



City of Albuquerque

Office of the City Clerk

Timothy M. Keller, Mayor

Ethan Watson, City Clerk

Interoffice Memorandum

January 30, 2023

To: CITY COUNCIL

From: Camille Chavez, Assistant City Clerk

Subject: BILL NO. F/S O-22-67; ENACTMENT NO. O-2023-004

I hereby certify that on January 30, 2023, the Office of the City Clerk received Bill No. F/S O-22-67 as signed by the president of the City Council, Pat Davis. Enactment No. O-2023-004 was passed at the January 18, 2023 City Council meeting. Mayor Keller did not sign the approved Ordinance within the 10 days allowed for his signature and did not exercise his veto power. Pursuant to the Albuquerque City Charter Article XI, Section 3, this Ordinance is in full effect beginning February 7, 2023 without Mayor's approval or signature. This memorandum shall be placed in the permanent file for Bill No. F/S O-22-67.

Sincerely,

Ethan Watson
City Clerk

**CITY OF ALBUQUERQUE
CITY COUNCIL**

INTEROFFICE MEMORANDUM

TO: Timothy M. Keller, Mayor

FROM: Chris Melendrez, Director of Council Services 

SUBJECT: Transmittal of Legislation

Transmitted herewith is Bill No. F/S O-22-67 Amending The Police Oversight Ordinance, Chapter 9, Article 4, Part 1 Of The Revised Ordinances Of Albuquerque (Bassan, Benton, Davis, Grout), which was passed at the Council meeting of January 18, 2023 by a vote of 9 FOR AND 0 AGAINST.

In accordance with the provisions of the City Charter, your action is respectfully requested.

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1 § 9-4-1-3 LEGISLATIVE FINDINGS.

2 (A) The City of Albuquerque deserves a highly professional well-trained
3 Police Department; however, an effective oversight function has not yet
4 evolved to the satisfaction of the community's needs.

5 (B) In 1996 the City Council initiated a process to independently review the
6 city's mechanisms of police oversight since the system had not been
7 independently evaluated since 1988. As a result of that process, the City
8 Council abolished the then existing Public Safety Advisory Board, and in lieu
9 thereof established the current Police Oversight Commission (POC).

10 (C) In 2013 the City Council initiated a new process aimed at evaluating
11 potential improvements to the POC and its processes by establishing an Ad
12 Hoc Police Oversight Task Force (POTF). The POTF evaluated the city's
13 current system, studied oversight options, held three Town Hall Meetings to
14 receive input from the public, and presented their final recommendations.

15 (D) On April 10, 2014, the city also received findings from the United States
16 Department of Justice that in part concluded that the city's external oversight
17 system contributed to overall systemic problems with the Police Department's
18 use of force in encounters with civilians.

19 (E) The Council understands that a properly conceived and functioning
20 police oversight system is necessary to promote accountability of the police
21 officers and protect the rights of civilians, and finds that adopting the
22 recommendations of the POTF will advance these goals and will help respond
23 to the shortcomings identified by the Department of Justice.

24 § 9-4-1-4 CIVILIAN POLICE OVERSIGHT AGENCY.

25 There is hereby created a Civilian Police Oversight Agency (the "CPOA") as
26 an independent agency of city government, not part of either the city
27 administration or City Council, consists of the Civilian Police Oversight
28 Advisory Board (the "Board") and an Administrative Office led by the CPOA
29 Executive Director (the "Director" or the "Executive Director"). The CPOA is a
30 critical component of police reform and oversight in Albuquerque. This Part is
31 intended to comprehensively establish and set forth the rights and
32 responsibilities of the CPOA, but the CPOA is also contemplated within and
33 bears significant duties and obligations within the 2014 DOJ Settlement

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1 Agreement with the City of Albuquerque (and any subsequent agreements),
2 and Findings Letter of April 10, 2014. In addition to any other duties, the
3 Executive Director shall direct and oversee the receipt of all citizen complaints
4 and direct and oversee the investigation of civilian complaints relating to
5 officer misconduct within the parameters of Section 9-4-1-4(C)(2)(g), monitor
6 and report on police internal affairs matters, and manage the day to day
7 operations of the CPOA. The Board shall provide policy guidance for, and
8 civilian oversight of the Albuquerque Police Department. Board members shall
9 rely on the CPOA professional investigative staff to perform the investigations
10 called for under this article, and shall not independently investigate any
11 matters.

