

# CIVILIAN POLICE OVERSIGHT ADVISORY BOARD (CPOAB)

Wednesday, May 7, 2025, at 5:00 PM  
Vincent E. Griego Chambers

**Zander Bolyanatz**, Board Chair  
**Aaron Calderon**, Board Vice-Chair  
**Eduardo Budanauro**, Board Member  
**Rowan Wymark**, Board Member  
**Diane McDermott**, Executive Director, CPOA  
**Ali Abbasi**, Deputy Director, CPOA

## Members Present:

Zander Bolyanatz, Chair  
Aaron Calderon, Vice Chair  
Eduardo Budanauro  
Rowan Wymark

## Members Absent:

## Others Present In-Person:

Diane McDermott, CPOA  
Ali Abbasi, CPOA  
Katrina Sigala, CPOA  
Valerie Barela, CPOA  
Marteessa Billy, CPC  
Randy Autio, Independent Counsel  
Chris Sylvan, City Council  
Lauren Keefe, City Attorney  
Cmdr. Michael Hernandez, APD  
Cmdr. Scott Norris, APD  
Cmdr. Kenneth Johnston, APD  
Lt. Chandler Huston, APD  
Sgt. Vicente Martinez, APD  
Jeffery Bustamante, ACS

## Others Present via Zoom:

Aja, Brooks, DOJ  
Sharon Walton, APD Police Training  
Dr. Ty Olubiyi, CCO  
Douglas Feierman, CPOA

## Minutes

- I. Welcome, Call to Order and Roll Call.** Chair Bolyanatz called the regular meeting of the Civilian Police Oversight Advisory Board to order at approximately 5:00 p.m., and a roll call of members present was taken. Members Bolyanatz, Budanauro, Calderon, and Wymark were present.
- II. Pledge of Allegiance.** Chair Bolyanatz led the Pledge of Allegiance.
- III. Approval of the Agenda**
  - a. Motion.** A motion was made by Chair Bolyanatz to approve the agenda as written. Vice Chair Calderon seconded the motion. The motion was carried by a unanimous vote.

**For: Bolyanatz, Budanauro, Calderon, Wymark**

**IV. Review and Approval of Minutes.** For more information about minutes from prior Civilian Police Oversight Advisory Board meetings, please visit our website here:

<https://www.cabq.gov/cpoa/police-oversight-board/police-oversight-board-agenda-meeting-minutes>

**a. April 10, 2025**

1. Each board member was provided a website link to review the draft minutes from the Civilian Police Oversight Advisory Board's regular meeting on April 10, 2025.
2. **Motion.** A motion was made by Chair Bolyanatz to approve the minutes as written. Member Budanauro seconded the motion. The motion was carried by a unanimous vote.

**For: Bolyanatz, Budanauro, Calderon, Wymark**

**V. Public Comment.**

- a. Anami Dass was signed up for public comment and was not present during the public comment segment. (*See attached*)

**VI. Reports from City Departments:**

**a. APD**

**1. National Guard Presentation – Commander Mike Hernandez**

- i. Commander Mike Hernandez provided a verbal overview of the National Guard, emphasizing that it was a collaborative effort with City and State leaders to enhance the public safety initiative. He highlighted the roles of the National Guard, noting that they are non-sworn personnel, and discussed their support for Police Service Aids (PSA), assistance with the Prisoner Transport Center (PTC), the Real-Time Crime Center (RTCC), and the Drone program.

**2. Air Support Presentation – Sergeant Vicente Martinez**

- i. Sergeant Vicente Martinez presented and provided a PowerPoint presentation on the APD Air Support Program. (*See attached*)

**3. Internal Affairs Professional Standards (IAPS)– Commander Kenneth**

*Johnston*

- i. A document titled *APD Internal Affairs Professional Standards (IAPS) Division Monthly Report, March 2025*, was distributed to CPOA Board members electronically
- ii. Commander Kenneth Johnston provided a verbal report on open and completed cases in March 2025, mentioning that the average day of completion was 59 days.

**4. Internal Affairs Force Division (IAFD)– Commander Scott Norris**

- i. The APD Monthly Use of Force Report for March 2025 was distributed electronically to CPOA Board members.
- ii. Commander Scott Norris delivered a verbal report detailing the number of use-of-force cases categorized by area command and noting that the highest area commands for Use of Force. He also reported a sharp increase in use-of-force incidents from March 2025 to April 2025. Additionally, he discussed the demographics related to calls for service that contributed to the use of force in February 2025.
- iii. Chair Bolyanatz asked about the distinction between unknown and known uses of force concerning behavioral health. Commander Norris noted he would contact APD Data Analytics to parse those distinctions for next month's report.

**b. ACS- Jefferey Bustamante, Deputy Director**

1. ACS Deputy Director for Policy and Administration Jeffrey Bustamante gave a verbal report on the following:
  - Trends related to calls for service
  - School-based violence intervention program and membership
  - Academy classes
  - Internships
  - Coffee with ACS staff
  - Summer of non-violence kicks off
  - Dance, Dance, Dance, it's a teen thing initiative

**c. City Attorney- Lindsey Rosebrough, Managing Attorney**

1. City Attorney Lauren Keefe was present on behalf of Lindsey Rosebrough, and she briefed the Board on terminating the Court-Approved Settlement Agreement (CASA).

**d. City Council- Chris Sylvan, Council Services**

1. Chris Sylvan provided an update on filling the board vacancy, noting that the CPOA, City Council PIO, and he are still working on the fulfillment.

**e. CPC- Kelly Mensah, CPC Liaison**

1. CPC Office Assistant Marteessa Billy gave a verbal report on the CPC outreach and events (See attached)

**f. Mayor's Office- Doug Small, Director of Public Affairs**

1. No one from the Mayor's office was present.

**g. CPOA- Diane McDermott, Executive Director**

1. Executive Director Diane McDermott verbally reported on CPOA complaint intakes, assignments, APD commendations, monitoring team site visits, letter to the court, new office location, the mediation program, staff position postings, and budget reductions.
2. Chair Bolyanatz inquired about the status of the MOU between the CPOAB and APD union, and Executive Director McDermott provided an update.
3. CPC 195-24 Non-Concurrence. For more information about non-concurrence memos received by APD's Office of Police Reform, please visit our website here: <https://www.cabq.gov/cpoa/case-outcomes/chief-of-police-non-concurrence-letters>
  - i. Ms. McDermott provided her assessment for CPC 195-24 non-concurrence from APD.

**VII. Serious Use of Force Case:**

**a. APD Case #24-0046186 – Eduardo Budanauro**

1. Member Budanauro gave a verbal overview and summary of Serious Use of Force (SUOF) APD Case #24-0046186, noting that there were no concerns with the levels of force used.



2. Deputy Director Ali Abbasi provided his comprehensive review of SUOF APD Case #24-0046186, noting that the CPOA agreed with IAFD findings.
3. Commander Norris provided his observations related to SUOF APD Case #24-0046186.
4. Chair Bolyanatz facilitated Board member feedback on the SUOF Case #24-0046186.
5. **Motion.** A motion was made by Chair Bolyanatz that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #24-0046186. The motion was seconded by Member Wymark. The motion was carried by a unanimous vote.

**For: 4 – Bolyanatz, Budanauro, Calderon, Wymark**

**b. APD Case #24-0054454 – Aaron Calderon**

1. Vice Chair Caledon gave a verbal summary of Serious Use of Force (SUOF) APD Case #24-0054454, noting that the levels of force used were all in policy.
2. Deputy Director Ali Abbasi provided his observations related to SUOF APD Case #24-0054454.
3. Chair Bolyanatz facilitated Board member feedback on the SUOF Case #24-0054454.
4. **Motion.** A motion was made by Chair Bolyanatz that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #24-0054454. The motion was seconded by Member Budanauro. The motion was carried by a unanimous vote.

**For: 4 – Bolyanatz, Budanauro, Calderon, Wymark**

**c. APD Case #24-0049611 – Rowan Wymark**

1. Member Wymark gave a verbal summary of Serious Use of Force (SUOF) APD Case #24-0049611, noting that the levels of force used were all in policy.
2. Deputy Director Ali Abbasi provided his observations related to SUOF APD Case #24-0049611, noting that the CPOA agreed with IAFD findings.
3. Chair Bolyanatz facilitated Board member feedback on the SUOF Case #24-0049611.

4. **Motion.** A motion was made by Chair Bolyanatz that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #24-0049611. The motion was seconded by Vice Chair Calderon. The motion was carried by a unanimous vote.

**For: 4 – Bolyanatz, Budanauro, Calderon, Wymark**

#### **VIII. Officer-Involved Shooting Case:**

##### **a. APD Case #24-0023118 – Zander Bolyanatz**

1. Chair Bolyanatz gave a verbal overview of Officer-Involved Shooting (OIS) Case #24-0023118, noting that an Internal Affairs Force Division (IAFD) investigation noted a possible policy violation.
2. Deputy Director Ali Abbasi provided his comprehensive review of OIS Case #24-0023118, noting that the Executive Director responded to the OIS scene and that communications during the tactical operation highlighted the critical need to share details accurately, leading to policy recommendations. Deputy Director Abbasi also noted that the CPOA agreed with IAFD findings.
3. Commander Norris clarified the types of communications utilized during tactical operations, also addressing the potential policy violations identified related to OIS Case #24-0023118.
4. Chair Bolyanatz facilitated Board member feedback on the OIS Case #24-0023118.
5. **Motion.** A motion was made by Chair Bolyanatz that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD IAFD Investigation for APD Case #24-0023118. The motion was seconded by Member Budanauro. The motion was carried by a unanimous vote.

**For: 4 – Bolyanatz, Budanauro, Calderon, Wymark**

#### **IX. Appeal**

- a. None.

#### **X. Report from CPOAB Subcommittee:**

##### **a. Policy and Procedure Review Subcommittee – Aaron Calderon, Chair**

1. The meeting was held on May 1, 2025, at 3 p.m.
2. Report from Subcommittee
3. The next meeting is on June 5, 2025, at 3 p.m.

- i. Chair Calderon of the Policy and Procedure Review Subcommittee reported that there was a Policy and Procedure Review Subcommittee meeting on May 1, 2025, and that the next meeting will be on June 5, 2025.

## **XI. Discussion and Possible Action:**

### **a. CPOA Semi-Annual Report July 2024 – December 2024 – Gabe Remer, CPOA**

1. Data Analyst Gabe Remer provided a PowerPoint Presentation for the CPOA Semi-Annual Report, July 2024 – December 2024. (*See attached*)
2. **Motion.** A motion by Chair Bolyanatz to approve and submit the draft to the City Council. The motion was seconded by Vice Chair Calderon. The motion was carried by unanimous vote.

**For: 4 – Bolyanatz, Budanauro, Calderon, Wymark**

### **b. CPOA Staffing Study – Gabe Remer, CPOA**

1. Deputy Director Ali Abbasi provided context for the CPOA staffing study.
2. Data Analyst Gabe Remer provided a PowerPoint Presentation for the CPOA Staffing Study (*See attached*) and comprehensively reviewed the study.
3. Executive Director Diane McDermott assessed the new supervisory investigator positions' roles, discussed the 120-day investigation timeline, and discussed the retention of CPOA investigators.
4. **Motion.** A motion by Chair Bolyanatz to approve and submit the draft to the City Council. The motion was seconded by Vice Chair Calderon. The motion was carried by unanimous vote.
5. Independent legal counsel Randy Autio provided guidance on the 120-day investigation timeline initiative.

### **c. APD Policy**

#### **1. Recommendation(s):**

- A. SOP 1-46 (Formerly 6-1-5) Field Training and Evaluation Program (FTEP)
  - i. CPOA Data Analyst Gabe Remer verbally presented policy recommendations for SOP 3-52 (*See attached*)

ii. **Motion.** A motion was made by Vice Chair Calderon to approve the recommendations presented by the CPOA. The motion was seconded by Chair Bolyanatz. The motion was carried by a unanimous vote.

**For: Bolyanatz, Budanauro, Calderon, Wymark**

B. SOP 1-92 (Formerly 6-8) Special Weapons and Tactics (SWAT)

i. CPOA Data Analyst Gabe Remer verbally presented the policy Recommendations for SOP 1-92 (*See attached*)

ii. **Motion.** A motion was made by Vice Chair Calderon that the CPOA Board approves the recommendation to the definition directly from SOP 2-71 Search and Seizure and direct the CPOA to determine the placement of the recommendation form earlier discussion that they submit the recommendation on behalf of the CPOA Board. The motion was seconded by Chair Bolyanatz. The motion was carried by a unanimous vote.

**For: Bolyanatz, Budanauro, Calderon, Wymark**

C. SOP 3-20 Timesheets, Overtime, Compensatory Time, and Work Shift Designation

i. CPOA Data Analyst Gabe Remer verbally presented the policy Recommendations for SOP 3-20. (*See attached*)

ii. Deputy Director Ali Abbasi provided more information on APD checks and balances.

iii. **Motion.** A motion was made by Vice Chair Calderon that the CPOAB approve the motion of asking APD payroll officer to give a manual report removing Personal Identifiable Information (PPI), and to either make it public or direct it to the CPOA/CPOAB, and that the CPOA submit this recommendation on CPOAB's behalf. The motion was seconded by Chair Bolyanatz. The motion was carried by a unanimous vote.

**For: Bolyanatz, Budanauro, Calderon, Wymark**

**2. No Recommendation(s):**

- A. SOP 1-6 (Formerly 4-15) Patrol Ride-Along Program
  - i. There were no policy recommendations for SOP 1-6.
- B. SOP 1-15 Air Support Unit
  - i. There were no policy recommendations for SOP 1-15.
- C. SOP 1-17 Aviation Division
  - i. There were no policy recommendations for SOP 1-17.
- D. SOP 1-48 Fiscal Division
  - i. There were no policy recommendations for SOP 1-48.
- E. SOP 1-54 (Formerly 4-2) Honor Guard Team
  - i. There were no policy recommendations for SOP 1-54.
- F. SOP 1-90 (Formerly 5-1) Investigative Services Division
  - i. There were no policy recommendations for SOP 1-90.
- G. SOP 2-18 (Formerly 2-09) Contact with Individuals with Hearing, Speech, and or Vision Impairments or Disabilities
  - i. There were no policy recommendations for SOP 2-18.
- H. SOP 2-63 Crime Stoppers Investigations
  - i. There were no policy recommendations for SOP 2-63.
- I. SOP 3-15 Sworn Personnel Positions and Seniority
  - i. There were no policy recommendations for SOP 3-15.
- J. SOP 3-40 Civil Litigation Process
  - i. There were no policy recommendations for SOP 3-40.
- K. SOP 3-44 (Formerly 3-24 and 3-45) Review of Completed Administrative Investigation Cases
  - i. There were no policy recommendations for SOP 3-44.

**3. APD Response to Policy Recommendation(s):**

- A. Gabe Remer updated the Board on responses received from APD for SOP 1-13, SOP 1-41, SOP 2-52 (*See attached*)

**d. Police Legislation Presentation Request – Zander Bolyanatz, Chair**

- 1. Chair Bolyanatz requested that the CPOA contact the Inter-Governmental Relations Coordinator to provide the CPOAB with a presentation. The CPOA will contact the Inter-Governmental Coordinator to determine availability.

**e. Working Group to modify Police Oversight Ordinance - Zander Bolyanatz, Chair**

1. Chair Bolyanatz established a working group to modify the Police Oversight Ordinance in collaboration with the CPOA and designated himself and Vice Chair Calderon to serve on the group.

**f. Notice of CPOAB Ad hoc Audit Committee Meeting - Zander Bolyanatz, Chair**

1. Chair Bolyanatz advised the Board that the first CPOAB Ad hoc Audit committee meeting will be held on May 13, 2025, at 3 p.m.

**XII. Other Business**

- a. Chair Bolyanatz requested a presentation from the CPOA regarding the mediation program. Executive Director McDermott noted that the presentation could take place during the June Board meeting.

**XIII. Adjournment.**

- a. **Motion.** A motion was made by Chair Bolyanatz to adjourn at 9:14 p.m. The motion was seconded by Vice Chair Calderon. The motion was carried by a unanimous vote.

**For: 4 – Bolyanatz, Budanauro, Calderon, Wymark**

- b. The meeting was adjourned at 9:14 p.m.

APPROVED:

\_\_\_\_\_  
Zander Bolyanatz, Chair  
Civilian Police Oversight Advisory Board

\_\_\_\_\_  
Date

CC: Isaac Padilla, City Council Staff  
Ethan Watson, City Clerk  
Brook Bassan, City Council President (via email)

Minutes drafted and submitted by:  
Valerie Barela, CPOA Administrative Assistant

DRAFT

## ATTACHMENTS



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**From:** Anami Dass  
**Sent:** Saturday, May 3, 2025 11:50 AM  
**To:** Civilian Police Oversight Agency  
**Subject:** Fw: Public Comment Sign Up CPOAB 5/7 meeting

**This Message Is From an External Sender**  
This message came from outside your organization.

[Report Suspicious](#)

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**From:** Anami Dass  
**Sent:** Saturday, May 03, 2025 11:49  
**To:** oab@cabq.gov  
**Subject:** Public Comment Sign Up CPOAB 5/7 meeting

Hi, I'd like to sign up for public comment at the upcoming CPOAB meeting.

Thank you,

--

Anami Dass



**APD AIR SUPPORT UNIT**



# Unit Composition/Chain of Command

- Chief Harold Medina
- Deputy Chief Joshua Brown
- Commander Ric Ingram
- Deputy Commander Sean Wallace
- Lt. Chris Schroeder
- Sergeant Vicente Martinez (Supervisor and TFO)
- Officer Nicholas Pearson (Pilot)
- Officer Ryan Holets (Pilot)
- Officer Matthew Goff (TFO)
- Brian Ward-Hersee (Pilot)
- Mitchell Cox (Mechanic)
- 3 Collateral Officers

# Law Enforcement Aviation

## Objective:

- To describe the general mission of LE Aviation is.
- What kind of equipment is generally used?
- Show examples of equipment and unit configuration, including a brief history of the unit.
- Show short samples of real-world mission video taken by APD Air Support Unit equipment.

# Law Enforcement Aviation

- LE Aviation falls under “Public Use” and operations tend to be similar to military aviation.
- Most LE ops run under FAR 91, for pilot and maintenance requirements but operations are “Public Use”.
- Some LE Aircraft are former military aircraft that are not “certified civil aircraft” and must strictly adhere to “Public Use” Ops (No Non-Essential Personnel).
- Most every kind of aircraft can be found operating in LE, Light Sport, Paraplanes, Gyrocopters, Helicopters and even large transport aircraft.

# *Primary Mission*

- Provide professional Air Support Patrol services to public safety personnel on the ground.
  - Rolls constantly change due to dynamic situations, but some basic common air Tasking are:
    - Pursuits (vehicle/foot)
    - Surveillance (Stolen Vehicles / Warrant Service)
    - Investigations
    - Searches (SAR, Vehicle Accidents, Plane Crashes, etc.)
    - Large Parties
    - Aircraft Laser Incursions
    - Isolated or Remote Calls (unsafe for officers to approach)
    - Fires (Structures-hot spots, Wilderness Fires Acreage Mapping)
    - ????????????????

# *Primary Mission*

- If put simply, we gather information and provide it to the appropriate resources.
- Before we can provide information, we must acquire it!
- Acquisition of information requires the right equipment and is also impacted by:
  - Overall Safety
  - Weather – Environment
  - Crew Workload / Crew Rest / Crew Proficiency
  - Type of Call

# ***Tools for the Mission***

- Suitable Aircraft for Task
- Properly Trained & Proficient Personnel
- Camera / Flir (Thermal Imaging)
- Gyro Stabilized Binoculars
- Spotlight
- Mapping Systems
- Radios





# *History of the APD Air Support Unit*



# ***History of APD Air Support***

## **1972**

- Acquired a Cessna 172 Sky Sentinel
- Purchased with Federal Grant money
- Used primarily for surveillance
  - Patrol as a secondary function

# 1972 Cessna 172 Sky Sentinel "505"

## Acquired a Cessna 172 Sky Sentinel



# ***History of APD Air Support***

## **1982**

- Acquired a Cessna 182 Sky Lane
- Replaced previous Cessna 172
- Assigned to Special Investigations
  - Used strictly for surveillance
  - Patrol Support no longer provided



# **1982** *Cessna 182 Skylane “505” / “Air5”*

Acquired a Cessna 182 Sky Lane  
Replaced previous Cessna 172



# ***History of APD Air Support***

## **1996**

- Acquired 4 Bell OH58 surplus military helicopters through a Federal LESO program at no cost to the city



# In Military Service in 1977



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# *History of APD Air Support*

## 1996

- Two of the helicopters were refurbished and equipped for patrol support
  - Paid with Federal HIDTA funds





# ***History of APD Air Support***

## ***January 1997***

- Helicopters went into service to provide air support to APD
- A full-time Air Support Unit was established under Field Services
- Airplane was assigned to the Air Support Unit from Special Investigations

# 2001

*Purchased American Eurocopter EC-120B “Air1”*



# *History of APD Air Support*

## *2003*

- Refurbished the Cessna 182
  - New Paint, upgraded 300hp engine, new interior



# *History of APD Air Support*

## **2006**



- Transferred Ownership of Bell OH58's to San Juan County



# 2019

*Purchased Airbus H-125 (“AStar”)*



# “Air 1” April 2025



# 1982 CESSNA 182R Skylane



- Patrol / Surveillance platform
- 300 HP STC Upgrade / STOL / Seats 4
- STC'd as Skydiving Platform
- Aspen EFIS Panel Upgrade
- 3100 max. gross weight, 1125 usable



# ***CANON Binoculars***



- 12x35 power
- Gyro Stabilized
  - Eliminates movement
  - Reduces motion sickness



# Skylane C182R Cockpit



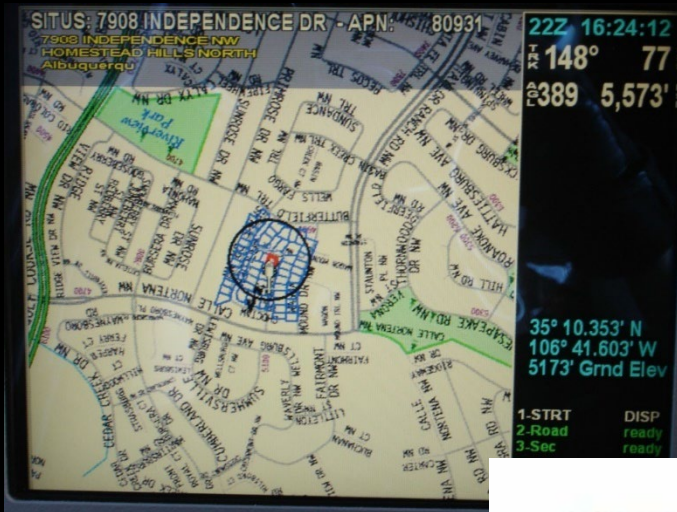
# EC120B “Colibri”



***American Eurocopter  
(Airbus)***



# Air 1 Mission Equipment



- 21yo moving map (not interfaced with camera)
- Flir SD U8000 limited zoom range (upgraded 13yrs ago)
- TFO can see Map or Video not both
- Spotlight / slave to camera
- DVR recording (upgraded from VHS)
- No downlink capability
- No PA system

# *Trakkabeam A800 Searchlight*



## *6 Different Filters*

- *White Light*
- *2 Different IR*
- *Amber Light*
- *Red*
- *Blue/Green*

*Light Output / Power*

*22,500 Lumens*



# Night Vision Goggles



- Provides ability to see in low-light conditions
- Better overall view of scene
- Allows pilots to locate hazards during flight
- Mount to helmet for easy use and transition







# New Night Vision Goggle Technology

- Typical NVG have been “Green Phosphor”, giving a green black scale
- New “White Phosphor” NVG give a black and white (Grey) scale.
- Study's have shown Grey Scale (B&W) NVG give a better degree of detail, overall contrast, full moon similarity and range of shades, this provides more discriminating shades of intensity between white and black than between green and black resulting in better contrast and depth perception then when compared to green phosphor NVG's.



