

ALBUQUERQUE POLICE DEPARTMENT 2016 ANNUAL REPORT



Richard J. Berry
Mayor



Gorden E. Eden, Jr.
Chief of Police

TABLE OF CONTENTS



A Message from the Chief of Police	3
Our Community and APD	4
APD Staffing	5
APD Organization	6
Area Commands	7
Freedom Award	8
National Law Enforcement Officers Memorial Fund - Officer of the Month Award	9
Community Policing Councils	10
New Vehicle Design	11
COPS for Kids	12
Hero's Academy	13
Chief Paul A. Shaver Police Museum	14
Training and Recruiting	15
Uniformed Officers of the Month	16
Uniformed Officer of the Year	17
Non-Uniformed Officers of the Month	18
Non-Uniformed Officer of the Year	19
Civilian Employees of the Month	20
Civilian Employee of the Year	21
Teams of the Month	22
Team of the Year	23
Achievement Awards	24
APD Promotions and Retirements	25
2016 Academy Cadet Classes	26
Settlement Agreement	27
We Remember	29
In Memoriam	31

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CHIEF GORDEN E. EDEN, JR.

On behalf of the fine men and women serving the Albuquerque Police Department, I am proud to present their 2016 Annual Report. This report reflects the positive efforts of our sworn and civilian personnel as we continue to improve the department and the services we provide to our community.

In 2016, we received national recognition for our efforts. The Department was honored by Department of Defense at the Pentagon for our support of Guard and Reserve who not only serve our community but serve their country as well. Two of our officers received national recognition from the National Law Enforcement Officers Memorial Fund for their actions in saving a suicidal individual threatening to jump off a freeway overpass. These officers will be honored at a ceremony in Washington, D.C. in 2017.

The Department has established Community Policing Councils, with representation from citizens and APD officers, in each of our six area commands and hired a full-time coordinator to facilitate the monthly meetings. Our officers participate in these meetings as well as other community events such as Cops for Kids and Hero's Academy.



**Gorden E. Eden, Jr.
Chief of Police**

This Department is dedicated to providing the best police force for our community. We graduated three cadet classes in 2016 and started a fourth. In early 2016, all our officers underwent 40 hours of training related to the use of force policy, decision making and de-escalation practices. Our officers will be kept abreast of best practices and the latest law developments with an additional 24 hours of training each year.

The perception of our Department is changing for the positive and is reflected in a community survey disseminated by the City executives. 93% of our citizens responded with a positive level of respect for Albuquerque Police, with 65% of those citing a high level of respect. The Department was also recognized for its improvement in its treatment of citizens with 58% agreeing that “the Department is respectful in its treatment of citizens.” This is a significant improvement from 2014 when only 40% of the respondents agreed with the statement. Although this is an improvement, we will continue to strive to build strong relationships with our community.

I know there are still many accomplishments ahead of us, but I need to acknowledge the staff for the achievements they have made so far. This report is truly a reflection of their efforts. I thank each and every one of them and I thank the community for their endless support.

Sincerely,

Chief Gordon E. Eden, Jr.

APD Mission Statement:

The mission of the Albuquerque Police Department is to preserve the peace and protect our community through community oriented policing, with fairness, integrity, pride and respect.

Core Values:

Integrity • Respect • Fairness • Pride

OUR COMMUNITY & APD

City Population (2015 estimate)*	559,121	City Government	
		Mayor	
		Chief Administrative Officer	
		Chief Operating Officer	
		Nine member City Council	
Female (April 1, 2010)*	51.4%		
Male (April 1, 2010)*	48.6%		
		Operating Budget (FY16)	
Population by Race (April 1, 2010)*		City	\$926 million
White	69.7%	APD	\$172 million
Black or African American	3.3%		
American Indian or Alaska Native	4.6%		
Asian	2.6%		
Native Hawaiian and Other Pacific Islander	0.1%	Employees	
Two or more races	4.6%	City	5,825
		APD	1,352
Hispanic or Latino Origin	46.7%	APD Calls for Service (2016)	555,869
White, not Hispanic	2.1%		
		City Founded	1706
Total Population under 5 years*	7.0%	Police Department Founded	1898
Total Population 18+ years*	76.0%		
Total Population 65+ years*	12.1%		
		APD Facilities and Inventory Include:	
High School Graduates 2011-2015;		Main Police Station	1
percent of persons age 25+*	89.0%	Area Commands	6
		Community Substations	5
		Training Academy	1
		Firearms Ranges	2
Bachelor's Degree or higher 2011-2015;		Horse Mounted Unit Stables	1
percent of persons age 25+*	33.5%	Training Grounds	1
		Metropolitan Crime Laboratory	1
		Marked Vehicles	650
City Area	187.7 square miles	Unmarked Vehicles	221
	2,979 persons per sq. mile	Motorcycles	34
City Elevation	5,326 feet	Aircraft	1
		Helicopter	1
		Airboat	1
		Hovercraft	1
		Horses	10
Number of City Households (2015)*	222,098	Canines	4
		Bomb Squad Canines	2
Median Household Income			
2011-2015*	\$47,030		
Change in Population			
April 1, 2010 to July 1, 2015	2.3%		

