

ALBUQUERQUE POLICE DEPARTMENT **2015** **ANNUAL** **REPORT**



Richard J. Berry
Mayor



Gorden E. Eden, Jr.
Chief of Police

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Acknowledgements

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MESSAGE FROM MAYOR BERRY

This is the sixth time I have had the privilege of writing about the achievements of the dedicated men and women in the Albuquerque Police Department (APD). Looking back on 2015 and thinking of all that our officers have accomplished fills me with both pride and gratitude especially taking into consideration what a tough year it was.

In 2015 our City experienced the tragic loss of Officer Daniel Webster, a true hero who was gunned down while on duty. There are no words I can say that will adequately express our gratitude for Officer Webster and his family. The courage he showed while protecting our nation and our community will never be forgotten. The community outpour of support for Officer Webster and our APD officers was truly moving and speaks volumes about the respect Albuquerque has for our first responders. Whether it was Nurse Rose Barak, who sprang into action when she saw Officer Webster in critical need and delivered CPR at the scene of the shooting, the doctors and medical professionals at UNMH who worked diligently to save his life, or the thousands of dollars donated by local businesses and individuals to pay for expenses, or the blue ribbons that were tied on trees, light poles, front doors, and mailboxes across the City of Albuquerque in a demonstration of support for our police officers, Albuquerque citizens showed they cared, and that means a great deal to our officers and to me as your Mayor.



Richard J. Berry
Mayor

In 2015, as always, many APD officers went above and beyond in their commitment to the community. Since taking office in 2009 I have had the distinct pleasure of honoring over a hundred APD officers during our weekly "Friday's Heroes" awards ceremonies. Our officers often times reach into their own pockets to pay for a meal for someone in need. They stop and help even when off duty and they show signs of compassion to our residents that set them apart, both as public safety professionals and as good citizens. There is no question that APD has great people doing extraordinary things for our city. Take a moment to thank an APD officer when you see them patrolling our city. It will make their day and they deserve it from their community.

In 2015, we continued our partnership with the Department of Justice in implementing the Settlement Agreement which reflects our commitment to embrace positive change by both APD and the City of Albuquerque. The strides have provided the positive momentum needed to continue carrying out the rest of the reforms. Our goal is to ensure effective and constitutional policing for our citizens while doing everything we can to get our officers home safely at the end of their shift.

Included in the Settlement Agreement is a modification in policy dealing with how our officers are trained to respond to situations involving people in mental health crisis. In order to provide the most effective response to these types of critical situations, we have set the goal to have all field APD officers trained in Crisis Intervention techniques. In 2015, 98% of APD's field officers were certified in Crisis Intervention Training. We are the first large department in the United States to reach this goal.

Progress was made at APD in 2015, but we know there is much more work to do. I am confident that we have the commitment from leadership and our rank and file officers to make APD an even better department. I am also confident that the officers at APD have the support of their community while implementing reforms that will make our department and our city even better. Both are vitally important for Albuquerque and we are heading in the right direction.

Best regards,

A handwritten signature in black ink, appearing to read "Richard J. Berry". The signature is fluid and cursive.

Richard J. Berry
Mayor

ALBUQUERQUE CITY COUNCIL



Back row standing, left to right:

Councilor Ken Sanchez, District 1; Councilor Trudy Jones, District 8; Councilor Brad Winter, District 4; Councilor Don Harris, District 9; Councilor Diane Gibson, District 7; Councilor Isaac Benton, District 2.

Front row sitting, left to right:

Councilor Pat Davis, District 6; Council President Dan Lewis, District 5; Council Vice-President Klarissa Peña, District 3.

GORDEN E. EDEN, JR. CHIEF

I am grateful for my third opportunity to present the Annual Report for the Albuquerque Police Department (APD). These last twelve months have been challenging, rewarding, and difficult at times. First of all, I would like to commend all of our APD officers and employees for their outstanding efforts, dedication to service and community, and the strength and unity they have displayed during some difficult times over the last year. This is truly a demonstration of teamwork and the progress we have made over the past year could not have been realized without each and every one of them.

The Department continues to be focused toward implementing the City of Albuquerque Settlement Agreement, which was negotiated with the US Department of Justice (USDOJ) and signed in November, 2014. All training, policies and procedures are being reviewed and developed within the guidelines established in the Settlement Agreement. APD has an excellent implementation team comprised of command staff, front-line officers, and civilian support staff. Every APD employee has an understanding and awareness of the requirements of the Agreement. More than ever, the Department is positioned to implement this Settlement Agreement and bring about lasting change. There is a long road ahead of us, but we are steadfast in our commitment and efforts towards strengthening our department in service to our community.



Gorden E. Eden, Jr.
Chief of Police

The sense of family is strong within APD. This was evident in 2015 when we lost two of our officers and had others injured in the line of duty. The outpouring of support from within APD, the local community, and law enforcement agencies from across the country provided comfort to our department and the families of the officers during these difficult times. These incidents remind us that although the job is challenging and rewarding, it can also be extremely dangerous.

We continue to work hard to recruit officers with hearts to serve you. Currently we are budgeted for 1,000 officers and we had 832 at the end of 2015, primarily due to the large number of retirements. There are two cadet classes underway with a potential for 65 future officers, and we are actively recruiting for future classes. Since assuming this position in February, 2014, we have graduated 5 cadet classes adding 122 new officers to APD. We also graduated the largest female cadet class in two decades. This is a nationwide trend, and one APD is turning around with some innovative goals and ideas. We have made steps in providing opportunities for recruits to obtain the necessary college credit requirements while on the job. We have established a mentoring program for our cadet graduates, to provide the support needed to get through the first year of on-the-job training. We are increasing our Academy staff both for the training required by the Settlement Agreement and to train additional cadets. We will continue to lobby the state Legislature to establish a program to allow retired officers to return to work and continue to serve their communities instead of losing them to out of state agencies.

Our efforts are first and foremost, for the community we serve. To facilitate regular communication and collaboration with our residents, we have established Community Policing Councils (CPC) in each of our six area commands. We are working to ensure that the CPCs consist of a cross-section of the local community including representatives of social services providers; diverse neighborhood residents; leaders in faith, business, or academic communities, as well as our youth. This group will review community policing strategies and training; make recommendations for effective policing; and serve as a conduit between police leadership and the community we serve.

I extend my appreciation to the dedicated and hard-working staff of the Albuquerque Police Department. It is an honor to serve our community, and to partner with those who work to make Albuquerque a great place to live. If you happen to see an officer or other APD employee doing a great job, please be sure to let them know.

Respectfully,

Gorden E. Eden, Jr.
Chief of Police

LOST IN THE LINE OF DUTY



JOHN PHILIP KELLY

December 29, 1978

to

March 26, 2015

John Philip Kelly died in the line of duty after collapsing during a crisis intervention training exercise. Officer Kelly was born in Seattle, Washington and graduated from Kent-Meridian High School. He proudly served in the United States Army from 2002 through 2005 and was deployed to Afghanistan. He was a nine year veteran of the Albuquerque Police Department and was nominated for Officer of the Month several times. Officer Kelly served as a patrol officer, training officer, and detective.

Daniel Scott Webster passed away from injuries sustained during a traffic stop where he was shot multiple times. He leaves behind a legacy filled with bravery, courage, service to country, and service to others. Officer Webster retired as a sergeant first class from the United States Army after 20 years of dignified service. He then served nine years with the Albuquerque Police Department. Officer Webster was a highly decorated military infantryman with awards to include two Bronze Stars. He was a Jump Master with 112 jumps. He served in multiple deployments and combat tours including Panama, Bosnia, Africa, the first Gulf War, and several tours to Iraq, Afghanistan and Kuwait. In 2013, Officer Webster was named Officer of the Year for the Albuquerque Police Department.



DANIEL SCOTT WEBSTER

July 23, 1968

to

October 29, 2015

OUR COMMUNITY & APD

City Founded	1706	Police Department Founded	1898
City Government Mayor, Chief Administrative Officer, Chief Operating Officer, and a nine member City Council		Population by Race (April 1, 2010)*	City Area 187.7 square miles 2,968 persons per sq. mile
		White 69.7%	City Elevation 5,326 feet
		Black or African American 3.3%	APD Calls for Service (2015) 537,739
		American Indian or Alaska Native 4.6%	APD Stock Inventory
Operating Budget (FY16)		Asian 2.6%	Marked Vehicles 647
City - \$915 million		Native Hawaiian and Other Pacific Islander 0.1%	Unmarked Vehicles 241
APD - \$167 million		Two or more races 4.6%	Bicycles 73
Employees		Hispanic or Latino Origin 46.7%	Motorcycles 21
City - 5,788		White, not Hispanic 42.1%	Aircraft 1
APD - 1,313			Helicopter 1
City Population (2014 estimate)*		Total Population under 5 years* 7.0%	Airboat 1
557,169		Total Population 18+ years* 76.0%	Hovercraft 1
Change - April 1,2010 to July 1,2014		Total Population 65+ years* 12.1%	Horses 9
2.0%			Canines 7
Female (April 1, 2010)* 51.4%		High School Graduates 2010-2014; percent of persons age 25+* 88.9%	Bomb Squad Canines 2
Male (April 1, 2010)* 48.6%			APD Facilities
Number of City Households (2014)*		Bachelor's Degree or higher 2010- 2014; percent of persons age 25+* 33.2%	Main Station 1
222,868			Area Commands 6
Median Household Income			Community Substations 5
2010-2014* \$47,413			Training Academy 1
			Firearms Ranges 2
			Horse Mounted Unit Stables 1
			Training Grounds 1
			Metropolitan Crime Laboratory 1

* Source: U.S. Census Bureau; <http://www.census.gov/quickfacts/table/PST045214/00,3502000>

APD Mission Statement:

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

APD Vision:

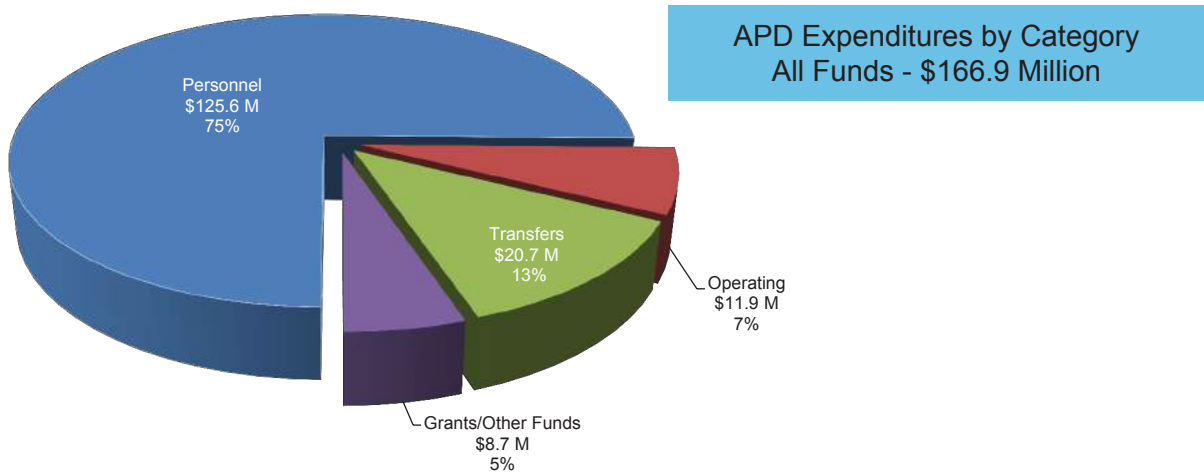
The Albuquerque Police Department envisions a safe and secure community where the rights, history and culture of each citizen are valued and respected. We will achieve this vision by proactively collaborating with the community to identify and solve public safety problems and improve the quality of life in Albuquerque.

Community Policing:

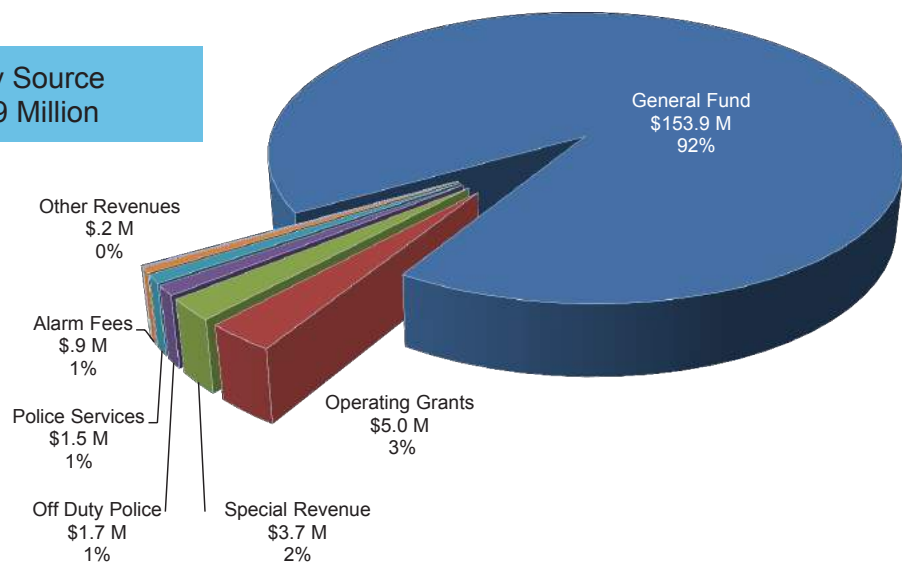
Community Policing is a proactive partnership between the Albuquerque Police Department, the citizens of Albuquerque, other agencies within the City of Albuquerque, and other levels of State Government, Federal Government and the private sector. This partnership seeks to expose the root causes of crime and disorder, and to eradicate such conditions through the aggressive enforcement of laws, ordinances and City policies and through positive community collaboration.

APD BUDGET

	FY14	FY15	FY16
General Fund	\$153,213,000	\$149,875,000	\$158,203,000
Operating Grants	\$7,107,000	\$4,610,000	\$4,985,000
Special Revenue Funds	\$2,750,000	\$3,200,000	\$3,710,000
Total	\$163,070,000	\$157,685,000	\$166,898,000



APD Revenues by Source
All Funds - \$166.9 Million



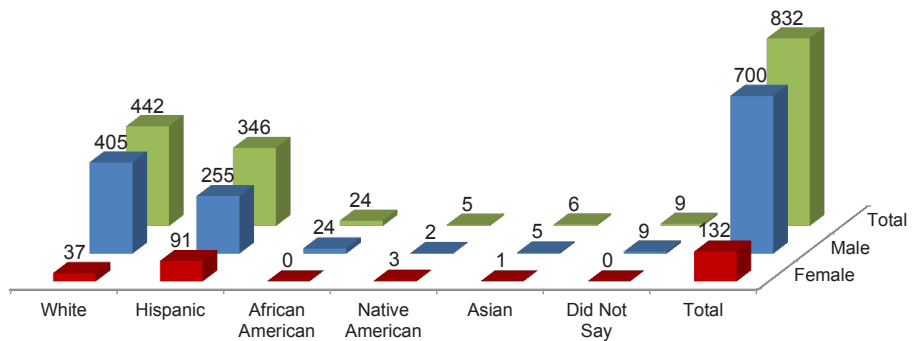
APD STAFFING

	2013	2014	2015
Sworn	907	903	832
Civilian	541	552	481
Total	1,448	1,455	1,313

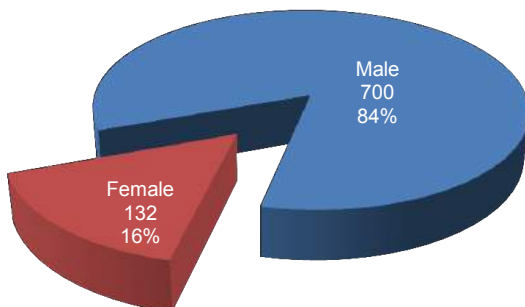
Sworn Officer Count by Rank

Chief of Police	1
Assistant Chief	1
Deputy Chief	2
Major	3
Commander	12
Lieutenant	33
Sergeant	102
Patrolman/Detective	670
CSA (Sworn)	8
Total	832
Average Age (Sworn)	37.1
Average Years of Service	11.5

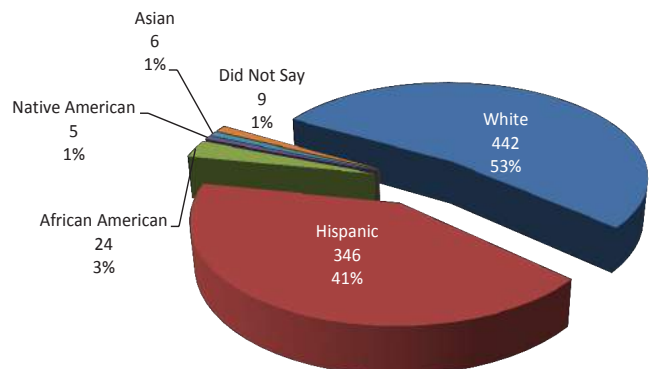
Sworn Officer Count by Gender and Race/Ethnicity



Sworn Officer Count by Gender



Sworn Officer Count by Race/Ethnicity

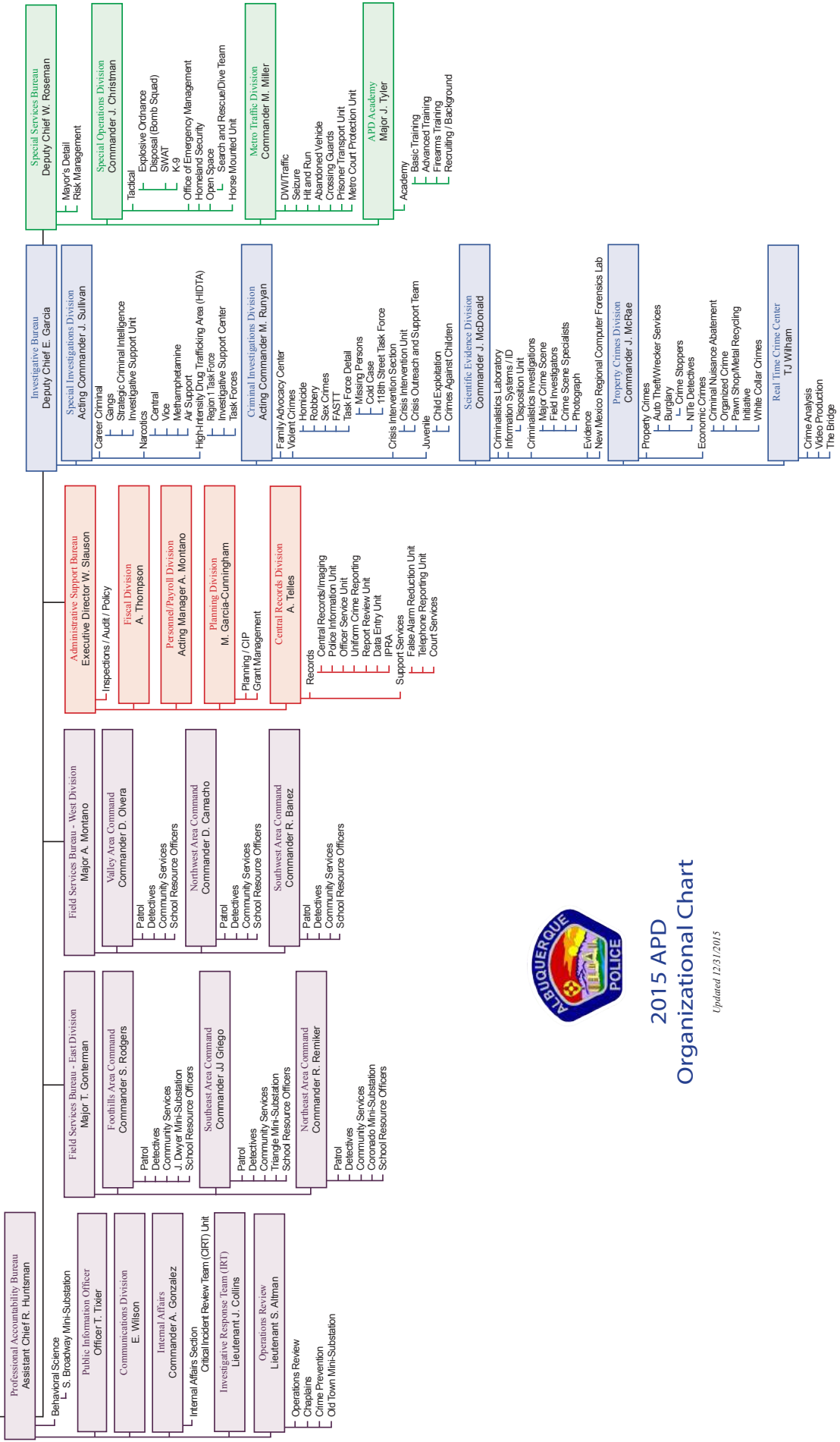




Chief of Police
Gorden E. Eden, Jr.

Executive Assistant to the Chief
M. Cordova

Communications / Community Outreach Director
C. Espinoza



2015 APD Organizational Chart

Updated 12/31/2015

OFFICE OF THE CHIEF

The Office of the Chief is comprised of the Communications/Community Outreach Director, Executive Assistant, and administrative staff.

