



## Northeast Area Community Policing Council 2020 Annual Report

### Purpose

Our council strives to promote and maintain positive, respectful, supportive, and cooperative interactions to strengthen the Community and APD relationship.

**2020 CPC Members:** Members of NE Community Policing Council for 2020: Dorothy Woodward, Brennan Williams, Troy Taylor, Cassandra Morrison, Ane Romero, Jo Martin, Tammy Martinez, Dina Soto, Kenneth Armijo, Roy Turpen, and Vicki Williams.

Chair: Vicki Williams

Vice Chair: Brennan Williams

Secretary: Dorothy Woodward

Resignations during 2020: Brennan Williams, Dorothy Woodward, Jo Martin.

### Diversity Statistics of Members

**These numbers (total of 11) reflect the members throughout 2020.**

#### **Gender:**

Male	3
Female	8
Other	

#### **Race:**

African American/Black	1
Hispanic	2
Hispanic/White	3
Caucasian	4
Asian American	1
Native American/White	0
Native American/Alaska Native	0
Native American/ Pacific Islander	0
Other	

#### **Age (in years):**

18-24	0
25-34	0
35-44	2
45-54	4
55-64	2
65 +	3

**Education:**

14 years	0
16 years	6
18 years	2
18 years +	3

**Language:**

English	8
Bilingual (English/Spanish)	3
Other	

**CPC Public Meetings**

<b>Month</b>	<b>Topic and/or Guest Speaker</b>	<b>Community Attendance</b>
January Public in Person	<p>Commander Christopher George oversees the Scientific Evidence Division (SED) composed of Criminalistics Investigations, Major Crime Scene Unit, Crime Scene Specialist Unit (CS) and the Forensic Photographic Unit.</p> <p>James Kaplan is Supervisor for OBRD and Evidence &amp; ID Unit.</p> <p>APD Compliance Bureau – Lt. Randall Crawford IMR 10 Update</p>	<p>28 Community</p> <p>All Meetings: APD- The typical attendance from the NE Area Command is the Commander, The PRT Sergeant, the Crime Prevention Specialist, and Watch Lieutenants.</p> <p>All meetings: APD reports the Crime Statistics and Use of Force Numbers. They also answer questions from the audience on these issues.</p>
February Public in Person	Sergeant Gerald Shelden- IMPRINT Model -APD's Youth Mentorship Program	12 Community
March Public in Person	APD Cara Garcia - Accountability and Oversight Division	19 Community
April	No Meeting	

May	No Meeting	
June	No Meeting	
July Zoom meeting	Mariela Ruiz-Angel, with the newly established Albuquerque Community Safety Department. "The Right Response at the Right Time" AND Lieutenant Ray DelGreco, with APD's Emergency Response Team (ERT) gave a summary on the team and training.	41 Community
August Zoom meeting	OPEN FORUM: Listening to the Community Voice What Keeps You Up at Night? What's on Your Community Safety Wish List? How is Crime Impacting your life? Questions, Concerns, and Comments are Always Welcome.	46 Community
September Zoom meeting	Sergeant Diane Dosal and Officer Mike Sciarillo with APD's Crisis Intervention Unit gave a description on their unit, as well as their training, how they help those with Alzheimer's or anyone with who may suffer with any behavioral issues.	24 Community
October Zoom Meeting	Commander Joe Burke and Acting Commander Dennis Tafoya with the Criminal Investigation Division	42 Community
November Zoom meeting	Deputy Chief Griego give an update on the status of posting current crime statistics. He also explained calls for service are not synonymous with the crime statistics. Crime data will be put on the area command website soon for everyone to access, APD want to make sure they are complying and being transparent. APD Commander Sanchez and Sarah Masek have been working on an app called 75-1 app. It will	37 Community

	help track outreach and follow up from Community outreach concerns.	
December	No Meeting	

**\*Community Outreach, Forums, CASA Meetings, and Community Events**

<b>Meeting Topic or Type</b>	<b>Number of Meetings</b>	<b>Members in Attendance</b>
CASA Status Hearing	2	2
CASA Status Conference	2	2
Amici – APD Compliance Bureau	3	2
APD Coffee/Queso with a Cop	1	1
Neighborhood Associations	1	1
CPOA Board and Subcommittee	4	1
CPC Strategic Planning Committee	4	1
CPC Strategic Planning Meetings ( all CPCs)	1	6
Area Command CPC Public Meetings	8	There was at least a quorum for all NE CPC Public meetings, with typically only one member not in attendance

**Achievements**

**CPC Ordinance-** Several Northeast council members attended Zoom meetings with the DOJ, the CPOA, the IMT, APD, the City’s Legal team, City Councilors, and members from other CPCs. NE CPC members were instrumental in providing input and feedback on the CPC Ordinance language. The Ordinance went into effect in October 2020 to codify and memorialize CPCs in perpetuity after CASA parties meet full compliance.

