



SEMI-ANNUAL REPORT

July 1st 2025 – December 31st 2025

CIVILIAN POLICE OVERSIGHT AGENCY

Contents

List of Abbreviations	2
Report Summary	3
I. Introduction	5
Complaint Investigations	6
Mediation Program	7
Discipline	8
Appeal Process	8
Policy Process	9
Data Sources and Limitations	10
Legislative Amendments	11
CPOA Internal Changes	11
II. Complaint Details	12
Complaint Sources	13
Complaints by City Council District	13
Complaints Trend	15
Investigation Completion Timeline	16
Complaint Dispositions	16
Complaints Assigned to Formal Mediation	18
Reviewed SOPs and Findings	19
Non-Concurrences with CPOA Findings and/or Disciplinary Recommendations	20
Findings and Discipline Imposed by APD in Sustained Complaints	22
III. Employee Demographics	23
Employee Gender, Race, and Ethnicity in Completed Complaints	25
Employee Median Age	27
Employee Rank	28
Employee Assigned Bureau	29
Employee Assigned Division	30
IV. Complainant Demographics	31
Albuquerque Demographics	31
Complainant Gender, Ethnicity, and Race	32
Complainant Sexual Orientation	34
Complainant Mental Health and Housing Status	34
Complainant Age	35
V. APD Use of Force	36
Level of Force by Month and Level	37
Level of Force by Area Commands	38
Types of Force Used – Level 3 Interactions	39
VI. CPOAB UOF/OIS Review	40
VII. Public Outreach	41
Policy Recommendations	42
CPOAB Policy Activities	43
CPOAB Member Status	43
VIII. Commendations	44

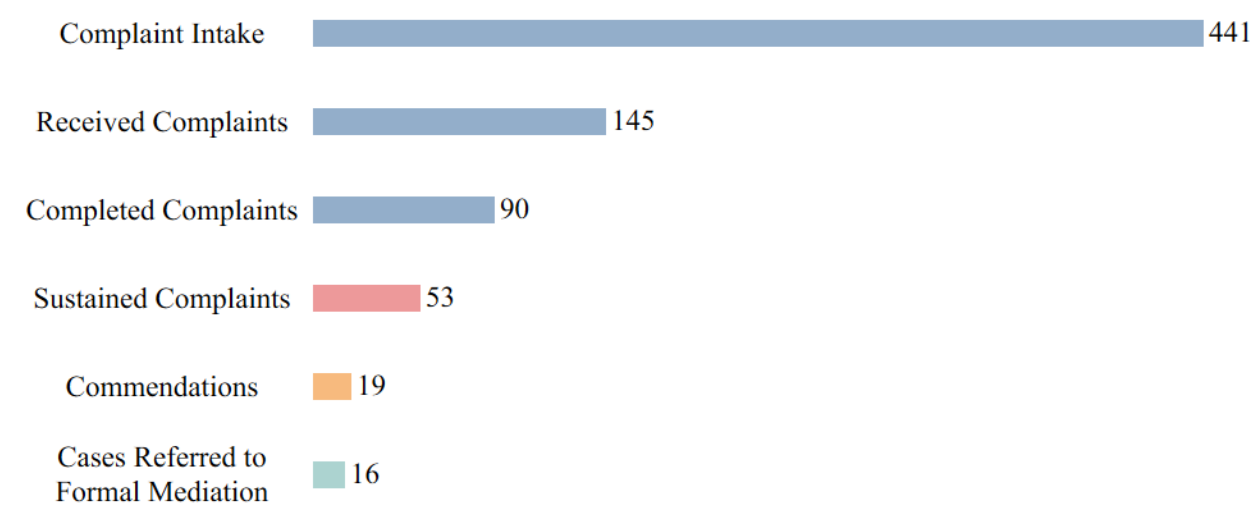
List of Abbreviations

Abbreviation	Description
APD	Albuquerque Police Department or “Department”
CABQ	City of Albuquerque
CAO	Chief Administrative Officer
CASA	Court-Approved Settlement Agreement
CBA	Albuquerque Police Officers’ Association’s Collective Bargaining Agreement
CCR(s)	Civilian Complaint Request(s)
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
ESI	Enhanced Supervisory Intervention
FRB	Force Review Board
IA	Internal Affairs
IAPS	Internal Affairs Professional Standards
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

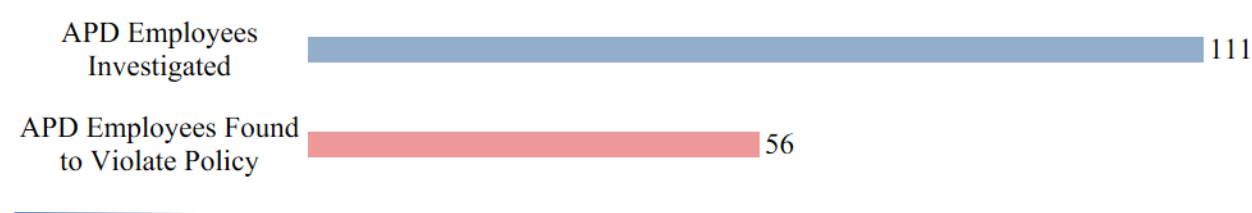
Complaints and Commendations

During this period, from July 1st, 2025, to December 31st, 2025 (“Reporting Period”), the CPOA received 441 complaint notifications (“Complaint Intake”), assigned 145 complaints for investigation (“Received Complaints”), and closed 90 complaints (“Completed Complaints”). Additionally, 16 cases were referred to formal mediation. Among the completed complaints, 53 resulted in at least one finding of a policy violation by an APD employee (“Sustained Complaints”), accounting for 58.9% of completed complaints. The CPOA also received 19 commendations expressing praise or recognition for APD employees.



APD Employees

During this period, the CPOA investigated 111 APD employees in Completed Complaints, 56 of whom were found to violate APD policy (50.5%).



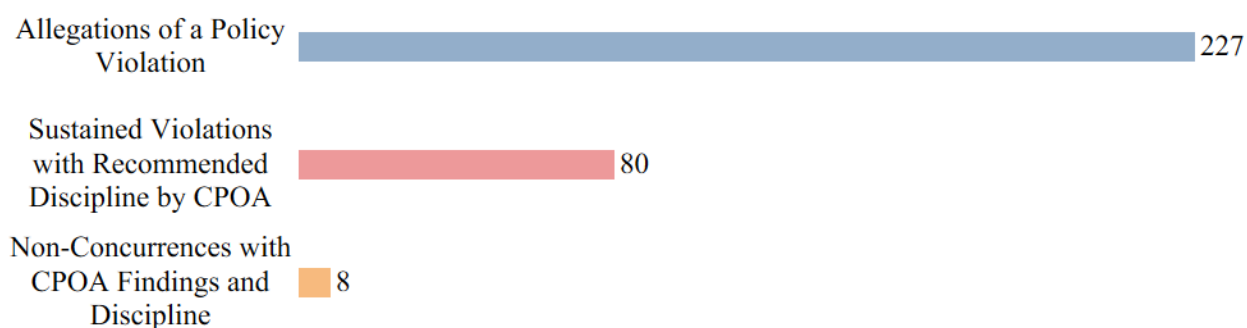
Violations Based on Original Complaint

During this period, 53 CPCs resulted in at least one sustained finding. In 37 cases (69.8%), a sustained violation corresponded to a direct allegation by the complainant; in 16 cases (30.2%), CPOA investigators only identified and sustained policy violations beyond the scope of the original allegation (Sustained VNBOOC – Sustained Violation not based on original complaint).



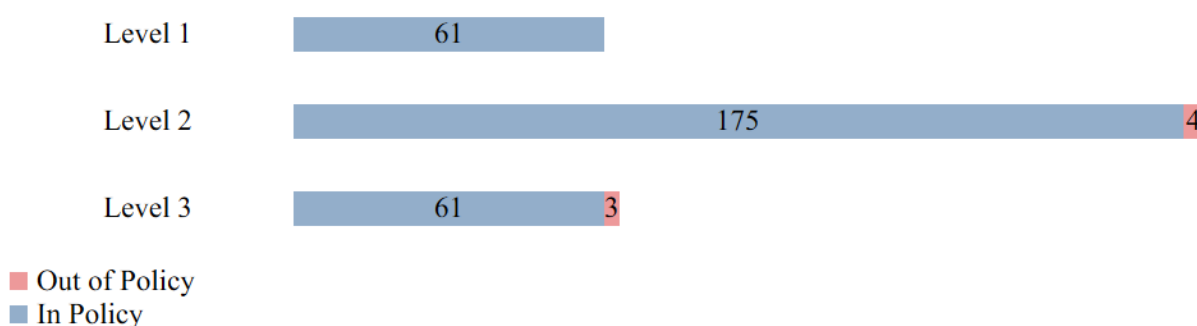
CPOA Sustained Findings and Non-Concurrences by APD

During this reporting period, there were 80 sustained violations against APD employees in 227 alleged policy violations. In 8 instances across 6 CPC investigations, the Police Reform Bureau disagreed with the CPOA's recommended findings.



Use of Force

During the reporting period, there were 304 total UOF interactions with completed investigations: 61 Level 1, 179 Level 2, and 64 Level 3 interactions. Of these, 7 incidents were found to be Out of Policy (2.3%): 4 involved Level 2 interactions, and 3 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 excessive use of force against civilians. In their findings letter, the DOJ specified community policing and civilian oversight as necessary components of the public safety ecosystem and were also monitored under the CASA.

The CPOA is governed by 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 comprises both the Civilian Police Oversight Advisory Board (CPOAB) and the Administrative Office, Civilian Police Oversight Agency (CPOA), which collaborate while maintaining distinct roles and responsibilities. The CPOAB comprises appointed volunteers who hold monthly public meetings to discuss policy recommendations, review a sampling of APD use-of-force incidents, 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, providing 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), which includes:

- 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 the 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, the Department must refer the complaint to the CPOA within three business days. Upon receiving a complaint, the CPOA promptly initiates the initial review and assessment. 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
 5. Complaints involving communication issues, rudeness, or minor administrative concerns (typically lower-level violations) may be referred to Mediation per the discretion of the Executive Director.
- 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 a 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 whether any Albuquerque Police Department Standard Operating Procedures (SOPs) were violated.

There are six possible CPOA complaint findings:

- **Sustained** – Where the investigation determines, by a preponderance of the evidence, that the alleged misconduct did occur.
- **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.
- **Not Sustained** – Where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.
- **Unfounded** – Where the investigation determines, by clear and convincing evidence, that the alleged misconduct did not occur or did not involve the subject officer.
- **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.
- **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.

Mediation Program

The CPOA relaunched its mediation program in May 2025, in accordance with § 9-4-1-4-C-2-d and § 9-4-1-6-C-3 of the City’s Oversight Ordinance, which designates mediation as the preferred method of resolving civilian police complaints. Although mediators are contracted through the CPOA, they operate independently from the CPOA, APD, and the City. The program provides an impartial forum for community members and APD personnel to meet with professional mediators and, when appropriate, participate in structured dialogue. This process is intended to promote understanding, support constructive resolution, and improve community-police relations.

The CPOA entered into a professional services contract with Roger Moss, a nationally recognized mediator with more than thirty years of experience in law enforcement and community conflict resolution. Mr. Moss and his colleagues, Gail Nugent and Gina Delimari, will facilitate mediation sessions under the New Mexico Mediation Procedures Act (44-7B NMSA 1979).

Eligible cases include complaints involving communication issues, rudeness, or minor administrative concerns (typically lower-level violations), and complainants may indicate their interest in mediation when submitting their complaint. Generally, allegations involving the use of force, bias, or injury are excluded. The program’s budget is \$25,000 annually, and the CPOA will re-evaluate the budget as the program develops. This initiative provides complainants and officers with a direct and efficient way to resolve issues, independent of the CPOA, APD, and the City.

Discipline

If the CPOA investigation determines that SOP violations occurred, 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 range, which includes a minimum, presumptive, and maximum discipline for a violation 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 finding or imposes discipline outside of the recommended range, it has 30 days to explain why it disagrees 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 officer(s) under investigation, nor shall it be used for progressive discipline in any future infraction, when the investigation is out of compliance with the timelines set forth in the CBA.¹ However, the investigated officer(s) will receive the investigation results and any potential requested or required training. 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 the complainant with its final disciplinary decision.

¹ 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.

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 to meet policy obligations and later established the Policy and Procedures Review Sub-Committee (PnP) to review and make recommendations on APD policies and procedures, ensuring compliance and consistency with the CPOA mission.

The CPOA Policy Analyst and/or a designee and a CPOAB member regularly attend APD's Policy and Procedures Review Board (PPRB) meetings, where APD subject-matter experts present new policies and revisions to existing SOPs for discussion and a final vote. After PPRB approval, SOPs are forwarded to the CPOAB for an additional 35-day review period, during which members may provide further comments and recommend modifications before final approval and publication.

In addition to PPRB meetings, CPOAB members, the CPOA Executive Director, and staff regularly participate in Policy and Procedures (PnP) meetings to discuss policies in cycle, ask questions, and develop policy recommendations for consideration by the full CPOAB.

The CPOA/CPOAB holds that establishing and implementing sound policies is essential to ensuring quality public safety services, as effective police accountability requires 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. The majority of the data used to present statistics in this report is the IA Pro Database and was exported on May 1st, 2026.