# New Night Vision Goggle Technology



# ***“Air1” FLIR U8000***

## ***Thermal Imaging System***



- Allows Night Vision in the Infrared spectrum (Thermography)
- Remote Controlled by TFO
- CCD/Color Video Camera SD
  - Can only see Video or Map not both together
- Able to record to DVR SD only
- 360\* gyro stabilized
- Can Slave to Searchlight
- 13+ year old technology

# NAT Programmable Radio



- 150 Channel Capability
- Multi-Band
  - UHF
  - VHF
- Can be programmed while in flight
- Capable of talking on multiple freq. at once

# EC-120 Cockpit





# *2019 Airbus H125*



(AS350B3e “AStar”)

# Air 2 Panel



Completion by Hangar One Avionics of Carlsbad, CA



# Air 2 Panel

- Electronic Flight Information System with “Synthetic Vision”
- Attitude Heading Reference System (Solid State)
- Traffic Collision Avoidance System
- Obstacle, Hazard and Terrain Awareness warning system
- Weather
- Safety Bullet Cameras looking rearward and under the aircraft



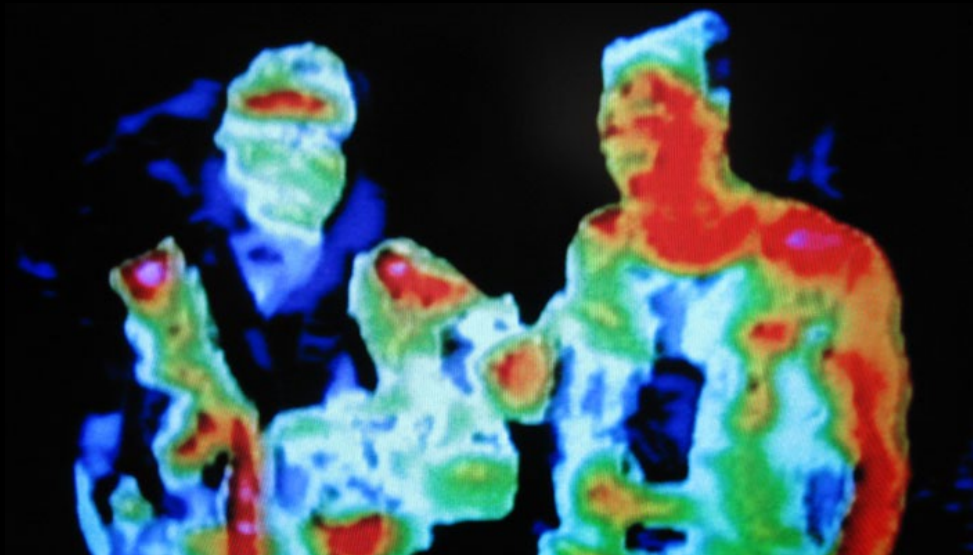
# Air 2 Mission Equipment



- Moving map with video overlay and geo referencing
- Touchscreen Airborne Monitor
- Flir "Sapphire" 380HD with high level zoom
- Spotlight / slave to camera
- DVR recording
- Microwave & Cellular Downlink
- Powersonix PA system

# Thermal Imaging

Some Hollywood Examples are Fairly Accurate



Infrared detectors only “see” the heat given off by objects and persons - it is difficult to recognize individuals.

IR is a passive technology



# Thermal Imaging

Most are Not!



Infrared detectors cannot see through insulated materials like Bricks, curtains or glass.



# ***Helicopter (AIR2 and Air 1)***

## ***Patrol Mission Profile***

- Scheduled patrol 5-6 days per week
- Approx. 3-5 hours flight per shift
- Crew of two for standard flight
- Citywide patrol monitoring all APD channels & area agencies (BCSO,RRPD,VCSO)
- 1000'-1400' AGL
- 65-75 knot cruise speed



# ***Fixed Wing (AIR5)***

## ***Patrol Mission Profile***

- Scheduled patrol 5 days per week
- Approx. 3-5 hours flight per shift
- Crew of two for standard flight
- Citywide patrol monitoring all APD channels & area agencies (BCSO,RRPD,VCSO,NMSP)
- 1000' AGL or Higher
- 80 knot cruise speed

# “Air 1” April 2025



# Air 1 Cockpit







# Air 1 Mission Equipment



- Moving map with video overlay and geo-referencing
- Touchscreen Macro Blue Monitor
- Flir "Sapphire" 380HD with high level zoom
- Spotlight / slewed to camera
- DVR recording
- Microwave & Cellular Downlink
- PA system
- Training TFO Station

# ***Mission Limitations***

- **Weather**
  - Winds, Visibility, Lightning (Airplane)
- **Ambient Light**
  - Reduces NVG
- **Time**
  - Fuel, crew endurance
- **Maintenance**



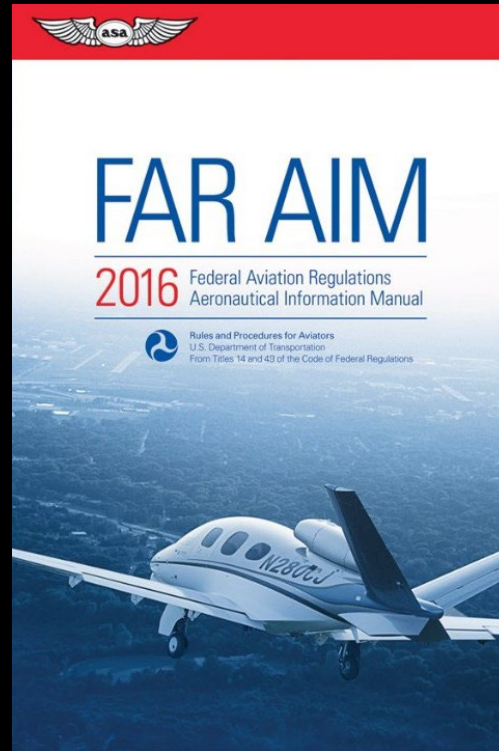












# ***Accomplishing the Mission***

- **Air receives call**
- **Navigate/Locate**
- **Configure A/C for call**
- **Determine tasks/hazards/etc**
- **Documentation**
- **Gets to call early**
- **Assist Units to Area**
- **Advise tasks/hazards**
- **Work the Call**
  - **manage the search**
  - **information flow**

# ***Value of Air Support***

- Virtually ends all high-speed pursuits
  - Tort Claims have awarded over one-half million dollars per incident
- Documents offenders actions
- Documents officers actions
  - Provides accountability through video



# ***VEHICLE PURSUITS***



*FOOTCHASE!!!!!!*





# *PERIMETERS*



# Perimeters & Area Searches

- ◆ Ground Unit Perimeter Position Responsibility
  - ◆ Remain Alert / Observant
  - ◆ Restrict Ingress
  - ◆ Monitor Egress
  - ◆ All Pedestrian and Vehicular Traffic
  - ◆ Challenge Unidentified
  - ◆ No Independent Searches
  - ◆ No Independent Response









*"In Step With Our Community"*

E76

ALBUQUERQUE

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POLICE

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# Laser Incursions

- What were once rare, isolated incidents starting in late 1990's early 2000's have become common occurrences.
- Attributed to small, more powerful handheld lasers becoming widely available at lower costs.
- Due to rise in reports of Laser Incursions, FAA initiated a formal Laser Incursion reporting system in 2005. This was to help build information and a database from information collected by pilots.



# Laser Incursions

- The FAA laser incursion reporting system has reported an alarming trend:

Year	Number of Laser Incidents
2013	3,960
2012	3,482
2011	3,591
2010	2,836
2009	1,527
2008	913
2007	590
2006	384

2014- 3894 Reported Incidents

2015- 7346 Reported Incidents!

2022- 9457 Reported Incident (160 in ABQ)

2023- 7450 As of August – 171 in ABQ

**Aircraft Laser Incursions are on the rise!!!**

# ***APD's Air Unit Roll Laser Incursions***

- Respond to direct laser strikes on department aircraft.
- Respond to reports of laser strikes reported by ATC or other aircraft.
- Utilize camera / FLIR (Thermal Imaging) to locate and pinpoint source.
- Guide ground units to suspect(s).
- Detain subjects, FBI notified and investigates.

## Data Continued

- 2024 Stats
  - 6,879 Priority 1 Calls
  - 630,579 Priority 2 Calls
  - 2,880 Air Support Requests



## Data

- We use a program called Digital Airware
- It tracks maintenance, flight logs, hours, etc
- It also tracks fuel consumption
- Vehicle pursuits
- “Tactical Follows”
- This information can be pulled and exported to an Excel Spreadsheet.
- We also keep track of our calls, flight hours, arrests, etc.

# Pilots

- They complete ground school
- Get certified to fly in a fixed-wing or a helicopter
- For the fixed wing, they must have 100 hours before they fly or be PIC (pilot in command)
- In the helicopter, they have to complete 200 hours in a turbine rotorcraft before they can be PIC

# Tactical Flight Officer (TFO)

- Tested position
- Have to complete training and On-the-Job training (OJT).
- They must complete each phase before they can move on to the next.
- There are 4 phases. Phase I is day shift in the helicopter. Phase II is day shift in the helicopter. Phase III is night shift in the helicopter. Phase IV is alone with any pilot.
- We do hours of ground training.



FLIR SYSTEMS

35°04'11.16" N 106°32'51.08" W

SPD 86 KTS HDG 61 °T

ALT 6870 FT

12/09/22

05:29:06 Z

335°T

W N

35°04'30.18" N 106°33'01.86" W

SPD 21 MPH HDG 169 °T

ELV 5387 FT SLT 2589 FT

LRF L  
LP C

HDIR  
C WH  
FOC MAN  
EXP AUT

W N 48 FT

-16°

275°

GEOPOINT-IA  
INS NAV 0.19°

TRK COR

SLAVE ACTIVE

FLIR SYSTEMS  
35°17'35.68" N 106°36'01.07" W  
SPD 77 KTS HDG 210 °T  
ALT 7310 FT

02/02/23  
02:59:47 Z

LRF L  
LP C

HDIR  
C WH  
FOC MAN  
EXP AUT

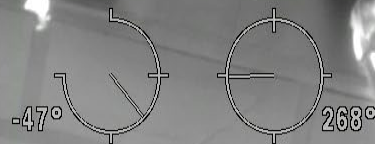
W  N 25 FT

120°T  
E S

35°17'29.12" N 106°35'47.33" W  
SPD 0 MPH HDG --- °T  
ELV 5108 FT SLT 2566 FT

GEOPOINT-IA  
INS NAV 0.34°

TRK COR  
SLAVE ACTIVE





MAIN MENU SEARCH

SPD 101 KTS HDG 62 °T  
ALT 6907 FT

281°T

35°06'32.13" N 106°31'  
SPD 0 MPH HDG  
ELV 5492 FT SLT

KEYBOARD

DECLUTTER

05/04/22  
06:30:40 Z

N

<< BACK

SCREEN

CAMERA

BOTH

LRF L  
LP C

MAP

SLOT

NEAREST

VIEW

X



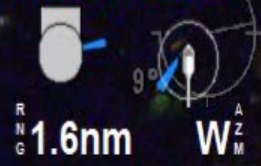
Video Overlay  
HD10

5502'  
N 35° 6.534°  
W 106° 31.982°  
INS NAV 0.21°

Aircraft  
FOC MAN  
06Z 00:30:44  
60° 6,913'  
100 1,133'  
[Fit Trk] 04-May-2022

Location - City/County  
Gimbal:  
ALBUQUERQUE  
BERNALILLO  
COUNTY

ViewLoc Active



Target  
Target Intersectn:  
MENAU BLVD NE  
EUBANK BLVD NE  
ALBUQUERQUE

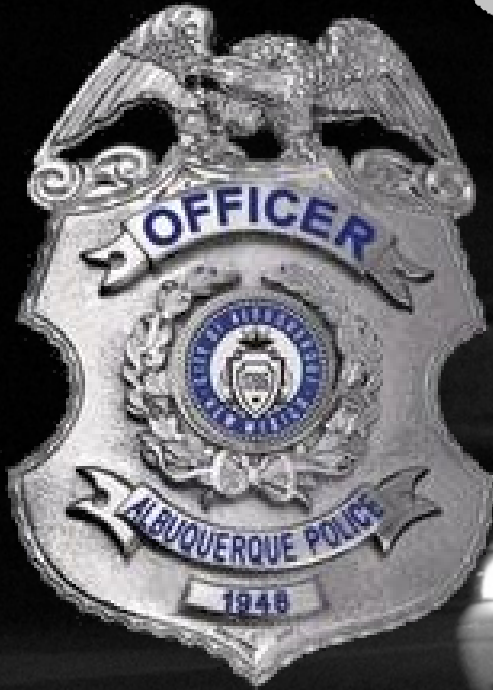
ETA: 00:31:39  
272° 1.5  
LEFT 148°  
ETE: 55sec



# Questions or Comments?



# CONTACT INFORMATION



*Sgt. Vicente Martinez*  
*[vmartinez@cabq.gov](mailto:vmartinez@cabq.gov)*



*Hangar:*

*Double Eagle II Airport*

*7401 Atrisco Vista NW*

*Albuquerque, NM 87121*

*Main Station:*

*400 Roma NW*

*Albuquerque, NM 87107*



**ALBUQUERQUE POLICE DEPARTMENT  
INTERNAL AFFAIRS PROFESSIONAL STANDARDS (IAPS) DIVISION  
MONTHLY REPORT**

**April 2025**



**INTERNAL AFFAIRS PROFESSIONAL STANDARDS DIVISION  
STATISTICAL DATA FOR THE MONTH OF  
April 2025**

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Internal Affairs Professional Standards (IAPS) is responsible for receiving and investigating allegations of misconduct made against the Albuquerque Police Department's employees. The IAPS Division ensures a thorough, impartial, and prompt investigation of allegations to implement transparent fact finding processes and take corrective actions against the employees if investigative findings are sustained. IAPS investigate cases according to SOP 1-62: Internal Affairs Professional Standards (IAPS) Division. For more information on APD's Standard Operating Procedures, see: <http://public.powerdms.com/COA>.

The purpose of this monthly report is to provide the City Administration, APD Executive Staff, the City Council, the Civilian Police Oversight Agency Board and the residents of Albuquerque with the outcomes pertaining to IAPS Investigations. This report provides details on the Total Investigations Opened and Completed, Open and Completed by Area Commands, Total Pending cases and the Average Time Taken (in Days) for case completion during the month. It provides data on cases with Sustained findings along with discipline imposed. Lastly, it includes information pertaining to the SOPs that were reviewed in completed investigations during the month. *Please note: this report excludes the misconduct cases that originate from force investigations, given that these are investigated by Internal Affairs Force Division (IAFD).*

**Total Cases Opened**

**109**

Investigations opened by  
Internal Affairs Professional Standards

**Total Cases Completed**

**110**

Investigations completed by  
Internal Affairs Professional Standards

**Cases Opened**

[By Area Commands]

**68**

Investigations opened by  
Internal Affairs Professional Standards and  
referred to the Area Commands

**Cases Completed**

[By Area Commands]

**62**

Investigations completed by  
the Area Commands

**Pending Cases**

**133**

Investigations pending completion

**Average Days to Completion**

**59**

Average days to completion for  
investigations completed during  
the month

## Completed Cases with Sustained Findings

Total Cases: 68

62% of all completed investigations had sustained findings



### Discipline Imposed for Allegations with Sustained Finding

Each row represents one sustained allegation and one officer may have multiple allegations with discipline

Files	Directives and SOPs	Discipline Imposed
I2024...	3.14. Supervision	Letter of Reprimand
	1.1. Personnel Code of Conduct	Letter of Reprimand
	1.1. Personnel Code of Conduct	Letter of Reprimand
	1.1. Personnel Code of Conduct	Letter of Reprimand
I2024...	2.8. Use of on-Body Recording Devices	Letter of Reprimand
I2024...	2.45. Pursuit by Motor Vehicle	Letter of Reprimand
I2024...	1.1. Personnel Code of Conduct	Verbal Reprimand
	1.1. Personnel Code of Conduct	NDCA
I2024...	2.76. Court	Letter of Reprimand
I2024...	2.76. Court	Letter of Reprimand
I2024...	2.8. Use of on-Body Recording Devices	NDCA
I2024...	2.5. Department Vehicle	Letter of Reprimand
I2024...	2.47. Crash Involving Police Vehicles	Letter of Reprimand
I2024...	1.1. Personnel Code of Conduct	Letter of Reprimand
I2024...	1.1. Personnel Code of Conduct	Terminated
	1.1. Personnel Code of Conduct	Suspension
I2024...	2.8. Use of on-Body Recording Devices	Suspension
	2.8. Use of on-Body Recording Devices	Verbal Reprimand
I2025...	2.76. Court	Letter of Reprimand
I2025...	3.33. Performance Evaluation and Management System (PEMS)	Letter of Reprimand
I2025...	2.8. Use of on-Body Recording Devices	Suspension
I2025...	2.73. Collection, Submission, and Disposition of Evidence and Property	NDCA
I2025...	2.76. Court	Verbal Reprimand
I2025...	3.32. Performance Evaluations	NDCA
I2025...	2.73. Collection, Submission, and Disposition of Evidence and Property	Verbal Reprimand
I2025...	3.41. Complaints Involving Department Personnel	Letter of Reprimand
I2025...	1.1. Personnel Code of Conduct	Verbal Reprimand
	1.1. Personnel Code of Conduct	Letter of Reprimand
	1.1. Personnel Code of Conduct	Verbal Reprimand
I2025...	2.8. Use of on-Body Recording Devices	Letter of Reprimand



## Discipline Imposed for Allegations with Sustained Finding

Each row represents one sustained allegation and one officer may have multiple allegations with discipline

Files	Directives and SOPs	Discipline Imposed
I2025...	2.7. Damage to Civilian Property	Verbal Reprimand
I2025...	2.54. Use of Force: Intermediate Weapon Systems	Letter of Reprimand
I2025...	2.8. Use of on-Body Recording Devices	NDCA
I2025...	1.1. Personnel Code of Conduct	Termination-Resigned
	2.5. Department Vehicle	Termination-Resigned
I2025...	2.5. Department Vehicle	Verbal Reprimand
I2025...	2.5. Department Vehicle	Verbal Reprimand
I2025...	2.76. Court	NDCA
I2025...	1.1. Personnel Code of Conduct	Letter of Reprimand
I2025...	2.5. Department Vehicle	NDCA
I2025...	2.5. Department Vehicle	Suspension
I2025...	2.8. Use of on-Body Recording Devices	NDCA
I2025...	2.5. Department Vehicle	NDCA
I2025...	2.5. Department Vehicle	NDCA
I2025...	2.57. Use of Force: Review and Investigation by Department Personnel	NDCA
	2.5. Department Vehicle	NDCA
I2025...	2.8. Use of on-Body Recording Devices	NDCA
I2025...	2.76. Court	Letter of Reprimand
I2025...	2.5. Department Vehicle	Suspension
I2025...	2.8. Use of on-Body Recording Devices	NDCA
I2025...	1.1. Personnel Code of Conduct	Letter of Reprimand
I2025...	2.8. Use of on-Body Recording Devices	Verbal Reprimand
I2025...	3.30. Line Inspection Process	Verbal Reprimand
I2025...	2.8. Use of on-Body Recording Devices	NDCA
I2025...	2.8. Use of on-Body Recording Devices	NDCA
I2025...	2.8. Use of on-Body Recording Devices	Verbal Reprimand
I2025...	2.73. Collection, Submission, and Disposition of Evidence and Property	NDCA
I2025...	3.21. Scheduled and Unscheduled Leave	Verbal Reprimand
I2025...	2.76. Court	NDCA





## Discipline Imposed for Allegations with Sustained Finding

Each row represents one sustained allegation and one officer may have multiple allegations with discipline

Files	Directives and SOPs	Discipline Imposed
I2025...	3.21. Scheduled and Unscheduled Leave	Verbal Reprimand
I2025...	1.1. Personnel Code of Conduct	Verbal Reprimand
I2025...	2.8. Use of on-Body Recording Devices	Verbal Reprimand
I2025...	2.76. Court	NDCA
I2025...	2.76. Court	Verbal Reprimand
I2025...	2.5. Department Vehicle	NDCA
I2025...	2.76. Court	Letter of Reprimand
I2025...	3.21. Scheduled and Unscheduled Leave	Verbal Reprimand
I2025...	2.76. Court	Letter of Reprimand
I2025...	3.25. Bid Process	Verbal Reprimand
I2025...	2.76. Court	NDCA
I2025...	3.25. Bid Process	NDCA
	3.25. Bid Process	NDCA
I2025...	3.25. Bid Process	NDCA
I2025...	3.25. Bid Process	NDCA
I2025...	2.2. Department Property	Verbal Reprimand
	2.16. Reports	Letter of Reprimand
I2025...	2.76. Court	Verbal Reprimand
I2025...	2.8. Use of on-Body Recording Devices	Verbal Reprimand
I2025...	3.32. Performance Evaluations	Verbal Reprimand
I2025...	2.8. Use of on-Body Recording Devices	No Disciplinary Action



### Standard Operating Procedures Reviewed in Completed Investigations

Directives and SOPs	Count
1.1. Personnel Code of Conduct	37
2.76. Court	20
2.8. Use of on-Body Recording Devices	20
2.5. Department Vehicle	13
3.25. Bid Process	10
3.32. Performance Evaluations	9
1.62. Internal Affairs Professional Standards (IAPS Division)	8
2.54. Use of Force: Intermediate Weapon Systems	3
2.56. Use of Force: Reporting by Department Personnel	3
2.73. Collection, Submission, and Disposition of Evidence and Property	3
3.21. Scheduled and Unscheduled Leave	3
1.5. Harassment/Sexual Harassment in the Workplace	6
2.18. Uncommon SOP	2
2.45. Pursuit by Motor Vehicle	2
2.47. Crash Involving Police Vehicles	2
2.60. Preliminary and Follow-Up Criminal Investigations	2
2.16. Reports	1
2.2. Department Property	1
2.57. Use of Force: Review and Investigation by Department Personnel	1
2.7. Damage to Civilian Property	1
3.14. Supervision	1
3.30. Line Inspection Process	1
3.33. Performance Evaluation and Management System (PEMS)	1
3.41. Complaints Involving Department Personnel	1

### TOP 5 Standard Operating Procedures with Sustained Findings

Directives and SOPs	Count
2.8. Use of on-Body Recording Devices	17
1.1. Personnel Code of Conduct	17
2.76. Court	13
2.5. Department Vehicle	11
3.21. Scheduled and Unscheduled Leave	3

### Directive Details for Sustained SOP 1-1 Personnel Code of Conduct Allegations

Directives and SOPs	Directive	Count
1.1. Personnel Code of Conduct	1.1.4.A.2.b	1
	1.1.4.A.3	4
	1.1.5.A.1	3
	1.1.5.A.5	1
	1.1.5.D.3.a	1
	1.1.6.A.1.b	1
	1.1.6.C.1	6
	<b>Total</b>	<b>17</b>

# **Albuquerque Police Department Monthly Use of Force Report**

**April 2025**



**Prepared by:**

**Data Analytics Unit  
May 6, 2025**

Note: This report presents preliminary information from departmental data. All figures in this report are subject to change as additional information becomes available.





