

**Albuquerque Police Department
Fifth Agency Progress Report**

Table of Appendices

	Page
I. Use of Force Job Aids	2
II. Electronic Line Inspection Form	19
III. Force Review Board Evaluation Forms	25
IV. Mobile Crisis Team Planning	31
V. Policies Reviewed by OPA	36
VI. Community Policing Council Survey	38
VII. Community Perception Study Results	40

Appendix I

Use of Force Job Aids for Officers and Supervisors

This is a guide for officers to help them make sure they cover the important topics in their use of force reports. Officers should write their report as they always do (in chronological order) keeping these points in mind and at the end of the report use these points to summarize the facts as they relate to their justifications of force

Legal justification for contact:

- **List reason for making contact with subject**

Example: Dispatched call

Reasonable suspicion: *An objectively justifiable suspicion that is based on specific facts or circumstances and that justifies stopping a person thought to be involved in criminal activity at the time. A police officer stopping a person must be able to point to specific facts or circumstances even though the level of suspicion need not rise to that of the belief that is supported by probable cause. A reasonable suspicion is more than a hunch.*

Probable cause: *When facts and circumstances within an officer's knowledge, or, on which an officer has reasonable trustworthy information, are sufficient to warrant a reasonable person to believe that an offense has been or is being committed and the person arrested conspired to commit the act.*

Lawful objectives for using force:

- **List legal reasons for using force. Using the four common Graham Factors are a good resource for force evaluation:**

Example:

Severity of Crime: The subject stabbed the victim

Immediacy of the Threat to Officer, victim or public: The subject charged at me. The subject charged at the victim. The subject was throwing rocks into a crowd of people.

Active Resistance: The subject struck, pulled away, ran, from me, etc.

Fleeing: The subject ran from the officer, etc

-
- **Cite the lawful objectives listed in Procedural Orders 2-52-3C2a-f:**

Example:

- a. To effect a lawful arrest or detention of a person;
- b. To gain control of a combative subject;
- c. To prevent and/or terminate the commission of a crime;
- d. To intervene in a suicide or self-inflicted injury;
- e. To defend an officer or member of the public from the physical acts of another;
- f. To conduct a lawful search.

DE-ESCALATION TECHNIQUES: Articulate what you did to de-escalate situation (if feasible) or if circumstances of the call allowed for de-escalation or didn't allow for it.

Example:

I drew my taser to a low ready position and gave the subject verbal commands to "Stop" and "Get on your knees".

FORCE ARRAY: What other resources did you use to accomplish this (if feasible). If a force array was not used, articulate the circumstances as to why.

Examples:

Lethal coverage
Less lethal coverage (ECW, 40mm, bean bag, etc)
Additional units
Specialized units

DESCRIPTION OF FORCE USED: Describe the force used and why you used force by stating detailed facts and not using vague conclusionary statements or standardized language:

Example:

I drew my taser to a low ready position and gave the subject verbal commands to "Stop" and "Get on your knees". The subject refused the officer's verbal commands by screaming "No", balling up his fists, and sprinting towards me. I was in fear that the subject was going to punch me or tackle me, so I fired my ECW at the subject to defend myself and possible prevent being hurt. The ECW probes struck the subject in the torso....., etc.

Bad Example:

The subject ignored verbal commands so I tased him having the desired effect.

OTHER FACTORS INFLUENCING THREAT ASSESSMENT CHOICE OF FORCE

OPTION: Articulate any additional factors outside of the commonly known Graham factors that influenced any decisions you made regarding your choice of force option:

- i. The knowledge or belief the subject is under the influence of alcohol and/or drugs;
- ii. The subject's medical or mental history or condition known to the officer at the time;
- iii. Known history of the subject to include violent tendencies or previous encounters with law enforcement which were combative;
- iv. The relative size, age, and condition of the subject as compared to the officer;
- v. The number of subjects compared to the number of officers;
- vi. Where it is apparent to the officer a subject is in a state of crisis, this must be taken into account in the officer's approach to the situation;
- vii. Special knowledge possessed by the subject (i.e. known experience in martial arts or hand-to-hand combat); Physical confrontations with the subject in which the officer is on the ground; and
- viii. If feasible, opportunities to deescalate or limit the amount of force used.

MEDICAL TREATMENT: Was rescue called? If not, articulate why?

Remember: It is ok to write your report according to your perception AND according to what is depicted on your lapel cam.



ALBUQUERQUE POLICE DEPARTMENT

NON-SERIOUS UOF SIGN-OFF LIST – COMMANDER

Instructions: Reviewing Commander will complete this sign-off sheet and scan into BlueTeam to certify completion.

Part 1 – Analysis of Use of Force

In reviewing all available information, preparer believes a preponderance of the evidence shows:

- Yes No The original reason for detention or arrest was lawful?
- Yes No Force was used for a legitimate objective (i.e. 2-52-3C2a-f)
- Yes No The amount and type of force used was objectively reasonable given the threat articulated by the officers.

Part 2 – Analysis of Review

- Yes No The reviewing supervisor ensured the investigation was thorough and objective?
- Yes No The reviewing supervisor addressed any and all concerns raised during the investigation?
- Yes No The reviewing supervisor correctly analyzed the officer's use of force against the applicable policy and case law?
- Yes No Supervisor's conclusions are supported by a preponderance of the evidence?

Part 3 – Commander's Narrative Report

Address any "No" answers in the items above.
Document briefly your review of this incident, the investigation, and the officer's use of force.

Part 4 – Policy Compliance

Note the boxes below are a quick summation – preparer must have explained them in the narrative above.

In reviewing all available information, preparer believes a preponderance of the evidence shows:

- The use of force was IN compliance with APD SOP 2-52**
- OR-
- The use of force was OUT of compliance with APD SOP 2-52**
 - Minor non-compliance – Addressed by Chain of Command in ACM
 - Misconduct – Investigation routed to Internal Affairs

Part 5 – Items Required for BlueTeam

- ✓ Chain of Command Review Job-aid
 - Signed & Scanned
- ✓ Additional documentation
 - Additional Concern Memo
 - Memorandums for Record
 - Referrals to Internal Affairs
 - Any other documentation generated by preparer

Part 6 - Certification

Prepared by (Print):

All items above have been completed.

Signature

Date



ALBUQUERQUE POLICE DEPARTMENT

NON-SERIOUS UOF SIGN-OFF LIST – 1ST LINE SUPERVISOR (SGT.)

Instructions: Investigating supervisor will complete this sign-off sheet and scan into BlueTeam to certify completion of all required steps for their investigation.

NOTE: If Supervisor ordered officers to use force or participated in the use of force, they may not conduct the investigation

Part 1 – All on-scene steps followed as per SOP 2-54-4B	
<input type="checkbox"/> Yes <input type="checkbox"/> No Officers involved reported use of force immediately following action and once safe to do so? <input type="checkbox"/> Yes <input type="checkbox"/> No Supervisor responded to the scene? <input type="checkbox"/> Yes <input type="checkbox"/> No Assessed Injuries (Observed & complaints for both subject & Officer Categorized force? Circle correct type: Non-use of force Use of force Serious use of force	<input type="checkbox"/> Yes <input type="checkbox"/> No All APD Personnel on CADS and/or on-scene are accounted for: Used Force: _____ Witnessed Force Only: _____ Additional Assistance Only: _____ Cover Code 4 (NO ARRIVAL): _____ *Officers code 4 prior to arriving on scene do not need supplemental reports or interviews TOTAL PERSONNEL: _____
<input type="checkbox"/> Yes <input type="checkbox"/> No Canvassed area and interviewed witnesses? <input type="checkbox"/> Yes <input type="checkbox"/> No Dispatch contacted to initiate a CIRT/IRT <input type="checkbox"/> N/A response for serious use of force?	TOTAL OFC'S ON CADS _____ <p style="text-align: center;">* The total personnel should always match the total officers on the CAD</p>

Part 2 – Completion of Police Reports	Part 3 – Video Analysis
<input type="checkbox"/> Yes <input type="checkbox"/> No Original police report? <input type="checkbox"/> Yes <input type="checkbox"/> No Supplemental police reports from all officers? <input type="checkbox"/> Yes <input type="checkbox"/> No Crime Scene Report? <input type="checkbox"/> Yes <input type="checkbox"/> No Met with each individual officer and reviewed their report with them: 1) Any questions sergeant has were addressed by updating report or adding supplemental. 2) Verified report does not contain conclusory statements and/or canned language. 3) Officer's Job-aid Template completed in narrative	<input type="checkbox"/> Yes <input type="checkbox"/> No All involved and witness officers had videos? <input type="checkbox"/> Yes <input type="checkbox"/> No Reviewed video for each officer? Lack of any video addressed in police report and supervisor's narrative. <input type="checkbox"/> Yes <input type="checkbox"/> No Officer's videos match reported actions? *Due to the rapid evolvement of these situations, personnel are not expected to have seen, heard, or processed all information captured on video which may become pertinent later. However, discrepancies must be further investigated by the supervisor.

