

# **The 2017 Annual Report of the Northeast Area Command Community Policing Council**

***Compiled by Brennan Williams, Council Member & Vice-Chair***

The Northeast Area Command Community Policing Council (NECPC) held eleven public meetings in 2017, one per month except for December. In January, 2017, five (5) voting council members continued their service: Chair Eric Olivas, Vice-Chair Brennan Williams, Dorothy Woodward, Troy Taylor and Bettina Eklund. New members seated in 2017 are: Tom Ehrhorn and Ane Romero. Jessie Lawrence served as facilitator until August, 2017, then Yvette Marentes of APD Community Policing Council Staff filled the role. Non-voting APD representatives/advisors included NE Area Commander Randy Remiker, Lt. Joe Burke, Detective Christian Baker, and Officer Simon Drobik. Other APD officers attended as available. Also frequently present were Nicole Chavez-Lucero, APD Community Outreach Coordinator and Celina Espinoza, APD spokesperson.

Meetings were held the second Tuesday of each month at North Domingo Baca Multigenerational Center. Community members were afforded opportunities to engage council, APD advisers and guest speakers with questions, comments and suggestions.

NECPC meetings were publicized via emails to attendees. Outreach was made to City Council Districts 4, 7 and 8 Coalitions and presidents of applicable neighborhood associations to forward to their members. Internet posts were made via Nextdoor.com and NE Area Command webpage. Several block captains and two Neighborhood Crime Watch coordinators also received notice. Albuquerque Bernalillo County Water Authority customers received a CPC informational insert in their November, 2016, billing statements to publicize the 2017 meeting schedule.

## **January 2017 NECPC Meeting**

**Attendance** – 8 Council Members and APD Advisors/Representatives at the head table, plus approximately 40 members of the public.

**Actions** – The Bike Cop Recommendation was discussed and approved by the council. The recommendation asks APD to reinstitute bicycle patrols as soon as possible in an effort to increase community policing across all area commands. Such patrols will support proactive, constitutional, community policing as outlined in the CASA.

**Guest Speaker** - Assistant APD Chief Robert Huntsman presented information about APD staffing and compliance status of the settlement agreement. He explained the role of the APD auditing group working to monitor progress within APD. Meeting participants discussed the monitoring of progress with the settlement agreement and different ways to address recruiting challenges.

**Other Topics** – Lt Joe Burke spoke on Crime and Crime Prevention and Janet Butts from the Neighborhood Watch Advocates Committee presented information about the committee and its support for the work of neighborhood watches and block captains.

A survey was distributed to attendees and was intended to gather community demographics and topic suggestions for future meetings. The survey was voluntary and anonymous.

### **14 February 2017 NECPC Meeting**

**Attendance** -- 8 Council Members and APD Advisors/Representatives at the head table, plus approximately 70 members of the public.

**Actions** – The 2016 NECPC Annual Report was approved by council.

**Guest Speakers** – Chief of Police Gorden Eden presented information about the importance of the CPCs as community entities and recent changes at APD including improvements in recruiting, a new public service aide pilot project and coordinated crime briefings with the district attorney's office. Meeting attendees asked questions the sustainability of CPCs, discrimination, protection of one's right to protest, the public's role in the development of APD policy, neighborhood crime, APD culture, behavioral health triage centers, immigration policies and crime reporting.

**Other Topics** -- – Lt Joe Burke spoke on Crime and Crime Prevention. He shared information about the Police and Community Together (PACT) unit. The unit has been focused on community outreach and APD's goal to staff detectives in all PACT units. Plans also include a Books with Badges program in which officers would visit elementary schools and read with students in an effort to promote literacy and positive student-officer relationships.

Council members also discussed a recommendation draft of which APD would codify the tasks of the community outreach coordinator and provide quarterly updates of community outreach progress.

The council received APD responses of three recommendations re-submitted in October 2016

### **14 March 2017 NECPC Meeting**

**Attendance** -- 9 Council Members and APD Advisors/Representatives at the head table, plus approximately 60 members of the public.

**Actions** – The recommendation defining duties of the APD Community Outreach Director was voted on by the council and passed unanimously.

