



Fourth Quarter/Annual Report 2024

INTERNAL AFFAIRS PROFESSIONAL STANDARDS

Prepared by: Data Analytics Division



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Introduction

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

This report presents all misconduct investigations conducted by Albuquerque Police Department in the 4th quarter of 2024 and throughout 2024. The data used is current as of February 28th, 2025. Albuquerque Police Department (APD) uses live databases in which data is subject to change as investigations also continue to move through the investigatory process. Due to the dynamic nature of APD data, historical records presented may vary slightly from those reported in prior APD reports.

Internal Affairs Professional Standards (IAPS) is responsible for receiving and investigating allegations of misconduct made against department employees. Misconduct discovered during the course of a use of force investigation is investigated by the Internal Affairs Force Division (IAFD) and is also included in this report. The role of IAPS and IAFD is to implement a transparent fact finding process, to uncover evidence,

and recommend findings for allegations of misconduct. The Professional Integrity Division reviews all findings to ensure that all findings are supported by the preponderance of the evidence, imposes discipline, and conducts appeal processes. This report aims to provide the City's administration, APD Executive Staff, the City Council, Civilian Police Oversight Advisory Board and the residents of Albuquerque information pertaining to misconduct investigations in APD.

Data within this report comprises 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 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 1st through December 31st 2024) as well as the annual statistics for 2024.

All data was queried from APD databases by retrieving cases recorded with an Incident Type of "IA Investigation" and "Firearm Discharges" (specific only to cases involving discharges of a firearm at an animal) and filtered by the reporting period.

This report presents information for cases received during the relevant period and for cases completed in the period. When an allegation of misconduct is received, an

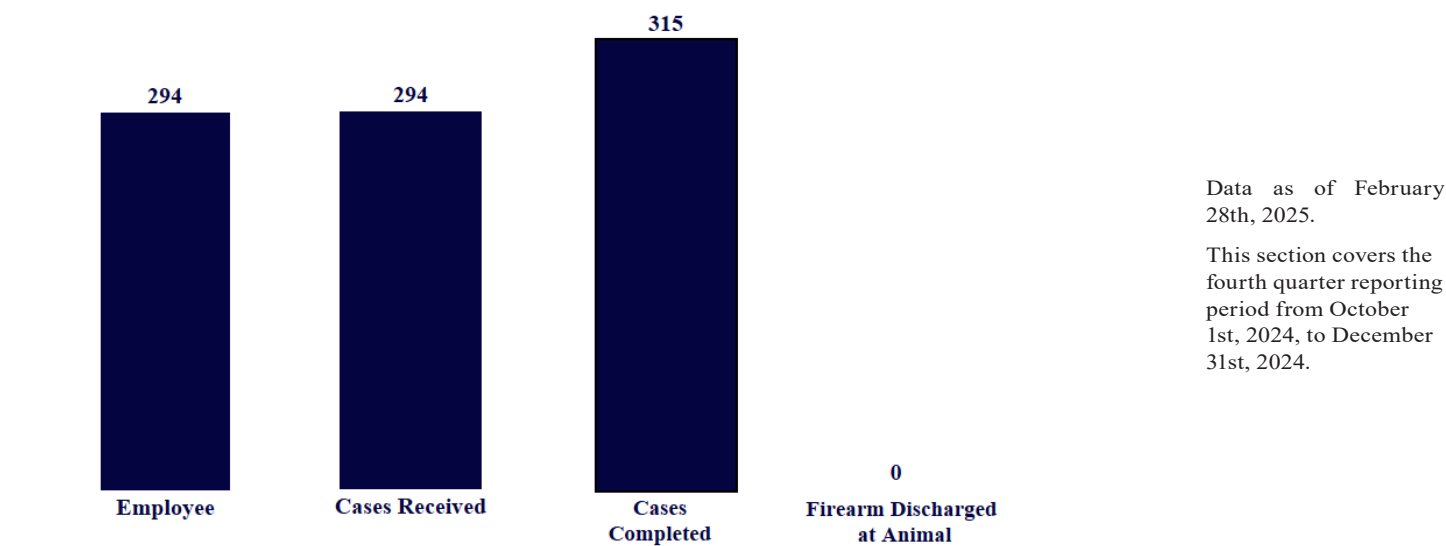
investigation is opened. This report presents total employees, their divisions, their demographic profiles, and their employee cohorts for new investigations.

An investigation is considered complete when all steps of the investigation and disciplinary process are completed including any appeal processes afforded to personnel by City policy or collective bargaining agreements. Investigations presented as completed within the reporting period include data pertaining to specific SOPs alleged to be violated, the findings of investigations, and actions taken as a result.



