



**Minutes of the Northwest Area Community Policing Council**  
**Regular Meeting**  
**Monday, August 15, 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, August 15, 2017.

**BOARD MEMBERS PRESENT:**

Chair Eric Jackson  
Jill Greene  
Yolanda Sanchez  
Judy Kanester  
Eric Nixon

Major Arturo Gonzales  
Lieutenant Scott Norris  
Sandy Pino, APD Crime Prevention Specialist  
Pete Gelabert, APD Crime Prevention Specialist  
Nicole Chavez-Lucero, APD Community Outreach Coordinator  
Jessie Lawrence filling in for Dave Gold, CABQ Contract Facilitator

**CITIZENS PRESENT:**

Approximately 12 citizens attended.

**2. Pledge of Allegiance**

**3. Approval of Agenda**

Jill Greene's motion to approve the August 15, 2017 agenda, seconded by Chair Eric Jackson, passed unanimously.

#### **4. Approval of July Minutes**

Jill Greene's motion to approve the July meeting minutes, seconded by Chair Eric Jackson, passed unanimously.

#### **5. Area Command Update**

Acting Commander Scott Norris provided the area command update. He will be working as acting commander until a lieutenant is promoted or an existing commander is transferred.

He provided an update on a recent tactical operation related to POP. The area command was approved for overtime to address West Bluff Shopping Center issues, and utilized two additional 6-hour blocks of overtime, 9:00 AM – 3:00 PM and 3:00 PM – 9:00 PM on Mondays, Wednesdays, and Saturdays. A team of two officers and supervisor was assigned. They have to make contact with all businesses at least once during shift, and then do proactive policing. They teamed up with the Silvermans, who own the shopping center, and they have been extremely helpful.

- Q; Where is West Bluff?
  - Just north of the freeway, east of Coors. Walmart, Chili's. Home Depot, Staples. Most of the property is owned by Silvermans. They were proactive in reaching out and making efforts.
- TAC plan right now will run through 8/26. After that, plan to try to extend what's going on without overtime or TAC plan.

Major Art Gonzales, the major of Field Services West, introduced himself. He covers the Northwest, Southwest, and Valley area commands.

- Q: One of problems with area commands is that they switch personnel every year.
  - A lot of the situations we can't help, e.g., attrition, retiring. In the interim, you're in good hands with Lt. Norris. He will be sticking around. I hope the next commander will be around for a longer time.
- Q: It's my understanding that police get to bid on where they want to go each year. The problem is that when people get to know the area, they're gone.
  - Bid does not affect area commanders; those are appointed positions at the will of the chief. Lieutenants, sergeants, and officers bid, and you will get some new faces. Lt. Norris is in a specialized position, and he is here for three years.
  - Bid is based on seniority and protected by collective bargaining. Only time that doesn't come into play is with brand new officers. There is a new graveyard lieutenant, Lena Deyapp. At a certain point, based on seniority, officers have earned the right to make requests about where

they have to work and who they want to work for. Other people that will definitely be staying are the crime impact team, and the vast majority of beat officers will be staying the same.

- Q: One issue that we're seeing now is that the attrition/hiring issue exacerbates. We have a deficiency in officers, and it's been identified that we need to hire more officers so we don't have the turnover and we have the consistency. Is it feasible to ask an incoming commander to stick around for a certain period of time?
  - Depends on the situation, of course. It's where the commander is needed the most. In general, a commander is placed where is needed and where he can do the best.
- Q: If the CPC has questions about the bid process, where should we go?
  - Arturo Sanchez with APD, or the president or vice president of the Albuquerque Police Officers Association.
- Q: The frequent bid process seems to be counterproductive to community policing. It's almost like saying officers are moving in and out of houses in the community.
  - The plan is to provide a PACT team to Lt. Norris that will know the area and stick around and understand how to address issues. Those teams would have a three-year bid.

## **6. CPOA/POB Update**

No update.

## **7. Old Business**

### **a. Seeking Input from Officers**

#### **i. Suggestion/Comment Box**

#### **ii. Online Suggestion Box**

#### **iii. Other Ideas?**

Chair Eric Jackson said that the suggestion box will be ordered soon, and he will work with Lieutenant Norris or the new commander about how to best implement it. He said that the more ways to get input, the better.

## **8. New Business**

### **a. Revising Guidelines**

### **b. Management Training for APD Staff?**

Chair Eric Jackson said that the CPC chairs have met and had discussions about revisions to the CPC guidelines, and he will have another draft to share with everyone soon.

Chairperson Jackson asked APD to explain what kind of training is provided for officers who are promoted, such as the new commander. Major Gonzales explained that there is significant training when officers are first promoted to first-line supervisor. After that time, there is not a mandate for certain training, but there are opportunities for training provided by outside educators and paid for by APD or the union. Lieutenant Norris added that there is also on-the-job training provided for lieutenants and that he has always received support to participate in outside trainings.

- Q: What about budgeting training?
  - Managing budgets doesn't really occur until the commander level, and most budget requests go through a significant internal decision-making process.
- Q: How do you know the manager can do the minimum job?
  - That is part of the promotion decision-making process, and training is outside of that.
- Q: Was the training system in place before the consent decree?
  - Yes, but it has become more robust. There are mandates for specific training that weren't there before. Nothing in the settlement agreement requires general management training.
- When the consent decree says, "Management is failing to...", I have a concern that suggests management isn't getting the right training.
- Q: Is it because of the union that management training isn't mandated?
  - No, this isn't something that the union is involved in.
- Q: Where does the partnership with the mental health advisory committee stand?
  - There has been a partnership since the settlement agreement. Some CIT members will be doing a presentation on the partnership at the International Association of Chiefs of Police. Some of the practices and partnerships are being looked at as best practices.
- Q: Were there adjustments to APD mental health practices after the Boyd shooting?
  - Adjustments started to be made after the shooting, and after the settlement agreement some partnerships were spearheaded.
- Q: Has training and education been an incentive to get officers to stay?
  - A lot of officers who may stay for a few years are pretty marketable because of the training they have. In terms of training based on incentives, don't think that's something the department is offering. Whether it would help depends on the officer and their motivations.
- Q: How would you feel if the City and County departments combined?
  - There are pros in terms of manpower and learning from each other, but it would logistically be a nightmare.
- There is a mayoral candidate forum on September 6 sponsored by WSCONA. If you can't make it, you can send CPC members questions to ask related to the CPC.

- Q: The last area commander said there was money set aside for helping the neighborhoods with crime?
  - That is the PACT team initiative, Police and Community Together. It is contingent on manpower; there is a current cadet class and there are officers testing for sergeant, and we hope to use some of those people to move the initiative forward.
- Q: Coming up on the election, I don't see the same sense of urgency from the police chief or upper command as we did before.
  - They are still heavily involved in the process, and the chief is committed to doing as much as he can and providing a transition plan for the next chief.
- I don't know that the media is always being responsible and accurate with the information that goes out. I am sure that the chief is very busy and working hard, but we need more community and police communication.

## 9. Matters from the Public

Nicole Chavez-Lucero requested assistance recruiting council members and informing the public about the activities of the Valley and Southwest CPCs.

Frank Gerst, a member of the Southeast CPC, said that he is seeking CPC members interested in working on a coordinated effort to address necessary changes to the alarm ordinance.

## 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, September 19, 2017 at 6:00 p.m. at the Northwest Area Substation. The meeting adjourned at 7:30 p.m.

SUBMITTED:

READ AND APPROVED:

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Mr. David Gold  
Secretary to the Board

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Mr. Eric Jackson  
Chairperson of the Board