



CREATING POSITIVE CHANGE

Welcome Letter from the Mayor



City of Albuquerque
Office of the Mayor

Timothy M. Keller | Mayor
Sarita Nair | Chief Administrative Officer
Mike Puelle | Chief of Staff
Justine Freeman | Deputy Chief of Staff
Lawrence Rael | Chief Operations Officer
Sanjay Bhakta | Chief Financial Officer

Dear Albuquerque Community Policy Council Member,


I would like to take a moment to welcome you, personally, to the Albuquerque Community Policing Council.

The responsibility that you have taken is one of great importance to Albuquerque residents, our neighborhoods, and our way of life. Increasing Community Policing, and drawing stronger ties between the police and the residents of our city, has been one of the major priorities for my first term in office. As such, I have been impressed by the hard-work, dedication, and patriotism of our CPC Volunteer organization, and I feel that dedicated volunteers comprise a vital part of Albuquerque City Government.

The City of Albuquerque is looking to transition the Albuquerque Police Department into a new method of policing our streets and neighborhoods, and your task; increasing collaboration, communication and consensus-building between APD and our city's residents, is going to lead to essential long-term benefits for all of us. With the help of the Department of Justice, we hope to have voices in the community heard, as we increase diversity, openness, empathy and safety within the Albuquerque Police Department and we lean upon your help to achieve our goals.

Again, thank you for your time, effort and interest in the safe and effective policing of our streets; it is an important job you do, and the City of Albuquerque will assist you in any way possible.

Sincerely,


Timothy M. Keller
Mayor



Mayor Berry's letter

FOR IMMEDIATE RELEASE
CONTACT: Erin Thompson, 505.362.2118

May 30, 2014



Mayor Berry Establishes Community Policing Councils Designed to Improve Policing and Community Relationships *Citizens and APD to Work Together to Improve Public Safety and Community Outcomes*

Albuquerque- Today Mayor Richard J. Berry announced the establishment of six Community Policing Councils (CPCs) designed to foster better policing and community practices and community-police relationships.

The six Community Policing Councils in Albuquerque will coincide with the six APD area commands. The goal of each CPC is to engage in candid, detailed and meaningful dialogue between APD and the citizens APD serves that identifies concerns, problems, successes and opportunities within each area command and for the department as a whole. Each of the six CPCs will be composed of members from the community who have resided within or have businesses within the boundaries of their area command for at least three years and APD officers assigned to that area command.

Applicants for each CPC will be expected to seek out and listen to the feedback and concerns of their neighbors, friends and colleagues and bring the best ideas and suggestions forward to the full council.

Each citizen member shall attend an orientation to learn about APD policies and procedures, operations of City government and the rules and operating procedures of the Community Policing Councils. Each citizen member will be encouraged to complete the Citizens Police Academy and will be required to participate in at least two ride-alongs per year with an Albuquerque police officer in their area command during their term on the Council.

Council members will be selected, not by the Mayor or City Council, but by neighborhood leaders who reside within the boundaries of each area command. The Mayor, after consultation with community leaders, City Councilors and APD will select the neighborhood leaders who will make the final CPC selections. Participating officers will be selected by each Area Commander, with approval by the Chief.

Recommendations from each CPC will be voted on by members of each council and will be transmitted to the Chief of Police. The Chief will be required to take CPC recommendations into account as a component of policy making decisions for the department.

Information and recommendations will be passed back to each area command's leadership by the Chief in order to have the information disseminated to rank and file officers within the area command.

The six CPCs will meet monthly for the first year and quarterly thereafter (unless changed by majority vote of each council). The City will provide meeting spaces, office supplies and other support as needed to implement the initiative.

Those interested in participating should apply through the Mayor's office by logging onto <http://www.cabq.gov/cpc>. Applications will be forwarded to the selection committees. The first CPC meetings are expected to begin in July.

"We must come together as a community and a police department to build and strengthen relationships between APD and the citizens we serve" said Mayor Berry. "It is vital that we establish an ongoing community dialogue that will be in place for years to come. The initiatives put forth today will provide an important and ongoing opportunity to improve policing, policies and community relationships moving forward," he added.