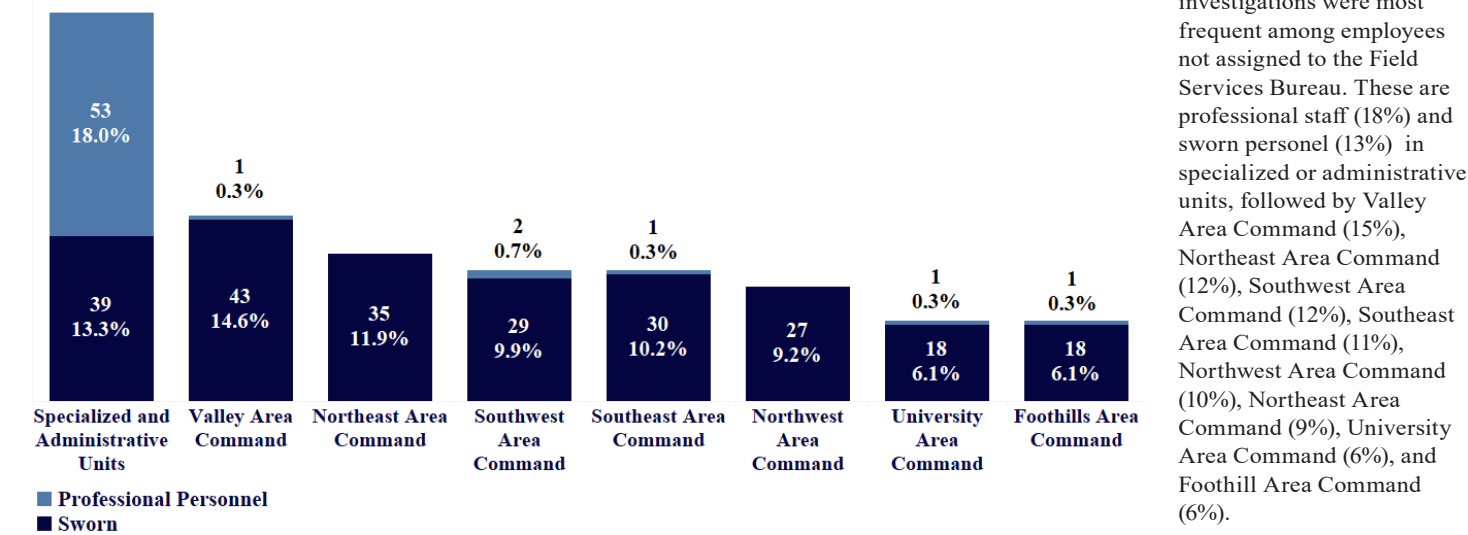
Statistical Data (Quarter 4)

APD Misconduct Investigations, Fourth Quarter (October 1st, 2024-December 31st, 2024) Internal Investigations



- Data may change as cases are constantly in motion throughout the process.
- The chart reflects a count of cases, employees, and Firearm Discharge at an Animal.
- Completed cases includes dispositions of Administratively Closed, Exonerated, Not Sustained, Sustained, and Unfounded.
- There were no firearm discharges against animals in Quarter 4, 2024.

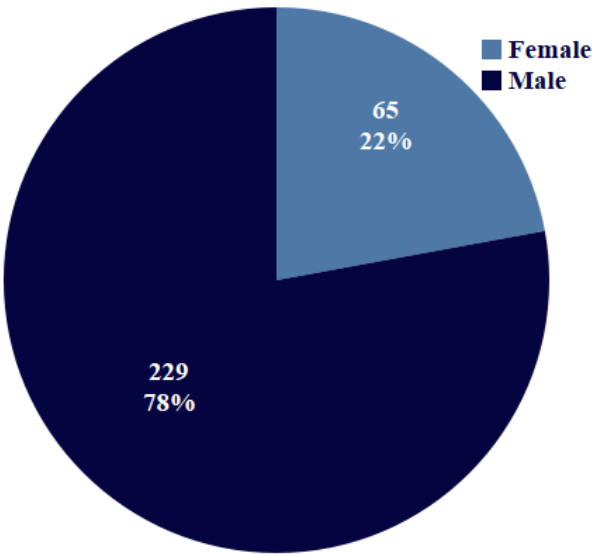
Subjects of New Internal Investigations by Assigned Division (Includes Sworn & Professional Personnel)



- The total percentage will not add up to 100% because some employees (listed in two or more investigations) may have been assigned to one unit at one point in the year and another unit later in the year.
- Specialized and Administrative Units: All units other than the Area Commands within the Field Services Bureau.

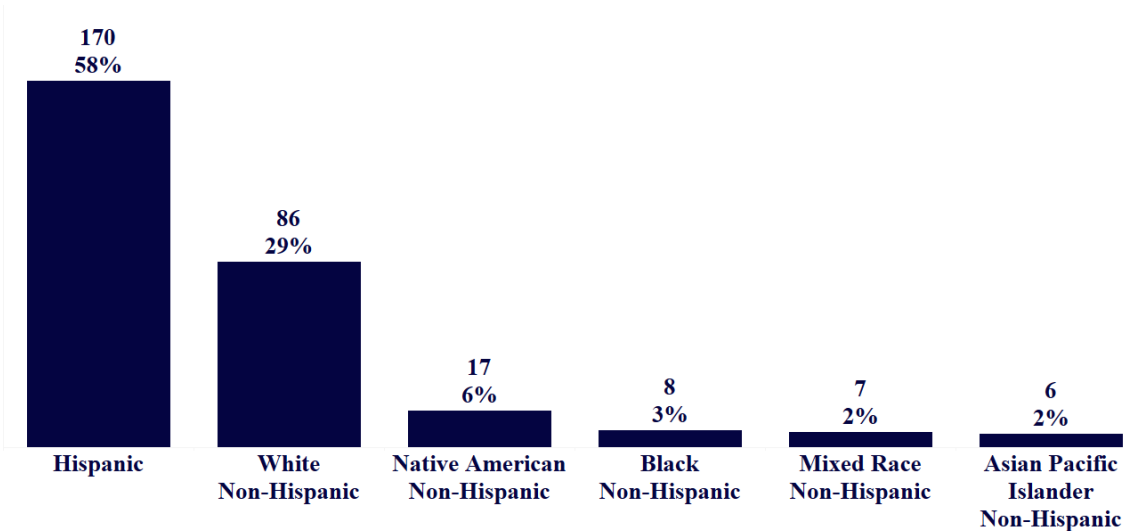
Employee Demographics (New Investigations, Sworn & Professional Personnel)

Gender (Sworn and Professional Personnel)



