



CREATING POSITIVE CHANGE

MEETING MINUTES
SOUTHEAST AREA COMMUNITY POLICING COUNCIL
Thursday, November 16, 2017 - 6:00 PM
CESAR CHAVEZ COMMUNITY CENTER
7507 KATHRYN SE
ALBUQUERQUE, NM

In Attendance:

CPC Voting Members (6):

- Ron Halbgewachs, Chair
- Todd Kersting
- Michael Kruchoski, Secretary
- Paula Metzner
- Frank Ernst, Vice-Chair
- Caroline Monie

CPC Voting Members Absent(3):

- Amir Chapel - excused
- Jeffrey Archuleta - excused
- Kathleen Burke – excused

APD Representatives (6)

- Sergeant Roger Legendre, APD
- Officer Devin Johnson, APD
- Officer Ian Ross, APD
- Officer Justin Crouch, APD
- Officer Russell Alberti, APD
- Yvette Marentes, CPC Admin

Community Members in attendance (15):

Patrick Barrett, Sarah Calibaba, Jeanette Rich, Joan Searer, Torild Kristiansen, Nancy Stewart, Kathie Esquibel-Baca, Michelle Montaña, Carl Schenck, D. Otto, Pat Wheeler, Rosemarie Baca, Gina Dennis, Veronica Garcia.

Introductions

The board all introduced themselves to the group

The community members also introduced themselves to the group

Call to Order

Meeting was called to order at 6:05 by Ron Halbgewachs

He welcomed everyone to the meeting

The 6th Monitor's Review of the CASA's agreement was reviewed in federal court today. Some of the board were there all day, Ron Halbgewachs will make a presentation of the meeting to present at next month's meeting.

Determination of Quorum

Quorum of 6 was met at the start of the meeting.

Approval of Agenda

Motion was made to approve the agenda, seconded and approved after striking Item #5 (Approval of August & October Minutes)

Presentation: (30 minutes) Officer Russell Alberti, APD Recruiting

Officer Alberti discussed the hiring process with the council and presented a PowerPoint presentation regarding the recruiting process (see attached PowerPoint.)

To be considered as a candidate for APD, there is a rigid 13 step process for cadets, service aids and lateral officers.

There is also a service aid program for kids' right out of high school to work as PSA's (Public Service Aids) part time and go to school full time while doing it. There are currently 8 former service aids in the Academy.

The hiring process is a template that is being used throughout the state. People that are interested in joining can get information and apply online at apd.com. It takes under 10 minutes to apply. You do need to be a US citizen to be an officer; however, you do not need to be a citizen to be a service aid. This class got almost 1500 applications however only 230 showed up for the selection process. This is an area where recruiting could use some help.

The online application has a series of 23 basic background questions. If all are answered correctly they will be approved to move forward for testing.

Applicants take a written test and if they pass, they go in on Saturday for a physical assessment, and if they pass that, they take another test. If passed, they show up on Sunday for a written psych evaluation which is administered by the BSS (Behavioral Sciences Section.)

We do everything we can to ensure that only the right people get though. Regarding military, their full record is evaluated. Applicants must have a personal history statement

with them as well for background investigations. You must be honest, there is a polygraph and two psych evaluations. It is a very rigorous process and a lot of people do not get through.

Physical Test - It is a state standardized test and the test is available online for them to see prior to taking the test. If any fail, they do get a second chance to pass. If they pass the physical assessment, they then take the Nelson Denny exam which is a vocabulary and aptitude test; not a lot of people fail this test.

Once an applicant has passed testing, it does not guarantee acceptance into the Academy; they must still go through background checks. A lot of people do not pass background because they try to hide things and/or lie. A thorough background test is conducted in house, applicants have to do a polygraph that must be passed (with discretion), and then the next phase is a one-on-one interview with a psychiatrist which is also state mandated.

The whole process can take anywhere between 2-3 months, sometimes longer. If you make it through the process, you are offered a job prior to the start of the academy. The applicants that are cleared are given a job with the city and can do administrative work while waiting for the Academy to begin. There are no age, height or weight requirements. It takes approximately 11.5 months to train an officer prior being out in the field.

If you speak another language, you can text and get paid more when you are an officer. If you can communicate and you have life skills behind you, you can be a good fit for the job. Having a college degree will also give you an increase in pay.

“Chief Selection” is an interview in front of command staff; this is where you know if you are going to be a police officer or not. The final step is a complete medical, physical evaluation. Then they are given an employment application where they actually apply to the city. Our requirements are above and beyond what the state requires for law enforcement. Just because you are in an Academy doesn't mean you will be an officer. Some are lost in the Academy as well.

Once an officer, they are placed on a year probation period.

