



# Fourth Quarter/Annual Report 2023

---

INTERNAL AFFAIRS PROFESSIONAL STANDARDS  
Prepared by: Data Analytics Division



# Contents

Introduction	3
Data Collection	3
Statistical Data (Q4)	5
Statistical Data (2023)	12
Criminal Offenses (2023)	18
Summary	19

# Introduction

The Albuquerque Police Department's mission is to build relationships through community policing that will lead to reduced crime and increased safety.

This Internal Affairs Professional Standards (IAPS) report includes current data as of January 26th, 2024. The Albuquerque Police Department (APD) uses live databases in which counts of recorded allegations, findings, and case dispositions are subject to change. These changes are revised based on the reporting standards and processes developed within the APD's Internal Affairs Professional Standards Division (IAPS). Due to the dynamic nature of IAPS data, historical records presented may vary slightly from those reported in prior APD IAPS reports.

Internal Affairs Professional Standards (IAPS) is responsible for receiving and investigating allegations of misconduct made against the department employees. The role of IAPS is to implement transparent fact finding process

to uncover truth and take corrective action against the employees if investigative findings are sustained. The purpose of this report is to provide the City's administration, APD Executive Staff, the City Council, Civilian Police Oversight Agency Board and the residents of Albuquerque with the statistics and outcomes pertaining to IAPS Investigations.

Data within this report is comprised of allegations, findings, and dispositions of investigative cases involving both sworn personnel (law enforcement officers certified through the New Mexico Department of Public Safety (DPS)) and Professional Personnel (Civilian Staff). All figures presented in this report are labelled as representing one of these two employee cohorts, or an aggregation of both.



# Data Collection

This report covers data for the fourth quarter (October 1<sup>st</sup> through December 31<sup>st</sup> 2023) as well as the annual statistics for 2023.

All data was pulled from APD's data warehouse by methodically retrieving all cases recorded with an Incident Type of "IA Investigation" and "Firearm Discharges" (specific to only cases involving discharges of a firearm at an animal) and filtered by the relevant reporting periods.

For the purpose of this report, the date a case is initiated is listed and included. Cases received by IAPS within the relevant reporting periods include data pertaining to the count of distinct employees facing one or more distinct

allegations, their divisions, their demographic profiles, and their employee cohorts.

The date a case is completed by IAPS is the date an investigation has concluded. Cases presented as completed by IAPS within the relevant reporting periods include data pertaining to distinct employees, the distinct allegations and alleged policy violations within the case, the findings of investigations, and actions taken as a result.







# Statistical Data (Quarter 4)

Internal Affairs Professional Standards Statistics, Fourth Quarter (October 1st, 2023-December 31st, 2023)

## Internal Investigations

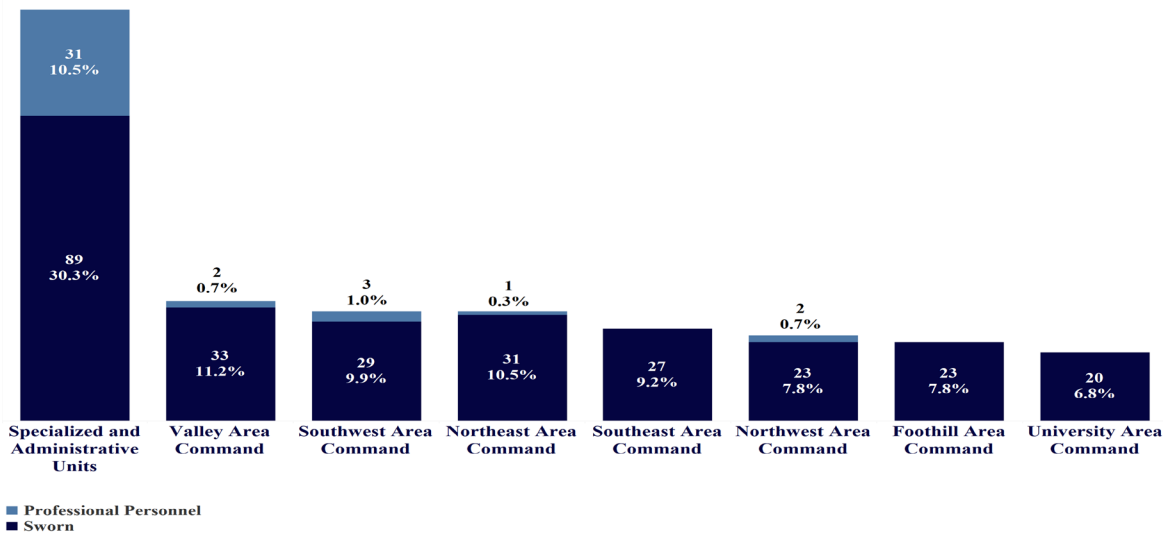


Statistical Data as of January 26th 2024.

This section covers the data for the fourth quarter reporting period beginning October 1<sup>st</sup> 2023 through December 31<sup>st</sup> 2023

- There could be minor changes to the statistics because of changes in data or file status.
- Unique employees.
- Completed cases with dispositions different from Administratively Closed, Exonerated, Not Sustained, Sustained, Sustained/NBOOC and Unfounded are not included in the count.
- \*There were no firearm discharges against animals in Quarter 4, 2023

## Subjects of IAPS investigations by Assigned Division (Includes Sworn & Professional Personnel)



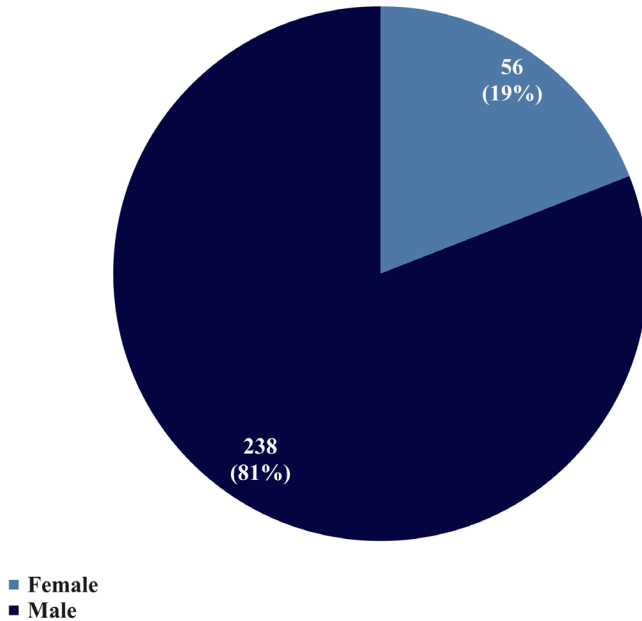
During the last quarter of 2023, a majority of the investigations opened by IAPS were received for employees in Valley Area Command (12%) followed by Southwest and Northeast Area Command at 11% each. 7% of the employees identified in IAPS investigations were from University Area Command.