One of the Chief's top priorities is communication, community involvement and transparency for the department. As a result, the Chief has established a Communications/Community Outreach Director within his office. This position is responsible for coordinating with department personnel in providing clear, concise and timely information to the public, outside agencies, and city officials on issues related to APD and the Office of the Chief, in particular. This position also coordinates efforts with the Office of the Chief, the public and outside agencies to elicit community and organizational support, input and participation in programs and activities related to APD.



Celina Espinoza
Communications/Community
Outreach Director



Misty Rose Cordova
Executive Assistant

The Executive Assistant to the Chief of Police oversees and coordinates activities related to the Albuquerque Police Department. This includes serving as a liaison and coordinator for the Chief of Police in his interaction with government leaders, department personnel, other city departments, outside agencies and the community. This position distributes clear and concise information and provides assistance to appropriate officials, staff, and the public as needed. The Executive Assistant also assists in maintaining an effective working relationship with the Chief of Police and other appropriate parties.

In addition, the Executive Assistant provides direct oversight, training and information on office procedures to the administrative support staff in the Office of the Chief.

PROFESSIONAL ACCOUNTABILITY BUREAU



The Professional Accountability Bureau is headed by Assistant Chief Robert Huntsman. The Professional Accountability Bureau is comprised of the East and West Field Services Bureaus, Internal Affairs, the Communications Division, Operations Review, the department's Public Information Officer and the Investigative Response Team (IRT).

Assistant Chief Huntsman also provides direct line supervision to the Investigative Bureau, Special Services Bureau and Administrative Support Bureau.

INTERNAL AFFAIRS DIVISION

Internal Affairs plays a pivotal role in the implementation of the Settlement Agreement. Internal Affairs has taken numerous steps to ensure APD is in a position to implement the requirements of the Settlement Agreement.

In 2015, Internal Affairs formally established the Critical Incident Review Team (CIRT). CIRT is responsible for administrative review of all serious uses of force and critical incidents as they pertain to tactics, training, policy, supervision, and performance. CIRT went live in October and is in the process of investigating cases. CIRT is operating with one sergeant, three detectives, one detective on temporary assignment, and one administrative assistant.

Internal Affairs has revised the Standard Operating Procedure (SOP) 2-05 for the Internal Affairs Division and SOP 3-49 for the Early Intervention System (EIS), ensuring compliance with the Settlement Agreement mandates. The Internal Affairs Section has also created and filled four detective positions to ensure there is sufficient staff to implement the Settlement Agreement.

A new software system went live at the beginning of 2015

and is being fine-tuned by Internal Affairs administrative staff. The software ensures the most efficient handling of citizen complaints, administrative investigations, use of force reporting, and other types of incidents, while providing the means to analyze and identify areas of concern.

There was also an Internal Affairs Analyst position created. This position is tasked with overseeing, analyzing, and entering all Internal Affairs data into the software system to include use of force, Early Intervention System (EIS), and complaints (both internal and external).



**Arturo Gonzalez
Commander**

Internal Affairs is responsible for administrative investigations within the department. As part of the Settlement Agreement, Internal Affairs is also responsible for coordinating with the Citizen Police Oversight Agency (CPOA) in investigating, tracking and reporting complaints related to police activity.

PROFESSIONAL ACCOUNTABILITY BUREAU



Erika Wilson
Communications Division

The Emergency Communications Center (ECC) processes emergency 9-1-1 and non-emergency calls. In 2015, there was a total of 1,139,170 inbound calls representing an increase from 2014 of 13.6%. This consisted of 399,649 9-1-1 inbound phone calls, 546,709 242-COPS (non-emergent) inbound phone calls, and 192,812 Administrative inbound calls.

The ECC answered 89.37% of 9-1-1 calls within 10 seconds (the national standard is 90%) and the city goal of 92%. 93.35% of 242-COPS calls were answered within 30 seconds. The average talk time was 2:12 per phone call.

Out of 499,613 dispatched calls for service which includes be on the lookout events (BOLOS), personnel dispatched 68,181 priority one calls.

The Operations Review section oversees the efficiency of Field Services activities and is comprised of one lieutenant, two detectives, and one police service aide. They play a vital role in the implementation of the Field Services bid, the issuance and tracking of department vehicles, the Reserve program, the Honor Guard, the Emergency Response Team, the Chaplain Unit, the Volunteer Program, the parking reservation file, and other programs for the Chief of Police. Operations Review is also tasked with maintaining Field Services manning allocation records and standard operating procedures (SOPs), injury reports, department vehicle pursuits, and vehicle accident reports. Operations Review also manages the Albuquerque Police Department museum.



Lieutenant Steve Altman
Operations Review



Officer Tanner Tixier
Public Information Officer

The Public Information Officer coordinates the release of timely and accurate information through the media to promote a positive image of the Albuquerque Police Department and to keep citizens informed of public safety issues.

The Investigative Response Team (IRT) is responsible for investigating all underlying crimes incident to a serious use of force, any use of force indicating apparent criminal misconduct by an officer, death or serious bodily injury to an officer, all in-custody deaths, any incident requiring the Multi-Jurisdictional Task Force and incidents at the request of the Chief of Police. This team complements the work of Internal Affairs staff who conducts administrative investigations into serious use of force.

FIELD SERVICES BUREAU EAST DIVISION



The Field Services Bureau – East Division is headed by Major Tim Gonterman. The East Division is comprised of the Foothills, Southeast and Northeast Area Commands.



FOOTHILLS AREA COMMAND



**Shane Rodgers
Commander**

The Foothills Area Command had several changes and achievements. Commander John Thies retired and was replaced by Commander Shane Rodgers in August. The area command experienced decreases of 25% in commercial burglaries and 7% in residential burglaries for the year.

The area command continues to strengthen its partnerships within the community. The Crime Prevention Program has expanded, bringing new initiatives and developing more ways to interact with the community. For example, there is an increase in Workshop Wednesday's topics, Neighborhood Watch initiatives, and International Crime Prevention training.

As part of the Community Oriented Policing project, the Foothills Area Command worked hard to strengthen its relationships with many of the big box stores. APD officers and the store's Loss Prevention officers are on a first name basis.

The Foothills Area Command continues to focus on community engagement. Fifteen new Neighborhood Watch groups were created. Involvement and support for the Community Policing Councils (CPC) has been strong. This group has been promoted at all neighborhood association meetings in an effort to encourage more community involvement with the Albuquerque Police Department.

The Foothills Area Command is also working on expanding its bait program. The Impact

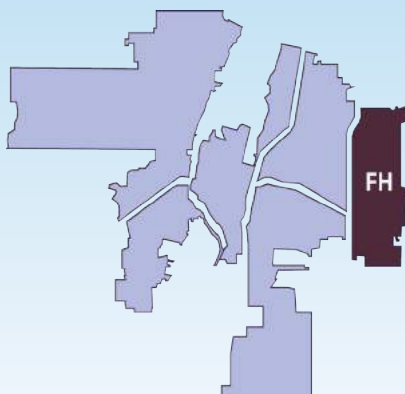
Unit is using bait items, bait vehicles, and hidden camera systems to identify and arrest property crime offenders. The unit has expanded its inventory of bait items and deployable cameras so that multiple areas are covered. They also recently switched out their inventory of damaged bait vehicles and are currently installing cameras and kill switches for safety.

The Foothills Area Command will strive to increase partnerships in the Singing Arrow Neighborhood by certifying both private and commercial properties within the Crime Free Multi-Housing program, and establishing individual neighborhood watch programs.

The area command plans to expand the Impact Unit to eight detectives and develop a more proactive program through the acquisition of hot "bait items" and identifying new ways to deploy these items.

The goal is to increase manning levels in the Foothills and develop a plan to train officers in Community Policing. Each officer will then be assigned as a liaison to a single or group of neighborhood associations.

A detective will be trained as a liaison with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) to handle investigations involving repeat violent offenders. A detective will also be trained to supplement the Safe City Task Force in dealing with nuisance properties.



Area Command Location:
12800 Lomas Blvd. NE

Geographical Area:
92.25 Square Miles

SOUTHEAST AREA COMMAND

The Southeast Area Command continued to focus on two specific areas in 2015. Through crime prediction analytics and an analyses of calls for service, the area east of Louisiana to Wyoming, and north of Central to Lomas was designated as a high crime area.

The area north of Gibson to Zuni, and east of Washington to Louisiana was designated as the Community Oriented Policing/ Problem Oriented Policing Project. Officers were tasked with monitoring reported crimes, calls for service, and types of arrests made in these locations. This data was compiled at the end of each month and tracked. Data showed an overall displacement and diffusion of reported crimes.

The Southeast Area Command continues to engage in community outreach efforts, partnering with stakeholders ranging from individuals to organizations. Public and private sector partners include Kirtland Airforce Base, retail outlets, financial institutions, hospitality and housing partners, public health providers, charitable organizations, and schools. Neighborhood Watch programs are regularly established block by block, as a grass roots effort.

In 2015, 24 business, multi-family, and single-family properties were surveyed. Two Crime Free Multi-Housing seminars were held which trained 66 property owners and managers in the best practices for reducing crime on their rental properties. The Southeast Area

Command launched its website (southeastareacommdad.com) to further stimulate community involvement and feedback.

Crime Prevention Specialist L. Kuehn obtained the designation as an International Crime Prevention Specialist from the International Society of Crime Prevention Practitioners.

The Southeast Area Command has an annual tradition of helping families in need during the Christmas season. This year Team 9 officers responded to an auto burglary and found a family that had all their Christmas presents stolen. The family could not afford to replace the presents and one of the parents was being treated for cancer. The area command collected a food basket for the family as well as several toys for the two younger children. Officers also used their own money to buy gifts for the two teenage girls and their parents. The family was appreciative and called a local news station that featured a story about this incident.

In a separate incident, Officers J. Lujan and F. Duran spent several hundred dollars of their own money to help two parents suddenly entrusted with caring for a young child. These officers bought clothing and toys for the young child.



**JJ Griego
Commander**



Area Command Location:
800 Louisiana SE

Geographical Area:
88.11 Square Miles

NORTHEAST AREA COMMAND



Randy Remiker
Commander

The Northeast Area Command worked on several initiatives to improve effectiveness and efficiencies of service. A bait program was established and a mobile surveillance tower tied into the Real Time Crime Center was purchased. Both have been proven valuable in combating crime at local parks, neighborhoods and public areas.

The Impact Team has been expanded to include a community resource detective who works with the crime prevention specialist and the Safe City Strike Force to educate and enforce zoning, safety, housing codes, and regulations. In 2015, this group addressed issues at over 25 nuisance properties.

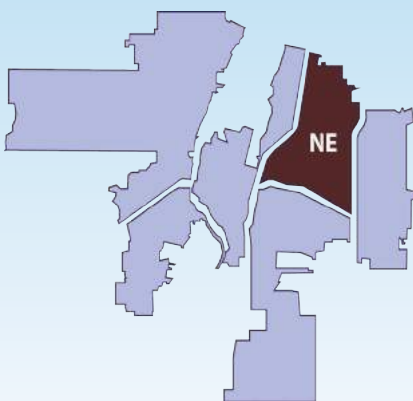
Additionally, the Community Resource detective was instrumental in expanding neighborhood associations, enforcing crime free multi-housing, and addressing “problem” business and rental properties. The Community Resource detective and Crime Prevention Specialists conducted 38 residential, five business, and 12 apartment complex security surveys. They started ten Neighborhood Watch programs, conducted four neighborhood re-organizations, and had one apartment complex certified Crime Free. They also made 28 children’s presentations, 12 crime prevention presentations, and five robbery/crime prevention presentations for local businesses.

In 2015, the “one stop shop” website for services and

information was launched, “northeastareacommand.com”. This has become a model for the department. The functionality includes the ability to assist citizens with filing and retrieving police reports, filing a complaint, providing feedback, tracking crime trends, and access to traffic and Metro Court information.

The Northeast Area Command officers continued to combat crime in the largest area command in the city, with over 1,700 felony arrests, 2,548 misdemeanor arrests, 1,057 arrest warrants, 14,856 misdemeanor citations issued, 383 DWI arrests, 22,811 reports written, and over 116,864 calls for service. The area command’s Community Policing Council, established to support the Settlement Agreement, has been successful thanks to the hard work of the community and the volunteer board members. The area command is looking for a larger venue to support the community turnout.

The area command, with support from City Councilors from Districts 4, 7 and 8, has completed renovations to the gym and the officers’ briefing room, while adding office space for personnel. Funding has been acquired to update the prisoner holding area, replace the outdated heating and cooling systems, and expand/secure the parking lot. Additionally, upcoming construction of an exterior door to the briefing room will allow for its use as a meeting room for the community.



Area Command Location:
8201 Osuna Rd. NE

Geographical Area:
33.51 Square Miles

FIELD SERVICES BUREAU WEST DIVISION



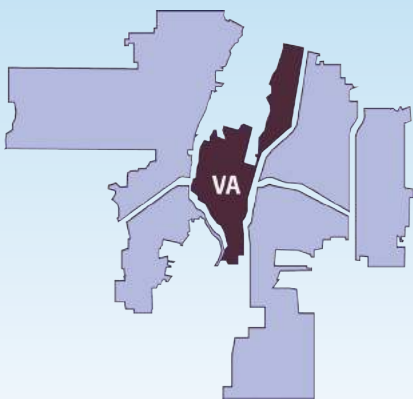
The Field Services Bureau – West Division is headed by Major Anthony Montaño. The West Division is comprised of the Valley, Northwest and Southwest Area Commands.



VALLEY AREA COMMAND



**Donovan Olvera
Commander**



Area Command Location:
5408 Second St. NW

Geographical Area:
32.89 Square Miles

The Valley Area Command continued to build a strong relationship within the community. Field officers attended monthly community meetings. The Crime Prevention Specialist continued to educate the public and specialized units developed tactical plans for problem areas.

In 2015, the area command increased the number of Community Resource officers from six to eight. These officers provided a strong presence in the downtown area, addressed issues surrounding the downtown district and most importantly, strengthened community relationships with business owners and citizens who frequent the downtown district.

The Community Resource officers were also instrumental in reducing crime in and around the Alvarado Transportation Center (ATC). The officers utilized an office inside the ATC. ATC security and the Community Resource officers developed a positive working relationship in keeping the ATC a place where people feel safe.

The Department provided the Community Resource officers with cell phones which allowed them to improve communications with the business owners, the ATC,

and other organizations in the downtown area.

Community Resource officers also attended training in conjunction with ATC personnel on emergency response to incidences aboard a train. This allowed the officers to be better prepared in the event of an incident aboard a train, in particular the Rail Runner which has a number of stops within Albuquerque on the route between Santa Fe and Belen.

The graveyard shift continued to work downtown tactical plans on Friday and Saturday nights. Units were responsible for blocking portions of Central Avenue and Gold Street. The street closures prevented cruising and provided additional security for the large amount of pedestrian traffic. The officers provided a visible presence, deterring crime and disturbances and making downtown patrons feel safer.

The Crime Prevention Specialist's accomplishments included teaching 38 crime prevention/McGruff classes to 979 students, starting 12 new Neighborhood Watch programs, and representing APD as McGruff the Crime Dog at 11 community events attended by over 4,445 people.

NORTHWEST AREA COMMAND

The Northwest Area Command hosted the Westside Summerfest in the summer of 2015. Hundreds of people attended the event which provided a free concert, food and drinks. Northwest Area Command officers ensured a safe environment for all who attended.

The holiday tactical plan for 2015 was also a success. The operation involved thousands of man hours to ensure the safety of the Northwest Area Command retail store patrons. This year was fairly quiet with the majority of time being spent on shoplifting calls.

Overall, 2015 was a busy year for the Northwest Area Command. While crimes continued to ebb and flow, the Northwest continued to see a decrease in residential burglaries. There were over 580 tactical plans conducted throughout the year, as well as hundreds of hours spent training and educating residents on crime prevention strategies. This helped contribute to the decline.

Additionally, the use of the "northwestareacommand.com" and "Nextdoor.com" websites significantly increased in 2015. These websites provided the Crime Prevention Specialists,

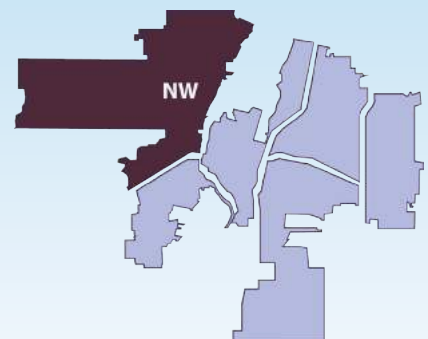
neighbors, and the Northwest Area Command a platform that reaches a high number of citizens. Helpful hints, training, newsletters, and notifications were utilized by many. The Northwest Area Command will continue to use this mass media outlet in 2016 to disseminate helpful hints to the general public about ways to lessen the chances of victimization.

In 2015, the Northwest Area Command developed the Craigslist Exchange Zone which will provide a safe area for the public to use for the exchange of property. In light of so many on-line commerce crimes, this will offer the opportunity to conduct Craigslist-type sales in the safety of the Northwest Area Command's parking lot. This program was highlighted by the Mayor in a press conference. In the upcoming year, the installation of cameras will provide the ability to monitor the transactions from the Real Time Crime Center.

The officers within the Northwest Area Command continue to maintain the safety of the public and the integrity of the Albuquerque Police Department.



**Dodi Camacho
Commander**



Area Command Location:
10401 Cibola Loop NW

Geographical Area:
154.09 Square Miles

SOUTHWEST AREA COMMAND



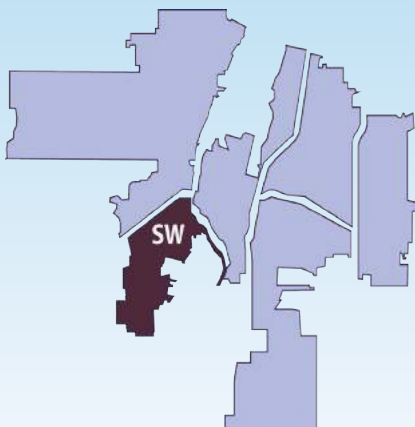
**Roger Banez
Commander**

The Coors and Central Revitalization Project, designed to improve the quality of life for the community and businesses within the Coors and Central Corridor, resulted in a significant reduction of crime in the area. This was a collaborative effort between governmental and non-governmental agencies. The parties included local retail outlets, a major apartment complex, city departments, the Navajo Nation Human Rights Commission, the New Mexico State Special Investigations Division, and internal APD units. The group's efforts provided services and protection to the transient and intoxicated population and addressed the dilapidated business and private properties in the area, improving Historic Route 66.

Due to the improvements in the physical appearance of the area and constant law enforcement presence, there continues to be a decline in nuisance calls, property crimes, and violent crimes. There was a 37.5% reduction in robberies when compared to the previous year, as well as a 25% reduction in battery crimes. The area also saw a 7.2% reduction in thefts, a 47.1% reduction in residential burglaries, and a 47.7% reduction in auto burglaries.

The area command has steadily increased its business partners for the 111 Coors Business Corridor project. In 2015, work was done to educate and recommend improvements based on crime prevention through environmental design. Contacts were made with corporate and property owners to ensure support was given to the local businesses. In 2014, numerous complaints were received in response to the public not feeling safe shopping in the area. This is a sharp contrast when compared to 2015, where no complaints came from the community.

The Southwest Area Command has successfully improved communications and support for individual officers within the community. The officers and leadership attended over 200 community events in 2015. The Alamosa Neighborhood Association recognized the Southwest Area Command two years in a row with the "Angel Award" for its support to the community. The area command was also recognized twice during the year by City Council for the exceptional work and support to the community.



Area Command Location:
6504 Los Volcanes Rd. NW

Geographical Area:
30.99 Square Miles

INVESTIGATIVE BUREAU



The Investigative Bureau is headed by Deputy Chief Eric Garcia. The Investigative Bureau is comprised of Special Investigations, Criminal Investigations, Scientific Evidence, and the Property Crimes Divisions. This bureau also oversees the Real Time Crime Center.



SPECIAL INVESTIGATIONS DIVISION



John Sullivan
Acting Commander

The Special Investigations Division is comprised of the Career Criminal, Narcotics, and High Intensity Drug Trafficking Area (HIDTA) Program Sections. The Career Criminal Section includes the Gangs, Strategic Criminal Intelligence, and Investigative Support Unit. The Narcotics Section includes Central Narcotics, Vice, Methamphetamine, and Air Support Units. The HIDTA Section includes the Federal Bureau of Investigation (FBI), Drug Enforcement Agency (DEA), United States Marshal's, Homeland Security Investigations (HSI), and Region 1 Narcotics Task Forces. All the units within the Special Investigations Division are tasked with providing specialized investigative support to the Albuquerque Police Department and other outside agencies, as well as identifying, targeting and apprehending criminals involved in crimes affecting the quality of life of the citizens of Albuquerque.

The Investigative Support Unit (ISU) was created in March of 2015 and is comprised of one sergeant and five detectives. This unit participated in multiple investigations with both local and federal law enforcement. These operations resulted in multiple arrests that cleared approximately 74 robberies.