**CPC Guidelines** - All NE CPC members provided input and feedback on the language for the shared Guidelines which govern all of the CPCs. NE CPC members feel, in general, the CPC Guidelines are comprehensive, but discussions we have had, raise concerns regarding the removal of the CASA requirement to attend the CPA and to complete a ride along, therefore, the NE CPC voted not to approve the CPC Guidelines as a whole.

**Addressing the Community’s Concerns-**

Street Racing and Speeding are ongoing concerns voiced by the Community at all meetings in 2020. Based on this Community input, APD, created a Task Force to address this safety concern.

Crime Statistics – See recommendation below that was submitted in December 2020.

See recommendations below. These Eight (8) recommendations are directly from the Community members that live or work in the NE Area Command. It is based on feedback the council received to the question, “If you were Chief of Police in Albuquerque, what would you change about APD and its operations?” We consider these recommendations as the Voice of the Community and reflect what Community members want from APD.

### **NE CPC Efforts**

The NE CPC members meet regularly throughout the year to discuss our function, purpose, and operations. Brainstorming/working sessions provide us the opportunity to consider public meeting presentations regarding the City’s current public safety status, APD operations and policies, and other Community concerns. The Chair reports on discussions and outcomes from the Council of Chairs meetings, AMICI meetings, CASA Status Conferences, and Hearings. This year we reviewed and updated the member selection process.

Several NE CPC members attended meetings with NE Area Command staff and the Crime Prevention Specialist to determine how we can work together to build trust between APD and the Community.

Three committees were established:

1. A Membership Committee –Members contact individuals who have expressed an interest in joining the NE CPC and schedule the interviews.
2. A Policy Committee – Members will attend the OPA (Office of Policy Analysis) meetings, review APD policies, and make recommendations for policies changes when warranted.
3. A STAT (Structure, Transparency, and Accountability to build Trust) Committee. Below is an overview of STAT. The NE CPC STAT Evaluation & Decision Tool is included as attachment. The Tool enables the tracking of CPC defined tasks that will enable the understanding of how APD can evolve and facilitate positive growth for the organization and for the Albuquerque Community, it allows for tracking their success in these efforts.

### **CPC NE Structure Transparency & Accountability to build Trust (STAT)**

The Northeast Community Policing Council’s mission objective of Structure, Transparency & Accountability to build Trust (STAT) is to enable stronger cooperation between the CPCs and the Albuquerque Police Dep. (APD), and its effectiveness as it was created when the U.S. Dept. of Justice (DOJ) stepped in to facilitate more accountability. The CPC STAT objective will provide adequate vetting and confidence of its recommendations, STAT-based input will also be provided only after thorough internal CPC discussions and vetting. This will in turn provide accountability on behalf of the CPC. The NE CPC plans to facilitate STAT through the following definitions and processes:

**Structure:** The CPC believes that many of the issues with APD has a direct tie to the Structure of APD and what processes are performed to choose and define its leadership, as well as what procedures are performed to determine how policies are defined and facilitated from the Chief all the way to the "boots on the ground" officers. The CPC would like to push to be a part of the decision-making processes for

hiring the highest-levels of APD, including the police chief, as well as for structural recommendations to ensure enough field officers are deployed in ABQ.

**Transparency:** The NECPC has found its effectiveness is only as good as the dissemination of information and transparency (or “willingness”) of APD to provide accurate and timely statistics/information pertaining to its procedures and decision-making processes.

**Accountability:** The CPCs were started to provide a bridge between the Community and APD, to ensure that APD leadership is held accountable to its actions and public declarations of how they are leading the police force, particularly those that encompass the “Use of Force” as well as compliance with other CASA paragraphs. Here, the NECPC would like to have its recommendations taken seriously.

**Trust:** Ultimately, to ensure the relationship between the ABQ Community and APD is strong, trust will only be garnered if the first three pillars of STAT are facilitated. Since the CPCs directly represent the ABQ Community, and provide a level of accountability to the U.S. DOJ, if STAT is facilitated, the CPCs will be more effective in achieving their goals, as well as APD.

### **NE CPC Representation**

The Chair of the NE CPC represented the members by provided input and feedback at the meetings and events indicated below:

Strategic Plan Revision planning meetings.