12 (A) Independence. The CPOA is accountable to, but independent of the
13 Mayor's Office, the City Council, and the Albuquerque Police Department with
14 respect to the performance of its oversight role and duties under §§ 9-4-1-1
15 through 9-4-1-14.

16 (1) Facility Location. The CPOA shall be housed in a facility that is
17 separate from any police presence and is located outside of the Albuquerque
18 City Hall, the Police Department and/or all of the police substations.

19 (2) Budget. The CPOA shall have a dedicated budget. The Director shall
20 administer the budget in compliance with state and local laws, and supervise
21 staff in compliance with the city's Merit Ordinance and contractual services
22 policies and procedures. The Director shall recommend and propose its
23 budget to the Mayor and City Council during the city's budget process to carry
24 out the powers and duties under §§ 9-4-1-1 through 9-4-1-14, including
25 itemized listings for the funding for staff and all necessary operating
26 expenses. Adequate funding shall be provided to uphold the ability of the
27 CPOA to carry out its duties and support its staff and operating expenses.

28 (3) Professional Legal Services. The CPOA shall select independent legal
29 counsel from the conflict counsel list maintained by the Office of the City
30 Attorney. The CPOA's legal counsel shall be independent from legal counsel
31 for APD and shall advise and represent both the Agency and the Board. The
32 CPOA's legal counsel shall represent the CPOA in the courts, and shall advise
33 the CPOA as to any legal matters relating to §§ 9-4-1-1 through 9-4-1-14 and

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1 the CPOA's duties, responsibilities, and procedures except for CPOA
2 personnel matters which shall remain under the authority of the City
3 Attorney's Office.

4 (4) Applicability of City Policies and Ordinances. The CPOA shall comply
5 with all city ordinances and policies dealing with administrative functions
6 including but not limited to those dealing with personnel, the merit system,
7 and procurements.

8 (B) Staff. The CPOA shall employ such staff as necessary to carry out its
9 functions as prescribed by this Article, including but not limited to an
10 executive director, professional investigative staff and other staff as may be
11 necessary, subject to budget sufficiency and city personnel policies and
12 procedures.

13 (C) Responsibilities. The Civilian Police Oversight Agency is responsible
14 for civilian police oversight and has the following powers and duties:

15 (1) Community Outreach. The CPOA shall develop, implement, and from
16 time to time amend as necessary, a program of community outreach aimed at
17 soliciting public input from the broadest segment of the community in terms
18 of geography, culture, ethnicity, and socio-economics. The CPOA shall report
19 its community outreach efforts to the City Council as part of its reporting
20 under § 9-4-1-11.

21 (2) Investigations. The Administrative Office shall independently
22 investigate all civilian complaints alleging officer misconduct; shall audit and
23 monitor a representative sampling of all Level 2 and Level 3 incidences of use
24 of force by police and all matters under investigation by APD's Internal Affairs
25 (IA) or other APD personnel tasked with conducting administrative
26 investigations related to a use of force incident; and shall prepare proposed
27 findings and recommendations on all officer involved shootings and serious
28 uses of force as defined by Article III, Paragraph 12, Subsection (qq) (or as
29 subsequently amended) of the court-approved DOJ Settlement Agreement
30 with the City of Albuquerque ("Serious Uses of Force").

