



Minutes of the Northwest Area Community Policing Council

Regular Meeting

Tuesday, June 20, 2017

Northwest Area Command

10401 Cibola Loop NW

Albuquerque, NM 87120

1. Call to Order

Chairperson, Eric Jackson, called the meeting to order at 6:00 p.m. (MST) on Tuesday, June 20, 2017.

BOARD MEMBERS PRESENT:

Chair Eric Jackson

Eric Nixon

Jill Greene

Judy Kanester

Thomas Borst

Yolanda Sanchez

Lt. Scott Norris

Pete Gelabert

Sandy Pino

STAFF PRESENT:

Celina Espinoza, APD

Nicole Lucero Chavez, APD

David Gold, Facilitator, Office of Diversity and Human Rights

CITIZENS PRESENT:

15+ Citizens attended.

2. Agenda

Jill Greene's motion to approve the June 20, 2017 agenda, seconded by Eric Jackson's, passed unanimously.

3. Minutes

Jill Greene's motion to approve the May 16, 2017 minutes, seconded by Eric Jackson, passed unanimously with a note to change the park name to Shawn McWentz park change.

4. Area Command Update

Lt. Norris gave the update. There is still property crime.

Q: When does the PAC start? We're getting Lieutenants together and hammering out policies. We want uniformity in policy. For example Use of Force (UOF) is done different ways. Each area command has different needs, population, uniformity. We need manpower to fill uniform slots. A class graduated 1 month ago. It's a 4 month class. City councilors are on-board with it.

Q: Plans for the 4th: I Live in Ladera Unser. Seems more frenetic each year. Last year mortar rounds were stressing. There are reports from combat vets, and it rattles them. Goes on for two weeks before and after. The night of the 4th we were given a number to call. We're told you must witness person lighting firework. Maybe a preventative plan would work?

I don't know of anything. Busiest time of year is summer. I don't know about OT for contact patrols. The Fire Department usually takes care of that. It's hard to take enforceable actions. There is a handful of misdemeanor crimes that we can put cuffs on. Other misdemeanors must occur in an officer's presence.

Q: Is manpower representative of the area? It's relative to the calls for service.

Q: How much does race play into how you distribute manpower? Not at all. Race is irrelevant. It all has to do with communications skills. SE command has largest # of African-Americans. Officers are based on seniority, not race. Q: Does that really work in reality? We need to communicate with everyone on the same level. We take Cultural Diversity Training classes, so we understand cultures better.

Q: What is the basis of the training? Is a person of race a teacher?

First see everyone as a human being.

Q: Where are you getting this information from? Classes have lesson plan and curriculum. I can get representatives from the academy. An Independent Task Force reaches out to different communities to find members to teach. They made up lessons plan freely. Why do different groups react differently? APD doesn't create the training, the task force does. There is a pdf on Bias. We provide the same level of police service to all citizens. This also prevents profiling based on the group. For example Native Americans don't make eye contact because it's rude. We normally expect eye contact, so officers need to take it into account.

5. CPOA/POB Update

None.

6. Presentation: APD Recruiting and Training: Russ Alberti

I am the recruiter for APD. I've been with the department for 9 years. Third career began at age 50. Taught high school. Had business. Officer Buck got me interested. This is best job I've ever had.

A study came out 2 years ago. APD is in the top 10% of departments whose makeup reflects population. We recruit with no regard for race and ethnicity. We are very short handed right now.

It is an arduous process. 1500 applied. 500 came to test. 35 got in. It is the same for cadets and lateral transfers.

PSA can investigate peripheral crimes. PSAs get \$14.40/hour. Can work part-time and get city benefits. Class started with 48, had 8 PSAs. Psychological evaluation is different, mostly same as officers.

80% of interest comes from the Internet. Our web site is state of the art. It is a template for the state. It took 1 ½ years. APDOnline.com. We need to be a US citizen. Must have at least 32 college credits. You get 28 in the academy. With 2 years active duty or 4 years reserve, you can waive 32 credits. 2 years PSA. We test a lot of out-of-staters. 15-20% of applicants are from out of state.

Interest cards will either qualify you or disqualify you. There is a physical section and psychological assessment. DWI convictions are a 5-year disqualifier. Marijuana 3 years. Other drugs 5 years. They will be subject to polygraph and psychological evaluation. If you are 24 years old and not in large debt you can apply. How mature and responsible are you?

Assume you qualify and make it into weekend tests. They are Fri, Sat, Sun, every other weekend. Tests are for ethics, grammar, and spelling. Also the city entrance exam. It's graded on the spot and you must have 70% or greater. Personal history includes the last time you used drugs, work history, everywhere you have lived. It gets sent to polygraph. We interview people the same day.

There is a physical ability test, 15 pushups, 27 sit-ups, and a 1 ½ mile run at 7:30AM. At 8:30 there is a reading and vocabulary test. You must know how to read and write. You must include all transcripts. High school and college. We won't work background until we have documents.