The city is spending a lot of money on [indeed.com](https://www.indeed.com) which is bringing in a lot of out of state applications. They get travel reimbursed if they make it through the Academy. There are also incentives such as a hiring bonus as well as increased pay after a year.

Bernalillo County Sheriff has been told that they need to do more recruiting and have more events. All recruiters in the state know each other very well. They all share the same attitude and feel that recruiting events are not the way to go.

Frank Ernst stated that some cadets who are close to, but do not pass one of the exams, can meet with officers that will mentor the cadets on their time off. He did a ride-

along with another officer that was very enthusiastic.

Continued Discussion of SOP 2.52 Use of Force & related documents (30 minutes)

Ron Halbgewachs lead the discussion. We started last month reviewing the Use of Force document which was a major discussion in today's Federal Court hearing. The DOJ investigation started in 2012 and was determined in 2014 to bring charges against the city. This is how the policing councils were started and the process for meeting the requirements in all paragraphs of the CASA (Court Appointed Settlement Agreement).

One of our jobs as a Policing Council is to review and make recommendations on the current SOP's (Standard Operating Procedure). SOP 2.52 has been rewritten several times and has improved. Ron Halbgewachs anticipates that we will be finished in January so that the recommendations can be passed onto the new Chief of Police.

The Council proceeded to go through the SOP; below are comments that were made during the process:

Low Level Control Tactics:

Escort Techniques are when someone is arrested they may be escorted or lead by an officer. It is not considered use of force it is just a technique to guide someone to where they need to be.

Intermediate Force:

Note that Item two is missing from the SOP.

Michael Kruchoski has been through the SOP several times, he wants to know the definition of objectively reasonable force. People that have not had the background of reading the documents might look at this as "an out." There should be educational materials explaining some of the verbiage used. Somewhere down the line part of our responsibilities would be to educate the public.

Ron Halbgewachs noted there are a number of court cases listed in the SOP and a few pages are dedicated to making the definition as to what is considered reasonable force.

Who reviews the use of force reports? Sergeant Legendre: officers notify their Sergeant over radio and then the Sergeant will come out and determine what use of force was used and then an investigation ensues.

Michael Kruchoski stated the guidelines are well written and show that there is a lot of work on emotional self-control. They are trained to recognize this in themselves and to learn how to deal with anger and step back however, community members do not have this type of training. He thinks a lot of it can be common sense and compassionate when dealing with community members.

Electronic Control Weapon:

Ron Halbgewachs: One thing about this document is there are referenced SOP's that

are used as well such as an SOP on Tasers. We should as a board review the other SOP's at a later time.

Sergeant Legendre: Officers do deploy with the less lethal weapons such as bean bag rounds. Officers will try to take steps to slow down the momentum, such as bring as many other officers or use the bean bag rounds anything that can be done prior to using guns. The less lethal guns are color coded with bright yellow tape on the muzzle and on the stop. They are actual shotguns but they do not get lethal rounds put into them. The majority of officers, if not all, have the bean bag shotguns in their units. This is another tool that allows an officer to have distance and find other places of cover so that they do not have to get too close.

The remainder of the SOP will be reviewed at the next meeting.

Ride-Along Reports (5 minutes)

Council members are expected to do ride-alongs with officers. They try and provide a ride along report to others on the Council based on experience, what they encountered and sometimes recommendations have come up from the ride-alongs.

There were no ride-alongs to report at this meeting.

Monthly Crime Report from SE Area Command (5 minutes)

Sgt. Legendre presented the crime report statistics that were gathered for the dates October 19-November 15 (the report is attached, following these Minutes).

There were 1823 incidents; the top categories are property crimes.

Some things they are doing for crime prevention; there were 3 surveys completed, 8 neighborhood association, business meeting and workplace safety trainings. They go out and meet with schools, business and neighborhood associations..

Be sure to call when anything happens.

There is an app that you can download to report anything that is going on in your area. ABQ police mobile (ABQPolice Mobile.)

If you report something and an officer encounters that individual, it can give an officer probable cause to interact with someone. If an incident is not reported, the officer may not be able to interact with the person.

Public Comments, Questions, Responses (30 minutes)

Is there recruiting going on for more dispatchers? Officer Alberti: They are always recruiting, however it takes a long time to train a dispatcher. It can be a tough job.

Ron Halbgewachs: The Director of the Emergency Call Center attended the February 2017 CPC meeting and presented and talked about the extensive training that it takes to be a dispatcher.

Tod Kersting: There are other things you can do to help prevent crime at your home; like Ring.com, or cameras or flood lamps that alert you when someone walks on your driveway. They are great and go right to your phone and you can access those cameras any time you want.