* Source: U.S. Census Bureau; <http://www.census.gov/quickfacts/table/PST045215/3502000,00>

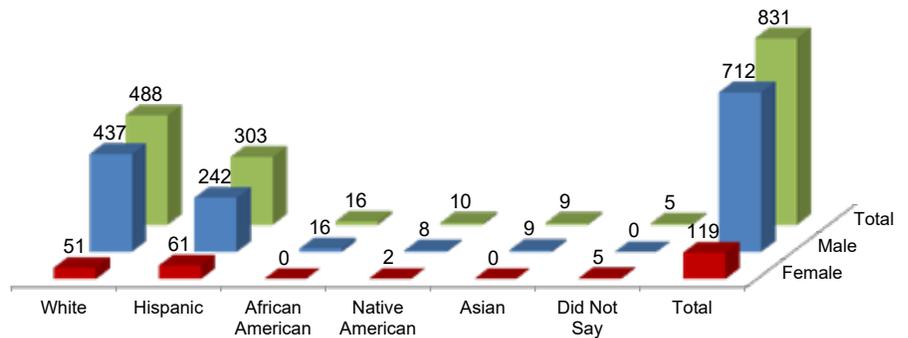
APD STAFFING

	2014	2015	2016
Sworn	903	832	831
Civilian	552	481	521
Total	1,455	1,313	1,352

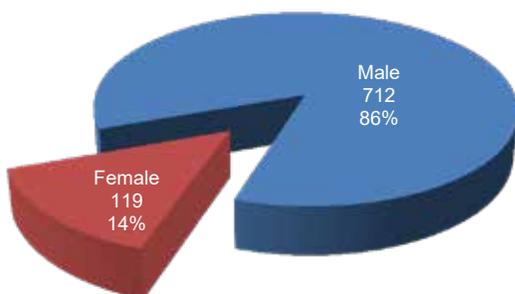
Sworn Officer Count by Rank

Chief of Police	1
Assistant Chief	1
Deputy Chief	1
Major	4
Commander	14
Lieutenant	23
Sergeant	116
Patrolman/Detective	663
CSA (Sworn)	8
Total	831
Average Age (Sworn)	37.8
Average Years of Service	11.7

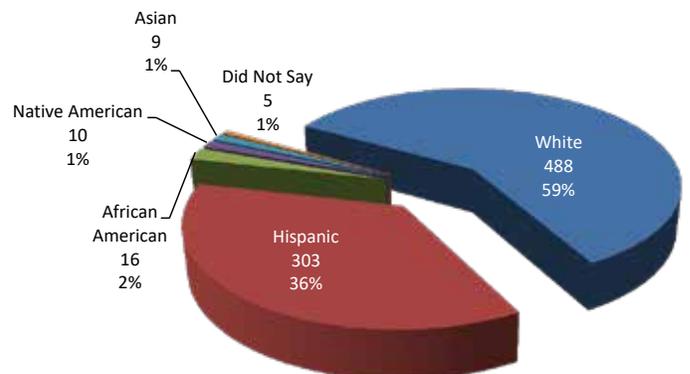
Sworn Officer Count by Gender and Race/Ethnicity