Q: How do you handle weird schools? Home school? Religious schools? We make due without if there are none.

Q: Do you accept GED? Yes

Q: Is alcohol a drug? We ask how often they use it. Often there are brushes with the law. DWIs are tough but possible.

Q: Student loans? If in deferment OK. We look at collections and minimal payment.

Q: Collections? Debt to income ratio? We don't check credit ratio. If someone has a payment history it's OK.

Q: Testing in Spanish? Only English.

Sunday: written psychological and interpersonal tests. Tests will weed people out. Will be used for a 1 on 1 interview with a psychiatrist. You can appeal and come back a year later. Looking for behavioral tendencies or triggers. We use the MMPI test. Serious non-conformities. Psychiatrists will recommend course of counseling, then you are cleared.

Anything we can do to filter people out is good. All law enforcement is short-handed. I actively recruit veterans. We got a Freedom Award for treating veterans well. If you fail, we do not give you details. Otherwise you could use the info to hide things better in a subsequent test.

We start the background process within 2-3 weeks. Originally we had 12 backgrounders and 6-7 recruiters. Now we have half the backgrounders and 1 recruiter. We look at drugs, and criminal history. Every contact with police. Honesty is paramount. There are crosschecks. A polygraph follows.

In the academy you get \$19/hour, and up to \$5K. Sometimes there are pre-hire jobs available.

Polygraph can fail. We contract out to a company. You must pass Department of Public Safety exam. Then an interview with 4 members of the command staff. Military Certification by Waiver can reduce needs. You can go to lateral academy.

The physical is usually 3 weeks prior to the academy. There are state standards. Like the psychology test, if they say NoGo, it's over. The State requires physical fitness, medical, and a background check.

Statistics. In academy class after 50 started, 2 left after a week. We provide most equipment, and uniform. It can cost \$1800. Last class we started with 35, 33 passed. Not much out of state interest.

Attrition: in 1 year, we graduated 113, 100 left to attrition.

We have the best benefits package in the country. 20 years ago law enforcement was popular.

Q: Max capacity of class? Any. We'll get people in there.

Used to be if you dropped out there were plenty to take their place. Now we don't want to lose good people.

The problem is not recruiting, it is retention. If you go through our training any dept will pick you up. After 2-3 years, they can lateral to Phoenix, or Seattle. A lot of officers are looking at money.

Last year we had 8000 auto thefts. We have 6 auto theft detectives. El Paso had same #, but 25-35 detectives.

Per capita our murder rate is very high.

The department should have 1100 officers and we have 852. What level of stress are we putting on officers? It's hard to recruit lateral and rookies due to the Settlement Agreement. We are not a better police dept because officers are scared of over-scrutiny. Media outlets have said, they will never run a positive story on APD. If I have to use force, I am worried about media. There is paralysis by analysis. There are somethings that makes us great. Others that are unreasonable.

We like cameras. We can glean a lot of information. Didn't like early cameras. I don't like how cameras can skew perception of what happened.

Q: City/County merging? I feel there is a difference between county and city. Why combine with a department that is in a settlement agreement. We are trying to create a different culture.

Q: I was born here and have 3 multiracial children. We're missing the mark trying to do right sometimes. I would love to see culture change to say why aren't we talking more to officers with no issues. Make them safe in a culture. One son, was traumatized by officers. I would like more honest looking at all the elephants in the room. There are some bad officers?

Q: Culture change? No one says the dollar stops here. The Mayor is too busy putting on a good show.

In Rio Rancho there is support for first responders. I don't feel supported by the administration in ABQ. BSCO pays < 75-80K, for new vehicles. ABQ pays > 90K. We must have conversations with officials about things like ¼ sales tax for equipment.

In the City there is a lot of finger pointing, but no transparency. If there are problems with lack of resources, put it on the web site, so people will know. We are leery about talking about problems because of our careers.

Next month we'll talk about issues of what officers would like to speak freely about.

Other area commands have less support for officers. In NW people love their officers.

We doubled the amount of testing dates. For out of state people we will try to accommodate. We advertise on indeed.com. Change will happen with new officers. Change and culture shift takes time.

7. Old Recommendations

Safe Zones

The Department will have media blitz this week. The policy in is place. Now there is a remote camera that will automatically record and RTCC will be watching.

8. New Recommendations

Next month, let's look at making the changes we want to see.

9. Matters from public

None.

10. Adjournment

There being no further business to be brought before the Board, Chairperson Eric Jackson reminded everyone of the next Regular Meeting of the Council on Tuesday, July 18, 2017 at 6:00 p.m. at the Northwest Area Substation. The meeting adjourned at 8:00 p.m.

SUBMITTED:

READ AND APPROVED:

Mr. David Gold
Secretary to the Board

Mr. Eric Jackson
Chairperson of the Board