Yearly Council of Chairs meetings, and filled the role of Vice Lead of the Council of Chairs

Presented the CPC Notice letter at the February hearing and worked with the CPC team on the language for the Notice letter

Attended meetings with APD, the City’s legal team, the DOJ, and the CPCs to discuss the transition of CPC support from APD to the CPOA. Attended multiple meetings with the CPOA, Director Ed Harness, to discuss issues and concerns all CPCs had with the transition.

Member of the CPC Ordinance committee and provided input on the Ordinance language.

IMT meetings with Dr. Steve Rickman, on the revision of the CPC membership process.

Member of the selection committee for the CPC liaison.

Attended the CPOA Community Outreach and Policy and Procedures subcommittee meetings.

Attended 20 webinars at the NACOLE 2020 conference.

Attended and provided input at CASA related meetings, including AMICI meetings, CASA Status Conferences, and CASA Hearings, and the Stipulated Order - City proposal for the remedial plan pertaining to the IMR-12 report (EFIT)

Attended and provided input regarding the Future of the CPCs with Dr. Rickman, the DOJ, and the CPOA Director, and the CPC Chairs

Interviewed by the City of Albuquerque Staff regarding the Chief Selection process to identify questions the CPCs would like to ask the candidates.

Regularly represented the NE CPC at CPC meetings in other Area Commands.

Wrote articles to educate the Community about the role of the CPCs for the NE Area Command Newsletters.

### **CPCs as a Whole - Accomplishments**

Consolidated the six Guideline documents into one shared Guideline document for all CPCs.

Council of Chairs was established, with a Lead and Vice Lead

Several CPCs members were invited to appear on a local PBS TV show, "Issues and Answers" to discuss the CPCs history, our mission, and accomplishments.

CPC Liaison position was filled.

CPCs were engaged in the Chief of Police selection process.

Surveys were established to determine the CPC member's interests and level of participation in fulfilling the Goals of the Strategic Plan.

### **Lessons Learned**

Planning, identifying, and accomplishing the Strategic Plan tasks is drawn-out and slow going because the Councils is comprised of volunteers. Patience is a virtue.

Zoom meetings have resulted in an increase in attendance, and when in person meetings resume, meetings will be hybrid.

### **Challenges**

APD is making the CPC's mission of building trust between them and the Community a difficult task to accomplish. Turnover and lack of confidence in leadership, low morale, a high crime rate, damaging IMR reports, are factors the Community utilizes to evaluate if APD is working to change the culture.

More transparency and accountability from APD are needed to garner Community trust. APD leadership must be vetted for integrity, trustworthiness, fairness, honesty, and have a proven track record for instituting constitutional Community policing.

CPOA accountability for the CPCs. There is concern among NE CPC members that the transition from APD's support/facilitation to the CPOA was premature. In February there was discussion with the DOJ, APD (D.C. Medina), the City's legal team, and the CPC Chairs regarding the management of the CPCs, but the final decision to make this change was not vetted with the CPC members. Concern has been expressed that this transition puts the CPCs in a precarious position with APD, especially with the rank

and file. This move does not bode well for building trust among the officers, and the Community members who support law enforcement.

The CPCs are an independent entity. Avoidance of a misconception within the Community and APD that CPCs are an extension of the CPOA is crucial. Some NE CPC members believe the transition to the CPOA is a conflict of interest because of the CPOA's role in investigating Community complaints against APD. Perhaps a better fit for the CPCs would be the ONC (Office of Neighborhood Coordination), the original City entity/agency the CPCs were associated with.

Changes to our function and decisions impacting us are often made without input from the CPC members. The perception is that things are done to us, instead of with us.

Responses from APD to submitted CPC recommendations are out of compliance with the City Ordinance, 0-20-27. The CPC's primary influence for change is the submission of recommendations we believe will enhance APD operations and policies, and in turn, increase public safety while building trust between APD and the Community. These recommendations are well thought out, comprehensive, vetted among the CPCs, and presented to the Community at the public meetings. The absence of acknowledgement regarding our recommendation submissions is disconcerting and demonstrates a lack of respect for our efforts.

### **Submitted Recommendations**

**The following eight (8) Recommendations were officially submitted in September 2019 at a time when APD was accountable for the CPCs. They were resubmitted on November 16, 2020 to Mr. Ed Harness, CPOA Director, per our recommendation's submission process and instructions.**

The following eight (8) recommendations are from the Community members that live or work in the NEAC. It is based on feedback the council received to the question, "If you were Chief of Police in Albuquerque, what would you change about APD and its operations?"

**Recommendation:** Field officers are more visible on the streets, obvious neighborhood patrols, and more officers patrolling the neighborhood parks after dark.