31 (a) Where an officer has engaged in conduct that may reasonably lead
32 to a criminal charge against the officer, IA and the CPOA have a shared
33 interest in exercising care to avoid interfering with the criminal process while

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1 simultaneously maintaining the integrity of the disciplinary process for
2 officers. Consistent with this shared interest, IA and the CPOA will regularly
3 confer and take reasonable steps to coordinate the handling of investigations
4 into matters that reasonably may lead to a criminal charge against an officer.
5 Before taking action related to a serious use of force or officer involved
6 shooting, the Director shall confer with the relevant prosecuting agency
7 and/or federal law enforcement agency to assess the likelihood of an officer
8 being criminally prosecuted based on the incident. The Director may delay or
9 decline to proceed with any action related to a serious use of force or officer
10 involved shooting until completion of the criminal investigation unless, after
11 consultation with the prosecuting agency, the Director determines that
12 proceeding is appropriate and will not compromise a criminal investigation. If
13 the Director seeks to proceed with investigating or presenting to the Board a
14 serious use of force or officer involved shooting despite a prosecuting agency
15 or federal law enforcement agency indicating that doing so would interfere
16 with a criminal investigation, the Director may proceed only after obtaining
17 approval to do so through a 2/3 vote of the Board. The Board shall provide
18 notice of any such vote permitting the Director to proceed in such
19 circumstances to APD and the police officer involved.

20 (b) APD shall provide Board members, the Director, and CPOA staff with
21 reasonable access to APD premises, files, documents, reports and other
22 materials that are reasonably necessary for the agency to perform thorough,
23 independent investigations of civilian complaints of officer misconduct and
24 reviews of serious uses of force and officer-involved shootings. However, any
25 material protected from disclosure by law shall remain within the custody and
26 control of APD at all times and will be handled in accordance with the
27 applicable legal restrictions.

28 (c) All complaints filed by police officers will be investigated by Internal
29 Affairs. The Agency shall not investigate complaints filed by police officers.
30 Internal Affairs shall provide a weekly update to the Director on all open
31 internal investigations. The CPOA Director's investigation report and findings
32 shall indicate whether within the past year there were any IA investigations or
33 supervisor generated complaints against the officer(s) involved in the incident

1 being investigated that are relevant to the subject matter of the investigation,
2 the general nature of the prior investigations or complaints, and whether they
3 resulted in any discipline. Redacted personnel records including those of the
4 Internal Affairs Unit shall be made available to the Board on demand.

5 (d) Mediation First. Whenever possible, and as further described in § 9-
6 4-1-6(C)(3), mediation should be the first option for resolution of civilian police
7 complaints.

8 (e) Board Audits; Access to Files. The Board will perform semiannual
9 audits, on a random sample of up to 10% of individual civilian police complaint
10 investigations involving allegations of use of force. The Board may, by a vote
11 of two-thirds (2/3) of the members of the Board, perform an additional audit, or
12 direct that an audit be performed, on any individual Citizen Police Complaint
13 Investigation completed by the Administrative Office. For purposes of its audit
14 function, the Board shall have full access to investigation files and may
15 subpoena such documents and witnesses as relevant to its audit function.

16 (f) Disciplinary recommendations. The Director may recommend officer
17 discipline from the Chart of Sanctions for investigations that result in
18 sustained civilian police complaints; and may also recommend discipline
19 based on any findings that result from review of internal affairs investigations
20 of officer involved shootings and serious uses of force. Imposition of the
21 recommended discipline is at the discretion of the Office of Police Reform.
22 However, if the Office of Police Reform does not follow the disciplinary
23 recommendation of the Director, the Office of Police Reform shall respond in
24 writing, within 30 days of the department's final disciplinary decision, with a
25 detailed explanation of the reason as to why the recommended discipline was
26 not imposed. The Office of Police Reform shall identify the specific findings of
27 the Director with which the Office of Police Reform disagrees, or any other
28 basis upon which the Office of Police Reform declined the Director's
29 disciplinary recommendation. The CPOA shall report data regarding the
30 outcomes of all disciplinary recommendations, to include whether the Office
31 of Police Reform imposed the recommended discipline, as part of its quarterly
32 oral reports, as outlined in § 9-4-1-4(C)(3).

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1 (g) Summary disposition of complaints. The Director shall develop and
2 implement a policy that specifies those complaints that may be
3 administratively closed or referred to mediation. Administrative closing or
4 inactivation of a complaint investigation shall be used for the most minor
5 policy violations that do not constitute a pattern of misconduct, duplicate
6 allegations, allegations which are too broad and/or lack any specificity,
7 allegations that even if true would not constitute officer misconduct,
8 allegations regarding events that occurred several years before the complaint
9 was filed, or allegations by an individual who files repeated complaints that
10 the Director has determined to be without merit.