The Gang Unit contains one sergeant, five full-time detectives, and two part-time Gang/Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) detectives. The Gang Unit's primary duties are to identify, document, and apprehend gang members involved in criminal activity. In 2015, the Gang Unit made 60 arrests related to violent felonies, recovered 41 firearms, seized over 1.5 pounds of narcotics and executed 34 search warrants.

The Strategic Criminal Intelligence Unit (SCIU) is staffed by one sergeant and three detectives. The SCIU's function is to develop intelligence on criminal cases to assist units with active investigations and prosecution, as well as identify and advise APD command staff on possible threats within the Albuquerque metro area.

The Central Narcotics Unit is staffed by one sergeant and six detectives. The unit's primary duty is to investigate street level and mid-level drug trafficking in the Albuquerque metropolitan area. In 2015, Central Narcotics executed 139 search warrants resulting in the seizure of over 430 pounds of various narcotics and the recovery of 113 firearms.

The Central Narcotics Unit made 124 felony arrests, along with 62 felony warrants.

The Vice Unit is comprised of one sergeant and three detectives. In 2015, the Vice Unit made 87 misdemeanor arrests, 31 felony arrests, and 88 prostitution arrests. In addition, the Vice Unit conducted 107 undercover operations including numerous hotel/motel and massage parlor operations.

The Air Support Unit is comprised of one sergeant, three full time pilots, and one mechanic. The Air Support Unit has one helicopter and one fixed wing aircraft. In 2015, the Air Support Unit flew over 760 patrol hours assisting numerous different law enforcement agencies. The Air Support Unit was the critical component in the location and capture of violent offenders in the city, to include the man responsible for killing Officer Daniel Webster in October.

The division also has several detectives involved in various task forces including the United States Marshal's Task Force, Region 1 Narcotics Task Force, Homeland Security Investigations Task Force, Federal Bureau of Investigation Task Force, and Drug Enforcement Agency Task Force. These task forces resulted in the apprehension of violent fugitives and almost 200 felony arrests. These task forces also assisted in the seizure of numerous firearms, over 50 thousand pounds of illegal drugs, and over \$3 million in currency and assets.

CRIMINAL INVESTIGATIONS DIVISION

In 2015, the Homicide Unit investigated 39 homicides, 25 major cases, six unattended deaths, and seven officer involved shooting cases. The unit ended the year solving 80% of the homicides and 76% of the major cases.

The Armed Robbery Unit investigates commercial armed robberies, armed robberies to individuals, home invasions, and carjacking cases. In 2015, there were 1,278 reported robberies. 586 of these cases had leads and were investigated by the Armed Robbery Unit. The clearance rate for the unit was 36.6% compared to the national average of 23%. The unit executed 109 search warrants and drafted an additional 54 arrest warrants. Working with the Federal Bureau of Investigation (FBI), the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF); the United States Marshal's Office; and the Drug Enforcement Agency (DEA), the Armed Robbery Unit charged 103 cases at the federal level.

In 2015, the Family Abuse and Stalking Training Team (FASTT) Unit reviewed over 1,903 domestic violence reports and cleared 170 cases. The unit assisted in over 286 incidents, served 76 restraining orders, and assisted over 71 victims in obtaining restraining orders. The unit conducted 17 tactical plans and made 47 arrests with 86 warrants cleared during these tactical plans.

The Missing Persons Unit was assigned 1,076 cases and cleared 1,005 cases in 2015.

In 2015, the Crimes Against Children Unit (CACU) had 1,068 cases assigned. CACU detectives were called out to scenes 197 times and 194 cases were sent to the District Attorney's Office. CACU also conducted maintenance of effort (MOE) training, cadet training and training for the Children, Youth, and Family Department (CYFD).

In 2015, the Child Exploitation Detail (CED) assumed the lead role in over 100 call-outs. CED recovered 69 missing at-risk children and conducted 185 cell phone and computer examinations.

In 2015, the Crisis Intervention Unit (CIU) developed and implemented a new Crisis Intervention Training (CIT) program. This training was developed with involvement of over ten community organizations. CIU now has 98% of the Field Services Bureau certified in CIT, including sergeants and lieutenants.

CIU detectives along with the Community Outreach and Support Team (COAST) spent four days conducting outreach at the highly publicized tent community created by homeless individuals. There was a significant amount of media coverage and protests associated with this temporary community. CIU and COAST, in coordination with community organizations, provided motel vouchers and transported 37 individuals and their belongings from this community.



Mike Runyan
Acting Commander

The Criminal Investigations Division has four sections, including the Family Advocacy Center; Violent Crimes (Homicide, Robbery, Sex Crimes, FASTT , and Task Forces); Crisis Intervention Section (including COAST); and Juvenile (Child Exploitation and Crimes Against Children).

SCIENTIFIC EVIDENCE DIVISION



**Jeff McDonald
Commander**

The Scientific Evidence Division is comprised of the Criminalistics Laboratory, Information Systems/Identification, Criminalistics Investigations, Evidence, and the New Mexico Regional Computer Forensic Lab. The Criminalistics Laboratory includes DNA, Latent Fingerprint, Chemistry, and Firearms/Toolmarks. Criminalistics Investigations includes Major Crime Scene Investigations, Crime Scene Specialists, and Forensic Photography.

Crime laboratory personnel conducted 20 classes for cadets and officers to gain and retain Intoxilyzer certification. New equipment in the crime laboratory allowed for the analysis of more complex types of evidence to include synthetic cannabinoids (spice) as well as the difference between cocaine and cocaine based product (crack).

APD hired and trained 15 new Crime Scene Specialists to replace the sworn officers that returned to Field Services. The

unit took more than 13,310 crime scene investigation calls plus more than 1,155 burglary calls. The unit also wrote 10,168 reports.

The DNA Section added an additional Forensic Scientist to increase production. 223 DNA cases were outsourced and 250 cases were completed in-house. The effort yielded 271 Combined DNA Index System (CODIS) entries and 152 hits. A new robot was placed in service this year to further aid in case processing.

In 2015, the Evidence Unit delivered 48,503 digital evidence requests to the District Attorney's Office. The unit also disposed of 61,178 evidence records; disposed of 2,137 pounds of narcotics with an estimated street value of \$3 million; and incinerated 1,649 pounds of household pharmaceuticals. 3,554 personal items were successfully returned to their owners.

The Firearm and Tool Marks Unit worked 58 cases totaling 759 items. They also worked to validate a new method of analyzing gunshot residue. The unit supervisor was selected as a member of the Organization of Scientific Area Committees.

Forensic Photography responded to 1,571 requests resulting in 109,580 prints and 1,947 CDs. They also conducted camera training for Field Services Bureau sergeants and police service aides. The photo lab photographed more than 25 events.

The Identification Unit entered case information from more than 19,230 arrests into the criminal history database and provided 541 record of arrests and prosecutions (RAP) sheets to the courts and other law enforcement agencies. They also completed more than 3,960 background investigations.

The Latent Fingerprint Unit completed 542 processing and comparison cases; examined 7,542 latent cards; and processed 2,346 Automated Fingerprint Identification System (AFIS) entries. This work resulted in 623 AFIS hits.

The Major Crime Scene Team (MCST) was responsible for the classroom training of the new Crime Scene Specialists. The team responded to 74 violent crime scenes. Two of its members were selected as non-uniformed officers of the month.

APD is the statewide administrator for the CODIS system. The system reached a milestone of 100,000 searchable entries. More than 2,500 entries matched to suspects which aided more than 3,000 investigations.

The New Mexico Regional Computer Forensics Laboratory examined 43 computers submitted by APD personnel. Examiners assisted the Federal Bureau of Investigation in the Las Cruces church bombing investigation. Two detectives began the process to be the only certified audio and video examiners in the State.

PROPERTY CRIMES DIVISION

In 2015, the Burglary Unit cleared 543 burglary cases with 324 cases cleared by arrest. The unit sent 350 felony cases to the District Attorney's Office and recovered \$274,000 in stolen property.

In 2015, the Organized Retail Crime Unit recovered \$244,900 in stolen property and made 139 felony and 64 misdemeanor arrests.

The White Collar Crimes Unit cleared 668 cases in 2015. 106 cases were sent to the District Attorney's Office. Sergeant T. Hoffman trained 90 women during two nine-week-long Women Against Crime classes.

Pawn Shop and Metal Theft Detail detectives cleared 157 cases with 69 arrests in 2015. Pawn Shop and Metal Theft Detail detectives recovered \$146,000 in stolen property from Albuquerque pawn shops and \$184,500 of stolen metals. The Crimestoppers Detail received 2,048 tips in 2015 with 108 arrests from those tips.

The Auto/NITe Unit recovered 282 stolen vehicles and \$4,566,130 in stolen property. The unit was assigned over 500 cases resulting in 285 felony arrests, 22 misdemeanor arrests, and 40 search warrants.

The Auto/NITe Unit organized and directed this year's coordinated efforts to provide safety for the 2015 Albuquerque International Balloon Fiesta attendees. This resulted in a 60% reduction in auto burglaries, 50% reduction

in auto thefts, and no stolen balloons. The operation also resulted in 18 felony arrests.

The Auto/NITe Unit conducted 20 short-term bait car/item deployments, resulting in 17 arrests. The unit also conducted two Advanced Vehicle Identification Number (VIN) Certification classes for more than 80 law enforcement officers from throughout New Mexico. 445 VIN and 40 tow yard inspections were also conducted.

On June 11, the Organized Retail Crime Unit assisted the Connect Partnership in hosting the 2015 Southwest Organized Retail Crime Conference. This one day event was attended by over 300 people from the business community and local, county, state and federal law enforcement agencies. The business partnerships included members from the retail, financial, construction, lenders exchange, and hospitality industries. This community oriented policing event was successful in bringing multiple levels of law enforcement together with community business leaders to promote greater communication and cooperation with the joint mission to deter crime.

The Property/Economic Crimes Division conducted the annual holiday tactical plan during the Christmas shopping season. During this time, there were 21 felony arrests, 21 misdemeanor arrests, and eight stolen vehicles recovered. Also, over \$5,000 in stolen property was returned to retailers.



Jeremy McRae
Commander

The Property Crimes Division contains two sections, Property Crimes and Economic Crimes. The Property Crimes Section includes Auto Theft, Burglary, Night Investigation Team (NITe) detectives and Crimestoppers. The Economic Crimes Section is comprised of Criminal Nuisance Abatement, Organized Crime, Pawn Shop/Metal Recycling and White Collar Crimes.

REAL TIME CRIME CENTER



TJ Wilham
Director

The Real Time Crime Center provides APD with an additional crime fighting tool by combining crime analysis with technology. The Center operates an internal video network providing real time data to officers in the field – known as the Daily 49. The Center is now in full operation 24/7 and has become a model for agencies around the world.

In 2015, the Real Time Crime Center (RTCC) nearly doubled its productivity, added more video trailers to its fleet, and played an active role in numerous investigations and critical incidents.

The Bridge, the RTCC's 24-hour live operations center, provided information to officers responding to high risk calls 31,048 times in 2015 – up from 17,000 calls from the previous year. These calls included over two dozen SWAT scenarios, the arrest

of a driving while intoxicated (DWI) offender who was eluding officers, and the capture of several robbery suspects. The bridge was involved in 1,072 mental health calls in 2015 utilizing the department's Crisis Intervention Team (CIT) case management system. The CIT case management system was developed by the RTCC and is designed to give field officers instant information on people who suffer from mental illness and have shown a history of violence towards themselves and others.

The RTCC also expanded its video network by adding approximately 100 traffic and private-sector cameras to its system. Several car dealerships joined the network and the Tramway corridor was added to the system. The video network was utilized more than 3,200 times and played an active role in pursuits, crash investigations, and identifying robbery suspects.

Two video trailers were added to the RTCC's fleet of four. One trailer was purchased with an appropriation from the City Council's discretionary funds. The other was purchased by the Parks and Recreation Department under a joint-departmental agreement. Under the agreement, the video trailer will be deployed at parks that experience a high volume of crime or complaints.

The RTCC conducted a pilot project with the Rio Rancho Police Department in 2015. Rio Rancho had one of their employees work inside the Bridge

for about six months providing information to Rio Rancho police officers responding to calls. Rio Rancho worked 280 calls during the pilot.

The RTCC's Crime Analysis Unit (CAU) also worked with numerous other agencies in 2015. Most notably, CAU played an active role in a large-scale investigation with the United States Postal Inspectors. CAU helped identify several people involved in a mail-fraud ring by analyzing false transactions. In all, CAU's analysis was used in 343 cases in 2015. Those cases led to the arrests of a large scale pawning ring, a commercial burglary operation, and numerous warrants.

CAU also started a project with the Crisis Intervention Team in 2015 analyzing the effectiveness of their operation and resources. The goals of the project were to reduce the number of mental health calls that come into the police department and increase the effectiveness of the resources being used.

The Video Unit continued its production of the Daily 49 in 2015 by providing critical information to officers before they hit the streets. In addition, the Video Unit's resources were utilized 568 times by the Robbery Unit, Records Division, Public Information Office, and the Academy. The unit plays an instrumental role in enhancing video of suspects before it is released to the public, as well as editing video for records requests.

SPECIAL SERVICES BUREAU



The Special Services Bureau is headed by Deputy Chief William Roseman. The Special Services Bureau consists of the Special Operations and Metro Traffic Divisions. The bureau also oversees the APD Academy. The Special Operations Division includes Tactical, Office of Emergency Management, Homeland Security, Open Space, and the Horse Mounted Unit. The Prisoner Transport Unit is located under the Metro Traffic Division.



APD ACADEMY



Jessica Tyler
Major

The APD Academy is comprised of four units- Basic Training, Advanced Training, Firearms Training, and Recruiting/Background.

The Basic Training Unit graduated both the 112th and the 113th cadet classes in 2015, resulting in 33 recruit officers sent to on-the-job-training (OJT) for the year. There was a marked reduction in the number of cadet losses. This appeared to be a result of APD's Mentorship program which assigns senior patrol officers to the Academy over the course of each cadet class. Basic training also started the 114th cadet class in 2015.

The Advanced Training Unit is responsible for the scheduling and development of every course held at the Albuquerque Police Academy. Hundreds of courses and events were scheduled and held at the academy during 2015 which included city-wide briefings. Advanced Training provided remedial or directed training for dozens of officers.

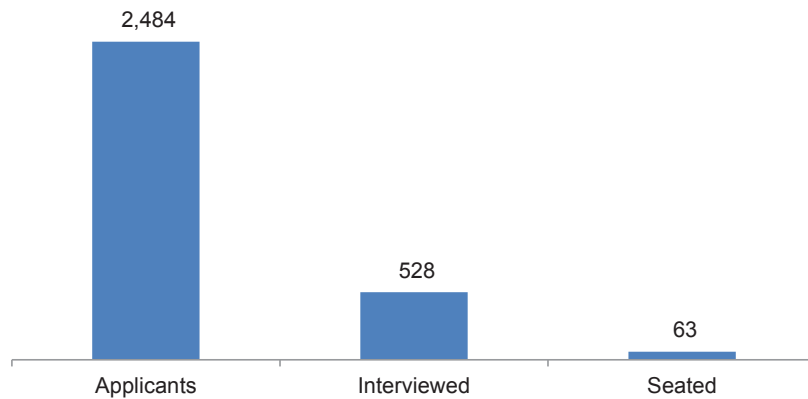
The Advanced Training Unit is solely responsible for scheduling, teaching and tracking the department's Maintenance of Effort (MOE) training. In 2015, Advanced Training coordinated two phases of MOE. During each phase, training was coordinated for the entire Albuquerque Police Department, both sworn and civilian, and officers from outside agencies in need of certification. The biannual managers meeting is also the responsibility of the Advanced Training Unit. This year approximately 300 supervisors attended each session.

The Advanced Training Unit also created lesson plans, needs assessments, and scheduling for all the mandated Settlement Agreement training to be delivered in 2016.

The Recruiting and Selection Unit seated 63 cadets in 2015. The unit's website was restructured and a new online system that screens applicants electronically, as well as stores the information digitally, is now used. This provides the department with more usable data as well as an unbiased application process. The city entrance exam was updated and a new study guide was developed. Overall, the unit participated in 68 recruiting events in 2015, 16 more than in 2014.

In 2015 the Wellness Unit completed the Physical Training Programs for the 112th and 113th cadet classes as well as the 32nd police service aide (PSA) class. This included teaching blocks of CPR, first aid, physical fitness and nutrition, in addition to the daily monitoring and assessment of cadet performance in the physical training program. Students were also instructed on implementing injury prevention techniques.

APD RECRUITING



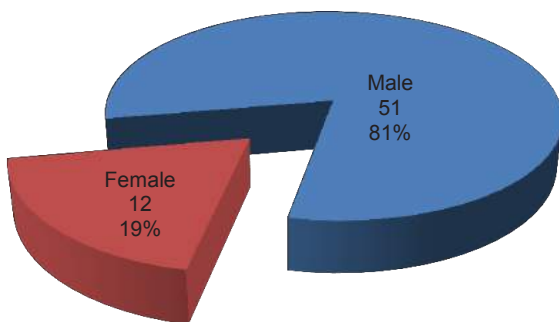
2015 Summary of Applicants, Applicants Interviewed, and Applicants Seated

In 2015, 2,484 applications for police officers were received. Through the screening process, 528 applicants were interviewed and 63 of those were seated. Of the 63 cadets seated, 12 (19%) were female, 23 (36%) were Hispanic, and five (8%) designated race as other (non-White or Hispanic).

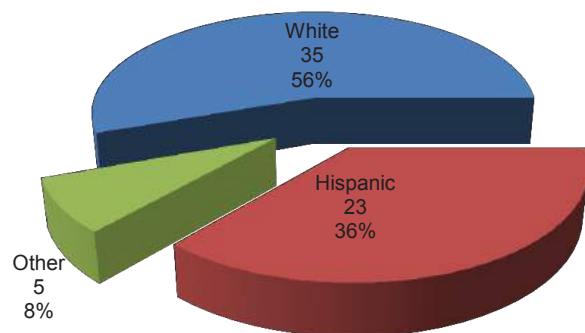
The Academy has begun an extensive internet recruiting process using 16 sites. In 2015, over 80% of the cadets heard about APD via the internet; referrals were approximately 10%; and less than 10% of the cadets applied after hearing about APD through traditional media such as television, radio, newspapers, and billboards. The Recruiting Unit participated in 68 recruiting events in 2015. The Recruiting Unit worked with Southern Christian Leadership Council board members and developed contacts with a Spanish media network to recruit minorities.

Many other law enforcement agencies across the country are facing the same staffing shortages as APD. As a result, competition to recruit quality applicants has become more intense. County, state, and municipal administrations are allocating funds to fully staff recruiting units and to increase applicant incentives. Additionally, benefits, salary, and retention packages have been upgraded by competing agencies in an effort to attract and keep officers.

Cadets by Gender



Cadets by Race/Ethnicity



SPECIAL OPERATIONS DIVISION



**Joe Christman
Commander**

The Special Operations Division oversees the Tactical Section which includes Explosive Ordnance Disposal (Bomb Squad), SWAT and K-9 Units. The division also oversees the Office of Emergency Management, Homeland Security, Open Space, and the Horse Mounted Unit.

The Albuquerque Police Department SWAT/Crisis Negotiations Team (CNT) continually prepares through extensive training and a thorough review of all activations. In 2015, the Albuquerque Police Department SWAT/CNT responded to a total of 45 activations. The division tracked statistical data of these operations which allowed the division to identify trends in the different aspects of deployments.

Of the 45 activations that occurred, 38 were classified as a direct SWAT request to an ongoing incident, three were area searches, three were planned warrant services, and one SWAT/CNT response was cancelled prior to the first tactical officer arriving on scene.

An analysis of these activations demonstrated that both field service and tactical officers were aware of pending changes to the Standard Operating Procedure (SOP) addressing the criteria required to request SWAT/CNT resources.

The attempt and ability to contact a subject who meets the required criteria for a SWAT/CNT team response is always first and foremost after the scene has been secured. The SWAT/CNT team work cohesively and seamlessly to establish contact and initiate the verbal de-escalation process. Of the 45 activations, ten incidents involved telephonic contact and conversation; 15 involved only public address announcements; 13 involved the use of public

address announcements, telephone calls and text messages to a known number with no contact; three involved face-to-face contact; two were area searches with no opportunity for contact; and two subjects were in custody before all SWAT/CNT team members arrived on scene.

The initiation of the communication process is essential for the safe, effective and efficient resolution of high threat incidents. There are incidents that are beyond the control of a SWAT/CNT's ability to verbally de-escalate; however, in 2015, no deadly force was used during tactical activations or operations.

In 2015, a methodical approach to tactical activations proved to be extremely successful for the Albuquerque Police Department. In fact, one of APD's K-9 officers was awarded the National Tactical Officers Association's K-9 apprehension of the year award in 2015 for an apprehension during a SWAT activation.

In 2015, training for the Tactical Emergency Medical Support (TEMS) Team was completed. Selected officers were trained to provide critical life saving techniques to administer while waiting for rescue personnel to arrive. Eight officers were certified to the level of basic Emergency Medical Technician (EMT). The goal is to implement these trained officers during actual tactical activations and operations.