**Guest Speakers** – Denise Torres, Chair of the Judicial Performance Evaluation Commission (JPEC). Torres presented information about JPEC duties. Information available at [www.nmjpec.org](http://www.nmjpec.org). JPEC conducts evaluations of judges statewide, approximately 92 judges this year. Discussion included questions and comments about: the work of JPEC versus that of the Judicial Standards Commission; JPEC functions/operations; and concerns about bench rulings/decisions. Torres referred interested citizens to the JPEC website or office for more detailed information.

**Other Topics** – Lt Joe Burke spoke on Crime and Crime Prevention. He provided crime prevention tips to secure homes and autos as warm weather approached. Burke also answered questions about bait cars, coordination with the Bernalillo County Sheriff's Office and area gangs.

Janet Butts from Neighborhood Watch Advocates Committee presented a summary of the group's work and future recommendations that included: continue with goals for another year to conduct further research and facilitate block captain communication; continue partnering with NE Area Command via PACT to strengthen neighborhood watches, build block captain's communication network and promote community policing; and recommend revision of APD's minimum requirement of 40 homes to no more than 20 to qualify for neighborhood watch program status.

Celina Espinoza presented information about APD's progress report under the settlement agreement covering August 2016 through January 2017. (See Attachment C). Her presentation included information about use of force review, APD training, work to address mental health needs, changes to policy analysis, staffing and community outreach.

### **11 April 2017 NECPC Meeting**

**Attendance** -- 10 Council Members and APD Advisors/Representatives at the head table, plus approximately 58 members of the public.

**Guest Speakers-** James Burton from the Albuquerque Metro Crime Stoppers presented information of the program's history, operations and funding. Discussion included ideas about how to stop rising crime, questionable tips, and concerns regarding the role of the judiciary.

Other guest speakers were: Raul Torrez, Bernalillo County District Attorney and James Tierney, Acting U.S. Attorney, District of New Mexico. Torrez and Tierney presented information of their offices' collaborative work in the "Worst of the Worst" Anti-Violence Initiative.

**Other Topics-** Lt Joe Burke spoke on Crime and Crime Prevention in the NE Area Command. Discussion highlighted on auto theft and burglary. Participants were reminded to be aware of potential obscure property areas when trimming shrubs and landscaping. Burke provided a PACT team update, responded to questions about mailbox vandalism/theft and reporting crime in progress while witnessing.

## 9 May 2017 NECPC Meeting

**Attendance** -- 11 Council Members and APD Advisors/Representatives at the head table, plus approximately 45 members of the public.

**Actions** – The recommendation on strengthening Neighborhood Watches was voted on by the council and passed unanimously.

**Guest Speakers** – APD Detective Chris Whigham spoke about Lapel Camera Policy and Operations. His presentation included history of APD's on-body camera use, the current policy and officers' operation of cameras.

**Other Topics:** Lt Joe Burke spoke on Crime and Crime Prevention in the NE Area Command. Information presented included: personal safety; awareness of surroundings and other people; and phoning police if intimidated or scared. Discussion included safety during garage sales, the logistics of high-speed emergency responses, and the work of the district attorney.

Penny Hoe presented information on the work of the Neighborhood Watch and Safety Advocates Committee. Block captains May 11 seminar announced.

## 13 June 2017 NECPC Meeting

**Attendance** -- 10 Council Members and APD Advisors/Representatives at the head table, plus approximately 60 members of the public.

**Actions** – The council voted on the recommendation involving improvements to the Citizens Policing Academy and it passed unanimously.

**Guest Speakers--** Peter Simonson, ACLU of NM and Amy Whitfield YWCA of NM on behalf of APD Forward. APD Forward presented an analysis of “the good, the bad, and the ugly” of CASA Monitor Dr. James Ginger's fourth report.

**Other Topics:** Lt Joe Burke spoke on Crime and Crime Prevention in the NE Area Command. Of particular concern was the increase of unlocked doors and open windows in homes and vehicles, creating opportunities for auto/property crime. He encouraged residents to secure property. He also highlighted the Command's Impact Team for their work investigating property crimes and commercial burglaries along the Menaul corridor.

## 11 July 2017 NECPC Meeting

**Attendance** -- 10 Council Members and APD Advisors/Representatives at the head table, plus approximately 25 members of the public.

