

CIVILIAN POLICE OVERSIGHT ADVISORY BOARD (CPOAB)

Thursday, March 13, 2025, at 5:00 PM

Vincent E. Griego Chambers

Aaron Calderon, Board Chair

Rowan Wymark, Board Vice-Chair

Zander Bolyanatz, Board Member

Eduardo Budanauro, 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

Emily Selch, CPOA

Kelly Mensah, CPOA

Robert Kidd, Independent Counsel

Chris Sylvan, City Council

Lindsey Rosebrough, Managing City Atty

Cmdr. Henry Landavazo, APD

Cmdr. Scott Norris, APD

Cmdr. Kenneth Johnston, APD

Lt. Troy Nicko, APD

Lt. Jennifer Garcia, APD

Jeffery Bustamante, ACS

Robert Cordova, Complainant

Others Present via Zoom:

Aja Brooks, DOJ

Dr. Ty Olubiyi, CCO

Douglas Feierman, CPOA

Minutes

- I. Welcome, Call to Order and Roll Call.** Chair Calderon called the regular meeting of the Civilian Police Oversight Advisory Board to order at approximately 5:02 p.m., and a roll call of members present was taken.
- II. Pledge of Allegiance.** Chair Calderon led the Pledge of Allegiance.
- III. Approval of the Agenda**

- a. **Motion.** A motion was made by Chair Calderon to move agenda item number 9, the appeal for CPC 243-24 above the Serious Use of Force Cases number seven 7. Member Bolyanatz seconded. The motion was carried by a unanimous vote.

For: Bolyanatz, Budanauro, Calderon, Wymark

- a. **Motion.** A motion by Chair Calderon to approve the agenda as amended. Member Bolyanatz seconded. 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. February 13, 2025

- 1. A website link was distributed to each Board member to review the draft minutes from the Civilian Police Oversight Advisory Board's regular meeting on February 13, 2025.
- 2. **Motion.** A motion was made by Calderon that the minutes from February 13, 2025, be approved as written. The motion was seconded by Member Bolyanatz. The motion was carried by a unanimous vote.

For: Bolyanatz, Budanauro, Calderon, Wymark

V. Public Comment

- a. Anami Dass

VI. Reports from City Departments:

a. APD

1. Ambassador Program – *Lieutenant Jennifer Garcia*

- i. Lieutenant Jennifer Garcia presented and provided a PowerPoint presentation on the Ambassador Program, highlighting the History of the program, recruitment, training, implantation, ambassador roles, and their initiatives.

2. Internal Affairs Professional Standards (IAPS)– Commander Kenneth

Johnston

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

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

- i. The APD Monthly Use of Force Report for February 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. He noted that the Northeast (NE) region recorded the highest number of use-of-force incidents in February 2025. He also reported a decrease in overall use-of-force incidents throughout the area commands since December 2024. Additionally, he discussed the demographics related to calls for service that contributed to the use of force in February 2025. He emphasized that the Level 1 Use of Force investigators are now under his command.

b. ACS- Jefferey Bustamante, Deputy Director

1. ACS Deputy Director for Policy and Administration Jeffrey Bustamante gave a verbal report on the following:

- ACS trends related to types of calls for service/volume
- Summer of non-violence events
- ACS is approaching its 100,000th call for a service community celebration
- Winter transportation wrap-up

c. City Attorney- Lindsey Rosebrough, Managing Attorney

1. Lindsey Rosebrough gave a verbal update on the 22nd IMR period, noting that the 21st IMR ended at the end of January 2025, and the draft report should be filed on April 14, 2025. Additionally, she provided an update on the court

hearing date to be determined. She mentioned that the CAO provided guidance to City Employees on immigration enforcement, noting that guidance is for the APD.

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

1. Chris Sylvan provided an update on the outreach efforts in attaining the vacant Board member, noting that the vacancy has been advertised on social media.

e. CPC- *Kelly Mensah, CPC Liaison*

1. CPC Liaison Kelly Mensah provided a verbal report on the following:
 - University CPC will be reviewing SOPs
 - CPC memberships
 - CPC dinner meeting for the youth CPC
 - Upgrade to virtual equipment

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 the following:
 - CPOA complaint intakes and assignments
 - APD commendations
 - IMR monitoring report draft
 - Internal CPOA staffing study
 - MOU between the CPOAB and APD Union update
 - Mediation program
 - CPOA budget related to relocation to a new location
 - Policy Analyst resignation
2. CPC 200-24 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 200-24 non-concurrence, noting that the CPOA disagreed with the non-concurrence.