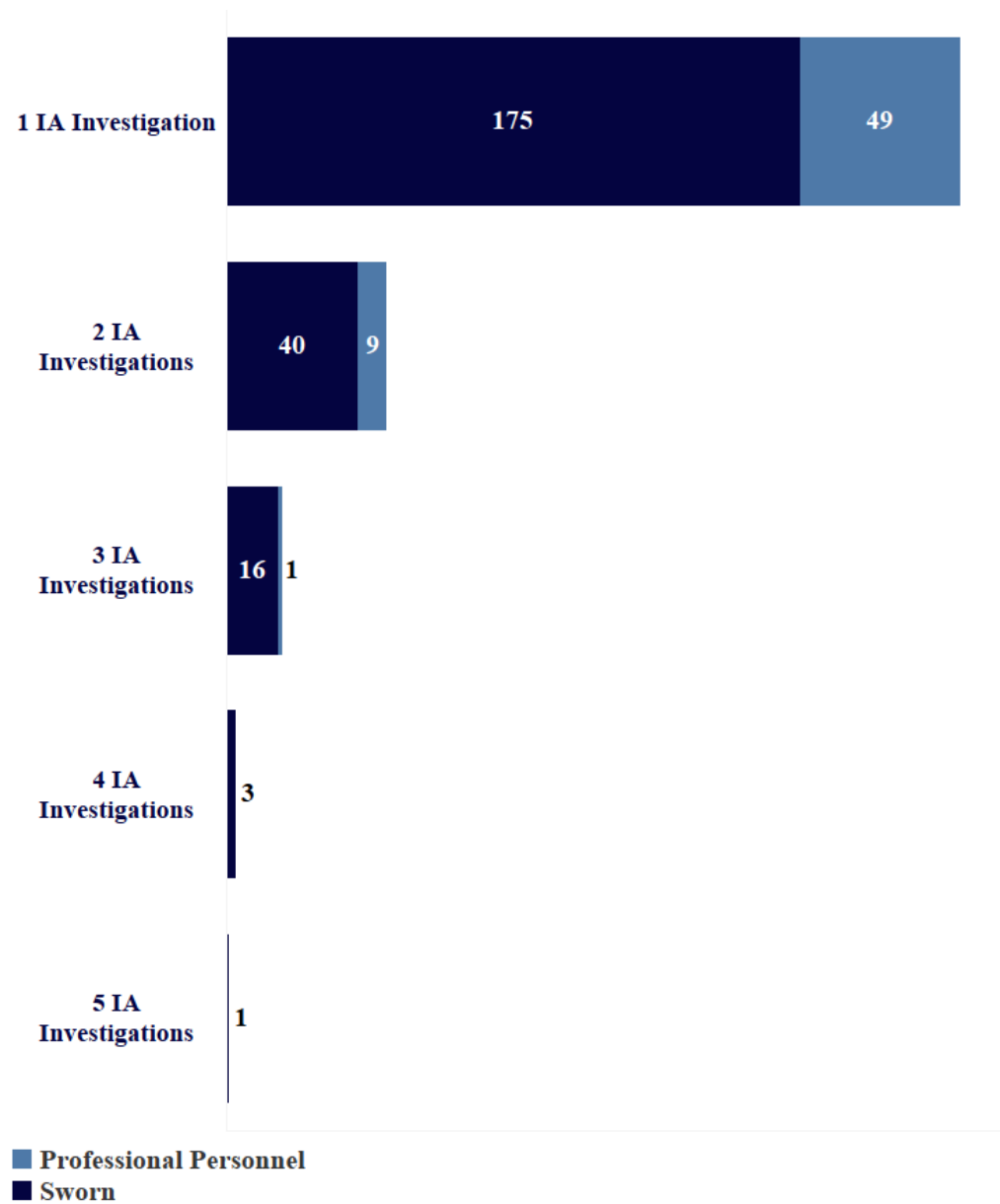
In Quarter 4, the majority of employees identified in misconduct investigations were male, accounting for 78% (229 employees), while female employees made up 22% (65 employees).

Race & Ethnicity (Sworn and Professional Personnel)



In Quarter 4 of 2024, Hispanic employees accounted for 58% of those identified in misconduct investigations, while White non- Hispanic employees made up 29%. These figures roughly parallel APD demographics since Hispanic employees represent approximately 56% of the workforce and White non- Hispanic employees account for around 35%.

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



In the fourth quarter of 2024, out of 294 employees identified in misconduct investigations, 76% were involved in a single investigation. Sixteen sworn employees were linked to three investigations and three sworn employees were involved in four investigations. One officer was involved in five investigations.

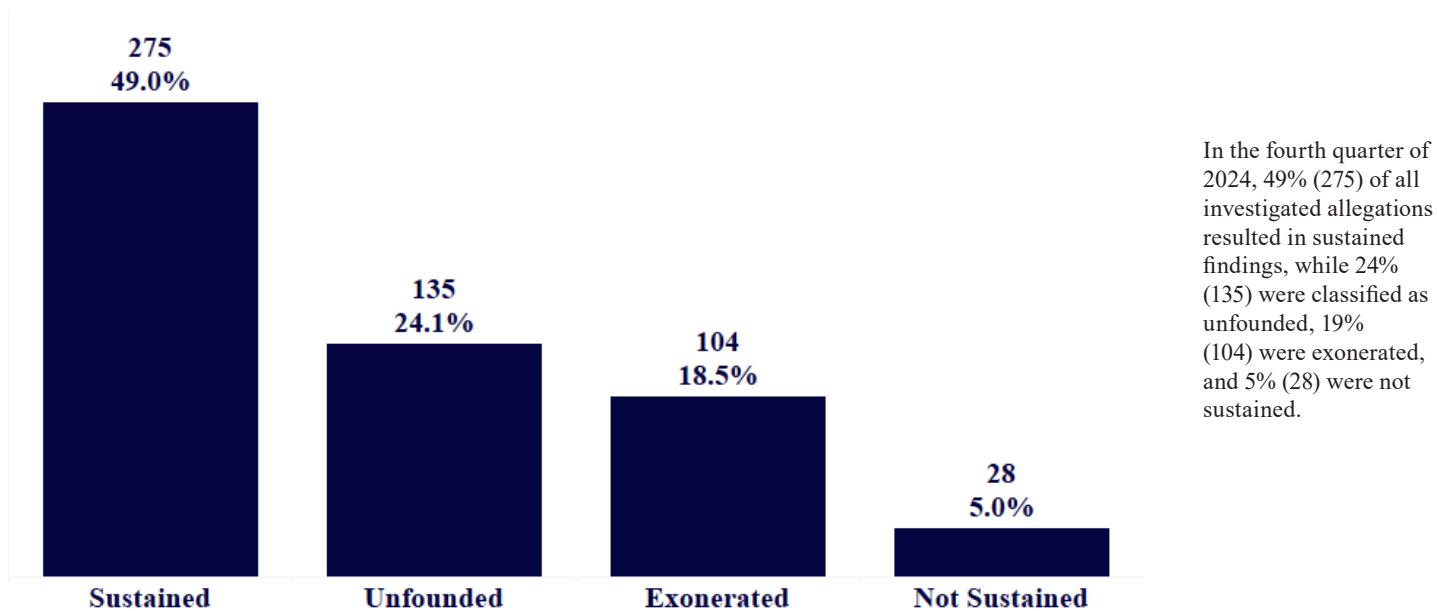
Allegations Investigated (Completed Investigations)