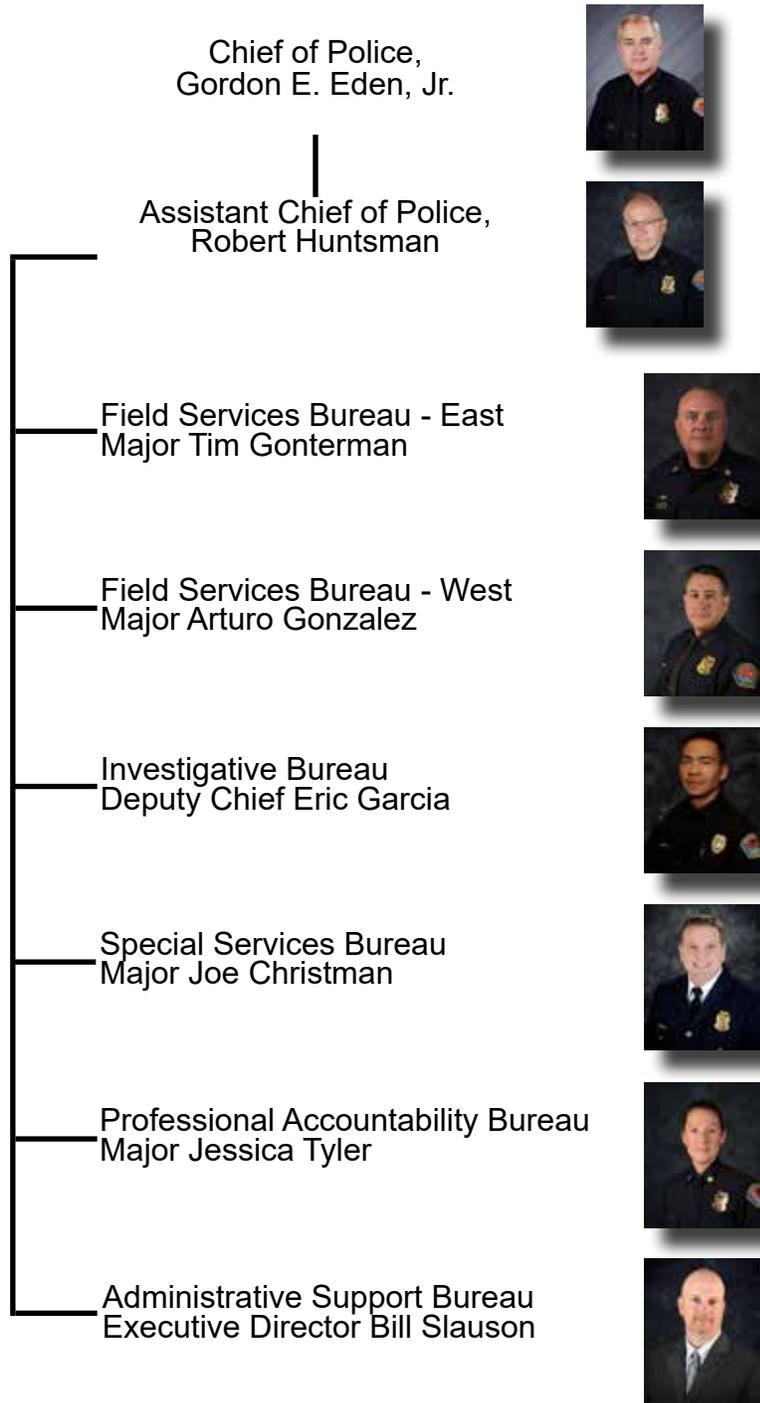
Sworn Officer Count by Gender



Sworn Officer Count by Race/Ethnicity



APD ORGANIZATION



The Albuquerque Police Department consists of six bureaus under the direct supervision of the Chief and Assistant Chief of Police. The **Field Services Bureau East** and **Field Services Bureau West** oversee the six City of Albuquerque Area Commands. The **Investigative Bureau** oversees Special Investigations, Criminal Investigations, Scientific Evidence, the Real Time Crime Center and Behavioral Health. The **Special Services Bureau** oversees Special Operations and Metro Traffic. The **Professional Accountability Bureau** oversees the Academy and Internal Affairs. The **Administrative Support Bureau** oversees Fiscal, Human Resources, Planning, Audit and Records. This bureau also coordinates the department's efforts in implementing the Settlement Agreement negotiated with the United States Department of Justice.

FREEDOM AWARD



The Secretary of Defense Employer Support Freedom Award is the highest recognition given by the United States Government to employers for their support of their employees who serve in the Guard and Reserve. The Department of Defense recognizes that almost half of the U.S. military is comprised of the Guard and Reserve. This award recognizes those employers who provide the most outstanding support for their Guard and Reserve employees and is presented annually by the Secretary of Defense.

In 2016, the Albuquerque Police Department was one of 15 recipients of the 2016 Secretary of Defense Employer Support Freedom Award. "These 15 employers have distinguished themselves through their outstanding support of our Guard and Reserve members and their families," said Defense Secretary Ash Carter. "Without the unfaltering support of employers like them, the men and women of the National Guard and Reserve would not be able to fulfill their vital roles in our National Security Strategy. It is a great honor for me to recognize these employers, and I congratulate them on their receipt of the Employer Support Freedom Award."

Approximately 24 percent of the APD's workforce are veteran employees, including more than 32 active Guard and Reserve members. The department was honored for implementing policies that are generous and supportive of military personnel as well as senior leadership's support of the families, so deployed officers can focus on their military missions.

The Albuquerque Police Department was nominated by Air National Guard First Lieutenant Phillip Z. Block. The department was recognized for granting 52 days of paid military leave to Guard and Reserve employees called to active duty and differential pay for periods that extend beyond that; for paying the employers share of health insurance for up to 60 months of deployment; for having the first ever guaranteed interview system for veterans, Guard and Reservists who meet minimum qualifications; and for recognizing National Guard Reserve service as an alternative to college credit for cadet eligibility.

The 2016 Freedom Award recipients were honored at a ceremony in the Pentagon on August 26, 2016. Chief Gorden E. Eden, Jr. received the award on behalf of the Department.

The 2016 recipients were selected from 2,424 nominations received from Guardsmen and Reservists. The Freedom Award was instituted in 1996 to recognize exceptional support from the employer community. In the years since, 220 employers have been honored with the award.

NATIONAL LAW ENFORCEMENT OFFICERS MEMORIAL FUND OFFICER OF THE MONTH AWARD

Located in the nation's capital, the National Law Enforcement Officers Memorial Fund is a nonprofit organization dedicated to honoring the service and sacrifice of America's law enforcement officers. The Memorial Fund's Officer of the Month Award Program began in 1996 and recognizes federal, state, and local officers who distinguish themselves through exemplary law enforcement service and devotion to duty. Officers Candace Bisagna and Brandi Madrid were recipients of the National Law Enforcement Officers Memorial Fund Officer of the Month Award for October 2016.



On May 29, 2016, a man climbed over a security fence on an overpass over I-40. After he threatened to jump, the police were called to assist, but he refused to speak with the male officers who arrived first. Officer Brandi Madrid arrived at the scene next; this was her first experience in a situation like this. "I started to build that rapport with him," Officer Madrid said. "He just seemed like he had a lot he was holding within. He seemed to be very upset so for most of that time, I really just listened."