METRO TRAFFIC DIVISION

In 2015, the Traffic Unit had 2,327 calls for service and 3,018 on-site activities. The Traffic Unit issued 11,615 moving citations.

There were 1,989 crashes investigated in which 47 were fatalities. There were also 869 hit-and-run investigations.

The unit also participated in 58 special events including the Albuquerque International Balloon Fiesta, numerous parades, and many community service events.

The DWI Unit had 1,014 driving while intoxicated (DWI) arrests in 2015. The Seizure Unit also checked in 1,070 vehicles into the DWI seizure lot.

Revenues for 2015 associated with the Seizure Unit were slightly over \$870,000. This is a combination of auctioned vehicles, vehicle storage, the booting of vehicles, and vehicle tows.



**Mike Miller
Commander**

The Metro Traffic Division includes units dedicated to DWI/Traffic, Seizure, Hit and Run, Abandoned Vehicle, and Crossing Guards. The division also oversees the Prisoner Transport and Metro Court Protection Units.

ADMINISTRATIVE SUPPORT BUREAU



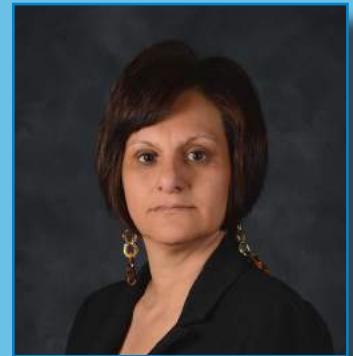
The Administrative Support Bureau was formed in late 2014 so the department would be better able to respond to the Settlement Agreement directives in a more efficient and effective way. The new bureau, led by Executive Director William Slauson, consists of the Planning Division, Personnel and Payroll Division, Fiscal Division, Central Records Division, and Inspections/Audit/Policy Unit.

The new bureau was critical in laying the groundwork necessary to begin the implementation of the Settlement Agreement. Stakeholders and implementation teams were identified, additional staff was hired, and a budget for Settlement Agreement-related expenses was developed. The bureau developed and coordinated the online depository of documentation and information utilized by the City and the Monitor to track progress of implementation. Bureau staff contracted with vendors to provide required training as specified in the Agreement.

ADMINISTRATIVE SUPPORT BUREAU

The Planning Division's Grant Management Unit managed 37 active grants in 2015 totaling \$4,600,000. The combination of federal and state grants provided the department with equipment, technology, and personnel. In 2015, the unit was successful in receiving a grant in the amount of \$250,000 from the Bureau of Justice Assistance to purchase body-worn cameras for field officers.

The Planning Division managed several projects in 2015 including purchasing fitness equipment for the Southwest and Northeast Area Commands; remodeling the showers at the Academy; renovations at the Northeast Area Command; and managing the renovation project which will be the new home for the Special Operations Division which is scheduled to be completed in May 2016.



Maria Garcia-Cunningham
Planning Division



Ashley Montañó
Personnel/Payroll
Division

The Personnel and Payroll Division implemented an employee scheduling and time reporting system for all APD personnel. The project formally began in April 2014. The project team members identified requirements, attended several configuration working sessions with implementation consultants, and conducted formal supervisor and end-user training for approximately 1,200 department personnel. As of September 2015, this project was fully operational.

For the 2015 Shift Bid, officers used the scheduling system to bid electronically into his/her desired shift. Prior to implementation of the scheduling system, Personnel /Payroll Division focused on an organizational change process to ensure an easy transition from paper time-sheets to electronic scheduling and time reporting.

The division also assisted in developing a new sergeant and lieutenant promotional process that was compliant with the Settlement Agreement.

The Fiscal Division was responsible for managing the general fund budget of \$158,203,000, as well as a special revenue fund in excess of \$3,000,000.

Throughout the year, the division assisted APD units in acquiring goods, services and training to support their daily operations. The Off-Duty Chief's Overtime Program provided security, traffic control, and other services to local vendors. The division tracked, maintained, and issued property to officers, as well as maintained the general inventory for each division within APD. Other internal service responsibilities included budget monitoring and various accounting services.



Aubrey Thompson
Fiscal Division

ADMINISTRATIVE SUPPORT BUREAU



Antoinette Telles
Records Division

The Central Records Division is the official report repository for APD and the Bernalillo County Sheriff's Office (BCSO). The division consists of ten units responsible for receiving, processing, distributing, filing and retrieving reports and data for APD and BCSO and providing reports and information to the public and other law enforcement agencies. Compliance with the Inspection of Public Records Act (IPRA) falls under this division where the IPRA Unit is legally responsible to provide timely information to the public as requested. The IPRA Unit is one of several city departments implementing the "Next Request" tracking system in filling IPRA requests.

This division includes the Uniform Crime Reporting (UCR) Unit which is responsible for reviewing, editing, coding, and processing APD and BCSO reports for the final compilations of crime statistic data which will be provided to the New Mexico Department of Public Safety (NMDPS), Federal Bureau of Investigation, the Police Chief, Bernalillo County Sheriff, the Mayor and other officials.

The Report Review Unit is staffed 24 hours a day, 365 days a year, and is responsible for the intake and processing of all APD and BCSO reports and supplemental reports involving National Crime Information Center (NCIC) entries for stolen and recovered property which includes missing/runaway persons.

The division's Telephone Reporting Unit (TRU) provides the public the opportunity to file an APD report on-line for incidents that do not require the presence of an officer. TRU completed over 6,000 on-line reports saving officers 15,691 dispatched hours in 2015.

The False Alarm Reduction Unit (FARU) is responsible for the issuance and maintenance of records for commercial and residential alarm permits and the billing and collection of false alarm fines as stipulated in the City of Albuquerque's Alarm Ordinance. The unit collected over \$1,158,620 and processed 6,450 new permits in 2015.

The Court Services Unit is the liaison between the department and the judicial system that facilitates coordination among the various agencies and is responsible for felony case preparation. Court Services has implemented a pilot project for scheduling driving while intoxicated (DWI) cases with the Metropolitan Court.

The Inspections/Audit/Policy Unit was established in response to the Settlement Agreement. This unit consists of detectives, a Standard Operating Procedure (SOP) Liaison, a Management Analyst and Quality Assurance Auditors. Together, the officers and civilian staff conduct record, procedure and field reviews as needed to provide assurance to the Monitor and the courts that requirements outlined in the Settlement Agreement are met.



Gabe Cruz
Inspections/Audit/Policy

SETTLEMENT AGREEMENT

In 2014, Albuquerque Police Department (APD) Chief Gorden E. Eden, Jr. and Assistant Chief Robert Huntsman began the negotiations with the United States Department of Justice (USDOJ) Office of Civil Rights and the United States Attorney's Office in reference to the Albuquerque Police Department's Settlement Agreement. Immediately thereafter, APD began to form the infrastructure needed to support and implement the directives that were detailed in the document. The department mobilized and began to set in motion a plan that assessed the Settlement Agreement requirements and broke them down into manageable sections. Stakeholders and oversight were assigned to each paragraph to ensure the requirements of each section were met in a timely manner. A budget for the first half of fiscal year 2015 and fiscal year 2016 was constructed and approved by the administration and City Council.

APD's departmental staff is motivated and ready to resolve the issues described in the Settlement Agreement as quickly as possible. The Monitor acknowledged that several of the previous agencies that he had worked with were less than ready to address their agreements, further lengthening the process. APD is fully committed to resolving all the Settlement Agreement directives within their specified deadlines. The department will leverage the momentum of its progress and the support of the community to emerge from the Settlement Agreement further engaged with its community.

Overall, progress toward achieving the directives has been steady. Beginning with Chief Eden's citywide briefings to provide all APD employees with an overview of the Settlement Agreement, department staff has acknowledged that the Settlement Agreement is important to the success of the department, and will continue to be in the future. More department involvement, like providing for a commentary period for proposed policy changes, have had a beneficial effect. APD staff is more engaged in the process and often raise questions or identify issues that may have otherwise gone unnoticed.

The department has compiled information to document compliance of approximately 119 of the Settlement Agreement directives (paragraphs). Of course, those completions are subject to the Monitor's evaluation and approval. The department is working with the Monitor to begin the evaluation of the "completed" paragraphs, so they can be designated as compliant and the department can consistently monitor and audit the results to ensure long-term adherence to the directives. All deadlines described in the Settlement Agreement have been met through December 2, 2015, by submitting supporting documentation to the Monitor for review and evaluation.

Implementation

It quickly became apparent that APD was going to need an Implementation Manager (similar to other cities that have agreements with the USDOJ) to manage and focus solely on the day-to-day operations of meeting the criteria set out by the Agreement. The Executive Director leads the recently-formed Administrative Support Bureau that contains Planning, Personnel/Payroll, Fiscal, Records, and Inspections/Audit/Policy personnel; groups and tasks that provide critical support to the department. These groups were combined under the Administrative Support Bureau to help facilitate the execution of the Agreement. The formation of the new bureau and Executive Director has already proved beneficial by shortening typical wait times for contractual and personnel services, providing expedited financial processes, and presenting a singular contact and leader for the many stakeholders involved in a project this large.

Once the Settlement Agreement was finalized and released, department staff initiated the development of the appropriate infrastructure and organization required to successfully complete the directives. APD staff formed a steering committee (the Implementation Coordination Group) based on general categories of the Settlement Agreement. This group meets weekly and is comprised of high-level stakeholders

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from Internal Affairs, APD Academy, Technology Services, Quality Assurance, Policy, and the APD Executive Director of the Administrative Support Bureau who can effectively implement and manage the change process required. The weekly coordination and identification of concerns has drastically improved the department's ability to identify and implement what is required in the Settlement Agreement.

In coordination with the Fiscal Division, staff developed a standalone implementation budget which is exclusively utilized to meet the requirements of the Settlement Agreement. The budget consists of categories such as support staff, training, equipment, and contractual costs. Finally, a definitive review process was created and is being utilized to ensure that only related expenses are charged to the specific account.

In late August 2015, the Monitor and all parties to the Settlement Agreement completed and submitted to the court a joint stipulation modifying certain deadlines in the Settlement Agreement. The document created a new date marker defined as an "operational date" of June 2, 2016, which provided the Monitor and the City additional time to complete some foundational tasks. This shift was necessary to address the time period that had already elapsed before the monitoring team was fully in place which made it difficult for the team to assess progress and potential implementation of training. The shift in some early deadlines does not extend the overall length of the Settlement Agreement or the Monitor's contract.

Personnel / Organizational Structure

To provide additional oversight and presence at the APD Academy, the department converted the former civilian director of training position to a Major. The new position is responsible for Settlement Agreement implementation, including overseeing the Field Training Officer program, which was moved to the Academy. The Major oversees the new needs assessment process and the collection of all training class information

and assessments.

Throughout the Settlement Agreement, collection and analysis of data is referenced often. As the department began to review the requirements set forth in the Settlement Agreement, it was apparent that APD did not have the civilian staffing required to collect, analyze, and report the requested data. In response, the department proposed to add twelve civilian positions overall. The positions included bolstering staff in the Records Division, expanding Internal Affairs Division functions, increasing collection and analysis capabilities at the Academy and Tactical Support Division, and hiring several quality assurance auditors and a supervisor to act as the department's "internal monitor". Following the lead of other agencies that have been in similar circumstances, the department created an Inspections/Audit Unit. In conjunction with three sworn detectives, the quality assurance auditors sample and inspect supporting documentation utilizing statistical methods to ensure the department has met and will continue to meet the directives described in the Agreement. They provide the department with its own "internal check" before the information is submitted to the Monitor.

The Settlement Agreement specifically requires the department to increase their outreach efforts to people that may be in crisis. In response to that directive, the department added two crisis outreach clinicians. The clinicians are tasked with responding to police officer requests for assistance when they encounter citizens in crisis who may have psychological, sociological, and/or mental health emergencies.

As described in the Settlement Agreement, the department has contracted with a vendor to provide a comprehensive staffing study that will evaluate personnel levels across the entire department. Once the report is released, the City and APD will have six months to develop a staffing plan that will provide a road map to achieve the levels stated within the report.

SETTLEMENT AGREEMENT

Policies

Policy review and revision is a major requirement of the Settlement Agreement. Just before the Settlement Agreement effective date, APD undertook the monumental task of reviewing every single departmental standard operating procedure (SOP), upwards of 200, as well as the development of new policies that were required by the Agreement.

In order to facilitate that process and to consistently maintain existing policy, the department created an administrative SOP liaison position that coordinates policy changes and moves the proposals through the review process efficiently. The department also revamped its policy process, adding an SOP Review Committee comprised of four senior lieutenants and subject matter experts to review SOP proposals and changes. The department also incorporated a 15-day commentary period for all APD employees and the Citizens Police Oversight Agency's (CPOA) Police Oversight Board (POB) to provide additional feedback and review on policy.

The effects of the process is three-fold: the review committee and the Policy and Procedures Review Board (PPRB) have updated and modernized existing policy, making it more easily understandable and readable, and less redundant. It also allows for the incorporation of the Settlement Agreement directives in a more controlled way and it gets each policy in front of staff, acting as a SOP refresher course.

The department also recently signed contracts with two technical writers that will be critiquing Settlement Agreement-related policies in an effort to make them easier to understand, easier to train, and implement. Early commentary from the monitoring team has indicated that departmental policy could be improved. The points described above are some of the ways that APD is resolving their concerns.

Key policies like use of force, electronic control

weapons, on-body camera systems, and internal affairs have been researched, revised, and continually evaluated in order to reflect current best practices and incorporate the directives specified in the Settlement Agreement. These "keystone policies" are in final draft and APD will be reviewing those policies with the Monitor and the USDOJ. The department's new barricaded subject SOP has already lessened potential deadly use of force incidents that sometimes occur with this type of event.

Training

Although there are some concerns about the training component deadlines, the department's overall leadership is pleased with the progress made in achieving the directives established in the Settlement Agreement. As previously mentioned, APD converted an existing position to a major at the Academy to provide high-level guidance and to ensure the implementation of Settlement Agreement reforms. The Settlement Agreement requires extensive training with defined deadlines for field officers, detectives, responders, and their supervisors. A majority of the training will be provided in-house as part of the department's on-going training program. However, there is training required in the Settlement Agreement that will require professionals from external vendors. Some examples of this include requirements for force investigation training for Internal Affairs staff prior to conducting use of force investigations, extensive crisis intervention training, additional training for the department's field training officers and development, redesign and support of APD's current training programs.

In the year since the Settlement Agreement effective date (November 14, 2014), the department has:

- Developed a needs assessment methodology template that will be used to approve and evaluate current and future proposed training;
- Developed new training curricula that were responsive to the Settlement Agreement,

SETTLEMENT AGREEMENT

including use of force;

- Increased the number of officers proficient in crisis intervention training (CIT) to over 90% of total officers;
- Began CIT training for telecommunicators;
- Improved Tactical Section training in command and control, containment, entry, apprehension, and rescue;
- Revamped the Field Training Officer (FTO) program, incorporating the requirements in the Settlement Agreement as well as extending the program by an additional week;
- Started leadership and supervisory training through the FBI and International Association of Chiefs of Police (IACP);
- The Academy also acquired three portable training simulators that can be brought to any location. The simulators use video screens and simunitions to train officer response, replicating real-life situations.

Changes in the Internal Affairs Division

APD's Internal Affairs (IA) Division has been transformed in organization, function, and processes. Following the model of agencies like the Las Vegas Metro Police Department, APD's IA now consists of two main parts-Internal Affairs and the Critical Incident Review Team (CIRT). The IA Division is now managed by a commander, not a lieutenant as in the past.

Organizationally, the IA section is responsible for the data collection and analysis (an important part of the Settlement Agreement); coordination with the Citizens Police Oversight Agency; and coordination of investigations by CIRT. CIRT is responsible for administrative (non-criminal) investigations of serious uses of force. The staff members have spent the last year in intensive training to prepare for their roles. CIRT staff also coordinates with a new detective unit (housed in the Professional Standards Bureau) who will assist with investigation of serious events.

The restructuring of the IA Division also included significant changes to software.

APD acquired software to manage employee information. The software will house all employee performance measurements, training, complaints, commendations, and discipline in one location. All APD supervisors will have access. The software allows officers and supervisors to enter and manage incidents from the field. A simple, step-by-step internet-style interface is used, minimizing training requirements. Incidents including use of force, field-level discipline, complaints, vehicle accidents, and pursuits are entered and can then be routed through the chain-of-command with review and approval at each step.

A Force Review Board (FRB), which is comprised of departmental executive staff and members of the Internal Affairs Division, was created to review all serious uses of force. The FRB makes recommendations on tactics, training, policy, and equipment based on a detailed presentation of all the facts surrounding each case. The FRB also reviews use of force trend data quarterly, as required by the Settlement Agreement.

Reporting

The Settlement Agreement requires detailed data collection, analysis, and reporting across many departmental functions. APD staff has expended a great deal of effort creating the collection and reporting mechanisms that were required. They include:

- Additional use of force reporting required by the Settlement Agreement has been incorporated in the APD Annual Report;
- Improved reporting and review for tactical deployments, increasing accountability;
- Additional reporting for tactical deployments has been implemented, including canine and SWAT;
- Multiple methods have been created to collect, track, and analyze data including mental health contacts;
- APD will provide the Mental Health Response Advisory Committee (MHRAC) with Crisis Intervention Training (CIT), Crisis intervention Unit (CIU) and Crisis Outreach and Support Team (COAST) data. The

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MHRAC will review the behavioral health training curriculum; identify mental health resources; network; and provide guidance on scenario-based training.

- City IT developed two additional methods to collect information related to compliance efforts. The SharePoint sites were developed for Violent Crimes and Property Crimes. The sites are in the pilot phase. To date, sites have been developed to collect data for the Special Investigations Division, Crisis Intervention Training, Violent Crimes, Property Crimes, and Crimes Against Children Units.

Equipment/Software

Training all respective staff as stated in the Settlement Agreement has required innovation within the department. Training of officers, while still maintaining sufficient staffing of patrol, has been challenging. In order to balance the training and patrol requirements, the department has utilized appropriate online instruction whenever possible. The department has heavily utilized the City's Public Service University (PSU) and document management software as platforms to provide the needed training online, and it also provides a method to track all training completed both online and in the classroom. PSU is an online educational platform that provides instruction and testing capabilities to all city employees. The document management software is APD's online document distribution system that provides APD employees a method to view, comment, and acknowledge the receipt of important departmental documents. Online training from both platforms can be completed at the staff's convenience, as opposed to being required to sit in a traditional classroom environment. Some of the training (especially use of force and others) will require a hands-on approach since some portions may not be appropriate for online training.

All investigative units have been audited and their equipment inventoried to ensure they meet the requirements and scope of their respective

duties.

As mentioned earlier, new software will play an extensive role in the successful completion of Internal Affairs related Settlement Agreement requirements.

On-body cameras are an integral tool for officer accountability and supervisory effectiveness. APD was an early implementer of the technology and continues to be committed to equipping each officer with a camera. In addition to developing an advanced policy that used the ACLU national policy as a guiding principle and research by the University of New Mexico, the department has also sought and received federal grant funding for additional camera purchases.

Outreach

Prior to the Settlement Agreement's effective date, the department and the City Mayor's Office implemented a multi-faceted approach to community outreach.

The department established, trained, and continues to support Community Police Councils (CPCs) within each of the City's six area commands, which submit recommendations and input to the Albuquerque Police Department's Chief of Police through the chain of command. Community Policing Councils are designed to foster better policing and community practices and community-police relationships. The goal of each Community Policing Council is to engage in candid, detailed, and meaningful dialogue between Albuquerque police and the citizens. This serves to identify concerns, problems, successes, and opportunities within each area command and for the department as a whole. Each of the six Community Policing Councils is composed of members from the community who have resided within or have businesses within the boundaries of their area command for at least three years and Albuquerque police officers assigned to that area command.

The Albuquerque Collaborative on Police-

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Community Relations was created to seek input from all interested community stakeholders in order to set goals and expectations and develop sustainable community-policing strategies. This process will determine the goals and expectations that our residents and our police officers have for the city, the department, and police-community relations, as well as to provide specific solutions to address them.

An extensive outreach campaign was implemented to make citizens more aware of the methods that can be used to submit a civilian complaint. The forms are available at dozens of city facilities and online. All of the documents are available in both English and Spanish. In addition, all departmental staff were trained in civilian complaint intake, consistent with the Settlement Agreement.

APD frequently hosts 'Coffee with a Cop' events at area businesses and community meeting places to ensure the public has a casual opportunity to get to know individual officers within the department, ask questions, and build relationships.

APD's Community Outreach Director and APD's Public Information Officers utilize social media to distribute information highlighting the work in the community by the department's officers and the responsibilities required of them with the goal of fostering an atmosphere of mutual respect.

APD developed and implemented mechanisms to measure officer outreach to a broad cross-section of community members. The outreach places an emphasis on mental health and establishing extensive problem-solving partnerships. The partnerships aim to develop and implement cooperative strategies that build mutual respect and trusting relationships with this broader cross-section of stakeholders.

APD stakeholders helped create the MHRAC, which is comprised of members from APD, medical professionals, and the mental health community. The MHRAC is tasked with analyzing

and recommending appropriate changes to policies, procedures, and training methods regarding police contact with persons who may be experiencing a mental health crisis.