11 (3) Reports to Mayor & Council. The CPOA shall submit a semi-annual
12 written report to the Mayor and City Council according to § 9-4-1-11 herein.
13 The CPOA Executive Director shall provide a quarterly oral report to the City
14 Council at a regular or special meeting. The oral report shall at a minimum
15 address community outreach efforts, agency progress and initiatives, data
16 regarding actual disciplinary outcomes imposed by the Office of Police
17 Reform as compared to the Director's disciplinary recommendations, any
18 outstanding Board vacancies and the most forthcoming term expiration(s) of
19 any Board member(s), together with any of the agency's issues or concerns.

20 (4) CPOA Policy Recommendations. The CPOA may make
21 recommendations on policy to the Chief of Police. APD shall provide the
22 CPOA with reasonable access to APD premises, files, documents, reports,
23 data (including APD raw data), and any other materials that are reasonably
24 necessary for this purpose. For purposes of this article, "APD raw data"
25 includes but is not limited to any facts and statistics or other data gathered,
26 obtained, or that are otherwise within the possession of APD before being
27 processed or analyzed; "police best practices" refers to law enforcement
28 methods or techniques based upon the experiences and outcomes in other
29 police departments or law enforcement agencies that have documented
30 superior results compared to other practices, and to recommendations by
31 recognized research and policy development groups, forums, consortiums, or
32 similar. The CPOA shall redact any personal identification information from

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1 any APD raw data within its possession as permitted by law prior to its release
2 to the public. The CPOA's policy recommendation process shall be as follows:

3 (a) Community Policing Council Review and Analysis. Policy proposals
4 from APD will be distributed to each Community Policing Council ("CPC") for
5 comment. Each CPC wishing to submit comments or recommendations must
6 submit them to the Director within fifteen (15) days. In making its final policy
7 recommendations, the Board shall review and take into consideration any
8 timely submitted comments and recommendations of the CPCs.

9 (b) Policy Proposals by APD. APD shall provide all policy proposals
10 passed by the APD Policy and Procedures Review Board to the Board for its
11 review, comment, and recommendations prior to final adoption.

12 (c) The Chief of Police or designee shall respond to policy
13 recommendations made by the CPOA pursuant to paragraph 'b' above in
14 writing within 45 days of final action on a policy by APD. As part of this
15 response, APD shall indicate whether the Board's policy recommendation will
16 be followed through standard operating procedures or should be adopted as
17 policy by the City Council, or specifically explain any reasons why such policy
18 recommendations will not be followed or were not adopted.

19 (d) The Board, in consultation with the Director, shall review and update
20 as appropriate its policies, rules and procedures that ensure that the Board is
21 effectively accomplishing its duties under this Article on an annual basis. Any
22 policies, rules, and procedures shall be adopted in accordance with ROA 1994,
23 Section 2-6-1-4(C)(2). The Board shall present its proposed policies, rules, and
24 procedures to the City Council for final approval. In the event that the City
25 Council determines that the Board's proposal fails to ensure the Board is
26 effectively accomplishing its duties, the City Council may modify them as
27 appropriate. Annual updates will become effective only upon final approval of
28 the City Council. Updates outside of its annual review will become effective
29 only upon a 2/3 vote of the membership of the Board and only upon final
30 approval by the City Council, as submitted or as amended by the Council.

31 (e) The chair of the Board shall designate one Board member to serve
32 on each APD policy development committee. The Director and the Board
33 member designated by the Chair shall each serve as voting members and

1 representatives of the Board on such committees, and shall report back to the
2 Board about the outcomes and votes cast at the next regularly scheduled
3 meeting of the Board.

4 **§ 9-4-1-5 THE CPOA POLICE OVERSIGHT BOARD.**

5 (A) **Composition.** The Board shall be composed of five at-large members
6 who broadly represent the diversity and demographics of the city by way of,
7 including but not limited to, cultural, gender and geographic diversity; and
8 who are representative of the stakeholders of the police oversight process,
9 and who reside within the City of Albuquerque.