Officer Candace Bisagna volunteered to help with the call because of her experience helping distressed individuals who were at risk of suicide. Upon arriving at the scene, she recognized the man as someone she had talked off a bridge just one month earlier.

The officers used their Crisis Intervention Training (CIT) to gain the man's trust, but then, angry drivers below began shouting for him to jump. Their shouts distressed the man and the officers had to work to calm him down again.

"For us, that's frustrating because [the shouts were] amplifying his emotions," Officer Bisagna said. "We'd make a little bit of headway, and someone would yell that, and we'd have to go back and build it back up. Finally they blocked off the exits from where we were so no one could yell at him, and it was a lot more helpful. But the whole time, you're just kind of praying he doesn't jump."

After three hours in the sweltering heat, Officers Bisagna and Madrid were able to talk the man back over the fence, and he peacefully surrendered. The Crisis Intervention Team was told to keep a closer eye on the man and get him the medical attention he needed. "We are required to take what's called a Crisis Intervention Team Course where they set up scenarios, such as people who are on the edge of a bridge or are feeling like hurting themselves," Officer Madrid said. "They give you the tools to successfully make a good outcome of it. Because of that, I was able to use those tools for that incident, and it really paid off."

"I think all of the training we're provided helped us be successful," added Officer Bisagna.

Just two days later, Officer Madrid helped save the life of a female who attempted to jump off another bridge in the city.

"Officers Candace Bisagna and Brandi Madrid are a prime example of how crisis prevention training is important for all law enforcement," Memorial Fund President and CEO Craig W. Floyd said. "The devotion they showed in those extreme circumstances is honorable and deserving of the October 2016 Officer of the Month Award." Officers Candace Bisagna and Brandi Madrid, along with the other Officer of the Month Award recipients for 2016, will be honored during National Police Week at a special awards ceremony in Washington, DC, in May 2017.

COMMUNITY POLICING COUNCILS

Bridging the Gap between Community and Police

In order to foster better policing, community relationships and practices, APD has established a Community Policing Council (CPC) in each of the six area commands. The goal of each CPC is to engage in candid, detailed and meaningful dialogue between Albuquerque Police and the citizens they serve. CPCs are independent from the City and Police Department. CPC members are encouraged to formally recommend revisions to the policies and procedures. They are also asked to make recommendations and identify concerns, problems, successes and opportunities within each area command and for the department as a whole. The CPCs are comprised of members from the community and APD officers. Voting members must reside or have businesses within the boundaries of their area command.

In 2016, the department hired a Community Policing Council Coordinator to increase awareness, facilitate growth, and provide assistance and resources to the CPCs and the community. In order to increase participation in the CPCs, the coordinator has attended Parent-Teacher Associations (PTA) and booster meetings to expand the demographics of the CPCs, as well as meeting with local businesses and other organizations to increase the diversity of the CPCs. The CPC Coordinator will continue to develop media releases to inform the public of ongoing activity and trends within the Department and will also continue efforts through social media, including Facebook, Next Door, and Twitter.

CPC meetings are held each month and are open to the public. Everyone is welcome to attend. For more information visit: <https://www.cabq.gov/police/community-policing-council>



CPC Awards Ceremony

NEW VEHICLE DESIGN



In 2016, APD introduced new Ford Explorers with a new design.



Also in 2016, APD began using Chevrolet Silverado pickups as vehicles for the Public Service Aide program.

COPS FOR KIDS



HERO'S ACADEMY



CHIEF PAUL A. SHAVER POLICE MUSEUM



The Chief Paul A. Shaver Police Museum was founded in 2008 and is open to the public by appointment. The museum traces the history of the police department from the late 1800s to the present. There are many interesting exhibits including photographs, uniforms, motorcycles, badges and early crime laboratory equipment. Many of these items have been donated or are on loan from former officers and their families.

The police museum is dedicated to the memory of Police Chief Paul A. Shaver. He started his career with the Albuquerque Police Department as a patrolman in 1933. He served for a total of 38 years. He led the department as Chief of Police for 23 of those years, from 1948 to 1971.

During Chief Shaver's tenure, Albuquerque's population more than doubled in size, growing from 96,000 to 250,000 people. In response, the size of the Albuquerque Police Department grew from 30 police officers to 380.

Under Chief Shaver's leadership, a permanent police academy was established and a pistol range was constructed. The Records Unit and Juvenile Division were created. Police communications, patrol strategies, and investigative procedures were vastly improved. The plans for a dedicated police facility were also formalized. In fact, this structure is still in use today.

An emergency response plan for dealing with the social unrest sweeping the nation during the late 1960s and early 1970s was developed and then put to the test during the 1970 student riots. No lives were lost and injuries were kept to a minimum.



Chief Shaver's policies, procedures, and planning laid the foundation for the Albuquerque Police Department as we know it today.



The police museum is located inside the Albuquerque Police Department's main police station, 400 Roma Avenue NW. Tours of the museum can be arranged by calling (505) 768-2200 between 8:00 am and 4:00 pm, Monday through Friday.