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 are not provided an opportunity to provide demographic information if the complaint is received via direct email, Blue Team, an old complaint form, or is filled out by someone on behalf of the complainant. The CPOA does not impute unreported information unless it comes 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.

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 has only 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

On May 12, 2025, U.S. District Judge James O. Browning granted the joint motion by the U.S. Department of Justice and the City of Albuquerque to terminate the Court-Approved Settlement Agreement (CASA), formally dismissing the federal lawsuit and ending more than a decade of DOJ oversight of the APD. The motion, filed on May 9, 2025, asserted that APD had achieved “full and effective compliance” with the agreement’s material requirements, based on sustained improvements in use of force, internal investigations, supervision, and related outcome measures, making continued federal monitoring unnecessary. With the CASA now terminated, APD is expected to maintain these reforms without federal court oversight. At the same time, local accountability mechanisms, including the CPOA and CPOAB, remain central to monitoring complaint trends, reviewing and developing APD policies and practices, and ensuring the Department continues to be held accountable for misconduct and advance constitutional policing.²

CPOA Internal Changes

Beginning in early 2025, the CPOA implemented a revised intake and triage process. All new submissions are initially logged as Civilian Complaint Requests (CCRs). Each CCR undergoes a preliminary review and evidence gathering to determine whether there are credible allegations of misconduct. If such allegations are identified, the CCR is assigned to an investigator and issued a CPC number for a full investigation. CCRs that do not meet this threshold or do not implicate APD are referred to other government entities when appropriate or are administratively closed. This procedural change has reduced the number of complaints that are administratively closed or referred to IAPS and increased the proportion of sustained findings by prioritizing complaints that present credible allegations.

Additionally, during this reporting period, the CPOA hired a Data Analyst. By December 31st, 2025, the CPOA had a staff of 8 Investigators (3 within probationary training), 2 Senior Investigators, and 1 Lead Investigator.

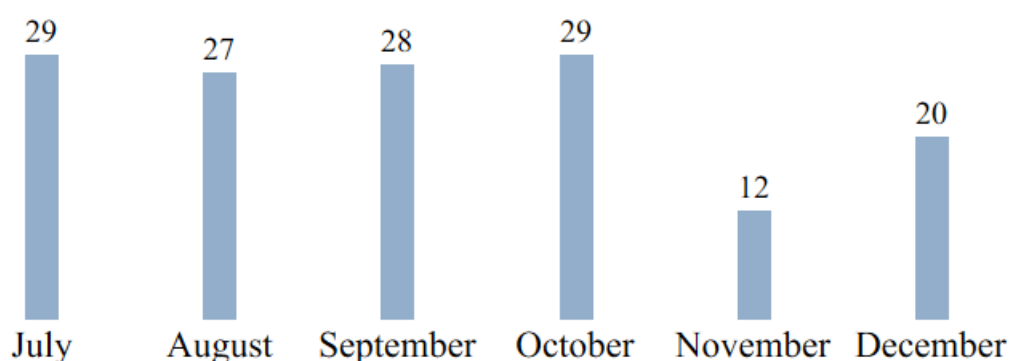
² To read more about the termination of the CASA: <https://www.cabq.gov/police/documents-related-to-apds-settlement-agreement>

II. Complaint Details

During the reporting period, the CPOA received 441 complaint notifications, opened 145 complaint investigations (assigned CPC numbers in the IA database), completed 90 complaint investigations, and referred 16 complaints to formal mediation.³

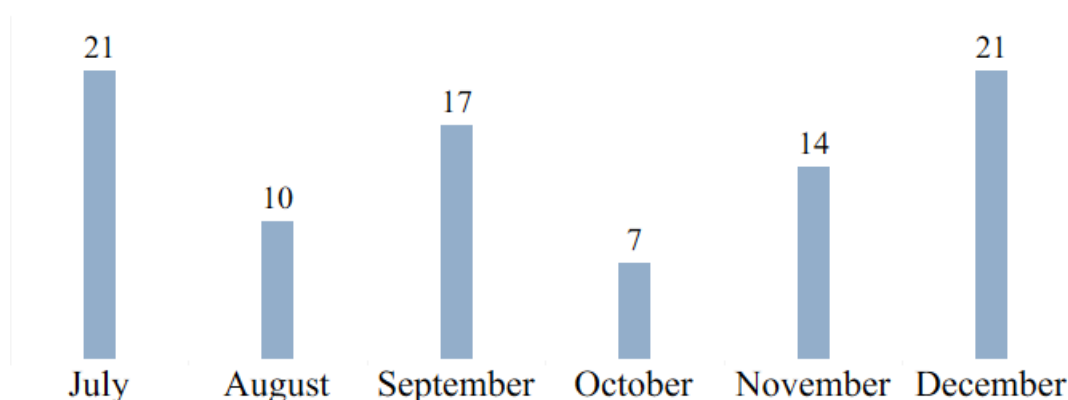
Out of the 145 received and opened complaints this period, the CPOA received the most in July and October (20.0% each) and the least in November (8.3%).

Complaints Received by Month



Of the 90 completed complaints during this period, the CPOA closed the most in July and December (23.3% each) and the least in October (7.8%).

Complaints Completed by Month

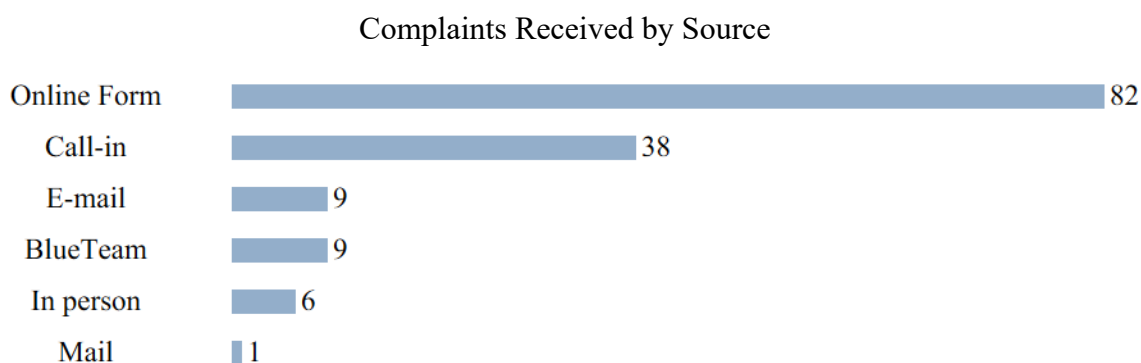


³ The overall reduction in the number of complaints is primarily attributable to the CPOA's new Civilian Complaint Request (CCR) process, which screens submissions through preliminary review before assigning a CPC number. Complaints may be screened out when there is insufficient information to initiate an investigation, when it is determined that APD personnel were not involved in the complaint, or when the complaint is otherwise resolved to the citizen's satisfaction before an investigation is initiated.

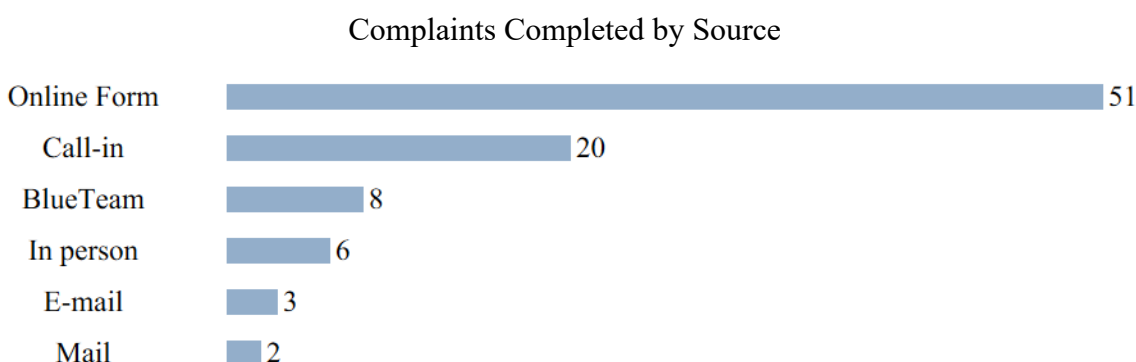
Complaint Sources

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 145 complaints received during the reporting period were submitted online (56.6%).



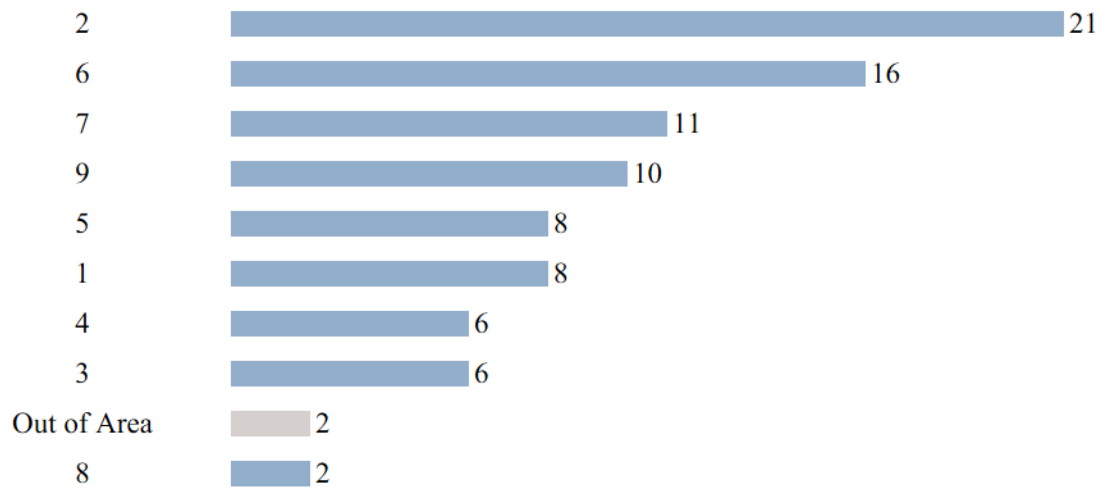
A very similar percentage of the 90 complaints completed during the reporting period (56.7%) were submitted online.



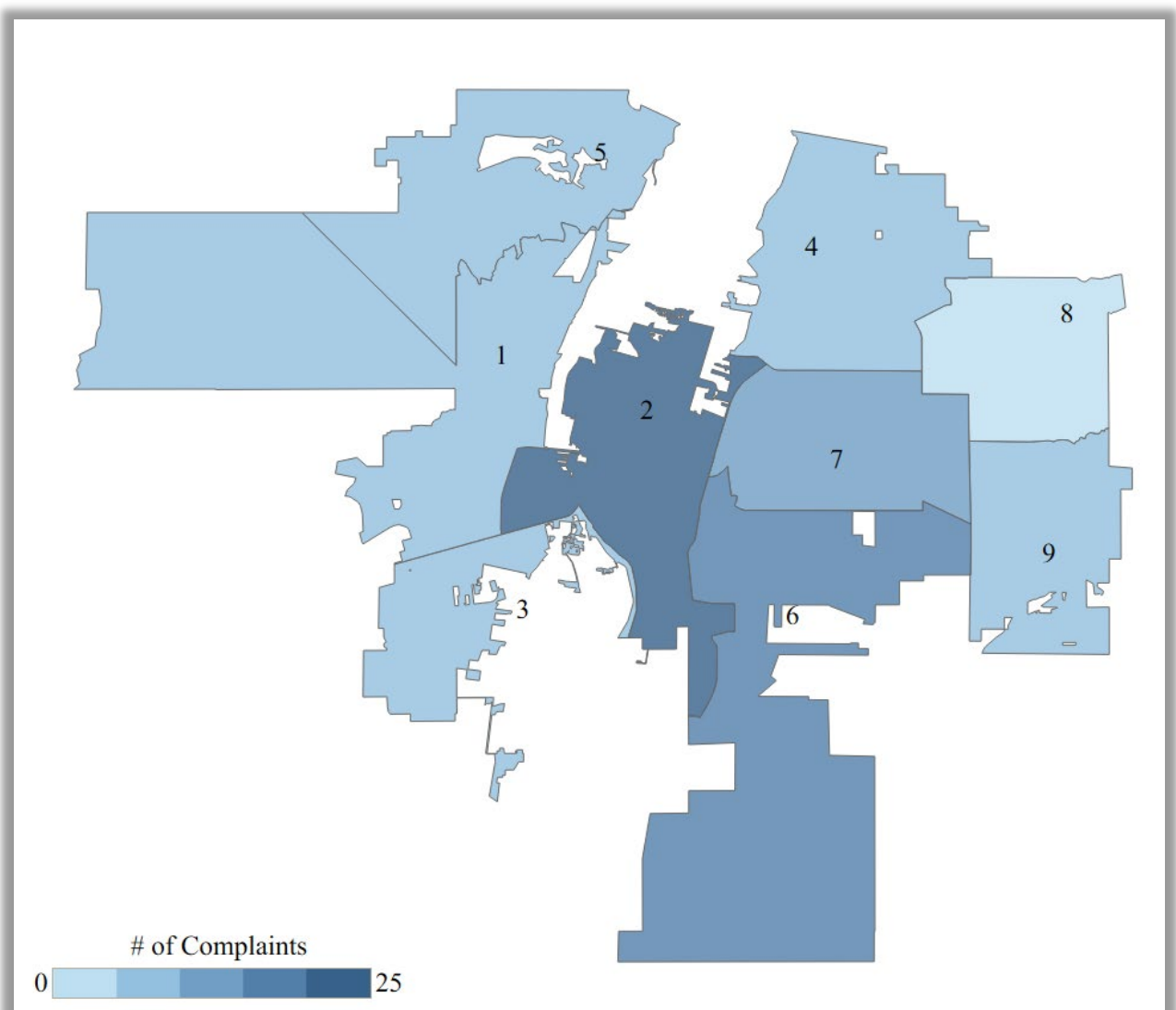
Complaints by City Council District

Of the 90 completed complaints, the most complaints arose from incidents occurring in City Council District 2 (23.3%), and the fewest took place in City Council District 8 (2.2%). 2 complaints stemmed from incidents outside of the City Council’s jurisdiction (2.2%) and are listed as “Out of Area.”