■ Professional Personnel  
■ Sworn

\*The total percentage do not add up to 100% due to several employees (listed in two or more investigations) were target of investigations at different divisions.  
 \*Specialized and Administrative Units: Academy Division, Aviation Division, Chiefs Office, Communications Divisions, Compliance & Oversight Division, Criminal Investigations Division, FSB Division, Internal Affairs Professional Stds Div, Investigations Enhancement Division, Investigative Services Division, Management Services & Support Division, Metro Division, Metro Traffic Division, Police Reform Bureau, RTCC, Scientific Evidence Division, Special Investigations Division, Tactical Division

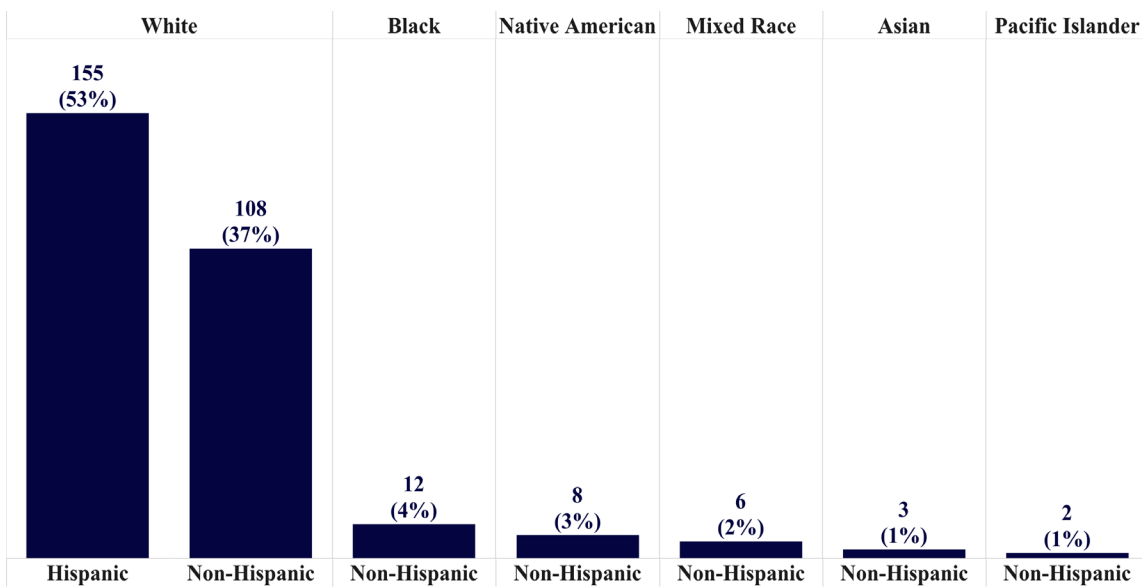
# Involved Employee Demographics (Sworn & Professional Personnel)

## Gender (Sworn and Professional Personnel)



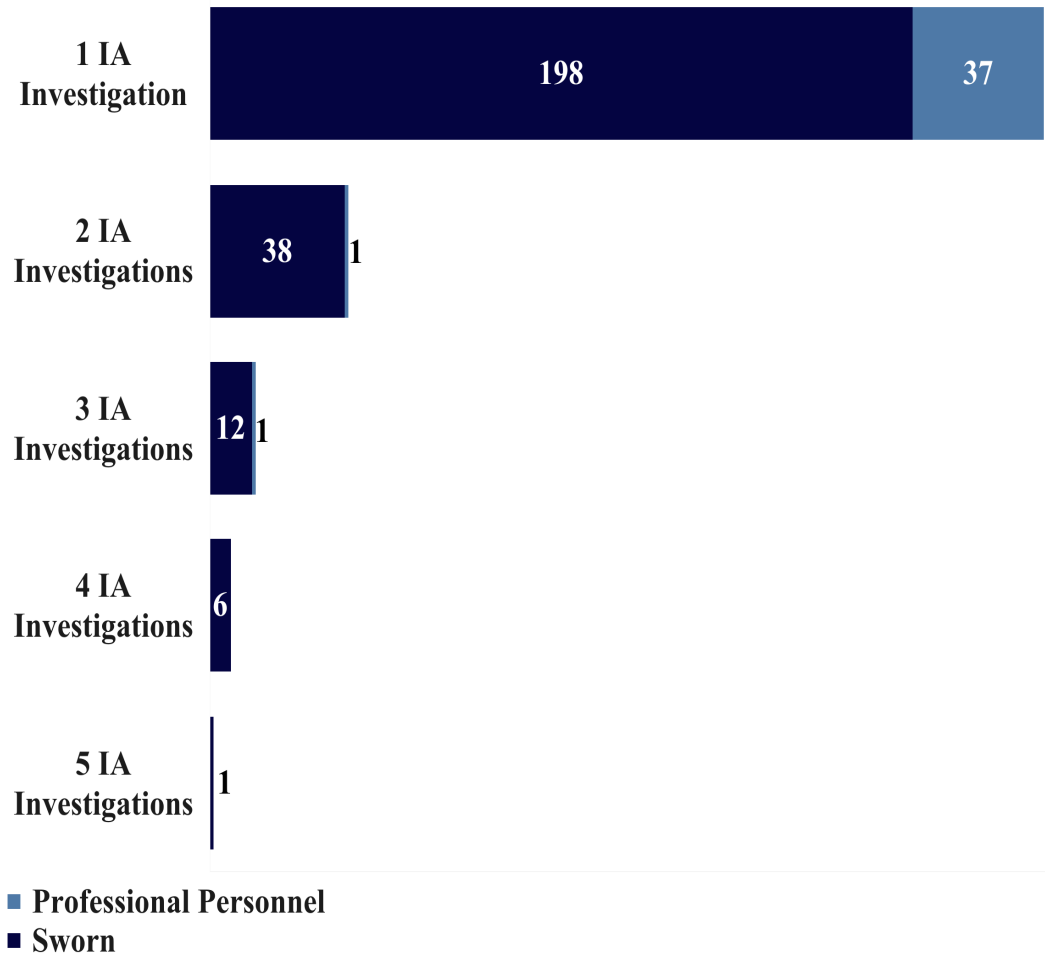
During the last quarter of 2023, majority of the employees identified in IAPS investigations were Male (81%) compared to (19%) that were Female.

## Race & Ethnicity (Sworn and Professional Personnel)



During the last quarter of 2023, 52% of the employees identified in IAPS investigations were Hispanic. 37% of the employees were White non-Hispanic. These figures are proportionate to the demographics of the department as a whole where Hispanic employees comprise of approximately 53.4% while White non-Hispanic are 36.7%.