Ron Halbgewachs: Laura Kuehn will be here in February to talk about security improvements to your home. They can come out to your home and do a walkthrough of your home to see what can be done to make your home safer.

Question: What is your process of taking all this info and who do you report to?

Ron Halbgewachs: This comes out in our minutes and you can go to a website dedicated to all of the policing councils, www.cabq.gov/police/community-policing-council. When we have an official recommendation to the police department, the Council discusses it and produces a motion which is approved. Then that recommendation is sent to our Area Commander and then forwarded to the Chief.

Question: Do you report to the Police Oversight Board?

Ron Halbgewachs: We do not report to the oversight board. The Board can review the recommendations. But an acceptance or denial of a recommendation comes from the Chief of Police. A recommendation can be transferred to another city department.

Another member stated that this is the darkest city he has ever lived in. There is only one street light on his block so it is like an invitation to property crime.

Sgt. Legendre: The city is actually looking at this and they are looking at installing LED lights into the city. They do recognize this is an issue and are trying to replace lighting systems and bring into neighborhoods.

Ron Halbgewachs: Another thing you can do is call 311. Someone can take a written report and you can request a call back. Describe the situation and see if they can tell you who to contact regarding the lighting problem.

Does the property evaluation do a day and night evaluation?

Sgt. Legendre: Laura Kuehn comes out for security surveys and most often she is going to come out during the day. Start attending your neighborhood association and be a voice as more than one voice can make a difference.

Agenda items for next meeting:

a. Continued Discussion of SOP 2.52 Use of Force

Other Business

Make sure to sign up with your email address so that you can receive any updates.

Adjournment

Meeting adjourned at 7:56

Next meetings: December 21, January 18



Richard J. Berry
Mayor

City of Albuquerque

Albuquerque Police Department



Gorden E. Eden, Jr.
Chief of Police

November 16, 2017

Interoffice Memorandum

To: Sergeant R. Legendre, PACT, Southeast Area Command
Sergeant J. Sanchez, PACT, Southeast Area Command

From: Laura Kuehn, NCPS, ICPS, Crime Prevention/Crime Free Programs

Subject: November 2017 CPC Stats

Crime statistics for the Southeast Area Command from October 19 – November 15, 2017:

1823 Incidents (excluding accidents)

Top Categories:

Property

Larceny (All Types) – 185
Auto Burglary – 170
Auto Theft – 162
Residential Burglary – 89
Vandalism - 61
Commercial Burglary - 58

Person

Family Offenses – 277
Aggravated Assault/Battery – 70
Robbery (All Types) – 35
Simple Assault – 24
Homicide – 0
Criminal Sexual Penetration - 10

Crime Prevention/Community Engagement Activities:

- 3 Crime Prevention through Environmental Design Security Surveys for homes and businesses
- 8 Neighborhood Association Meetings/Community Events
- 1 Business Meetings
- 3 Neighborhood Watch/Apartment Safety Social Meetings
- 4 Workplace Safety Trainings

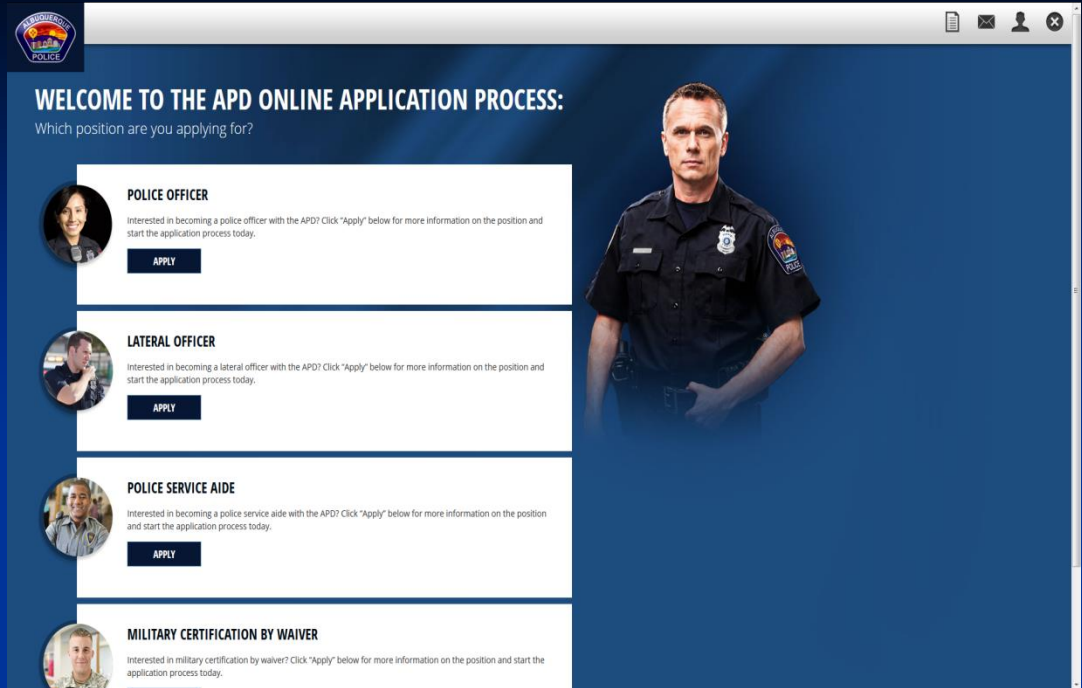
The Process of Becoming
an
Albuquerque Police
Officer