The Settlement Agreement requires officers to attend at least two community events per year. The department has determined that each officer easily outpaces that directive and meets far more often with the community at events. The challenge has been developing a reliable method to document the encounters and transfer the information and concerns collected to other department staff who can affect change based on the information received.

Conclusion

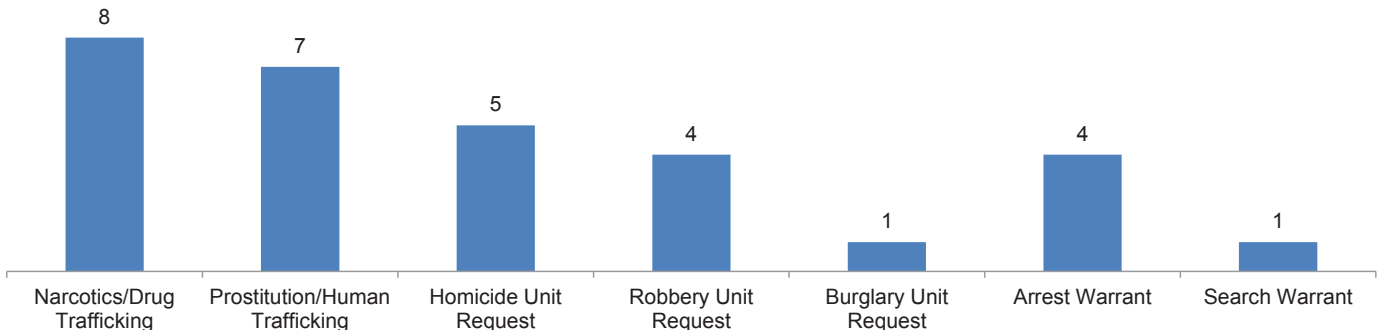
The Albuquerque Police Department has made significant progress in satisfying the requirements of the Settlement Agreement. Considerable work has been made in developing an infrastructure to support and implement the many directives of the Settlement Agreement, including investments in personnel, training, policies, software, and equipment.

Most of 2015 was devoted to analyzing the Agreement, assigning responsibilities, and developing processes and associated policies that will define the path to success. In 2016, stakeholders will complete the primary compliance requirements and focus on secondary compliance levels, which include the completion of all training.

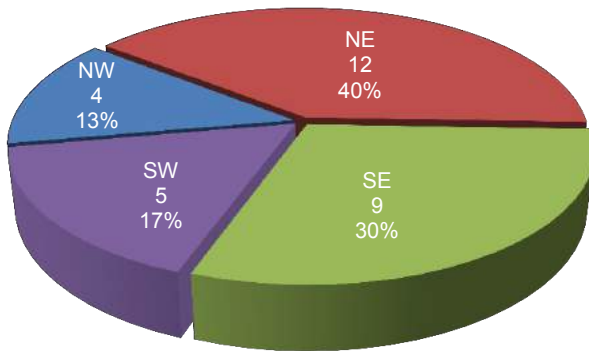
By the end of 2016, the department is expected to be in full compliance with all directives contained within the Settlement Agreement. APD and other entities named in the Settlement Agreement are motivated to see a successful and timely resolution to this process, and are committed to working closely with the monitoring team and the parties to ensure compliance of all aspects of the Agreement.

SPECIALIZED INVESTIGATIVE UNIT RESPONSES

Reason for Response
Total Responses - 30

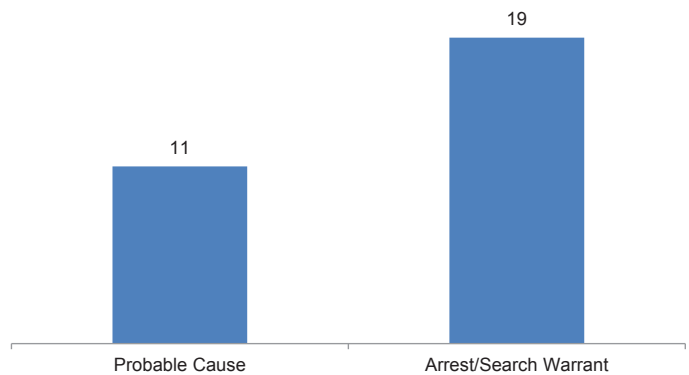


Response by Quadrant

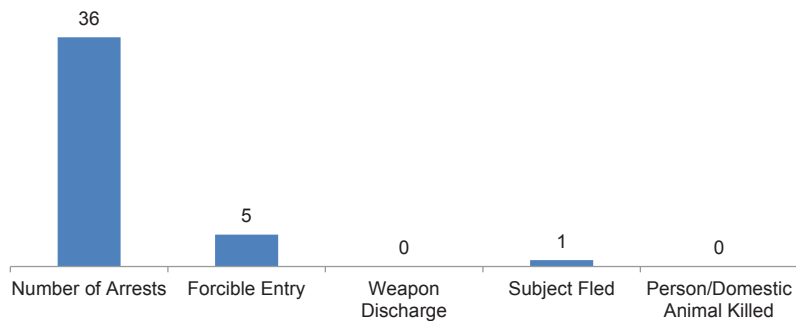


NE - north of Central Avenue, east of Broadway Avenue; SE - south of Central Avenue, east of Broadway Avenue; SW - south of Central Avenue, west of Broadway Avenue; NW - north of Central Avenue, west of Broadway Avenue

Legal Authority



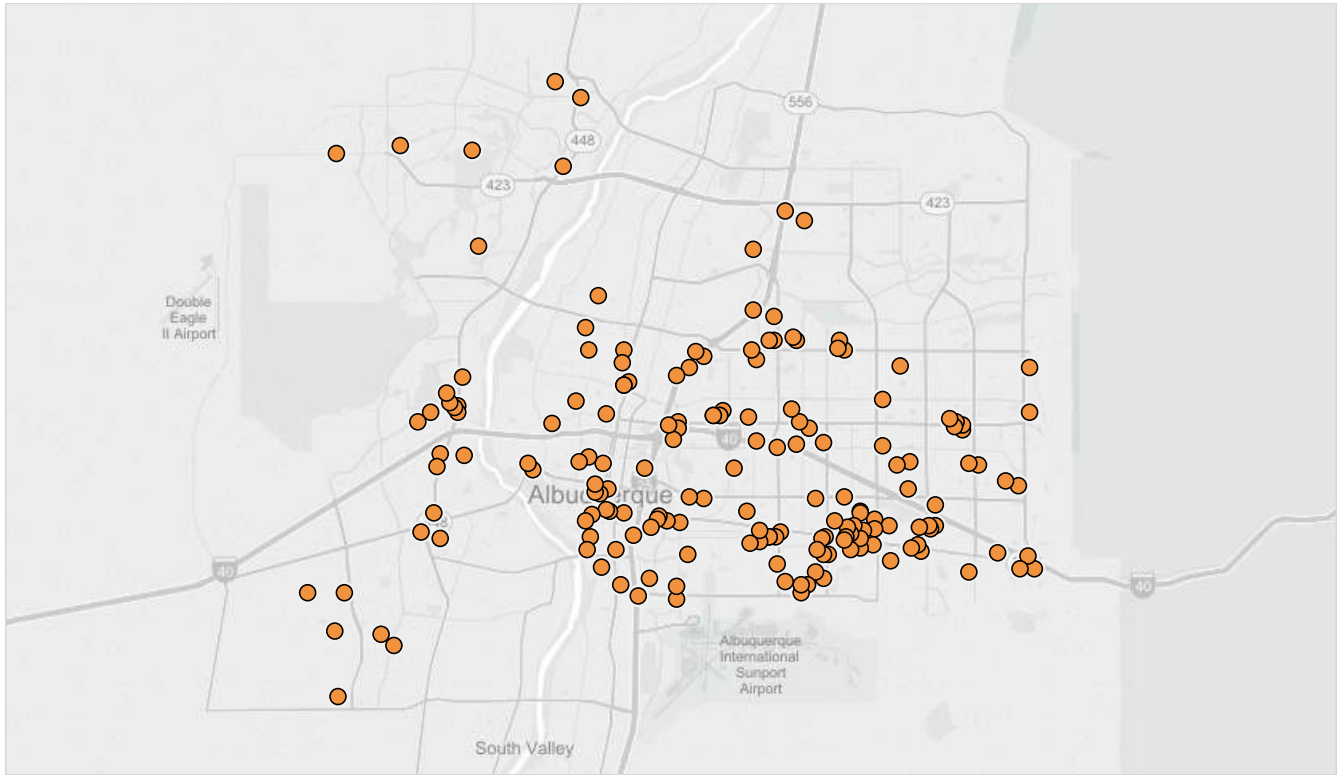
Result of Investigative Response



In June of 2015, APD established a tracking system for specific Specialized Investigative Unit responses. The Special Investigations Division (SID) is responsible for the input of this data. The Special Investigations Division houses several units including Gangs, Investigative Support, Narcotics, VICE, and several Federal Task Forces. Since June, there have been 30 Specialized Investigative Unit responses. Eight of these responses were due to narcotics/drug trafficking, seven responses were due to prostitution/human trafficking, ten were at the request of other APD units, and five were warrant related. A majority of these responses were in the northeast and southeast quadrants of the city. The responses resulted in 36 arrests. The type of evidence or property seized includes narcotics, prescription pills, electronics, firearms, ammunition, a vehicle, a cell phone, documents, stolen merchandise, clothing, United States currency, a hammer, and a knife.

USE OF FORCE REPORTING

Map of Use of Force Locations



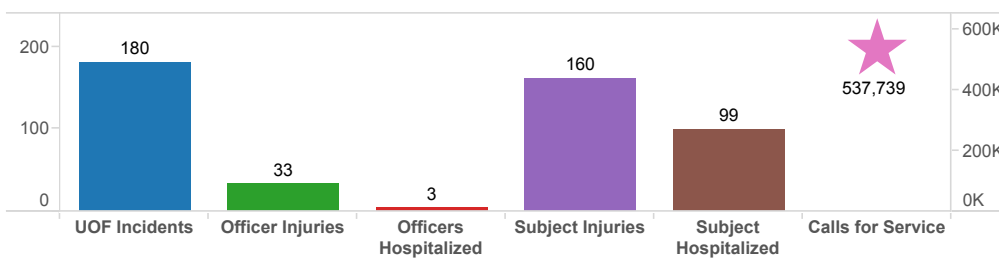
Incident Area

FH	NE	SE	VA	NW	SW	OUT
21	37	58	36	15	12	1

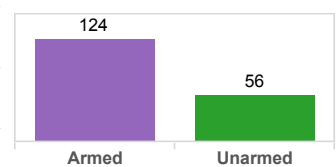
Officers Involved by Assigned Command or Division

FH	NE	SE	VA	NW	SW	CID	MTD	OSD	PCD	SID	SOD
25	45	66	32	27	13	3	4	2	8	5	23

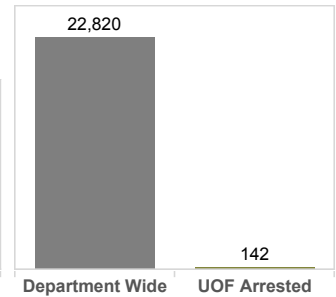
Use of Force Incident Data



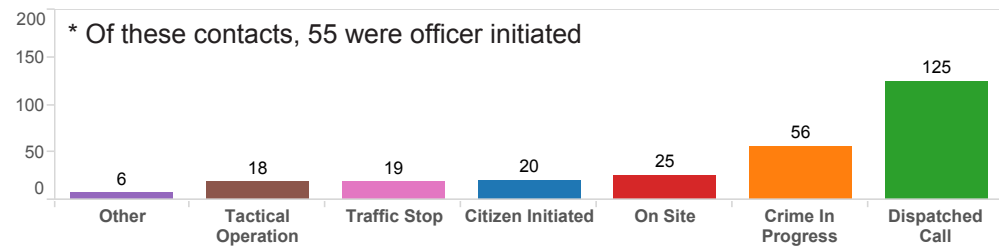
UOF Subject Armed/Unarmed



Subjects Arrested



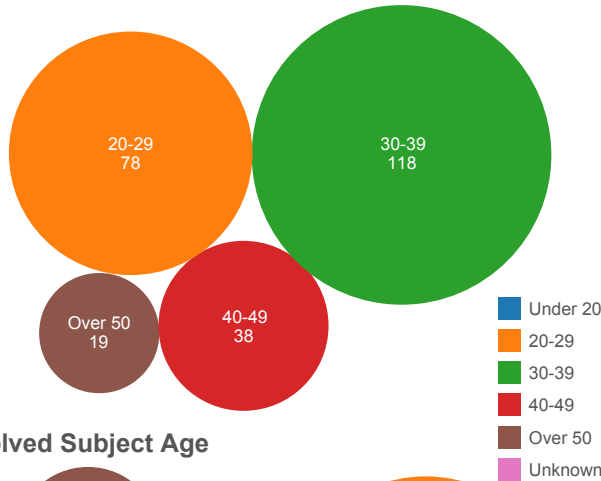
Reason for Contact (The Use of Force form allows for multiple selections)



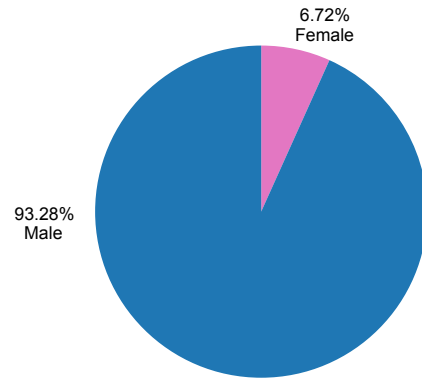
Use of force data may be adjusted as reports and investigations are finalized. There were 180 use of force incidents involving 253 officers and 180 subjects. A majority of the incidents were located in the Southeast Area Command. A majority of the officers involved in the incidents were also from the Southeast Area Command. 193 injuries resulted from use of force incidents with 102 of those requiring hospitalization. Thirty-three of the injuries were to police officers (three of those requiring hospitalization). A significant majority of the contacts in use of force incidents were from dispatched calls. Less than 1% of all arrests resulted in a use of force incident.

USE OF FORCE REPORTING

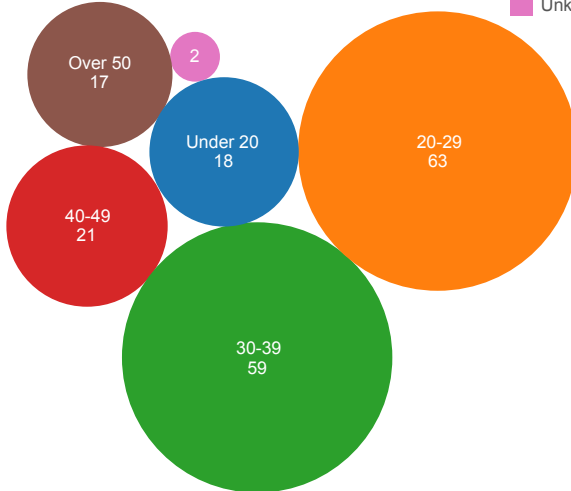
Involved Officer Age



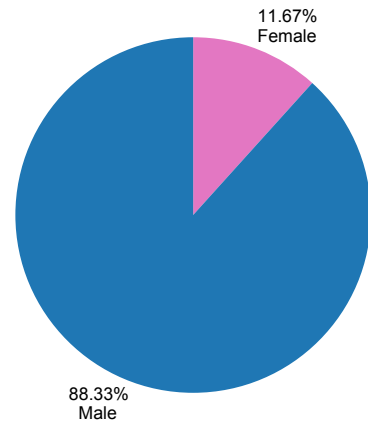
Involved Officer Gender



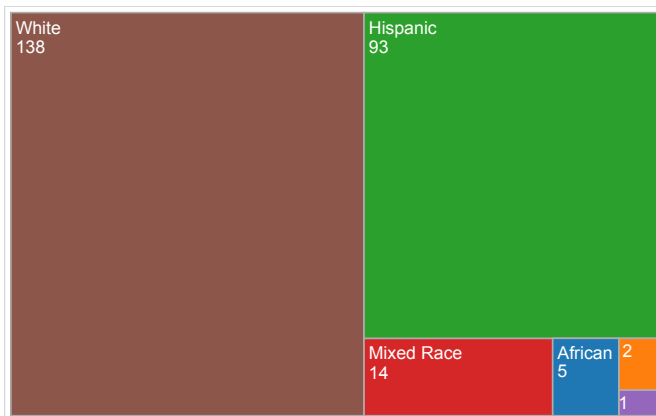
Involved Subject Age



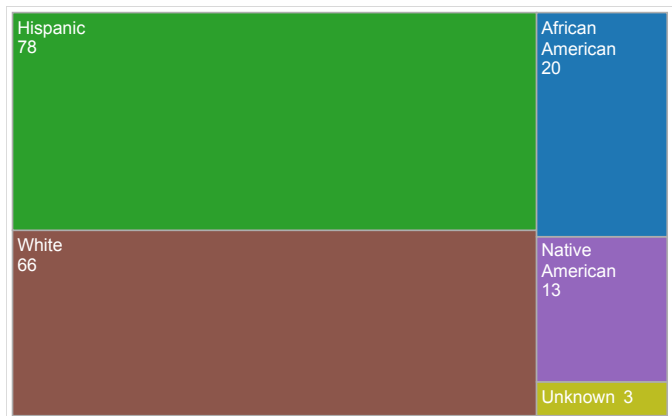
Involved Subject Gender



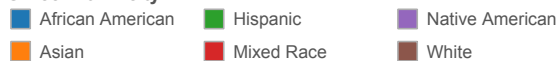
Involved Officer Ethnicity/Race



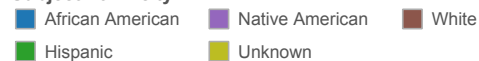
Involved Subject Ethnicity/Race



Officer Ethnicity



Subject Ethnicity

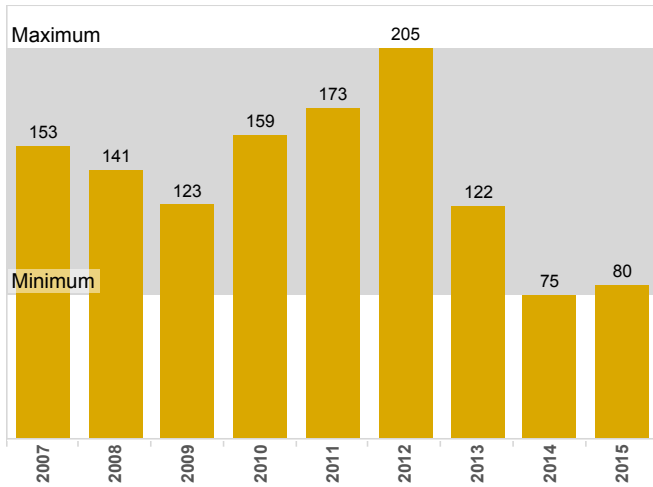


Of the subjects involved in a use of force incident, 67.8% were between the age of 20 and 39. The ethnicity of the subjects were 36.7% White, 43.3% Hispanic, 11.1% African American, and 7.2% Native American. The ethnicity of the officers involved in use of force incidents were 54.5% White and 36.8% Hispanic. This is relatively consistent with the demographics of the department which is 53.1% White and 41.6% Hispanic. The ethnicity of the City population is 42.1% White, 46.7% Hispanic, 3.3% African American and 4.6% Native American.