10 (B) **Qualifications.** In addition to the composition standards set forth above,
11 the following are the minimum qualifications for members of the Board:

12 (1) **Have not been employed by APD for at least three years prior to**
13 **appointment, or have not been employed by other law enforcement**
14 **departments for at least one year prior to appointment; and**

15 (2) **Successfully pass a background check; and**

16 (3) **Personal history lacking any pattern of unsubstantiated complaints**
17 **against APD; and**

18 (4) **A demonstrated ability to engage in mature, impartial decision making;**
19 **and**

20 (5) **A commitment to transparency and impartial decision making; and**

21 (6) **Residency within the City of Albuquerque.**

22 (C) **Appointment of Members.** The City Council shall establish a well-
23 publicized, fair and equitable application process for appointment to the
24 Board, and for filling vacancies. The City Council, through its staff, shall
25 accept applications from prospective Board members. Staff shall formulate
26 recommendations for appointments based on evaluation of the qualification
27 criteria listed in subsections (A) and (B) above and submit recommendations
28 for appointment(s) to the City Council for its approval. Staff shall establish
29 written policies and procedures for its administration of this process. If a
30 member is eligible for reappointment, that member may request
31 reappointment without a formal application process and the City Council may
32 reappoint accordingly.

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1 (D) **Timeline for Filling of Vacancies.** The Director shall notify the President
2 of the City Council of a forthcoming vacancy on the Board at least 60 days
3 prior to the expiration of a Board member's term, and within five days of the
4 resignation of a Board member. The City Council shall act on an appointment
5 to fill the vacancy within 60 days of the Council President's receipt of notice
6 from the Director.

7 (E) **Membership Term.** Board members shall serve a maximum of two three-
8 year terms on a staggered basis so that no more than three of the members
9 are eligible for reappointment or replacement each year.

10 (1) If a member is appointed to fill an unexpired term of another person,
11 that term shall not be considered a term for the purpose of this limitation if the
12 time remaining in the term at the time of the appointment is one year or less.

13 (F) **Removal of Members.** Any Board member may be removed for cause by
14 a two-thirds majority vote of the City Council. In addition to any other
15 reasonable cause, any conduct inconsistent with the requirements and
16 provisions of this article, or a demonstrated inability to objectively adjudicate
17 civilian police complaints, shall constitute cause for removal.

18 (1) The appointment of any member who has been absent and not
19 excused from three consecutive regular or special meetings automatically
20 terminates on the date the third consecutive absence occurs.

21 (2) The appointment of any member who has not completed the training
22 required by subparagraph (G)(2), below, automatically terminates if all initial
23 training is not fully completed within an additional 30-day grace period from
24 the expiration of the six-month deadline, or one-year deadline to complete the
25 Civillian Police Academy. However, if any training is not completed because
26 the training was not made available by the city, the 30-day grace period is
27 extended to include the timeframe within which the training is offered and can
28 be reasonably completed.

29 (3) The appointment of any member who has not completed the training
30 required by subparagraph (G)(3), below, automatically terminates if the eight
31 hours of required on-going training is not fully completed within an additional
32 30-day grace period of the anniversary date of the member's appointment.

33 However, if any training is not completed because the training was not made

1 available by the city, the 30-day grace period is extended to include the
2 timeframe within which the training is offered and can be reasonably
3 completed.

4 (4) The Contract Compliance Officer shall notify any member whose
5 appointment has automatically terminated and shall within five days report to
6 the City Council President that a vacancy exists requiring an appointment for
7 the length of the unexpired term. The appointment of a new member to fill the
8 resulting vacancy is subject to the timelines established by paragraph (E),
9 above.

10 (G) Orientation and Training. Upon initial appointment Board members shall
11 complete an orientation and training program consisting of the following:

12 (1) Required Orientation. Prior to participation in any meeting of the
13 Board, a newly appointed member must first:

14 (a) Be trained by the CPOA staff or CPOA legal counsel on CPOA
15 policies, and procedures; and

16 (b) Attend at least one Board meeting as an observer (except for
17 reappointed members).