**Guest Speakers-** Ed Harness, Executive Director of Civilian Police Oversight Agency (CPOA); Joanne Fine, Chair of Civilian Police Oversight Board (CPOB); and Dr. William Kass, recently-seated CPOB member. Harness presented information on CPOA's duty to respond to citizens' complaints about APD and the agency's struggles and challenges to investigate those complaints.

**Other Topics** – Nicole Chavez-Lucero presented an APD status and progress report CPC outreach and recommendations.

Lt Joe Burke spoke on Crime and Crime Prevention in the NE Area Command. Burke presented information about the Problem Oriented Policing (POP) Project in the Northeast Area Command.

### **August 2017 NECPC Meeting**

**Attendance** – 13 Council Members and APD Advisors/Representatives at the head table, plus approximately 30 members of the public

**Guest Speakers-** APD School Resource Unit Officers Kiel Higgins and Joe Lehocky. They presented information about their work as school resource officers (SROs) at La Cueva High School and Sandia High School. Their jobs include working with the students, protecting the schools against active shooters and enforcing the law on campus and in surrounding neighborhoods.

**Other topics** – Crime and Crime Prevention in the NE Area Command; Officer Simon Drobik and Lieutenant Joe Burke presented information about recent crime and police activities in the Northeast Area Command.

Eric Olivas, NECPC Chair presented information about the responses to past NE CPC recommendations:

- 1) The recommendation requesting more bicycle patrols was approved pending growth and stabilization in the number of officers.
- 2) The recommendation to obtain more clarity about the work of the community outreach position was largely met, with a quarterly report at the July 2017 meeting and a hard-copy report provided.
- 3) The recommendation for more training for youth in driver's education courses about interactions with officers has not yet been met, but the council has been assured that coordination and planning with APS is occurring at the administrative level.
- 4) The recommendation regarding support for the neighborhood watch and block captain programs is not yet met, but a response is in progress.
- 5) The recommendation regarding improvements to the Citizens Police Academy is not yet met.

Meeting attendees were asked to use notecards and write down ideas for meeting topics, speakers, and issues of concern that they would like to further discuss.

## 12 September 2017 NECPC Meeting

**Attendance** -- 13 Council Members and APD Advisors/Representatives at the head table, plus approximately 32 members of the public.

**Actions** – Ane Romero was voted on by the CPC and was unanimously welcomed to the council. Ane Romero introduced herself. Her background is in behavioral health including policy and suicide prevention. She expressed interest in CPC proactive initiatives, youth engagement and addressing behavioral health needs in the community.

**Guest Speakers-** Lt. David Saladin, Acting Commander of Violent Crimes Section with Family Advocacy Center; Sgt. Josh Brown, Auto Theft Unit; and Detective Adam Perea. Each presented information about their work and answered questions from meeting attendees.

**Other topics** – Report from APD Sgt. Dain Symes on Crime and Crime Prevention in the Northeast Area Command. Symes presented information about recent crime and police activities. Discussion included a request to provide more data about the numbers of burglaries and apprehensions.

Penny Hoe presented information on the work of the Neighborhood Watch and Safety Advocates Committee. A workshop was scheduled for Monday, September 25, Heights Cumberland Presbyterian Church. The topic of the meeting is the role of APD's SWAT team.

## 10 October 2017 NECPC Meeting

**Attendance** -- 8 Council Members and APD Advisors/Representatives at the head table, plus approximately 38 members of the public.

**Small Group Discussions-** The meeting was set up differently this month. The audience and council members broke up into three groups: Community Organizing---Fighting crime block by block from the grass-roots; Substance Abuse and Behavioral Health--- Rehabilitate and repair broken populations and children and young adults---Breaking the cycle of crime; and Police Priorities and Tactics---Using resources more efficiently

The groups were to focus on: What is going well, what is not going well, and what is not being addressed at all? What are recommendations on what needs to happen? How do we implement the change?

The groups then presented oral reports of discussions and recommendation to other audience members.

**Other topics-** Report from APD on Crime and Crime Prevention– Sgt. Symes discussed current crime trends in the NE area and prevention strategies.