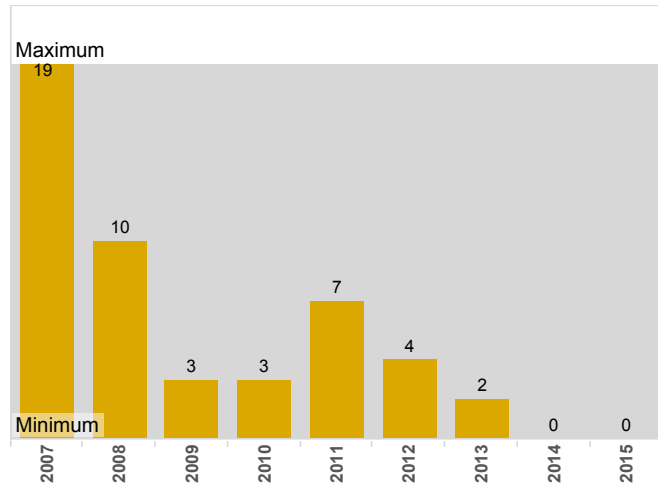
USE OF FORCE REPORTING

Types of Force Used

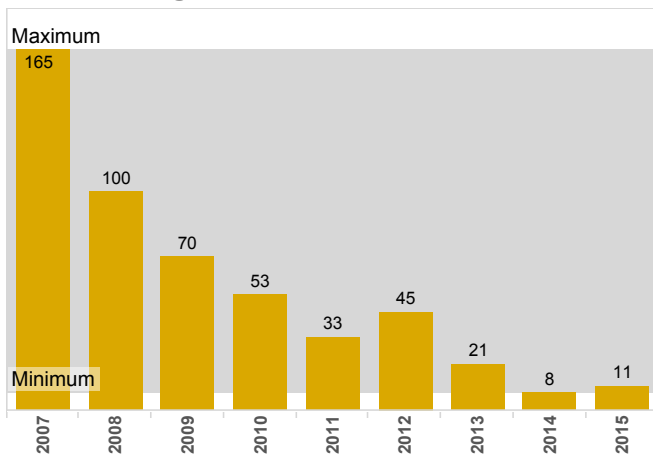
Electronic Control Weapon



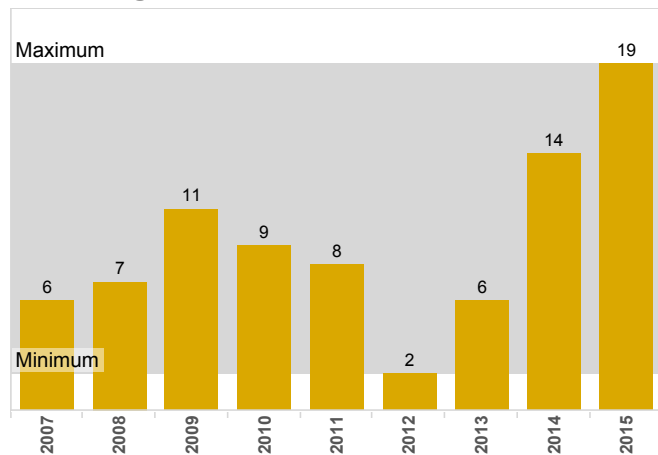
Baton Strikes



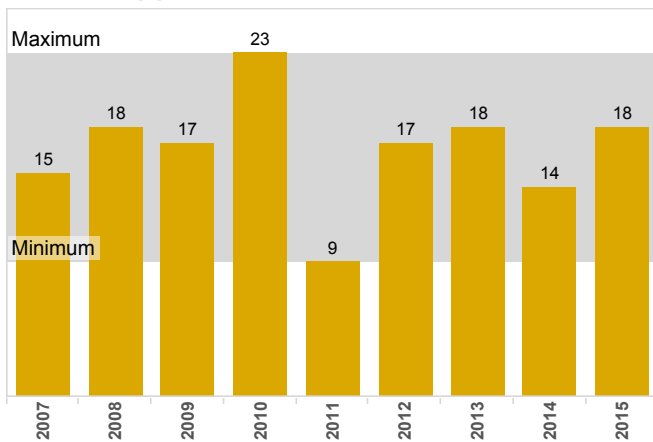
Chemical Agent



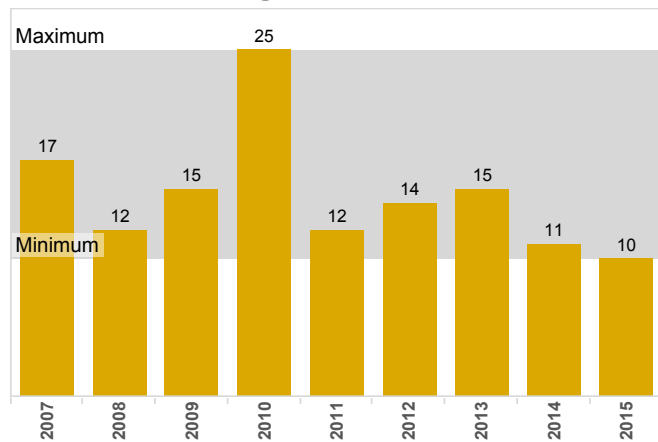
Bean Bag



Canine Apprehension



Firearms Discharge

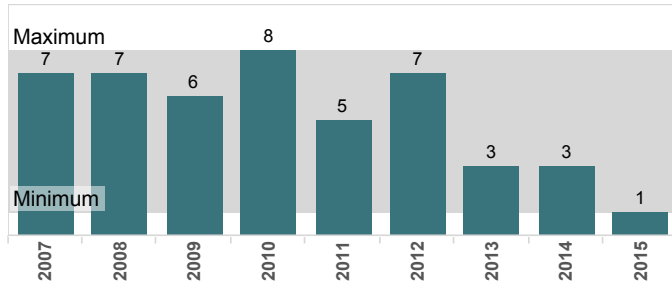


In addition, there were 94 Empty Hand and 117 Take Down techniques. Some situations required more than one use of force technique.

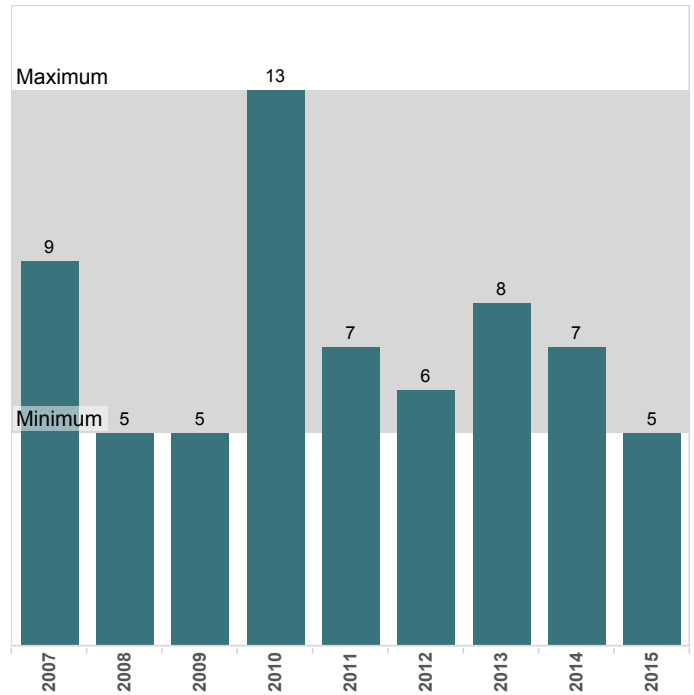
USE OF FORCE REPORTING

Firearm Discharge Breakdown

Animal



Person

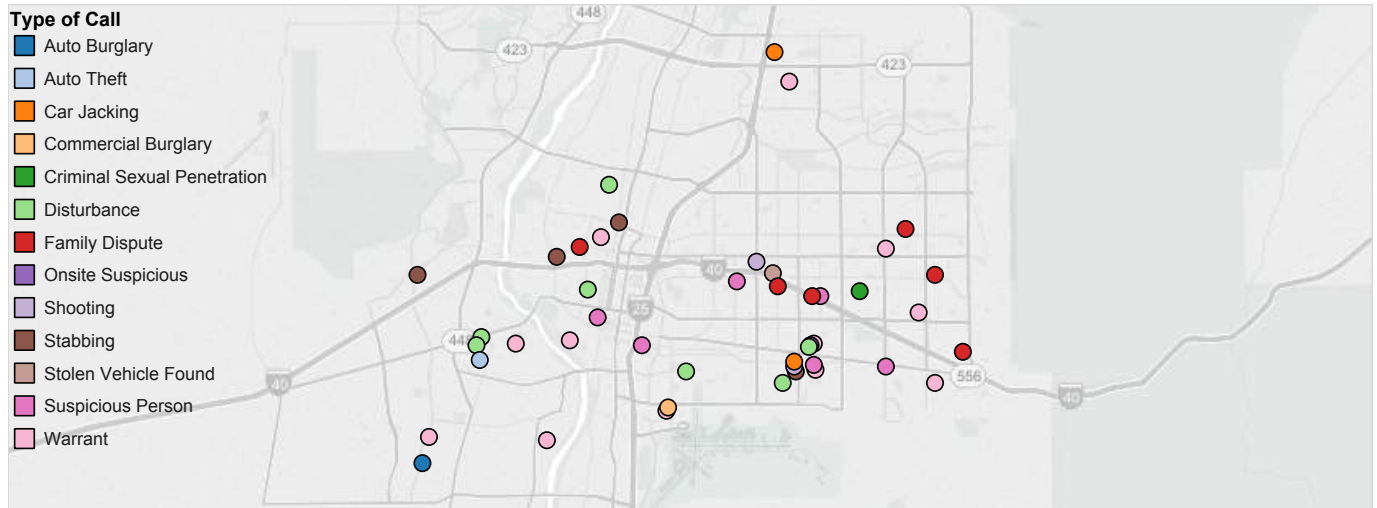


Vehicle

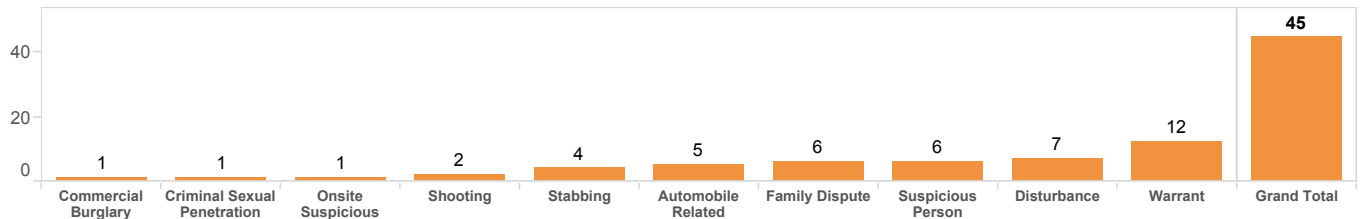


** For 2015 Vehicle Firearm Discharges, the number presented is in reference to the intended target being within a vehicle

SWAT Activations by Type of Call

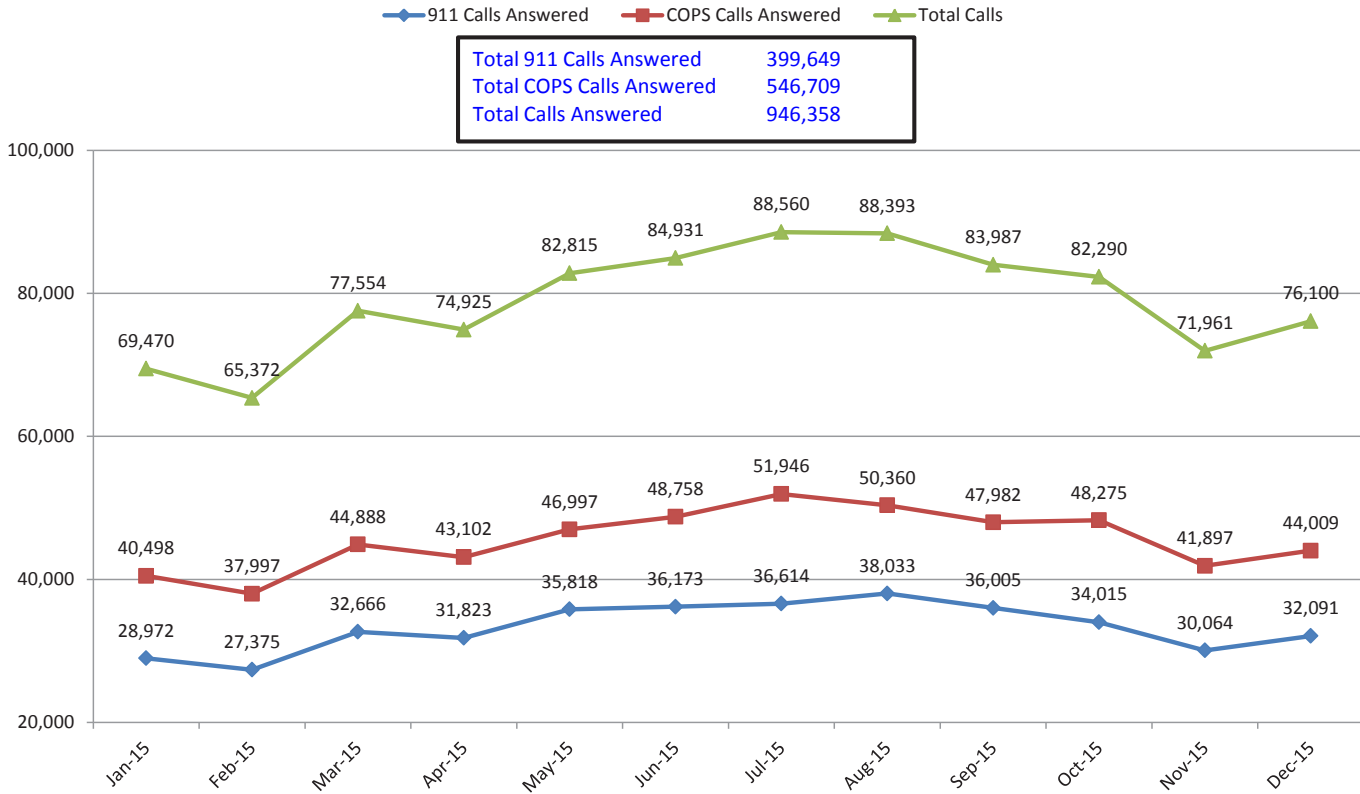


Call Type



CALLS FOR SERVICE

APD Emergency Communications Center Incoming Telephone Calls Answered Calendar Year 2015



Total Incoming Calls Answered in 2015:

946,358



Every 30 Days:

77,790

Every Week:

18,151

Every Day:

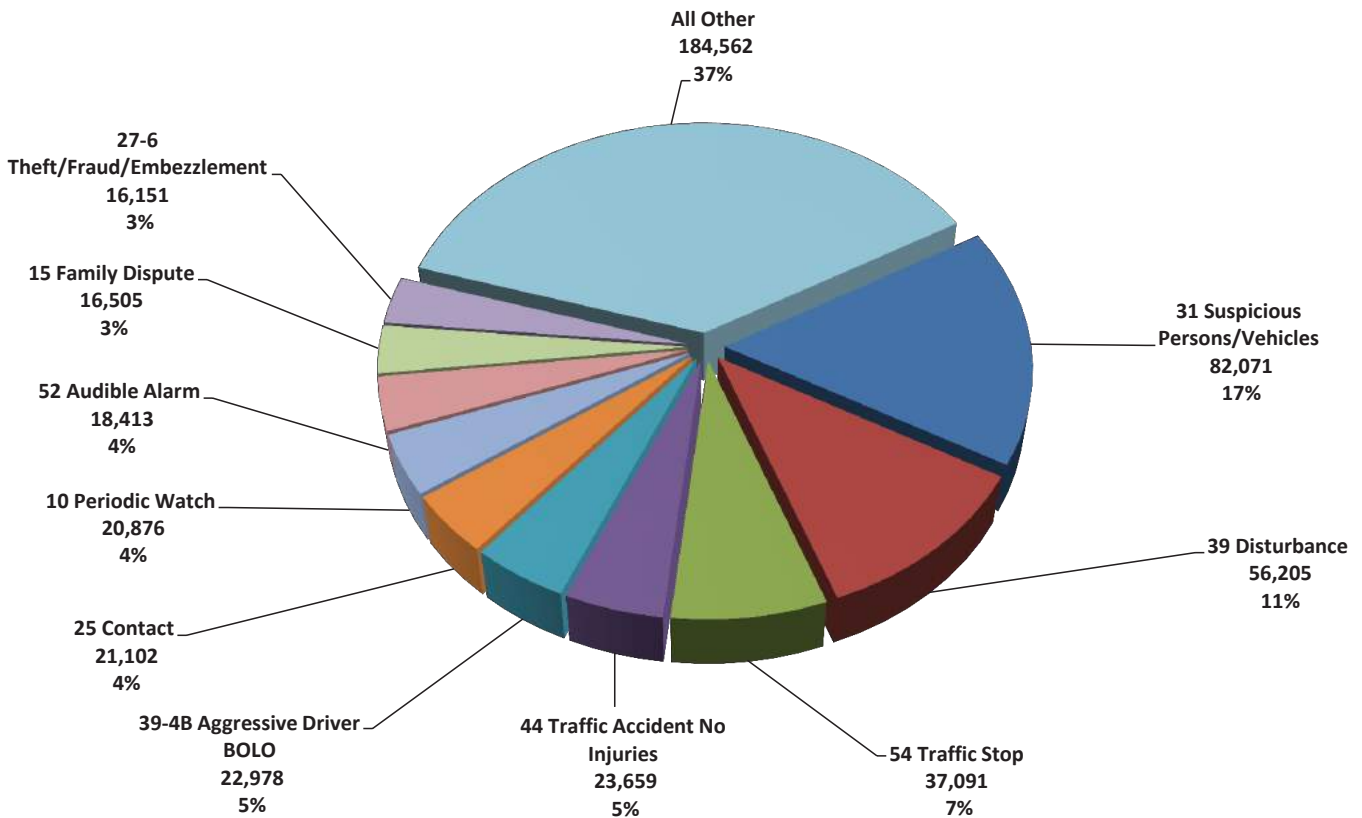
2,593

Every Hour:

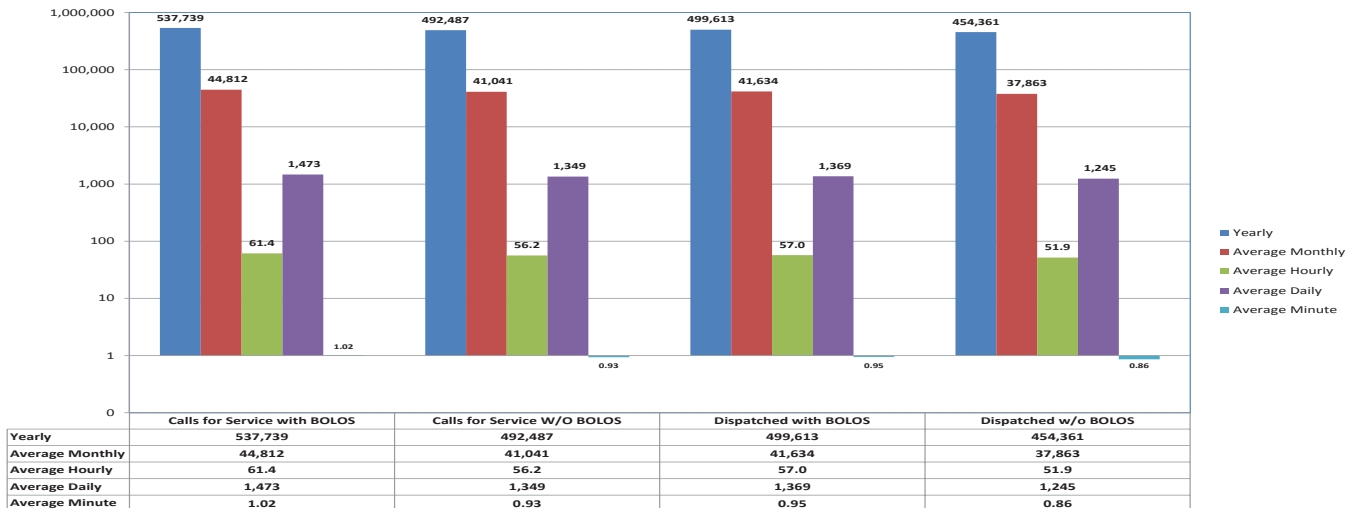
108

TYPES OF CALLS

APD Emergency Communications Center
 Total Dispatched Calls for Service by Type
 Total = 499,613
 Calendar Year 2015



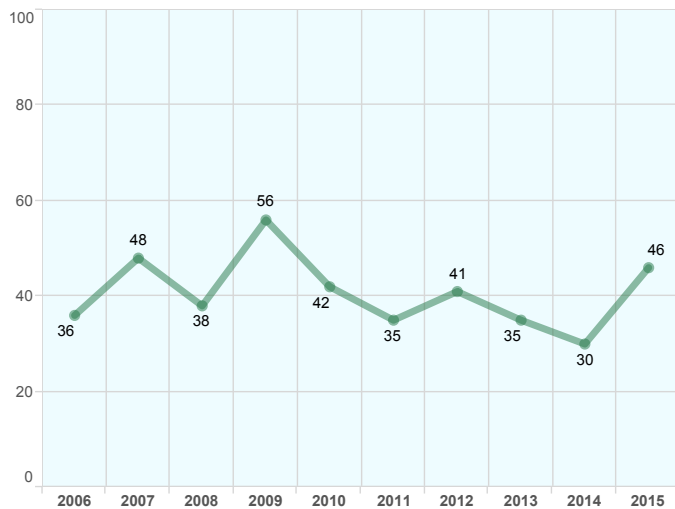
ALBUQUERQUE POLICE DEPARTMENT
 EMERGENCY COMMUNICATIONS CENTER
 CALLS FOR SERVICE AND DISPATCHED CALLS FOR SERVICE
 CALENDAR YEAR 2015



