



CREATING POSITIVE CHANGE

Northeast Area Command

COMMUNITY POLICING COUNCIL

RECOMMENDATION RESUBMISSION

DATE SUBMITTED: 10/17/16 Seven (7) business days after submission

RECEIPT DUE: _____ Twenty (20) business days after submission

APD RESPONSE DUE: _____ Sixty (60) business days after submission

RATIONALE:

The Monitor's previous reports did not give credit to the Northeast CPC for having made recommendations in 2015, even though these were posted online in our minutes.

We submitted three recommendations to the Chief in 2015; at that time there was not a standardized form for submittal nor a clear tracking procedure for the response process.

We are therefore re-submitting the first recommendation, a letter on pay disparity, passed in our June 9, 2015, public meeting, along with the minutes that record its passage.

We request that we receive paperwork noting the decision made about this Recommendation so that the Independent Monitor and his auditor, Steve Rickman, will have an auditable account for our CPC. We assume there was no action, but we never received a response from APD one way or the other.

RE-SUBMITTED RECOMMENDATION passed June 9, 2015:

Albuquerque Mayor Richard Berry, Albuquerque Police Chief Gordon Eden;

June 9, 2015

The NORTHEAST AREA COMMUNITY POLICING COUNCIL has been meeting as organized by the City of Albuquerque to enhance the dialogue between the Albuquerque Police Department and the citizens of Albuquerque. These productive sessions have proven to enlighten all parties involved.

As a part of this dialogue the NORTHEAST AREA COMMUNITY POLICING COUNCIL is concerned with the topic of staffing for the Albuquerque Police Department including the ability to recruit and retain officers. As reported in the Albuquerque Journal on May 10, 2015, the New Mexico Department of Public Safety has published that the 2014 salaries and benefits are out of alignment with communities that may compete with the Albuquerque Police Department for officers. The response reported through the media has included a reference to overtime as a benefit, which raises further concern for our council.

We would like to continue this dialogue after the City's response to the DPS survey in May. Pay differentials and overtime are appropriate when necessary. However, based on remarks in the media it appears that the City is seeking to operate a Police Force that can only achieve appropriate staffing levels and compensation through necessitated overtime.



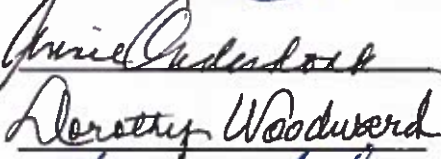





The NORTHEAST AREA COMMUNITY POLICING COUNCIL would like to see an effective, efficient, and excellent Police Force in the City of Albuquerque. Our understanding of the challenged faced by APD to appropriately achieve this goal requires continued dialogue with City and Police leadership to provide recommendations that we are chartered to provide.

Thank you,

NORTHEAST AREA COMMUNITY POLICING COUNCIL

NOTE: This Recommendation was adopted at the June 9, 2015, meeting (see 06/09/2015 NECPC Minutes), and a paper copy was signed at the July 14, 2015, meeting and given to Celina Espinoza to submit to the Chief. Copies were sent to the Mayor and to the City Council at the same time (see 07/14/2015 NECPC Minutes).

Signed for resubmittal 10/17/16 by the voting members of the Board of the Northeast Area Command Community Policing Council:

 _____ Annie Onderdonk	 _____ Stephanie Hoe
 _____ Darlene Couchman	 _____ Penny Hoe
 _____ Christian Baker	 _____ Constance Banuelos
 _____ Todd Mock	_____
 _____ Diane Grover	_____

Attached below: Meeting Minutes for NECPC, 06/09/2016 --

MEETING MINUTES
NORTHEAST AREA COMMUNITY POLICING COUNCIL
TUESDAY, JUNE 9, 2015
6:30 PM
NORTH DOMINGO BACA MULTIGENERATIONAL CENTER
ALBUQUERQUE, NM

In Attendance:

- Annie Onderdonk, Chair
- Officer Christian Baker
- Constance Banuelos
- Darlene Couchman
- Penny Hoe
- Lieutenant Todd Mock
- Diane Grover for Jessie Lawrence, CABQ Contract Facilitator

Approximately 18 members of the public were in attendance.

1. Call to Order
Chairperson Annie Onderdonk called the meeting to order at 6:31 PM.

CITY OF ALBUQUERQUE

Albuquerque Police Department



Gorden E. Eden, Jr., Chief of Police



February 13, 2017

Northeast Community Policing Council

Re: Staffing Levels

Dear Northeast Community Policing Council:

Thank you for your letter addressing staffing concerns at the Albuquerque Police Department. As you know we have worked collaboratively with an outside consulting group, stakeholders in our community and the Community Policing Councils in each area command to ensure that we have thoroughly studied this issue.

An outside, scientific study to accurately depict proper staffing levels for our department did not exist prior to the one released in December of 2015. That study can be found on our website: <https://www.cabq.gov/police/documents/monthly-reports/comprehensive-staffing-assessment-and-resource-study.pdf>. This has helped us create the current staffing plan which was released in June of 2016, and provided to you by our Communications and Community Outreach Director. It can also be found online at: <https://www.cabq.gov/police/documents/albuquerque-police-department-staffing-plan-final-draft-june-11-2016.pdf>.

In 2016, APD graduated a total of 93 cadets from our police academy which is the most in recent history. We also graduated the largest class of female cadets (10 women) in March of 2016 and graduated 16 Public Safety Aides in August of 2016 which is also the largest class of PSAs in the Department's history.

We have also strengthened our partnerships with Central New Mexico Community College and the Albuquerque Career Enrichment Center to ensure we reach those interested in criminal justice within our city and help provide mentorships to them further enticing them to apply for our department.

The Albuquerque Police Department is experiencing great success with our newly implemented online recruiting efforts and we will continue to market and further entice applicants to apply in our city.

Please don't hesitate to contact Nicole or Celina for further data, plans or even add your own ideas on how we can continue to increase staffing and enhance our recruitment efforts.

400 Roma NW

Albuquerque

New Mexico 87102

www.cabq.gov

Sincerely,

A handwritten signature in black ink, appearing to read "Gordon E. Eden, Jr.", written in a cursive style.

GORDEN E. EDEN, JR.
Chief of Police

GEE: cke

cc: Nicole Chavez-Lucero, Community Policing Council Coordinator
Celina Espinoza, Communications and Community Outreach
Director