3. CPC 235-24 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 235-24 non-concurrence.
4. CPC 237-24 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 237-24 non-concurrence.

VII. Appeal. Copies of the Civilian Police Oversight Advisory Board appeal finding letters to the citizens are located on our website here: <https://www.cabq.gov/cpoa/case-outcomes/cpoab-appeal-finding-letters-1>

a. CPC 243-24

- i. Hearing on CPC #243-24
 1. Independent Counsel Robert Kidd read the rules and procedures the Board will follow during the hearing process.
 2. Complainant Robert Cordova was provided 15 minutes to present his case.
 3. CPOA Executive Director McDermott was provided 10 minutes to speak.
 4. APD Commander Henry Landavazo was provided 10 minutes to speak.
 5. No APD officer was present.
 6. Complainant Robert Donovan was provided an additional 5 minutes to speak.
- ii. CLOSED SESSION pursuant to Section 10-15-1(H)(3) NMSA 1978, excluding deliberations by the CPOAB in connection with an administrative adjudicatory proceeding from the requirements of the NM Open Meetings Act.

1. **Motion.** A motion by Chair Calderon that the Board convene into closed session as authorized by administrative adjudicatory proceedings exception to the open meeting act for a limited purpose of discussing the matters presented in CPC #243-24. The motion was seconded by Member Budanauro. The motion was passed unanimously by the following roll call vote:

For: Bolyanatz, Budanauro, Calderon, Wymark

*****Closed session discussions on administrative adjudicatory proceedings for CPC #243-24 began at 6:57 p.m., and the meeting reconvened at 7:26 p.m.*****

2. **Motion.** Chair Calderon made a motion to come out of deliberation. The motion was seconded by Member Bolyanatz. The motion was passed unanimously by the following roll call vote:

For: Bolyanatz, Budanauro, Calderon, Wymark

3. **Motion.** A motion was made by Chair Calderon that the Board uphold and affirm the findings of the Civilian Police Oversight Agency Director for CPC 243-24. Member Budanauro seconded. The motion passed unanimously by the following roll call vote:

For: Bolyanatz, Budanauro, Calderon, Wymark

VIII. Serious Use of Force Case:

a. APD Case #23-0010895 *Eduardo Budanauro*

1. Member Budanauro gave a verbal summary of Serious Use of Force (SUOF) APD Case #23-0010895.
2. Deputy Director Ali Abbasi provided his observations in the review of SUOF APD Case #23-0010895, noting that the CPOA agreed with IAFD findings.
3. Chair Calderon facilitated Board member feedback on the SUOF Case #23-0010895.
4. **Motion.** A motion was made by Chair Calderon that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #23-0010895. The motion was seconded by Member Budanauro. The motion was carried by a unanimous vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

b. APD Case #23-0013499 *Rowan Wymark*

1. Vice-Chair Wymark gave a verbal summary of Serious Use of Force (SUOF) APD Case #23-0013499.
2. Deputy Director Ali Abbasi provided his observations in the review of SUOF APD Case #23-0013499, noting that the CPOA agreed with IAFD findings.
3. Chair Calderon facilitated Board member feedback on the SUOF Case #23-0013499.
4. **Motion.** A motion was made by Chair Calderon that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #23-0013499. The motion was seconded by Member Bolyanatz. The motion was carried by a unanimous vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

c. APD Case #23-0014194 *Zander Bolyanatz*

1. Member Bolyanatz gave a verbal summary of Serious Use of Force (SUOF) APD Case #23-0014194, noting the findings from the Internal Affairs Force Division (IAFD) investigation.
2. Deputy Director Ali Abbasi provided his observations in the review of SUOF APD Case #23-0014194, noting that the CPOA agreed with IAFD findings.
3. Chair Calderon facilitated Board member feedback on the SUOF Case #23-0014194.
4. **Motion.** A motion was made by Chair Calderon that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #23-0014194. The motion was seconded by Member Bolyanatz. The motion was carried by a unanimous vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

d. APD Case #23-0014583 *Aaron Calderon*

1. Member Budanauro gave a verbal summary of Serious Use of Force (SUOF) APD Case #23-0014583, noting the findings from the Internal Affairs Force Division (IAFD) investigation.
2. Deputy Director Ali Abbasi provided his observations in the review of SUOF APD Case #23-0014583, noting that the CPOA agreed with IAFD findings.
3. Chair Calderon facilitated Board member feedback on the SUOF Case #23-0014583.
4. **Motion.** A motion was made by Chair Calderon that the Civilian Police Oversight Advisory Board affirms and upholds the findings of APD Internal Force Division Investigation for APD Case #23-0014583. The motion was seconded by Member Budanauro. The motion was carried by a unanimous vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

IX. Officer-Involved Shooting Case:

- a. None.