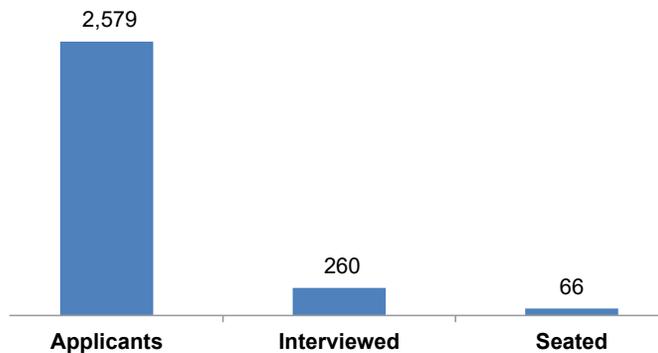
TRAINING AND RECRUITING

2016 was a busy year for the APD Academy. There were three graduating cadet classes with a fourth class started in November. There were 93 graduating cadets from the three classes in 2016 compared to 33 in the two classes in 2015. Efforts in recruitment were increased as the Recruiting Unit participated in 111 recruiting events in 2016 compared to 68 in 2015. The unit continues to utilize web-based technology to support recruiting efforts. APD is now listed on 15 internet sites identifying employment opportunities and apdonline.com continues to be modified to provide an even more streamlined application process.

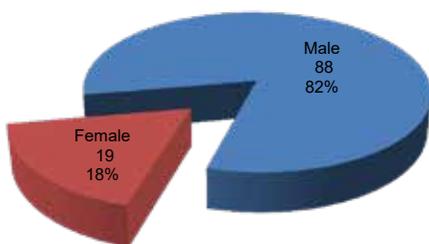


The Advanced Training Unit also delivered 40 hours of use of force training, which included ground control and reality based training, to the entire department. This was accomplished in a 17 week period by the June 2, 2016 deadline identified in the Court Approved Settlement Agreement (CASA) negotiated with the United States Department of Justice. The unit was honored as APD's team of the year for their efforts.

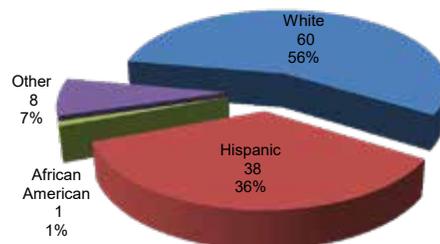
Summary of Applicants, Applicants Interviewed and Applicants Seated (116th & 117th Class)



Cadets by Gender



Cadets by Race/Ethnicity



UNIFORMED OFFICERS OF THE MONTH



January
Travis COCHRAN



February
Catherine OFFRET



March
Coty MAXWELL



April
Joshua CHAFIN



May
James EICHEL



June
Cacy SHULTZ



July
Phillip OLIVAS



August
John CERVANTES



September
John BURLEY



October
Ramon GARCIA



November
**Marc-Henry
ACCILIEN**



December
Candace BISAGNA

UNIFORMED OFFICER OF THE YEAR



Officer Coty Maxwell is the 2016 Uniformed Officer of the Year. He is assigned to the Valley Area Command and is recognized for his display of good judgement and decision making. He is energetic, enthusiastic and committed and has no problem in responding to calls outside of his normal patrol.

In 2016, Officer Maxwell located two individuals who looked out of place in downtown Albuquerque. This was in an area where many homeless subjects sleep and loiter. Officer Maxwell made contact with the individuals. Although, the National Crime Information Center (NCIC) database did not list the individuals as runaways, both subjects admitted to Officer Maxwell they were runaways from out of state. Officer Maxwell took the two into protective custody while the New Mexico Children, Youth and Families Department could contact their parents.

On another occasion, Officer Maxwell made contact with an individual attempting to cash a check for \$19,000 using a fake name. Officer Maxwell's initial investigation helped detectives in confirming the individual's true identity and making an arrest on charges of fraud.

NON-UNIFORMED OFFICERS OF THE MONTH



January
Jeff JONES



March
Koury CHURCH



April
Jason ALLRED



May
Joseph GARCIA



June
Amanda WILD



July
Brian CRAFTON



August
Jimmie JONES



September
Daniel LOPEZ



November
Jessie CARTER



December
Dakota MOORE

NON-UNIFORMED OFFICER OF THE YEAR



Detective Amanda Wild is the 2016 Non-Uniformed Officer of the Year. She is assigned to the Violent Crimes Division, Sex Crimes Unit.

In 2016, Detective Wild stepped in and assisted with the creation of a database used by the Sex Crimes Unit to prioritize testing of backlogged sexual assault kits. This database has been shared with the APD Crime Lab and District Attorney's Office to facilitate the exchange of information.

On another occasion, Detective Wild took over case responsibility from Valencia County of an attempted child kidnapping plot and sexual assault case for a subject residing in Albuquerque. Officer Wild worked with the APD Child Exploitation Detail to ensure the safety of the child and the APD Investigative Support Unit (ISU) to locate and apprehend the offender. The offender had a history of violence and time in prison and was the subject of an Officer Safety Bulletin issued by the Bernalillo County Sheriff's Department. The subject was located, and after a SWAT standoff, was arrested and taken into custody. A Grand Jury hearing resulted in indictment of numerous felony and misdemeanor charges. The Assistant District Attorney reached out to APD to recognize Detective Wild for her "incredible job" and outstanding professionalism in this case.