## **9 November 2017 NECPC Meeting**

**Attendance** -- 9 Council Members and APD Advisors/Representatives at the head table, plus approximately 35 members of the public.

**Guest Speaker** – UNM Professor Thom Alena, PhD, spoke on Restorative Justice. This approach to justice shifts the focus from the offender to the community and the victim. Victims are then empowered, the whole system begins to say that crime impacts people, it isn't just a statute. The decision making is put on the community. The community has to be acting participants. Offenders need to understand the impact of their actions onto others. This is about transparency and taking responsibility.

**Other Topics-** Report from APD on Crime and Crime Prevention. Acting Commander Joe Burke discussed current crime trends. He highlighted recent decrease in auto thefts due to cooperative efforts of the auto theft unit and increased use of bait cars.

**Pawn Shop Ordinance:** Eric Olivas discussed the ordinance and his own personal experience. The purpose of the ordinance is to address the fencing of goods that are often stolen. The ordinance proposal requires seller to produce a photo IDs and shop owners to snap photos of said seller and goods in order to create a paper-trail. A 3-day waiting period would apply to ensure goods are not stolen before a shop formally accepts goods for payment.

**Citizen Police Academy Recommendation:** Eric Olivas discussed the recommendation and his concerns about the response from APD or the lack thereof. The goal of the recommendation was to improve and professionalize the course for CPC and community members.

### **Additional Training, Summits, Hearings, and Other Meetings attended by Members of the NECPC Board**

All-day **training session** for members of six area CPCs attended in April 2017 by Vice-Chair Brennan Williams and Council Member Dorothy Woodward.

Public **Summit Meetings** of six area CPCs were held on March 1st attended by Vice-Chair Brennan Williams and Council Member Dorothy Woodward and June 12th attended by Vice-Chair Brennan Williams, Council Member Dorothy Woodward, and Council Member Tom Ehrhorn.

**Meeting on proposed changes to the CPA** attended by Chair Eric Olivas August 17th, 2017 at the APD training Academy.

Council Chair Eric Olivas attended two **CPC Chairs' Meetings** with other area CPC chairs to discuss meeting plans and other incidental topics.

Council member Dorothy Woodward attended **Annual Tribute to Women in the Military**, promoted CPC goals and encouraged attendees, one by one, to become involved. March, 2017.

Council members donated to and attended **APD- Community Appreciation Day** on July 28, 2017.

Council member Dorothy Woodward organized **National Night Out** events and generally promoted CPC engagement 2017.

Council member Dorothy Woodward attended **Neighborhood Watch and Safety Advocacy meetings**. May 15 and September 25, 2017.

Council member Dorothy Woodward attended **Office of Neighborhood Coordination Meet and Greet** event for neighborhood association board members and other community volunteers on September 16, 2017.

Council member Dorothy Woodward attended NE Area Command's **Coffee with a Cop** events. July 15 and October 20, 2017.

Council member Dorothy Woodward attended, provided updates and elicited feedback during City **Council District 4 Coalition** monthly meetings, January, 2017 to November, 2017. Chair Eric Olivas attended several of these meetings throughout the year as well to present on CPC matters.

Council Chair Eric Olivas attended, provided updates and elicited feedback during **Districts 7 coalitions meetings**, held monthly in 2017.

Council member Tom Ehrhorn attended **District 8 Coalition** meeting and presented as a CPC representative, November 16, 2017.

Council Chair Eric Olivas and member Dorothy Woodward presented testimony during Monitor's Status Report **hearing before US District Judge Brack**. November 16, 2017.

Council members, in casual interactions, informed community members about NECPC in neighborhoods, local businesses, houses of worship and social/cultural/entertainment venues. 2017.

### **Continuing Voting Members as of January 2017:**

The voting NECPC members of 2017 are Eric Olivas (Chair), Brennan Williams (Vice-Chair), Bettina Eklund, Troy Taylor, and Dorothy Woodward.



Meetings are held the second Tuesday of each month at North Domingo Baca Multigenerational Center.