X. CPOA Board's Review of Garrity Materials:

- a. None.

*****The Board took a dinner break at approximately 8:04 pm, and the meeting reconvened at 8:41 p.m.*****

XI. Report from CPOAB Subcommittee:

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

1. The meeting was held on March 6, 2025, at 3 p.m.
2. Report from Subcommittee
3. The next meeting is on April 3, 2025, at 3 p.m.
 - i. Aaron Calderon noted that the review at the March 6, 2025, subcommittee meeting will be discussed later in the agenda, noting that the subcommittee meeting will be held on April 3, 2025, at 3 p.m.

XII. Discussion and Possible Action:

a. APD Policy

1. Recommendation(s):

A. SOP 1-11 Transit Safety Section (TSS)

- i. CPOA Executive Director McDermott verbally presented policy recommendations for SOP 1-11.
- ii. **Motion.** A motion was made by Chair Calderon to approve and direct the CPOA to make comment on the Boards behalf during the commenting window. The motion was seconded by member Budanauro. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

B. SOP 1-52 Homeland Security Unit

- i. Chair Calderon verbally presented policy recommendations for SOP 1-52.
- ii. **Motion.** A motion was made by Chair Calderon that the Board approve the recommendations and that CPOA will submit the recommendation the Boards behalf to APD during the commenting period for SOP 1-52 Homeland Security Unit. Member Bolyanatz seconded the motion. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

C. SOP 2-104 Civil Disputes

- i. CPOA Executive Director McDermott verbally presented policy recommendations for SOP 2-104.
- ii. **Motion.** A motion was made by Chair Calderon that the Board the recommendations for SOP 2-104 Civil Disputes be submitted on behalf of the CPOAB by the CPOA. The motion was seconded by member Bolyanatz. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

D. SOP 2-7 (Formerly 2-02) Damage to Civilian Property

- i. CPOA Executive Director McDermott verbally presented policy recommendations for SOP 2-7.
- ii. **Motion.** A motion was made by Chair Calderon that the Board approve and direct the CPOA to formally file the recommendation on the Board's behalf. Member Bolyanatz seconded the motion. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

E. SOP 1-3 Grooming Standards

- i. CPOA Executive Director McDermott verbally presented policy recommendations for SOP 1-3.
- ii. **Motion.** A motion was made by Chair Calderon that the Board advise the CPOA to forward the recommendation on behalf of the CPOAB. The motion was seconded by member Bolyanatz. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

2. No Recommendation(s):

A. SOP 1-67 Multi-Agency Task Force (MATF)

- i. There were no policy recommendations for SOP 1-67.

B. SOP 2-38 Daily Staffing and Briefings

- i. There were no policy recommendations for SOP 2-38.

C. SOP 2-46 Response to Traffic Crashes

- i. There were no policy recommendations for SOP 2-46.

D. SOP 3-14 Supervision

- i. There were no policy recommendations for SOP 3-14.

E. SOP 3-30 Line Inspection Process

- i. There were no policy recommendations for SOP 3-30.

F. SOP 3-47 Acceptance of Disciplinary Action and Right to Appeal

- i. There were no policy recommendations for SOP 3-47.
 - G. SOP 1-98 Electronic Support Unit
 - i. There were no policy recommendations for SOP 1-98.
 - H. SOP 1-23 Digital Intelligence Team (DIT)
 - i. There were no policy recommendations for SOP 1-23.
 - I. SOP 2-31 (Formerly 1-08) Emergency Medical and Trauma Services
 - i. There were no policy recommendations for SOP 2-31.
 - J. SOP 3-43 (Formerly 3-23 and 3-44) Relief of Duty
 - i. There were no policy recommendations for SOP 3-43.
 - K. SOP 2-41 Traffic Stops
 - i. There were no policy recommendations for SOP 2-41.
 - L. SOP 2-58 Force Review Board
 - i. There were no policy recommendations for SOP 2-58.
 - M. SOP 2-74 Submission of Felony Cases to the District Attorney
 - i. There were no policy recommendations for SOP 2-74.
3. Off-Cycle
- A. SOP 2-16 Report or 2-73 Collection, Submission, and Disposition of Evidence and Property
 - i. CPOA Executive Director McDermott verbally presented policy recommendations for SOP 2-16.
 - ii. **Motion.** A motion was made by Chair Calderon that the Board advise the CPOA to make the recommendation on behalf of the CPOAB. The motion was seconded by member Budanauro. The

motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

B. SOP 2-86 (Formerly 2-26) Auto Theft and Motor Vehicle Theft-Related Investigations

- i. CPOA Executive Director McDermott verbally presented policy recommendations for SOP 2-86.
- ii. **Motion.** A motion was made by Chair Calderon that the Board direct the CPOA to make the recommendation on behalf of the CPOAB. The motion was seconded by member Bolyanatz. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

4. APD Response to Policy Recommendation(s): [Standing item]

1. CPOA Executive Director McDermott provided an update on SOP 3-21 and will provide a special order addressing the recommendation.

b. Election of Chair

1. Zander Bolyanatz was nominated by Vice-Chair Wymark, Member Budanauro, and Chair Calderon to become the next Chair of the CPOA Board.
2. There were no other nominations.
3. **Motion.** A motion was made by Chair Calderon that Member Bolyanatz become the next Chair of the CPOAB. The motion was seconded by Vice-Chair Wymark. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

c. Election of Vice-Chair

1. Aaron Calderon was nominated by Chair Bolyanatz, and Aaron Calderon nominated himself for Vice-Chair of the board.
2. Member Wymark nominated member Budanauro for Vice-Chair.
3. **Motion.** A motion by Chair Bolyanatz to retain Vice-Chair Calderon and Member Wymark on the Policy and Procedure Review Subcommittee. The motion was seconded by Vice-Chair Calderon. The motion was carried unanimously by the following vote:

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

d. Committee Assignments

1. **Motion.** A motion by Chair Bolyanatz to keep Vice-Chair Calderon and Member Wymark on the Policy and Procedure Review Subcommittee. The motion was seconded by Vice-Chair Calderon. The motion was carried unanimously by the following vote:

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

e. Delegation of Board Member to APD Policy Development Committee

1. **Motion.** A motion by Chair Bolyanatz that Rowan Wymark will continue as the delegate and that the secondary back will be Vice-Chair Calderon. The motion was seconded by Vice-Chair Calderon. The motion was carried unanimously by the following vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

XIII. Other Business

- a. None.

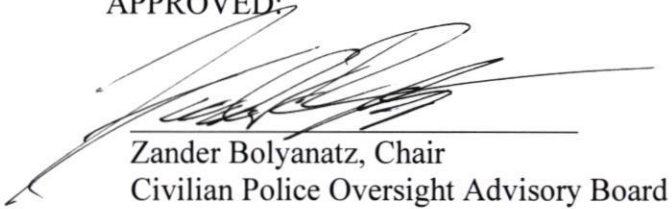
XIV. Adjournment.

- a. **Motion.** A motion was made by Chair Bolyanatz to adjourn the meeting. The motion was seconded by member Wymark. The motion was carried by a unanimous vote.

For: 4 – Bolyanatz, Budanauro, Calderon, Wymark

b. The meeting was adjourned at 9:15 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

Attachments



CIVILIAN POLICE OVERSIGHT ADVISORY BOARD

PUBLIC COMMENT

SIGN-IN SHEET

Thursday, March 13, 2025

NAME (PLEASE PRINT)

- | | |
|------------------------|-----------|
| 1. <u>Ancient Doss</u> | 11. _____ |
| 2. _____ | 12. _____ |
| 3. _____ | 13. _____ |
| 4. _____ | 14. _____ |
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| 10. _____ | 20. _____ |