Part 4 – Interviews

<input type="checkbox"/> Yes <input type="checkbox"/> No All participating officers?	<input type="checkbox"/> Yes <input type="checkbox"/> No All citizen witnesses?
<input type="checkbox"/> Yes <input type="checkbox"/> No All witness officers?	<input type="checkbox"/> Yes <input type="checkbox"/> No Subject to force?
<input type="checkbox"/> Yes <input type="checkbox"/> No Representative present?	

Part 5 – Preparer’s Narrative

Provide details under each of the headers below, explaining your investigation and your analysis of this incident. All discrepancies must be addressed in narrative.

➤ If you answer “No” in sections I through IV in Part 4 above, it must be addressed in narrative.

I. LIST OF APD PERSONNEL AND THEIR ROLES

Example: Officer Smith #0001 use of Baton, Officer Kelly #0005 assisted in handcuffing

[Enter Text Here]

II. LIST OF PRIVATE CITIZENS WITNESSES

[Enter Text Here]

III. BRIEF DESCRIPTION OF INCIDENT SCENE

Heavily populated area, weather conditions, visibility, etc.

[Enter Text Here]

IV. EVIDENCE USED IN YOUR ANALYSIS OF INCIDENT

Photos, RTCC videos, surveillance footage, download ECW, etc.

[Enter Text Here]

V. ANALYSIS OF OFFICER’S LEGAL JUSTIFICATION FOR CONTACT/DETENTION/SEIZURE

Explain whether officer’s justification for their contact was lawful and appropriate.

Dispatched call?

Reasonable Suspicion? - *An objectively justifiable suspicion that is based on specific facts or circumstances and that justifies stopping a person thought to be involved in criminal activity at the time. A police officer stopping a person must be able to point to specific facts or circumstances even though the level of suspicion need not rise to that of the belief that is supported by probable cause. A reasonable suspicion is more than a hunch.*

Probable Cause? - *When facts and circumstances within an officer’s knowledge, or, on which an officer has reasonable trustworthy information, are sufficient to warrant a reasonable person to believe that an offense has been or is being committed and the person arrested conspired to commit the act.*

[Enter Text Here]

VI. OFFICER'S APPROACH AND TACTICS

Discuss officer's overall approach to situation tactically and their approach to the subject(s).

- De-escalation strategies and if they were successful?
- Did Officer's verbal interactions and/or approach to call influence the need to use force?
- Was force array was used?
 - Explain force array.
 - Explain why, if no force array was used.

[Enter Text Here]

VII. RESISTANCE ENCOUNTERED AND FORCE USED TO OVERCOME

[Enter Text Here]

VIII. LAWFUL OBJECTIVES VALIDATING FORCE USED - SOP 2-52-3C 2a-f

- a. To effect a lawful arrest or detention of a person?
- b. To gain control of a combative subject?
- c. To prevent and/or terminate the commission of a crime?
- d. To intervene in a suicide or self-inflicted injury?
- e. To defend an officer or member of the public from the physical acts of another?
- f. To conduct a lawful search?

[Enter Text Here]

IX. ANALYSIS OF FORCE USED BY EACH OFFICER

- Explain whether officer's justification for force is lawful.
- Specifically address Graham v. Connor factors:
 - Severity, Threat, Resistance, and Fleeing.
- Specify whether force used is consistent with injuries noted, compare ECW downloads to statements, etc.

[Enter Text Here]

X. INJURIES AND MEDICAL CARE

List APD Personnel followed by any others. State affirmatively if no injuries occurred or complained of.

[Enter Text Here]

XI. SYNOPSIS OF INTERVIEWS CONDUCTED (ON VIDEO)

[Enter Text Here]

XII. DISCREPANCIES OR INCONSISTENCIES

- Discuss any discrepancies encountered between statements, reports, videos, etc.
- Make sure to explain how you investigated those discrepancies and how they were resolved.
- Indicate by affirmative statement if no discrepancies were discovered.

[Enter Text Here]

XIII. AREAS OF CONCERN RELATED TO OVERALL INCIDENT

Indicate by affirmative statement that no concerns were noted.

A. TRAINING and TACTIC POINTS

Indicate whether additional training is needed or recommended. This may apply to individual officers or general training for all officers. Indicate tactical implications that need to be addressed.

B. FOLLOW-UP ACTION TAKEN

Address all areas of concern and training points noted. Document any supervisor initiated training, counseling, etc. that you took to address concerns at the first line level.

[Enter Text Here]

Part 6 – Policy Compliance

Note the boxes below are a quick summation – preparer must have explained them in the narrative above.

In reviewing all available information, preparer believes a preponderance of the evidence shows:

The use of force was IN compliance with APD SOP 2-52

-OR-

The use of force was OUT of compliance with APD SOP 2-52

Minor non-compliance – Addressed by Chain of Command

Misconduct – Chain of Command notified

Part 7 – Items Required for BlueTeam

- ✓ Police Reports scanned in one packet
- ✓ Links to supervisor video(s) attached
- ✓ Completed job aid scanned in
 - This sign-off list

- ✓ Links to use of force video(s) attached
 - Officer specific
- ✓ Photographic evidence uploaded
- ✓ Additional documentation
 - CADS
 - Extension Requests

Part 8 - Certification

Prepared by (Print):

All Items above have been completed.

Signature

Date



ALBUQUERQUE POLICE DEPARTMENT

NON-SERIOUS UOF CHAIN OF COMMAND REVIEW SIGN-OFF

Instructions:

Reviewing supervisor will complete this sign-off sheet and scan it into BlueTeam to certify completion.

Part 1 – Responding Supervisor On-Scene Investigation

Yes No Supervisor responded to the scene?

Yes No All on-scene directives followed?

Yes No Supervisor conducted all required interviews?

Yes No Appropriate notifications were made?

Part 2 – Police Reports

Yes No Reports are complete, accurate, and contain all necessary details?

Yes No Reports do not contain jargon or conclusory statements, without facts?

Part 3 – Video Analysis/Review

Yes No All involved and witness officers had videos?

Yes No Reviewed videos for each officer?

Note: A lack of any video should be address in police report as well as the supervisor’s narrative.

Yes No For each officer on CADS, searched camera log during incident timeframe?

Yes No Verified correct case number and category for each one

Yes No Verified audit trail on each video

Part 4 –Interviews

Yes No All officers, witnesses, & subjects interviewed by supervisor?

Yes No Supervisor asked sufficient questions to obtain necessary detail?

Verify: _____ Supervisor did not asked leading questions?
(initial)

Verify: _____ Supervisor did **not** suggest justification for officer’s actions in the interview?
(initial)

Part 5 – Review of Officer’s Use of Force

In reviewing all available information, preparer believes a preponderance of the evidence shows:

Yes No The original reason for detention or arrest was lawful?

Yes No Force was used for a legitimate objective (i.e. 2-52-3C2a-f)?

Verify: _____ Officer(s) verbal interactions and/or approach to the call did not escalate the situation?
(initial)

Yes No Officer(s) attempted to slow their response (if possible); used cover, concealment, and barriers to temper the threat?

Yes No The amount and type of force used was objectively reasonable given the threat articulated by the officer(s)?