**Recommendations:**

Bike Patrol Recommendation:

**Northeast Area Command**  
**COMMUNITY POLICING COUNCIL**  
**RECOMMENDATION**

**DATE SUBMITTED:** \_\_\_\_\_ Seven (7) business days after submission

**RECEIPT DUE:** \_\_\_\_\_ Twenty (20) business days after submission

**APD RESPONSE DUE:** \_\_\_\_\_ Sixty (60) business days after submission

**RATIONALE:**

It is our understanding that regular bicycle patrols were discontinued in most area commands due to staffing shortages in 2013. While the bike patrol was disbanded the mounted unit has continued successfully in the face of staffing challenges. We feel a strong case can be made for both of these units acting as the vanguard of proactive, community policing efforts in Albuquerque. Bicycle patrols increase the visibility of officers and “slow down” their patrols. This slowing down can allow officers to learn more about the communities they serve and search out problem spots that may not see adequate attention under a calls-for-service driven patrol system. Bike officers are also able to interact with a different element of the community than vehicle based officers. On a bike,

officers can talk to kids playing in their yards, speak with people walking, and also interact with fellow cyclists. These interactions should have two main benefits: 1. Increased trust and more positive police-community interactions 2. New leads on local crime issues. Bicycle exercise is also highly beneficial to the health of officers and is also likely to boost morale. Being in neighborhoods and interacting with people in a more positive and proactive manner is likely to make officers feel empowered and more immersed in their community. Rather than see a dedicated bike unit we would like to see individual pairs of officers on different shifts in different areas able to volunteer to do periodic bike patrols. These patrols should be relatively unstructured and allow officers to hone their community policing skills in areas they believe need attention. By keeping these patrols unstructured and off of a set schedule the patrols would keep one step ahead of criminal element. We acknowledge that bike patrols are dangerous, not only are cyclists in a vulnerable position on our roads, but a police officer in general is uniquely vulnerable. The supplies, equipment and relative safety of a patrol car are sacrificed for the bike. However given the recent targeting of officers in vehicles and other mediums, clearly no place is 100% safe for an officer and hence we believe the bike patrols, while risky, are no greater risk than any other form of patrol. Given proper training we believe the risk of bike patrols can be mitigated. We recognize that this sort of patrol would pull officers from responding to calls, but this results in a tradeoff allowing more proactive, community policing.

**RECOMMENDATION:**

We recommend that the department reinstitute bicycle patrols as soon as possible in an effort to increase community policing across all area commands. Such patrols will support constitutional community policing as outlined in the CASA.

CPC Outreach Director Recommendation:

**Northeast Area Command**

**COMMUNITY POLICING COUNCIL**

**RECOMMENDATION**

**DATE SUBMITTED:** \_\_\_\_\_ Seven (7) business days after submission

**RECEIPT DUE:** \_\_\_\_\_ Twenty (20) business days after submission

**APD RESPONSE DUE:** \_\_\_\_\_ Sixty (60) business days after submission

**RATIONALE:**

Currently, the APD community outreach director is tasked with helping to coordinate outreach and communications efforts on behalf of each of the 6 community policing councils among other responsibilities. Despite these vast responsibilities on behalf of councils, there is no defined oversight of this position by the councils it serves. Given the broad reach of this task and the effect that unequal or inconsistent outreach can potentially have on each council's ability to function and serve the citizens of Albuquerque, we recommend that the responsibilities of the director be more specifically defined in some areas. This recommendation will also ensure continuity of the CPCs should turnover in this position occur. In order to make CPCs accessible, diverse and inclusive through high quality and consistent outreach efforts, we recommend the following:

**RECOMMENDATION:**

We recommend that the Chief require the community outreach director to post notice on the department's social media accounts, including Nextdoor, Twitter,

and Facebook, one (1) week prior to each meeting in each area command, and one (1) day prior as a second reminder. While individual council members and councils often independently make this effort, they do not have the larger social media presence afforded to the department. This notice should include the correct location, time and date of the meeting as well as the general topic, if available. The director should receive this information well in advance of these deadlines from each CPC; however, if information is not timely available, the director should reach out to the respective CPC chair. The director should also work with media outlets, including the Albuquerque Journal, the Albuquerque Free Press and ABQ365, to be sure that meeting locations, times, and dates are accurate in publications these outlets release to the community. We also recommend that the director be required to publish a quarterly report to all CPC chairs of outreach efforts conducted on behalf of CPCs during that quarter. This should include a summary of meetings with faith, veterans, homeless, mental health, learning institutions, community radio, print press, youth/teen service, neighborhood associations, and other community groups. This quarterly report will ensure that the director is accountable for outreach and will allow council members to offer guidance on how to improve outreach in targeted ways.