CPOA Section

The CPC is under the auspices of the City's Citizen's Policing Oversight Agency. The Civilian Police Oversight Agency (CPOA) is an independent agency of City Government, not part of either the City Administration or City Council that consists of a Police Oversight Board (POB) and an Administrative Office led by the CPOA Executive Director.

The CPOA receives, investigates and reviews complaints and commendations submitted by community members for/against the Albuquerque Police Department (APD). The CPOA also reviews APD policies, practices, and procedures, making recommendation to the Chief of Police.

The Civilian Police Oversight Agency (CPOA) was established in 2014 after the City of Albuquerque amended its Police Oversight Ordinance. As a result, the NEW Police Oversight Ordinance replaced the former Police Oversight Commission (POC) with the new Police Oversight Board (POB) and the former Independent Review Office (IRO) with the new Civilian Police Oversight Agency (CPOA).

Summary CPOA's mission

Advancing Constitutional Policing & Accountability for APD and the Albuquerque Community



Summary of CASA Agreement and the Smart CASA app

The 2014 Settlement Agreement was the result of hundreds of hours of negotiation between the City and DOJ teams. It is specific to this City and this police department, The Agreement adopts as its guiding principles:

1. Protection of our community and our officers
2. Promoting constitutional and effective policing
3. Delivering high-level, quality police services.

The Agreement also reflects and leverages APD's previous aggressive adoption of:

1. On-body recording systems
2. Universal CIT initiative
3. Elimination of the ROP team.

Use of Force –Use of force by APD officers is at the heart of the Settlement Agreement. It provides for certain types of force to be considered “serious” and therefore subject to enhanced reporting and investigation requirements. These include:

1. All uses of lethal force
2. Critical firearms discharges,
3. force resulting in serious injury
4. Three or more applications of an electronic control weapon or baton
5. Use of force against restrained subjects
6. In-custody deaths.

Use of Force Reporting: The Agreement requires all APD to report a use of force by any APD personnel, to a supervisor for investigation. Under the Agreement, all uses of force will have preliminary reports reported through the chain of command within twenty-four hours.

Force Investigations: The Agreement significantly strengthened the Department's ability to conduct use of force investigations. It does so in two ways:

1. First-line supervisors — sergeants — were required to respond to the scene, investigate, and submit reports of all uses of force reported to them through their chain of command.
2. All serious uses of force are now investigated by the Internal Affairs Bureau. The CASA stipulates that Sergeants or other supervisors who respond to the scene and determine that a serious use of force has occurred are responsible for notifying IAB. All use of force investigations, whether by first-line supervisors or by IAB, are ultimately reviewed by each level of the chain of command, and commanders have responsibility for ensuring compliance.



Summary of CASA Agreement and the Smart CASA app

Force Review Board: APD established a Force Review Board, to help facilitate CASA compliance. Additional Use of Force Training includes:

1. All APD officers now receive 40 hours of use of force training within the first year of implementation, and 24 hours each year thereafter.
2. Supervisors who investigate uses of force will be required to have initial and in-service training on conducting force investigations and related items.

CIT Training: The Agreement led to the creation of a Mental Health Response Advisory Committee to work with APD on developing responses to situations involving people in crisis. Additional APD training opportunities involving CIT include:

1. Providing 40 hours of CIT to all field officers and to providing dispatch personnel 20 hours of behavioral health training.
2. Crisis intervention certified responders and CIU undergoing 8 hours of in-service training biannually

Field Training Officer Program: The Agreement extended the existing FTO program to 16 weeks vs the old 12-week post-academy, and required FTOs and Area Sergeant Coordinators to receive 40 hours of initial training, as well as annual in-service training.

The Agreement contemplates two different types of complaint processes as follows:

1. One through APD.
2. one through the newly established Civilian Police Oversight Agency.

The City will now make complaint forms readily accessible. The Agreement also allowed solicitation of commendations through forms and its websites. Officers started carrying complaint forms, and began to notify supervisors when an individual indicates that he/she would like to make a complaint.

The Agreement also requires the City to:

1. Take anonymous complaints, and:
2. IAB and the CPOA began maintaining data on all complaints and their resolution. The Agreement's training requirements for this section include 24 hours for APD personnel, and 40 hours for CPOA investigators, with 8 hours of annual in-service training.

On-Body Recording Systems: Although APD was already one of the first in the country to implement large-scale on-body recording systems for officers, the Agreement is the first in the country to require their use by a police department.