Verify: _____ Officer(s) are currently qualified with force option used.
(initial)

Part 6 – Accuracy and Completeness of Supervisor Investigation

Yes No All required items were submitted in BlueTeam?

Yes No Officer’s entries are correct and consistent with reports?

Yes No Supervisor properly identified material inconsistencies, if they exist?

Yes No Supervisor resolved inconsistencies or explained why it could not be resolved at their level?

Yes No Supervisor properly identified areas of concern, if they exist?

Yes No Follow-up actions were taken at the first line level, to address these concerns?

Yes No Supervisor’s conclusions are supported by preponderance of the evidence?

Verify: _____ Supervisor did not attempt to inject their own justifications for the officer’s actions within their analysis?
(initial)

Verify: _____ Supervisor did not attempt to minimize or rationalize any deficient performances or misconduct by officers? Explain in narrative.
(initial)

Part 7 – Reviewer’s Narrative of the Report

Reviewer will provide a brief, overall analysis of the use of force, the investigation, and the general supervision of the incident. Provide details, under each of the headers below, explaining your review.

I. REVIEW OF OFFICER’S USE OF FORCE

Briefly summarize whether the reviewer believes evidence supports officer’s justifications for their actions. Explain whether Officer’s use of force is within policy and why

[Enter Text Here]

II. REVIEW OF FIRST LINE SUPERVISOR’S INVESTIGATION

Briefly evaluate the investigation of the 1st line supervisor. Explain any “No” answers in parts 1 through 6 & give justifications.

[Enter Text Here]

III. SUPERVISORY CONCERNS

Detail any concerns you have with the overall management of the incident and any specific supervisory concerns. Example: officers responded to a violent in-progress situation which supervisor should have coordinated and managed but supervisor failed to respond or coordinate over the radio. *State affirmatively if there are no concerns.*

[Enter Text Here]

IV. POLICY CONCERNS

Explain any concerns as to Department Policy. **State affirmatively if there are no concerns.**

[Enter Text Here]

V. TRAINING NEEDS

Document any training needs identified and how they will be followed up on.

[Enter Text Here]

V. FOLLOW-UP ACTION TAKEN

List any follow up action that was taken or will be taken by the chain of command in reference to this incident. If necessary, appropriate training records, memos, etc need to be included in Blue Team.

[Enter Text Here]

Part 8 – Policy Compliance

Based on my review, I find the officer's use of force:

- The use of force was in compliance with APD SOP 2-52
- OR-
- The use of force was not in compliance with APD SOP 2-52

- Minor, non-compliance – Addressed by Chain of Command
- Misconduct – Chain of Command Notified

Based on my review of the first line supervisor's force investigation, I find:

- The investigation was complete, accurate, and follows guidelines of APD SOP 2-54
- OR-
- The investigation was deficient (lacked objectivity, not complete, not accurate, or did not follow SOP).

- Minor issues documented and addressed by the reviewer
- Major issues, formal retraining and/or other action was directed

Part 9 – Items Required for BlueTeam

- ✓ Chain of Command Review Job-aid
 - Signed & Scanned
- ✓ Additional documentation
 - Memos
 - Additional Concern Memos
 - Memorandums for record
 - Etc.
 - Email Correspondence
 - Extension requests
 - Other, as needed

Part 10 - Certification

Prepared by (Print):

All Items above have been completed.

Signature

Date

Appendix II

Electronic Line Inspection Form



Police > Line Inspection > New Item

Line Inspection: New Item

Attach File * Indicates a required field

Officer MAN # *

Officer *

Assignment *

Date of Inspection *

Inspected By *

Inspectors MAN # *

Inspectors Rank

Duty Pistol *
 S&W
 Glock
 N/A
 If "N/A" please give reason below

Duty Pistol N/A Reason

Duty Pistol Serial Number Matches File *
 Yes
 No
 N/A
 If "N/A" please give reason below

Duty Pistol Serial N/A Reason

Duty Pistol Serial # *

Correct Dept. Ammo *
 Yes
 No
 N/A
 If "N/A" please give reason below

Correct Ammo N/A Reason

Shotgun *
 Yes
 No
 N/A
 If "N/A" please give reason below

Shotgun N/A Reason

Shotgun Serial Number Matches File *
 Yes
 No
 N/A
 If "N/A" please give reason below

Shotgun Serial N/A Reason

Shotgun Correct Dept. Ammo *
 Yes
 No
 N/A
 If "N/A" please give reason below

Shotgun Dept. Ammo N/A Reason

Dropdown menu

Rifle *

- Yes
- No
- N/A

If "N/A" please give reason below

Rifle N/A Reason

Dropdown menu

Rifle Serial Number Matches File *

- Yes
- No
- N/A

If "N/A" please give reason below

Rifle Serial N/A Reason

Dropdown menu

Rifle Correct Dept. Ammo *

- Yes
- No
- N/A

If "N/A" please give reason below

Rifle Correct Ammo N/A Reason

Dropdown menu

40mm Impact Launcher

- Yes
- No
- N/A

If "N/A" please give reason below

40mm N/A Reason

Dropdown menu

Breaching Kit

- Yes
- No
- N/A

If "N/A" please give reason below

Breaching Kit N/A Reason

Dropdown menu

Less Lethal Shotgun *

- Yes
- No
- N/A

If "N/A" please give reason below

Less Lethal Shotgun N/A Reason

Dropdown menu

Less Lethal Shotgun Serial Number Matches File *

- Yes
- No
- N/A

Less Lethal Shotgun Correct Dept. Ammo *

- Yes
- No
- N/A

Backup Weapon *

- Yes
- No
- N/A

If "N/A" please give reason below

Backup Weapon N/A Reason

Dropdown menu

Backup Weapon Serial Number Matches File *

- Yes
- No
- N/A

If "N/A" please give reason below

Backup Weapon Serial N/A Reason

[Dropdown menu]

Backup Weapon Correct Dept. Ammo *

- Yes
- No
- N/A

If "N/A" please give reason below

Backup Weapon Correct Ammo N/A Reason

[Dropdown menu]

Oleoresin Capsicum Equipped

- Yes
- No

Date MFG

[Text input field]

Electronic Control Weapon

[Dropdown menu]

If "N/A" please give reason below

Electronic Control Weapon N/A Reason

[Dropdown menu]

Electronic Control Weapon Serial Number *

[Text input field]

Electronic Control Weapon Issued Serial Number *

[Text input field]

ECW Cartridge 1 Expiration Date *

[Text input field]

ECW Cartridge 2 Expiration Date *

[Text input field]

ECW Cartridge 3 Expiration Date

[Text input field]

Holstered on Support Side *

- Yes
- No
- N/A

If "N/A" please give reason below

Holstered N/A Reason

[Dropdown menu]

Current Charge %

[Text input field] %

Quarterly Upload Conducted *

- January
- April
- July
- October
- N/A

If "N/A" please give reason below

Quarterly Upload N/A Reason

[Dropdown menu]

Baton Equipped

- Yes
- No
- N/A

If "N/A" please give reason below

Baton Equipped N/A Reason

[Dropdown menu]

Good Repair

- Yes
- No
- N/A

If "N/A" please give reason below

Good Repair N/A Reason

[Dropdown menu]

On-Body Camera Make

[Dropdown menu]

Specify your own value:

[Text input field]

If "N/A" please give reason below

On-Body Camera N/A Reason

[Dropdown menu]

On-Body Camera Serial # *

On-Body Camera Equipped *
 Yes
 No
 N/A

On-Body Camera Test *
 Pass
 Fail
 N/A

Ancillary Parts in Good Repair *
 Yes
 No
 N/A

Acceptable Attire & Appearance According to Policy *
 Pass
 Fail
See Corrective Action

Vehicle Unit Number

Vehicle Plate

Vehicle Current Mileage

Vehicle Mileage PM Due

Interior Clean
 Yes
 No

Exterior Damage
 Yes
 No

If Yes, please specify below

Vehicle Exterior Damage

Click for help about adding basic HTML formatting.