## Number of Investigations by Employee (Sworn and Professional Personnel)



In the final quarter of 2023, of the total 282 employees, a majority (approx. 80%) were identified in single IAPS investigation. 6 sworn employees were listed in 4 investigations. Whereas 1 sworn employee was investigated in 5 IAPS investigations.

## Standard Operating Procedure Violations (Allegations)

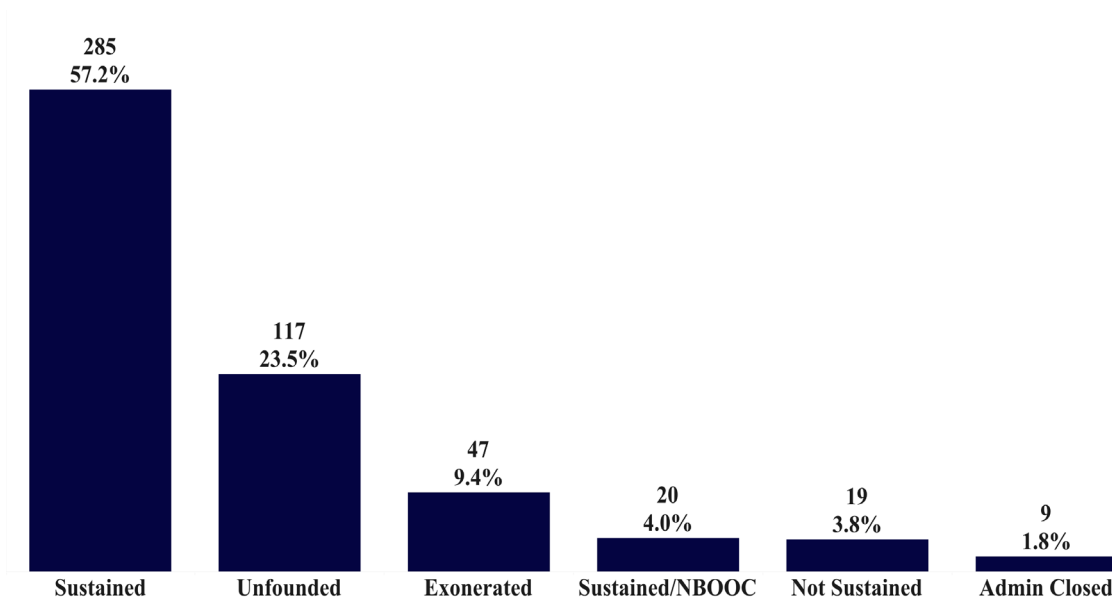


During the last quarter of 2023, out of the total 498 allegations investigated by the IAPS in 243 completed investigations majority (approx. 20%) concerned the violation of standard operating procedure 'Personnel Code of Conduct' followed by 'Use of On-Body Recording Devices' which came under review 94 times.

*\*Additional SOP category includes: Special Victims Section, Fiscal Division, Harassment/Sexual Harassment in the Workplace, Aviation Division, Internal Affairs Professional Standards (IAPS Division), K-9 Unit, Missing Persons Unit, Police Service Aide (PSA) Program, Specialized Tactical Units, Training Division, Department Property, Firearms and Ammunition Authorization, Procedures for Serious Crime, Damage to Civilian Property, Use of Computer Systems, Use of Emergency Communications, Records, Bomb Threats and Bomb Emergencies, Emergency Medical and Trauma Services, Notification of Significant Incidents, Daily Staffing and Briefings, DWI Investigations and Revoked/Suspended License, Response to Traffic Crashes, Intermediate Weapon System, Use of Force - De-Escalation, Force Review Board, Interviews and Interrogations, Execution of Search Warrants, Search and Seizure without a Warrant, Collection, Submission, and Disposition of Evidence and Property, Submission of Felony Cases to the District Attorney, Domestic Violence, Restraints and Transportation of Individuals, Hospital Procedures and Rules, Emergency Communications Center (ECC) Division, Duty Assignments and Transfers, Overtime, Compensatory Time, and Work Shift Designation, Line Inspection Process, Performance Evaluations, Juvenile Section, Hostage Situation, Barricaded Individuals, and Tactical Threat Assessments, Prisoner Transport Unit, Child Abduction and Missing Child Investigations.*



## Allegation Findings



During the last quarter of 2023, majority (61%) of the allegations were Sustained and SNBOOC followed by Unfounded (24%) and Exonerated (9%).

\*SNBOOC- Sustained Not Based on Original Complaint

---

## Definition of Findings

**Sustained:** Investigation classification when the investigator determines, by a preponderance of the evidence, the alleged misconduct did occur by the subject officer.

**Exonerated:** Investigation classification where the investigator determines, by a preponderance of the evidence, that alleged conduct in the underlying complaint did occur but did not violate APD policies, procedures, or training.

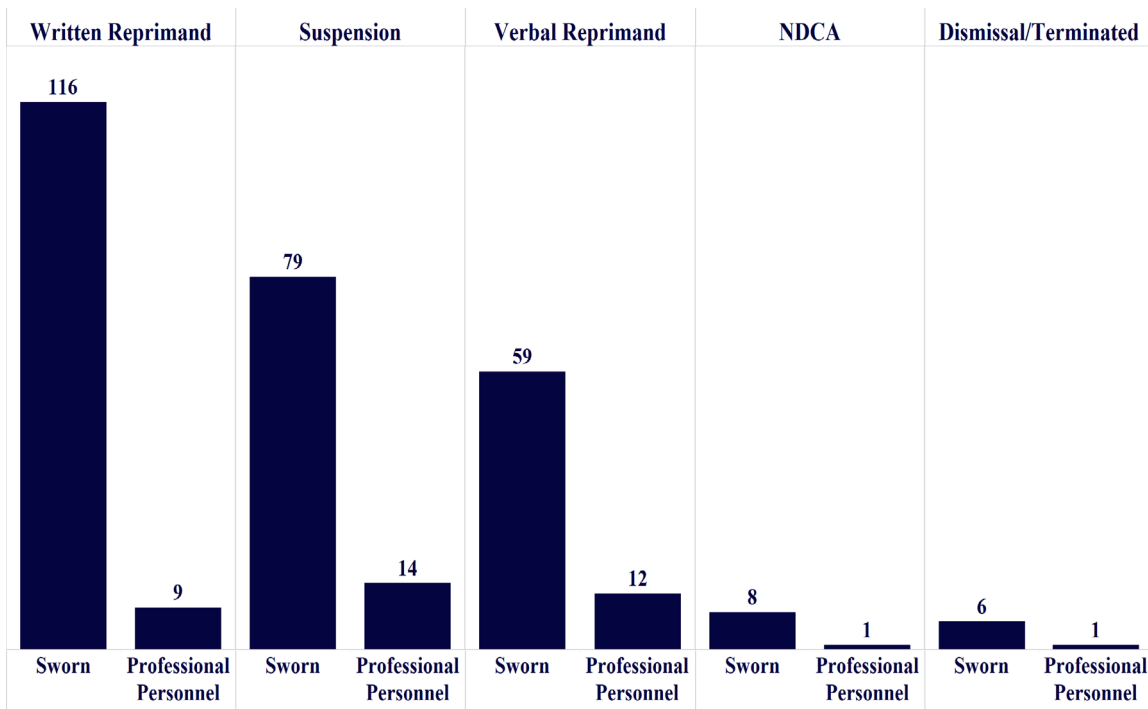
**Unfounded:** Investigation classification when the investigator determines, by clear and convincing evidence, that alleged misconduct did not occur or did not involve the subject officer.