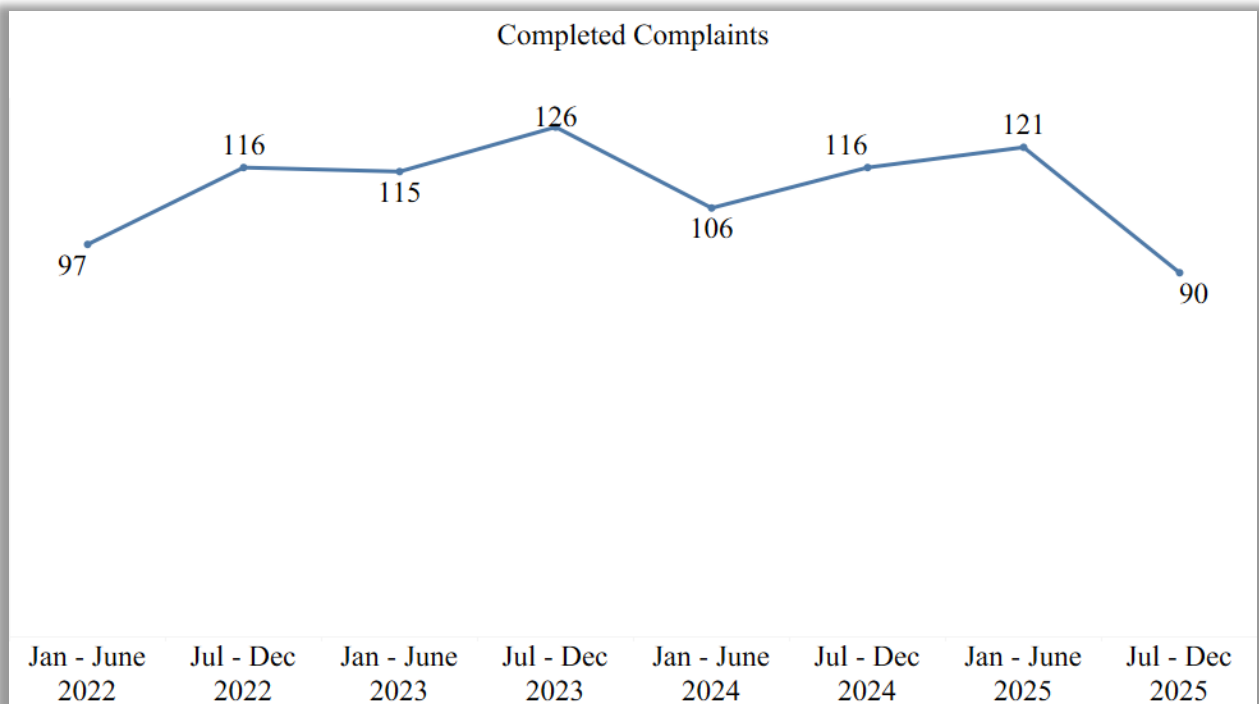
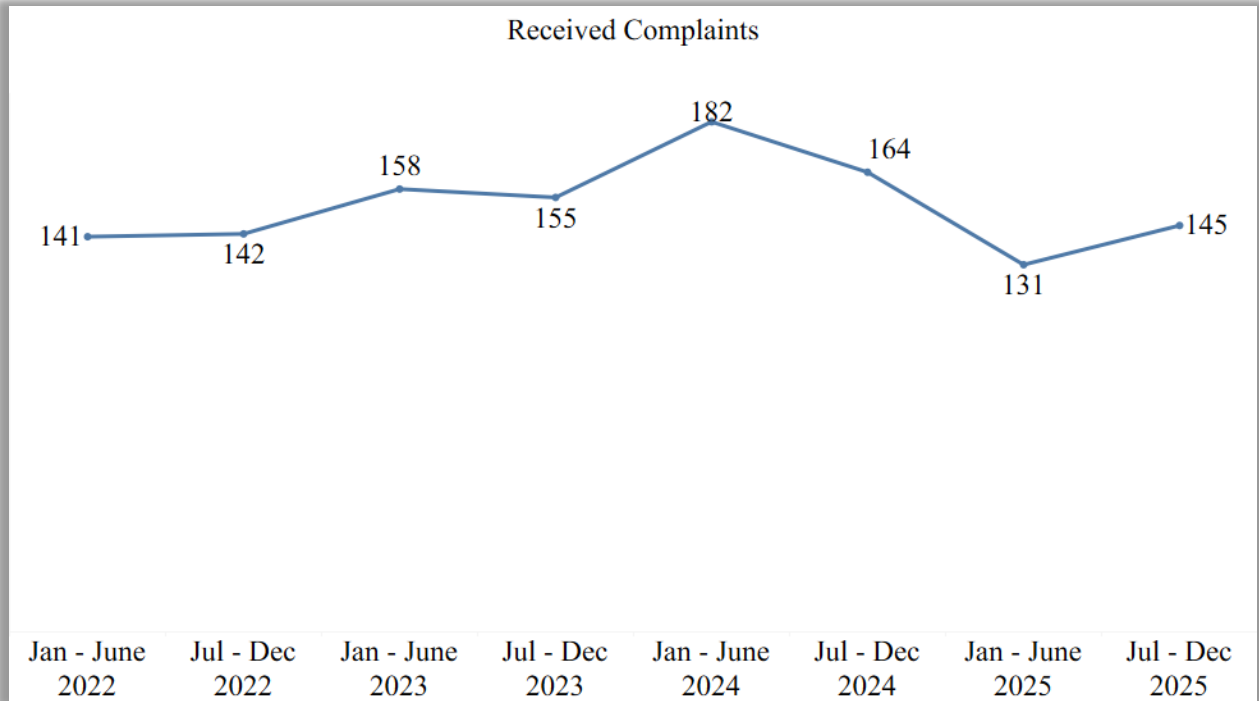
Complaints by City Council District



Incident Location – City Council District Map



Complaints Trend



Investigation Completion Timeline

During this period, 79 of the 90 completed complaints led to a CPOA investigation and finding based on a review of specific APD policies. The remaining 11 complaints, though requiring a preliminary investigation by the CPOA, did not result in a substantive finding, as each case was either administratively closed (10) or referred to IAPS for further action (1).

Investigative Timeline



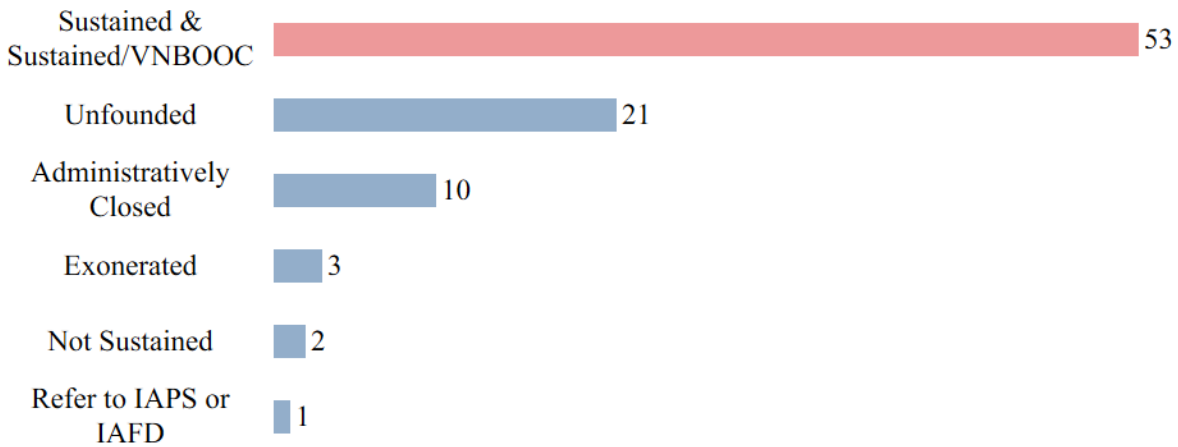
For the 2 complaints that took over 120 days to investigate, neither had a sustained finding; therefore, the extended timeline did not affect the ability to impose discipline.

Complaint Dispositions

The CPOA determines a finding for each allegation associated with the complaint, such that there may be more than one finding 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 Exonerated. 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 53 Sustained complaints in this period (58.9%). This is down from 60 in the last reporting period, a decrease of 11.7%.

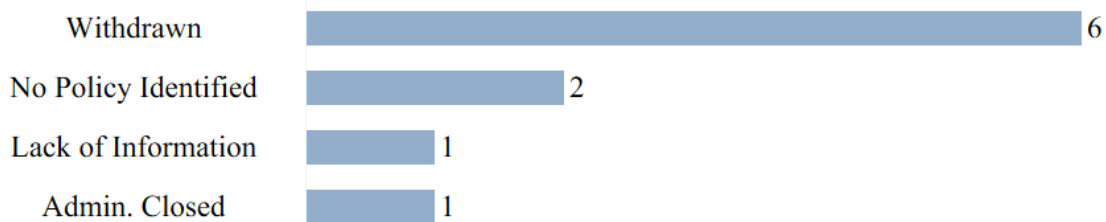
Complaint Dispositions



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 that the complainant withdrew the complaint.

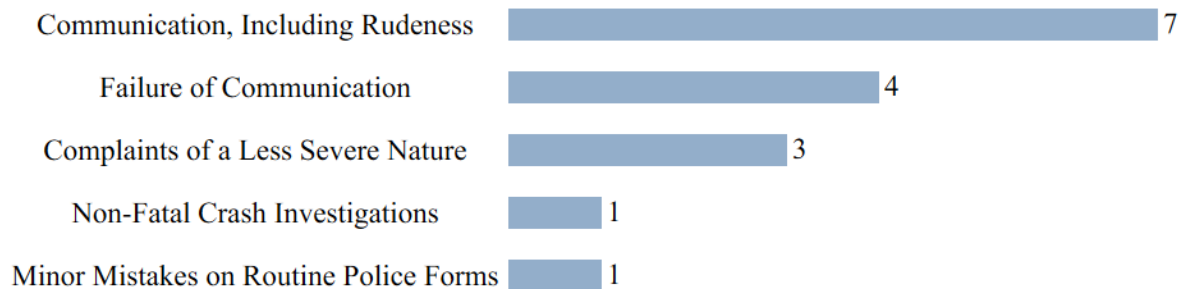
Administratively Closed Complaints



Complaints Assigned to Formal Mediation

In accordance with § 9-4-1-4-C-2-d and § 9-4-1-6-C-3 of the City’s Oversight Ordinance, mediation should be the first consideration in the complaint resolution process. Of the 16 complaints referred to formal mediation during this period, the most common situation was alleged rude communication by APD personnel. All 16 complaints were resolved following mediation contact, whether through mutual agreement between parties or upon a finding that the complainant did not respond or elected not to proceed, and no complaint required reopening for formal investigation.

The “Failure of Communication” category involved misunderstandings between citizens and APD personnel rather than allegations of misconduct. Common examples included disputes over parking citations, concerns about officers failing to conduct further investigation upon request, and complaints about vehicles blocking business entrances. Similarly, “Complaints of a Less Severe Nature” are complaints that reflected unmet expectations or a disagreement with officer discretion rather than a policy violation.



Reviewed SOPs and Findings

During this reporting period, CPOA investigators reviewed *61* distinct directives across *23* SOP chapters, which were cited *227* times in the *79* completed complaint investigations that resulted in substantive findings. *11* completed complaints resulted in administrative dispositions (administratively closed and/or referred to IAPS).

SOP 1-1 “Personnel Code of Conduct” was reviewed the most (*126*) over the course of this reporting period and was the policy with the most sustained violations (*39*).

