



**Minutes of the Northwest Area Community Policing Council**

**Regular Meeting**

**Monday, February 8, 2016**

**Don Newton/Taylor Ranch Community Center**

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Chairperson, Eric Jackson, called the meeting to order at 6:00 p.m. (MST) on Wednesday, February 8, 2016.

**BOARD MEMBERS PRESENT:**

Chairperson Eric Jackson  
David Dunlap  
Jill Greene  
Judith Kanester  
Lt. David Sedillo  
Sgt. Dennis Tafoya

**STAFF PRESENT:**

Celina Espinoza, APD  
Mr. David Gold, Facilitator, Office of Diversity and Human Rights

**OTHERS PRESENT:**

Shaun Willoughby President Albuquerque Police Officers Association  
Commander Dodi Commacho  
Robert Christie Stand True 4 Blue  
Jessica Gilpen  
Yolanda Sanchez

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Chairperson Jackson's motion to approve the January 13, 2016 minutes passed unanimously.

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Chairperson Eric Jackson's motion to approve the agenda for February 8, 2016 passed unanimously.

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*Robert Christie – Stand True 4 Blue*

Mr. Christie spoke about his organization, Stand True 4 Blue. It works to support APD. They want to aid in the community based policing concept. At Christmas they had an Eats and Treats to introduce themselves. They seek volunteers to aid substations with paperwork. It's not police vs. community, it is police and community. They are having a March 20<sup>th</sup>, pancake breakfast, Applebees Coors and I-40. \$10/\$3 goes to officer Grants family. They coordinate with APD. He had a sign up sheet and stated people can volunteer once or twice/year. He works with TSA.

*Shaun Willoughby -- President Albuquerque Police Officers Association*

Mr. Willoughby came to discuss the NWCPC resolutions relating to PERA and increasing the number of field officers.

The APOA is not typical union. They can't go on strike. The Executive board has representatives from all areas of police stations. They use donated vacation time to allow him and the VP to work on union business. He works in property crimes and has been on the Executive board for 9 years. He ran for VP and is the interim president for the last 1½ years. The association bargains on behalf of membership in collective bargaining. They help the majority, not minority. The officers have no other voice as they can't talk to councilors, or be political. APOA insures that the disciplinary process is adhered to and makes sure officers have representation, throughout the process. Legal expenses can cost \$250-400,000. They try to have the best representation.

He expressed appreciation to the NWCPC members for voluntarily taking out time to help improve the police department.

He disagrees with the resolution supporting "Return to Work" but it is not a measure of disrespect. He first explained: "How did we get here?" In 2010, with the new mayor the contract was unilaterally violated. A 2.4% wage reduction was imposed on officers. 9.5% of wages were impacted negatively, in first year. They added back the failed college requirement for police department. This impacted recruiting significantly. 181 officers left in the current administration. They cut wages but expect more, and make your job more difficult. 85 policy changes were part of PERF report. The department Scorpion police camera policy was unrealistic. The equipment did not fit needs of officers. Under the Barry administration they hired 12, then 17 officers. Natural attrition is 60. In 2011 they took away police cars from officers.

20-30 officers, were negatively impacted. They offered \$15,000 in retention bonuses, \$8000 down payment for residential buyin, a total of \$1.5 million benefits. 121 officers left. The 2014 retention plan benefits 18-19 year veterans. The 12 and 6 years bonuses are good for some, but 84 officers retired. It is no surprise to any officer, how we go to where we are today.

“Double dipping” is a Band-Aid effort. The department has survived 92 years. The “double dipping” is bad for morale. A real succession plan is needed. Although the proposed legislation calls to keep the returnees on patrol, legally that presents problems. Returnees want to be in other positions. Last time we got sued for discrimination. Of returnees, 1/2 of 86 are in field service. 20% are CSAs. 63% are in the field, ½ in investigative positions. This prevents younger officers from entering those positions. “If people are inside they’ll stay forever.” The public is against double dipping. What is the plan if we don’t get return to work? We need a strategic long term solution to staffing in Albuquerque.

There is also concern about the change to the retirement years of service. It is a high stress job. Now retirement is at 20 years but was changed to 25 years. The APOA supported the changes in retirement. “We have best retirement plan in country.” They lost 1% but want to make sure PERA stays solvent.

There are other concerns about morale and the ability to recruit due to non-competitive pay rates. Last week the mayor finally signed a contract. We need young blood. The unemployment rate under age 22 is alarming. Albuquerque is not in the top 5 for pay in NM. People can make more in Los Alamos where there are many less calls for service. 2002, Return to work effects morale and blockades from the real problem Of likewise departments Colorado Springs and Chandler are competitive at 1 year. At year 3 it’s still even. Year 5, 13-14% less. Year 18, 39% deficit. Texas police officers can go to college for free after 5 years.

The APOA proposed alternative legislation. The Governor did not call it. There is a law enforcement protection fund that was designed to help law enforcement agencies. \$35 million since 2011. The money could be used where departments split a \$25,000 bonus to and pay officers not retire for up to 5 years. Only 3 or 4 agencies are having a hard time. This would offset the loss due to PERA rules and keep PERA solvent. It rewards officers who stay on the job.

Mr. Willoughby was asked about a survey of officers and the concern of waiting for 1 year. One survey is released this year. The board has over 20 police officers. They have an advisory council within their board which gives recommendation. The group is involved.

He reiterated the need for a long-term staffing plan and improvements to the department to increase pay and morale. He is concerned that the proposed staffing study will not work due to decentralization, which failed in Nashville. He proposed greater spending on public safety and noted that a lot of money was allocated for City projects that were less important.

There was discussion about having the US attorney talk about drug addiction.

ROG groups bills are in committee.

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There are still crimes where people are warming up the cars and leave them. At Coors and Quail McDonalds there is a lot of transient population. This creates opportunism for would be thieves. There is no City ordinance against panhandling and the transients know it. They can be cited for impeding traffic.

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There will be a new final Use of Force policy on Wednesday. APD has started the basic training and is on-time on schedule, to meet June 2 DOJ. Every officer has to take it. They have scenario based training on the 3<sup>rd</sup> day. There was discussion about whether targeting now constitutes a “use of force”. It appeared that the answer was no. Smart holsters that track usage automatically was discussed too. They turned out to be unreliable.

Nothing more on annual CPC meeting.

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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 Monday, February 8, 2016 at 6:00 p.m. at the Don Newton Community Center. 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