**Not Sustained:** Investigation classification when the investigator is unable to determine one way or the other, by a preponderance of the evidence, whether the alleged misconduct either occurred or did not occur.

**Sustained (NBOOC) Violation Not Based on Original Complaint:** Investigation classification where the investigator determines, by a preponderance of the evidence, misconduct did occur that was not alleged in the original complaint (whether CPC or internal complaint) but that other misconduct was discovered during the investigation, and by a preponderance of the evidence, that misconduct occur.

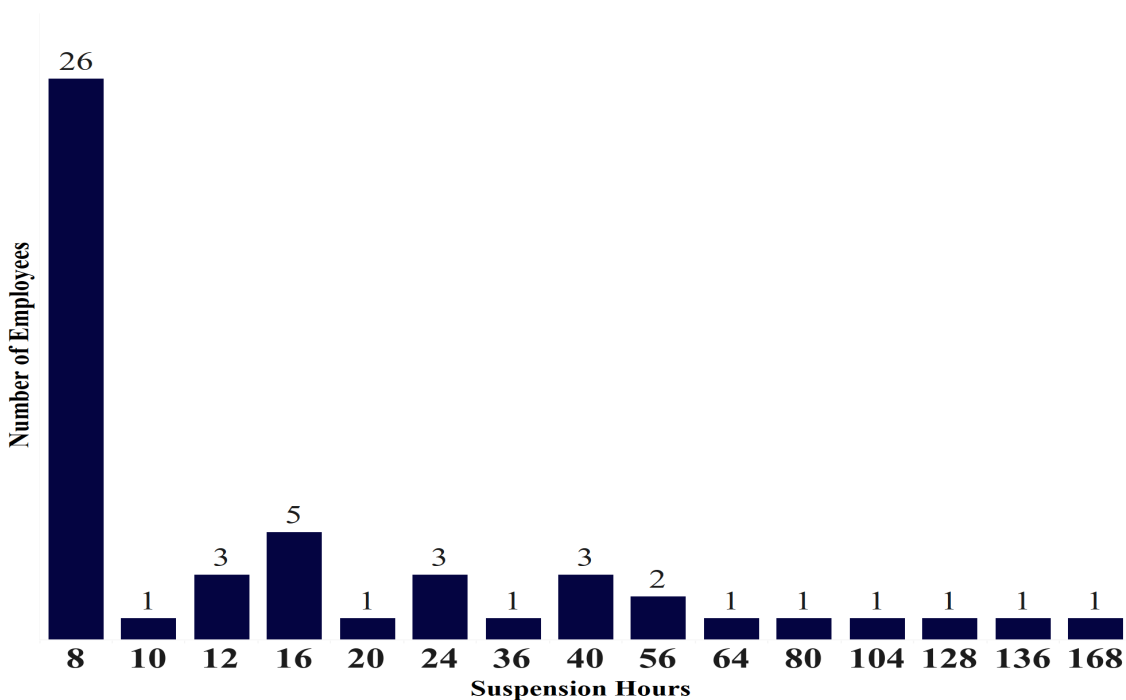
**Administratively Closed:** Investigation classification where the investigator determines: a. the allegations are duplicative; b. the investigation cannot be conducted because of the lack of information in the complaint, and further investigation would be futile. Such complaints may be reopened if additional information becomes available.

## Action Taken for Sustained/SNBOOC Findings



During the last quarter of 2023, 125 allegations with the finding of Sustained/SNBOOC resulted in Written Reprimand for the involved employees followed by 93 Suspensions for both sworn and professional personnel.

## Length of Suspension Hours



During the fourth quarter of 2023, a total of 51 employees received suspensions. 26 employees received a total of 8 hour suspension while 1 employee received a total of 168 hours suspension. Three employees were not granted suspensions because they were no longer employed by the department and one was not granted suspension due to timelines. Note that if one officer receives two suspensions of 8 hours during this period, they will be listed among the 16 hours category for the reporting purposes.