SOP Number & Title	Recommended Oversight Findings by CPOA					Total
	Exonerated	Unfounded	Not Sustained	Sustained	Sustained VNBOOC	
1-1 Personnel Code of Conduct	15	71	1	29	9	125
2-16 Reports	1			8	9	18
2-8 Use of On-Body Recording Devices (OBRD)	1			2	11	14
2-60 Preliminary and Follow-up Criminal Investigations	2	4		6	1	13
2-71 Search and Seizure Without a Warrant	2	5		2	1	10
1-4 Bias-Based Policing and/or Profiling		6				6
2-52 Use of Force: General		6				6
2-41 Traffic Stops	3			1	1	5
2-46 Response to Traffic Crashes		3		1		4
2-10 Use of Emergency Communications		1		1	2	4
2-48 Towing Services	2				2	4
1-26 Special Victims Section		2				2
1-78 Police Service Aide Program	2					2
2-7 Damage to Civilian Property		1			1	2
2-73 Collection, Submission, and Disposition of Evidence and Property		1		1		2
2-76 Court				1	1	2
2-82 Restraints and Transportation of Individuals	1				1	2
2-1 Uniforms					1	1
2-5 Department Vehicles		1				1
2-9 Use of Computer Systems		1				1
2-11 Use of Tire Deflation Devices		1				1
2-40 Misdemeanor, Traffic, and Parking Enforcement					1	1
2-80 Hospital Procedures and Rules		1				1
Total	29	104	1	52	41	227

Non-Concurrences with CPOA Findings and/or Disciplinary Recommendations

During this reporting period, there were 8 instances across 6 CPC investigations in which the Police Reform Bureau or the Chief Administrative Officer of the City of Albuquerque disagreed with the CPOA's recommended findings. In each case, the non-concurrence with CPOA findings also eliminated the recommended discipline for the alleged violation.

Non-Concurrences				
CPC Number	Policy Directives	CPOA Finding	APD Finding	CPOA Rec. Discipline
CPC2025-000010	1-1-5-A-4	Sustained	Exonerated	40-hour Suspension
CPC2025-000062	1-1-5-C-2	Sustained	Not Sustained	16-hour Suspension
CPC2025-000066	1-1-5-C-2	Sustained	Not Sustained	16-hour Suspension
CPC2025-000122	1-1-5-E-4	Sustained	Not Sustained	16-hour Suspension
	1-1-6-A-6-a			120-hour Suspension
	1-1-6-A-1-b			8-hour Suspension
CPC2025-000126	2-46-4-A-1-g	Sustained	Exonerated	16-hour Suspension
CPC2025-000167	2-60-4-C-1-e	Sustained	Unfounded	Written Reprimand

To view redacted copies of the Non-Concurrence Letters, please see “[Office of Police Reform Non-Concurrence Letters](#)” on the CPOA website.⁴

Non-Concurrences with CPOA Recommended Discipline

The Office of Police Reform may impose the disciplinary recommendations at its discretion. If the Office of Police Reform deviates from the CPOA’s finding or imposes discipline outside of the recommended range, it has 30 days to explain why it disagrees with the CPOA in a written memo. However, if the Office of Police Reform imposes discipline that deviates from the CPOA recommendation but remains within the discipline range, it need not provide a written memo. The Chart of Sanctions provided in SOP 3-46, Discipline System, is applied to each sustained violation and provides the discipline range, including a minimum, presumptive, and maximum discipline, based on the SOP, class, category of violation, and the officer’s progressive discipline history.

⁴ Redacted Versions of Non-Concurrence Letters can be found here: <https://www.cabq.gov/cpoa/findings-letters/chief-of-police-non-concurrence-letters>

Additionally, in October 2025, APD implemented the Enhanced Supervisory Intervention (ESI) process through Special Order 25-108, amending SOP 3-46 (Discipline System) as part of a six-month pilot program. An ESI is a non-disciplinary mechanism that routes minor policy violations (sanctions 6 and 7 conduct carrying a maximum of a written reprimand) away from formal discipline and toward supervisor-led corrective action through coaching, mentoring, and training. Eligibility is determined by APD, with prior offenses and prior ESI incidents factored in. Supervisors may complete up to three ESI requests per employee within a rolling 12-month period, starting from the date of the employee's first offense. ESI dispositions do not count toward progressive discipline calculations.

In this reporting period, APD affirmed 80 sustained CPOA findings. For 47 of them (58.8%), APD decided to issue discipline that diverged from the CPOA-recommended discipline but remained within the applicable range.

Disciplinary Reductions	# Of Discipline Reductions
Reduced Suspensions	6
Suspensions → Written Reprimand	9
Suspensions → Verbal Reprimand	1
Suspensions → ESI ⁵	3
Written Reprimand → Verbal Reprimand	4
Written Reprimand → ESI	9
Written Reprimand → NDCA	2
Verbal Reprimand → ESI	7
Verbal Reprimand → NDCA	2
NDCA → ESI	1
Not Issued due to Timelines	3

⁵ While ESIs are intended to route less-severe discipline, more-severe discipline, such as a recommended suspension, may still be resolved through an ESI if APD revises the discipline classification or mitigates the recommended discipline to a level that meets ESI eligibility criteria.

Findings and Discipline Imposed by APD in Sustained Complaints

APD upheld 80 Sustained or Sustained VNBOOC CPOA findings in 53 complaint investigations. 56 APD employees were found to have violated APD policy, with 17 employees having multiple violations.

Sustained Allegations and Final Discipline by SOP

Sustained or Sustained/ VNBOOC	SOP Number & Title	NDCA	ESI	Verbal Reprimand	Written Reprimand	Suspension
29	1-1 Personnel Code of Conduct		4	3	14	8
17	2-16 Reports	2	8	5	2	
13	2-8 Use of On-Body Recording Devices (OBRD)		4	1	8	
6	2-60 Preliminary and Follow-Up Criminal Investigations	1			3	2
3	2-10 Use of Emergency Communications				3	
2	2-41 Traffic Stops		1		1	
2	2-48 Towing Services		1		1	
2	2-76 Court				1	1
1	2-1 Uniforms		1			
1	2-7 Damage to Civilian Property		1			
1	2-40 Misdemeanor, Traffic, and Parking Enforcement			1		
1	2-71 Search and Seizure Without a Warrant				1	
1	2-73 Collection, Submission, and Disposition of Evidence and Property	1				
1	2-82 Restraints and Transportation of Individuals				1	
80	Total	4	20	10	35	11

APD did not issue the proposed disciplinary action for 3 sustained violations in 2 CPCs because the investigation exceeded the permissible amount of time outlined in the CBA, two 8-hour suspensions, and a Written Reprimand. Both of these complaint investigations involved non-sworn employees who were subject to only 45-day or 90-day timelines.

III. Employee Demographics

As of June 30th, 2025, the APD reported 1,596 total employees and 877 sworn employees, reflecting a decrease of 2 sworn employees since December 31st, 2024 (879). Among the 1,596 total employees, both sworn and unsworn, 1,016 (63.7%) identified as male and 891 (55.8%) as Hispanic or Latino.⁶

APD Employee Demographics

Gender	Professional Staff	Sworn
Male	277	739
Female	442	138

Ethnicity	Professional Staff	Sworn
Hispanic or Latino	458	433
White (Not Hispanic or Latino)	192	364
American Indian or Alaskan Native	29	25
Black	11	22
Two or More Races (Not Hispanic or Latino)	19	15
Asian	7	11
Native Hawaiian or Other Pacific Islander	3	7

⁶ 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, 114 APD employees (both sworn and non-sworn) were identified in the 90 completed investigations on behalf of 88 named complainants and 1 anonymous complainant. 10 complaints did not involve an APD employee and were all administratively closed, and 1 complaint involving 3 employees was referred to IAPS after an investigation was initiated. Of the 79 complaint investigations that led to substantive findings (not administratively closed or referred to IAPS), 111 APD employees were involved, and 56 of them were found to have violated policy (50.5%).

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 10 APD employees were involved in more than one complaint.

Number of Complaints Associated with Multiple Employees

Number of Complaints	Number of Employees Involved
44	1
28	2
5	3
1	4
1	5

Number of Employees Associated with Multiple Complaints

Number of Employees	Times Involved
101	1
7	2
3	3

Employee Gender, Race, and Ethnicity in Completed Complaints

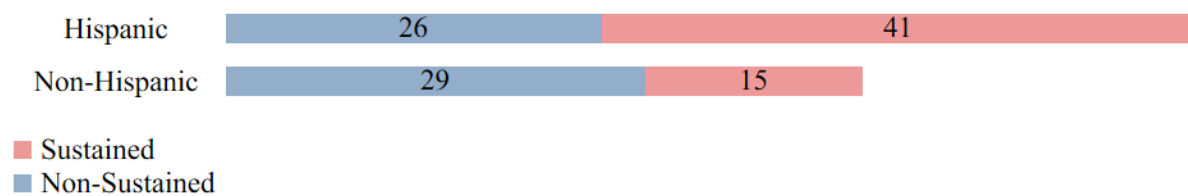
Most of the 111 APD Employees cited in a complaint were male (80.2%), and among the 56 APD employees with sustained findings, the majority were also male (82.1%).

Gender of APD Employees in a Completed Case



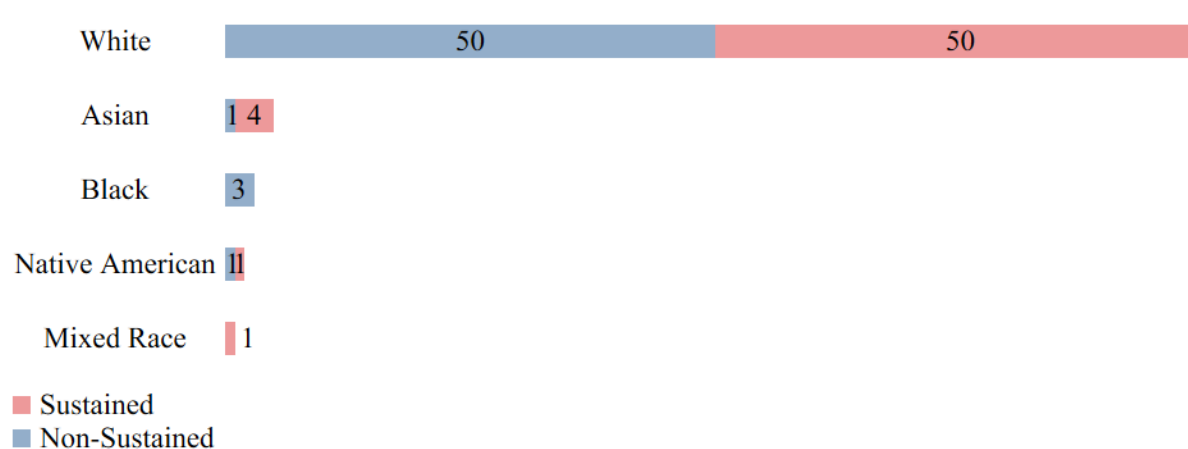
67 APD employees cited in complaints identified as Hispanic (60.4%), and of the 56 employees with sustained findings, the majority identified as Hispanic (73.2%).

Ethnicity of APD Employees in a Completed Complaint

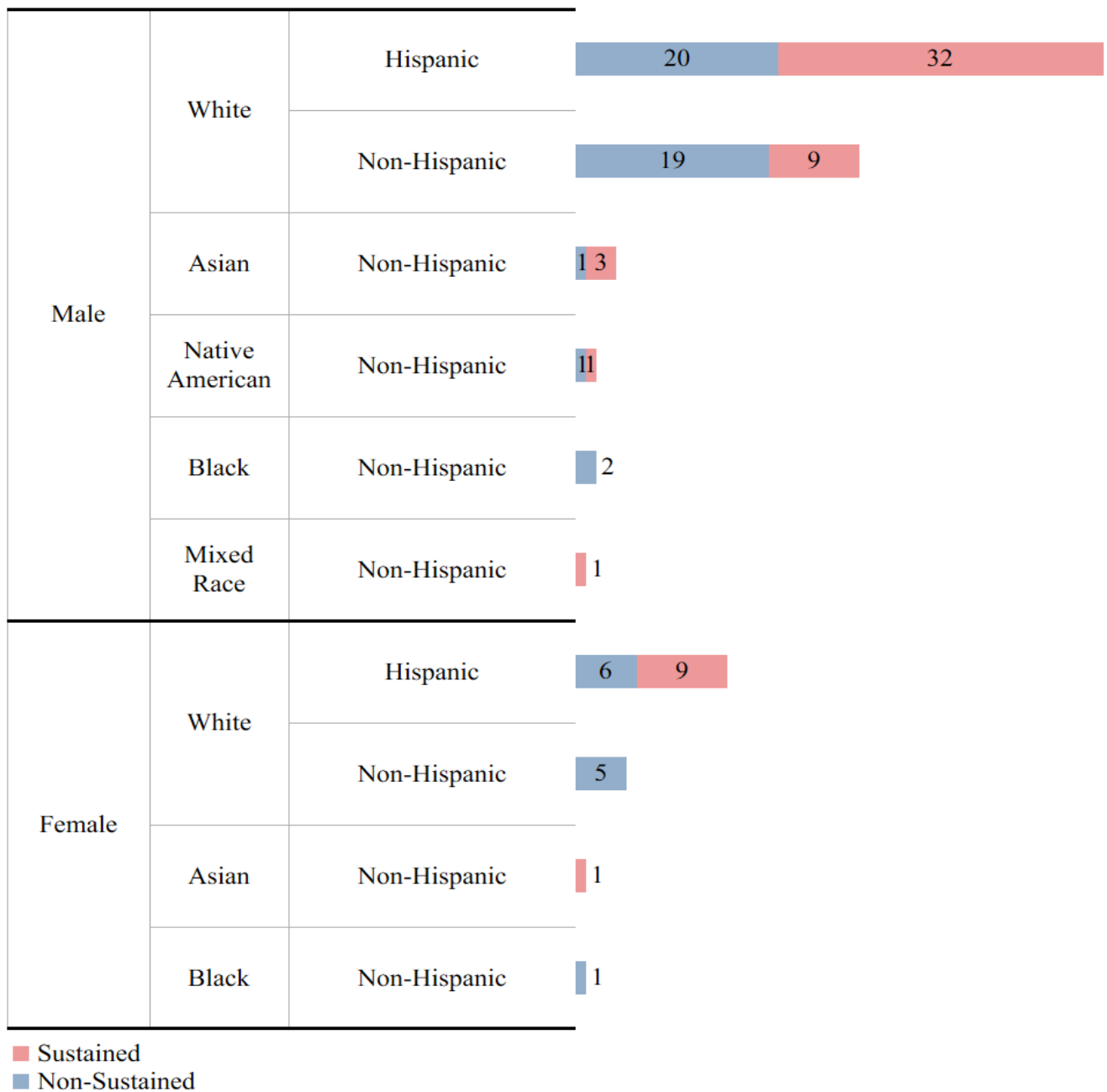


100 of the 111 APD employees cited in a complaint were identified as White (90.1%), and the majority of the 56 employees with sustained findings were identified as White (89.3%).