13 Step Selection Process

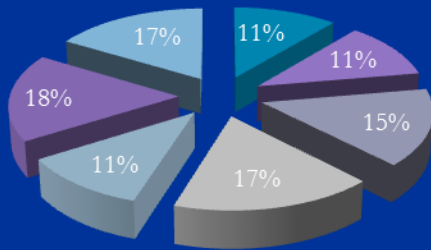
To be considered as a Police Cadet, Lateral Officer, or Police Service Aide with the Albuquerque Police Department applicants must successfully complete the 13 step selection process.

Step 1 Interest Card

Collects initial information required for the selection process and determines eligibility for the position. All information is collected and stored online via apdonline.com.



Recruiting Statistics



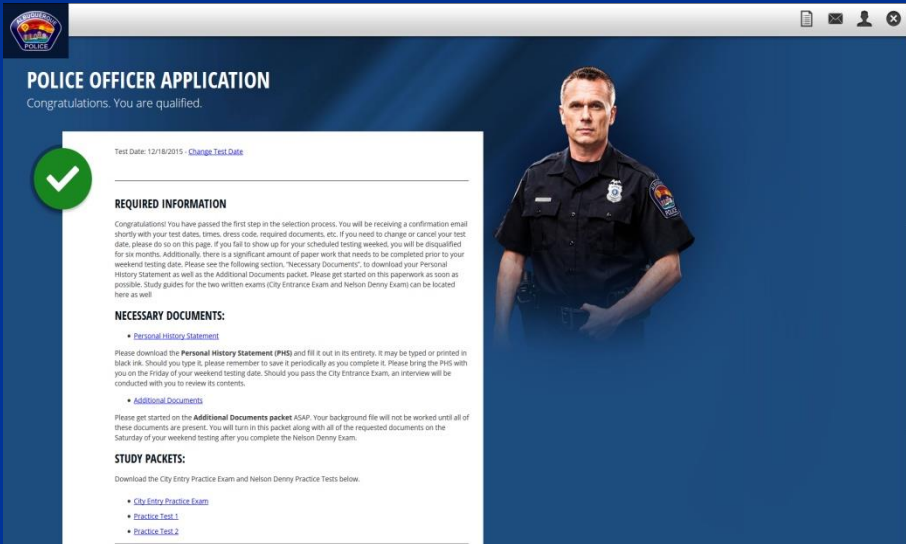
- 112TH CADET CLASS
- 113TH CADET CLASS
- 114TH CADET CLASS
- 115TH CADET CLASS
- 116TH CADET CLASS
- 117TH CADET CLASS
- 118TH CADET CLASS

PHASE	112 TH Class	113 TH Class	114 TH Class	115 th Class	116 th Class	117 th Class	118 th Class
INTEREST CARDS RECEIVED	1002	1008	1377	1,561	1009	1570	1,481

Interest Card

All applications are processed electronically. The system provides immediate, automated notification as to whether the applicant meets minimum standards to proceed in the process.

Qualified



POLICE OFFICER APPLICATION
Congratulations. You are qualified.

Test Date: 12/18/2015 [Change Test Date](#)

REQUIRED INFORMATION

Congratulations! You have passed the first step in the selection process. You will be receiving a confirmation email shortly with your test dates, times, dress code, required documents, etc. If you need to change or cancel your test date, please do so on this page. If you fail to show up for your scheduled testing weekend, you will be disqualified for six months. Additionally, there is a significant amount of paper work that needs to be completed prior to your weekend testing date. Please see the following section, "Necessary Documents", to download your Personal History Statement as well as the Additional Documents packet. Please get started on this paperwork as soon as possible. Study guides for the two written exams (City Entrance Exam and Nelson Denny Exam) can be located here as well.

NECESSARY DOCUMENTS:

- [Personal History Statement](#)

Please download the **Personal History Statement (PHS)** and fill it out in its entirety. It may be typed or printed in black ink. Should you type it, please remember to save it periodically as you complete it. Please bring the PHS with you on the Friday of your weekend testing date. Should you pass the City Entrance Exam, an interview will be conducted with you to review its contents.