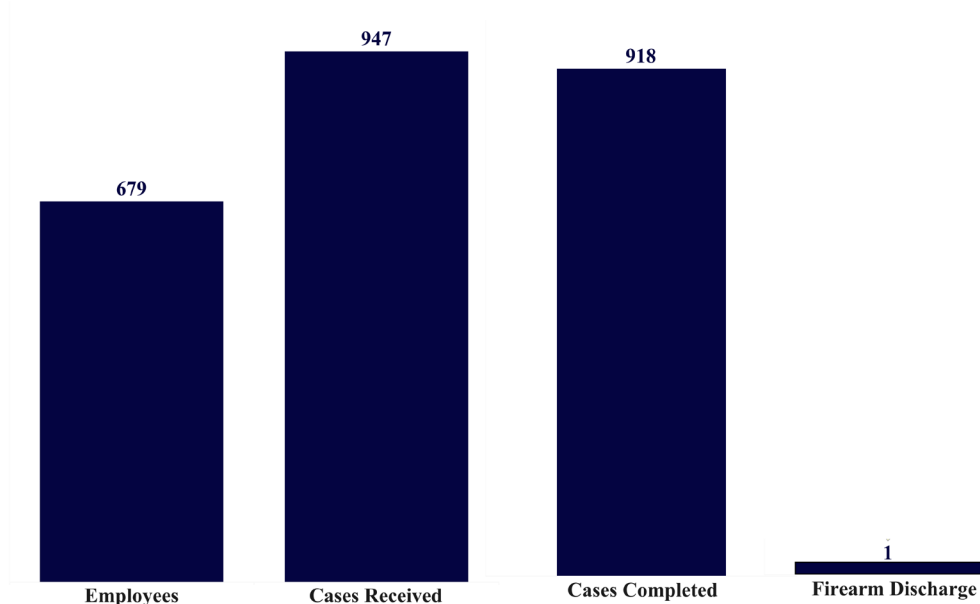






# Statistical Data (Annual 2023)

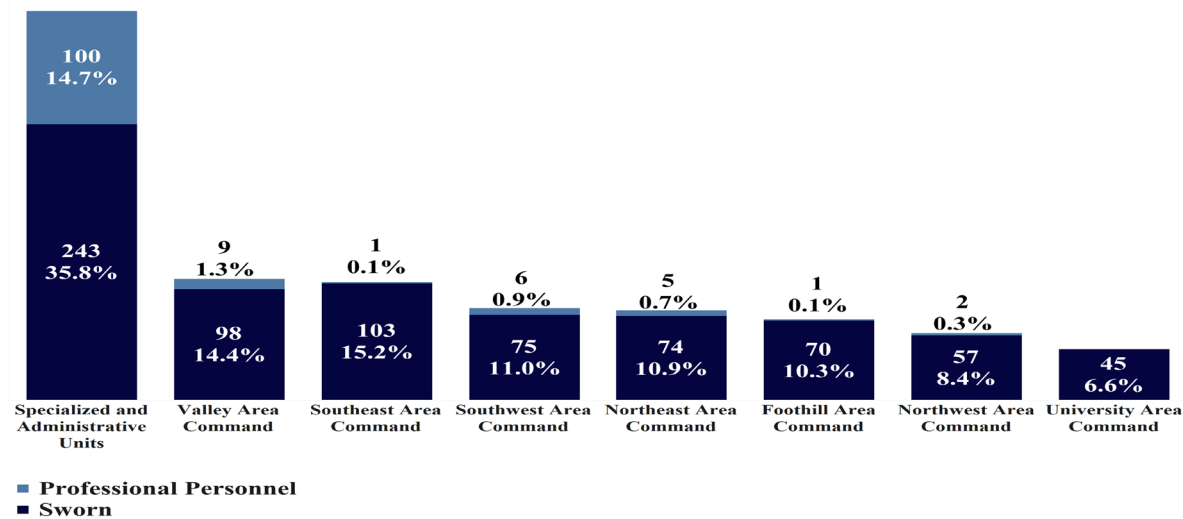
## Internal Investigations



Statistical Data as of January 26th 2024.  
 This section covers the data for the reporting period beginning January 1st 2023 through December 31st 2023.

- There could be minor changes to the statistics because of changes in data or file status.
- Unique employees.
- Completed cases with dispositions different from Administratively Closed, Exonerated, Not Sustained, Sustained, Sustained/NBOOC and Unfounded are not included in the count.
- Includes only Incidents where Type Of Firearm Discharge is "Animal Shooting".

## Subjects of IAPS investigations by Assigned Division (Includes Sworn & Professional Personnel)



During 2023, the highest number of investigations opened by IAPS were received for employees in Valley Area Command (12%) followed by Southwest Area Command (11%). (5%) of the employees identified in IAPS investigations were from University Area Command.

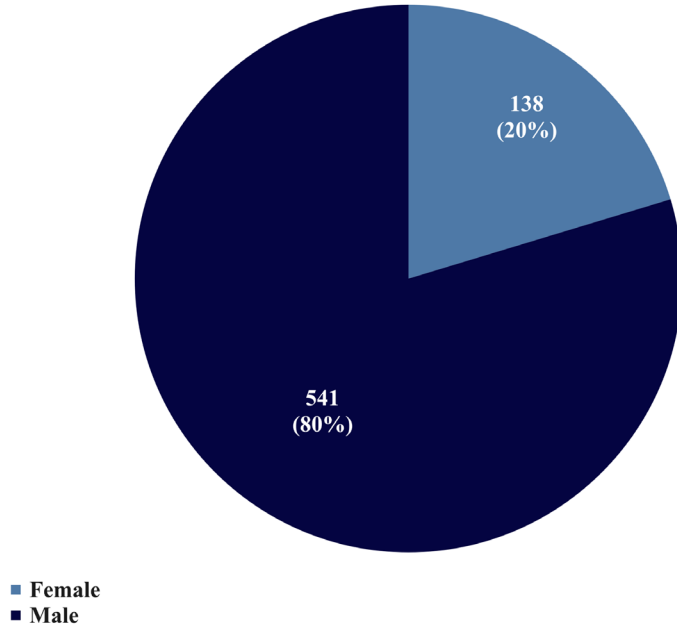
- Professional Personnel
- Sworn

\*The total percentage do not add up to 100% due to several employees (listed in two or more investigations) were target of investigations at different divisions.  
 \*Specialized and Administrative Units Includes: Academy Recruiting & Backgrounds, Academy Training Division, Accountability and Oversight Division, Aviation Division, Chiefs Office, CID/Family Advocacy Center, Communications Division, Compliance & Oversight Division, Criminal Investigations Division, Crisis Intervention Division, Field Services, Fiscal Division, FSB Division, Internal Affairs, Internal Affairs Force Division, Internal Affairs Professional Stds Div, Investigations Enhancement Division, Investigative Services Division, Management Services & Support Division, Metro Traffic Division, Operations Review Division, Police Reform Bureau, RTCC, Scientific Evidence Division, SED/Criminalistics Lab, Special Investigations Division, Special Operations Division, Special Services Division, Tactical Division



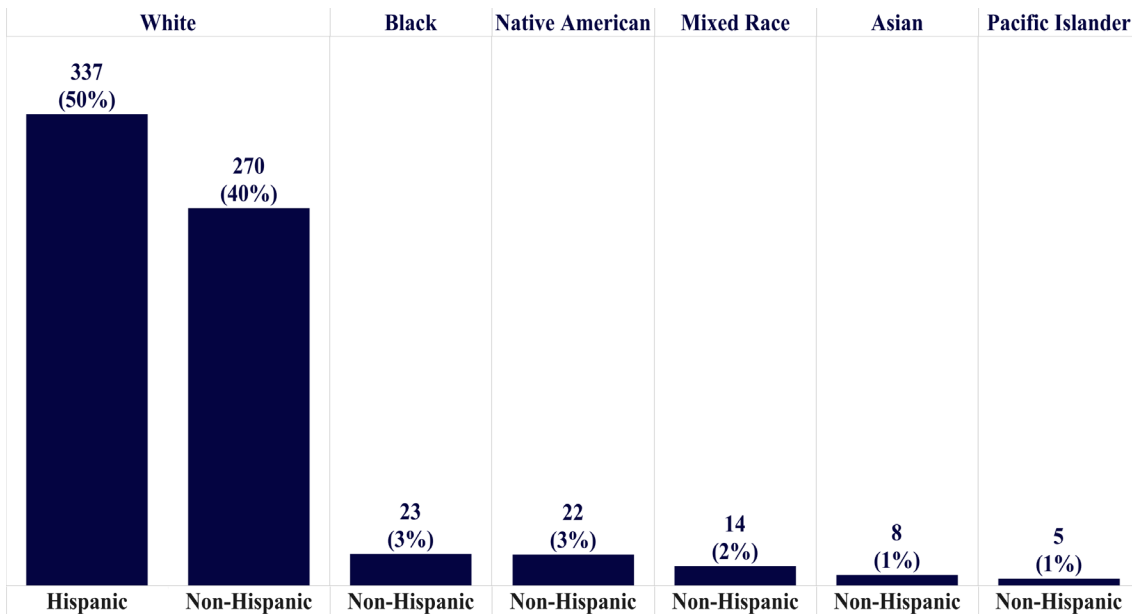
# Involved Employee Demographics (Sworn & Professional Personnel)