Race of APD Employees in a Completed Complaint



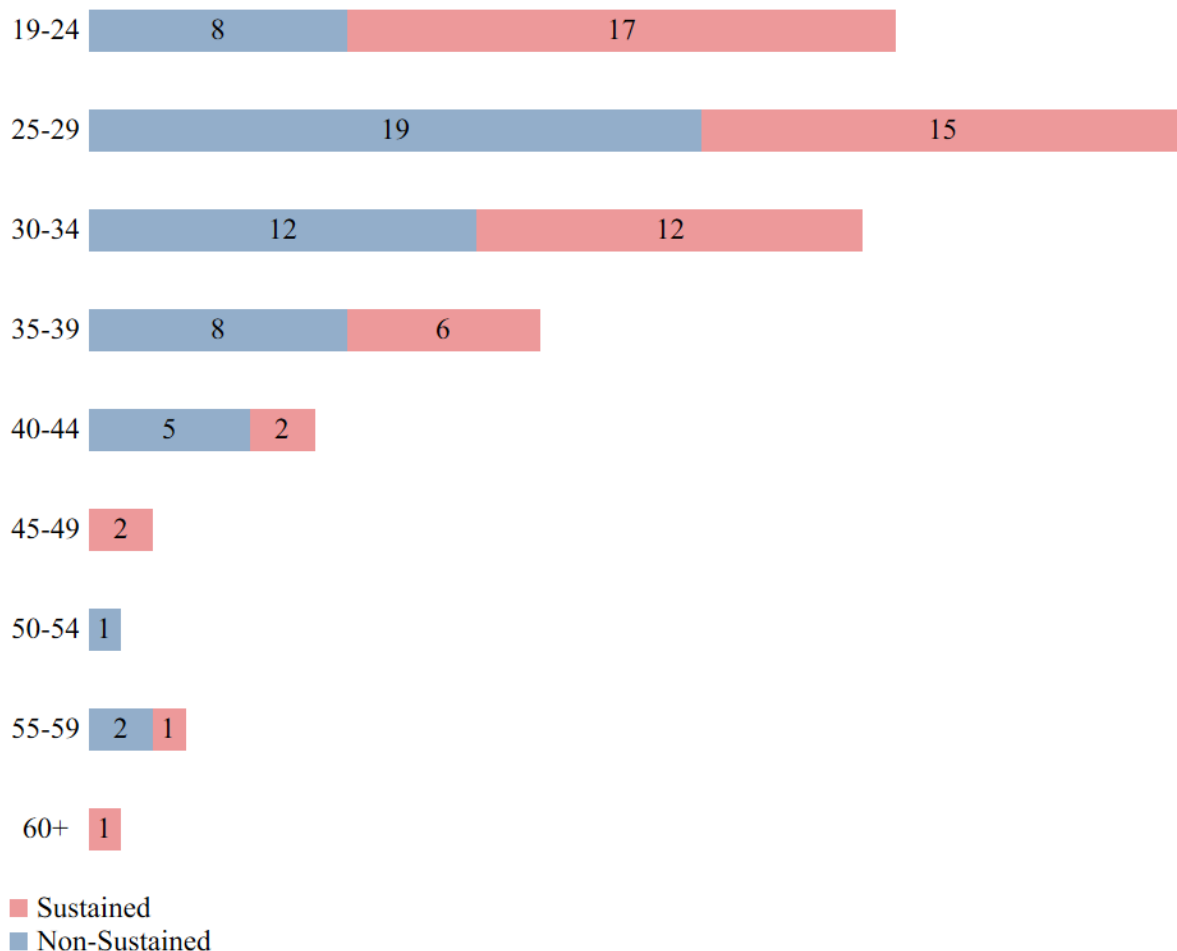
Demographic Breakdown of APD Employees



Employee Median Age

Many employees cited in a complaint fall in the 19 – 24 (22.5%) and 25 – 29 (30.6%) age ranges. The youngest APD employee was 19, and the oldest was 62. Out of the 56 APD employees with sustained findings, many were in the 19 – 24 age range (30.4%)

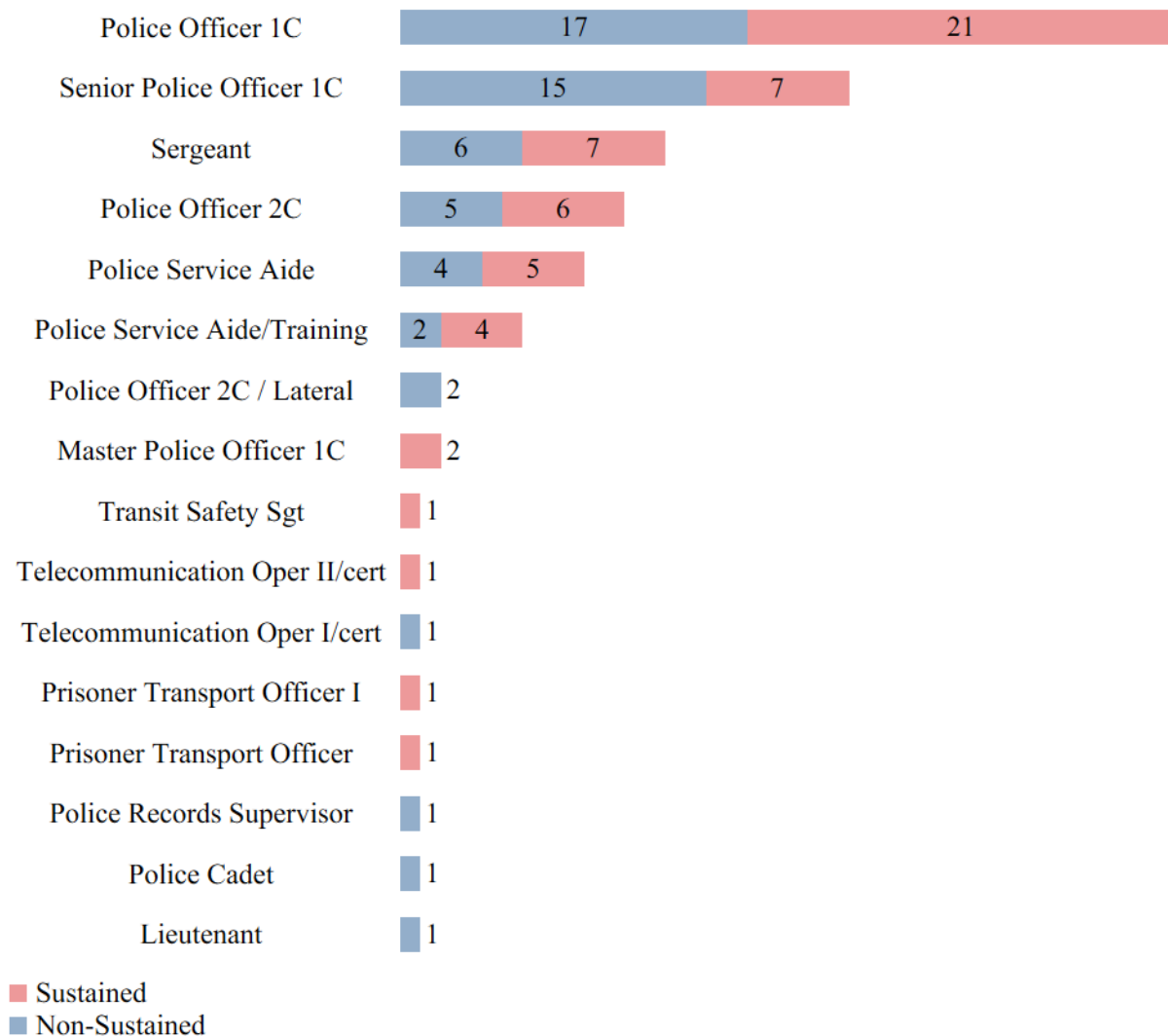
Ages of APD Employees in a Completed Complaint



Employee Rank

Of the 111 employees cited in a complaint completed during this reporting period, 38 held the rank of Police Officer 1st Class (34.2%). Of the 56 employees with sustained findings, Police Officer 1st Class had the most (37.5%).

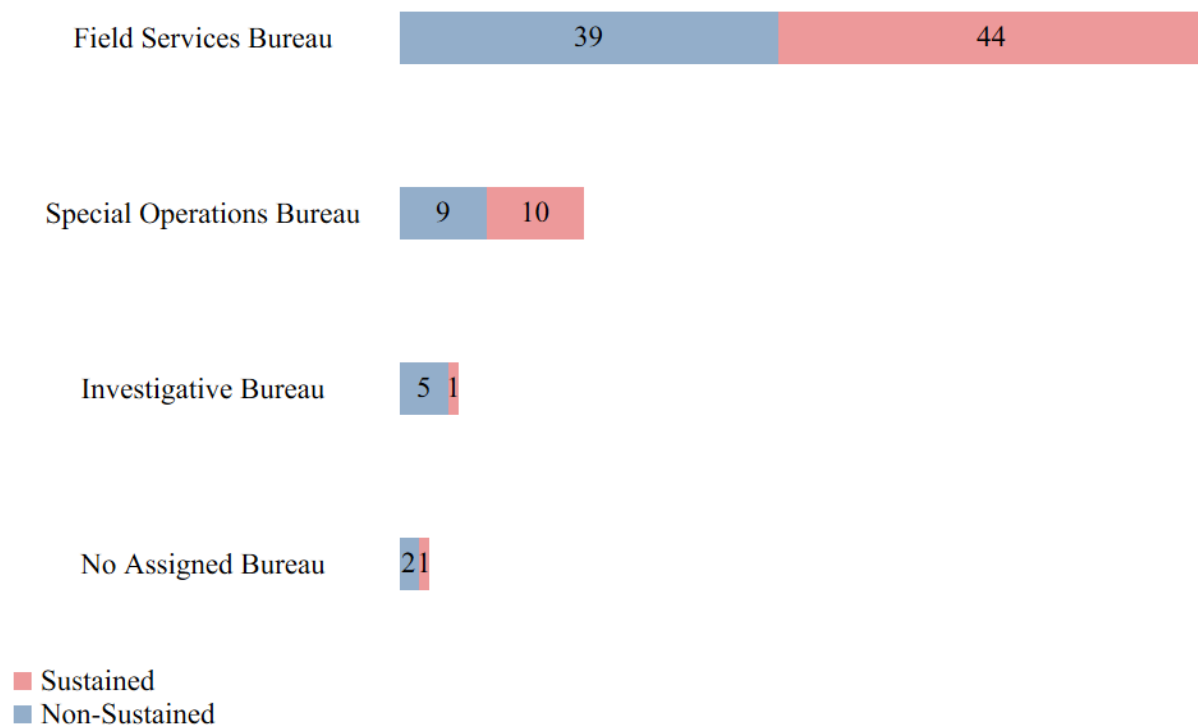
Ranks of APD Employees in a Completed Case



Employee Assigned Bureau

83 of the 111 APD employees were identified to be assigned to the Field Services Bureau at the time of the incident (74.8%). Of the 56 employees with sustained findings, the Field Services Bureau had the majority (78.6%). 3 non-sworn employees (2 Telecommunication Operators and 1 Police Records Supervisor) were not assigned a specific Bureau at the time of the incident.