- [Additional Documents](#)

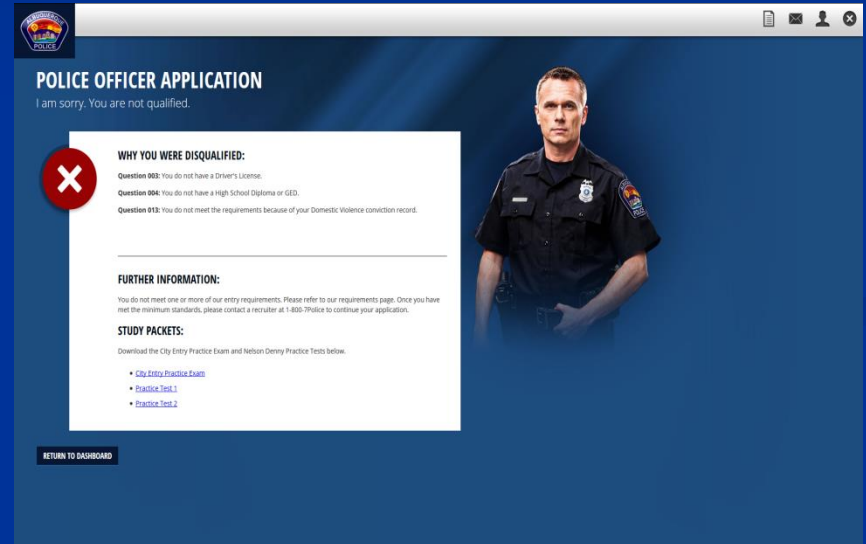
Please get started on the **Additional Documents packet** ASAP. Your background file will not be worked until all of these documents are present. You will turn in this packet along with all of the requested documents on the Saturday of your weekend testing after you complete the Nelson Denny Exam.

STUDY PACKETS:

Download the City Entry Practice Exam and Nelson Denny Practice Tests below.

- [City Entry Practice Exam](#)
- [Practice Test 1](#)
- [Practice Test 2](#)

Disqualified



POLICE OFFICER APPLICATION
I am sorry. You are not qualified.

WHY YOU WERE DISQUALIFIED:

- Question 003:** You do not have a Driver's License.
- Question 004:** You do not have a High School Diploma or GED.
- Question 012:** You do not meet the requirements because of your Domestic Violence conviction record.

FURTHER INFORMATION:

You do not meet one or more of our entry requirements. Please refer to our requirements page. Once you have met the minimum standards, please contact a recruiter at 1-800-7Police to continue your application.

STUDY PACKETS:

Download the City Entry Practice Exam and Nelson Denny Practice Tests below.

- [City Entry Practice Exam](#)
- [Practice Test 1](#)
- [Practice Test 2](#)

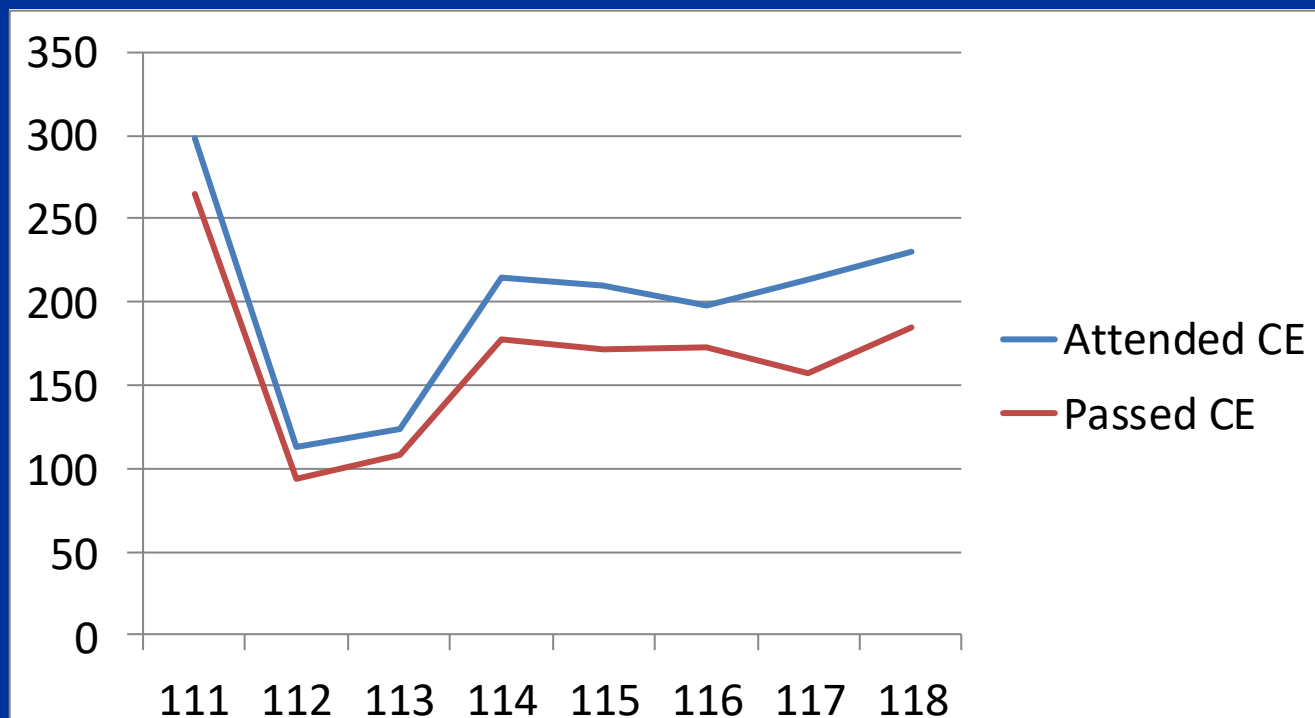
[RETURN TO DASHBOARD](#)