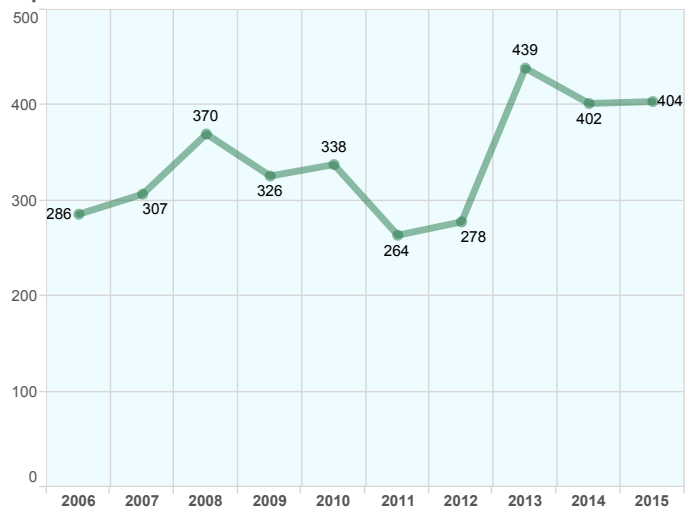
UNIFORM CRIME REPORT

2006-2015

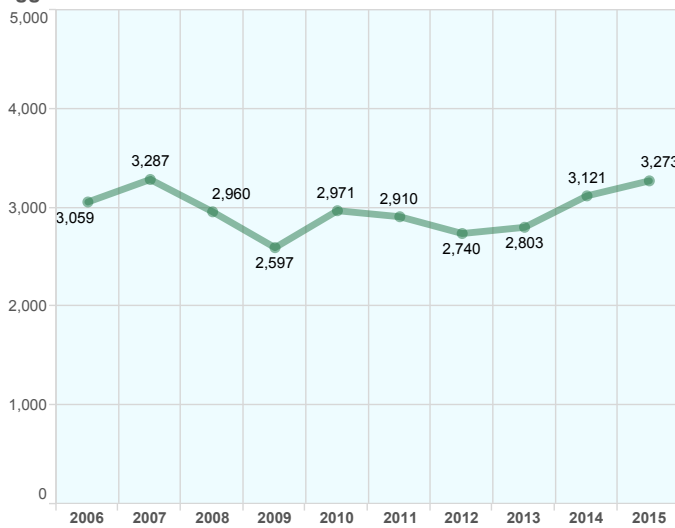
Homicide



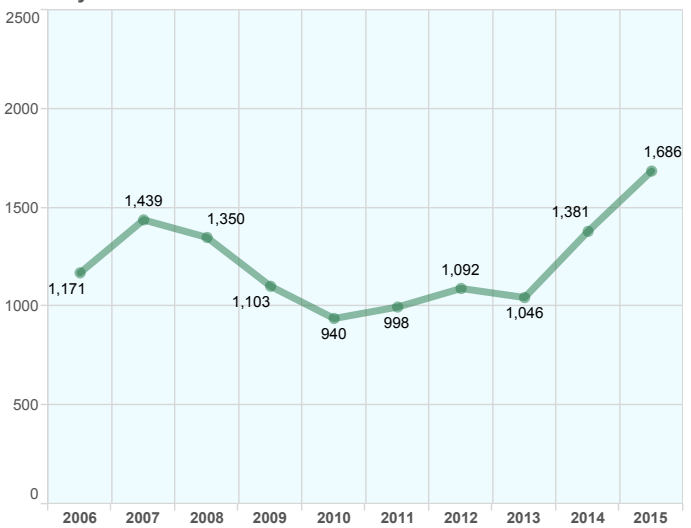
Rape



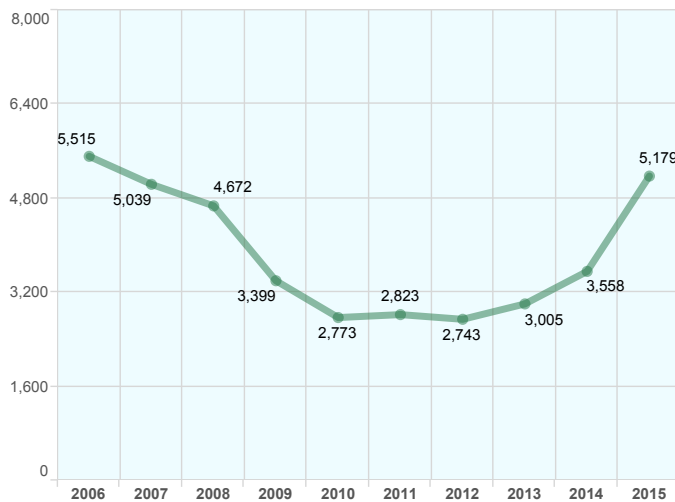
Aggravated Assault



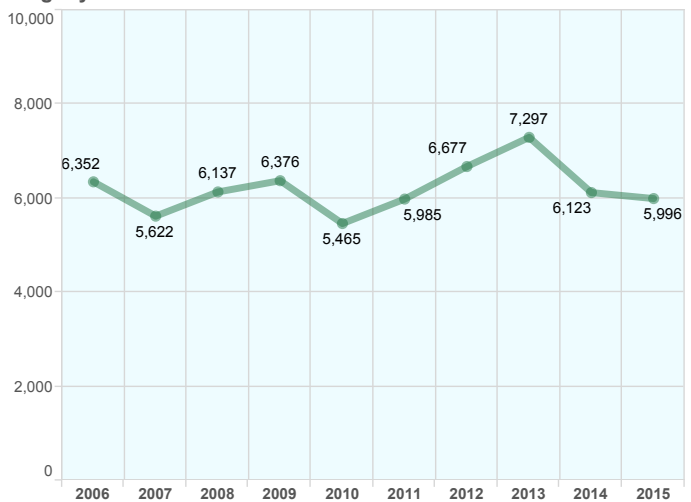
Robbery



Auto Theft

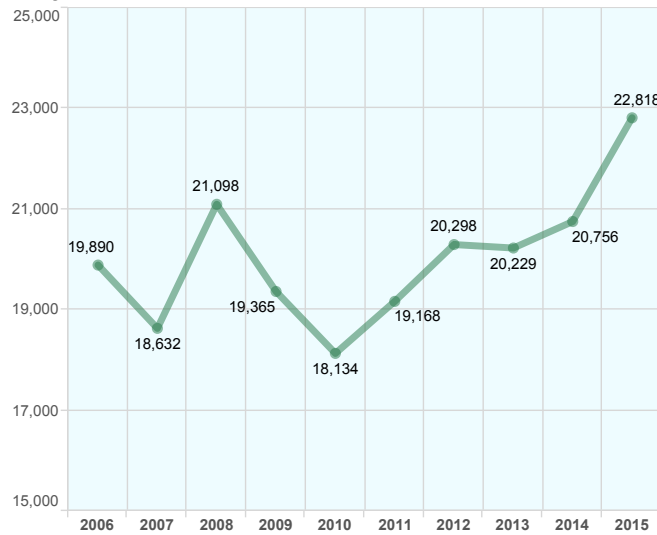


Burglary

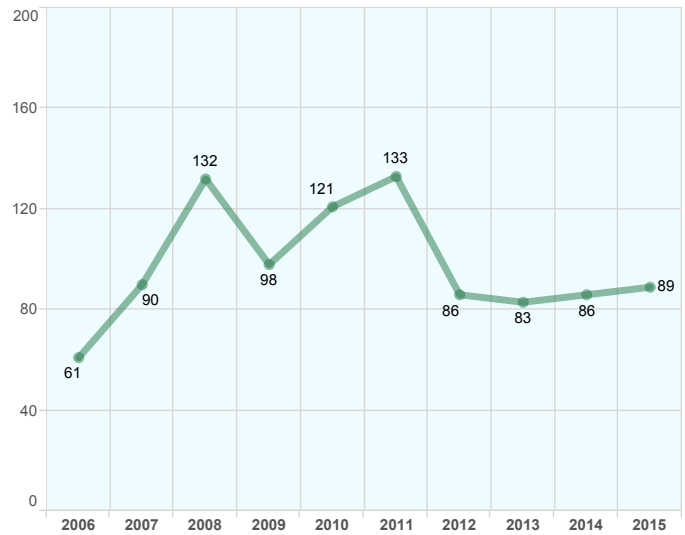


UNIFORM CRIME REPORT 2006-2015

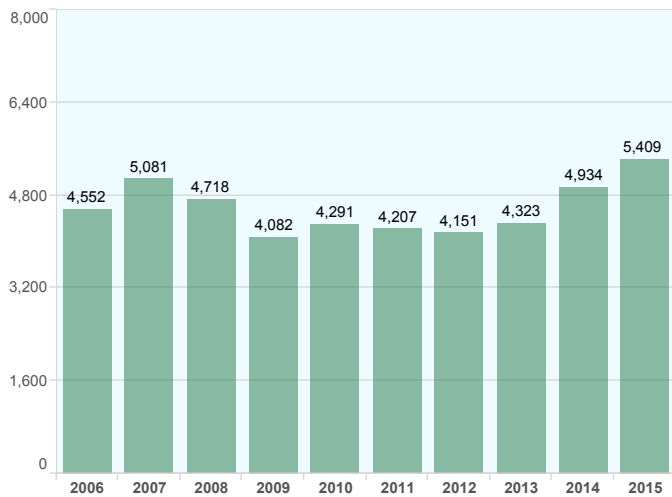
Larceny



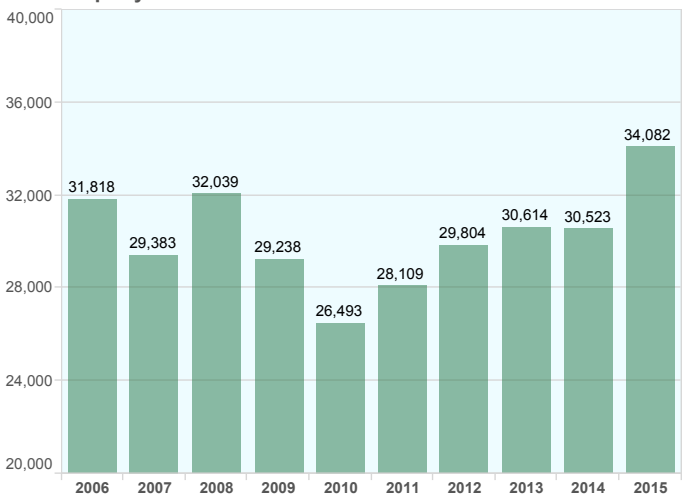
Arson



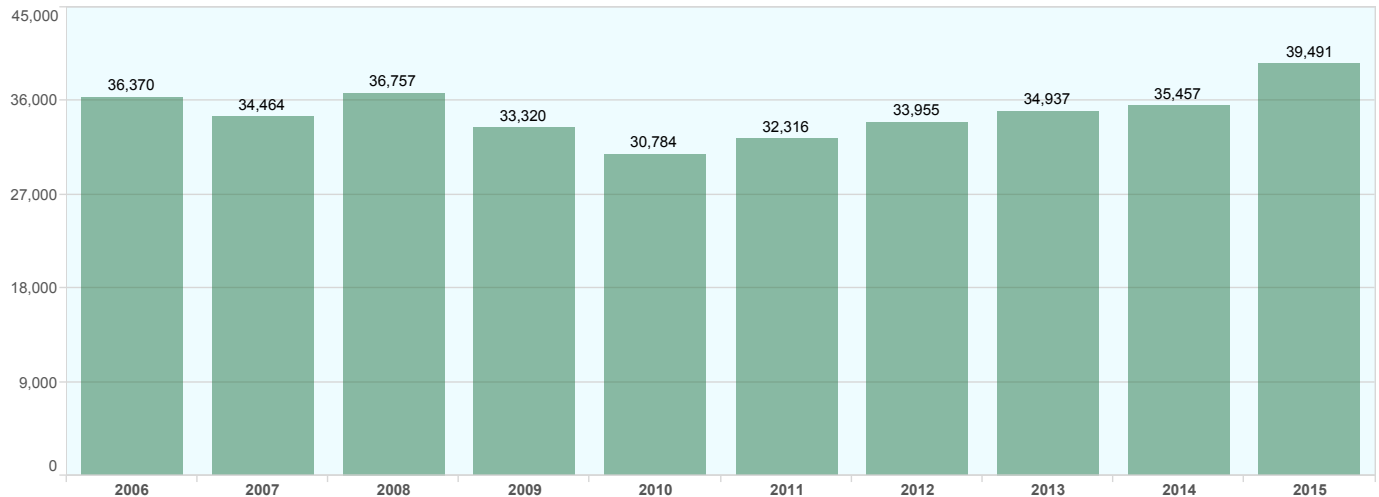
Total Violent Crimes



Total Property Crimes



Total Part 1 Crimes



UNIFORM CRIME REPORT

ARRESTS

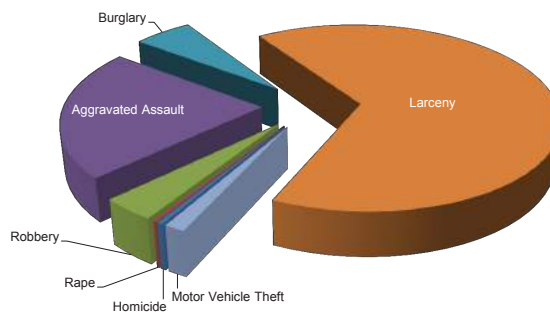
2015 Part I Crime Arrests

	Adult	Juvenile	Total
Homicide	27	5	32
Rape	15	1	16
Robbery	236	3	239
Aggravated Assault	1,375	75	1,450
Burglary	344	15	359
Larceny	4,063	412	4,475
Motor Vehicle Theft	89	13	102
Total	6,149	524	6,673

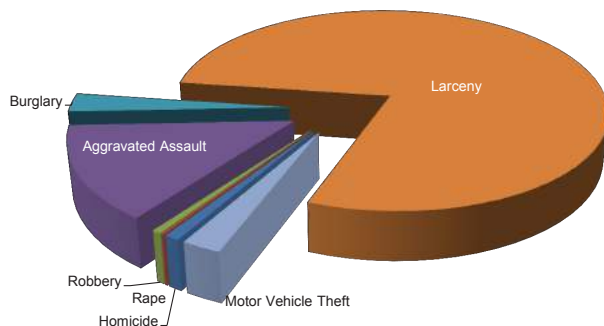
2015 Part II Crime Arrests

	Adult	Juvenile	Total
Arson	15	1	16
Simple Assault	4,306	202	4,508
Forgery/Counterfeit	101	0	101
Fraud	187	2	189
Embezzlement	74	0	74
Stolen Property	562	23	585
Vandalism	502	24	526
Weapons	90	5	95
Prostitution/Vice	46	0	46
Sex Offenses	22	0	22
Narcotics/Drug	874	46	920
Family Offenses	206	0	206
DUI	1,806	14	1,820
Liquor Laws	323	21	344
Disorderly	567	11	578
All Others	5,878	239	6,117
Total	15,559	588	16,147

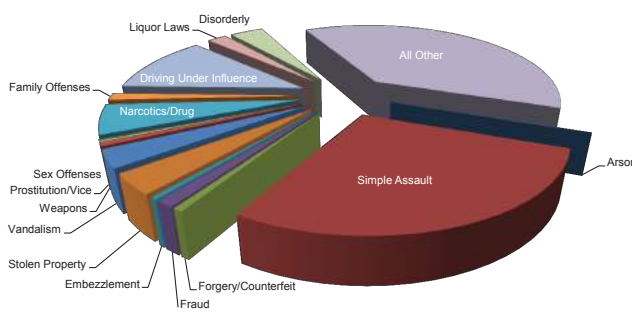
Part I Adult Arrests



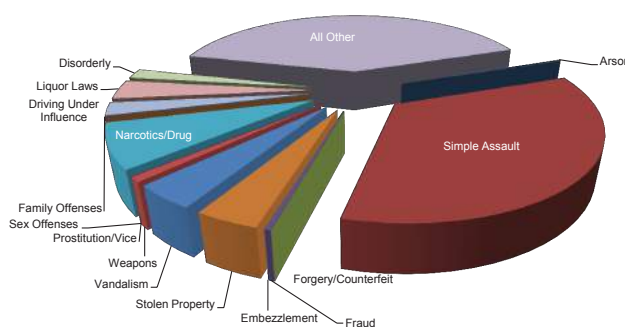
Part I Juvenile Arrests



Part II Adult Arrests



Part II Juvenile Arrests



Number of Arrests (Total)

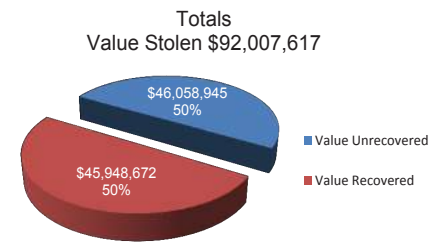
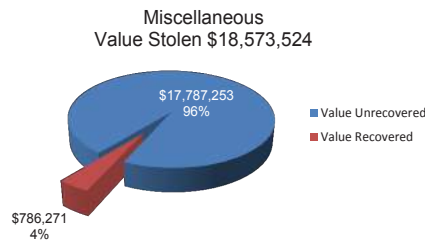
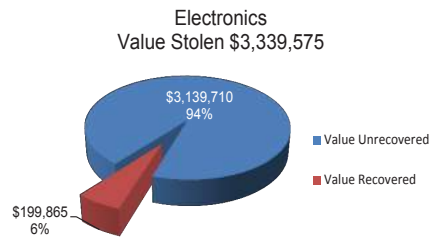
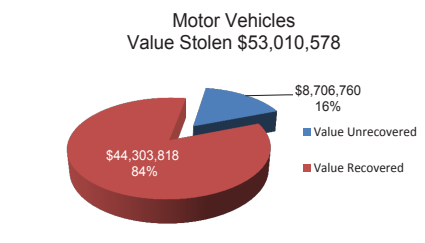
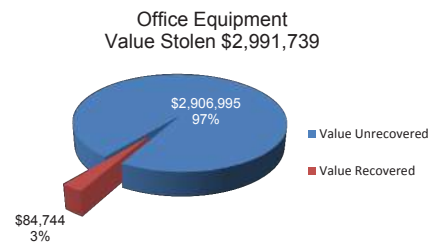
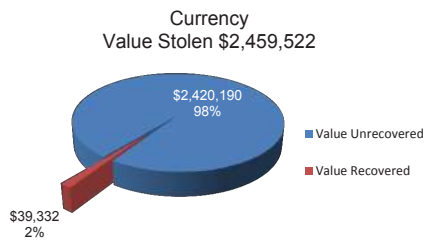
22,820
annually

1,890
every 30 days

63
every day

3
every hour

TYPE & VALUE OF PROPERTY STOLEN



A Violent Crime occurred every hour, 37 minutes and 10 seconds

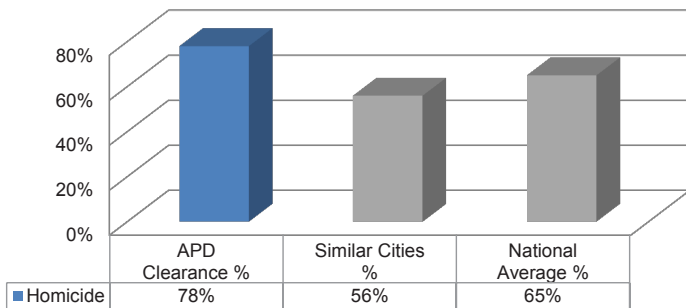
- One homicide every 7 days, 22 hours and 26 minutes
- One rape every 21 hours, 40 minutes and 59 seconds
- One aggravated assault every 2 hours, 40 minutes and 35 seconds
- One robbery every 5 hours, 11 minutes and 45 seconds

A Property Crime occurred every 15 minutes and 28 seconds

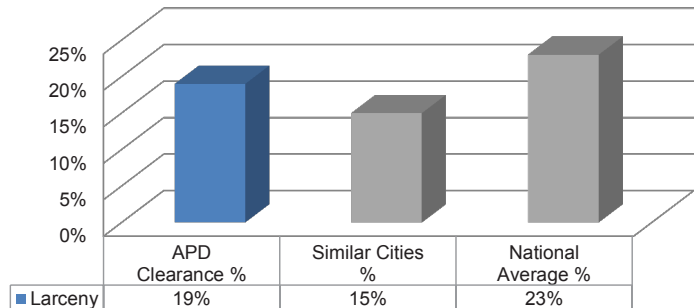
- One auto theft every 1 hour, 41 minutes and 29 seconds
- One burglary every 1 hour, 27 minutes and 40 seconds
- One larceny every 23 minutes and 2 seconds