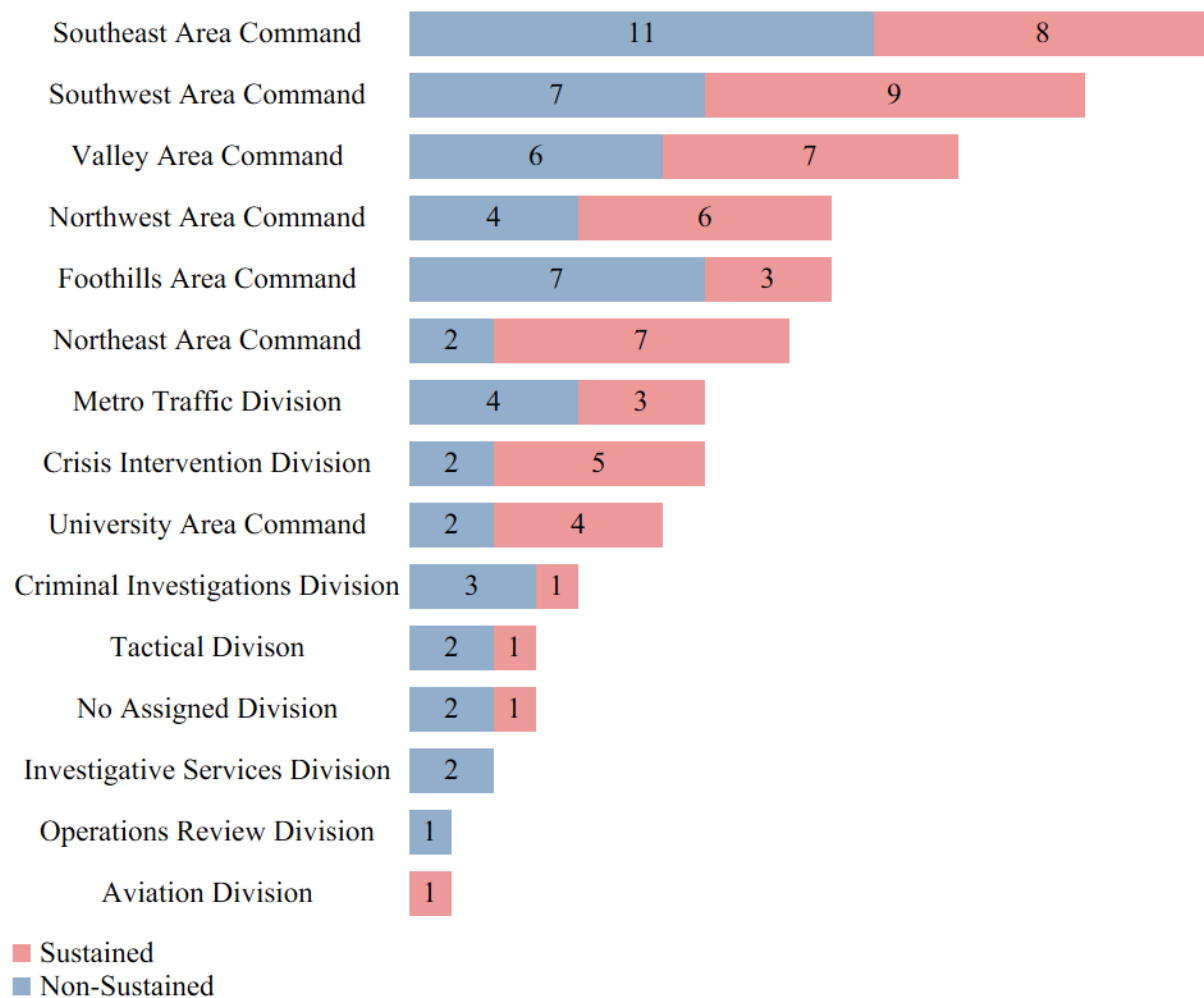
Bureau of APD Employees in a Completed Complaint



Employee Assigned Division

The Southwest APD Area Command had the highest number of employees implicated in a completed complaint during this reporting period (17.1%) and of the 56 employees with sustained findings, the Southwest Area Command had the most sustained employees (14.3%).

Division of APD Employees in a Completed Complaint



IV. Complainant Demographics

For the reporting period, the CPOA completed 90 CPC investigations on behalf of 88 identifiable complainants and 1 anonymous complainant. Additionally, 4 complaints had two named complainants, and 5 named complainants filed multiple complaints.

During the previous reporting period, the CPOA investigated 116 identifiable complainants and 5 anonymous complainants. Compared to this period, the number of identifiable complainants decreased by 28 (24.1%), and the number of anonymous complaints decreased by 4 (80%).

Albuquerque Demographics

According to the estimates by the [United States Census Bureau](#) from the American Community Survey, the City of Albuquerque's population is 50.5% female and 49.5% male, 49.8% White, and 47.9% Hispanic or Latino.⁷

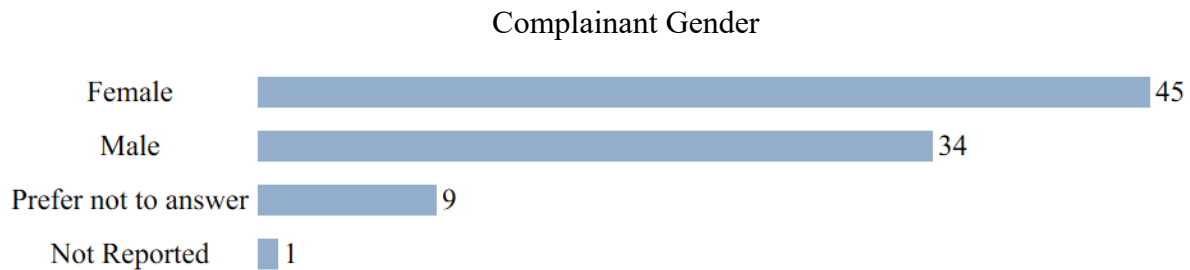
Albuquerque Demographic Estimates

Gender	% of Pop.	Race	% of Pop.	Ethnicity	% of Pop.
Female	50.50%	White	49.8%	Hispanic	47.9%
Male	49.05%	Black or African American	4.0%	Non-Hispanic	52.1%
		American Indian and Alaska Native	4.9%		
		Asian	4.0%		
		Native Hawaiian and Other Pacific Islander	0.0%		
		Some Other Race	14.10%		
		Two or More Races	23.2%		

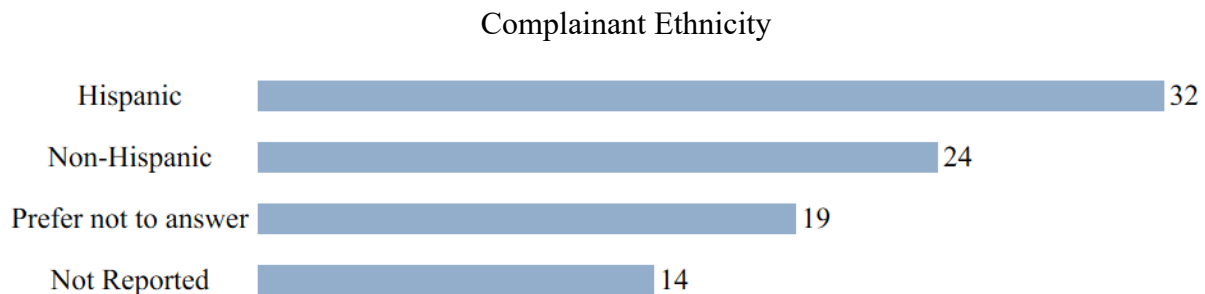
⁷ U.S. Census Bureau, "2024 American Community Survey 1-Year Estimates: Demographic and Housing Estimates (DP05)," data.census.gov, <https://data.census.gov/table/ACSDP1Y2024.DP05?q=Albuquerque+city,+New+Mexico&g=160XX00US3502000>

Complainant Gender, Ethnicity, and Race

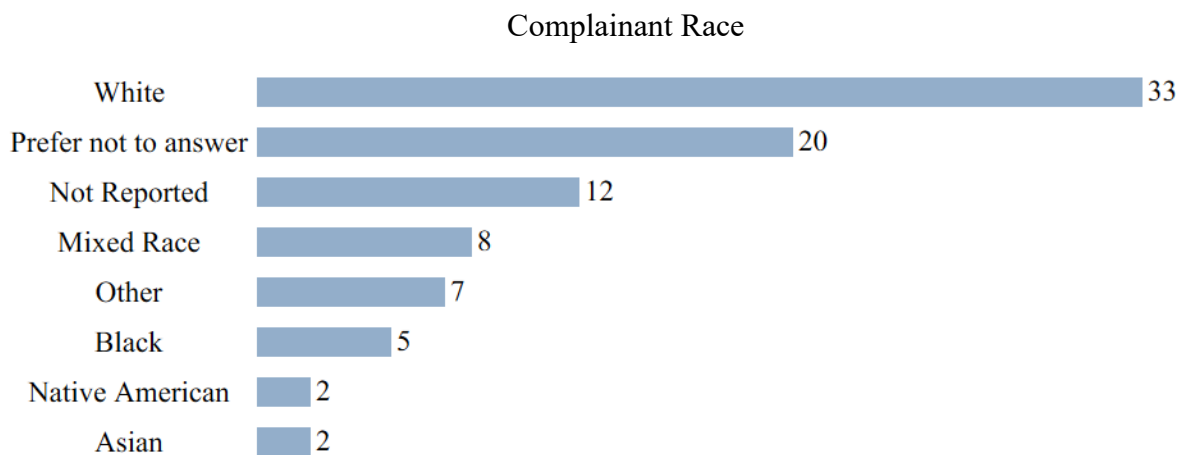
Among the 89 complainants, the majority identified as female (50.6%), compared to those who identified as male (38.2%), with the remaining individuals choosing not to disclose (11.2%).



Of the 89 total complainants, the largest group identified as Hispanic (36%), compared to those who identified as Non-Hispanic (27%), with the remaining individuals choosing not to disclose (37.1%).



Of the 89 complainants, the largest group identified as White (37.1%). Slightly over a third (36.0%) of complainants chose not to disclose their race.

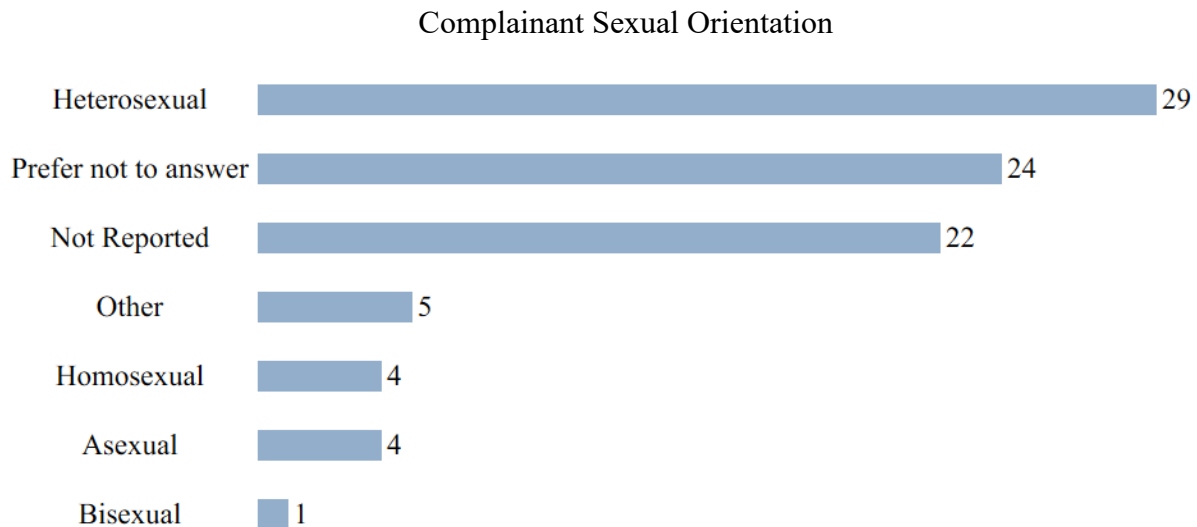


Complainant Demographic Breakdown

Female	Hispanic	Black	2
		Mixed Race	1
		Native American	1
		Not Reported	2
		Other	4
		Prefer not to answer	2
		White	8
	Non-Hispanic	Asian	1
		Black	1
		Mixed Race	3
		White	8
	Not Reported	Asian	1
		Mixed Race	1
		Not Reported	5
	Prefer not to answer	Prefer not to answer	5
Male	Hispanic	Mixed Race	2
		Other	3
		White	7
	Non-Hispanic	Black	2
		Mixed Race	1
		White	8
	Not Reported	Native American	1
		Not Reported	4
		White	1
	Prefer not to answer	Prefer not to answer	4
		White	1
Not Reported	Not Reported	Not Reported	1
Prefer not to answer	Prefer not to answer	Prefer not to answer	9

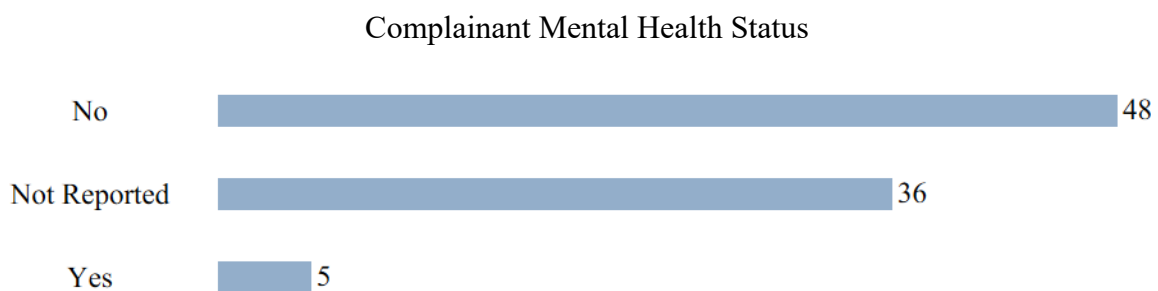
Complainant Sexual Orientation

Of the 89 complainants, the largest group identified as heterosexual (32.6%). 46 complainants did not provide information regarding their sexual orientation (51.7%).