NWSA Recommendation:

**RECOMMENDATION SUBMISSION FORM**

X	A: Reviewing and assessing the propriety and effectiveness of law enforcement priorities and related community policing strategies, materials & training.
X	B: Reviewing and assessing concerns or recommendations about specific APD policing tactics & initiatives.
X	C: Providing information to the community and conveying feedback from the community
	D: Advising the Chief on recruiting a diverse work force
X	E: Advising the Chief on ways to collect and publicly disseminate data and information including information about APD compliance with the CASA in a transparent and public friendly format.

**CPC Area Command: Northeast**

**DATE SUBMITTED:** 6/17/17 Seven (7) business days after submission

**RECEIPT DUE:** \_\_\_\_\_ Twenty (20) business days after submission<sup>1</sup>

**APD RESPONSE DUE:** \_\_\_\_\_ Sixty (60) business days after submission

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<sup>1</sup> Revised April 2017

## **RATIONALE:**

The Neighborhood Watch and Safety Advocates Committee (NWSA) of the Northeast Area Command Community Policing Council (NECPC) released its first annual report in the month of March. The report included a number of findings based on the experiences of those on the committee and the committee's outreach to neighborhood watch leaders (Block Captains) and other community stakeholders. The report is attached to this recommendation.

In the view of the NECPC, Neighborhood Watch programs are a critical element of community policing in Albuquerque. This is particularly important due to the current shortage of police officers and high levels of property crime, often resulting in part from poor education on crime prevention and awareness.

- Neighborhood watch participants serve as additional eyes on the street for our community, hence reducing the need for patrols.
- Watch participants are more educated on crime prevention issues relative to the average citizen.
- Watch participants can educate neighbors on crime prevention matters and build tight-knit communities that are better able to prevent crime.

We believe neighborhood watch programs are an underutilized resource in Albuquerque. Much of the literature on watches and crime prevention looks to have been created and printed in the 1980's or earlier. Many of the regulations and policies regarding neighborhood watch were created at a time many decades ago when neighborhoods were more active and civic engagement was high. Getting 51% of a 30 or 40 home block to a meeting is a great challenge when many individuals do not know their neighbors, and many of those neighbors are loath to answer the door to a stranger. Moreover, existing watch participants, particularly leaders like block captains, have no communication with APD after the initial setup meeting.

## **RECOMMENDATION:**

We recommend the department strengthen Neighborhood Watches, build a Block Captains' communication network, and facilitate Community Policing through Neighborhood Watches by implementing the following:

1. Work with groups like NWSA, CPC's, the Office of Neighborhood Coordination (ONC), and the Albuquerque Block Captains Association (ABCA) to rewrite rules and regulations that govern formation and operations of neighborhood watch groups. This effort should emphasize creating small, workable units that can be easily formed and maintained. Specifically watch requirements should reduce the maximum size of a watch to 15

homes.

2. Create a mobile app to allow for increased communication between block captains and watch participants. This app should also allow APD officers and command staff to quickly post notifications to block captains i.e. "Traffic closed on Spain at Wyoming," would be posted to captains in the immediate vicinity. This would differ from Nextdoor in that this would be controlled access, directly managed by APD, and focus only on local crime. Development of this app should utilize local talent.
3. Facilitate events that encourage block captains and other members of neighborhood watches to network and receive further training.
4. Update crime prevention materials - in both format & content. Condense the most important information into one "Quick tips" flyer for general crime prevention. These materials should also be available online and through the app listed above.
5. Work with ONC to encourage existing neighborhood associations to push neighborhood watches.

Create a public service announcement to inform the public about watches, the app, and other efforts to prevent crime. Ideally this should involve outreach to local media arts programs in the schools to create the best and most innovative ad. This is also another way to reach youth communities and show the positive and proactive side of policing.