UCR CLEARANCE RATES

Homicide



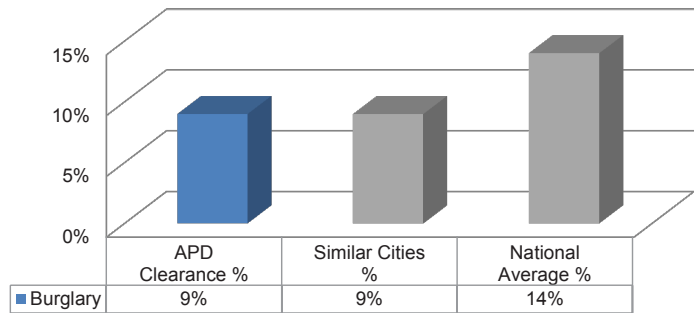
Larceny



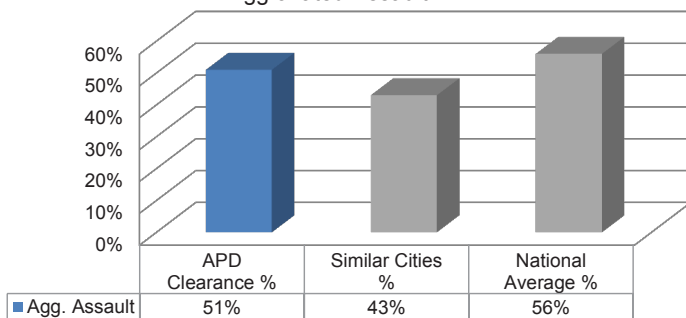
Rape



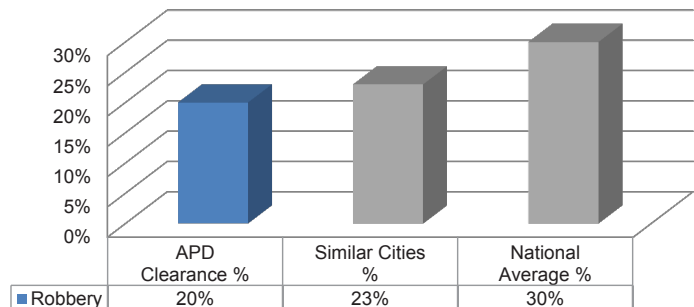
Burglary



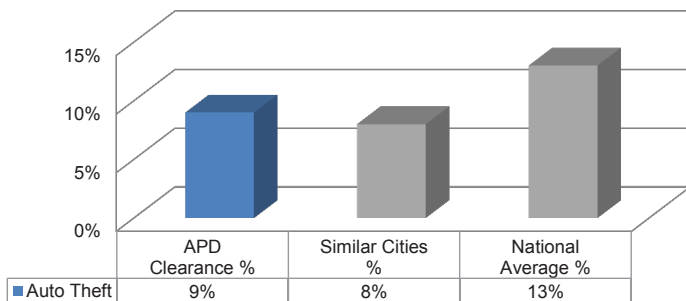
Aggravated Assault



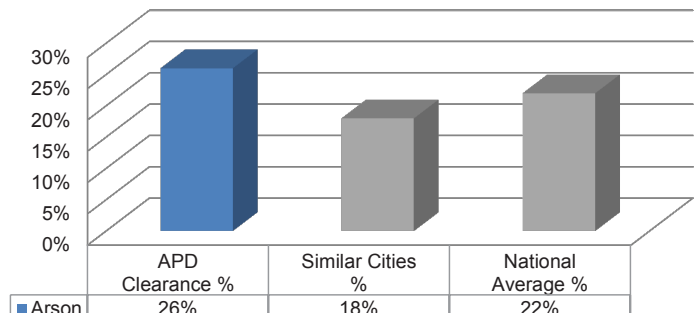
Robbery



Auto Theft



Arson



Similar cities = 500,000 to 999,999 population (Group 1 subset) http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2014/crime-in-the-u.s.-2014/tables/table-25/table_25_percent_of_offenses_cleared_by_arrest_by_population_group_2014.xls

COMMUNITY OUTREACH



COPS FOR KIDS



SIXTH ANNUAL AWARDS BANQUET



UNIFORMED OFFICERS OF THE MONTH



**January
Jordan GRADY**



**February
Vicente MARTINEZ**



**March
Christopher KEELING**



**April
John GARCIA**



**May
Benjamin DAFFRON**



**June
Jonathan MARES**



**July
Shannon MIERA**



**August
Edward BURCHELL**



**September
Shaune REESE**



**October
Jonathan FRANCO**



**November
Gerard BARTLETT**



**December
Fred DURAN**

UNIFORMED OFFICER OF THE YEAR

Officer Gerard Bartlett was selected Uniformed Officer of the Year. Officer Bartlett began his career with the Albuquerque Police Department as a Police Service Aide in 2006 and graduated from the Academy in 2011. Officer Bartlett is currently assigned to Team Five, Southwest Area Command, Field Services Bureau. He is also a member of the Crisis Negotiation Team and an active Gang Suppression Officer.

Officer Bartlett is an exemplary officer whose tireless efforts ensure citizens are protected and offenders are taken into custody. From the onset of the bid, Officer Bartlett assisted another area command by responding to a call to check a residence for possible felony offenders. When he arrived, he observed subjects matching the provided description run into the home. Without hesitation, he directed officers into the area and communicated with the occupants via a public address system. Due to Officer Bartlett's negotiation abilities, all occupants were safely taken into custody, preventing a possible SWAT activation. He has since utilized these same skills on similar calls and has become the go to person among his peers.



During another incident, Officer Bartlett was dispatched to a domestic dispute where a victim had been held against their will by the offender. The offender repeatedly blocked the egress of the residence and even used a belt in an attempt to strangle the victim throughout the ordeal. Desperate to escape, the victim jumped out of a second story window. Immediately Officer Bartlett completed an arrest warrant for the offender who had left the area. Once the offender was successfully located and arrested, he confessed to all of the charges.

It is with great honor to recognize Officer Bartlett as the 2015 Uniformed Officer of the Year.

NON-UNIFORMED OFFICERS OF THE MONTH



January
David NIX



April
Gerald ROACH



May
Matthew MCELROY



June
Troy NICKO



July
Verlanda TSETHLIKAI-NATEWA



August
Lisa BARRICK-NEIL



September
Juliana SERNA



October
Diane DOSAL



November
John GALLEGOS



December
Carl ROSS

NON-UNIFORMED OFFICER OF THE YEAR

Detective David Nix was selected Non-Uniformed Officer of the Year. Detective Nix graduated from the Albuquerque Police Academy in December of 2008. He is assigned to the Criminal Investigations Bureau, Property Crimes Division, Burglary Unit.

Detective Nix is one of the Burglary Unit's top producers with impressive monthly statistics, clearance rates, and investigative skills. Recently during an arrest, he got an offender to admit to an additional 39 burglary cases. Frequently he will take on additional cases above his normal case load, often including the Automated Fingerprint Identification System (AFIS) and Combined DNA Index System (CODIS) cases. Even though he is a remarkable detective, it is his character which sets him apart.

Detective Nix's devotion to the victims and his concern for their wellbeing is unwavering. During one incident involving the investigation of a violent home invasion where an elderly victim was tied up and another one shot, he remained in contact with the victims throughout the investigation. Due to his rapport with the Criminalistics Laboratory, he had blood samples taken from the case tested quickly, resulting in a positive identification of the offender and an immediate arrest.

Detective Nix's commitment is not just limited to citizens. He will gladly assist any of his peers throughout the department. Recently, he inquired into the status of an investigation conducted by another unit. It was agreed that his assistance would be needed. He helped in obtaining an additional search warrant and amending the original warrant. In addition, he got the warrant approved through the District Attorney's Office and signed by the judge. He also provided assistance in locating the weapon used in the crime.

It is with great honor to recognize Detective Nix as the 2015 Non-Uniformed Officer of the Year.



CIVILIAN EMPLOYEES OF THE MONTH



January
Adele LUCERO



February
Antoinette TELLES



March
Anntoinette APODACA



April
Michelle ROMERO



May
Heather KELSOE



June
Michelle NUNEZ



July
Laura KUEHN



August
Anthony SIMOES



September
Margaret BALDONADO



October
Kate ROSOFF



November
Natalee DAVILA



December
Patricia SAVAGE

CIVILIAN EMPLOYEE OF THE YEAR

Ms. Heather Kelsoe was selected Civilian of the Year. Ms. Kelsoe has been with the Albuquerque Police Department since her assignment as a Community Service Assistant to the Organized Crime Unit (OCU) in February, 2014. Her attention to detail and inherent desire to assist investigative units within the Albuquerque Police Department and the private sector partnership with local retail asset protection professionals, CONNECT, is widely known and appreciated.

Ms. Kelsoe is an integral part of OCU's investigation team. Her assistance in complex investigations is remarkable due to her thorough knowledge and review of open source technology such as the CONNECT website, and other social media networking sites.

A recent example of Ms. Kelsoe's role in the investigation team involved three armed subjects committing robberies at local retail businesses. By utilizing social media sites, she identified one of the subjects and obtained additional background analysis. This information was essential for both OCU as well as the Gang Unit, leading to a successful arrest of the offender who also was involved in a homicide investigation.

In another incident, a male subject entered a business and attempted to shoplift several items. When confronted by store personnel, he displayed a knife and threatened the employees. Ms. Kelsoe recalled and recognized the offender from a previous posting on CONNECT several months earlier. Her keen recollection and identification of the subject, provided OCU with the information required in locating the offender and filing an arrest warrant, resulting in a successful arrest for aggravated assault.

Ms. Kelsoe's uncanny memory retention along with her dedication is a valuable asset to both OCU and the Albuquerque Police Department.

It is with great honor to recognize Ms. Kelsoe as the 2015 Civilian Employee of the Year.



TEAMS OF THE MONTH



**January
Southeast Team 8**



**February
Air Support**



**March
Southeast Impact Team**



**April
Southeast Team 7 (Pre June Bid)**



**May
Northwest Team 5**



**June
Crime Analysis Unit**



**July
Honor Guard Unit**



**August
Southeast Team 2**



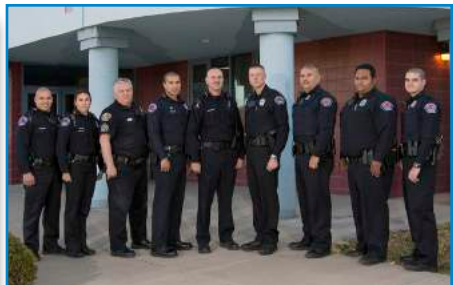
**September
Open Space/Search and Rescue**



**October
Northeast Team 1**



**November
Organized Crime Unit**



**December
Southeast Team 7 (Post June Bid)**

TEAM OF THE YEAR

The Albuquerque Police Department Honor Guard Unit was selected as the 2015 team of the year. The Honor Guard is currently headed by Sergeant Jose Sanchez. Active members of the Honor Guard include: Officers' Daren DeAgüero, Andrew Garcia, Lorenzo Garcia, Hector Guerrero, Eduardo Ibarra, Erica Lowry, Christopher Rody, Michael Schroeder, Tasia Sullivan; Detectives' Michelle English, Marcus Moya, Nelson Sanchez; and Lieutenant Jennifer Garcia.

The Honor Guard represents the department in several aspects within the community. Members are volunteers from various divisions and therefore have primary responsibilities in addition to their Honor Guard tasks. The Honor Guard is primarily tasked with the Presentation of Colors at city sponsored and community events.

They are the official Color Guard for the Twinkle Light Parade which kicks off the annual Shop and Stroll in Nob Hill each year. They also are the coordinator for the Statewide Blue Mass, City of Albuquerque Law Enforcement Memorial Ceremony, and the 9-1-1 Memorial Celebration. Although these are very important functions, the most significant mission of the team is the actual "Honor" and "Guard" of officers. These responsibilities include rendering honors at funeral and memorial services as well as guard duty of officers injured or killed in the line of duty. These assignments are often taxing on the members both emotionally and physically, but are also incredibly meaningful and much appreciated by the families for the sense of comfort they provide.

The team was involved in the hospital duty for Officers Lou Golsen and Jacob Grant. The team also provided full honors for fallen APD Officers John Kelly and Daniel Webster.

It is with tremendous gratitude to recognize the Honor Guard Unit for Team of the Year for their dedication to serve the community.



BOWDICH LIFETIME ACHIEVEMENT AWARD



BOB STOVER

Bob Stover served two terms as Chief of the Albuquerque Police Department, holding that position for a total of 11 years. He served from 1973 to 1980 and again from 1990 to 1994. Other positions included two terms as Bernalillo County Sheriff and Chief Administrative Officer (CAO) for the City of Albuquerque under the administration of Mayor Harry Kinny. During his time as Chief of Police, he instituted numerous programs and departments. These included the Internal Affairs Unit, K-9 Unit, Horse Mounted Patrol, School Detective Unit, Bicycle Patrol Unit, Take-Home Car Program, monthly open-house hours with the Chief (for officers to voice their concerns), and the 30-Day Ride Along with the Chief so officers could understand his position. With the suggestion of Officer Greg MacAleese, they developed the nationally recognized Crime Stoppers Program - which would become a national organization assisting law enforcement in capturing fugitives. The City of Albuquerque and the Albuquerque Police Department recognized Chief Stover's service to the community by dedicating a building in his honor. The Bob V. Stover Leadership Academy was dedicated on June 6, 2012. Unfortunately, on September 24, 2015, Chief Stover lost his courageous battle with lung cancer. It is with great honor to recognize Chief Stover with the Bowdich Lifetime Achievement Award.

CHAPLAIN OF THE YEAR

Chaplain Ann Montoya has been with the Chaplain Unit since May 2012. She is the coordinator for both the Northeast and Foothills substations. She is active at both of her substations. She offers weekly devotions to officers and staff and coordinates Operation Hope at both substations. Chaplain Montoya is the chaplain point-of-contact for the annual awards and appreciation banquet. She was the Thanksgiving dinner coordinator for the Chaplain Unit for 2015. She serves on the Advisory Board for the unit. She volunteers for many extra duty days when the chaplains are short-handed. Chaplain Montoya's tireless service to the Chaplain Unit, the men and women of APD, and the citizens of Albuquerque is greatly appreciated.



ANN MONTOYA

APD PROMOTIONS & RETIREMENTS

2015 PROMOTIONS

COMMANDERS:

JJ Griego • Jeffrey S McDonald • Shane Rodgers

LIEUTENANTS:

Lena T Deyapp • Jennifer L Garcia • Mizel Garcia • Michael Medrano
Ferris A Simmons • Mark A Velarde • Gregory E Weber • Zachary L Wesley

SERGEANTS:

Michael K Brodbeck • Kyle N Curtis • Diane Dosal • Jim A Edison
Sean Higdon • Aaron M Jones • Roger J Legendre • Matthew McElroy
Christopher A Patterson • Deanne D Rush • Bernie Sanchez • Christopher M Schroeder
Amy J Sedler • Anthony J Sedler • Ashley A Stephenson • Amanda C Tapia
Joseph Sanford Viers • Nicholas Wheeler

CIVILIANS:

Luane M Alatorre • Stacy M Apodaca • Jackie M Babcock • Brianna A Berged
Naomi H Buckman • Robert M Casaus • Janelle L Chavez • Brian L Drake
James R East • Andrew Elliot • Tylai Bradford Fox • Marie A Francia
AdamPaul D Garcia • Samantha Garcia • Sean D Gassner • Mohemmad S Hansia
Raquel Hernandez • Clifford J Hilliard III • Dawn R Hoffman • Denise L Hovey-Thomas
Kevin D Kisiel • Gabrielle A Loveless • Denise Lozano • Melissa J Lyon
Natalie R Maes • Joann C Moomey • Amanda R Morefield • Luis A Rico
Bryan Jack Rojas • Samantha J Stefoin • Antoinette Telles • Amy L Thompson
Lita Villicana • Rudy Wright

2015 RETIREMENTS

SWORN OFFICERS:

Michael Archibeque • David Baca • Larry Bailey • Scott Barnard • Judy Bazan
Les Brown • Daniel Campbell • Shawn Casaus • Luis Castaneda
Andrew Drexler • James Fox • Christine Frank • Arturo Gamboa • Esther Garcia
Nicholas Gonzales • Paul Hansen • Christopher Harmon • Louis Heckroth
Cameron Johnson • Warren Kelm • Kerry R. Kendrick • Chris Kerlin • Michael Kleinfeld
Ross Kocina • Scott Lafayette • Rudolph M. Llamas • Donald Lopez • William Lovett
Gabriel Mares • Darcy Mcdermeit • John Mings • Belinda Mock • Franklin Mock
Jamie Mueller • Frank Munoz • Christopher Passeno • James Perdue
Matthew Pina • Stephen Powers • Ron Quintana • Devonna Roberts • Ambrosio Rodriguez
Peter Romero • Kevin Rowe • Johnny S. Salas • Natalie Sanchez • John Scott
Todd Sierra • Christopher Silva • Zackariah Stephenson • Tomoyoshi Steward
John L Stott • Glen Stout • Ronald Surran • Michael Swanson • John Thies
Steven Vining • Scott Weimerskirch • Mike Whisonant

CIVILIANS:

Deborah Armstrong • Betty Sanchez-Newland • Bruce Minchow • Deborah Rainaldi
Maria Silos • Mary Veronica Lerma • Karen Salazar • Elaina Sims
Debra Andrews • Gail Reeves • David C Young
Kevin Killpack • Marty Sprunk • Michael Sullivan

2015 ACADEMY CADET CLASSES



112TH CADET CLASS



113TH CADET CLASS

WE REMEMBER



GREGORY AVILA (APD) – Gregory passed away on August 24. While serving with APD, Gregory was shot twice in the line of duty, taking a total of six bullets; four in 1976 and two more in 1981. He also served his country in Vietnam.



ERMALINDA BACA (APD/CIV) – Ermalinda passed away on September 15 at the age of 70.



JACK CAIRNS SR (APD) - Jack passed away on June 4 at the age of 89. He had a long career in law enforcement with the Albuquerque Police Department and Government Security. He was a member of the National FBI Association, and a Veteran of WWII and the Korean War.



LUIS M. "Lou" CHAVEZ (APD) – "Lou" passed away on March 20 at the age of 53. He retired from the Albuquerque Police Department after 30 years of service. He served as a motorcycle officer, pilot, school resource officer, open space patrolman and was a special escort to Presidents Bush, Clinton, and Ford.



LUIS O. CHAVEZ (APD) - Luis passed away on April 19. He was a proud retired Lieutenant with the Albuquerque Police Department. He served 25 years with APD followed by more than 20 years as a private investigator. Luis coached the Albuquerque Police Department football team and was also an Air Force veteran.



ARTHUR DE POI (APD/CIV) – Arthur passed away on May 6 at the age of 83. Arthur worked as a mechanic for the Albuquerque Police Department. Before working for APD, he retired from the United States Navy as a Chief Petty Officer in 1967.

DYLAN FAETH (APD) -



CORDY LEE GARCIA (APD) - Cordy passed away on June 30 at the age of 79. He joined the Albuquerque Police Department in 1957 and retired in 1984. He also joined the US Marine Corps Reserves in 1952 and was discharged in 1960.



GREG GORAL (APD) – Greg passed away on August 16. He served ten years with the Albuquerque Police Department where he was awarded a meritorious medal for his actions during an apartment fire. In 2004, Greg moved to the state of Washington where he served as an officer for the University of Washington and a commander for the Black Diamond Police Department. Greg also served in the United States Air Force as a Senior Airman from 1990 to 1994.



JOHN P. KELLY (APD) - John passed away on March 26 in the line of duty after collapsing during a crisis intervention training exercise. He was a nine year veteran of the police department and served as a patrol officer, training officer, and detective. (see page 6)

TOM LA DOUX (APD VOLUNTEER)



JOHN MESSIMER (APD) - John passed away on December 23 at the age of 52. He served in the Albuquerque Police Department for over 20 years. John received the department's highest honor, the Medal of Valor in 1987 for his actions when his partner, John Carrillo, was shot and killed in the line of duty.

WE REMEMBER

ROBERT MOODY (APD) - Robert passed away on April 28 at the age of 74. He retired from the Albuquerque Police Department after 20 years of outstanding service. Robert also proudly served his country in the United States Marine Corp.

BRENDA MORRISON (APD VOLUNTEER)



MANUEL PADILLA JR. (ALBUQUERQUE AVIATION PD) - Manuel passed away on July 30. He was employed with

the City of Albuquerque in 1964 at the Albuquerque International Airport where he was a police officer. He retired as the first local Chief of Aviation Police for the City of Albuquerque in 1988. He was also a member of the FOP and the Sandoval County Sheriff's Posse.



SAM ROMERO (APD) - Sam passed away on February 24 at the age of 88. He enjoyed a 30-year career with the

Albuquerque Police Department and wore his badge with pride. Sam also served in the United States Army.



SIGILFREDO "SIG" SANCHEZ (APD) - "Sig" passed away on October 7. He was a lifetime New Mexico law enforcement officer.

He spent 27 years with the Albuquerque Police Department. After serving with APD he went on to serve as Chief of Police in both Belen and Tucumcari. He was also a veteran of the United States Air Force.

DONALD "DONNY" SMITH (APD) - "Donny" passed away on June 29. While attending the Albuquerque Police Academy, he was drafted into the Air National Guard and attended classes in both the Guard and Academy at the same time. He served in Vietnam before finishing his career with the police department. While with APD, he rode motorcycles, flew the police airplane, and retired as a detective.



BOB STOVER (APD/BCSO) - Bob Stover passed away on September 24. He served two terms as Chief of the Albuquerque

Police Department, holding that position for a total of 11 years. He also served two terms as Bernalillo County Sheriff. During his time as Chief of Police, he instituted numerous programs and departments. The Bob V. Stover Leadership Academy is named after him. Chief Stover was recognized this year with the Bowdich Lifetime Achievement Award. (see page 66)

ROBERT VAN REETH (APD)



DANIEL S. WEBSTER (APD) - Daniel passed away on October 29 from injuries sustained during a traffic stop where

he was shot multiple times. He served nine years with the Albuquerque Police Department. Daniel also served 20 years in the United States Army. He was named Officer of the Year for the Albuquerque Police Department in 2013. (see page 6)

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



**EMERGENCY
DIAL 911**

POLICE
City of ALBUQUERQUE



**This report and other Albuquerque Police
Department reports and information may be found
online at www.cabq.gov/police**