Complainant Mental Health and Housing Status

For this reporting period, over half of the complainants self-reported not having experienced mental health issues (54%), and many did not answer the question (40.4%). 5 complainants reported experiencing mental health issues (5.6%).



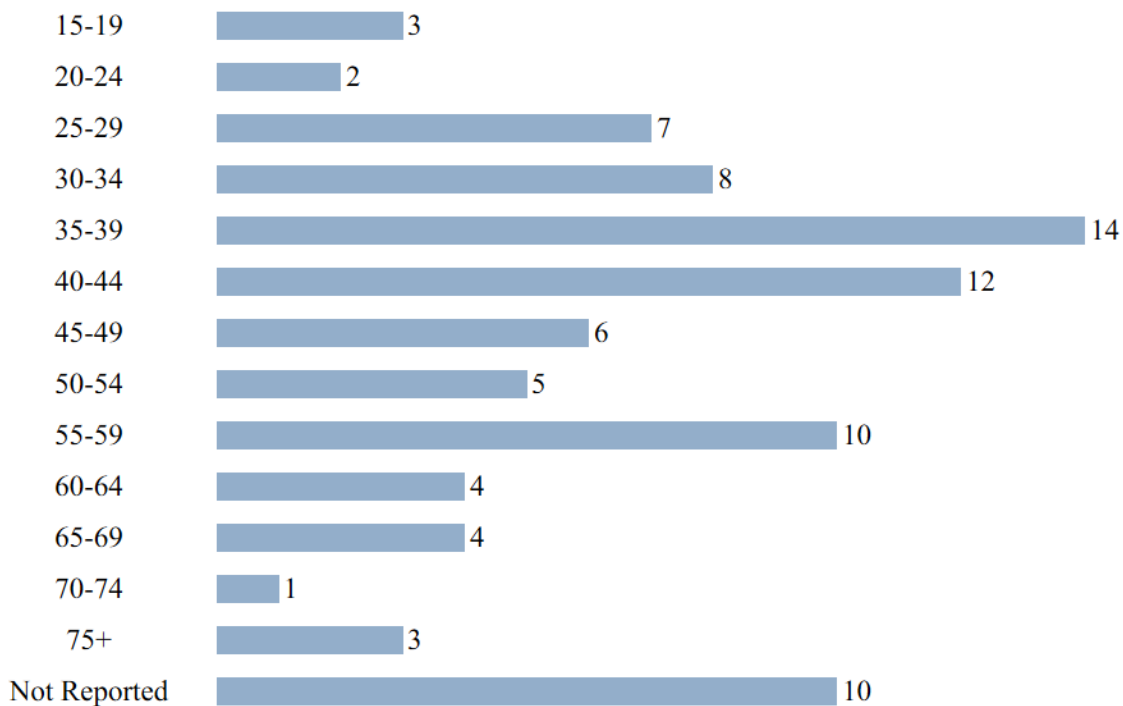
The majority of complainants (64%) reported they were housed at the time of the incident. 3 complainants (3.4%) stated that they were unhoused at the time of the incident. Almost a third of complainants (32.6%) did not indicate whether they were unhoused at the time of the incident.

Complainant Housing Status



Complainant Age

Compared to the last reporting period, a smaller percentage of complainants did not share age information (11.2%, down from 26.7%). Among complainants who reported, the age distribution at the time of the incident is highest in the 35-39 age bracket (15.7%). The youngest complainant was 16 years old, while the oldest was 77 years old.

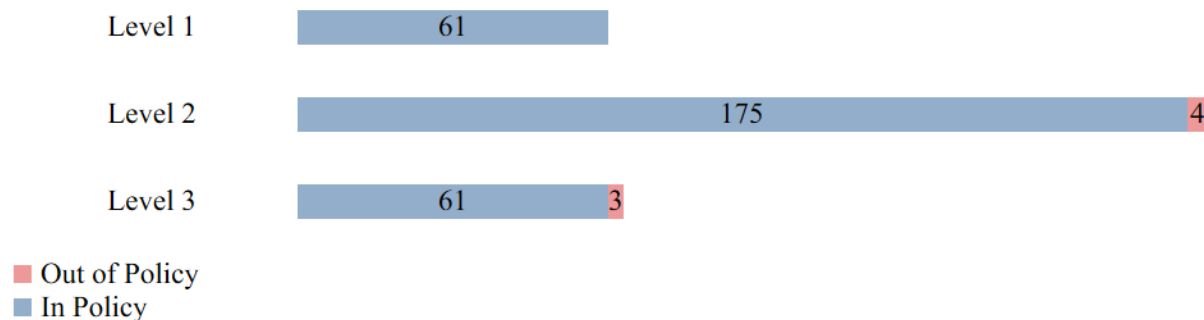


V. APD Use of Force

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 on 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 289 cases, which included a total of 304 force interactions. There were 61 Level 1 interactions, 179 Level 2 interactions, 64 Level 3 interactions with completed investigations. 7 interactions were found to be Out of Policy (2.3%), 4 Level 2 interactions and 3 Level 3 interactions.⁸



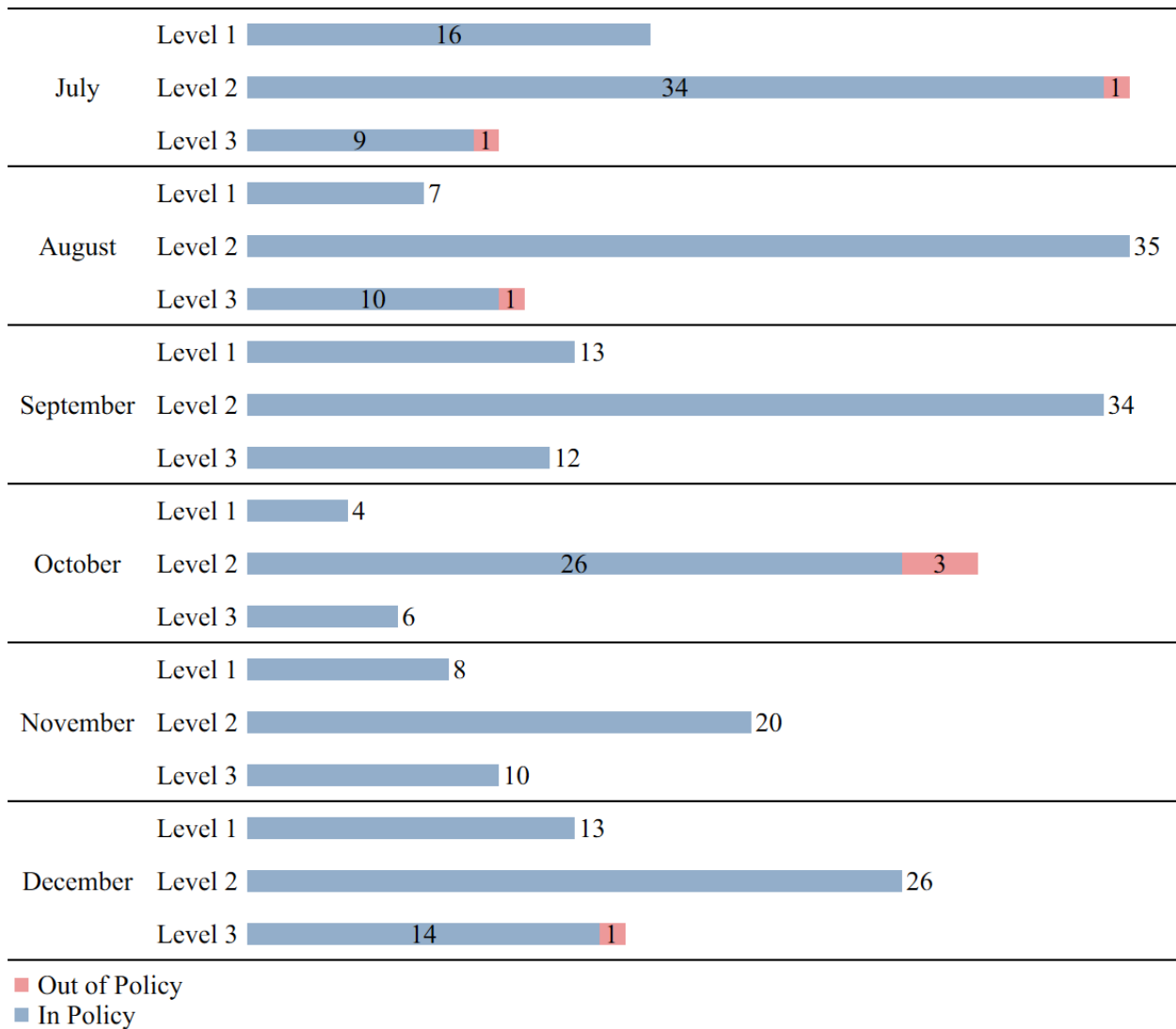
In the last reporting period, there were 338 total UOF interactions: 97 Level 1, 200 Level 2, and 58 Level 3 interactions. Of these, 8 interactions were found to be Out of Policy (2.4%): 1 Level 1, 3 Level 2 and 4 Level 3 interactions. Compared to this period, the total number of UOF interactions decreased by 34 (10%). Level 1 interactions increased by 35 (36.5%), Level 2 interactions decreased by 21 (10.5%), and Level 3 interactions increased by 6 (10.3%). Out of Policy UOF interactions decreased by 1 (12.5%).

⁸ This data was exported from the IA Pro Record Management Database System on May 1st, 2026.
CPOA Semi-Annual Report
July – December 2025

Level of Force by Month and Level

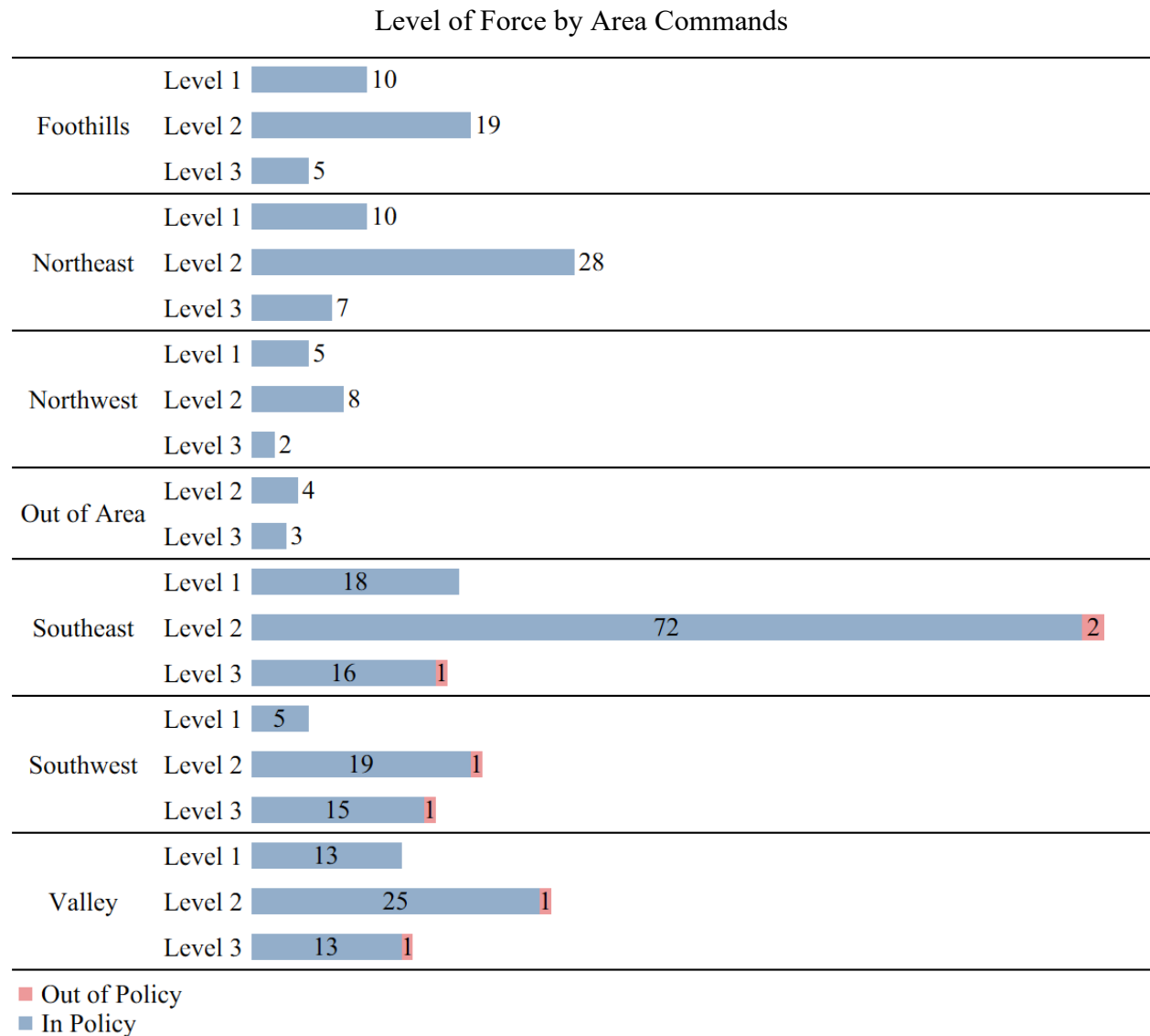
During this reporting period, the months with the most force interactions were July (61, 20.1%) and September (59, 19.4%).