## Total Use of Force Events - April 2025

This report provides a monthly overview of use of force events involving Albuquerque Police Department (APD) personnel. APD is committed to using force to achieve lawful objectives in instances where use of force is objectively reasonable, necessary, minimal, and proportional given the totality of circumstances (see SOP 2-52: Use of Force – General). When force is not consistent with these standards of conduct (SOP 2-52: Use of Force-General), APD takes corrective actions which may include discipline.

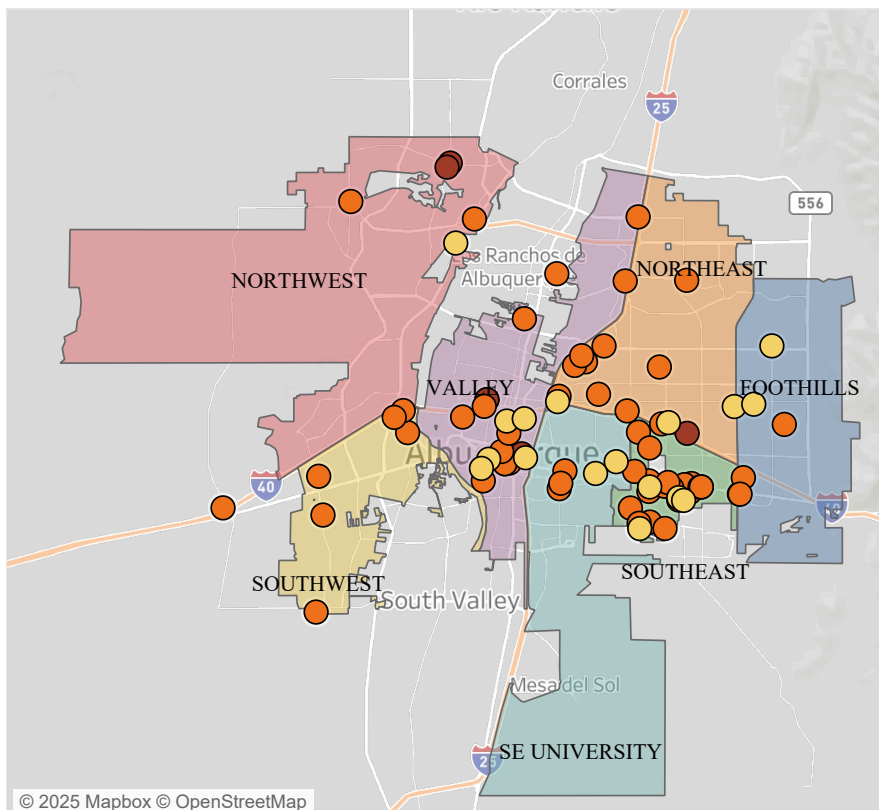
APD's jurisdiction includes the City of Albuquerque which is divided into six Area Commands. In the map below, Southeast Area Command is split into "SE University" and "Southeast". University Area Command is combined with Southeast Area Command in this report until updates to department databases are complete.

Force is categorized into three levels based on APD policy. For more information on APD's Standard Operating Procedures, see: <https://public.powerdms.com/COA>

### Total Use of Force Cases by Area Command and Level of Force

	Force Level			Grand Total
	Level 1	Level 2	Level 3	
Foothills	2	4	0	6
Northeast	3	10	1	14
Northwest	1	2	1	4
Southeast	6	21	1	28
Southwest	0	6	0	6
Valley	4	10	2	16
Out of Area	0	2	0	2
Grand Total	16	55	5	76

### Locations of Use of Force Cases



Force Level  
Level 1  
Level 2  
Level 3

Note: Most force investigations in this report are open investigations since it reflects the previous month of data. As such, figures in this report are preliminary and subject to change as use of force investigations progress.



## Use of Force Totals by Month - Past 12 Months

APD tracks use of force data over time to examine trends in use of force. For annual trends, see APD's Annual Use of Force Reports. This page reports monthly totals of all use of force for APD.

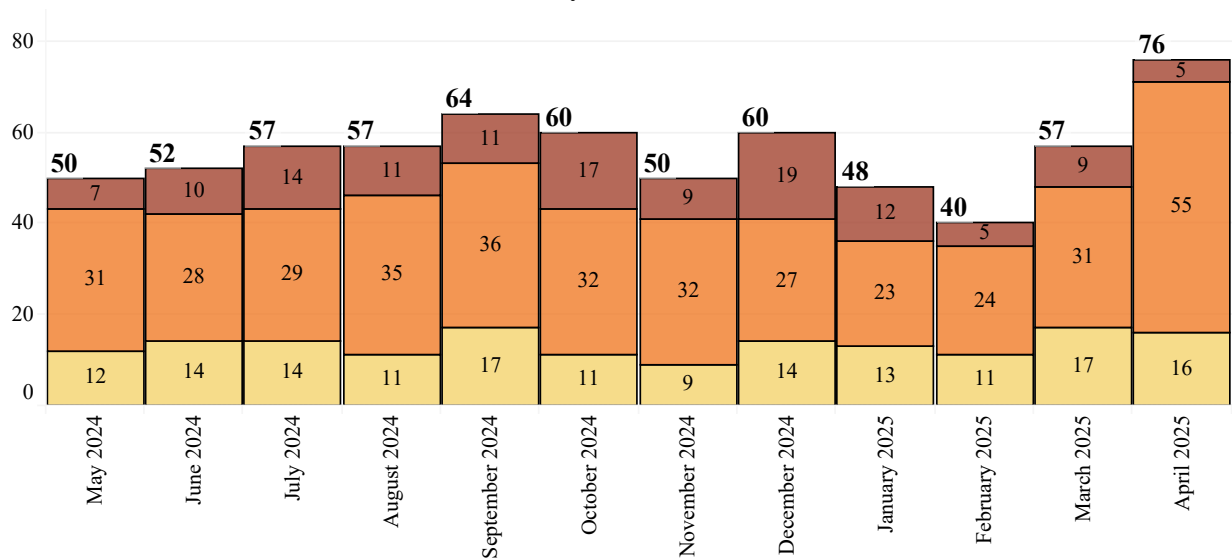
Force Level

Level 3

Level 2

Level 1

Total Uses of Force by Month and Level of Force



Total Uses of Force by Month and Area Command

		May 2024	June 2024	July 2024	August 2024	September 2024	October 2024	November 2024	December 2024	January 2025	February 2025	March 2025	April 2025	Grand Total
Foothills	Level 1	2	3	1	1	4	0	0	0	3	1	4	2	21
	Level 2	2	2	3	2	1	1	3	1	0	5	4	4	28
	Level 3	0	0	1	1	0	1	2	3	1	2	1	0	12
Northeast	Level 1	1	1	2	1	0	0	0	4	4	3	3	3	22
	Level 2	3	6	3	9	8	4	6	2	4	7	8	10	70
	Level 3	1	2	1	3	3	4	1	7	1	2	1	1	27
Northwest	Level 1	0	1	1	0	1	0	2	2	0	0	1	1	9
	Level 2	3	2	3	2	1	6	2	3	0	4	4	2	32
	Level 3	0	1	0	1	1	0	0	1	0	0	0	1	5
Southeast	Level 1	5	6	3	7	1	1	3	3	1	2	6	6	44
	Level 2	13	6	11	9	16	10	8	11	12	3	8	21	128
	Level 3	2	1	3	3	2	10	0	4	3	0	3	1	32
Southwest	Level 1	0	1	2	1	2	2	2	1	1	2	0	0	14
	Level 2	7	4	1	3	2	3	6	4	3	2	3	6	44
	Level 3	2	3	1	0	2	0	2	3	1	1	2	0	17
Valley	Level 1	3	2	5	1	9	7	2	4	4	2	2	4	45
	Level 2	2	7	8	10	7	7	7	6	4	3	4	10	75
	Level 3	2	3	7	3	3	2	4	1	5	0	2	2	34
Out of Area	Level 1	1	0	0	0	0	1	0	0	0	1	1	0	4
	Level 2	1	1	0	0	1	1	0	0	0	0	0	2	6
	Level 3	0	0	1	0	0	0	0	0	1	0	0	0	2
Grand Total		50	52	57	57	64	60	50	60	48	40	57	76	671



## Use of Force Benchmarked Against Calls For Service and Arrests - April 2025

Officers are required to only use force when necessary to achieve a lawful objective. When officers have more contacts with individuals, it is likely that there will be more uses of force. To control for factors that may contribute to higher or lower uses of force in a given month, this page shows the number of uses of force relative to the number of calls for service and the number of arrests made. For a detailed discussion of the method used on this page, see APD's 2023 Annual Use of Force Report. **Total force counts on this page may be higher than the previous page if a case involves more than one use of force in different Area Commands.**

### Calls for Service

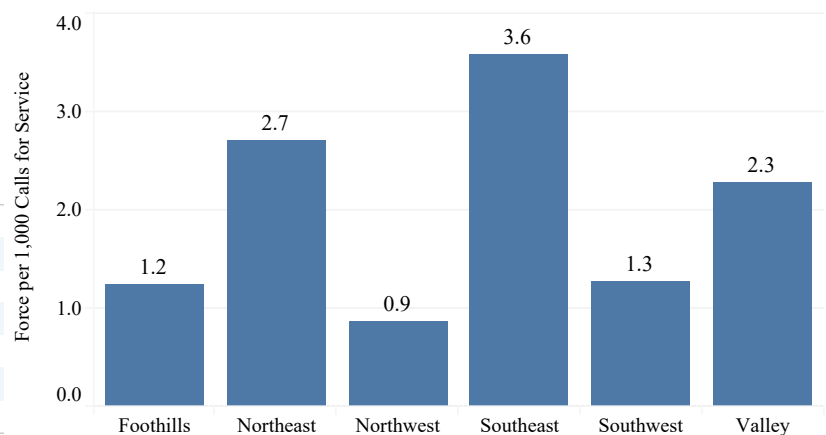
#### Total Calls for Service for Area Commands

Excludes calls for service where contact with an individual was unlikely, see Annual Use of Force report for full methodology.

#### CAD Calls by Area Command, April 2025

Area Command	Total Force Cases	Total CAD Calls	Force per 1,000 Calls
Foothills	6	4,824	1.2
Northeast	14	5,152	2.7
Northwest	4	4,653	0.9
Southeast	28	7,810	3.6
Southwest	6	4,685	1.3
Valley	17	7,485	2.3
Out of Area	2		

#### Force Rate per 1,000 Calls For Service



### Arrests

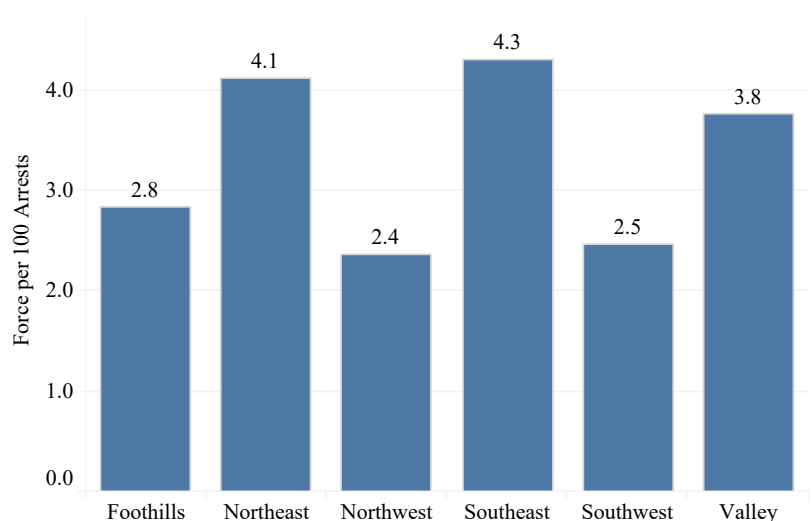
#### Total Arrests for Area Commands

Arrests include custodial arrests and summonses.

#### Force per Arrest by Area Command, April 2025

Area Command	Total Force Cases	Total Arrests	Force Per 100 Arrests
Foothills	6	211	2.8
Northeast	14	340	4.1
Northwest	4	169	2.4
Southeast	28	650	4.3
Southwest	6	243	2.5
Valley	17	451	3.8
Unknown	0	41	0.0
Out of Area	2	28	7.1

#### Force Rate per 100 Arrests

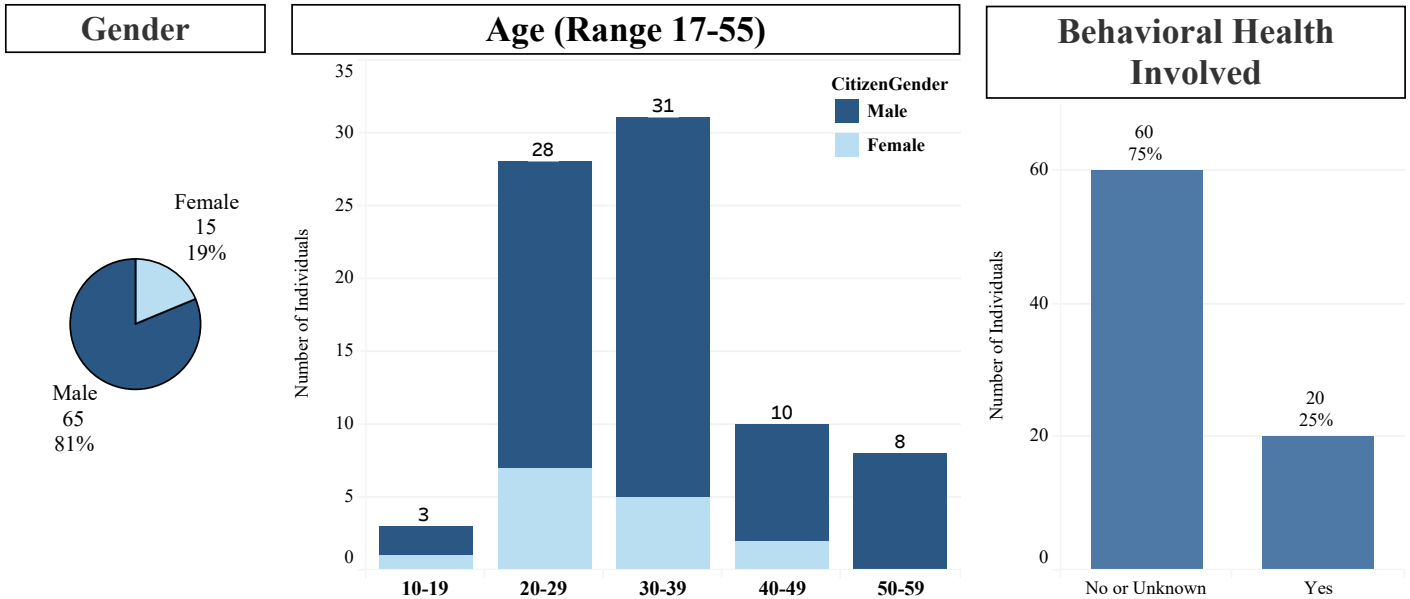




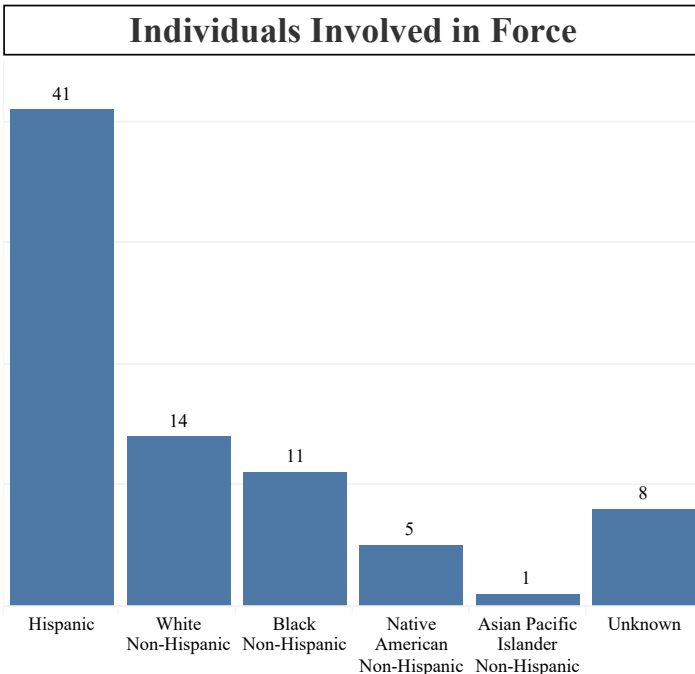
## Demographics of Individuals Involved in Force - April 2025

APD records information about individuals involved in use of force incidents. Citizen information is based on what the individual reported or, if not reported by the individual, on the investigators observations on scene and through review of body-worn camera video. Information may change as investigations progress.

Note: Totals on different characteristics may differ due to missing values being excluded.



### Race and Ethnicity



Force Rate per 100 Arrests, April 2025			
Race/Ethnicity	Total Force	Total Arrests	Force Rate per 100 Arrests
Hispanic	41	895	4.6
White Non-Hispanic	14	678	2.1
Black Non-Hispanic	11	173	6.4
Native American Non-Hispanic	5	218	2.3
Asian Pacific Islander Non-Hispanic	1	19	5.3
Unknown	8	150	5.3

Note: Table shows the number of people involved in force interactions. One person may be counted more than once if they are involved in multiple uses of force.





# Final Call Types and Types of Force Used - April 2025

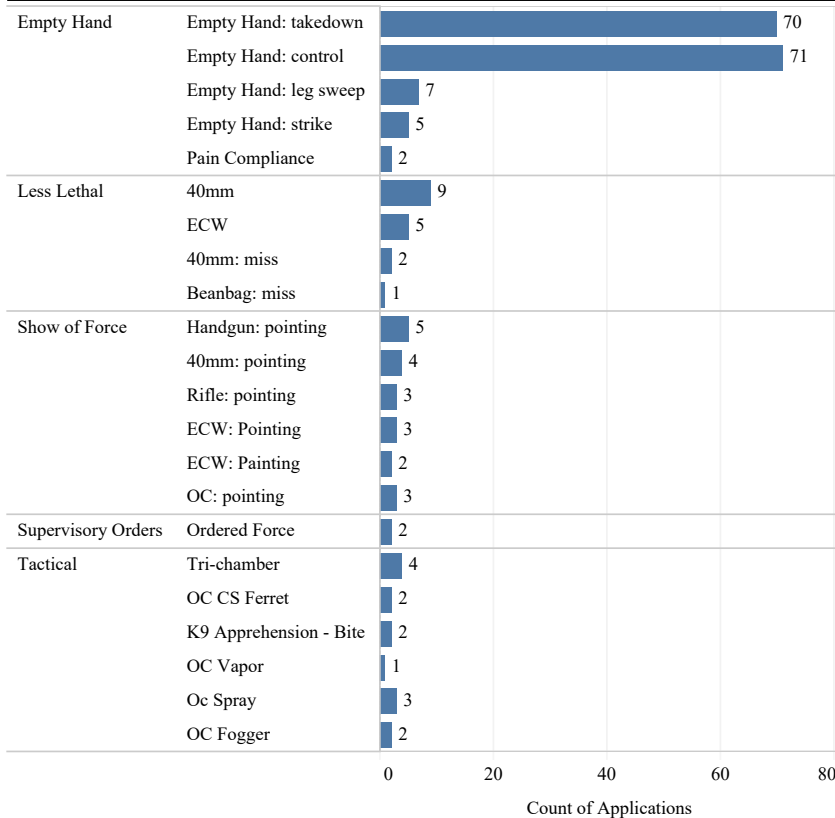
Officers are dispatched to calls for service and the original and final type of call for service are tracked. The table on the right shows the final call types for all calls involving force during the month.

Below, the total number of force applications for each type of force is shown. In any single force case, multiple officers are usually involved and each time a force technique is used, it is counted. For instance, if three officers were involved in a takedown technique with one person, that would be counted as three applications of an "Empty Hand: takedown".

## Final Call Types Associated with Force Events

Aggravated Assault/Battery	2
Automated License Plate Reader	1
Behavioral Health	1
Burglary Auto	1
Burglary Commercial	3
Child Neglect	1
Disturbance	15
Family Dispute	9
Narcotics	2
Shoplifting	2
Stabbing	1
Suicide	4
Suspicious Person(s)/Vehicle(s)	18
SWAT	2
Theft/Fraud/Embezzlement	1
Traffic Stop	5
Wanted Person	8
Grand Total	76

## Total Force Applications for Each Type of Force Used



During April 2025, there were 76 Force Cases with a total of 208 Force Applications.



## Completed Force Investigations - April 2025

APD has two processes for force investigations based on the level of force. Level 1 force is investigated by the Level 1 force investigation unit. The Level 1 unit is required to complete investigations within 24 days (if all extensions are requested and approved).

Level 2 and Level 3 force are investigated by the Internal Affairs Force Division (IAFD). IAFD also investigates any Level 1 force where a Lieutenant or above was involved or Level 1 force if another person at the same event had a higher level of force used. These investigations must be completed within 90-days. All force investigations are investigated to determine whether the actions of the officer(s) involved were consistent with department policy. **Three completed investigations IAFD (Level 2 and Level 3) below had approved extensions to 120 days.**

Level 1 Unit		IAFD (Level 2 and Level 3)	
Total Completed Investigations		Total Completed Investigations	
18		35	
Average Days to Completion		Average Days to Completion	
14.1		85.4	
Minimum Days to Completion	Maximum Days to Completion	Minimum Days to Completion	Maximum Days to Completion
8	21	76	118

### All Force Cases

APD strives to only use force that is objectively reasonable, necessary to achieve lawful objectives, and proportional to the resistance from the individual involved, and minimal based on the totality of the circumstances. APD uses a preponderance of evidence standard to determine whether the force met policy requirements. After investigation, force is deemed in policy when every force technique is used correctly and was found to be reasonable, necessary, proportional, and minimal as defined in SOP 2-52: Use of Force - General. If any officer's force techniques used were determined to be out of policy, the entire force case or interaction is considered to be out of policy.

Dispositions of Force Investigations Completed in April 2025

	Total Force Cases
In Policy	51
Out of Policy	2
<b>Grand Total</b>	<b>53</b>

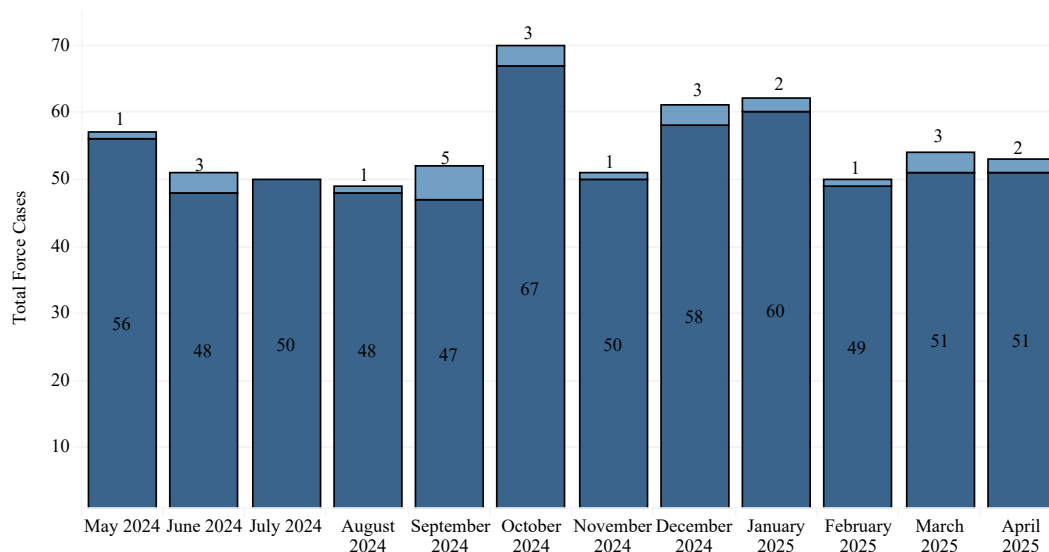
Out of Policy Force Cases by Area Command

Northeast	1
Valley	1
<b>Grand Total</b>	<b>2</b>

### Case Disposition

- Out of Policy
- In Policy

### Policy Outcomes Prior 12 Months



Foothills Meeting: Chief Medina

- Presented his bi-annual report in the four major categories: crime, DOJ, Recruiting, and community engagement

NW Meeting: Joel Long, all volunteer, NM Mounted Patrol.