City of Albuquerque

Civilian Police Oversight Agency



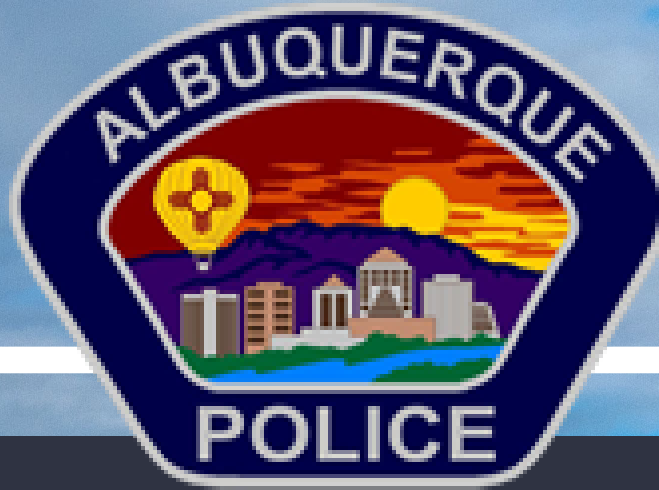
Diane McDermott
Executive Director

To: Civilian Police Oversight Advisory Board

From: Diane McDermott, Executive Director

Subject: March 2025 Executive Director Report

- The CPOA has received 63 complaint intakes from February 1, 2025, to February 28, 2025.
- 14 complaints were assigned for investigation between CPOA and ones appropriately or already with IA. 34 were driving complaints that were resolved with the employee's supervisor. 15 were miscellaneous, where either insufficient information was provided, it was determined that APD personnel were not involved in the complaint, or the complaint was resolved to the citizen's satisfaction due to seeking information.
- 4 commendations were received. All the commendations for the last five years will be uploaded onto the website. We are redacting PII for the involved individuals.
- IMR report 22 will be out soon. CPOA expects the four paragraphs regarding timelines and resources to be out of compliance. The issues are essentially doubled in the way the CASA is written, as there are shared paragraphs with APD that address these issues and then CPOA-specific paragraphs. The CPOAB has maintained full compliance; be mindful of ride-alongs so the board doesn't fall out of compliance.
- The need for a staffing study for the CPOA has also been discussed in several IMRs and by the Judge. The City's contractor for its class and comp study was also making available a staffing/workflow study if requested. However, despite being requested, it never came to fruition. As a result, the CPOA analytics team conducted an internal staffing study. A draft was provided to the Independent Monitor for the purposes of IMR 22, which received high praise for the work done. We will provide the results to the Board, the City, and post the results on our website for the community in the coming month.
- Update on MOU: several requests for clarification have been made with the APOA via email, but we have not received a response. A meeting will hopefully be set in the near future to determine if an agreement can be reached.
- Mediation program contract update. The contract is in the final stages. We are scheduling meetings with the contractor and APD as required by the ordinance, and the program should be in collaboration with APD.
- We have sad news to report: Our Policy Analyst, Emily Selch, will be leaving us, and this is her last meeting. She has done tremendous work for our agency and set the groundwork for future success. We will definitely feel her absence; I want to thank her for everything that she has done and wish her the best.