## Gender (Sworn and Professional Personnel)



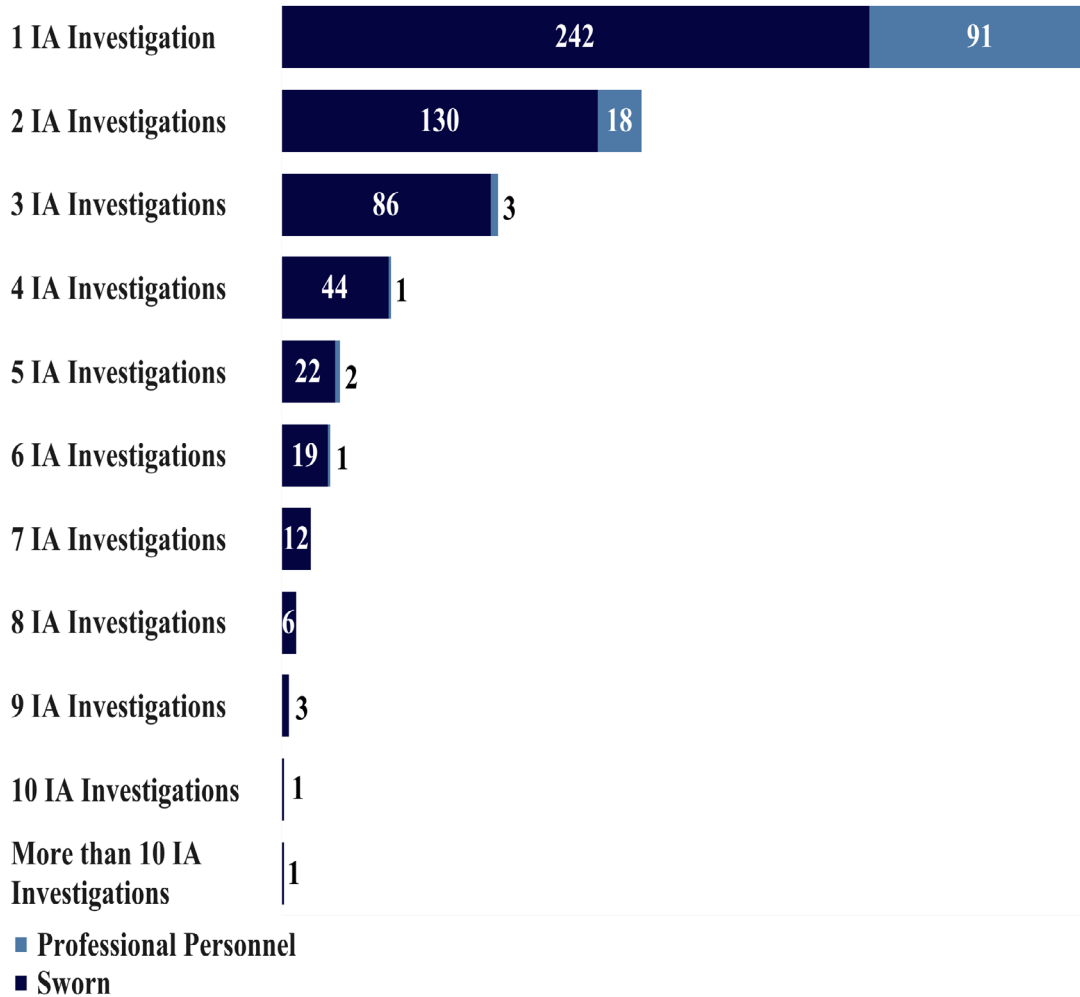
During 2023, majority of the employees identified in IAPS investigations were Male (80%) compared to (20%) that were Female.

## Race & Ethnicity (Sworn and Professional Personnel)



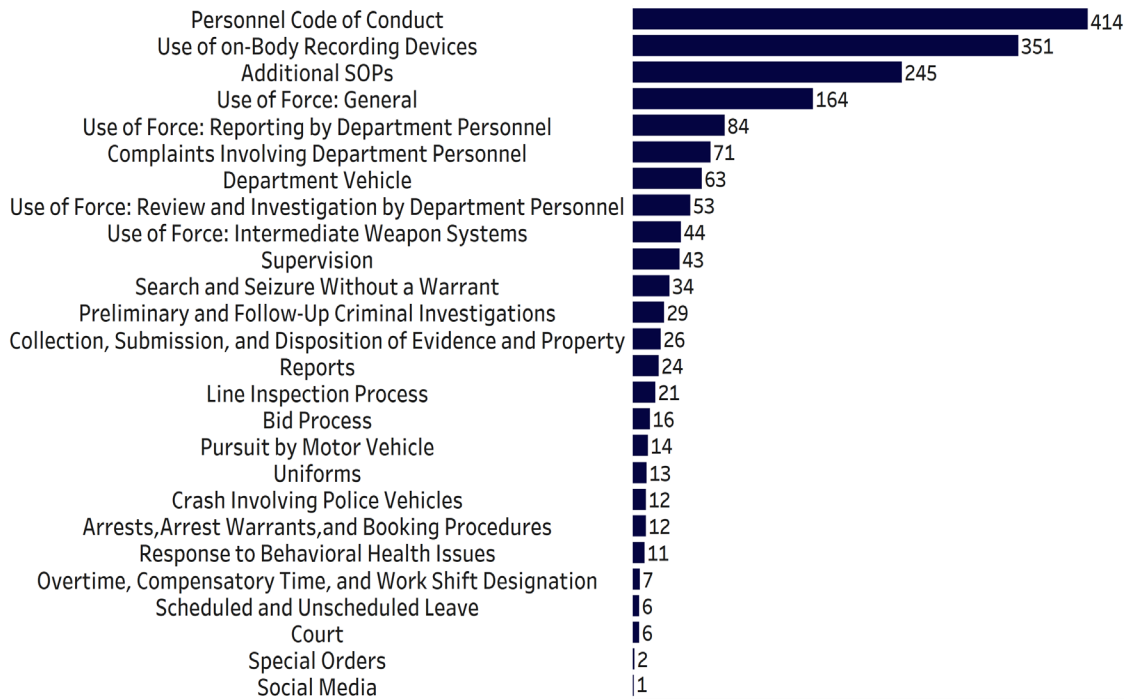
During 2023, 50% of the employees identified in IAPS investigations were Hispanic. 40% of the employees were White non-Hispanic. These figures reflect a similar pattern to the demographics of the department as a whole where Hispanic employees comprise of approximately 53.4% while White non-Hispanic are 36.7%.