Backseat Clear
 Yes
 No

Trunk: Authorized Items Only
 Yes
 No
Officers may not carry any additional weapons, tools, etc. Which they are not authorized to deploy with unless to/from training for that weapon/equipment

Citizen Complaint Forms *
 Yes
 No

Comments

Click for help about adding basic HTML formatting.

1. Corrective Action (If Needed)

Click for help about adding basic HTML formatting.

1. Required by

2. Corrective Action (If Needed)

Click for help about adding basic HTML formatting.

2. Required by

3. Corrective Action (If Needed)

Click for help about adding basic HTML formatting.

3. Required by

Appendix III

Force Review Board Evaluation Forms

Evaluation should be completed by the end of the presentation, on: January 17, 2017

Meeting Chair | Robert Huntsman | Assistant Chief

C-000-17

“Follow up on Open Referrals:

**A-X. Referral Description (cut and paste from pertinent FRB Evaluation Form
Action Taken**

--If action taken attach memo showing what was done to correct issue

Still Pending

--Explanation of why item is still pending

--Target completion date if one is known

Signature

Date

Voting:

- | | | | |
|-----|--|---|--|
| 1. | Case presentation within 30 days of completion | <input type="radio"/> Yes | <input type="radio"/> No |
| 2. | Was the UOF consistent with policy and training? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| | --If no, did the Detective Address this? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 3. | Does the FRB concur with presenter finding? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 4. | Findings supported by a preponderance of the evidence? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 5. | Was the investigation thorough and complete? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 6. | Were any policy concerns raised? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 7. | Were any training concerns raised? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 8. | Were any equipment concerns raised? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 9. | Were any tactical concerns raised? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |
| 10. | Were any supervisory concerns raised? | <input type="radio"/> Yes
Total # | <input type="radio"/> No
Total # |

Signature

Date



CIRT Serious Use of Force – FRB Evaluation Form

Discussion:

2a. How was the UOF inconsistent with Policy/Training?

What steps did the Detective take to address the UOF as being inconsistent with policy/training?
(Include memo with file; if no action taken make referral)

3a. Why do members of the FRB dissent from the presenter’s finding?

4a. Why do members think the investigative findings are not to a preponderance of the evidence standard?

5a. If the investigation was not thorough/complete what additional relevant evidence would assist in resolving inconsistencies or improve the reliability or credibility of the force investigation findings?

6a. What policy concerns were raised?

7a. What training concerns were raised?

8a. What equipment concerns were raised?

9a. What tactical concerns were raised?

10a. How will supervisory concern be handled?

Signature

Date



CIRT Serious Use of Force – FRB Evaluation Form

Referral:

11. Training Issue: _____

Corrective Action: _____

Assigned to: _____

Due by: _____

12. Policy Issue: _____

Corrective Action: _____

Assigned to: _____

Due by: _____

13. Tactical Issue: _____

Corrective Action: _____

Assigned to: _____

Due by: _____

14. Supervisory Issue: _____

Corrective Action: _____

Assigned to: _____

Due by: _____

15. Equipment Issue: _____

Corrective Action: _____

Assigned to: _____

Due by: _____

Signature

Date

Chief's Narrative:

1. This case will be forwarded for appropriate disciplinary/corrective action

2. The following disciplinary/corrective action was imposed

Signature

Date

Appendix IV

Mobile Crisis Team Planning

MEMO: Mobile Crisis Teams
DATE: October 5, 2016
TO: ABCGC: Subcommittee on Crisis
FROM: Katrina Hotrum

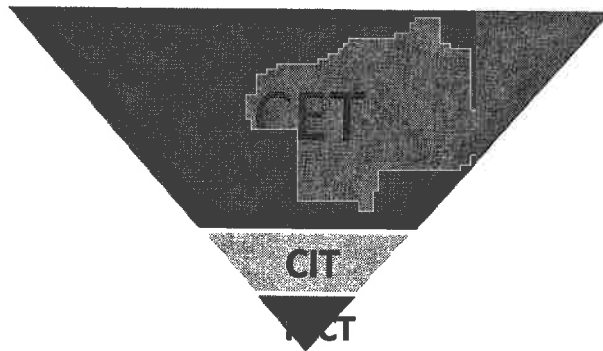
Executive Summary

- **Intervention:** Mobile Crisis Teams (MCT)
- **Target population:** Individuals experiencing a behavioral health crisis warranting a 911-response (see specific criteria below).
- **Services:** MCT's will assist individuals experiencing a behavioral health crisis with an immediate scene response by an independently licensed behavioral health clinician. A law enforcement/ clinician model will be used to ensure the safety of the individuals in crisis, their families, and the responding clinician. The responding clinician will address the immediate crisis episode, recommend a treatment plan, and provide a warm hand off to additional services if needed.
- **Evidence base:** Knowledge base currently being established. Best practices being examined and considered.
- **Proposed outcome metrics:**
 - Connectivity to services
 - Need for law enforcement on scene
 - Decrease in use of services
 - Frequency of inappropriate use of emergency rooms
 - Jail recidivism
 - Interactions with the criminal justice system
- **Budget:** TBD
- **Source of Identified Service Need:** The Bernalillo County Behavioral Health Business Plan (CPI, 2015)

Background (As provided by UNM ISR)

According to the Community Partners, Inc. (CPI) Behavioral Health Business Plan, MCTs are described as an additional resource for the community and law enforcement for providing clinical response to anyone experiencing or at risk of a behavioral health crisis (CPI, 2015). MCTs are also described as mobile services that provide care in the patient's natural environment, making it easier to get a full sense of the environmental and social sources of an emergency. They also allow outreach to individuals who do not meet criteria for involuntary detention, but need psychiatric treatment services (Allen et al., 2002).

The goals of MCTs are providing community-based services to stabilize persons experiencing emergencies in the least restrictive environment, to decrease arrests of mentally ill people in crisis, and to reduce police officers' time handling psychiatric emergency situations (Scott, 2000). Similarly, MCTs are expected to reduce hospitalization rates by diverting patients from hospital admission into community-based treatment (Guo et al., 2001). The role of MCTs within the crisis services continuum begins with the "Front Door" services of the existing components of the triage continuum. The "Front Door" that the MCTs provide will potentially stream-line



It is also a goal of the Bernalillo County Behavioral Health Initiative to establish a *Regional Approach for Behavioral Health Crisis Response*. Unified leveraging of the state crisis hotline, standardized training, data collection and data sharing, and continued collaboration across the region will assist in assuring that individuals experiencing behavioral health crisis will have the same experience across jurisdictional lines. Bernalillo County, the City of Albuquerque, Sandoval County, the City of Rio Rancho, and Sandoval County are working together to make this regional approach a reality.

Proposed Intervention

In 2015, Bernalillo County Emergency Communications (BCECC) received 60,483 calls for service. Of these calls, 3,377 involved a behavioral health component. Many of these calls called for a law enforcement response prior to fire evaluation. The addition of behavioral health calls to the emergency system represents the current trend in Bernalillo County for individuals in crisis and/or their friends and family members to call 911 during a behavioral health crisis. We do also know that additional resources are available to the community when someone is experience a behavioral health crisis. The state recognized crisis call line and other non-prophet resources are available however significantly underutilized. It is critical to note the need to expand education and awareness of these resources is of upmost importance to the entire crisis continuum in Bernalillo County.

Currently, the Bernalillo County Sherriff's Department (BCSD) responds to 4.12% of the previously mentioned behavioral health calls received by the BCECC. BCSD field deputies often refer individuals in crisis to the Crisis Intervention Unit (CIU) for further follow up and connection to services. The proposed intervention would dispatch MCT's to the scene of a crisis in order to provide immediate intervention for the community.

When a call is received by BCECC, and it is determined that it meets the *MCT Response Criteria* (see below), the MCT would be dispatched. Upon arrival on the scene, the law enforcement officer (LEO) will make primary contact with the calling party to be sure of scene safety. Once the scene is determined safe, the LEO will inform the MCT clinician and they will enter the scene. The clinician will engage and assess the individual in crisis to determine a treatment intervention. This treatment intervention may involve transportation to the hospital and/or follow up with community supports (i.e. Community Engagement Teams).