Investigations often include more than one allegation of misconduct

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2.3. Firearms and Ammunition Authoriaztion	2
2.6. Use of Emergency Warning Equipment	2
2.60. Preliminary and Follow-Up Criminal Investigations	2
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1.94. Training Division	1
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2.16. Records	1
2.34. Notification of Significant Incidents	1
2.42. DWI Investigations and Revoked/Suspended License	1
2.48. Towing Services	1
2.7. Damage to Civilian Property	1
2.78. Domestic Violence	1
2.80. Arrests, Arrest Warrants, and Booking Procedures	1
2.83. Hospital Procedures and Rules	1
2.86. Auto Theft and Motor Vehicle Theft- Related Investigations	1
2.9. Use of Computer Systems	1
2.98. Gunshot Detection Procedure	1
3.30. Line Inspection Process	1

In the fourth quarter of 2024, a total of 561 allegations were investigated. The most common category was violations of the Personnel Code of Conduct, accounting for 30% of allegations. Use of On-Body Recording Devices followed at 15%, and Court-related violations made up 8% of allegations.

Findings (Completed Investigations)



Definition of Findings

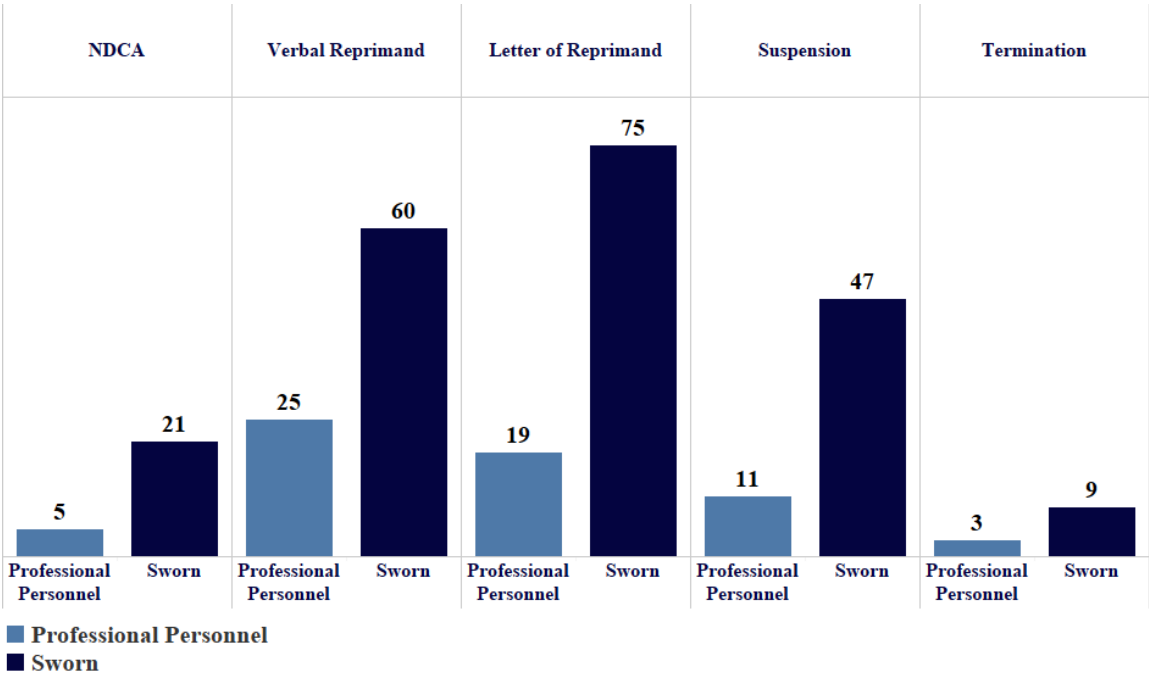
Sustained: Investigation classification when the investigator determines, by a preponderance of the evidence, the alleged misconduct did occur by the subject officer.

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.

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.