CIVILIAN EMPLOYEES OF THE MONTH



January
Jessica ACEVES



February
Janie MILLER



March
Tamara WHIPPLE



April
Jill GARCIA



May
Yolanda SANCHEZ



June
Jennifer ELWELL



July
Kara MOSLEY



August
Jenica JACOBI



September
Cara GARCIA



October
Shania GALLEGOS



November
Samantha STEFOIN



December
Bryan ROJAS

CIVILIAN EMPLOYEES OF THE YEAR

Jessica Aceves is the 2016 Co-Civilian of the Year. Ms. Aceves works with the Special Operations Division, Tactical Section. Ms. Aceves took on the responsibility of providing the documentation required to demonstrate the Tactical Section's compliance with the requirements of the Court Approved Settlement Agreement (CASA) negotiated with the United States Department of Justice. This involved many hours of searching and organizing data to present to the independent monitors. She was also given the task of reorganizing officers' training files, that were manually maintained. Ms. Aceves reorganized these files and put them in electronic format. This allowed for them to be stored, searched and retrieved in a user friendly format. She also worked with the Crisis Negotiation Team (CNT) to develop and implement an electronic filing system to document and track all training for the 24 members of the team. Ms. Aceves also tracks and electronically files all paperwork for SWAT/CNT activations which is a requirement of the CASA.



Cara Garcia is the 2016 Co-Civilian of the Year. Ms. Garcia works with the Administrative Support Bureau, Inspections, Audit and Policy Unit and plays a key role in the implementation of the Court Approved Settlement Agreement (CASA) negotiated with the United States Department of Justice. She recently revised the agency report in a way to make the over 300 paragraphs easier to read and understand by grouping topics together and detailing progress concisely. She provides assistance and guidance to stakeholders during progress meetings and explains the independent monitor's feedback to highlight areas where the stakeholders' attention should be focused. Ms. Garcia always goes the extra step to ensure the work is accomplished. She stays late and offers assistance to her peers when needed and has become a mentor in her group. As the interaction with the monitor and parties continues to evolve, she continually offers suggestions and methods to improve the process. Her value is not just measured by her education and past experiences, it is also her personality, work ethic, beliefs and drive that

distinguishes her from others. She recently joined the Institute of Internal Auditors on her own and is currently studying to become a certified Internal Auditor.

TEAMS OF THE MONTH



January
Recruiting & Background Unit



February
Central Narcotics Unit



March
Traffic Unit



April
Investigative Support Unit



May
Metro Court Protection Unit



June
Foothills Impact Team



July
Homicide Unit



August
Advanced Training Unit



September
Auto Theft/Wrecking Services Unit



October
Northeast Team 6



November
Valley Impact Unit



December
Crisis Intervention Unit

TEAM OF THE YEAR



The Advanced Training Unit is the 2016 Team of the Year. The unit is led by Sergeant Shawn Lockey. Members of the team include Officer Ray Fritts, Officer Sharon Saavedra, Officer Ray DeFrates, Officer Larry Edmonson, Chuck Clark, Raquel Hernandez and Georgianna Aragon. The unit is also supplemented by several officers and non-sworn personnel who contribute to the success of Advanced Training.

In the first half of the year, the Advanced Training Unit delivered 408 classroom hours of use of force training, 168 hours of ground control and 168 hours of reality based training to the entire department. This amounted to 17 weeks of training to approximately 50 students a week.

The unit also provides transparency to the public through education for the Citizen Police Academy and the Junior Police Academy. The unit's responsibility also includes incorporating training material into the City's Public Service University website for online training and teaching classes two days a week at Albuquerque High School's Career Enrichment Center. The class is designed as a recruitment tool for students interested in law enforcement to learn about APD and participate in physical activities associated with the job.

ACHIEVEMENT AWARDS

During the 7th Annual Appreciation and Awards Banquet, Steve Nakamura, Paul Lucero and Ann Rhoades were honored for their service to the Albuquerque Police Department.

BOWDICH LIFETIME ACHIEVEMENT AWARD



Steve NAKAMURA

CHAPLAIN OF THE YEAR



Paul LUCERO

PUBLIC PARTNERSHIP AWARD



Ann RHOADES

APD PROMOTIONS & RETIREMENTS

2016 PROMOTIONS

MAJORS:

Joseph Christman • Arturo E Gonzalez

COMMANDERS:

Michelle M Campbell • James W Collins • Joshua R McDonald
Michael D Runyan • John Sullivan • Paul R Szych

LIEUTENANTS:

Zakary F Cottrell • Sean M Frick • Christopher N George
Michael R Meisinger • Donovan J Rivera • Anthony Sedillo

SERGEANTS:

Jeffery L Abernathy • Hollie L Anderson • Robert S Bailey • Jeffery R Barnard
Phillip Z Block • Holly L Garcia • Gustavo A Gomez • Chandler L Huston
Thomas W Ivie • Mark E Landavazo • Steve R Lowell • Paul A Martin
Chadwick J Melvin • Larry P Middleton • Brian Paige • Andrew P Quillmann
Matthew A Reeder • Nathan D Render • Joshua R Richards • Albert Sandoval
Matthew J Schmidt • Peter P Silva • Dain R Symes • William J Thomas
Brandon L Wesenberg