AMBASSADOR PROGRAM

Albuquerque Police Department

Lt. Jennifer Garcia

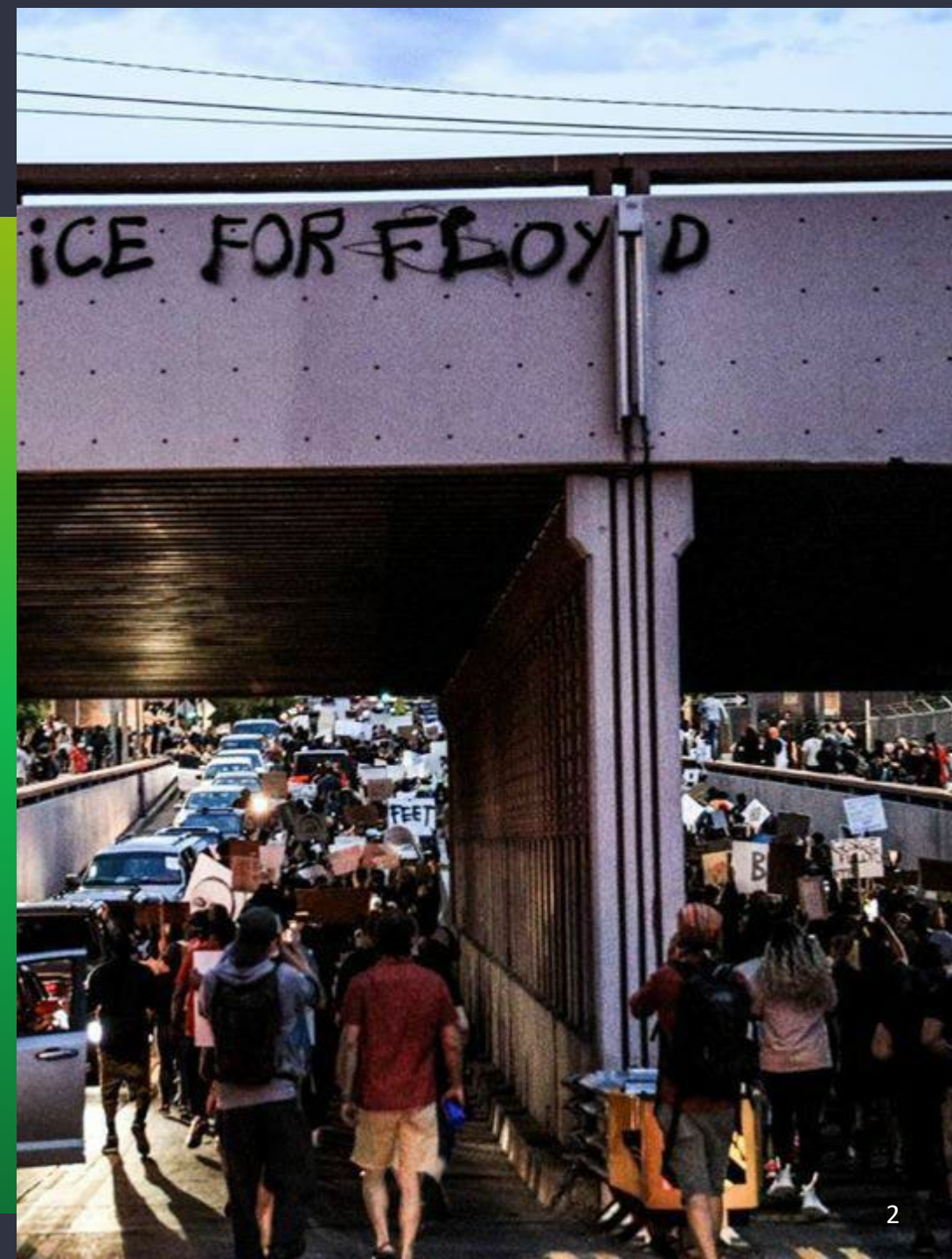
HISTORY

2020:

Covid

National High Profile Shootings

Demonstrations



GOAL

Build trust
with the
community

Show the
human
behind the
badge

Integrate
communities

Become a
voice for
minority
groups



COMMUNITY GROUPS

- Native American Community
- African American Community
- Hispanic Community
- Asian Community
- Refugee Community
- LGBTQI+ Community
- Faith Community (Christian, Muslim, and Jewish Faiths)
- Senior Citizen Community
- US Veteran Community
- Americans with Disabilities Community

SELECTION

Recruitment
Interviews
Assignments



May 2021

TRAINING & IMPLAMENTATION

OEI
Contact Organizations
Needs/Wants



AMBASSADOR ROLE

Liaisons

Work with designated community citywide

Monthly contact with designated community groups

Attend community events related to Ambassador groups

Assist recruiting within assigned groups to enhance diversity in APD

Obtain information from community and share with Department

Provide information to community

AMBASSADOR INITIATIVES

NMCDHH – Placards

NAACP - Food boxes

Mexican Consulate – signage

LFS – presentations to incoming
immigrants

RHCK



COMMUNITY SUPPORT

Cultural awareness symposium

NAACP recruiting events



Albuquerque Police Department Ambassadors



Back Row (L to R) Lieutenant Jennifer Garcia, Sergeant Michael Rico, Sergeant Lisa Neil, Officer Diomedes Cordoba-Diplakis, Officer Mark Wells, Sergeant Alex Rahami, Officer Jacob Osbourn, Sergeant Jason Brown, Officer Trevor Garcia, Sergeant Danny Padilla, Officer Dion Bethea, Officer Jorge Villalobos. Front Row (L to R) Officer Krystal Garcia, Administrative Assistant Breanna Roybal, Officer Marcelina Martinez, Officer Chase Jewell, RTCC Operator Jason Mulson, Officer Julian Tapia, Officer Jennifer Giron.

[HTTPS://WWW.CABQ.GOV/POLICE/COMMUNITY-OUTREACH-ENGAGEMENT/AMBASSADOR-PROGRAM](https://www.cabq.gov/police/community-outreach-engagement/ambassador-program)

THANK YOU