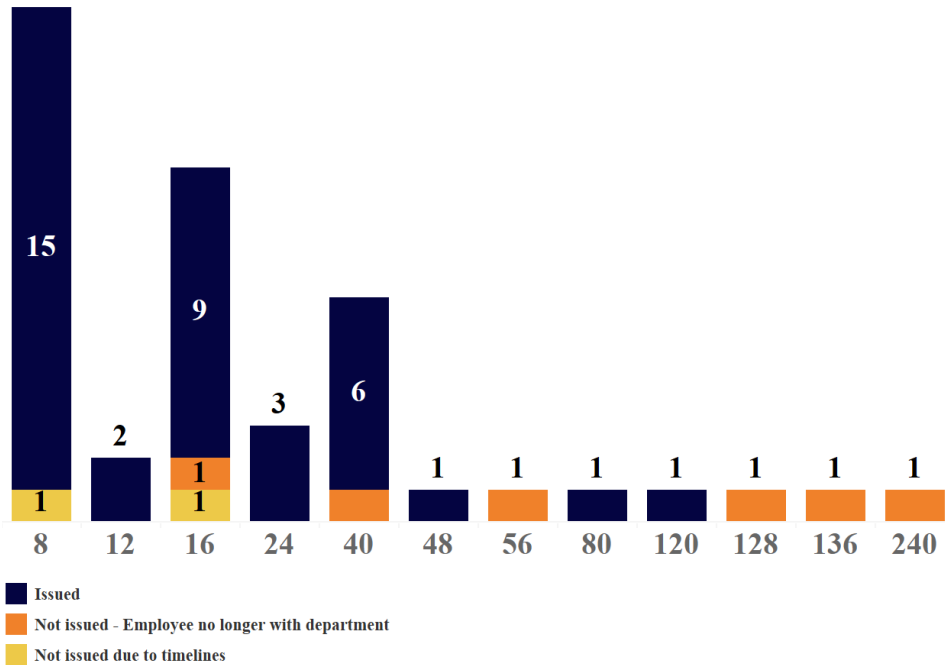
Not Sustained: Investigation classification when the investigator is unable to determine one way or the other, by a preponderance of the evidence, whether the alleged misconduct either occurred or did not occur.

Action Taken for Sustained Findings (Completed Investigations)



In the fourth quarter of 2024, 94 allegations resulted in Letter of Reprimands for employees receiving Sustained findings, 85 Verbal Reprimands were given, 58 employees received suspensions, and 12 employees were terminated or resigned in lieu of termination. 26 resulted in non-disciplinary corrective actions.

Length of Suspension Hours (Completed Investigations)

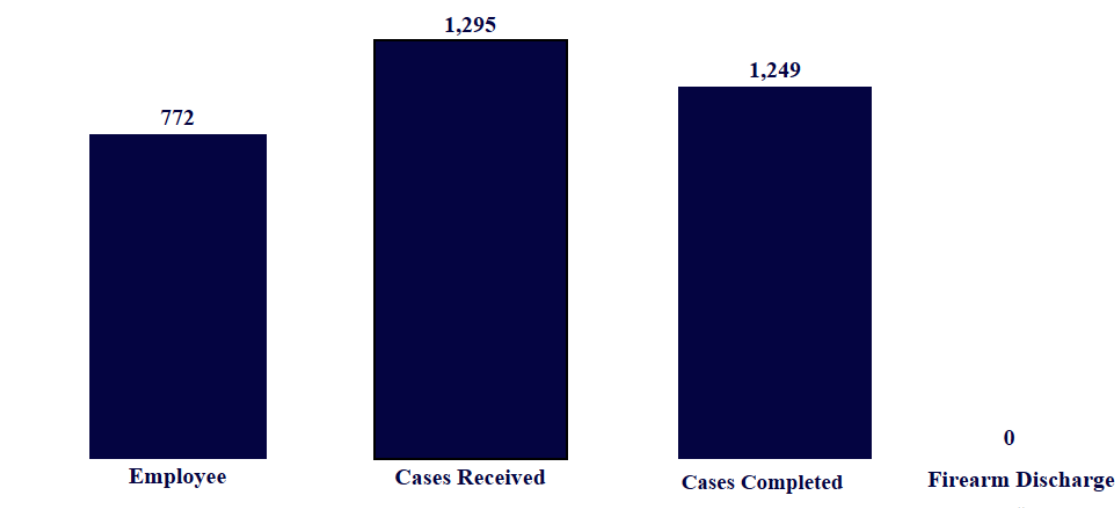


38 employees were issued suspensions in the quarter related to the 58 allegations leading to suspension. 15 employees were issued 8-hour suspensions, 9 were issued 16 hours of suspension, and 6 were issued 40 hours of suspension. Additionally, six employees were not issued suspensions because they were no longer employed by the department and two employees were not suspended due to administrative timelines.



Statistical Data (Annual 2024)

Internal Investigations

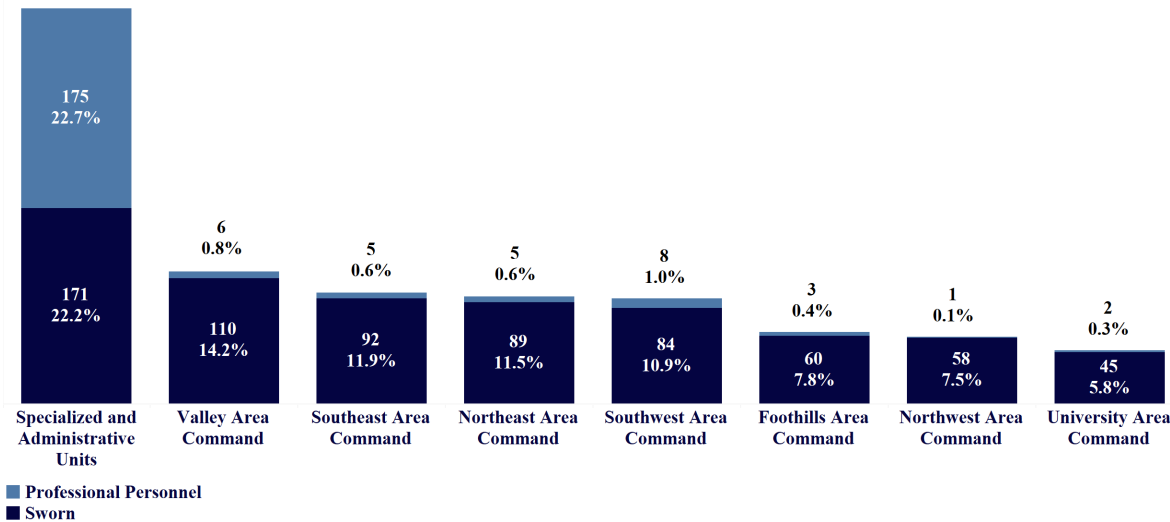


Statistical Data as of February 28th 2024.