## Number of Investigations by Employee (Sworn and Professional Personnel)



During 2023, 49% employees were identified in single IAPS investigation whereas (approx. 21%) were parties to 2 IAPS investigations. 3 sworn employees were listed in 10 or more than 10 IAPS investigations during 2023.

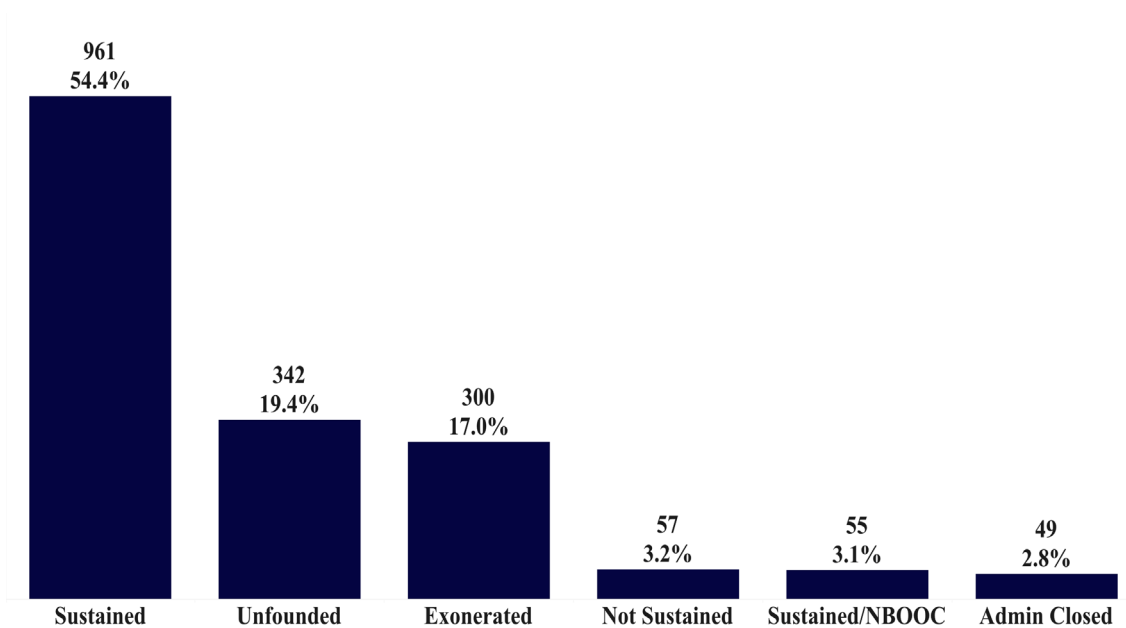
## Standard Operating Procedure Violations (Allegations)



During 2023, out of the total 1766 allegations investigated by the IAPS in 918 completed investigations majority (approx. 23%) concerned the violation of standard operating procedure 'Personnel Code of Conduct' followed by 'Use of On-Body Recording Devices' came under review 351 times.

*\*Additional SOP category includes: Towing Services, Meal Breaks, Crime Scene Specialist (CSS) Unit, Internal Affairs Force Division, Small Unmanned Aircraft Systems (SUAS) Operations, Language Access Procedure, Use of Crime Scene Specialists (CSS) Unit, Shield Unit, Pursuit Intervention Technique (PIT), Destruction/Capture of Animals, Off-Duty Conduct: Power of Arrest, Remote Work, Law Enforcement Assisted Diversion (LEAD) Program, Special Victims Section, Fiscal Division, Harassment/Sexual Harassment in the Workplace, Aviation Division, Internal Affairs Professional Standards (IAPS Division), K-9 Unit, Missing Persons Unit, Police Service Aide (PSA) Program, Specialized Tactical Units, Training Division, Department Property, Firearms and Ammunition Authorization, Procedures for Serious Crime, Damage to Civilian Property, Use of Computer Systems, Use of Emergency Communications, Records, Bomb Threats and Bomb Emergencies, Emergency Medical and Trauma Services, Notification of Significant Incidents, Daily Staffing and Briefings, DWI Investigations and Revoked/Suspended License, Response to Traffic Crashes, Intermediate Weapon System, Use of Force - De-Escalation, Force Review Board, Interviews and Interrogations, Execution of Search Warrants, Search and Seizure without a Warrant, Collection, Submission, and Disposition of Evidence and Property, Submission of Felony Cases to the District Attorney, Domestic Violence, Restraints and Transportation of Individuals, Hospital Procedures and Rules, Emergency Communications Center (ECC) Division, Duty Assignments and Transfers, Overtime, Compensatory Time, and Work Shift Designation, Line Inspection Process, Performance Evaluations, Juvenile Section, Hostage Situation, Barricaded Individuals, and Tactical Threat Assessments, Prisoner Transport Unit, Child Abduction and Missing Child Investigations*

## Allegation Findings



During 2023, majority (58%) of allegations were found to be Sustained and SNBOOC. 19% were Unfounded and 17% were Exonerated.

\*SNBOOC- Sustained Not Based on Original Complaint

---

## Definition of Findings

**Sustained:** Investigation classification when the investigator determines, by a preponderance of the evidence, the alleged misconduct did occur by the subject officer.

**Exonerated:** Investigation classification where the investigator determines, by a preponderance of the evidence, that alleged conduct in the underlying complaint did occur but did not violate APD policies, procedures, or training.

**Unfounded:** Investigation classification when the investigator determines, by clear and convincing evidence, that alleged misconduct did not occur or did not involve the subject officer.