18 (2) Required Training. The city shall provide, and each Board member
19 shall complete, a training program within the first six months of the member's
20 initial appointment, unless a different deadline is stated, that consists, at a
21 minimum, of the following:

22 (a) Training on the 2014 DOJ Settlement Agreement with the City of
23 Albuquerque (or any subsequent agreements), and Findings Letter of April 10,
24 2014 (or any subsequent findings letters);

25 (b) Training on this ordinance and the duties, obligations, and
26 responsibilities that it imposes on Board members and the CPOA;

27 (c) Training on State and local laws regarding public meetings and the
28 conduct of public officials, including but not limited to inspection of public
29 records, governmental transparency, ethics;

30 (d) Training on civil rights, including the Fourth Amendment right to be
31 free from unreasonable searches and seizures, including unreasonable uses
32 of force;

1 (e) Training on all APD policies related to use of force, including
2 policies related to APD's internal review of force incidents;

3 (f) Training provided to APD officers on use of force;

4 (g) Completion of the following portions of the APD Civilian Police
5 Academy. This training must be completed within one year from the member's
6 initial appointment, subject to the provisions of Section 9-4-1-5(F)(2), above.

7 (i) Recruiting (1 hour);

8 (ii) Basic Training (1 hour);

9 (iii) Field Training and Evaluation (FTEP) (1 hour);

10 (iv) Field Services (1 hour);

11 (v) Response to Resistance (3 hours);

12 (vi) Crisis Intervention/COAST (3 hours);

13 (vii) Community Policing (1 hour);

14 (viii) Impact Investigations (1 hour);

15 (ix) Active Listening and De-Escalation (3 hours);

16 (x) SWAT (1.5 hours);

17 (xi) Less Lethal Options (3 hours);

18 (xii) Reality Based Training Part 1 (3 hours); and

19 (xiii) Reality Based Training Part 2 (3 hours);

20 (h) At least two APD ride-alongs;

21 (i) Internal Affairs training;

22 (j) A briefing that identifies and explains the curriculum of all training
23 currently received or anticipated to be received by APD officers, including any
24 outside training not provided by the city; and

25 (k) Professionalism training that educates Board members on proper
26 professionalism when interacting with Agency staff and other City employees,
27 members of the public, and other Board members.

28 (3) Required On-Going Training. Board members shall receive eight hours
29 of annual training to include but not be limited to:

30 (a) any changes in law, policy, or training in the areas outlined under
31 subsection (G)(2) above, as well as developments in the implementation of the
32 2014 DOJ Settlement Agreement (or any subsequent agreements) until such
33 time as the terms of the agreement are satisfied; or

1 (b) If a Board member elects to attend the annual NACOLE conference,
2 attendance may satisfy no more than four hours of a Board member's on-
3 going annual training requirements.

4 (c) In addition to the eight hours of on-going annual training, Board
5 members shall also participate in at least two police ride-alongs for every six-
6 months of service on the Board.

7 (4) Recommended Training. Board members are encouraged to attend
8 conferences and workshops relating to police oversight at city expense
9 depending on budget availability. The Director, in collaboration with the city
10 and APD, shall maintain training opportunities for members that includes, but
11 is not limited to:

12 (a) Annual firearms simulation training; and

13 (b) Equity and Cultural Sensitivity training;

14 (5) The CPOA and APD shall jointly create and maintain a Board training
15 calendar that outlines the dates in which the required and recommended
16 training opportunities outlined in this subsection (G) are available to members
17 of the Board. The calendar shall be provided to the City Council for its
18 information within 90 days of its creation or any subsequent changes or
19 updates.

20 (6) The Contract Compliance Officer shall track training progress for each
21 Board member, and verify completion of the initial and on-going training
22 requirements for each Board member. The Director may contract with outside,
23 neutral trainers or training resources in order to effectively implement any of
24 the training called for in this subsection (G), above.