This section covers the data for the reporting period beginning January 1st 2024 through December 31st 2024.

- Data may change as cases are constantly in motion throughout the process.
- The chart reflects a count of cases, employees, and Firearm Discharge at an Animal.
- Completed cases includes dispositions of Administratively Closed, Exonerated, Not Sustained, Sustained, and Unfounded.
- There were no firearm discharges against animals in 2024.

Subjects of New Investigations by Assigned Division (Includes Sworn & Professional Personnel)

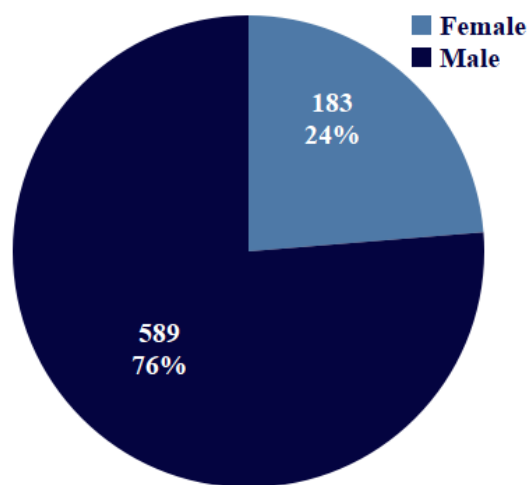


During 2024, new misconduct investigations were most frequent among employees not assigned to the Field Services Bureau. These are professional staff (23%) and sworn personnel (22%) in specialized or administrative units, followed by Valley Area Command (15%) and Southeast Area Command (13%). University Area Command had the fewest investigations (6%).

- The total percentage will not add up to 100% because some employees (listed in two or more investigations) may have been assigned to one unit at one point in the year and another unit later in the year.
- Specialized and Administrative Units: All units other than the Area Commands within the Field Services Bureau.

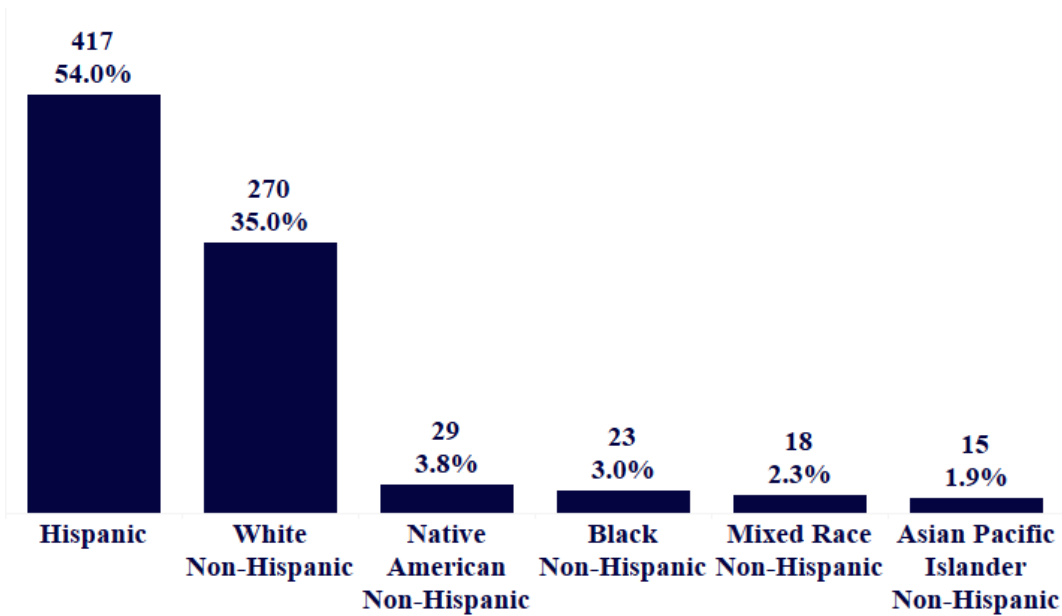
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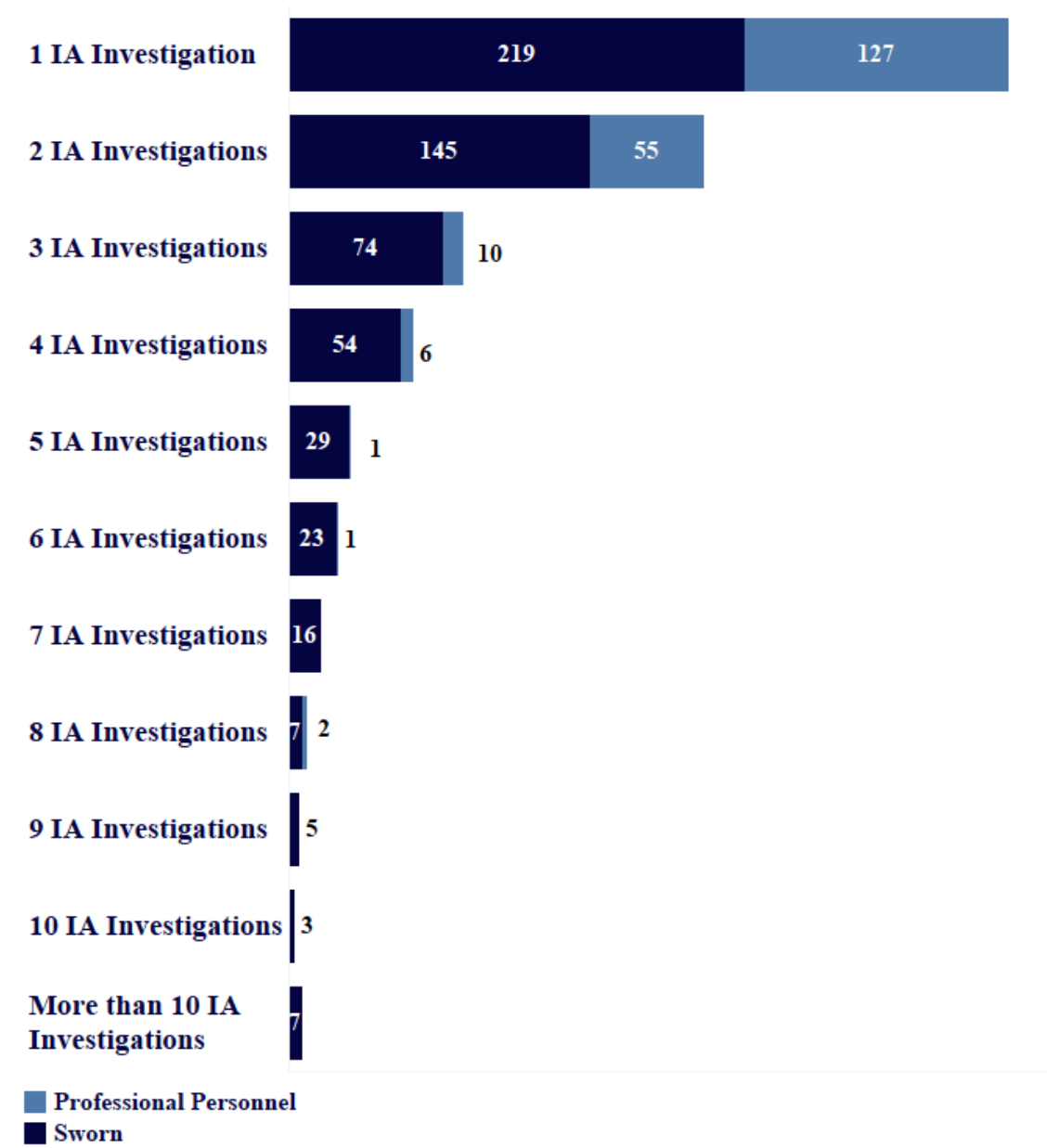
During 2024, the majority of the employees identified in misconduct investigations were Male (76%) compared to (24%) who were Female.