CIVILIANS:

Christine Apodaca • Valerie Barela • Lori Ann Benjey • Vangie Campos • Angela Chavez
Brittany Chavez • Natalee Davila • James East • Tylai Fox • Annalee Garcia
Samantha Gonzales • Melissa Hernandez • Loren Higgins • Julie Ann Jamison • Brayden Jones
Anna Lam • Jessica Lopez-Lucero • Angela Minto • Amanda Morefield • Nadine Nieto
Sarah Oates • Kathleen O'Connell • Kayleigh Otero • Diana Reyes • Amanda Riechers
Bryan Rojas • Charlene Romero • Timothy Rosario • Kelly Sanchez • Patricia Savage
Bailey Scanlon • Kathryn Schmelzer • Armando Silva • Charlene St. John • Jay Stuart
Michelle Thomas • Rebekah Van Horn • Raquel Ware • Kalin Wood • David Zamora

2016 RETIREMENTS

SWORN OFFICERS:

Mark Aragon • Rogelio N Banez • Jesus Banuelos • Jesse Becton III • Levi Borunda
Gregory Brachle • Leslie A Brown • Dodi Camacho • Christopher Cappon • Eugene Etheredge Jr.
Rosemary Gallegos • Charles A Giddings • Jacob Grant • Moises Grossetete • Eric Jordan
Mary Kendrick • Troy Landavazo • Mark E Lillie • Michael Lopez • Mark Manary
Brian L Maurer • Michael Medrano • Anthony Montano • Kevin Morant • Marcus Moya
Eric Peer • Lawrence Pocci • Jason Quade • Kenneth Ronzone • William Roseman
David Sedillo • John Skinner • Shad Solis • Edouard Taylor • William Taylor
Loren Torres • Douglas E Walton • John Whisonant • Kevin Wyckoff • Jeffery Young

CIVILIANS:

Bruce Archer • Bonnie Bradley • Gabriel Claw • Nicholas Dodge
Michael Franco • Eleanor Griggs-Anaya • Beverly Jordan • John Krebsbach
Elizabeth Saavedra • Catherine Sanchez • Carolyn Kay Sanchez • Ruby Triana

2016 ACADEMY CADET CLASSES

**114th
CADET
CLASS**



**115th
CADET
CLASS**

**116th
CADET
CLASS**



SETTLEMENT AGREEMENT

- APD finalized 37 policies which were submitted for approval by the June 5, 2016 deadline set by the court. They included critical policies including use of force, electronic control weapons, barricaded subjects, on body camera usage, among others.
- APD created the Office of Policy Analysis (OPA) to gather information on national standards and best practices and integrate their findings into existing APD policy. OPA includes members of the APD, CPOA, POB, and invites commentary from local groups and the public for consideration of inclusion into policy.
- Use of force training was completed by all officers by the June 2, 2016 deadline.
- By September 2016, the department deployed new use of force software and trained all officers on its use.
- All officers completed a basic 40 hour Crisis Intervention Team (CIT) training with some officers advancing to the Enhanced Crisis Intervention Team (ECIT) training in 2017.
- APD completely revised its Employee Work Plan (EWP) performance evaluation process for all employees. The quarterly review provides an opportunity for supervisors to review the work performance of their subordinates, discuss challenges, and set goals for the next quarter.
- APD reviewed and revised their the Early Intervention System (EIS) to provide supervisors with a comprehensive tool that promotes supervisory awareness, provides early trend data about officer conduct, and documents and encourages employee conduct that reflects constitutional policing in an effort to increase community trust.
- In August 2016, APD initiated its annual bid for officer assignments and met the 8-to-1 supervisory threshold for all shifts as required by the settlement agreement.
- An APD staffing plan was developed by APD and approved by the parties on June 11, 2016.
- APD hired a Community Policing Council Coordinator to increase awareness, facilitate growth, and provide assistance and resources to the Community Policing Councils (CPCs) and the community.

THE CIT KNOWLEDGE NETWORK



In 2016 the Albuquerque Police Department became the first law enforcement agency in the country to offer supplemental training and case debriefings using videoconferencing technology. In partnership with the University of New Mexico's Project ECHO, a knowledge sharing network model, APD has provided continuing education for the Crisis Intervention Team to over 125 individuals from public safety agencies across the country, including New Mexico, Oregon,

Washington, New York, Wisconsin, Minnesota, and Texas.

After being awarded a \$250,000 grant from the U.S. Department of Justice to implement the CIT Knowledge Network, the project launched in January 2016. At its first session 31 individuals representing nine different law enforcement agencies across New Mexico gathered to learn about the latest trends in CIT techniques and discuss complex cases. By the end of 2016 over 130 public safety personnel from 27 separate agencies had attended CIT Knowledge Network sessions. Weekly sessions, which are facilitated by APD's Medical Director, CIT detectives, COAST, and UNM psychiatrists, are connecting public safety personnel across the country to create best practices in CIT policing.