Weekend Testing

Steps 2 through 7 take place during the initial testing weekend at the Albuquerque Police Academy

Step 2 City Entrance Exam

- This exam measures minimum aptitude in areas that include recall and observation, situational judgment and reasoning, directional orientation, and basic mathematics principles. It is a written test comprised of 100 multiple choice questions. The passing score for the test is 70. There is a study packet available.



Weekend Testing Continued

Step 3

Personal History Statement

- The Personal History Statement (PHS) is a 24 page questionnaire that helps backgrounders evaluate applicant traits in the following areas: truthfulness, responsibility, caring, citizenship, respect for others, and fairness. Additionally, the PHS examines employment, credit, criminal and residence history. An interview will be conducted based on the information provided in the PHS, after which it will be determined whether a candidate will continue in the selection process.

Weekend Testing Continued

- **Step 4: Physical Abilities Test**
- Candidates will proceed through a standardized set of physical ability tests. Physical ability components are: sit-ups, pushups, a 300 meter sprint, and a mile and a half run. Applicants are advised to perform at their optimum levels, as fitness scores are an important element used to evaluate an applicant's overall eligibility.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 th CLASS	116 TH CLASS	117 TH CLASS	118 th CLASS
Met Physical Standards	68	83	153	151	131	129	158

Weekend Testing Continued

Step 5

Nelson Denny Exam

- This exam is composed of 118 multiple choice questions that measure minimum aptitude levels in vocabulary, reading, and comprehension. There is a study packet available.

Step 6

Additional Documents Required

- The applicant is required to provide certain documents including, but not limited to, official transcripts, a credit report, a photograph, copies of their driver's license and social security card, etc. The background file is not worked until all documentation has been provided.

Step 7: Written Psychological Exam

- Candidates are administered a battery of written psychological tests as determined by the City of Albuquerque Behavioral Sciences Division. The results are compiled by the Behavioral Sciences Division and used to evaluate an applicant's suitability, in conjunction with the Psychological Interview.

Backgrounds

Step 8

Background Investigation

- All information gathered and collected from the applicant will be verified. A thorough and complete investigation will be completed. The investigation is comprised of, but not limited to, criminal history, arrest history, employment history, military history, driving history, educational history, credit references, social history, and reference checks.

Step 9

Polygraph

- The polygraph is used to help verify information provided by the candidate in all papers, documents and statements submitted as part of the selection process, and to verify any statements made during interviews and the background investigation.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 TH CLASS	116 TH CLASS	117 TH CLASS	118 TH CLASS
Failed Polygraph	8	13	20	17	16	14	15

Step 10

Psychological Interview

- The psychological interview consists of the scoring and interpretation of the written psychological test and an interview with a psychologist. The New Mexico Department of Public Safety requires that candidates pass the psychological test administered by a licensed psychologist prior to certification.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 TH CLASS	11 6 TH CLASS	117 TH CLASS	118 TH CLASS
Failed Psychological	11	16	27	16	12	6	15

Step 11 Chief Selection

This is an oral interview with the Executive Command Staff.

PHASE	112 TH CLASS	113 TH CLASS	114 TH CLASS	115 TH CLASS	116 TH CLASS	117 TH CLASS	118 TH CLASS
Passed Chief Selection	26	20	45	35	34	33	51
Failed Chief Selection	1	1	4	3	2	4	6

Step 12

Employment Application

- This will be completed after the applicant successfully concludes the selection process.