Race & Ethnicity (Sworn and Professional Personnel)



During 2024, Hispanic employees comprised 54% of those identified in misconduct investigations, while White non- Hispanic employees made up 35%. These roughly parallel APD demographics since Hispanic employees represent approximately 56% of the workforce and White non-Hispanic employees account for around 35%.

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



During 2024, 45% of employees identified in IA investigations were identified in single misconduct investigation and 26% were part of two investigations. Seven employees were identified in more than 10 IAPS investigations in the year.

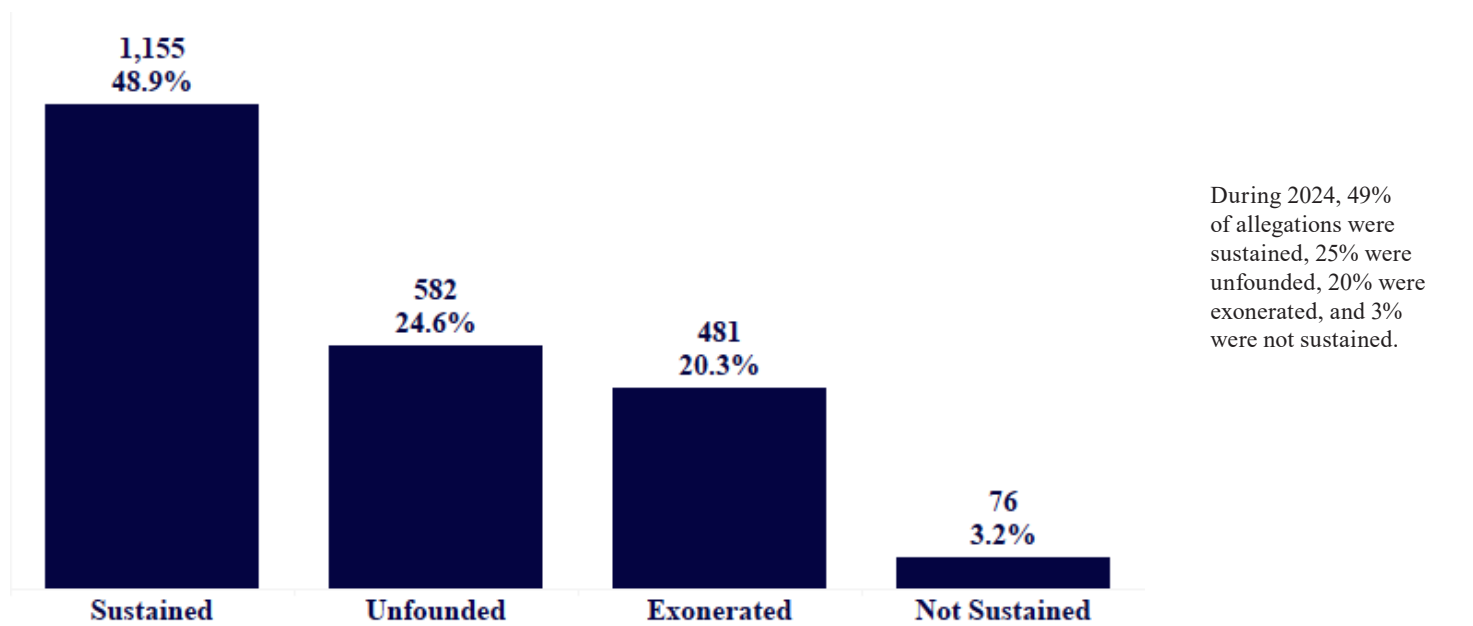
Allegations Investigated (Completed Investigations)

Investigations often include more than one allegation of misconduct



During 2024, APD investigated a total of 2,364 allegations. The most common allegations were related to SOP 1-1, Personnel Code of Conduct, accounting for 26% of investigations. Use of On-Body Recording Devices made up 13% of allegations and Court-related violations followed with 12% of allegations.