- Presented the history and operations of the NM mounted patrol
- The law enforcement agencies they assist.

Valley CPC: Discussion on Draft Recommendation on Officer-Involved Shootings

University CPC

- Chief of Staff Mike Hernandez was the guest speaker
- Area commander went over policies – aviation division, and feedback and recommendations from the community can be sent to Kelly.

Westside Business Coalition Meeting, distributed flyers/ Downtown Public Safety Echo/ Block Captain's Meeting, gave information, distributed flyers/ American Legion Job Fair, distributed flyers

Council of Chairs: Area Reports/ Annual Reports due/ Annual Review of Guidelines

- Each CPC presented reports, and the majority of the issues are recruiting members and getting the word out about the meetings
- The annual reports were due at the end of April. The reports will be uploaded to the website once submitted.
- The COC is going to be reviewing the CPC guidelines in the summer, around June, and the CPC members have received the guidelines. If they have any suggestions or changes, they can submit them to Kelly of the chair.

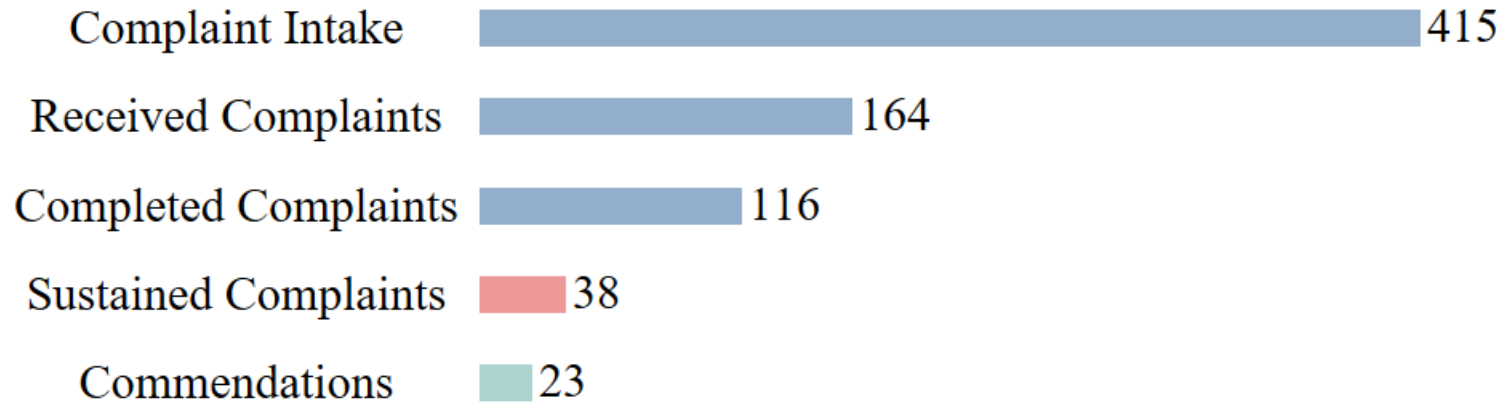
# CPOA SEMI-ANNUAL REPORT

JULY – DECEMBER 2024

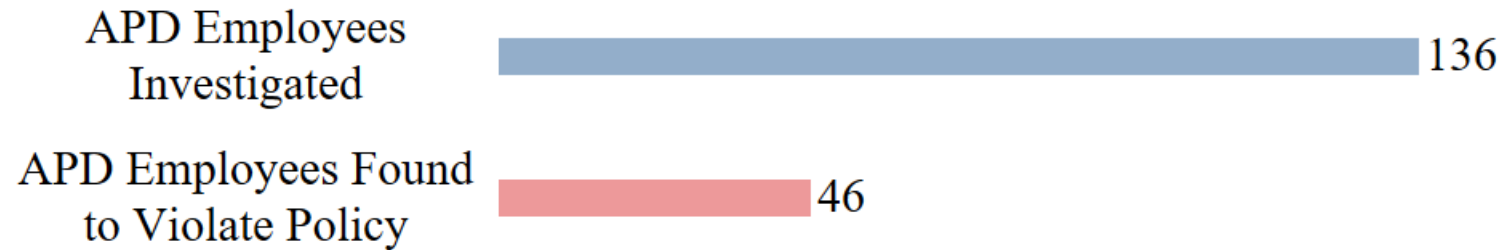
CPOA Board Meeting – 5/7/2025



### Complaints and Commendations



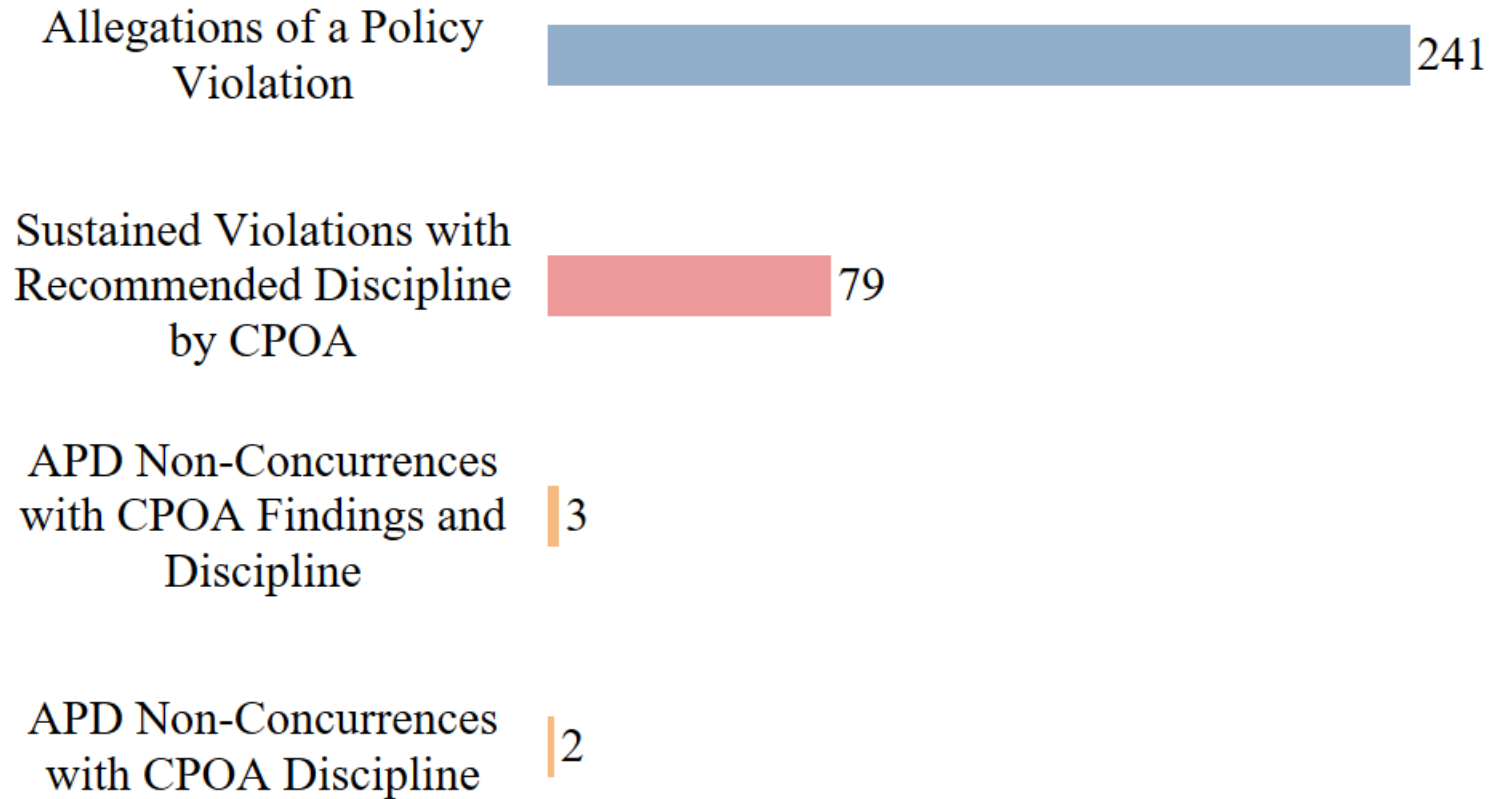
### APD Employees



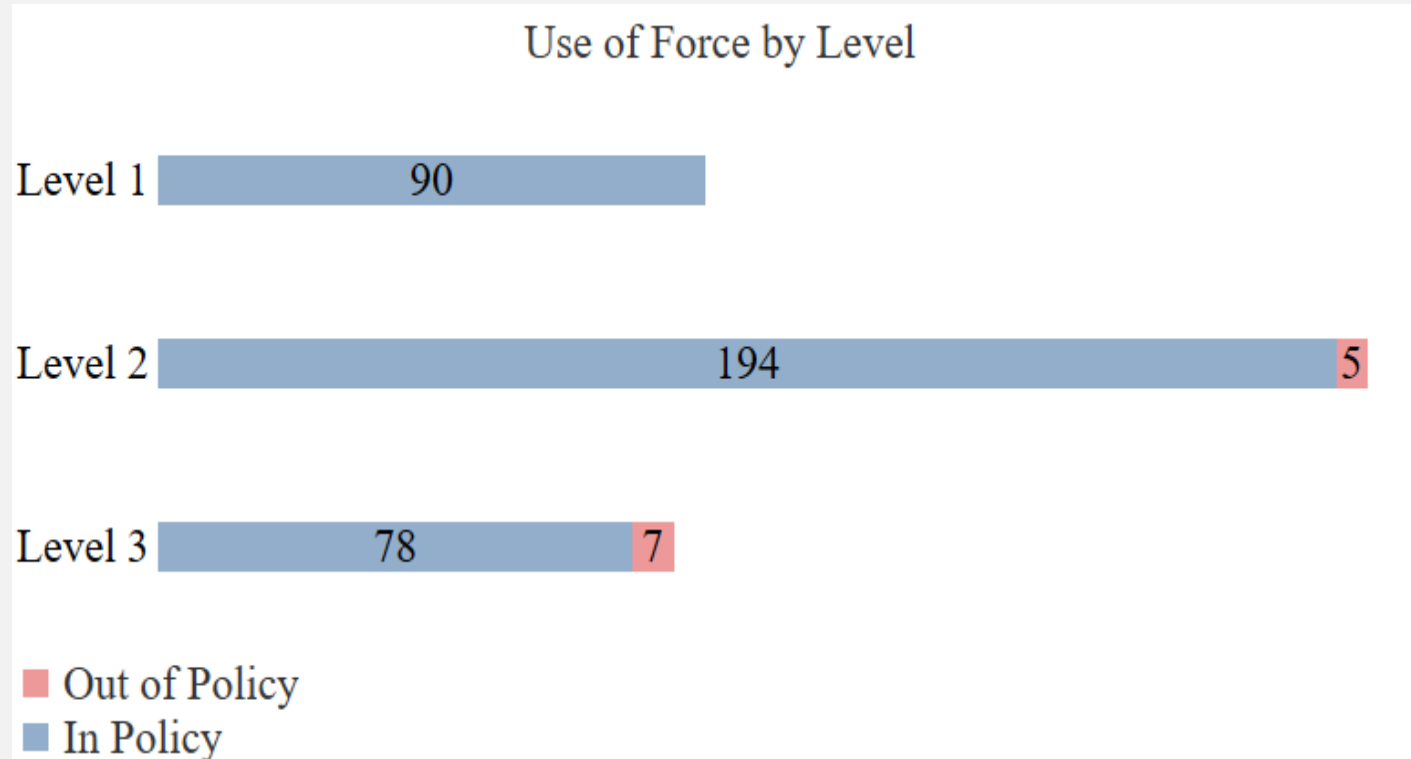
### Complainants



## CPOA Sustained Findings and Non-Concurrences



# Use of Force



## CPOAB Review

**12** Level 3 UOF Incidents

**5** OIS Incidents

**2** In-Custody Death

# Policy Recommendations

- The CPOA, CPOAB, and CPCs made 115 policy recommendations
  - SOPs 2-16 Reports, 2-114 Foot Pursuits, 1-78 Police Service Aide (PSA) Program, 2-21: Apparent Natural Death and Suicide of an Adult
- 6 CPOAB Meetings
- 5 CPOAB Policy & Procedure Review Subcommittee Meetings



“Service Rendered”	# Complaints	# Sustained
Responding to Emergency/Disturbance	24	9
Vehicle Accident	17	10
Traffic Stop	12	5
Neighbor Dispute	9	4
Property Handling	4	4
Unknown	6	2
Family/Custody Dispute	2	2
Ticketing	2	1
Use of Force	2	1

## Breakdown of SOP 1-1 Personnel Code of Conduct Violations

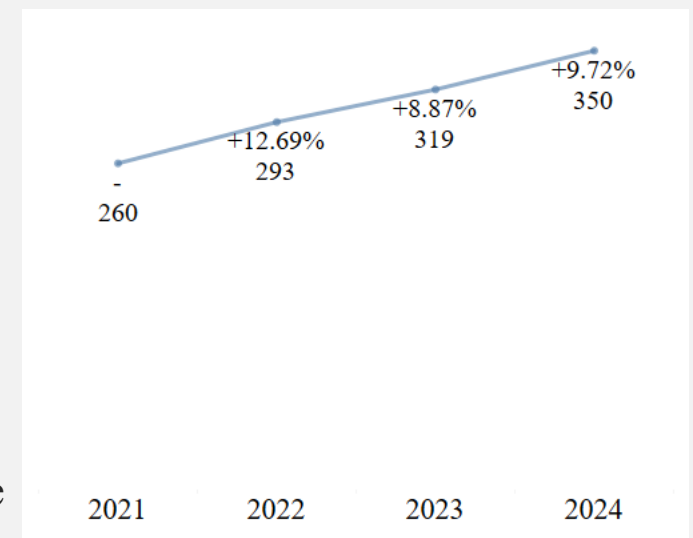
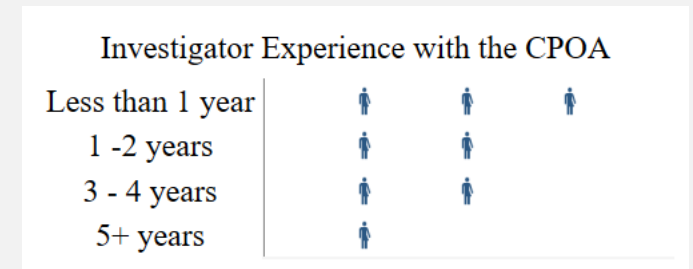
“Violation”	# Sustained
Failure to treat public with respect, courtesy, and professionalism	4
Failure to obey supervisor and department orders	4
Use of profanity, insults, disrespect	3
Failure to act “above reproach” at all times	2
Failure to operate issued vehicle prudently	2
Abuse of authority	1
Failure to obtain information in professional, prompt, and courteous manner	1
Failure to maintain confidentiality	1

# CPOA STAFFING STUDY

CPOA Board Meeting – 5/7/2025

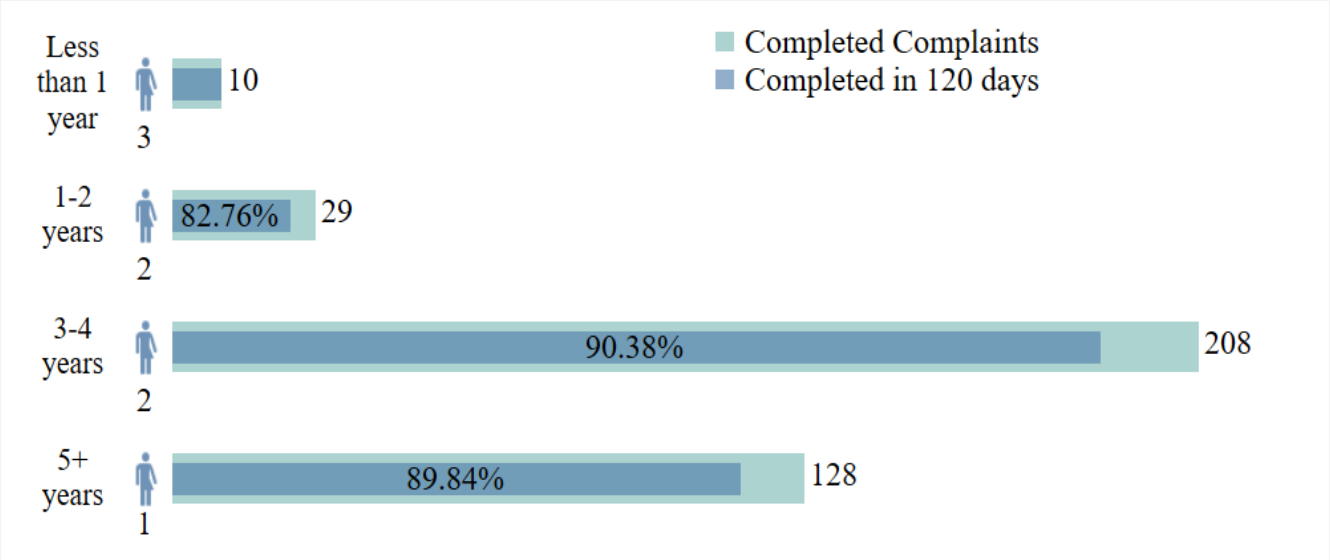
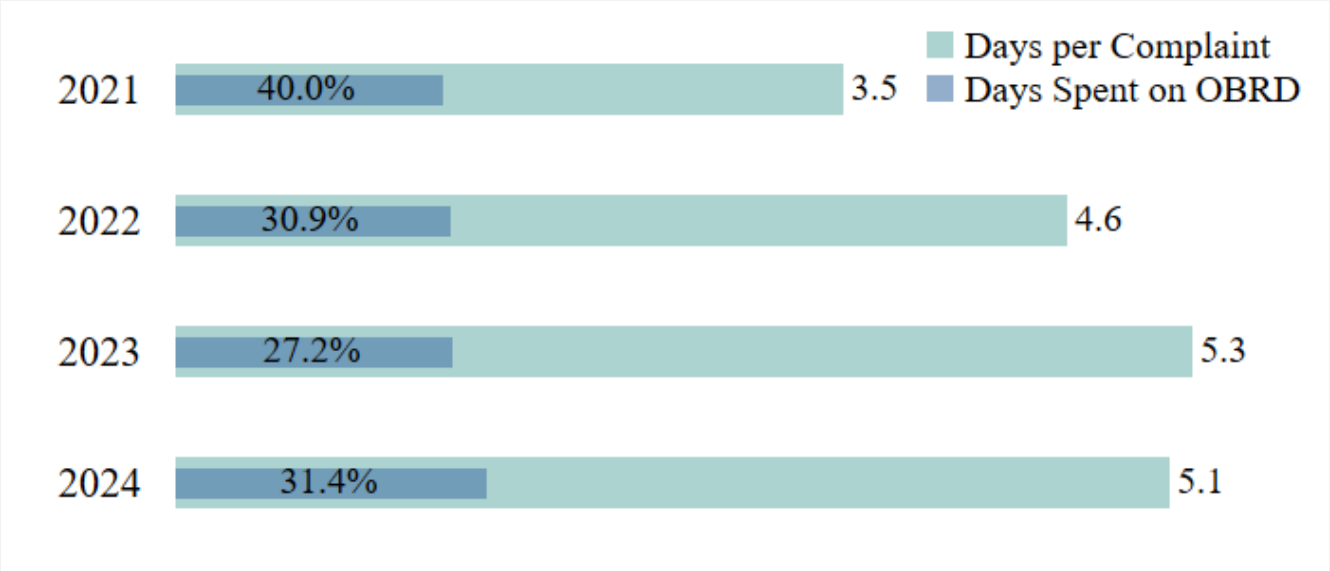
# REASONING AND METHODS

- Why this study was necessary:
  - Increasing Complaints
    - Total complaint volume has increased 30% since 2021
  - Strict deadlines
    - The CPOA is must complete investigation within 120 calendar days
  - Limited Investigative Staff
    - Investigator burnout and turnover impact on efficiency and quality
- Approach and Data used:
  - Workload-based approach
  - Investigator staff size, available working days, time spent reviewing and summarizing OBRD, average case completion times and deadlines, and the number and type of complaints received





- 224 working days/year (expected)
  - 120-calender day deadline
    - 90 day investigations for review
- One case takes 5.1 days (2024)
  - OBRD takes up 1.6 days per case (2024)
- Investigators average 23 active cases (2024)
  - Investigator experience suggests that an optimal caseload is around 10 active cases per investigator



2024

**Albuquerque: 23 cases per Investigator | 8 Investigators | 120 days**

New York: 15 cases per Investigator | 106 Investigators | 18 months

Chicago: 8 cases per Investigator | 80 Investigators | 18 months

Seattle: 6 cases per Investigator | 11 Investigators | 180 days

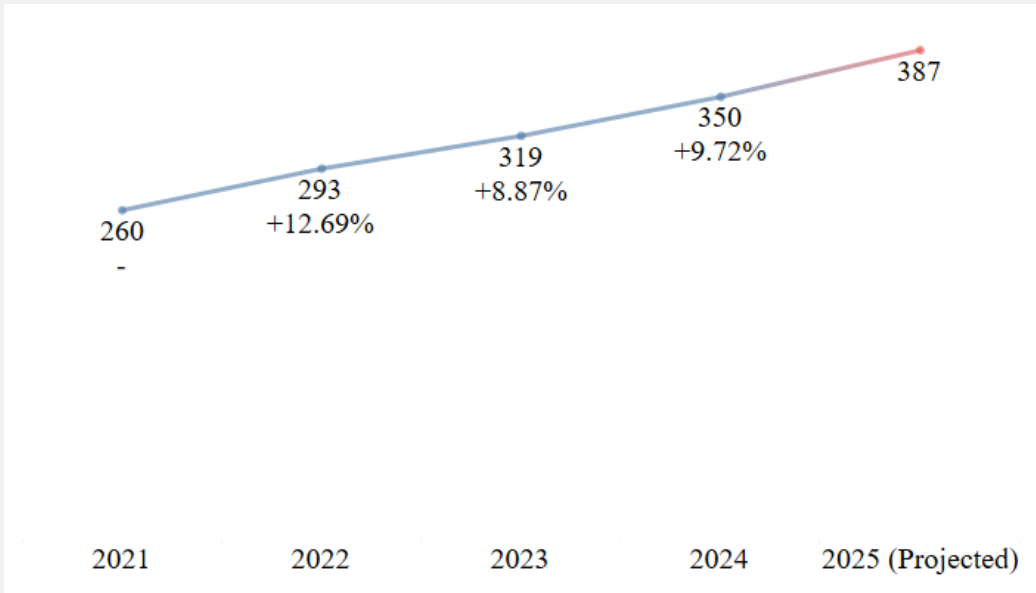
Portland: 3 cases per Investigator | 7 Investigators | 180 days

- 387 complaints projected in 2025.
- Current staffing supports ~250 complaints

So far in 2025...