Bernalillo County currently funds the Bernalillo County Sheriff's Department Crisis Intervention Unit. This unit is staffed with one sergeant and two detectives. The City of Albuquerque also funds the Albuquerque Police Department Crisis Intervention Unit including the Crisis Outreach and Support Team (COAST).

The State of New Mexico has determined that a portion of crisis services can be reimbursed through Medicaid. See specific guidelines:

**CRISIS INTERVENTION SERVICE - Non-PSR
PROVIDERS TAXONOMY HCPCS PROCEDURE CODES &
MODIFIERS NOTES**

Behavioral Health Agencies, Taxonomy, 251S00000X

CMHC: taxonomy 261QM0801X

CSA Taxonomy, 261QR0800X

H2011 U1 - \$16.13 for 15 min

Health Crisis intervention, 15 min telephone required. 4 unit maximum – No prior authorization: Provision of 24/7 services to consumers, families, and the consumers' support systems that are in crisis. Qualified rendering provider must be Bachelor's level with 1 year experience with mental illness and/or substance related disorders, and 20 hours of crisis training. Supervision by a licensed independent BH professional, a BH CNS or CNP, or psychiatrist.

(Provider enrolled by Provision of 24/7 services to consumers)

H2011 U2 - \$25.25 for 15 min.

Face to face crisis activities, 15 min. (4 unit maximum): Conducted in facility or in vivo. A crisis assessment must be conducted immediately during the work hours of the facility by trained crisis personnel. Qualified rendering must be Masters Level Mental Health Professional with 1 yr experience w mental illness and/or substance related disorders w 20 hrs. crisis training.

H2011 U3, \$25.25 for 15 min

Crisis intervention, 15 min mobile (4 unit maximum). A 2 member team meeting the above qualifications.

Evidence Base (As provided by UNM ISR)

Studies on officer/civilian MCTs suggest that an MCT must have a licensed mental health professional on the team for best results. One study found that when a mobile psychiatrist was added to a Crisis Intervention Unit, the number of hospital admissions decreased greatly in comparison to a Crisis Intervention Unit lacking a mobile psychiatrist (Reding & Raphelson, 1995). Another study (Lamb et. al, 1995) followed one hundred and one consecutive referrals to law enforcement-mental health teams in Los Angeles to see if an outreach team comprised of a mental health professional and a police officer could assess and make correct dispositions for psychiatric emergency cases in the community. The DeKalb County, GA study found MCTs can decrease hospitalization rates for persons in crisis and can provide cost-effective psychiatric emergency services that are favorably perceived by consumers and police officers (Scott, 2000).

Questions for the Crisis Sub-committee to consider:

1. What should be considered when determining the appropriate response criteria?
2. What formal process should be set to ensure city/county teams are maximizing efforts?
3. How should the team interface with CET?
4. Should MCT professionals screen for other behavioral health services being developed and/or established in the city/county?
5. During what shifts should the MCTs be in service for this pilot?
6. Based on the data, we anticipate the teams will be utilized responding to crisis calls. In the event there is down time what would you like to see the teams working on?
7. Based on Medicaid reimbursement requirements should the MCT clinicians be credentialed (or have privileges) to specific hospitals?
8. Should the services MCT's provide be expanded?

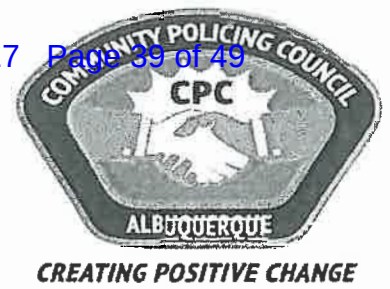
Appendix V

Policies Reviewed by the Office of Policy Analysis

1. 2-29 Emergency Response Team
2. 2-5 Use of Police Vehicles
3. 2-2 Department Property
4. 3-21 Scheduled and Unscheduled Leave
5. 3-19 Restricted Duty Temporary Assignments
6. 5-1 Special Investigations Division
7. 1-1 Personnel Code of Conduct
8. 3-41 Complaints Involving Department Policy or Personnel
9. 3-51 Department Orders
10. 3-46 Discipline
11. 2-20 Hostage, Suicidal, and Barricaded Subjects
12. 6-2 Recruiting Unit
13. 3-32 Employee Work Plan
14. 2-56 Force Review Board
15. 2-3 Firearms and Ammunition Authorization
16. 3-10 Chief's Authority and Responsibilities
17. 4-25 Domestic Violence
18. 1-14 Behavioral Science Division
19. 1-39 On-Body Recording Devices
20. 3-11 Command Staff Responsibilities
21. 3-49 Early Intervention System
22. 1-2 Officer's Duties and Conduct
23. 2-06 Uniforms
24. 2-54 Use of Force Reporting and Supervisory Force Investigation Requirements
25. 2-55 Use of Force Index

Appendix VI

Community Policing Council Survey



Community Policing Council Survey

Date: _____

I am a:

- Voting Board Member
- CPC Member (attendee)

I attend the following Community Policing Council meetings: (check all that apply)

- Foothills CPC
- Northeast CPC
- Southeast CPC
- Southwest CPC
- Northwest CPC
- Valley CPC

My zip code is _____

I have been attending CPC meetings for:

- 2 Years
- 1 Year or More
- 1 year - 6 Months
- Less than 6 Months

I am a representative of the following group(s) (check all that apply)

- Representative of Social Services Providers
- Faith Based Community
- Business Owner/Leader
- Academic Community
- Youth (25 and under)
- Minority Group
- Other - Please Explain _____

My opinion of Albuquerque Police/Community interactions are:

- Positive
- Mostly Positive
- Improving
- Undecided
- Negative
- Mostly Negative

If you would like, please provide your ethnicity: _____

Optional:

Name/Initials: _____

Appendix VII

Community Perception Study Results

See p 10-14

CITY OF ALBUQUERQUE

COMMUNITY PERCEPTION SURVEY

PRESENTED BY:
BRIAN SANDEROFF, PRESIDENT



METHODOLOGY

RESEARCH OBJECTIVES:

TO ASSESS RESIDENTS' PERCEPTION OF THE OVERALL QUALITY OF LIFE IN ALBUQUERQUE.

TO ASSESS RESIDENTS' SATISFACTION WITH CITY SERVICES.

TO DISCOVER RESIDENTS' OPINIONS REGARDING PRIORITIES FOR THE FUTURE.

DATA COLLECTION METHOD:

TELEPHONE INTERVIEWS (LANDLINES AND CELL PHONES)

TOTAL SAMPLE SIZE:

N=402 ALBUQUERQUE RESIDENTS

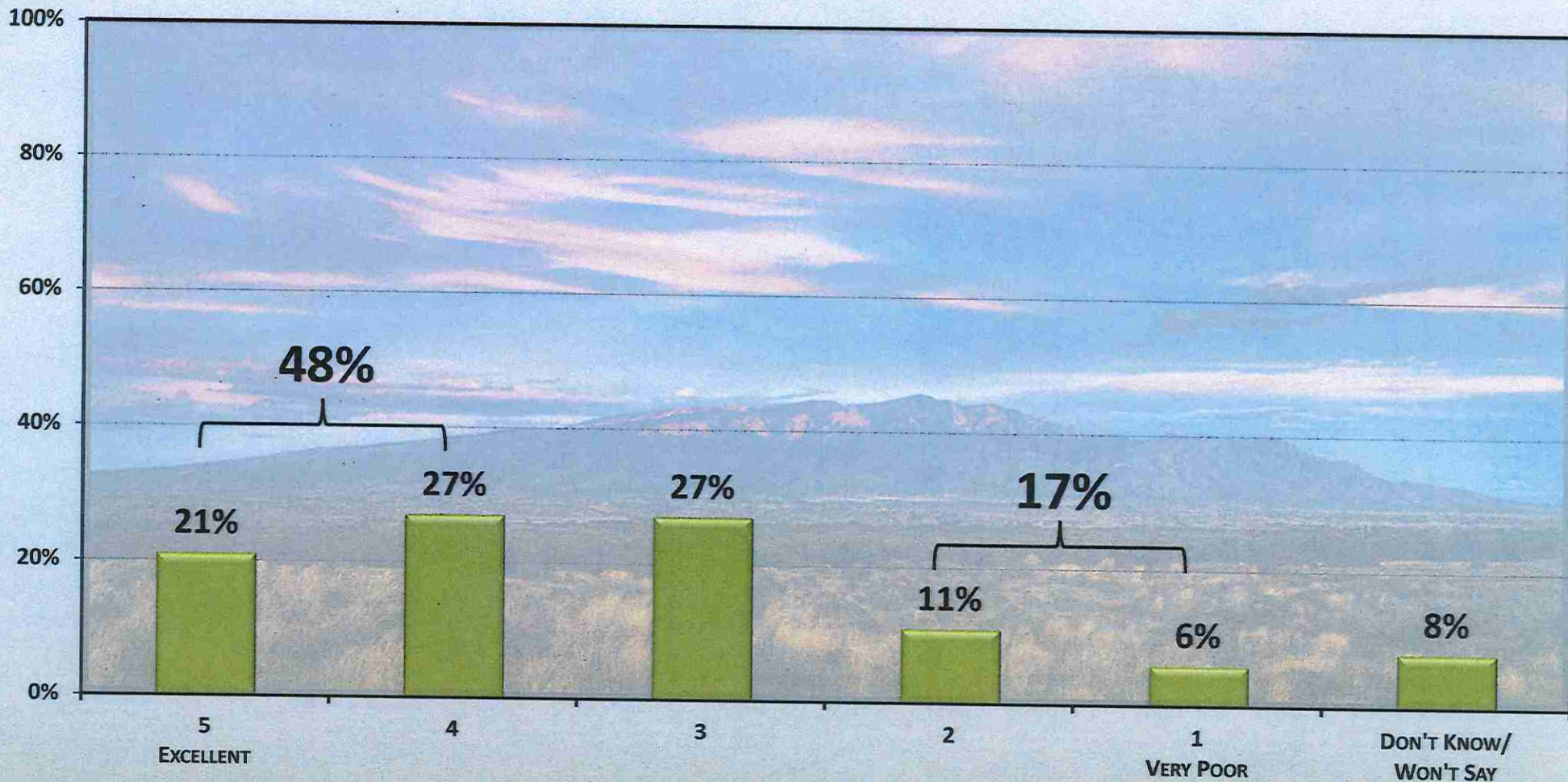
FIELD DATES:

DECEMBER 27, 2016 THRU JANUARY 5TH, 2017

MARGIN OF ERROR:

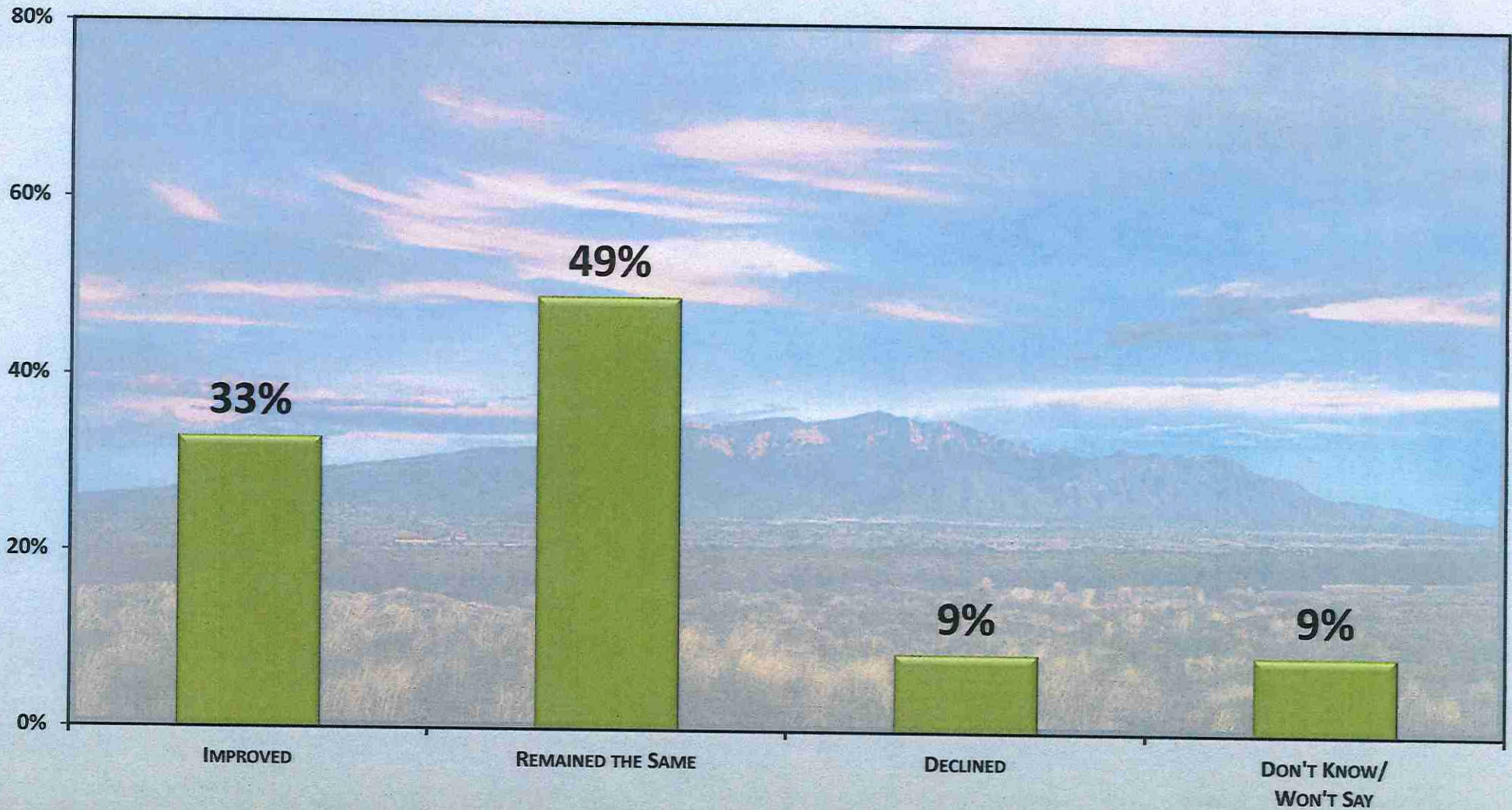
± 4.9% AT 95% CONFIDENCE LEVEL

OVERALL RATING OF ALBUQUERQUE POLICE DEPARTMENT'S OUTREACH IN THE LAST 2 YEARS



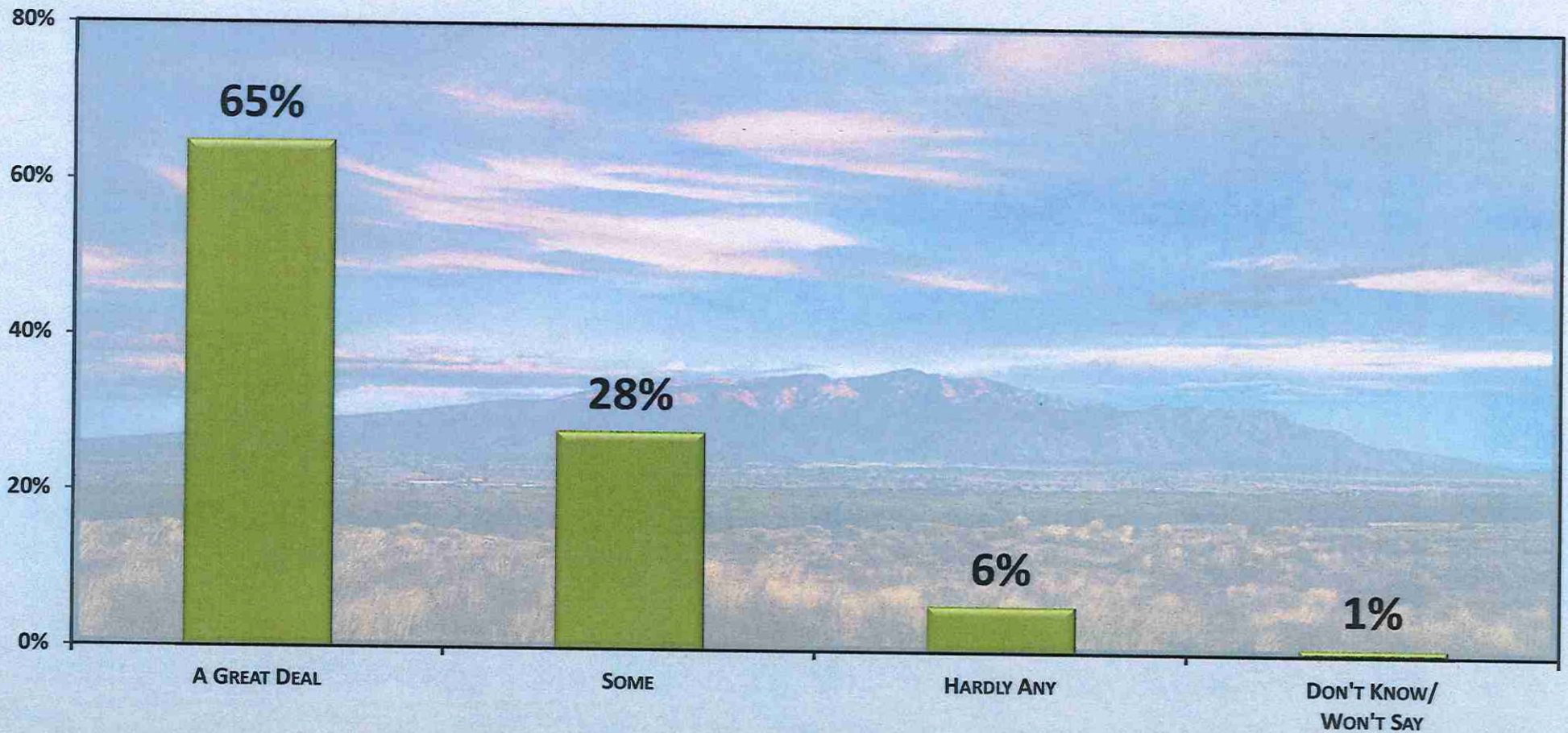
SENIORS (71%) AND THOSE WHO HAVE LIVED IN ALBUQUERQUE 20 YEARS OR LONGER (53%) ARE MORE LIKELY THAN OTHERS TO GIVE HIGH MARKS TO APD FOR ITS OUTREACH EFFORTS. CONVERSELY, THOSE IN THE NORTH VALLEY/DOWNTOWN AREA (37%) ARE LESS LIKELY TO GIVE HIGH MARKS TO APD FOR ITS OUTREACH EFFORTS.

IMPROVEMENT IN ALBUQUERQUE POLICE DEPARTMENT'S COMMUNITY OUTREACH EFFORTS IN PAST TWO YEARS



SENIORS (48%) AND THOSE WHO HAVE LIVED IN ALBUQUERQUE 20 YEARS OR MORE (37%) ARE MORE LIKELY TO SAY OUTREACH EFFORTS HAVE IMPROVED, WHILE THOSE OF LOWER SOCIO-ECONOMIC STATUS ARE MORE LIKELY THAN OTHERS TO SAY APD'S OUTREACH EFFORTS HAVE DECLINED.

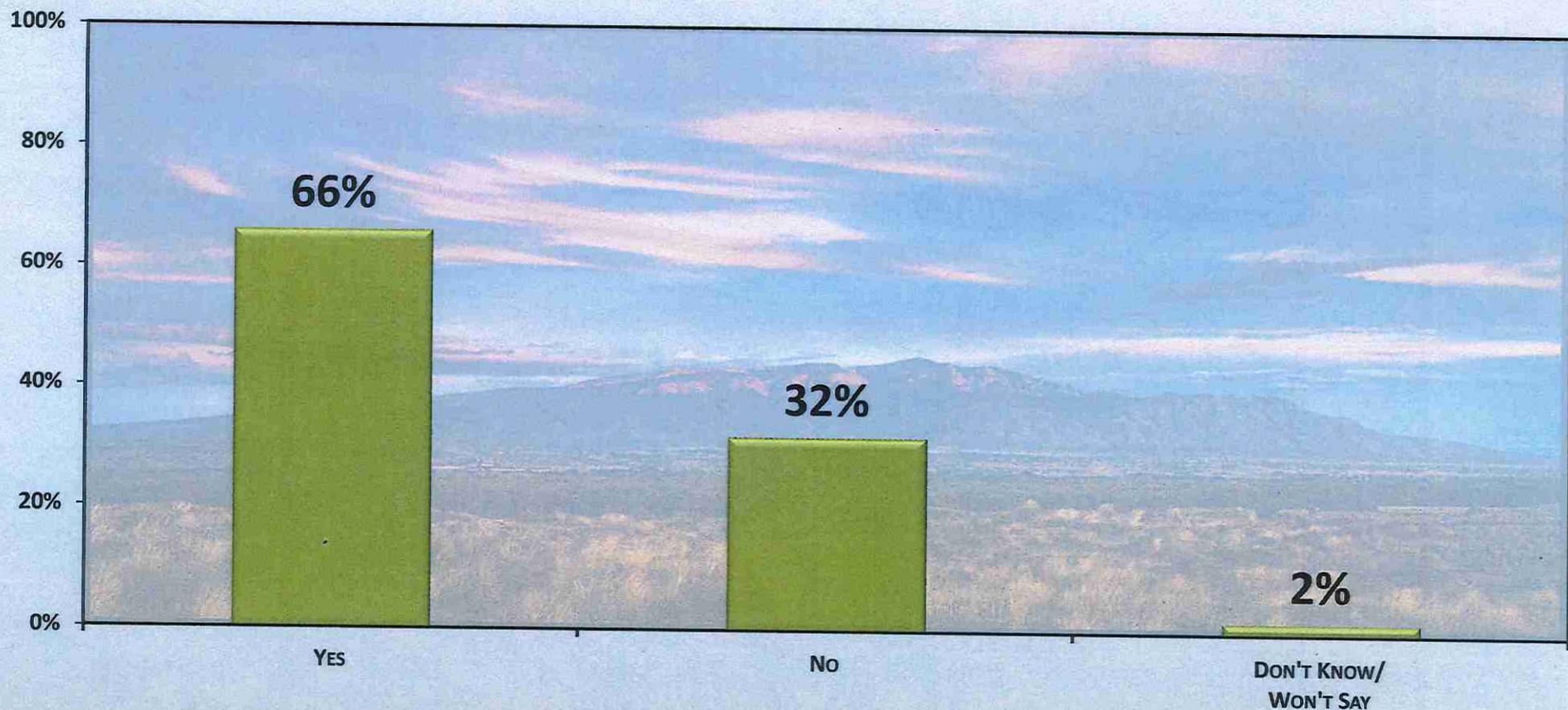
LEVEL OF RESPECT FOR ALBUQUERQUE POLICE



ANGLOS (71%), SENIORS (82%), AND THOSE OF HIGHER SOCIO-ECONOMIC STATUS ARE MORE LIKELY TO SAY THEY HAVE A GREAT DEAL OF RESPECT FOR ALBUQUERQUE POLICE.

HISPANICS (11%), THOSE AGES 18 TO 34 (11%), THOSE IN THE NORTH VALLEY/DOWNTOWN (12%) AND UNM/SOUTHEAST (13%) REGIONS, AND THOSE OF LOWER SOCIO-ECONOMIC STATUS ARE MORE LIKELY THAN OTHERS TO SAY THEY HAVE HARDLY ANY RESPECT FOR ALBUQUERQUE POLICE.