Use of Force by Month and Level



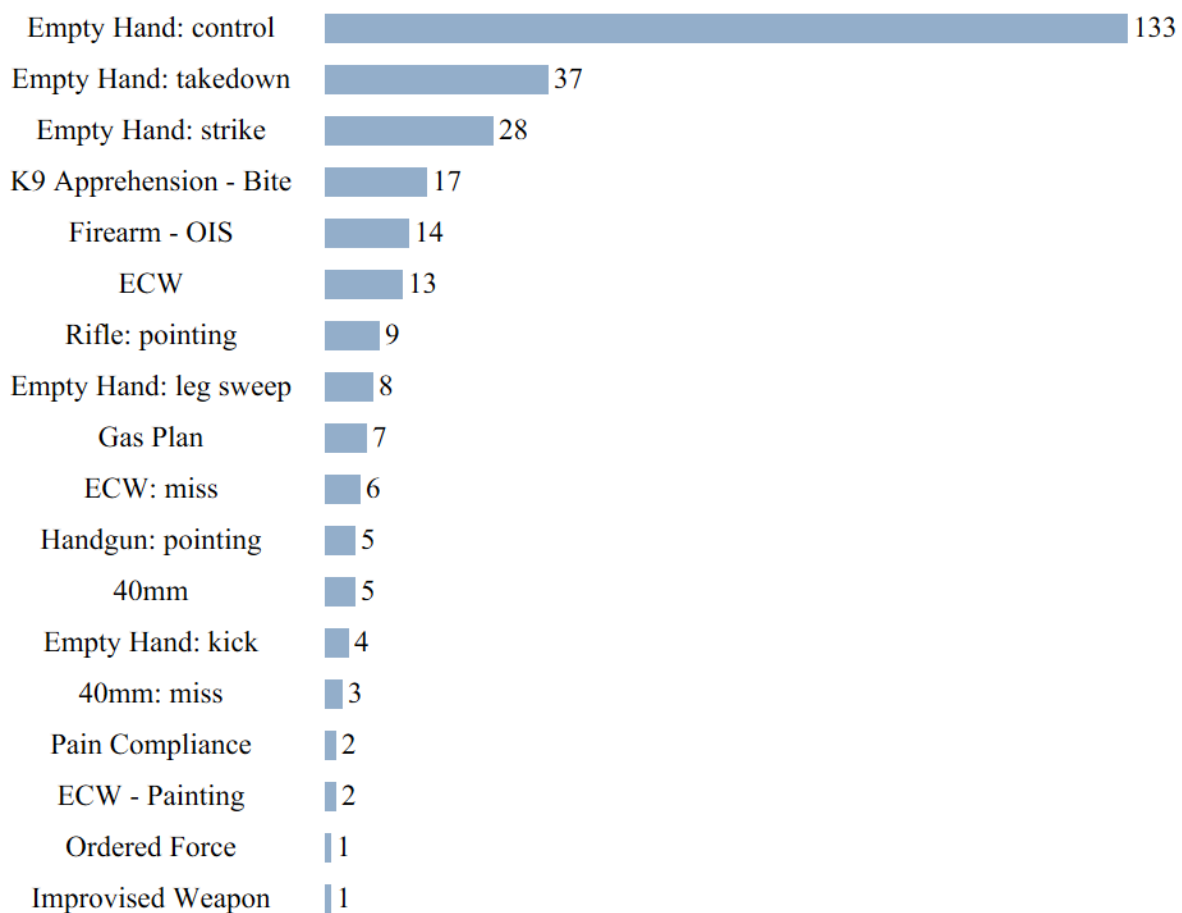
Level of Force by Area Commands

UOF interactions occurred most in the Southeast Area Command (109, 35.9%).



Types of Force Used – Level 3 Interactions

The total counts of the types of force used in the 64 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.” Both 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

The CPOA/CPOAB does not investigate UOF/OIS and In-Custody Death incidents, but 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.

The CPOAB reviewed 13 Level 3 UOF incidents, 11 OIS incidents, and 1 In-Custody Death during this reporting period. Of the 25 cases the CPOA/CPOAB reviewed and discussed, one incident was found to be out of policy. The CPOAB findings affirmed all of APD's findings. 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.⁹

CPOAB UOF/OIS and In-Custody Death Case Review

Case Number	Incident Type	Incident Date	CPOAB Review Date	APD Finding	CPOAB Finding
24-0039795	UOF	05/15/2024	7/10/2025	In Policy	Affirm APD
24-0058826	UOF	07/21/2024	7/10/2025	In Policy	Affirm APD
24-0009062	OIS	02/01/2024	7/10/2025	In Policy	Affirm APD
24-0029624	OIS	04/11/2024	7/10/2025	In Policy	Affirm APD
23-0086360	UOF	10/26/2023	8/14/2025	In Policy	Affirm APD
24-0035405	OIS	04/30/2024	8/14/2025	In Policy	Affirm APD
24-0040107	OIS	05/16/2024	8/14/2025	In Policy	Affirm APD
24-0049691	OIS	06/20/2024	8/14/2025	In Policy	Affirm APD
24-0072743	UOF	09/04/2024	9/11/2025	In Policy	Affirm APD
24-0077318	UOF	09/19/2024	9/11/2025	In Policy	Affirm APD
24-0075982	UOF	09/15/2024	9/11/2025	In Policy	Affirm APD
24-0092613	UOF	11/08/2024	9/11/2025	In Policy	Affirm APD
24-0067214	OIS	08/17/2024	9/11/2025	In Policy	Affirm APD
24-0093346	OIS	11/11/2024	9/11/2025	In Policy	Affirm APD
24-0086447	OIS	10/18/2024	9/11/2025	Out of Policy	Affirm APD
24-0084942	UOF	10/13/2024	9/11/2025	In Policy	Affirm APD
24-0080817	UOF	10/13/2024	10/09/2025	In Policy	Affirm APD
24-0085377	UOF	10/15/2024	10/09/2025	In Policy	Affirm APD
24-0087110	UOF	10/20/2024	10/09/2025	In Policy	Affirm APD

⁹ 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>
CPOA Semi-Annual Report
July – December 2025

24-0105124	OIS	12/22/2024	11/13/2025	In Policy	Affirm APD
25-0006503	OIS	01/24/2025	11/13/2025	In Policy	Affirm APD
24-0098959	UOF	12/01/2024	12/11/2025	In Policy	Affirm APD
24-0101133	UOF	12/08/2024	12/11/2025	In Policy	Affirm APD
25-0007261	OIS	01/26/2025	12/11/2025	In Policy	Affirm APD
25-0006106	In-Custody Death	01/22/2025	12/11/2025	In Policy	Affirm APD

VII. Public Outreach

The Community Policing Councils continued their ongoing community engagement efforts during this reporting period, hosting and participating in a wide range of meetings, presentations, and public events. These efforts culminated in significant collaboration with City leadership, APD representatives, and community stakeholders across all seven area councils.

Key outreach and engagement events included:

- “State of the Department” address delivered by Police Chief Harold Medina to all seven Councils.
- Presentations from City officials, including City Councilor Renee Grout on her anti-Human Trafficking Campaign, Animal Welfare Director Carolyn Ortega on new city animal welfare laws, and ABQ Director of Emergency Communications Jessica Solis, who addressed all seven councils on budgeting, staffing, qualifications, and training.
- Guest presentations by APD personnel including Commander Jason Sanchez on the Compliance and Oversight Board, NE Area Commander Amy Sedler on Balloon Fiesta policing plans, Valley Area Commander Jose Sanchez on law enforcement in city parks, Deputy Chief JJ Griego and Assistant Chief Cecily Barker on demonstrations, camera trailers, and year-end arrest data, NE Crime Prevention Specialist Angie Casias on resident crime deterrence strategies, and NW Crime Prevention Specialist Pete Gelabert on upcoming APD events and business crime assessments.
- Engagements with MDC Warden Kai Smith, who addressed all seven councils on tactical plans, staffing, and budgeting, and DEA Officer Matthew Taylor, who presented on the Agency's Diversion programs.
- Presentations from partner and community organizations, including APS Deputy Director Jasmine Desideiro on changes to the Violence Intervention Program, ACS Community Outreach Manager on the agency's progress since becoming a City agency, Anthony Maez of CNM's Law Enforcement Academy on alternative credentialing pathways for APD and Emergency Communications, Haven Scoggin and Lyle Wineman of NM Corrections' Probation and Parole Division on rehabilitation and community reintegration, and Desiree from ABQ Crimestoppers on the organization's processes, events, and reward programs.
- Specialized briefings from APD Forensic Scientist Kelly Gomez on the DWI process and the role of the APD Scientific Investigation Laboratory, and SGT Orion Murphy of the NE Proactive Response Team on the unit's mission and proactive policing approach.

- Participation in recurring community and APD partnership events including multiple Coffee with a Cop meetings, National Coffee with a Cop events citywide, the Civic Connections APD Volunteer Fest, and the APD bi-annual Block Captains Conference.
- Attendance at the Dismas Charities Luncheon, National Night Out celebrations across the city, the APD Valley Command annual gun buyback event, and three City of Albuquerque Mayoral Forum events.
- Coordination with the Youth CPC through monthly meetings, and participation in City language coordinator events.
- The annual year-end CPC working dinner and yearly CPC discussion with Mayor Tim Keller.
- Attendance at recurring neighborhood civic meetings including multiple Downtown and Nob Hill Echo sessions and the monthly CPOA Board update. The Councils continue to build on these partnerships through sustained public education and outreach, working to strengthen community trust, increase volunteer participation, and support the Department's reform and engagement goals.

Policy Recommendations

The CPOA, CPOAB, and CPCs made *111* policy recommendations across *46* policies at 22 PPRB meetings and during 23 35-day review processes. APD agreed with 68.5% of policy recommendations, and 65.2% were made at PPRB.

The policies with the highest number of recommendations from the CPOA and CPOAB during this reporting period were SOP 1-89: Neighborhood Engagement and Support Team (NEST), SOP 1-64: K-9 Unit, SOP 2-8: Use of On-Body Recording Devices (OBRD), SOP 2-33: Rights and Safety of Onlookers, SOP 2-40: Misdemeanor, Traffic and Parking Enforcement, SOP 2-47: Crashes Involving Department-Issued Vehicles, and SOP 2-86: Auto Theft and Motor Vehicle Theft-Related Investigations. These accepted recommendations largely concerned:

- **SOP 1-89 Neighborhood Engagement and Support Team (NEST):** Adding an explicit prohibition on NEST personnel assisting in the gathering, teardown, or disposal of property during encampment operations, and strengthening language to ensure that enforcement action, including seeking identification, shall not be taken against individuals solely for their presence at the location.
- **SOP 1-64 K-9 Unit:** Addressing consistency between SOP 1-64 and SOP 2-23 (Use of K-9 Unit) regarding verbal warning requirements, deployment authority, and discretionary versus mandatory deployment language. The CPOA/CPOAB also recommended safeguards for K-9 use in misdemeanor deployments.
- **SOP 2-8 Use of On-Body Recording Devices (OBRD):** Recommended correcting a policy gap for vehicle searches with warrants, and raised concerns about the shift of OBRD placement guidance away from chest-level placement to allowing belt-line placement, including its effects on footage quality. APD and CPOA/CPOAB reached a compromise by including the CPOA-recommended “optimal placement” language.

- **SOP 2-33 Rights and Safety of Onlookers:** Recommended that APD retain guidance on what constitutes the "immediate vicinity" following removal of that language in revision, and recommending clearer standards on when personnel may take enforcement action regarding drone usage by onlookers.
- **SOP 2-40 Misdemeanor, Traffic and Parking Enforcement:** Recommending restructuring the mandatory physical arrest criteria to emphasize the limitations for sworn personnel to arrest an individual for misdemeanor traffic violations.
- **SOP 2-47 Crashes Involving Department-Issued Vehicles:** Recommending that crashes involving department-issued vehicles be investigated by sworn personnel rather than non-sworn PSA and TSO personnel. Following a formal letter to the Chief of Police developed in coordination with the Risk Management Division, APD issued Special Order 25-115, which established that crashes involving injury or major damage must be investigated and documented by a sworn officer, limiting Police Service Aides and Transit Safety Officers to minor damage crashes only, with explicit supervisor authorization and review.
- **SOP 2-86 Auto Theft and Motor Vehicle Theft-Related Investigations:** Recommending that APD strengthen permissive 'should' language to mandatory 'shall' language regarding notification to registered owners of recovered stolen vehicles, and that the SOP include explicit procedures for carrying out that notification.

CPOAB Policy Activities

Over the reporting period, there were 6 monthly CPOAB meetings, 6 monthly Policy & Procedure Review subcommittee meetings, and 22 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 discussing policy activities and recommendations, and the CPOAB Policy & Procedure Review Subcommittee may spend the entire hour-and-a-half meeting on policy. Additionally, a CPOAB member attends the weekly PPRB meeting as a voting member, which may last two hours.

CPOAB Member Status

On December 31st, 2025, the CPOAB was partially staffed with four appointed members.

VIII. Commendations

The CPOA received 19 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.¹⁰

¹⁰ Commendations Received by CPOA: <https://www.cabq.gov/cpoa/case-outcomes/commendations>
CPOA Semi-Annual Report
July – December 2025