320+ Intake

105+ Assigned Complaints



Desired Caseload	Complaints per year per investigator (rounded up)	Investigators needed (rounded up)
15	38	11
12	30	13
10	25	16
7	18	23

Calculation:

- Calculate cases completed per year per investigator (without Caseload)
- Adjust for desired caseload
- Determine the total number of investigators needed based on expected total caseload for the year

## RECOMMENDATIONS

Expand the CPOA budget to allow for the hiring of 6 investigators.

Expand the mediation program.

Change the 120-calendar day timeline.

### Additional Considerations:

Statute of Limitations

Restrict Scope of Complaint Investigations

Expand Support Staff





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# SEMI-ANNUAL REPORT

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

DRAFT

CIVILIAN POLICE OVERSIGHT AGENCY

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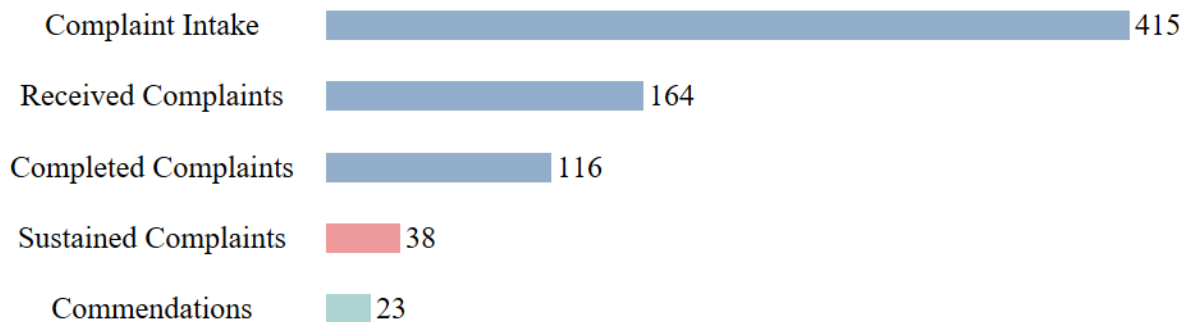
## List of Abbreviations

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	Civilian Police Complaint
CPCs	Civilian Police Complaint
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
OB RD	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
SOPs	Standard Operating Procedures
SNBOOC	Sustained Not Based on Original Complaint
UOF	Use of Force
VNBOOC	Violation Not Based on Original Complaint

## Report Summary

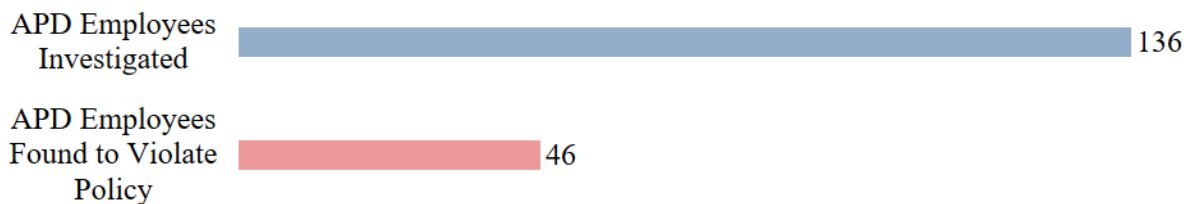
### Complaints and Commendations

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 (40.1%).



### 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.

Allegations of a Policy Violation 241

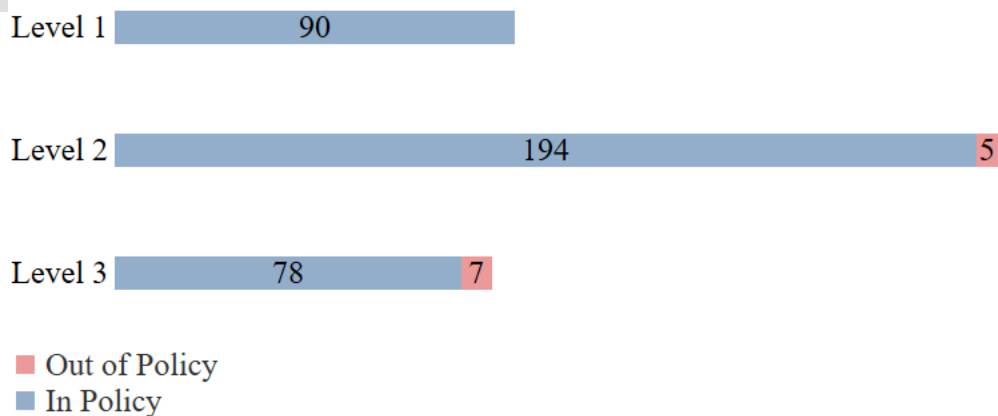
Sustained Violations with Recommended Discipline by CPOA 79

APD Non-Concurrences with CPOA Findings and Discipline 3

APD Non-Concurrences with CPOA Discipline 2

## 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 and may do so 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

<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 ones 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 complaint 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 and the CPOA Executive Director also attend the Policy and Procedures Review

Board (PPRB) meetings to finalize and vote on the SOPs before they reach the CPOAB for 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 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 missingness 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. Additionally, the UOF data presented in this report

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.

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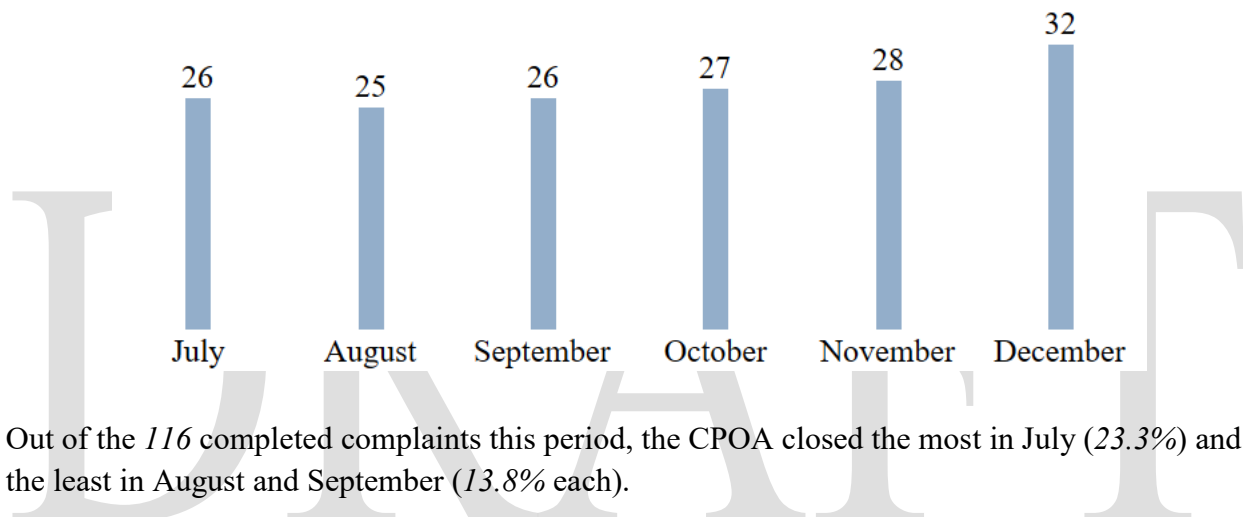


## II. Complaint Details

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.

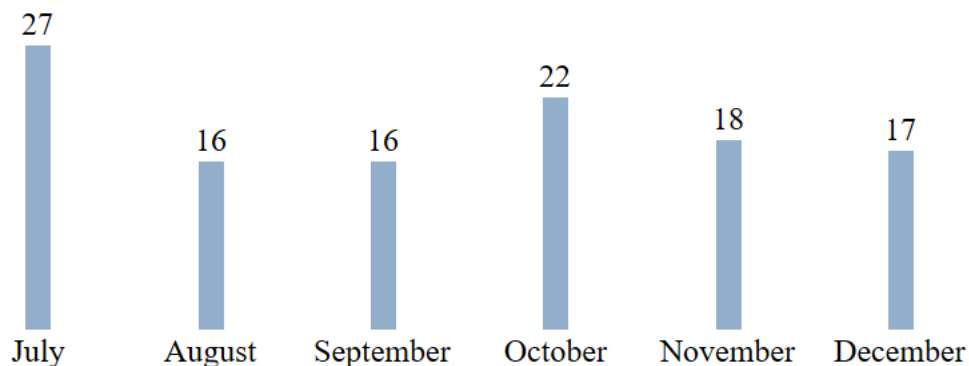
Out of the 164 received complaints this period, the CPOA received the most in December (19.5%) and the least in August (15.2%).

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).

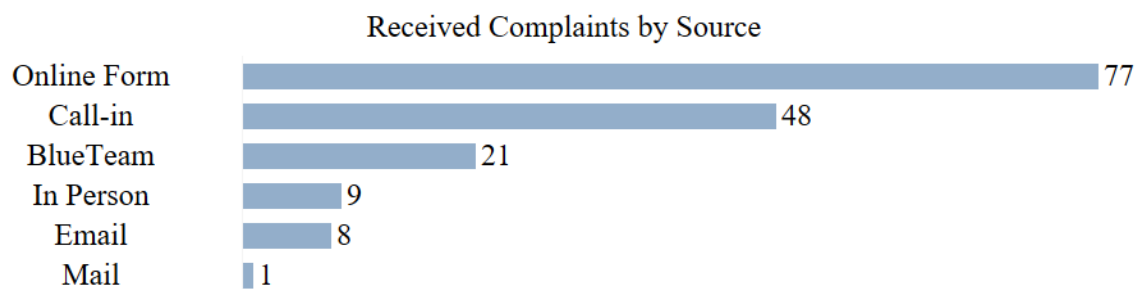
Complaints Completed by Month



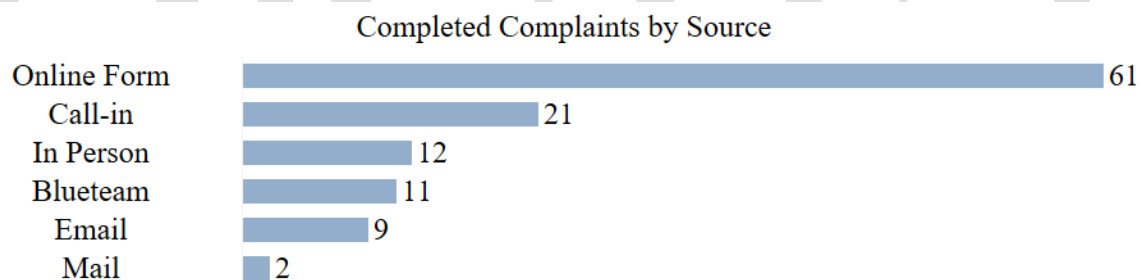
## Complaint Sources

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%).

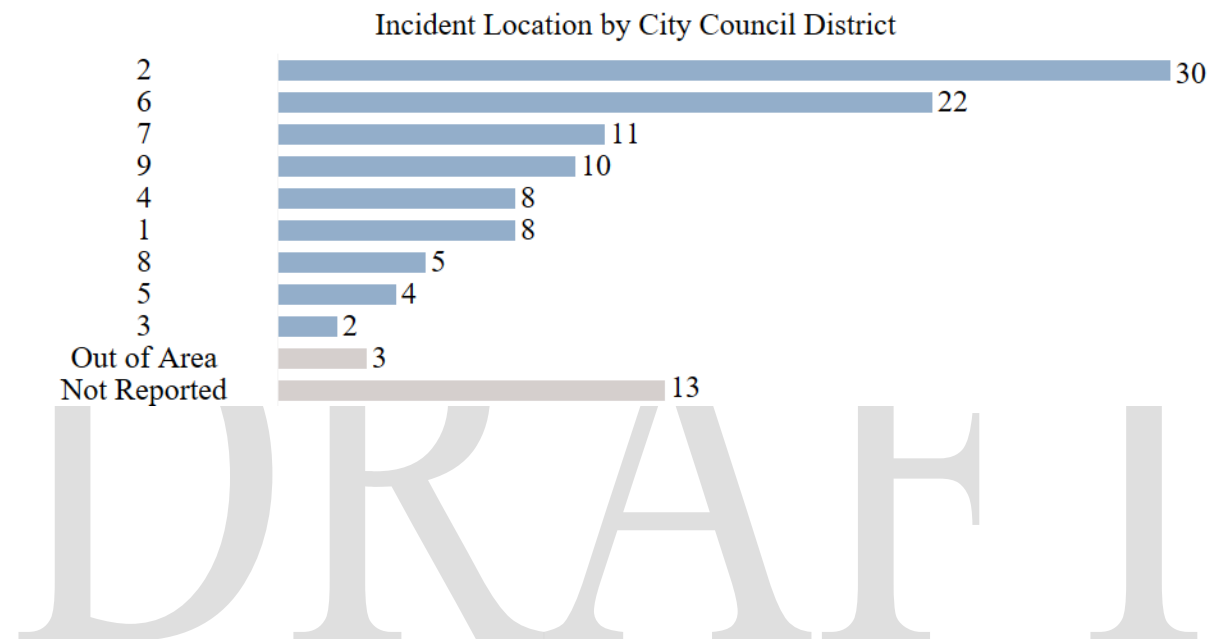


Most of the 116 complaints completed during the reporting period were submitted online (52.6%).

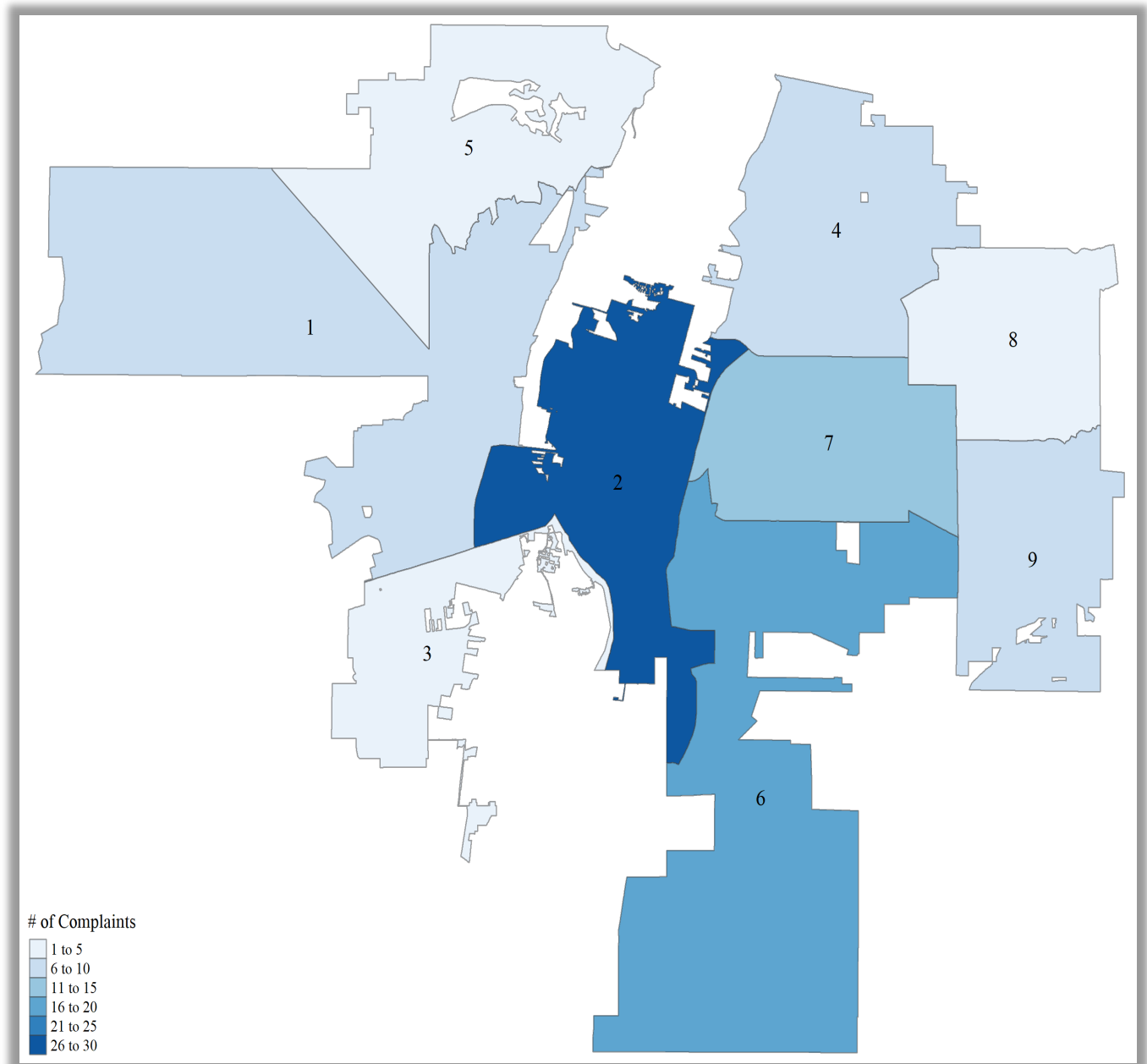


## Complaints by City Council District

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.”

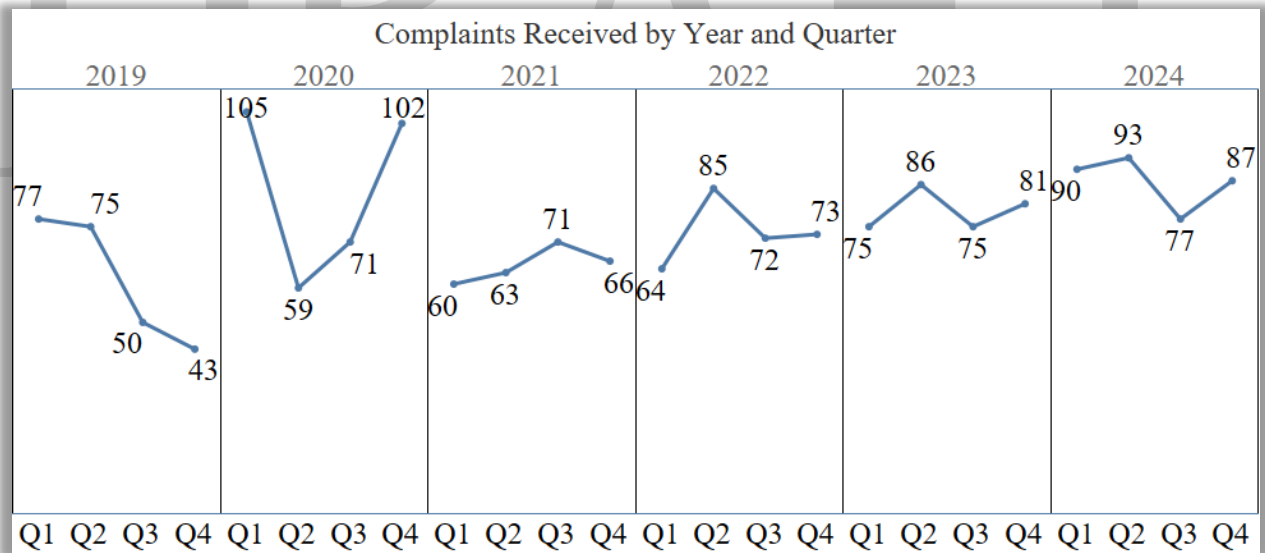


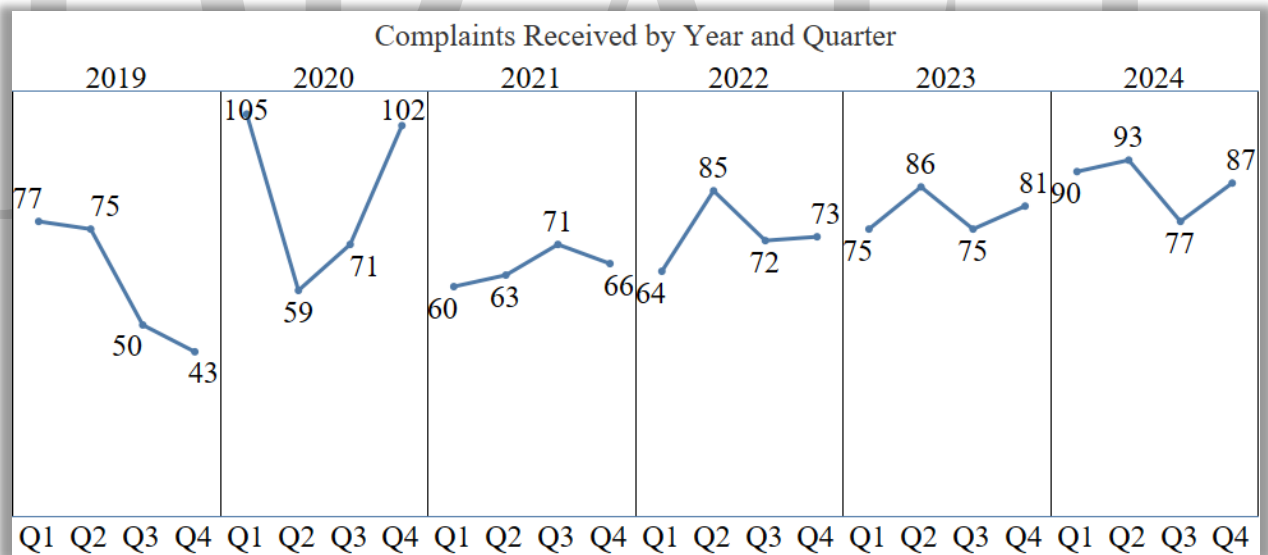
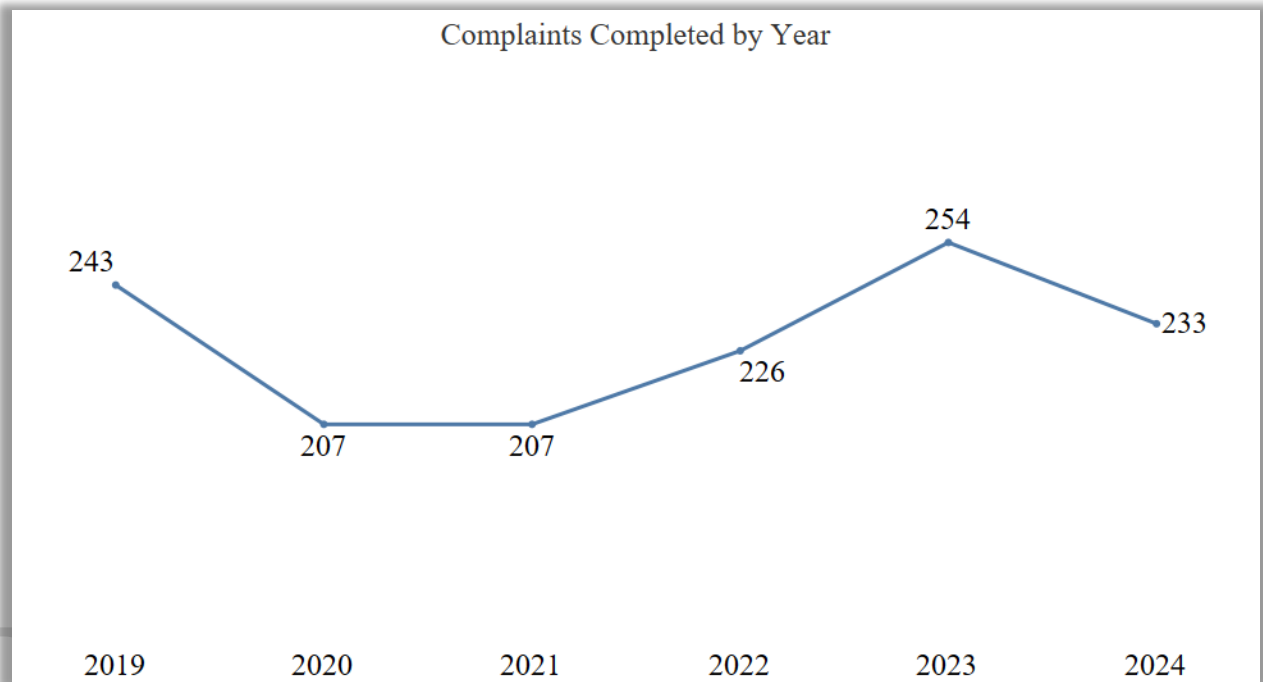
## Incident Location – City Council District Map





## Complaints Trend

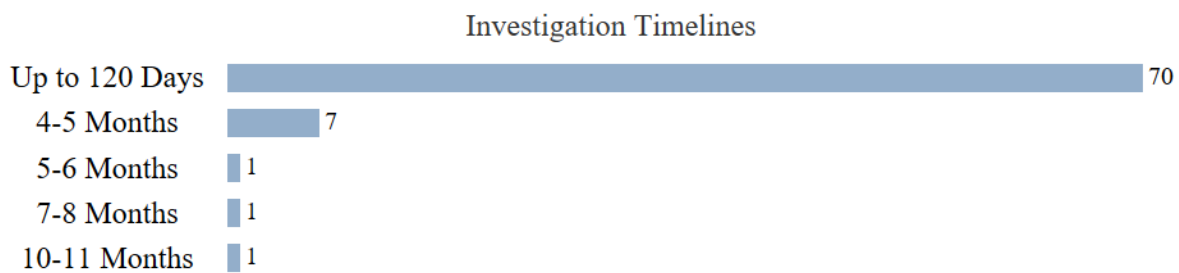




## Investigation Completion Timeline

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 26 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.