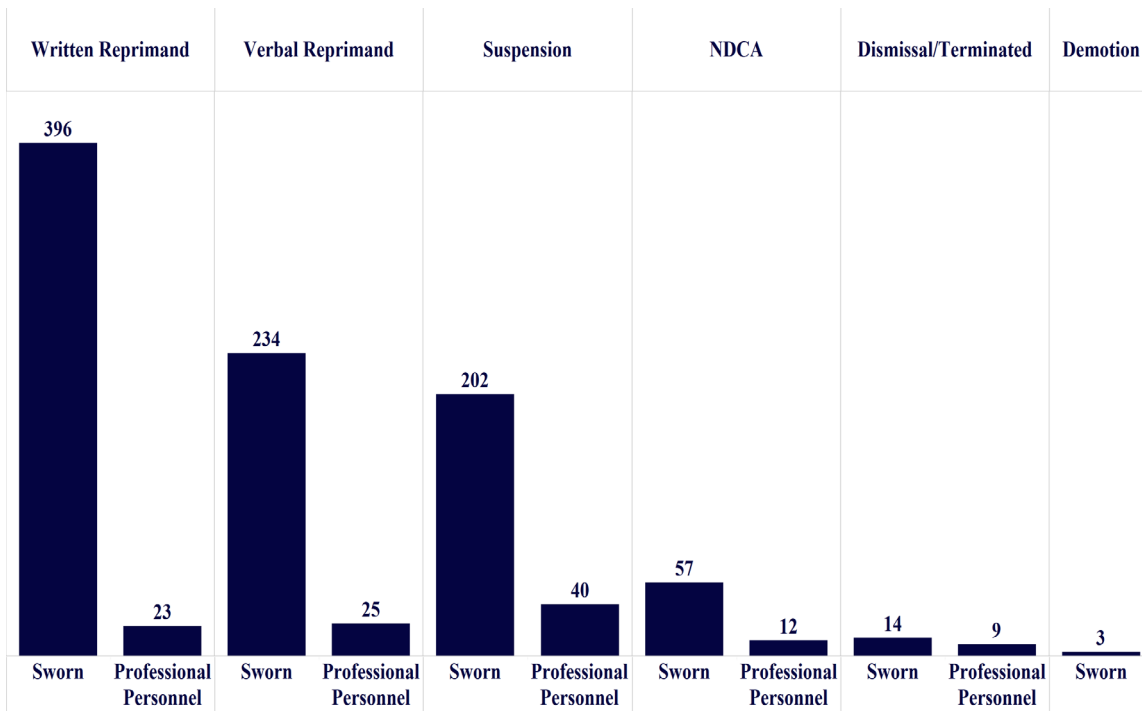
**Not Sustained:** Investigation classification when the investigator is unable to determine one way or the other, by a preponderance of the evidence, whether the alleged misconduct either occurred or did not occur.

**Sustained (NBOOC) Violation Not Based on Original Complaint:** Investigation classification where the investigator determines, by a preponderance of the evidence, misconduct did occur that was not alleged in the original complaint (whether CPC or internal complaint) but that other misconduct was discovered during the investigation, and by a preponderance of the evidence, that misconduct occur.

**Administratively Closed:** Investigation classification where the investigator determines: a. the allegations are duplicative; b. the investigation cannot be conducted because of the lack of information in the complaint, and further investigation would be futile. Such complaints may be reopened if additional information becomes available.

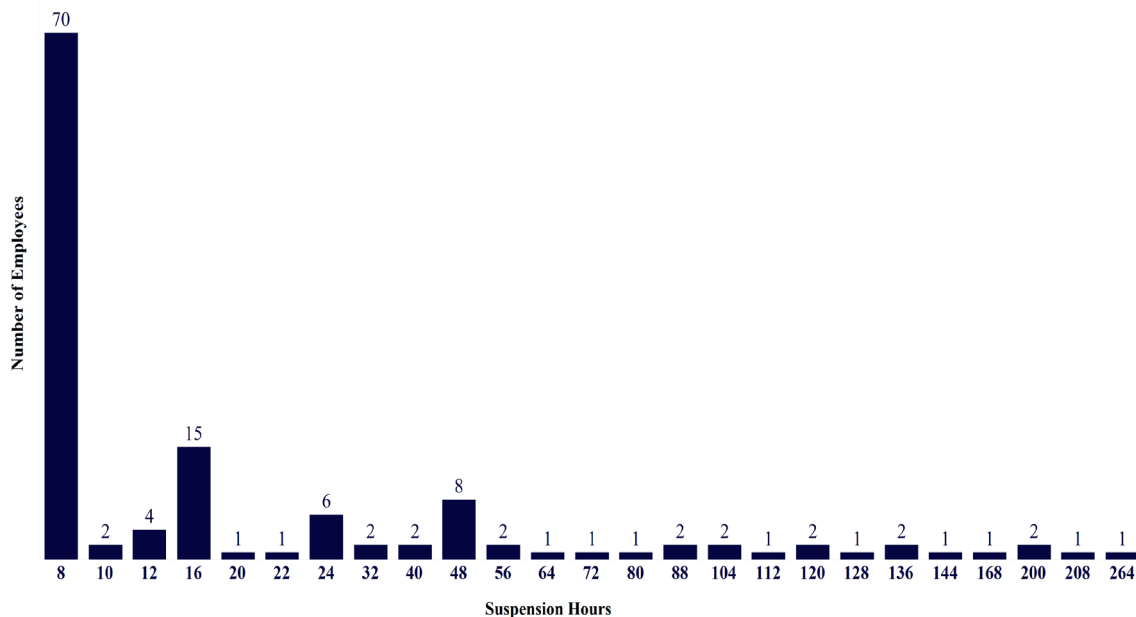


## Action Taken for Sustained/SNBOOC Finding



During 2023, 419 allegations with Sustained/SNBOOC findings led to Written Reprimand. 259 allegation findings led to Verbal Reprimands. 23 allegations resulted in Dismissal/Termination while 3 led to Demotion.

## Length of Suspension Hours



During 2023, a total of 132 employees received suspensions. 70 employees received a total of 8 hour suspension while 4 employees received a total of over 200 or more suspension hours. 15 officers were not issued suspensions because they were no longer employed by the department and four were not granted suspensions due to timelines. Note that if one officer receives two suspensions of 8 hours during this period, they will be listed among the 16 hours category for the reporting purposes.

## **Criminal Offenses by Officers On & Off-Duty in 2023 (Sworn)**

14 investigations received by IAPS during the year 2023 had allegations of criminal conduct by officers. 12 officers were identified in those investigations. 5 of the 14 investigations were received by IAPS in the fourth quarter of 2023 (October-December 2023).

---

# Summary

## Looking Ahead and Moving Forward



The men and women of the Albuquerque Police Department are dedicated to the highest level of service to the community while establishing and sustaining a high degree of confidence. The purpose of this report is to increase understanding of the procedures we utilize when an employee is accused of misconduct and to demonstrate to the community the seriousness with which we treat misconduct investigations.

The department is committed to bringing about constructive change and making sure that APD progresses in the right direction. We are interested in forming partnerships and seeking support of federal, state, and local community leaders who share our priority of keeping the public's best interests in mind.

Our first priority is to constantly work towards a transparent, comprehensive vision of public safety and law enforcement that places an emphasis on accountability and in providing for a safer Albuquerque.



For more information, please contact the City of Albuquerque Public Records Request Department (IPRA) at:

<https://nextrequest.cabq.gov/>

The Albuquerque Police Department's mission is to build relationships through community policing that will lead to reduced crime and increased safety.



400 Roma Avenue  
Albuquerque, NM 87102



<https://www.cabq.gov/police>



Emergency Calls: 911  
Non-Emergency  
Calls: (505) 242-2677