**Reason for recommendation:** Increase in public safety and build trust between APD and the Community.

1. **Recommendation:** Find a way to reduce the paperwork, report writing, and lapel camera data processing burden the beat officers now must bear.

**Reason for recommendation:** Realizing gains in the efficiency of the beat officer's daily procedures would allow them to respond quicker to calls for service.

2. **Recommendation:** All leaders should go through leadership training and should read and study the book, Extreme Ownership by Jocko Willink & Leif Babin and all leaders should manage equally, consistently and courageously

**Reason for recommendation:** Eliminate or reduce the inconsistencies in the manner in which APD leaders are leading the staff.



3. **Recommendation:** Supplement patrol with manning they need to serve the Community and bolster narcotics to address root cause of crime and addition.

**Reason for recommendation:** Increase in public safety.

4. **Recommendation:** Hire and train more PSAs

**Reason for recommendation:** They can take some of the load off fully trained officers in answering lower priority calls that don't require an APD officer. It will swell the ranks of qualified applicants for the APD Academy.

5. **Recommendation:** Implement Community policing with policies and goals, and by paying more attention to citizen complaints, i.e. car burglaries, thefts and respond to phone calls to the substation.

**Reason for recommendation:** Improve Community relations. Community members receive the telephone "run around" at the substations, and then calls go to voice mail and there is no call back.

6. **Recommendation:** Add a promotion structure for rank of Detective and improve detective work.

**Reason for recommendation:** A promotion structure will ensure qualified detectives are promoted.

7. **Recommendation:** Stop the stress for police officers.

**Reason for recommendation:** Over examination of decisions is excessive. Train them and trust them a reasonable amount. Reward the behavior you want to see.

**APD Response: The NE CPC has not received an official response to any of the above recommendations. \*Update on March 18, 2021 a Response from APD was received.**

The recommendation below was submitted by the NE CPC at the same time the above eight (8) recommendations were submitted.

**Recommendation:** Record all CPC meetings for each Community Policing Council and store meeting content for viewing on demand, YouTube, or some other media storage method.

**Reason for recommendation:** To allow Community members to receive/view the information presented at the regular CPC meetings and provide the capability to listen to the speaker's presentations.

**APD Response:** During our CPC Chairs meeting in February 2020 with the Deputy Chief of Field Services, Harold Medina, D.C. Medina did make a commitment to provide the necessary equipment to fulfill this recommendation. In-person public meetings will be recorded when the Governor's Health Order is lifted.

**Submission Date: December 11, 2020**

**Recommendation:** The NE CPC would like to recommend that the Albuquerque Police Department present the crime statistics on a calendar monthly basis. For example, present statistical information

from October 1st, 2020 starting at 0000 hours through October 31st, 2020 at 2359 hours instead of October 13th, 2020 through November 9th, 2020. This has been requested before, however, ignored.

The NE CPC would ALSO like to see the 2020 crime stats presented on a month over month to previous years of data so that trends can be assessed and compared to see the direction of crime prevention in our Area Command. Community members have also requested this change at the NE CPC meetings.

**Reason for recommendation:** The Crime Statistics are a topic that is of interest to the Community. In the spirit of transparency, the NE CPC and its Community members would like to know crime trends to better inform the Community on ways to prevent crime and identify criminal activities.

**Response: The NE CPC has not received an official response to this recommendation. \*Update on March 18, 2021 a response from APD was received.**

### **NE CPC 2021 Goals**

1. Work on supporting the efforts of the 5 committees established at the Strategic Planning Review and Revision Meeting. The Committees reflect the 5 goals of the CPCs.
  - a. Guarantee Operational Efficiency and Sustainability
  - b. Cultivate Internal and External Collaboration and Partnerships
  - c. Create a Marketing and Branding Structure
  - d. Safeguard Member Diversity
  - e. Assure Accountability and Transparency (CPCs and APD)
2. Support and strengthen the NE CPC Policy and STAT (Structure Transparency & Accountability to build Trust (STAT) committees.
3. Use the STAT Evaluation Tool to track and understand how APD can evolve and facilitate growth for the organization and the Albuquerque Community. This strategy will be facilitated through Community discussions with APD and sourcing information to understand and make recommendations for APD, particularly how it impacts change for APD, as well as addressing CASA Compliance.
4. Continue to educate the Community on APD successes, challenges, and operations at public meetings and Community outreach events.
5. Listen to the Community regarding their concerns about public safety, crime rates, specific incidents impacting their safety, and submit recommendations that reflect these concerns.
6. Submit recommendations that will enable a culture of trust between the Community and APD.

Respectfully Submitted,

Vicki Williams

NE CPC Chair