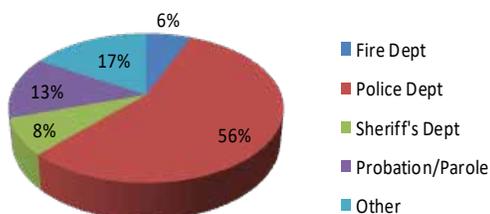
The CIT Knowledge Network provides supplemental training to agencies across the country.



Implemented in 2016, APD's CIT Knowledge Network is providing critical training.



CIT Knowledge Network Participants



WE REMEMBER



Nancy ANAYA (APD/ CIV) – Nancy passed away on August 2 at the age of 60. She served her community as an APD

Telecommunications Operator.



Donald BRUCKNER (APD CHAPLAIN) – Donald passed away at the age of 82. He was an APD Chaplain and chaplain at the

airport. Donald also retired from the United States Airforce.



Danny LUCERO (APD) – Danny passed away on April 2 at the age of 51. He retired from the Albuquerque Police Department.

He also served in the United States Army.



Eloise ARMIJO (APD) – Eloise passed away on May 29 at the age of 53. She was a retired APD officer. She was also a veteran of the

United States Air Force.



Bill CRAWFORD (APD/BCSD) – Bill passed away on February 22 at the age of 80. He retired after 27 years in law enforcement

from the Albuquerque Police Department and the Bernalillo County Sheriff's Office. Bill also served in the Korean War in the United States Marine Corp.

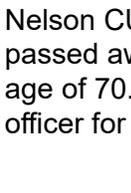


Isabel MARTINEZ (APD/CIV) – Isabel passed away on November 3 at the age of 64.



Nick BACHIS (APD) – Nick passed away on October 29 at the age of 86. He retired from the Albuquerque Police Department. He

also established and was director of the Albuquerque Police Athletic League and served in the United States Army.



Nelson CULLEY (APD) – Nelson passed away on July 3 at the age of 70. He served as a police officer for APD.

“Lee” OLGUIN (APD MECHANIC)

Laura Lee RAIN (APD/CIV) – Laura passed away on July 17. She was assigned to APD's Criminal Investigation Unit until her retirement in 2012.



Ted BARRE (APD) – Ted passed away on March 26 at the age of 66. Ted served as a police officer for both Albuquerque and

Truth or Consequences. He also served in the armed forces and was stationed in Korea during the Vietnam War.



Thomas (Tom) HALSELL (APD) – Tom passed away on December 29 at the age of 80. He served as a police officer and detective

for APD. He served four years in the United States Navy. Tom also served as Mayor and City Councilor for the Village of Hatch. Governor King also appointed him to the State Police Board.



Julian SAENZ (APD) – Julian passed away on December 31 at the age of 65. He was a retired sergeant with APD. He also served in the United States Marine Corp.

JERRY BRITTON (APD)

BETTY JO HIGHSMITH (APD)

WE REMEMBER



Leroy "Sandy" SANDOVAL (APD) – "Sandy" passed away in 2016. He was a retired veteran of the Albuquerque Police Department

where he served 24 years.



Anthony E. SEDILLO (APD) – Anthony passed away on January 13 at the age of 54. He served as a police officer for APD after

graduating with the 56th cadet class.



Francis "Frank" TROUP (APD) – "Frank" passed away on January 18 at the age of 75. He served as an Albuquerque police

officer for 23 years. He was involved in the Fraternal Order of Police, serving as President for a couple of terms, as well as in other roles. He also served in the United States Air Force.



James (Jay) Ray WALKER (APD) – Jim passed away on January 10 at the age of 69. He dedicated his life to public service in

law enforcement serving with APD, the Eddyville, Iowa Police Department, Mahaska County Iowa Sheriff Department, Iowa Department of Corrections and later as a security officer for Albuquerque Public Schools. He also served in the United States Air Force including a tour in Vietnam.



Celene WOLF (CIV/APD) – Celene passed away on August 10 at the age of 70. She retired after serving 27 years with the

Albuquerque Police Department. She served as a radio dispatcher, forensic artist and recording operator. She was a member of the International Association for Identification.

Tom WILSON (APD DISPATCHER) -

IN MEMORIAM

Officer Lewis Alexander Knapp
January 12, 1912

Officer Ronald W. Redfern
August 15, 1951

Officer Frank Sjolander
December 1, 1954

Officer Richard Armijo
September 30, 1958

Officer Max R. Oldham
February 21, 1959

Officer Phil Chacon
September 10, 1980

Officer Gerald Cline
February 24, 1983

Officer Kenneth Shawn McWethy
February 1, 1986

Officer John Carrillo
February 22, 1987

Officer Jeffrey Russell
January 8, 2002

Officer Michael King
August 18, 2005

Officer Richard Smith
August 18, 2005

Officer Daniel Webster
October 29, 2015



This report and 2016 crime statistics and graphs may be found at www.cabq.gov/police/annual-reports. Other Albuquerque Police Department reports may be found online at www.cabq.gov/police/internal-reports. Reports and documents related to the court-approved settlement agreement are now located on www.apdreform.com.

APD data provided online is updated when new information becomes available.

