



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