Step 13

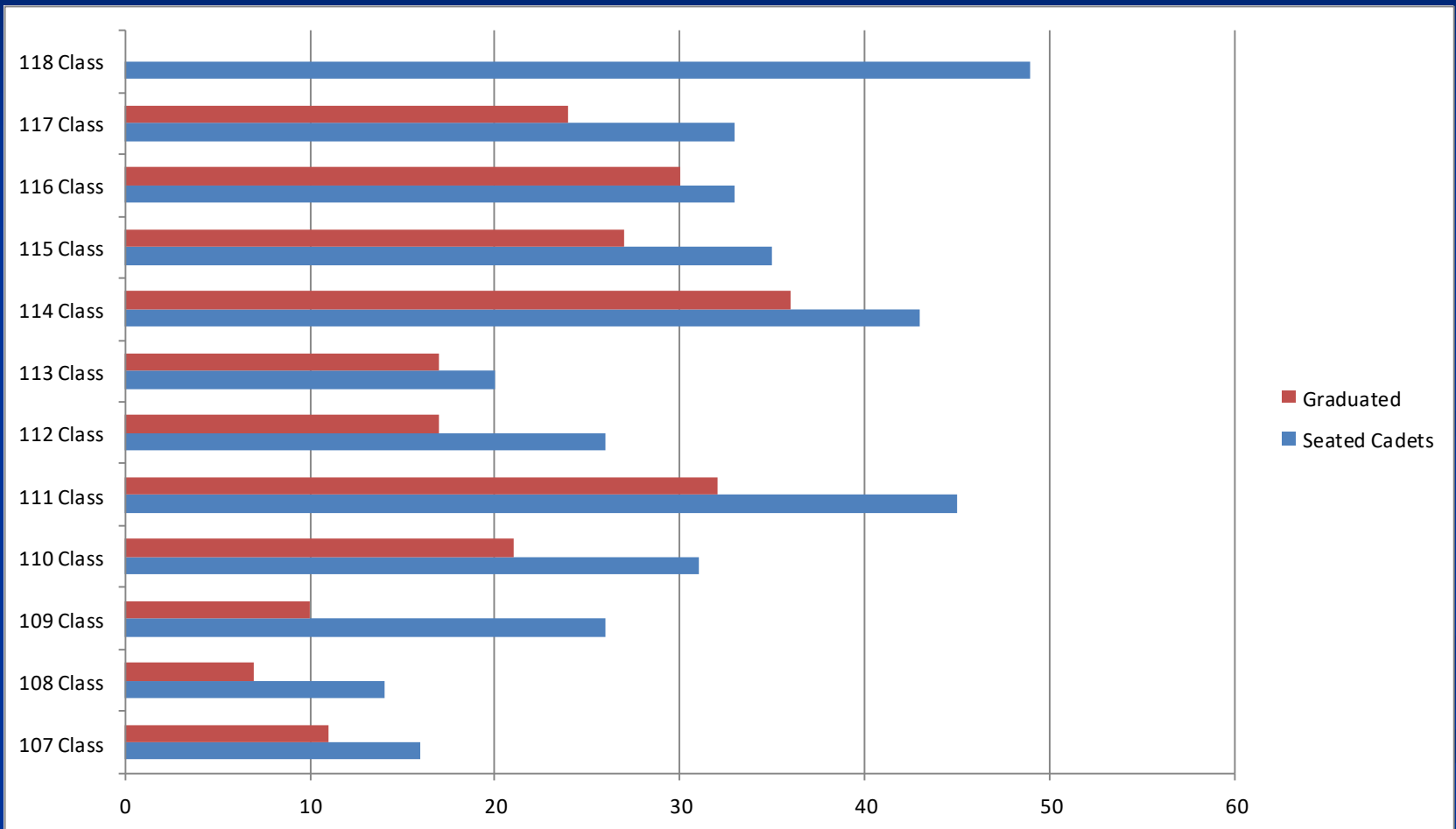
Medical Evaluation

- Candidates will be sent to the City Health Center for a series of examinations comprised of, but not necessarily limited to, vision, hearing, medical/physical, and drug test.