Summary of CASA Agreement and the Smart CASA app

Community Engagement and Oversight: The Agreement commits APD to a high level of engagement with the community it serves; The Agreement commits APD to provide community and problem-oriented policing, and requires all APD personnel to receive 16 hours of initial training within one year in these areas.

Community Meetings: The Agreement commits APD to semi-annual community-wide briefings in each area command, officer attendance at other community meetings, and publication of audits under the Agreement and crime statistics.

Community Policing Councils: The Agreement commits the City to the CPCs established by Mayor Berry.

Civilian Police Oversight Agency: The Agreement commits the City to a unitary Civilian Police Oversight Agency, with a board of citizens and professionally trained investigators reporting to an Executive Director. The CPOA investigates civilian complaints, assess policies, and makes recommendations. It also reports semi-annually to City Council, statistics on complaints, serious force incidents, officer involved shootings, and proposed policy changes.

Monitor: The parties jointly selected an independent Monitor or monitoring team. The Agreement explicitly states that the Monitor does not have operational authority over APD or the powers of any City official. Among the Monitor's tools for assessing implementation of the Agreement are compliance reviews and audits, outcome assessments, and review of use of force investigations post-closure.

Monitor Reports: For the first two years, the Monitor issued compliance reports every four months. Now he issues them semi-annually.

Length of the Agreement and Termination: The minimum timeframe for implementation was written as four years. The parties agreed to seek termination at the four year point, provided that the City has reached and been in full and effective compliance for the two years preceding. If the City had not achieved compliance at four years, the Agreement was slated to continue for two additional years. The city has yet to achieve CASA compliance so the Agreement continues.

<https://smartcasa.org/>

<https://www.cabq.gov/police/documents-related-to-apds-settlement-agreement>



Directory of CPC Councilmembers, (names and email addresses)

Foothills CPC

Manzano Mesa Multigenerational Community Center
501 Elizabeth St SE, Albuquerque, NM 87123

Meets 6 p.m. to 8 p.m.
On the second Monday of every month.

Council Chair: Keith Hopper
Email: keithhopper@yahoo.com
Council Co-Chair: Woody Simpson
Email: jwsimp@msn.com

Northeast CPC

North Domingo Baca Multigenerational Center - 7521
Carmel NE

Meets from 6:30 to 8:30 p.m.
On the second Tuesday of the month.

Council Chair — Rick Lujan
Email— rdlujan.necpc@gmail.com
Council Assistant Chair— Willie Orr
Email— WILLIEORR1@msn.com

Northwest CPC

Don Newton - Taylor Ranch Community Center - 4900
Kachina NW

Meets from 6 to 8 p.m.
On the third Wednesday of every month

Council Chair: Terra Bernheisel
Email: terrab.cpc@gmail.com

Council Co-chair
Email:

Southeast CPC

Cesar Chavez Community Center - 7505 Kathryn SE

SE CPC will be going to a bi-monthly schedule for
the rest of 2024

Bi monthly with meetings in May, July, September,
and November this year

Council Chair: Suzy Sanchez Beg
Email: suzybeg@gmail.com
Council Vice Chair: Tyler Richter
Email: tyler.richter@gmail.com

Southwest CPC

Unser and Central Public Library

Meets from 6:30 to 8:30 p.m.
On the first Wednesday of every month

Council Chair: Ernest Esquibel
Email: earnestjake.ee@gmail.com
Council Vice-Chair: Andrew Griego
Email: asgriego51@yahoo.com

Valley CPC

Dennis Chavez Community Center on 715 Kathryn
SE

Meets from 6 to 8 p.m.

On the fourth Thursday of every month.
Council Chair: Philip Jameson

Email: pjameson5@comcast.net
Council Co-chair: Deidra Ewing
Email: Deidre.ewing@lopnm.us



Explanation of the Council of Chairs function

The Council of Chairs is an Albuquerque CPC organization comprised of the Chairs and Vice-Chairs of each Community Policing Council. The Council of Chairs meets once a month to combine resources and chart the general direction for the Albuquerque CPC body. The COC also may take responsibility occasionally to resolve disagreements that cannot be decided at the individual council level.