Findings (Completed Investigations)



Definition of Findings

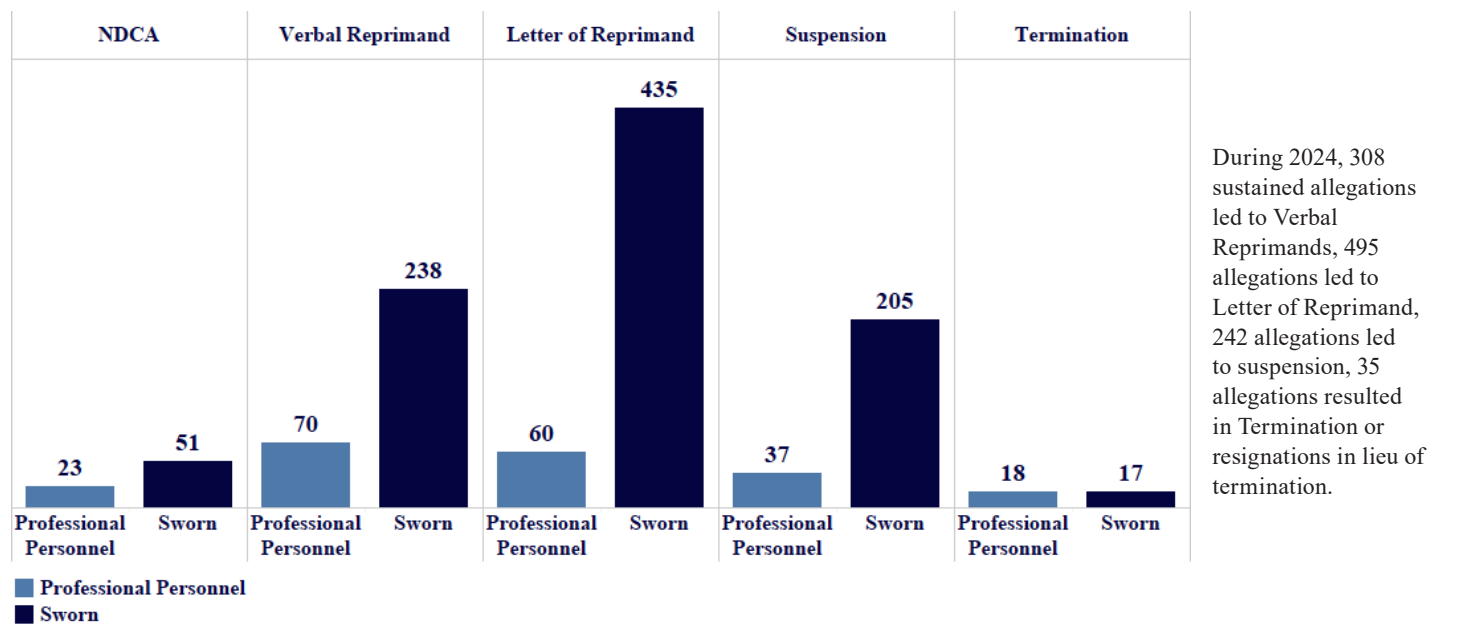
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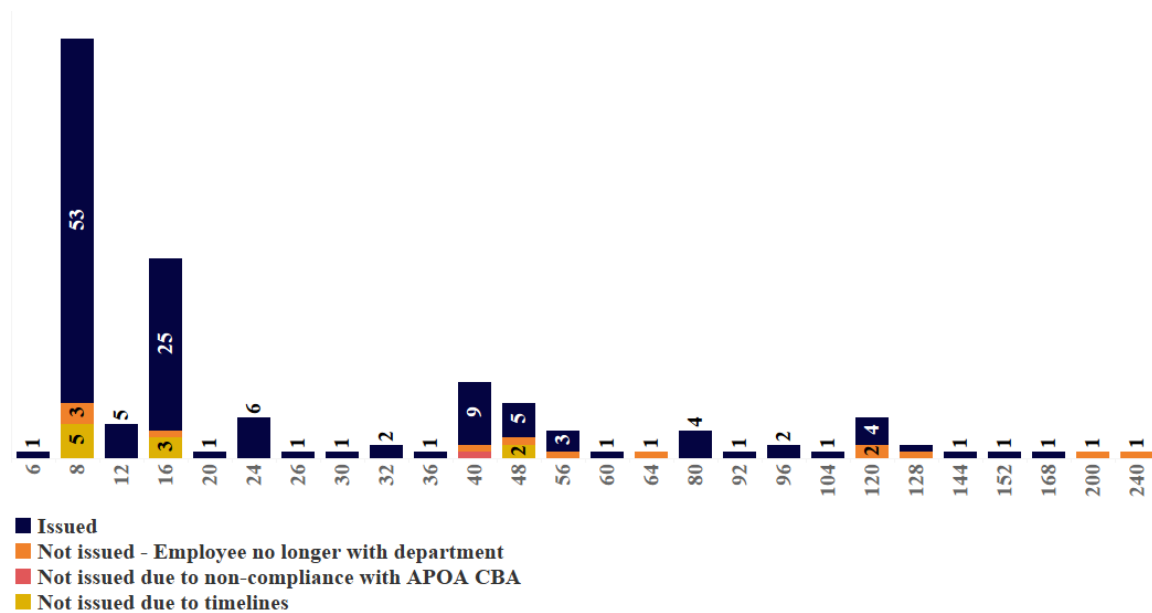
Unfounded: Investigation classification when the investigator determines, by clear and convincing evidence, that alleged misconduct did not occur or did not involve the subject officer.

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.

Action Taken for Sustained Findings (Completed Investigations)



Length of Suspension Hours (Completed Investigations)



Criminal Offenses by Officers On & Off-Duty in 2024 (Sworn)

12 investigations received by IAPS during 2024 were associated with criminal charges against an officer. 12 officers were identified in those investigations.

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.



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Albuquerque, NM 87102



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



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