	UOF	3/25/2023	9/12/2024	Within Policy	Affirm APD
23-0030725	UOF	4/19/2023	9/12/2024	Within Policy	Affirm APD
23-0008716	UOF	7/01/2023	10/10/2024	Within Policy	Affirm APD
23-0009267	UOF	2/02/2023	10/10/2024	Within Policy	Affirm APD
23-0004184	UOF	1/15/2023	11/14/2024	Within Policy	Affirm APD
23-0015832	UOF	2/26/2023	11/14/2024	Within Policy	Affirm APD
24-0026315	OIS	3/30/2024	11/14/2024	Out of Policy	Affirm APD
24-0014087	In-Custody Death	2/18/2024	11/14/2024	Within Policy	Affirm APD
23-0020132	UOF	3/12/2023	12/09/2024	Within Policy	Affirm APD
23-0017255	UOF	3/02/2023	12/09/2024	Within Policy	Affirm APD
24-0003814	In-Custody Death	1/15/2024	12/09/2024	Within Policy	Affirm APD

<sup>6</sup> CPOAB UOF Finding Letters: <https://www.cabq.gov/cpoa/case-outcomes/serious-use-of-force>  
CPOAB OIS Finding Letters: <https://www.cabq.gov/cpoa/case-outcomes/officer-involved-shootings>  
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## VII. Public Outreach

The Community Policing Councils continued their ongoing community engagement efforts, culminating in a total of 49 events during this reporting period. These events included the following select public outreach activities:

- Discussions with representatives of the District Attorney’s office, Patrick Martin of Bike ABQ, Metro Court judges, and City of Albuquerque representatives on topics related to parking enforcement in July 2024.
- Meetings with Albuquerque Community Safety and attendance at National Night Out in August 2024.
- Meetings with Chief Medina, a FBI Special Agent, and a founder of an unhoused storage project, attendance at Coffee with a Cop and a summit on dual diagnosis and recovery in September 2024.
- Meetings with the Deputy Director of Violence Prevention, District Attorney Sam Bregman, and representatives of the US Attorney’s Office and attendance at the Together for Brothers event and a bi-annual Block Captain’s Meeting in October 2024
- Attending the Future of Consent Decrees meeting and discussions with Chief Medina in November 2024
- Hosting the Year End Dinner meeting and touring both the Real Time Crime Center and Gateway Center Tour in December 2024
- Ongoing efforts to increase public awareness through social media, including posts about board and policy meeting schedules, and calls for community members to get involved or consider joining the CPCs or Board
- Regular participation by the CPOA Director in CPC meetings and other community forums, such as MHRAC

Additionally, the CPOA and Community Policing Councils have been engaged in planning an upcoming television advertisement campaign to recruit council volunteers and educate the public on their efforts. As part of their planning, they held several meetings with news outlets during this reporting period.

## VIII. CPOA/CPOAB Policy and Activities

### Recommendations

The CPOA, CPOAB, and CPCs made 115 policy recommendations on behalf of 36 policies at 16 PPRB meetings and during 12 35-day review processes. 65.2% of policy recommendations were made at PPRB. APD agreed with 67.0% of these recommendations, which is an increase of nearly 15% from the previous reporting period. APD disagreed with 29.6% of these recommendations and partially agreed with 0.9%. The CPOA is awaiting a response on 2.6% of their recommendations.

The policies with the highest number of policy recommendations were SOP 2-16: Reports, SOP 2-114: Foot Pursuits, SOP 1-78: Police Service Aide Program, SOP 1-31: Court Services Unit, and SOP 2-21: Apparent Natural Death and Suicide of an Adult. These recommendations largely concerned:

- SOP 2-16 Reports: Ensuring that supervisors review/approve their reports prior to scheduled days off, and personnel receive approval from supervisors to submit reports late in writing.
- SOP 2-114 Foot Pursuits: Making clear the factors that influence an officer's decision to initiate or terminate a pursuit, ensuring there is a lawful objective prior to initiating a pursuit, and establishing that officers do not separate when engaged in a pursuit involving multiple individuals.
- SOP 1-78 Police Service Aide (PSA) Program: Requiring PSAs to document OC spray usage and that PSA OC spray usage is monitored.
- SOP 1-31 Court Services Unit: Improving the definitions, documentation, and proposed discipline for failing to appear in court.
- SOP 2-21 Apparent Natural Death and Suicide of an Adult: Identifying who designates an apparent natural death suspicious and ensuring documentation as to why that designation was made.

## **CPOAB Policy Activities**

Over the last reporting period, there were 6 monthly CPOAB meetings, 5 monthly Policy & Procedure Review subcommittee meetings, and 19 PPRB meetings where CPOAB members had the opportunity to discuss policy-related activities. The CPOAB spends a portion of each of its monthly public meetings dedicated to the discussion of policy activities and recommendations, and the CPOAB Policy & Procedure Review Subcommittee spends the entirety of its monthly hour-and-a-half meeting on policy. Additionally, a CPOAB member attends, as a voting member, the weekly PPRB meeting, which may last for two hours.

## **CPOAB Member Status**

On December 31<sup>st</sup>, 2024, the CPOAB was fully staffed with five appointed members. One board member, Eduardo Budanauro, was appointed on September 9<sup>th</sup>, 2024, and observed his first Board meeting on September 12<sup>th</sup>, 2024. His first meeting as a Board Member was on October 10<sup>th</sup>, 2024.

## **IX. Commendations**

The CPOA received 23 commendations during this reporting period. Redacted copies of commendations submitted by members of the public are available for viewing on the CPOA's website on the "[Commendations](#)" section.<sup>7</sup>

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<sup>7</sup> Commendations Received by CPOA: <https://www.cabq.gov/cpoa/case-outcomes/commendations>  
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