The council of chairs began in 2019 with the purpose of bringing Albuquerque's six Community Policing Councils into one unified force while retaining the individuality that matches each with the area it serves.

Every month an agenda of events pertinent to the CPCs is circulated by the COC Lead. The agenda items are compiled from issues inside and outside of the councils, processes that must be improved, weak areas, and the introduction of new ideas. The meetings are held, generally, for two hours on a Saturday morning and votes are taken upon issues that are seen as integral to the operation of the CPCs at large. Only Council officers, the CPC Liaison and Admin Assistant, and the COC Secretary are invited to attend, and only COC members have voting rights.

The COC Lead and Vice-Lead positions are voted upon by COC members once a year. The current COC Lead is Eric Jackson of the Northwest CPC.

COC Lead—CPC Chair

COC Vice Lead—CPC Chair



Directory of Area Command Leadership and Police Officers (Lt., Sgts, etc.)

Foothills Area Command

Commander Shawn Garret

Phone: 505-332-5240

Description Jeffery Russell Memorial Substation
12800 Lomas NE

Southeast Area Command

Commander Luke Languit

Phone: 505-256-2050

Description

800 Louisiana SE (Temporarily closed)
2901 Central Ave NE 87106 (SE Triangle substation)

Northeast Area Command

Commander Ryan Nelson

Phone: 505-823-4455

Description

John Carrillo Memorial Substation
8201 Osuna NE

Southwest Area Command

Commander Rene Barraza

Phone: 505-761-8800

Description Shawn McWethy Memorial Substation
6404 Los Volcanes NW

Northwest Area Command

Commander Chris Patterson

Phone: 505-768-4850

Description

10401 Cibola Loop NW

Valley Area Command

Commander Nick Wheeler

Phone: 505-761-8800

Description

Gerald Cline Memorial Substation
5408 2nd NW



APD Organizational Chart

Police Reform

Superintendent of Police Reform: Eric Garcia

Academy Division: Cmdr. J. Viers

Internal Affairs, Professional Standards: Commander M. Landavazo

Community Liaison: Byron Powdrell

Police Bureaus

Chief of Police: Harold Medina

Special Operations Bureau: Deputy Chief J. Brown

Professional Standards and Accountability Bureau: Deputy Chief M. Smathers

Field Services Bureau: Deputy Chief C. Barker

Investigations Bureau: A. Deputy Chief G. Vega

Management Services and Support Bureau: Deputy Chief J. Griego

Area Commanders

Foothills Area: Shawn Garret

Northeast Area: Ryan Nelson

Northwest Area: Chris Patterson

Valley Area: Nick Wheeler

Southwest Area: Rene Barraza

Southeast Area: Luke Languit

Other Notable APD

Compliance And Oversight: Commander J. Sanchez

Link to the APD Org chart

www.cabq.gov/police/documents/apd-division-org-chart-5-23-2023.pdf



Who's Who (our partners, collaborators, DOJ, IMT, etc.)

Albuquerque mayor: Tim Keller

CAO: Samantha Sengel

APD Chief of Police: Harold Medina

Superintendent of Reform – Eric Garcia

Community Outreach: Byron Powdrell

Special Albuquerque City Consultant: Dr. Harold Bailey

Community Engagement Specialist, APD: Jennifer Garcia

CPOA Executive Director: Diane McDermott

CPOA Staff:

Katrina Sigala: Senior Administrative Assistant

Valerie Barela: Administrative Assistant

Emily Selch: Policy Analyst

Gabriel Remer: Data Analyst

CPC Liaison: Kelly K. Mensah

CPC Administrative Assistant: Marteessa Billy

CPOA Advisory Board:

Aaron Calderon

Rowan Wymark

Gail Oliver

Zander Bolyanatz

Independent Monitor Team (CASA)

Dr. James Ginger

Dr. Stephen Rickman

Mr. Dan Giaquinto

Laurie Owens

Mr. Phil Coyne

Laura L. Kunard, Ph.D.