AWARENESS OF ALBUQUERQUE POLICE DEPARTMENT'S SETTLEMENT WITH THE DEPARTMENT OF JUSTICE



RESIDENTS MORE LIKELY THAN OTHERS TO BE AWARE INCLUDE:

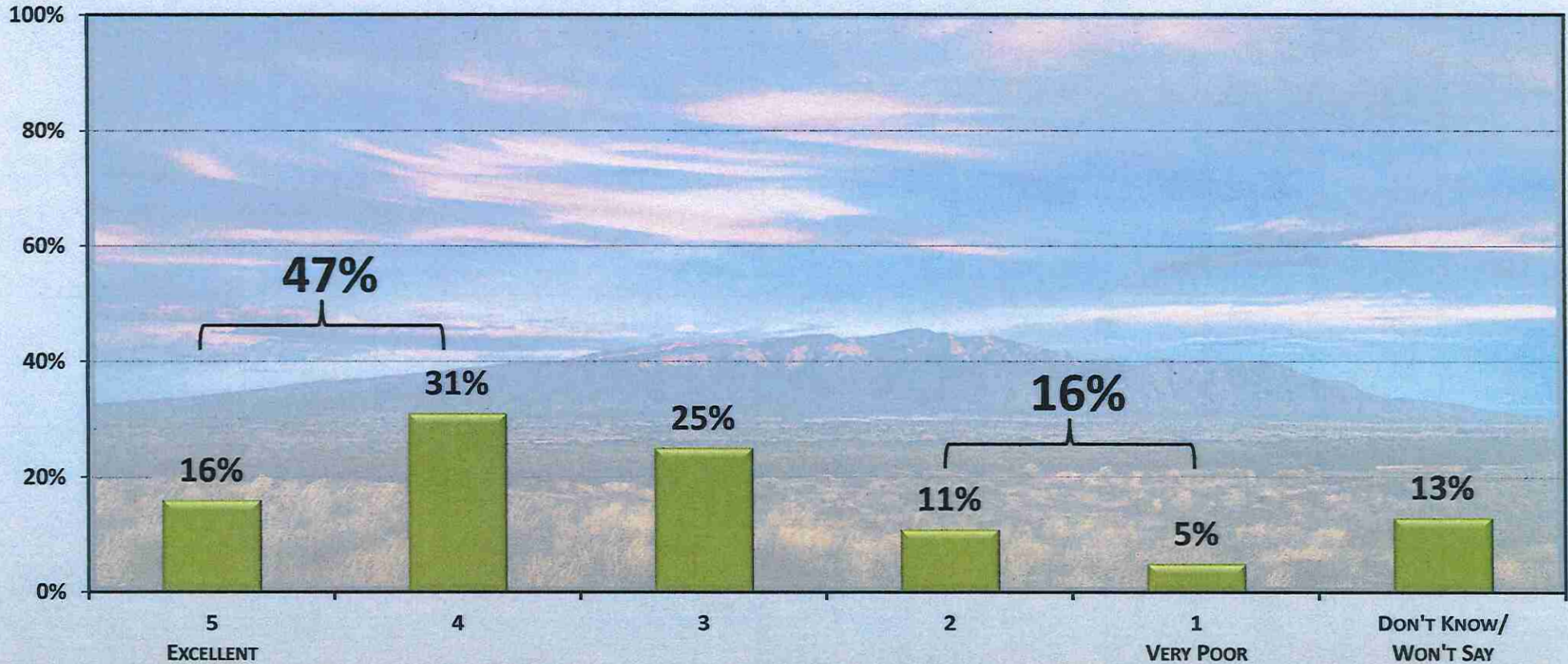
- MALES (71%) COMPARED TO FEMALES (61%)
- ANGLOS (77%) COMPARED TO HISPANICS (57%)
- THOSE AGE 50 AND OLDER (76%) COMPARED TO THOSE AGES 18 TO 34 (45%)
- THOSE IN THE MID-HEIGHTS (76%) COMPARED TO THOSE ON THE WESTSIDE/SOUTHWEST MESA (58%)
- THOSE WITHOUT CHILDREN IN THE HOUSEHOLD (72%) COMPARED TO THOSE WITH CHILDREN IN THE HOME (56%)
- THOSE OF HIGHER SOCIO-ECONOMIC STATUS COMPARED TO THOSE OF LOWER SOCIO-ECONOMIC STATUS

OVERALL RATING OF ALBUQUERQUE POLICE DEPARTMENT

ESTABLISHING AND IMPLEMENTING NEW POLICIES AND REFORMS

AMONG THOSE AWARE OF APD'S SETTLEMENT AGREEMENT

TOTAL RESPONSES (N=265)



OLDER RESPONDENTS ARE MORE LIKELY TO GIVE HIGH MARKS TO APD IN ESTABLISHING NEW POLICIES AND IMPLEMENTING REFORMS IN THE DEPARTMENT. FURTHER, THOSE ON THE WESTSIDE/SOUTHWEST MESA (63%) ARE MORE LIKELY THAN THOSE IN THE MID-HEIGHTS (29%), UNM/SOUTHEAST (41%), AND NORTH VALLEY/DOWNTOWN (42%) AREAS TO GIVE HIGH MARKS TO APD FOR ESTABLISHING NEW POLICIES AND IMPLEMENTING REFORMS IN THE DEPARTMENT.

MAJOR FINDINGS

ALBUQUERQUE POLICE DEPARTMENT

TWO-THIRDS OF THE RESIDENTS (65%) SAY THEY HAVE A **GREAT DEAL OF RESPECT** FOR APD COMPARED TO JUST 6% WHO SAY THEY HAVE **HARDLY ANY RESPECT** FOR THE POLICE DEPARTMENT.

THE MAJORITY OF RESIDENTS (58%) ALSO AGREE THAT APD IS **RESPECTFUL IN THE TREATMENT OF CITIZENS AND IS DOING A GOOD JOB IN ADDRESSING PUBLIC SAFETY ISSUES (55%)** WHICH IS SIMILAR TO RESULTS OBSERVED IN LAST YEAR'S SURVEY AND A SIGNIFICANT IMPROVEMENT FROM THE RESULTS OBSERVED IN THE STUDY CONDUCTED IN 2014 WHICH WAS A LOW MARK.

NEARLY HALF THE RESIDENTS (48%) GIVE APD HIGH MARKS FOR ITS **EFFORTS TO REACH OUT INTO THE COMMUNITY OVER THE PAST TWO YEARS**, COMPARED TO 17% WHO ARE CRITICAL OF THE OUTREACH EFFORTS.

ONE-IN-THREE RESIDENTS BELIEVE **APD'S COMMUNITY OUTREACH EFFORTS HAVE IMPROVED OVER THE PAST TWO YEARS** COMPARED TO ONLY 9% WHO SAY IT HAS DECLINED AND 49% WHO SAY THEY HAVE NOT NOTICED A CHANGE.

MAJOR FINDINGS

TWO-THIRDS OF RESIDENTS SAY THEY ARE AWARE OF APD'S SETTLEMENT WITH THE DEPARTMENT OF JUSTICE AND NEARLY HALF (47%) OF THOSE WHO ARE AWARE OF THE SETTLEMENT FEEL APD HAS DONE A GOOD JOB OF ESTABLISHING AND IMPLEMENTING NEW POLICIES AND REFORMS (16% GIVE LOW MARKS).

WHEN ASKED TO PRIORITIZE 6 BASIC SERVICES FOR BUDGETARY PURPOSES, **IMPROVING COMMUNITY SERVICES**, INCLUDING PROGRAMS FOR HOMELESS INDIVIDUALS AND FAMILIES, PROGRAMS FOR SUBSTANCE ABUSE AND PROGRAMS FOR INDIVIDUALS WITH MENTAL HEALTH ISSUES, IS PERCEIVED AS THE SINGLE **HIGHEST PRIORITY**, FOLLOWED BY **IMPROVING PUBLIC SAFETY**.

THE MAJORITY OF ALBUQUERQUE RESIDENTS FEEL THE RELATIONS BETWEEN PEOPLE OF DIFFERENT CULTURES AND RACIAL BACKGROUNDS IN ALBUQUERQUE IS EXCELLENT/GOOD (65%), COMPARED TO ONLY 9% WHO FEEL RELATIONS ARE POOR, ALTHOUGH ONE-QUARTER FEEL THAT THEY ARE FAIR.