CPA Recommendation:

**Northeast Area Command**

**COMMUNITY POLICING COUNCIL**

**RECOMMENDATION SUBMISSION FORM**

X	A: Reviewing and assessing the propriety and effectiveness of law enforcement priorities and related community policing strategies, materials & training.
X	B: Reviewing and assessing concerns or recommendations about specific APD policing tactics & initiatives.
X	C: Providing information to the community and conveying feedback from the community
	D: Advising the Chief on recruiting a diverse work force
X	E: Advising the Chief on ways to collect and publicly disseminate data and information including information about APD compliance with the CASA in a transparent and public friendly format.

**DATE SUBMITTED:** 6/17/17 Seven (7) business days after submission

**RECEIPT DUE:** \_\_\_\_\_ Twenty (20) business days after submission



**APD RESPONSE DUE:** \_\_\_\_\_ Sixty (60) business days after submission

## **CITIZEN POLICE ACADEMY: Concerns, Observations and Recommendations.**

### **Structured Time, Attendance, and Content**

#### **CONCERNS and OBSERVATIONS:**

##### Significant Time and Attendance Required and Demanded of CPA Students:

- Three (3) months, two (2) nights per week, three (3) hours per night totaling seventy-two (72) hours. Classroom time in most college level courses, including postgraduate, total sixty-four (64) hours or less. We recognize the department is attempting to replicate the content that actual cadets receive in the academy, but the level of detail is beyond what is generally needed to appreciate the breadth and significance of training the department supplies cadets.

##### CPA Certification and Early Dismissal:

- Many sessions are "required" for graduation/certification. Students are not informed which sessions are required, only that attendance is mandatory. Few college classes make such demands. Required sessions are not advertised as such;
- Early dismissal is not granted even after instructors/speakers complete presentations. Instead, students are told to remain and engage in other discussions or view 'calls holding' on screen.

##### Repetitive and Crammed Content:

- Content amount per session is highly variable. Some speakers repeat information. Others cram presentations making it difficult for students to absorb content. Thus, time is decreased for meaningful questions and answers.

##### Course and Instructors' Evaluations:

- After spending seventy-two (72) hours in class, testing for content knowledge is not administered;
- While individual speakers are evaluated for performance at end of sessions, the course, as a whole, is not. The coordinator is not evaluated either.

## RECOMMENDATIONS:

1. Partner with local curriculum development professionals at APS or CNM/UNM to develop a clear curriculum for the program with clear goals, learning objectives, and lessons tied to those standards. This should also include creating “units” to arrange topics of similar matter in sequence ie., Law of Policing, Training and recruitment, Units of APD, etc. Adjust instructional time for students to offer related questions, answers and discussion on a consistent basis.
2. Reduce each session to two (2) hours.
3. Reduce the length of the course to two (2) months (8 weeks).
4. In tandem with 1: Develop a syllabus to lay out clear expectations and requirements at the outset of the course.
5. Post agenda online. List sessions where attendance is required for CPC, CPOB etc.
6. Close sessions at completion of presentation or instruction.
7. Consolidate related speakers/presenters into one session. Example: Specialized tactical units like SWAT, bomb squad, and K-9 should be one session. Develop and utilize a form of assessment to determine program effectiveness, strengths and weaknesses. Evaluation alone cannot determine if the program is actually effective in conveying information. This assessment should not determine pass/fail for students, but rather will provide additional content-based, feedback to presenters and the coordinator.
8. Allow reflective time for students to evaluate performance of individual instructors and the overall program and its effectiveness at the conclusion of each session and the course.
9. Timely complete production of online sessions as promised in July, 2016. Offer these sessions along with a written assessment in lieu of attendance for all sessions. This will again require the department to partner with local software developers and curriculum experts to develop an adequate program.
10. Require attendance at 80% of sessions, with absences “made-up” through online content and related assessment. Online assessments would need to be 75% correct or higher to receive credit. In-class assessments would be scored for informational purposes only.