Dr. Ray Leal

Mr. Albert Preik

Dr. William Toms

Mr. David Torres

Community Outreach and Reform Advisor:

Special Albuquerque City Consultant: Dr. Harold Bailey

Community Engagement Specialist, APD: Jennifer Garcia

Mental Health Response Advisory Committee (MHRAC):

Behavior Health and Wellness Division Manager: Ellen Braden

Partners:

Department of Justice, United States Attorney:

Alexander M.M. Uballez

Mental Health Response Advisory Committee: Danny Whately / Rick Miera

Managing Assistant City Attorney: Lindsay Van Meter

Albuquerque Community Safety: Mariela Ruiz Angel

Violence Intervention Program: Geri Bacchicha

APD Forward: Baron Jones

McClendon Settlement Explanation

McClendon Settlement

Jimmy McClendon vs. City of Albuquerque 2015

In 1995 Jimmy McClendon, an inmate at the then Downtown Albuquerque Jail, sued the city over the poor conditions of his incarceration. The undersized facility was 50% overbooked at the time, and McClendon, now deceased, feared poor medical attention might cost him an eye. The new Bernalillo County Detention Center was opened in 2003 amid the same fears of possible overcrowding. The McClendon Settlement was decided in 2015 and established 253 requirements for the county to comply with, to complete the lawsuit.

A common concern with policing and Albuquerque is the relationship between APD and the homeless/mentally ill. There was previously concern as to arrest and incarceration being used to temporarily divert the homeless population from the streets, and warehousing them in the Bernalillo County Detention Center.

The McClendon settlement marked a change in APD culture from arresting persons for non-violent misdemeanors to issuing citations for them (not including DWIs) when there are no circumstances necessitating an arrest. Those cited are asked for a phone number so that when they are cited, the courts can send reminders of hearings and communicate regarding warrants, and instructed as to how to pay a fine, or quash a warrant without being taken to jail.

The Settlement also included provisions that encouraged the city to create and evaluate new rehabilitative techniques, to assist the homeless/mentally-ill population of the city of Albuquerque.

<https://www.bernco.gov/metropolitan-detention-center/mcclendon-settlement-information.aspx>



APD's Ambassador Program

The Albuquerque Police Department is designed to facilitate clear, consistent lines of communication with different groups within the community who have not previously had a voice with the police.

May 5, 2021

Today the Albuquerque Police Department and Mayor Tim Keller provided details on the creation of APD's Ambassador Program. This program is designed to facilitate clear, consistent lines of communication with different groups within the community who have not previously had a voice with the police. Building trust with the community is a critical component to making the public safer.

"The APD Ambassadors program represents a commitment to find solutions that work for our community as we tackle the dual challenges of crime and meaningful reform," Mayor Keller said. "I appreciate the willingness of police officers and community groups to come to the table and work together to effect change; our ability to have these tough conversations speaks volumes about how unique and resilient our city really is."

The City of Albuquerque's Office of Equity and Inclusion provided two intensive trainings to Ambassadors and introduced them to community organizations that serve specific populations to help the Ambassadors build relationships.

The first training was a Culturally Appropriate Services training that has been given to all cadets since Mayor Tim Keller took office. Additionally, a four-day Intensive Undoing Racism Training was provided by the Peoples Institute of Survival and Beyond to the Ambassadors and their new community contacts.

"I knew the only way to make meaningful change in our community was to work with diverse groups who at times feel their concerns are disregarded," Chief Medina said. "We now have dedicated Ambassadors listening to the concerns from the public. They are validating those concerns by working with the groups to identify solutions that will be presented to APD's leadership."

Since the creation of the Ambassador Program, the growing relationships have already led to initial success. Recently, an Asian-American massage therapist was attacked at her place of employment after asking a client to put on a mask. Through working with local advocates, our investigators were able to get additional information about this individual who committed the crime and are now actively looking for him.

APD Ambassador officers are expected to host at least one scheduled formal communication event each month and provide monthly briefings to Chief Medina. The Ambassadors outline topics of discussion and provide the department with suggestions in which APD can improve in community relations based on the conversations they are having with the different groups they are working with.