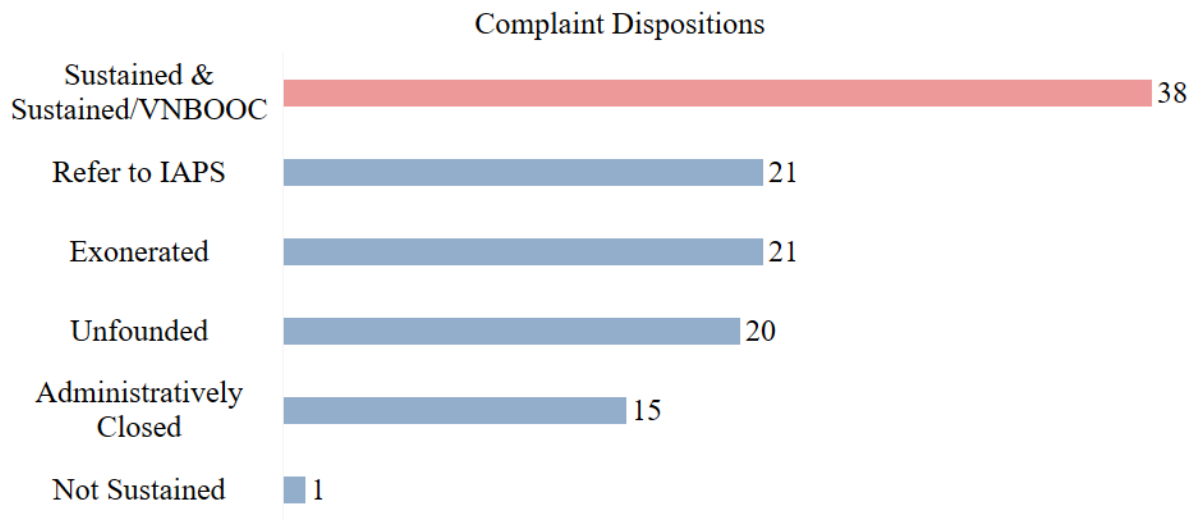


The CPOA receives a high volume of complaints, necessitating a triage process to manage them effectively. Due to the number of submissions and limited investigation personnel, the CPOA must prioritize complaints based on their urgency, severity, and likelihood of violation. This prioritization can result 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 20.3%.





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>  
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## Findings and Discipline Imposed by APD in Sustained Complaints

APD upheld 70 Sustained or Sustained VNBOCC 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/VNBOCC	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 proposed 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 (67.9%) 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 (41.1%). 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 9 (8.1%), while the number of employees who violated policy increased by 6 (14.0%).

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

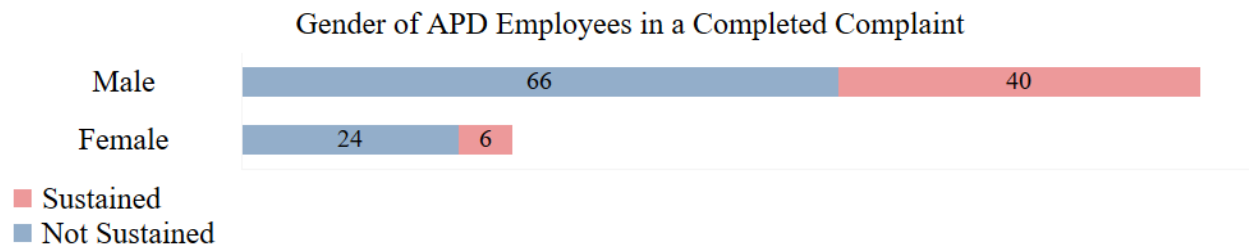
Number of Complaints	Number of Employees Involved
66	1
20	2
9	3
2	4
2	5
1	7

Number of Complaints Associated with Multiple Employees

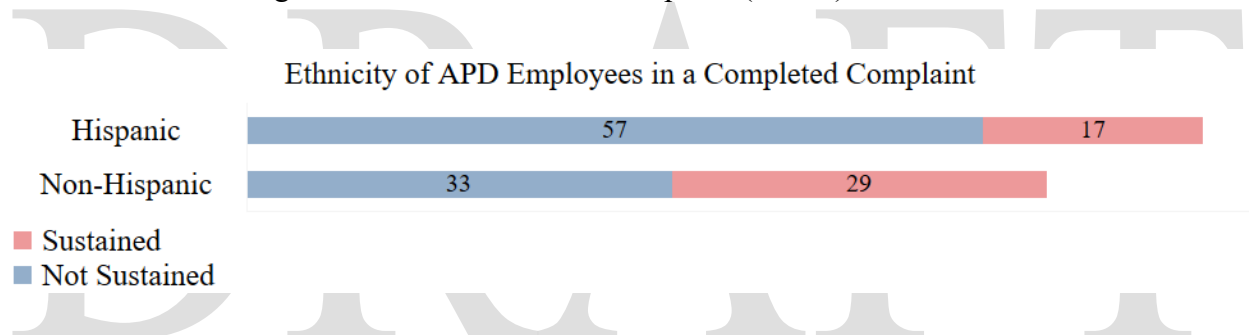
Number of Employees	Times Involved
118	1
15	2
2	3
1	4

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

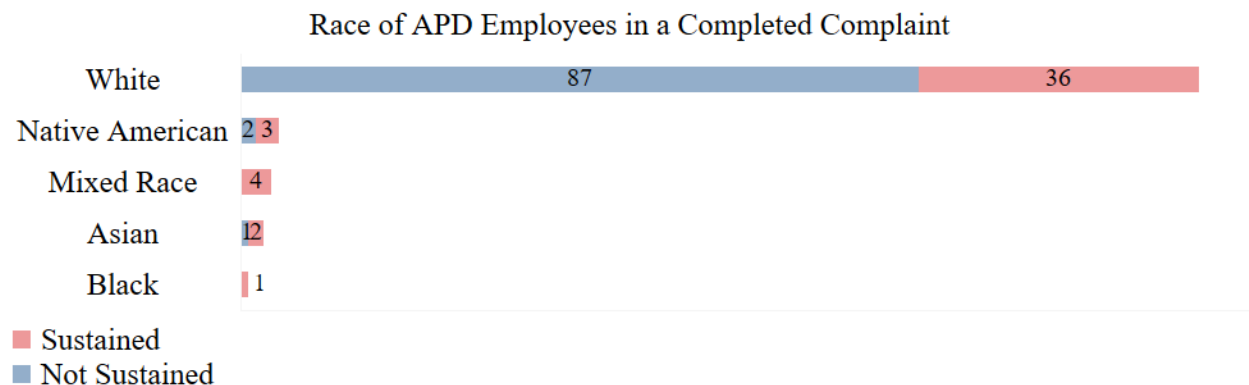
Most of the 136 APD Employees cited in a complaint identified as male (77.9%), and of the 46 APD employees with sustained findings, the vast majority also identified as male (87.0%).



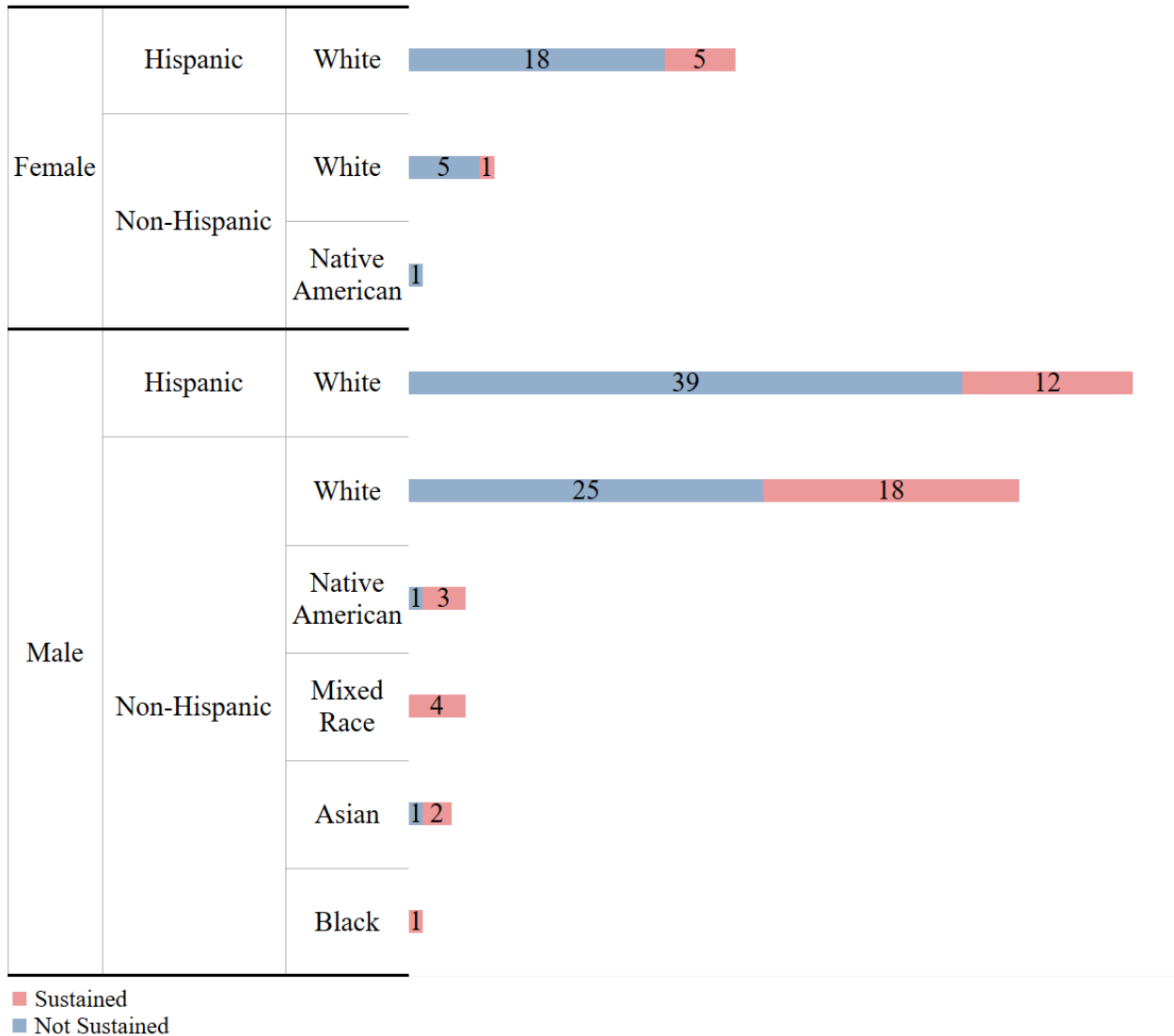
74 APD employees cited in complaints identified as Hispanic (54.4%), and of the 46 employees with sustained findings, most identified as Non-Hispanic (63.0%).



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%).



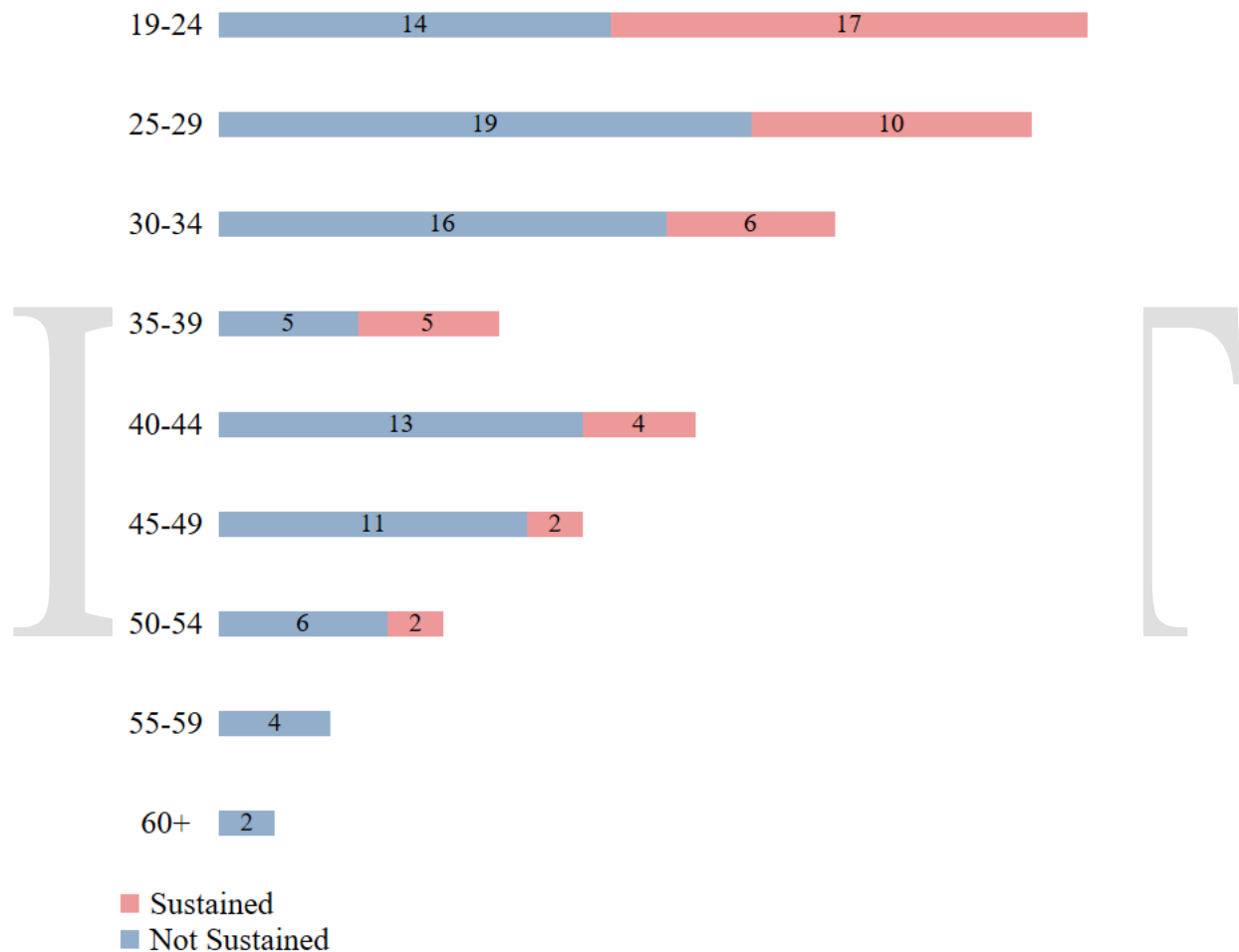
Demographic Breakdown of APD Employees in a Completed Complaint



## Employee Median Age

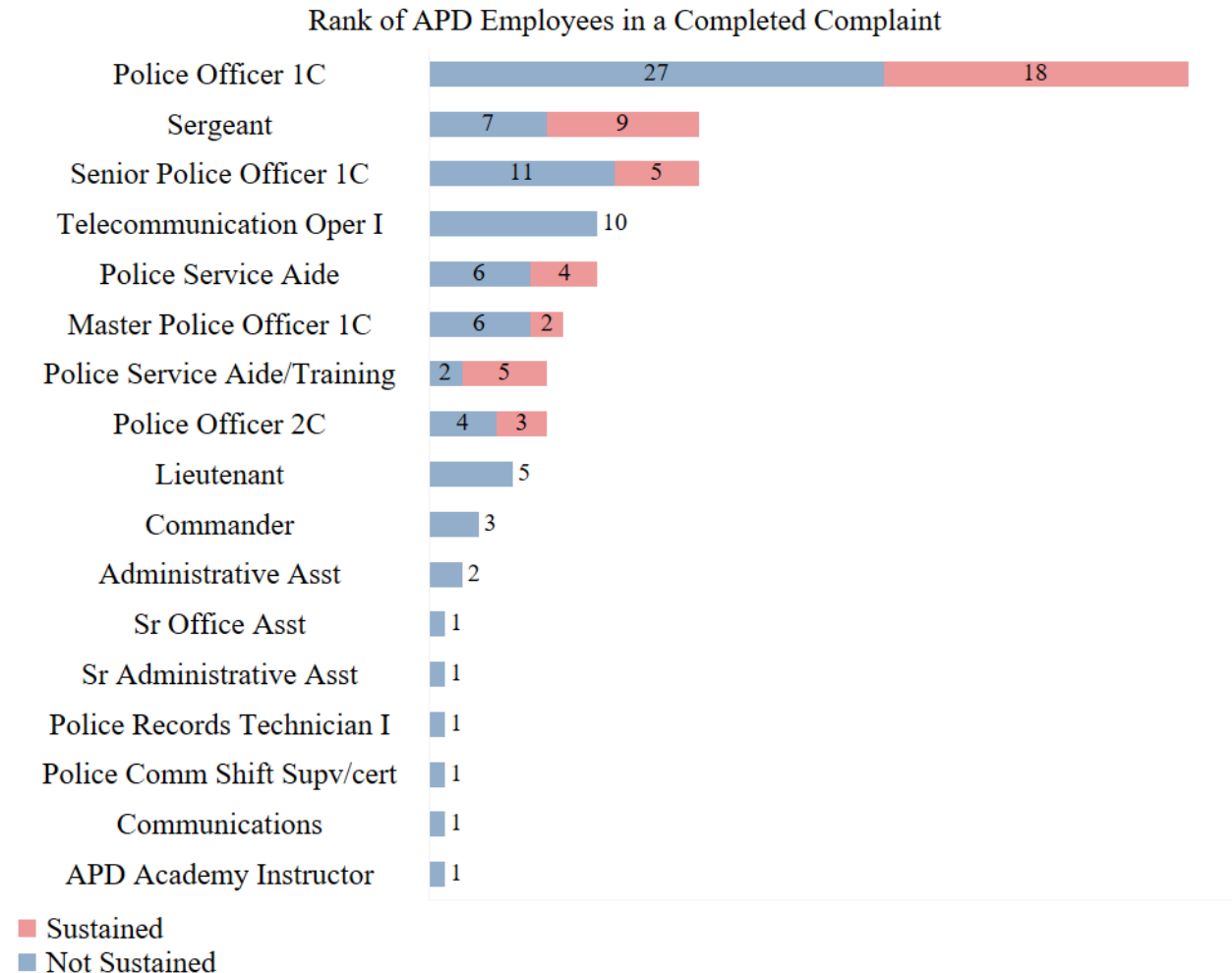
Many employees cited in a complaint fall in the 19 – 24 (22.8%) and 25 – 29 (21.3%) age ranges. The youngest APD employees were 19 (5 total), and the oldest were 65 (2 total). Out of the 46 APD employees with sustained findings, many were in the 19 – 24 age range (37.0%).

Ages of APD Employees in a Completed Complaint



## Employee Rank

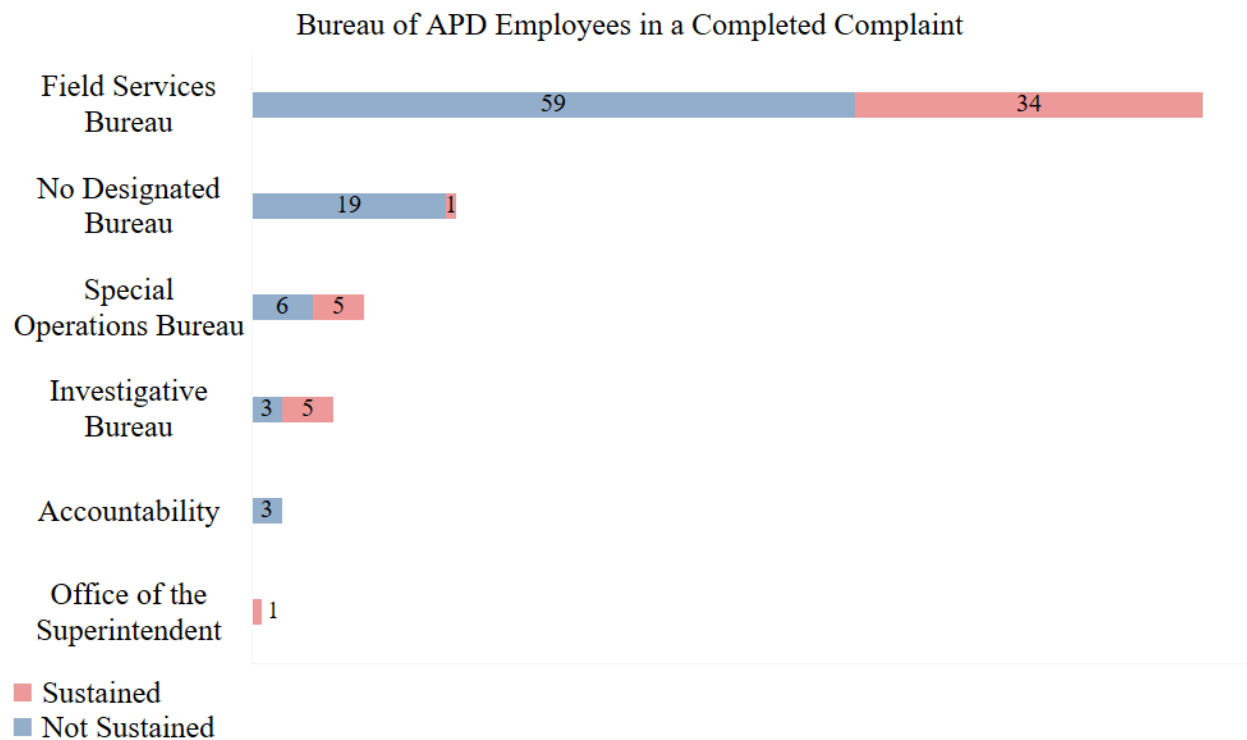
Of the 136 employees cited in a complaint completed during this reporting period, 45 held the rank of Police Officer 1<sup>st</sup> Class (33.1%). Of the 46 employees with sustained findings, Police Officer 1st Class also had the most sustained findings (39.1%).