## **Community Policing: CPC, CPOA and the CASA**

### CONCERNS and OBSERVATIONS:

- Importance of CPC, CPOA/CPOB and the CASA is diminished. Presentations and discussions downplay or omit the relevance of the 2014 Settlement Agreement mandating police reform; Example: A student asked if CPOA might be invited to discuss the agency's work. The coordinator responded, "No. They are not a part of this."
- The Settlement Agreement is frequently maligned by some speakers. It is described as

"just more paperwork" ... "we already did things that way" ... and "just a media frenzy." Other statements dismiss the validity of the settlement's conclusions and merits. \*\*It is important to note that not all speakers maligned the agreement, and many were supportive of the efforts it outlines.\*\*

- Attitudes by some speakers, smack of "this will blow over," rather than a healthy and progressing attitude of "we are changing and committed to implementing and practicing those changes going forward." If civilians are subjected to such in CPA, then one questions what is presented to cadets during their training by some presenters.

#### **RECOMMENDATIONS:**

1. Provide an overview of Settlement Agreement and the roles of CPCs, CPOA and CPOB.
2. Presenters should be trained to teach according to the curriculum. Spouting casual remarks and personal opinions undermine the work of the department and the CPA.
3. Create a larger more expansive "Community Policing Unit" that includes information and speakers on the CASA, CPC's, the CPOA and CPOB, the PACT unit, the mounted unit, bicycle patrols, and youth outreach programs.

### **Professionalism and Ethics**

#### **CONCERNS and OBSERVATIONS:**

- Results of presidential election were openly celebrated by the coordinator in front of the entire CPA class. This behavior politicized the department and associated it with a highly polarizing and contentious election;
- Several speakers discussed controversial cases with a bend toward officers and the department;
- Several speakers encouraged students to always conceal carry---even in places deemed as "firearms prohibited." One officer stated, "It's only a misdemeanor."
- During an informal discussion with some CPA students, a detective encouraged students to carry a weapon at all times. He emphasized the legality of carrying a firearm matters less than your ability to defend yourself. When asked about legal ramifications of killing or seriously injuring another, he dismissed the question and stated, "Your life matters more."
- An APD recruiter stressed that being religious is an unofficial requirement of the job.
- Casual use of expletives and profanities;
- An unbecoming exchange took place between a CPA student and a narcotics detective about marijuana. The student pressed the detective to defend efforts to arrest marijuana users and distributors. The detective held that states which do not enforce marijuana laws have higher crime. The exchange continued for some time. Visibly

agitated, the detective raised his voice over the student who then was told privately by the Coordinator to leave class. The coordinator then proceeded to lecture students to be respectful to speakers and ask only "respectful questions."

- In reviewing the above controversial speech concerns, an interesting dichotomy surfaces: Police are free to demean the Settlement Agreement, praise a particular political stance, celebrate a mistrial, defend officers under investigation and encourage vigilante behavior; yet, a citizen is not permitted to question department practices or its representative regarding a particular drug enforcement issue;
- Powerpoint displays errors in subject-verb agreement and spelling. Example: ***Department are responsible for ... Judgment made ....***;
- Excessive use of acronyms. Example: IRA. What is IRA? Individual Retirement Account? Or Irish Republican Army? Irish Republican Army, of course. Most CPA students are not acquainted with IRA's history.

#### RECOMMENDATIONS:

1. Presenters and the coordinator should never advocate for particular political or religious beliefs. If the police are to be trusted as impartial arbiters of the law, then public events such as CPA should refrain from showing any bias. Such bias is also not consistent with a learning objective-based curriculum.
2. Refrain from speech or opinions that demonstrate favoritism of officers in ongoing investigations of which those officers' actions are questioned.
3. Offer constructive crime prevention and personal safety suggestions to students and always encourage compliance with firearms regulations.
4. Do not allow profane/foul language in the CPA.
5. Teach to a curriculum rather than espousing personal opinions on department policy. Check ego, anger and disappointment at door. Many CPA students and police cadets consider speakers and presenters as experts in their field and appreciate their work. As trying and difficult an officer's duties, his or her words and tone matter. Shouting at, arguing with, and dismissing students clearly demonstrate lack of self-control and lack of respect for others.
6. Make use of spell-check and dictionaries.
7. Enlist vetted volunteers, hire proofreaders and/or curriculum development professionals for Powerpoint and other written documents.
8. Develop continuing education classes for officers that will emphasize appropriate and strong vocabulary, writing and speaking skills.