The Ambassadors are also required to arrange at least one lunchtime discussion with APD cadet classes and their designated community group. The APD Ambassadors are as follows:

Faith Community Ambassador

Officer Brett Garcia bagarcia@cab.gov
Officer Alex Rahimi arahimi@cabq.gov
Officer Mark Wells mwells@cabq.gov

LGTBQ+ Community Ambassador

Officer Chase Jewell cjewell@cabq.gov
Kalin Wood, Crime Scene Specialist III
kwood@cabq.gov
Lieutenant Jennifer Garcia jennifergarcia@cabq.gov

Hispanic Community Ambassador

Officer Emmanuel Solis esolis@cabq.gov
Officer Diomedes Cordoba dcordova-
diplakis@cabq.gov
Officer Jorge Villalobos jvillalobos@cabq.gov
Officer Paulina De Andrade PAndrade@cabq.gov

Refugee Community Ambassador

Officer Jennifer Giron jgiron@cabq.gov

Native American Community Ambassador

Lieutenant Gerard Bartlett gbartlett@cabq.gov
Sergeant Michael Rico mrico@cabq.gov

Veteran Community Ambassador

Lieutenant Juan Cabrera jcabrera@cabq.gov
Sergeant Larry Middleton lmiddleton@cabq.gov

Senior Citizen Community Ambassador

Officer John Holler jholler@cabq.gov

African American Community Ambassador

Officer Rob Duren rlduren@cabq.gov
Officer Hence Williams hwilliams@cabq.gov
Lieutenant Jennifer Garcia jennifergarcia@cabq.gov

ADA Community Ambassador

Officer Jeffrey Bludworth jbludworth@cabq.gov
Officer David Nix dnix@cabq.gov

Youth Community Ambassador

Officer Alan Moreno amoreno@cabq.gov



Listing of repetitive/common Acronyms

ACS: Albuquerque Community Safety Department	SOP: Standard Operating Procedure
AFR: Albuquerque Fire Rescue (the fire department)	SWAT: Special Weapons and Tactics Unit
APD: Albuquerque Police Department	FRB: Force Review Board
APS: Albuquerque Public Schools	IAFD: Internal Affairs Force Division
APOA: Albuquerque Police Officers' Association (police union)	IAPS: Internal Affairs Professional Standards Division
AWD: Albuquerque Animal Welfare Department	SID: Special Investigations Division?
Batmobile: DWI Unit mobile processing unit	SOD: Special Operations Division
CASA: Court Approved Settlement Agreement (consent decree)	ADAPT Abandoned and Dilapidated Abatement Property Team
CIU Crisis Intervention Unit	CET Community Engagement Team
COAST: Crisis Outreach and Support Team	ECHO Extension of Community Healthcare Outcomes
CPC: Community Policing Council	EFIT External Force Investigation Team
CPOA: Civilian Police Oversight Agency	LEAD Law Enforcement Assisted Diversion
CSI: Crime Scene Investigation/Investigator	MHRAC Mental Health Response Advisory Committee
DOJ: US Department of Justice	OBRD On-Body Recording Device
DUI: Driving Under the Influence (of alcohol or drugs)	ROI Release of Information
DWI: Driving While Intoxicated/Impaired	RTBC Reality-Based Training Center
ERT: APD Emergency Response Team	SCION Self-Care Interactive On-Line Network (APD)
FI: Field Investigator	
K9: Canine officers and dogs	
IMPACT: Investigative units?	
IMR: Independent Monitor's Report	
IMT: Independent Monitoring Team	
MDC: Metropolitan Detention Center (the jail)	
MHRAC: Mental Health Response Advisory Committee	
PRT: Proactive Response Team	
PSA: Police Service Aide	



Important Links

Link to the City Council Homepage

<https://www.cabq.gov/council>

Link to the CPC Ordinance

<https://www.cabq.gov/clerk/documents/o-20-27.pdf>

Link to the CPC Guidelines

<https://www.cabq.gov/cpoa/community-policing-council/community-policing-council-guidelines>

Information on CPA/Ride-Alongs

<https://www.cabq.gov/police/programs/citizen-police-academy>

Link to the APD Org chart

<chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.cabq.gov/police/documents/apd-division-org-chart-5-23-2023.pdf>

Link to the Area Command Map

https://www.google.com/maps/d/viewer?mid=1vetiGocTdnGW4wM8T-I7TM_RHIw&ll=35.09031439154557%2C-106.63566947184222&z=7

Link to the CPC Event/Meeting calendar

<https://www.cabq.gov/cpoa/community-policing-council/monthly-meeting-calendar>

Link to the CPC Annual Reports

<https://www.cabq.gov/cpoa/community-policing-council/community-policing-councils-annual-reports>