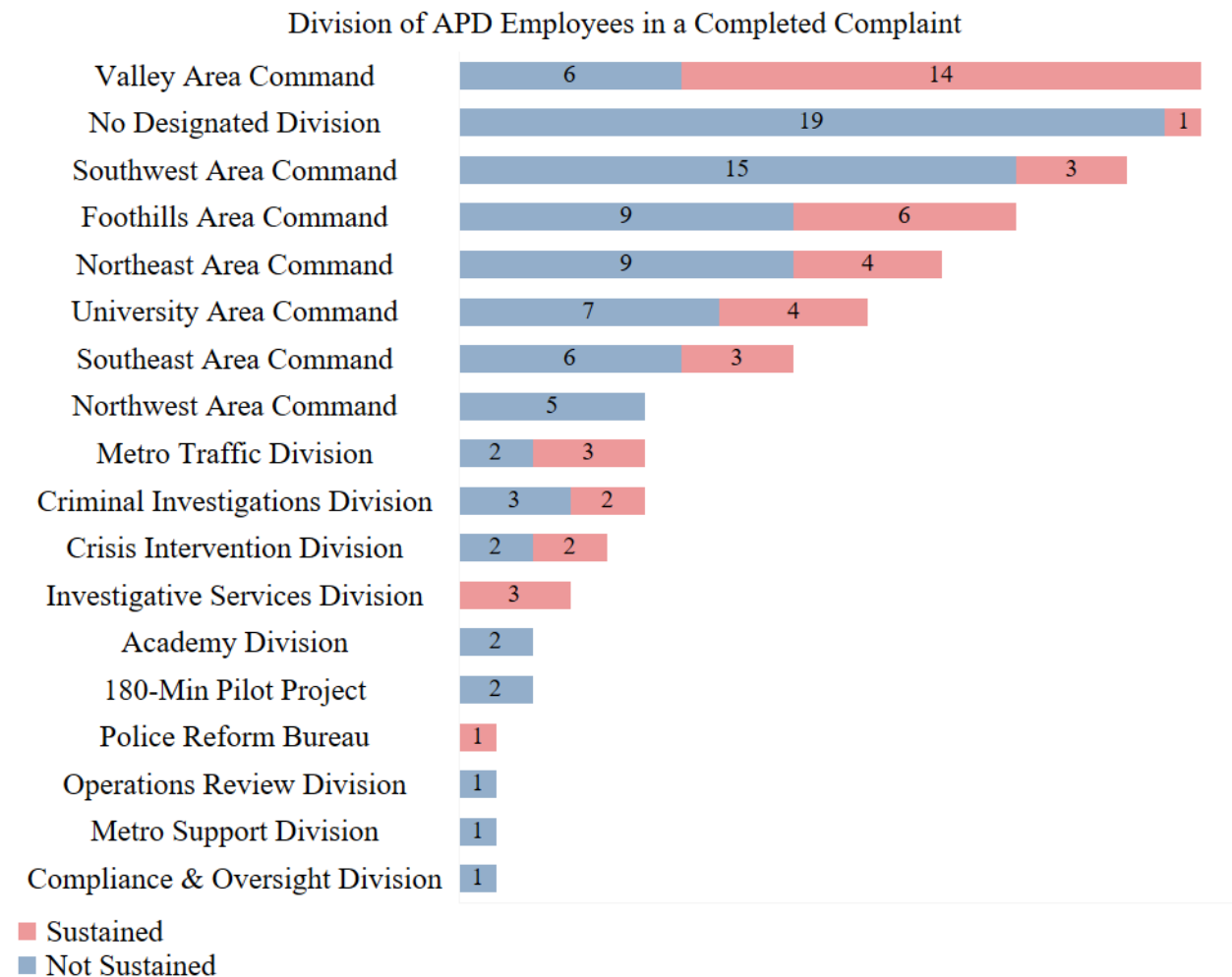
## Employee Assigned Bureau

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 (43.5%).



## 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 (9.3%), and the number of anonymous complaints decreased by 2 (28.6%).

### Albuquerque Demographics

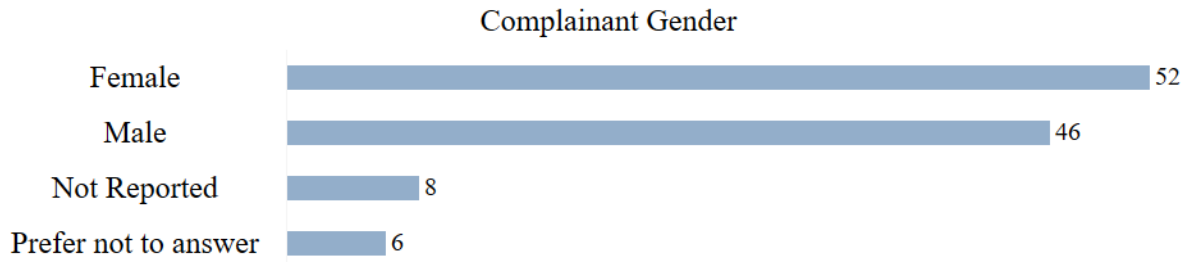
According to the estimates by the [United States Census Bureau](https://data.census.gov/tables/2023/acs/DP05) from the American Community Survey, the City of Albuquerque's population is 51.0% female and 49.0% male, 49.2% White, and 47.7% Hispanic.<sup>4</sup>

Albuquerque Demographic Estimates					
Gender	% of Pop.	Race		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%		

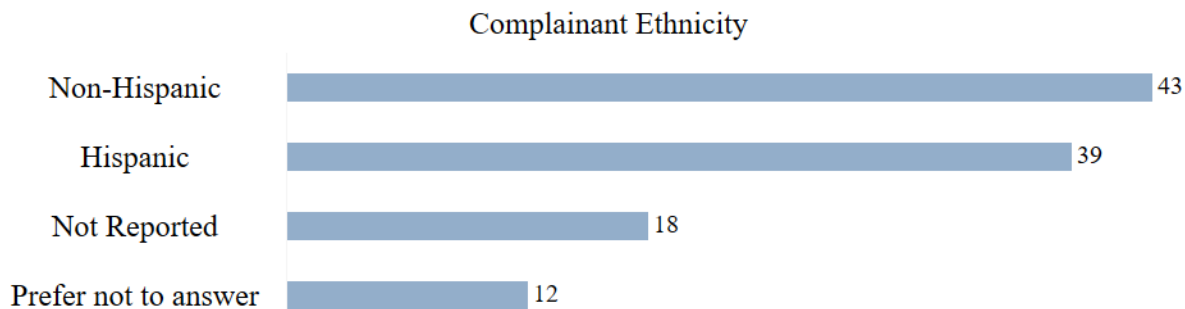
<sup>4</sup> U.S. Census Bureau, "2023 American Community Survey 1-Year Estimates: Demographic and Housing Estimates (DP05)," data.census.gov, <https://data.census.gov/tables/2023/acs/DP05?g=160XX00US3502000>.

## Complainant Gender, Ethnicity, and Race

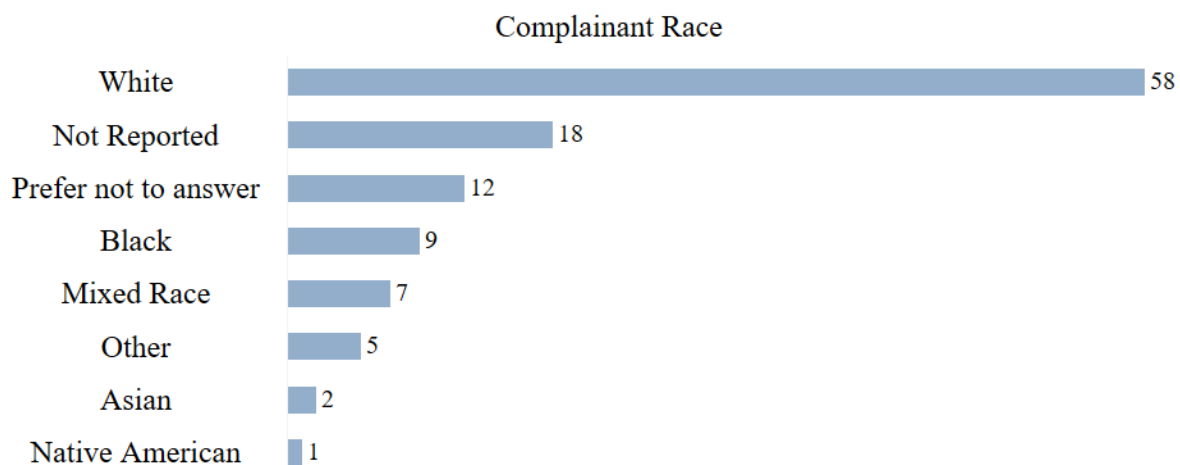
Of the 112 identifiable complainants, slightly more (46.4%) identified as female than (41.1%) identified as male.



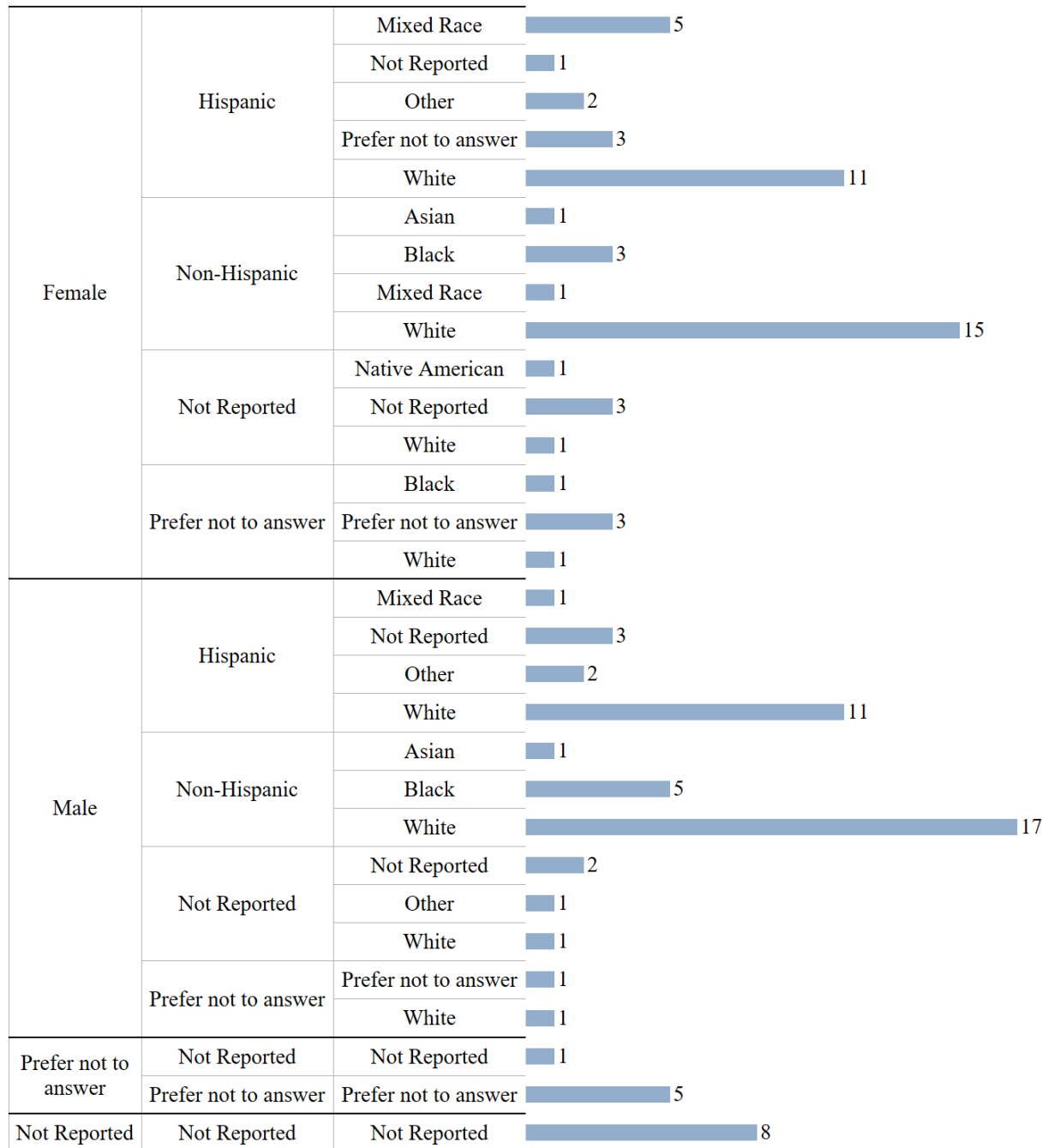
Of the 112 identifiable complainants, slightly more identified as Non-Hispanic (38.4%) than identified as Hispanic (34.8%).



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



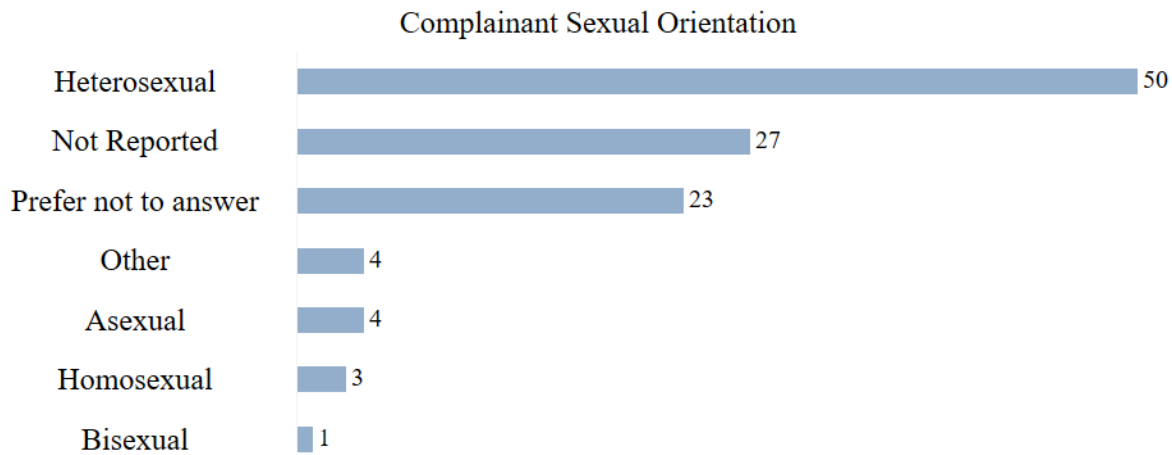
### Complainant Demographic Breakdown





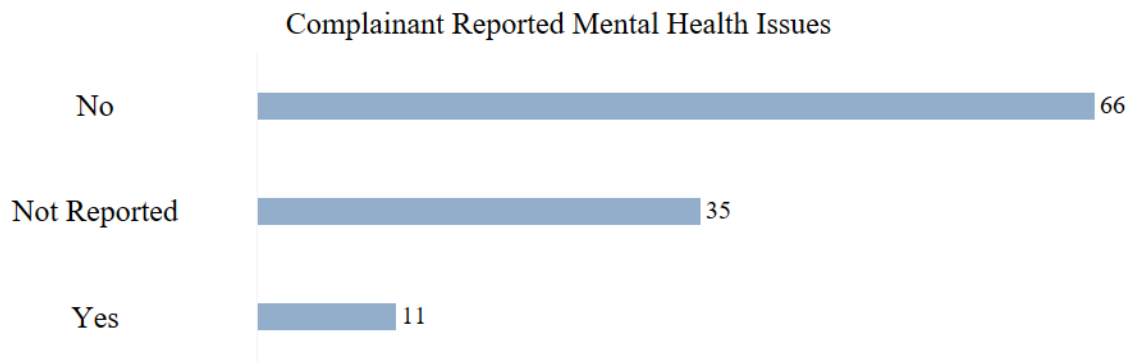
## Complainant Sexual Orientation

Of the 112 identifiable complainants, almost half (44.6%) identified as heterosexual, while 40 complainants (35.7%) did not provide information regarding their sexual orientation.

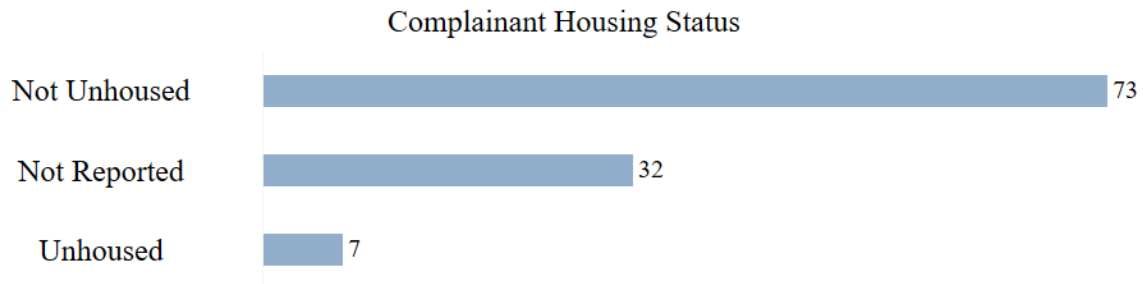


## Complainant Mental Health and Housing Status

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%).

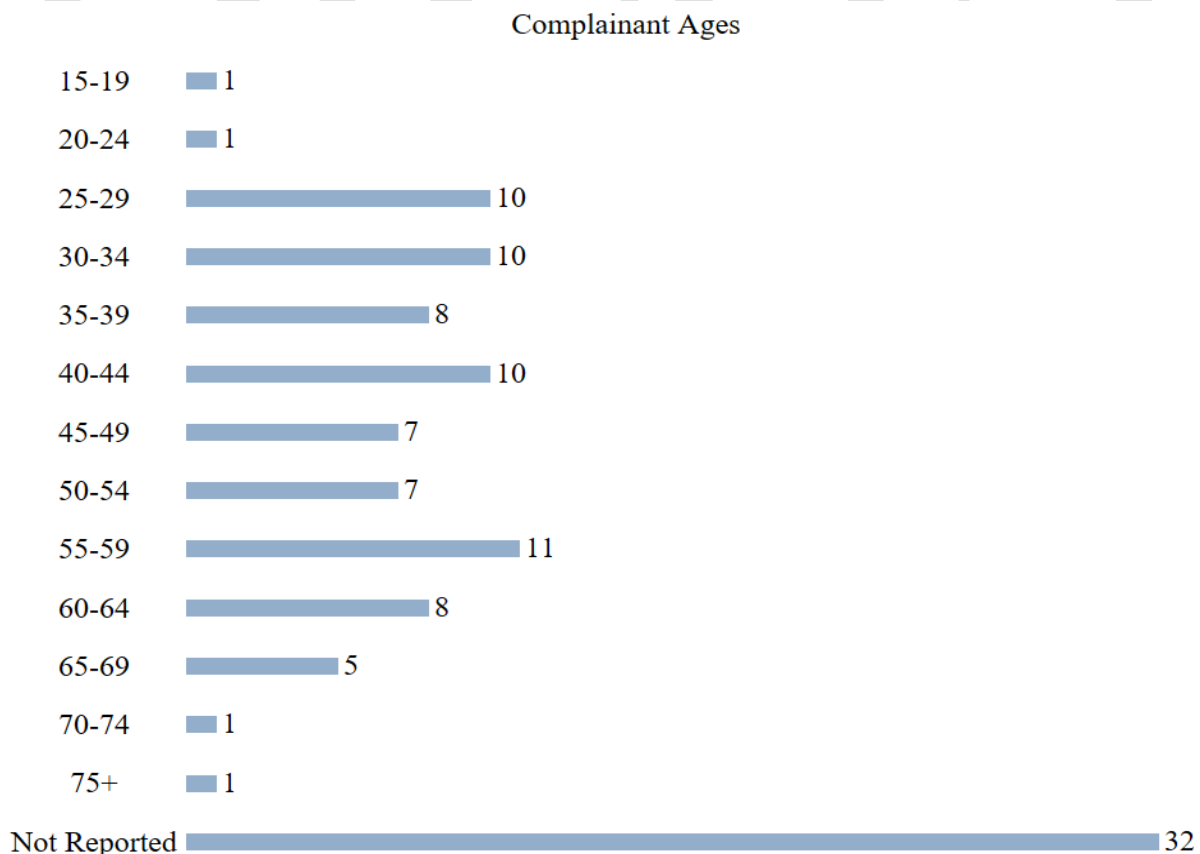


The majority of complainants (65.2%) reported they were not unhoused at the time of the incident. 7 complainants (6.3%) stated they were unhoused when the incident occurred. Almost a third of complainants (28.6%) did not answer whether or not they were unhoused at the time of the incident.



### Complainant Median 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.

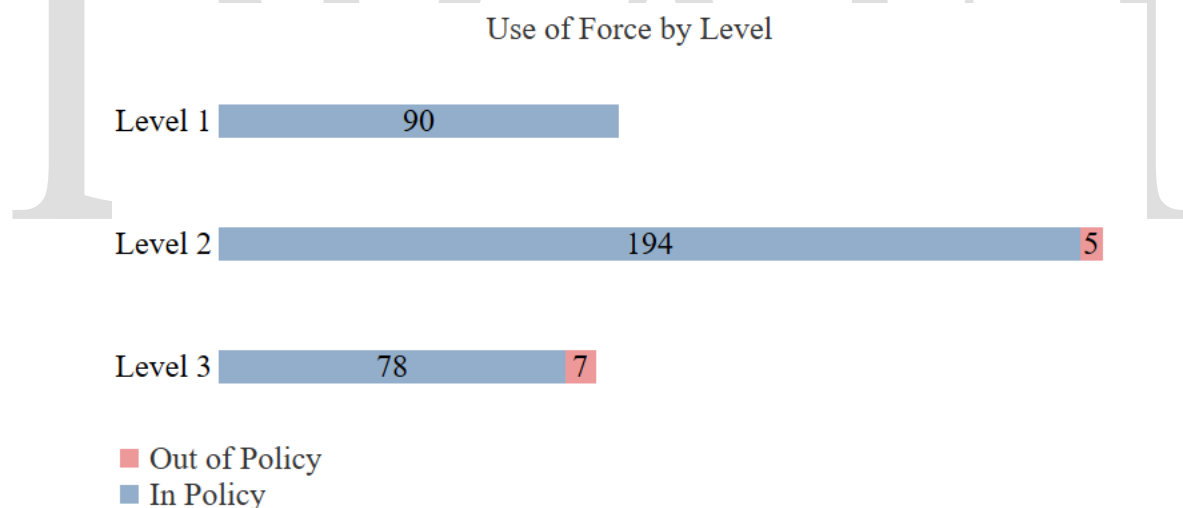


## V. APD Use of Force

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. In the first half of 2024, APD used force in 348 cases, which included a total of 375 force interactions. This data was exported from the IA Pro Record Management Database System on May 1<sup>st</sup>, 2025.