Steps Required by the State

- It should be noted these steps are required by NM State Statute 29-7-6 and/or the NMLEA Board
 - Background
 - Physical Fitness Standards
 - Medical Exam
 - Psychological Exam

Statistics



Statistics Continued

Total Interest Cards Received

Month	2012	2013	2014	2015	2016	2017
January	299	455	532	177	216	303
February	232	218	412	218	231	330
March	252	291	145	251	368	335
April	262	440	250	602	433	236
May	230	300	383	451	435	241
June	195	290	417	405	361	300
July	212	370	325	404	369	311
August	181	274	291	328	461	274
September	222	319	265	331	386	247
October	273	373	285	361	350	
November	352	165	203	341	277	
December	232	337	239	272	287	
TOTAL	2942	3832	3747	4141	4174	

Includes Cadet, Police Service Aide, and Lateral

What we are doing to improve process:

- We now have an automated online application.
- We have doubled the amount of testing dates available for applicants.
- We have updated our methods of advertisement to match technology.

What we are doing to improve process:

- We have established an early hire program which captures recruits who might otherwise go to another agency while awaiting the academy start date.
- We have worked with HR to update the City Entrance exam. The new test was implemented in January, 2016. Additionally, a new test was designed for PSA applicants and implemented in October, 2017.

Recruiting Efforts

Online Advertising

- Indeed
- Edit House
- Craigs List
- The Blue Line
- CNM
- Discover Policing
- National Minority Update
- Facebook
- University of New Mexico
- Saludos
- The Cause Interactive
- New Mexico Highlands
- New Mexico State University
- Police One
- New Mexico Higher Education Santa Fe

Online Recruiting Efforts

Edit House

- Incorporates online recruiting advertising methods that better match the modalities of our target population. This targets the population by utilizing key word searches.

Indeed.com

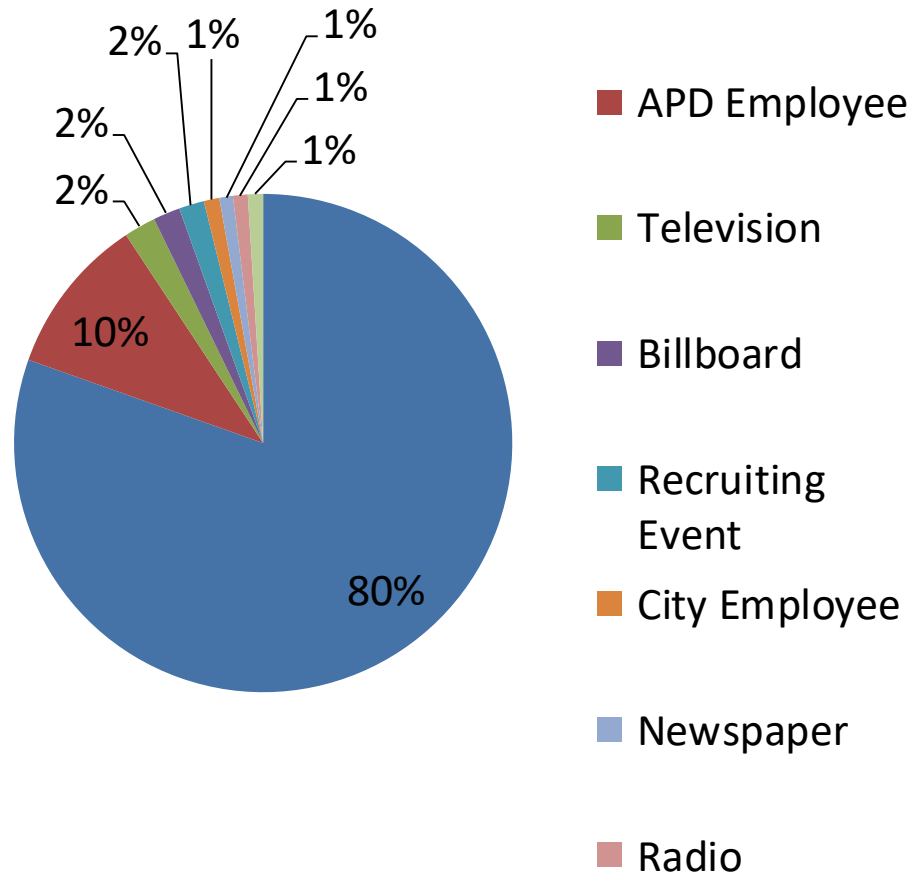
- World-wide job search engine that is a no-charge service for individuals seeking employment.

How cadets heard about us

	113	114	115	116	117	118
Internet	600	851	998	892	941	933
APD Employee	13	116	86	90	106	125
Television	15	43	17	22	21	16
Billboard	26	27	12	11	24	11
Recruiting Event	8	18	15	11	22	25
City Employee	9	14	12	3	14	7
Newspaper	10	12	15	5	8	7
Radio	9	10	13	11	10	10
Poster	17	8	6	9	13	11

How cadets heard about us

Interest Cards



CONCLUSION

- Actively Recruiting
- Minimum Requirements
- Arduous Selection Process
- Rewarding Career

Any Questions?

apdonline.com