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

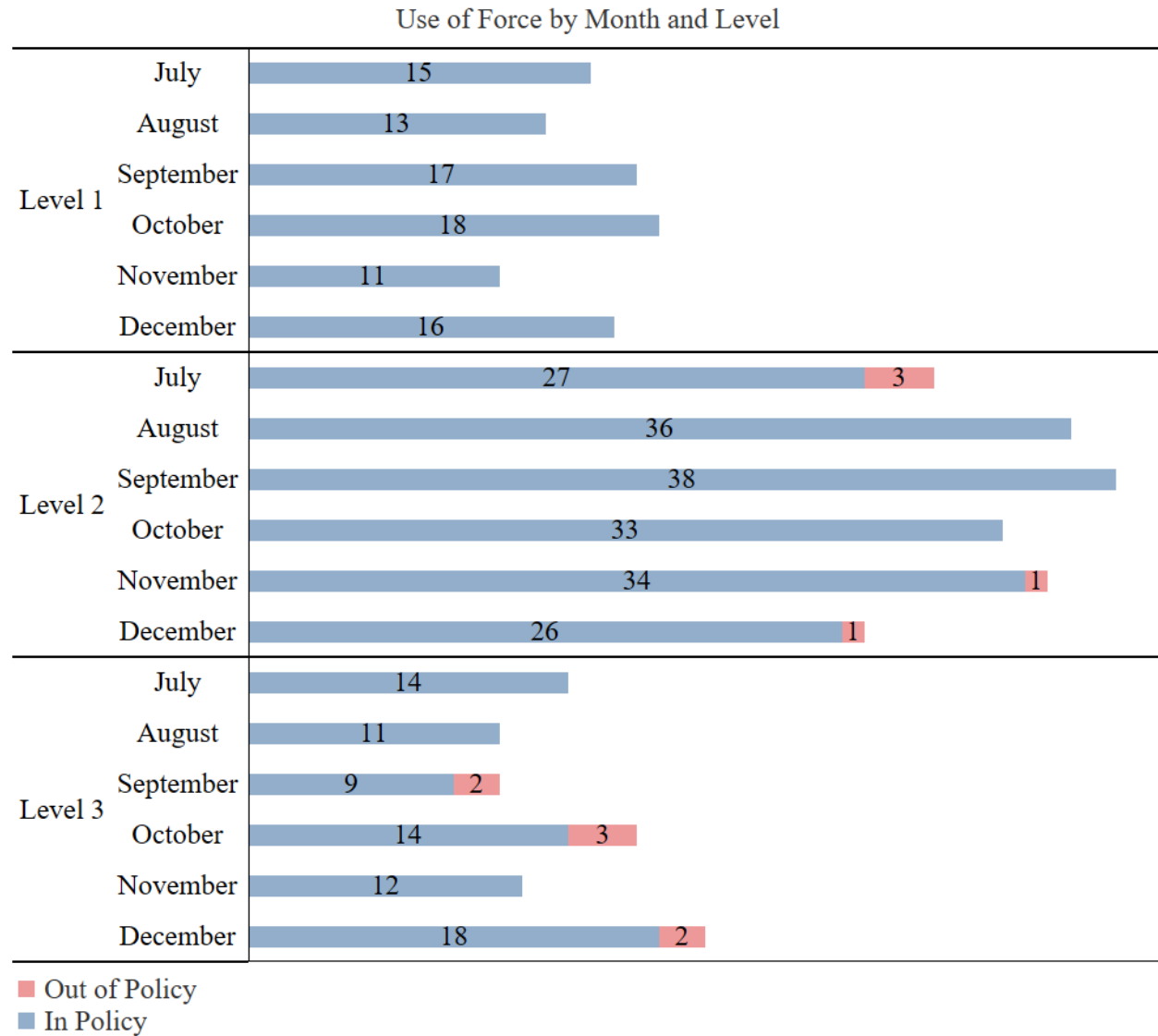
During this reporting period, there were 90 Level 1 interactions, 199 Level 2 interactions, 85 Level 3 interactions with completed investigations (374 total). 12 interactions were found to be Out of Policy (3.2%), 5 Level 2 interactions, and 7 Level 3 interactions. There was also 1 APD force interaction 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.



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 (4.1%): Level 1 interactions decreased by 20 (20.0%), Level 2 interactions increased by 2 (1.0%), and Level 3 interactions increased by 32 (46.4%). Out of Policy UOF interactions decreased by 3 (22.2%).

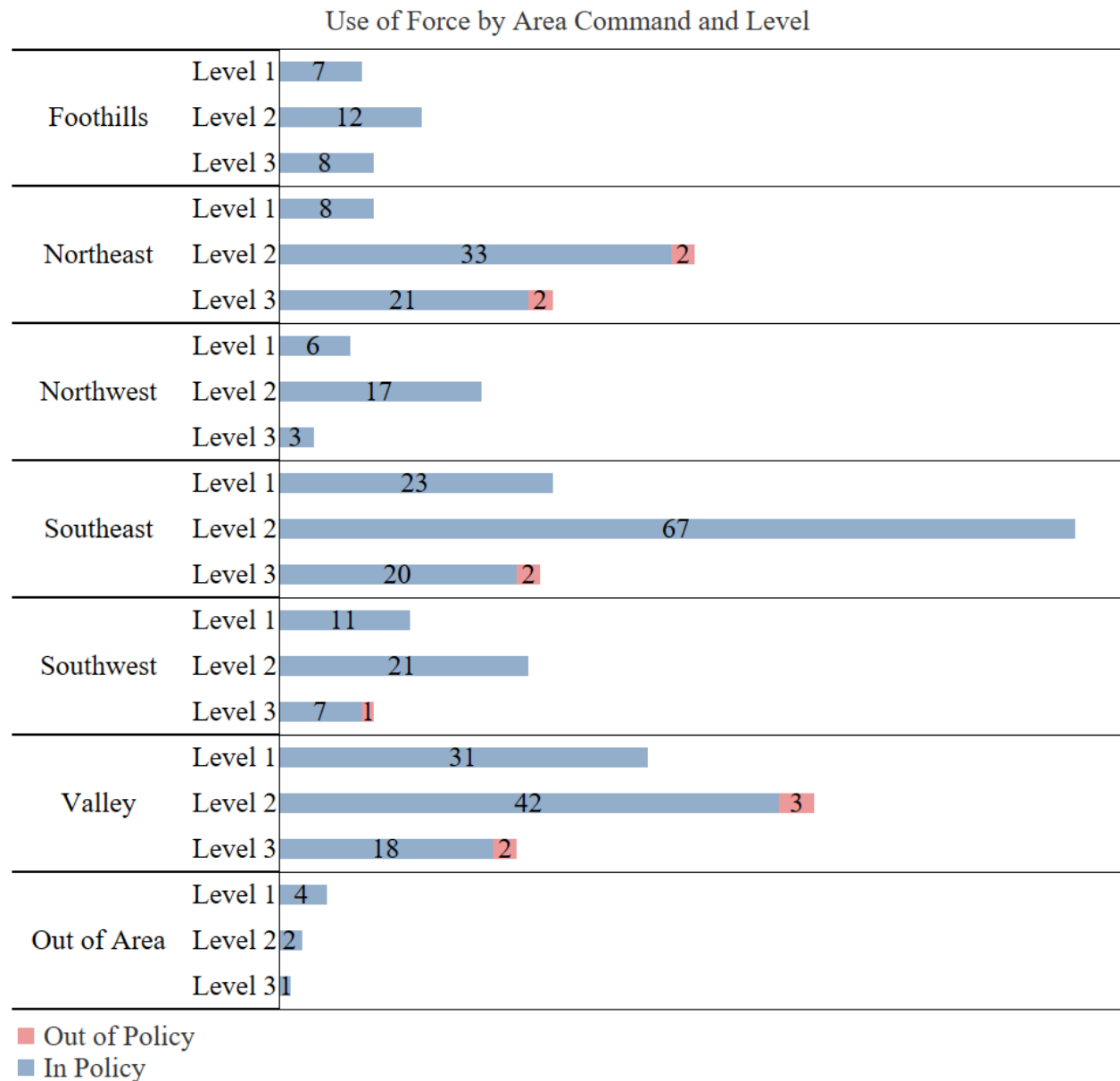
## Level of Force by Month and Level

During this reporting period, the months with the most Use of force interactions were October (71, 19.0%) and September (67, 17.9%).



## Level of Force by Area Commands

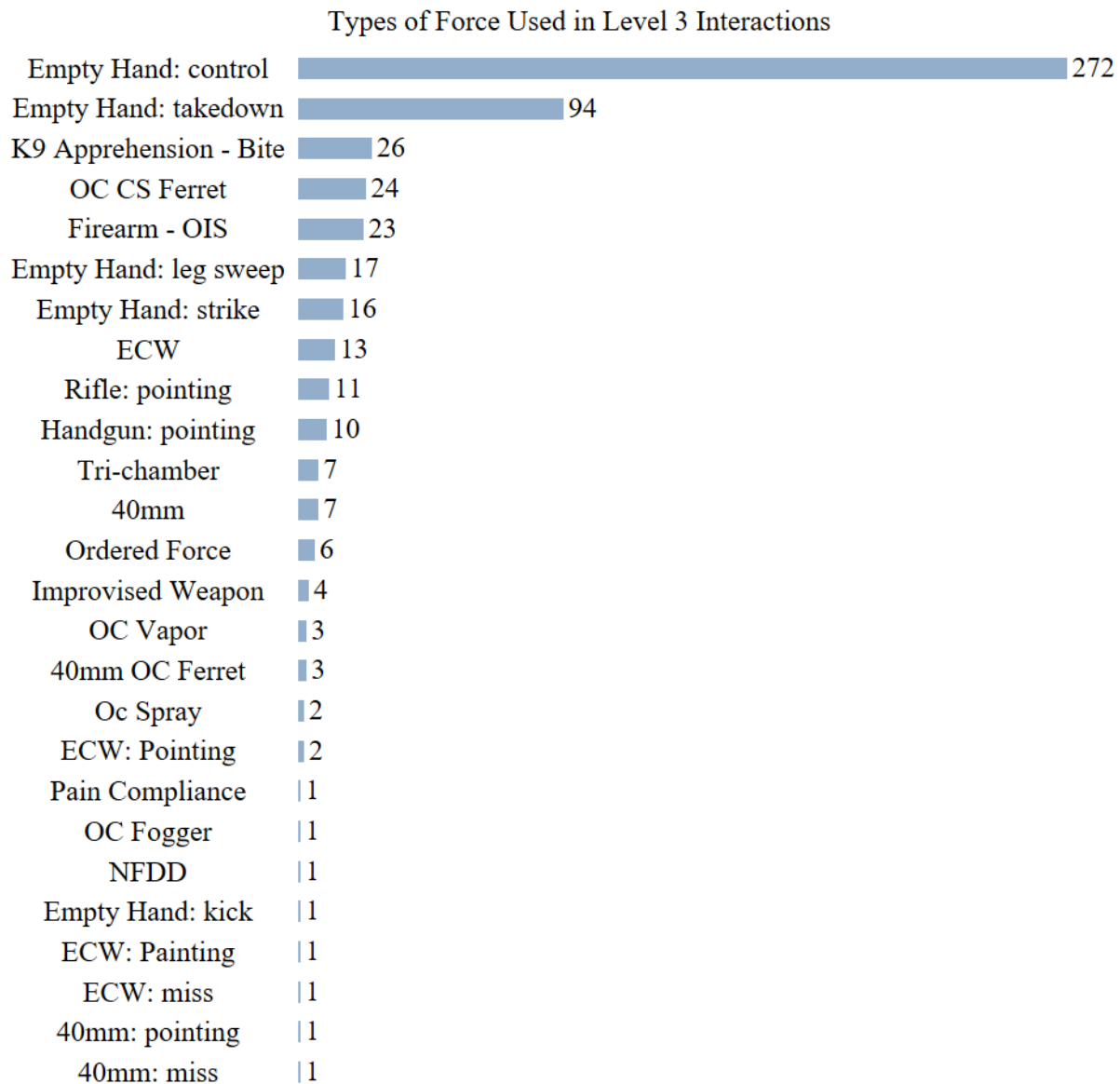
UOF interactions occurred most in the Southeast Area Command (112 total) and the Valley Area Command (96 total), accounting for 55.6% of all UOF interactions in the period.





## 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>5</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>5</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 (CPCs) 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 CPCs have been engaged in planning an upcoming television advertisement campaign to recruit CPC 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 12 35-day review process. 65.2 percent of policy recommendations were made at PPRB. APD agreed with 67 percent of these recommendations, which is an increase of nearly 15 percent from the previous reporting period. APD disagreed with 29.6 percent of these recommendations and partially agreed with 0.9 percent. The CPOA is awaiting a response on 2.6 percent 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: Requiring PSAs to document OC spray usage and that PSA OC spray usage is monitored
- 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 City's website on the "[Commendations](#)" page.<sup>6</sup>

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<sup>6</sup> Commendations Received by CPOA: <https://www.cabq.gov/cpoa/case-outcomes/commendations>  
CPOA Semi-Annual Report  
July – December 2024





# City of Albuquerque

## Civilian Police Oversight Agency



Diane McDermott  
Executive Director

### Policy and Procedure Review Subcommittee Report Board Meeting

05/01/2025  
5/07/2025

## Policy Recommendations

**SOP 1-46 Field Training and Evaluation Program (FTEP):** The purpose of the Field Training and Evaluation Program (FTEP) is to provide a standardized and objective program in order to facilitate an officer's transition from the academic setting to the actual performance of law enforcement duties. FTEP personnel shall ensure that new officers, lateral officers, and newly promoted supervisors develop the necessary technical and practical knowledge, skills, abilities, and attitudes required to perform their duties in accordance with Albuquerque Police Department (Department) policy and applicable law. FTEP personnel shall reinforce the Department's articulated values, core principles, and commitment to community-oriented policing. Field Training Officers (FTO) must demonstrate the highest levels of competence, professionalism, impartiality, and ethics.

- **Recommendations from CPOA, if any:** Consider a discipline sanction for 1-46-6. The policy instructs that personnel "shall" and therefore should have a corresponding sanction for violation.
- **PnP Subcommittee Discussion:** IAPS should examine this section to determine a reasonable sanction level, following the standards and guidelines in the table in SOP 3-46 Discipline System.

**SOP 1-92 Special Weapons and Tactics (SWAT):** The purpose of this policy is to outline the tactical duties and processes that are used in response to crisis negotiation team activities, hostage situations, barricaded and armed individuals, high-risk arrests, execution of search and arrest warrants with exigent or dangerous circumstances, major jail disturbances, civil disturbances, and specialized patrol functions

- **Recommendations from CPOA, if any:** This policy frequently relies on the term "exigent circumstances" but does not define it.
  - Use the definition directly from 2-71 (Search and Seizure)  
Exigent Circumstances  
An emergency situation(s) requiring swift action to prevent imminent danger to life, to forestall the imminent escape of an individual, or to prevent the destruction of evidence.
- Alternatively, this policy could cross-reference 2-71.
- **PnP Subcommittee Discussion:**

**SOP 3-20 Timesheets, Overtime, Compensatory Time, and Work Shift Designation:** The purpose of this policy is to outline the rules and procedures for Albuquerque Police Department (Department) personnel who work and are compensated for overtime or compensatory time. This policy also provides for the designations of shifts worked by Department personnel, as well as Chief's Overtime (COT) Program review, approval, and oversight.

- **Recommendations from CPOA, if any:** Point of consideration – Request a payroll/overtime report or audit is reviewed outside the chain of command (e.g., by IA or some other city agency)?
- **PnP Subcommittee Discussion:** Request a scheduled audit or reporting function. This can be addressed internally but transparent to the public. Perhaps: semi-annual basis for the chief of police, data with representation (quantitative), random sample, focus on supervisors/management, etc.

## No Policy Recommendations

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**SOP 1-6 (Formerly 4-15) Patrol Ride-Along Program:** It is the policy of the Department to provide ride-alongs for Department professional staff members and community members as an opportunity to advance their knowledge of law enforcement.

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 1-15 Air Support Unit:** It is the policy of the Department to safely and legally operate its aircraft in accordance with all Federal Aviation Administration (FAA) Regulations. It is also the Department's policy to promote Albuquerque's public safety through a quick response to life-threatening incidents, to provide professional aerial support for Department personnel, and to increase efficiency in detecting, preventing, and reducing crime through effective aerial patrols.

- **PnP Subcommittee Discussion:** Potential may/shall problem flagged by Board member. No specific recommendation.

**SOP 1-17 Aviation Division:** It is the policy of the Albuquerque Police Department (Department) to provide guidelines and procedures for the Aviation Division. It is also the policy of the Department for personnel assigned to the Aviation Division to follow the Airport Security Program (ASP), Security Directives (SD), the Transportation Security Administration (TSA) Other Transaction Agreement (OTA), and the Aviation Division Operational Manual (AOM).

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 1-48 Fiscal Division:** It is the policy of the Department to establish requirements to control the administration and implementation of the Department's financial resources by adhering to City of Albuquerque ordinances and Administrative Instructions (AIs) for purchasing, as well as City of Albuquerque Department of Finance and Administrative Services guidance documents to ensure that the Department is properly safeguarding its assets, to make sound financial decisions, and to provide accurate financial reports to the Support Services Bureau Deputy Chief.

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 1-54 Honor Guard Team:** It is the policy of the Department to provide an Honor Guard Team to attend funerals of Department personnel in addition to assisting City of Albuquerque officials, foreign dignitaries, and other public safety agencies as determined by the Chief of Police or their designee.

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 1-90 Investigative Services Division:** The purpose of this policy is to identify the duties, functions, and responsibilities of personnel assigned to the Investigative Services Division (ISD), which includes each specialized investigative unit within the Albuquerque Police Department (Department) organizational structure.

- **PnP Subcommittee Discussion:**

**SOP 2-18 Contact with Individuals with Hearing, Speech, and or Vision Impairments or Disabilities:** The purpose of this policy is to outline the procedures for Albuquerque Police Department (Department) personnel who interact with individuals and **PnP Subcommittee Discussion:** No Recommendation

**SOP 2-63 Crime Stoppers Investigations:** The purpose of this policy is to implement the Crime Stoppers Program to prevent and reduce crime by forming a partnership between the community, law enforcement, and the media and offering anonymity and cash rewards to anyone who provides information leading to an arrest. The Crime Stoppers Program encourages community members to overcome impediments, including fear and apathy, to assist local law enforcement agencies in the fight against crime, and thus, furthers the goal of making the community a safer place for all who live or work in the region.

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 3-15 Sworn Personnel Positions and Seniority:** The purpose of this policy is to establish ranks and recognize seniority among Albuquerque Police Department (Department) sworn personnel based upon the current Collective Bargaining Agreement (CBA) between the City of Albuquerque and the Albuquerque Police Officers' Association (APOA).

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 3-40 Civil Litigation Process:** It is the policy of the Department, through the City of Albuquerque Risk Management Division, to designate private contractors to conduct investigations involving civil suits filed against the Department and its personnel.

- **PnP Subcommittee Discussion:** No Recommendation

**SOP 3-44 Review of Completed Administrative Investigation Cases:** It is the policy of the Albuquerque Police Department (Department) to review completed administrative investigations and to ensure that accurate findings are properly documented.

- **PnP Subcommittee Discussion:** No Recommendation

## **APD Responses to Policy Recommendations**

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### **SOP 1-3 Grooming Standards**

- **Recommendation:** Recommend moving the cosmetic section to 1-3-4-B because both males and females wear cosmetics.
- **Response:** Does not concur.
  - "Reviewed comment with Lt. Stephenson, leave SOP as-is. If uniformed male identifies as a female than they would fall under the guidelines of female cosmetics."
- **Discussion:** Send an email clarifying the second aspect of the recommendation that APD did not seem to consider (identifying males can wear make-up too).

### **SOP 1-41 Evidence Unit**

- **Recommendation:** Remove or edit the section about a finder being able to claim unclaimed items in 90 days and the APD unit holding the item for 180 days. Make policy define standard practice.
- **Response:** Partially Concur.
  - After review of the policy, it is our recommendation to remove 1-41-4-G-1-a-iii and move a.iii to a.i removing the confusion of the 90 days and 180 days completely from the policy.

### **SOP 2-3 Firearms and Ammunition Authorization**

- **Recommendation:** CPOA recommended stating a specific date, rather than using the date of the "publication of the policy." Rationale: to prevent confusion/misapplication when the policy is republished.
- **Response:** Concur. Specific date chosen.

### **SOP 2-52 Use of Force: General**

- **Recommendation:** The only mention of use of force involving a horse is concerning the "use of a horse rein strike on an individual's extremities." 1-56-4-B-2 says that certain interactions that an officer directs, like horse biting, horse stepping, and horse kicking are considered use of force. The policy holder of 1-56 said during PPRB that use of force involving a horse extends beyond the "use of a horse rein strike on an individual's extremities." The use of force policy suite needs to reflect that in order for 1-56 and use of force to be in alignment. Lieutenant Nicko suggested during the meeting that this issue be directed to Commander Norris.
- **Response:** Concur.

- “I concur only if these actions are intentional and directed by the rider. If they are unintentional, the proper on-scene investigations still need to be conducted. Recommendation will be incorporated at next revision.”

#### **SOP 2-92 Crimes Against Children investigations**

- **Recommendation:** SOP 2-92 Crimes Against Children Investigations does not include language addressing the procedure for searching/examining children for evidence of crimes against them. The CPOAB recommends that the APD include a policy statement that defines the standard and procedure for searching children under these circumstances. To facilitate this, the CPOAB has provided an example of general language that the APD could incorporate into the policy where APD finds appropriate. This sample paragraph is being recommended as a language that could be directly added into 2-92 as is or as an example for APD to expand or revise upon as needed. The aim is to ensure searches/examinations of children are reasonable and conducted in a manner that is in the best interest of the child.
  - Example policy statement that could be incorporated into SOP 2-92: “Sworn Personnel may conduct a search or examination of a child or juvenile only when they have reasonable suspicion that the search or examination could lead to evidence of a criminal or safety concern. If a search or examination is conducted, it should be conducted in a manner that is reasonable under the circumstances and respects the child’s or juvenile’s privacy and dignity.”
- **Response:** Partially Concur.
  - “Added a version of the recommendation to section 2-92- 4.B.2. The added version of the recommendation removes the word "search" as that means something different in our context. It also changes may to "shall" and lists factors to consider when determining the reasonableness of the examination, consistent with training.
    - In policy →
      - “Conducting a visual examination of a child when they have reason to believe this examination will aid in their investigation.
      - i. When feasible, sworn personnel shall conduct this examination in a manner that considers the child’s age, development capabilities, and privacy.”

#### **SOP 2-104 Civil Disputes**

- **Recommendation:** List the number of days it takes for a renter to establish residency.
- **Response:** Does not concur.
  - “Cmdr. Barraza reviewed and with the guidance of City Legal concurs that since there is no case law about timeline of occupancy in NM officers cannot give the disputing tenants and landlords a definite number of days of occupancy, therefore officers are required to restore order to the status quo. Furthermore, this is why officers refer persons in dispute of occupancy to seek legal advice from an attorney because the situation falls to a civil matter and any eviction will need to be decided by the courts and then if granted the evicting agency will be the governing county which for APD it will be BCSO.”

#### **SOP 1-78 Police Service Aide Program**

- **Recommendation:**
  - 1- Specify within SOP 1-78 when and how a PSA may be authorized to use OC spray, ensuring alignment with their training and operational responsibilities.
  - 2- Require within SOP 1-78 that PSAs must document any use of OC spray in an incident report and notify their supervisor immediately. This would not be equivalent to the reporting and investigative procedures required for use of force incidents involving sworn personnel but would ensure each deployment is properly recorded.
  - 3- Include a provision to SOP 1-78 outlining the PSA supervisory reporting chain and requiring a supervisor to respond to the scene whenever a PSA deploys OC spray.

- 4- Establish a process in SOP 1-78 for tracking and reviewing OC spray use by non-sworn personnel to assess its effectiveness and identify any necessary adjustments to training or policy. Clearly defining the PSA supervisory reporting chain will clarify which department is responsible for tracking and reviewing OC spray deployments. a. Add two auto-tags to Mark43 so that the Academy and the reviewing department receive all PSA OC deployment information.
  - 5- Mirror TSS policy language to that of the PSA policy, when appropriate.
- **Response:** Concur with all recommendations. They want CSS and TSS policies to be consistent and want all policy owners to come together to discuss before moving forward.