25 (7) Each member of the Board shall be paid a \$500 honorarium upon
26 completion of their Initial Orientation and Training as outlined in Sections 9-4-
27 1-5(G)(1)-(2). Each member of the Board shall be compensated \$250 upon
28 completion of their annual Required On-Going Training as outlined in Section
29 9-4-1-5(G)(3). The honoraria outlined within this subsection will begin in FY
30 24.

31 (H) Chair. The Board shall elect one of its members as the Chairperson and
32 one as Vice- Chairperson, who shall each hold office for one year and until
33 their successors are elected. No officer shall be eligible to immediately

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1 succeed himself or herself in the same office. Officers shall be elected in the
2 month of March of each calendar year or upon vacancy of an office to fill the
3 remaining term.

4 (I) Subcommittees. The Board may appoint such subcommittees as are
5 deemed necessary or desirable for the purposes of §§ 9-4-1-1 through 9-4-1-
6 14, provided that, membership on such subcommittees shall be limited to
7 Board members and the Board shall strive to evenly distribute subcommittee
8 membership among the entire Board. Subcommittees shall comply with the
9 New Mexico Open Meetings Act.

10 (J) Meetings. The Board shall conduct regularly scheduled public meetings
11 in compliance with the New Mexico Open Meetings Act, with a prepared
12 agenda that is distributed in advance to the Mayor, City Council, Police Chief,
13 and City Attorney.

14 (1) Public Comment. The Board shall allow comment on each of its
15 agenda items other than Citizen Police Complaints.

16 (K) Subpoenas.

17 (1) The CPOA is authorized to issue subpoenas only as necessary to
18 investigate civilian complaints, or to audit and monitor incidences of use of
19 force by police.

20 (2) Prior to seeking a subpoena, the Executive Director must make a
21 reasonable attempt to exhaust all other avenues for obtaining the information
22 sought.

23 (3) In order to issue an administrative subpoena, the Executive Director
24 must ensure that:

- 25 (a) the inquiry is within the authority of the CPOA;
- 26 (b) the demand is not too indefinite;
- 27 (c) the information is relevant to the purpose of the investigation; and
- 28 (d) all other criteria for the issuance of an administrative subpoena as
29 set forth by New Mexico law are met.

30 (4) The Executive Director must consult the CPOA's legal counsel prior to
31 issuing a subpoena.

32 (5) Subpoenas shall be served in a manner that complies with all
33 requirements for administrative subpoenas under New Mexico Law.

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1 (6) A subpoena must provide at least 14 calendar days' notice prior to the
2 deadline for responding to the subpoena to:

3 (a) the subpoenaed person or entity;

4 (b) any individual or entity that is the subject of subpoenaed records;

5 and

6 (c) the City Attorney for the City of Albuquerque.

7 (7) The subpoena and notice to third parties must include a citation to this
8 section and state that the recipient has the opportunity to challenge the
9 subpoena to the Board or in the district court having jurisdiction.

10 (8) The summoned person or entity or any person or entity that is the
11 subject of subpoenaed records may petition the Board or the district court of
12 the county where he or she resides to vacate or modify the administrative
13 subpoena.

14 (9) In the case of a refusal to obey a subpoena issued to any person, the
15 Director may make application to the District Court in the state having
16 jurisdiction to order the witness to appear before the Board and to produce
17 evidence if so ordered, or to give testimony touching on the matter in
18 question.

19 (10) Any summoned person may, at his or her own expense, be
20 represented by legal counsel during all CPOA or Board proceedings.

21 (11) The CPOA and Board shall not disclose any record obtained as a
22 result of a subpoena that is protected or confidential by law, ordinance, policy,
23 or the CASA.

24 (L) Job Description. The Director shall draft a job description that informs
25 Board members of their roles, responsibilities, and specific expectations of a
26 Board member. The Director shall present the proposed job description to the
27 City Council for final approval. In the event that the City Council determines
28 that the Director's proposal fails to accurately describe the Board's duties, the
29 City Council may amend it as appropriate. Each member of the Board shall
30 sign the job description to affirm their understanding of their obligations to the
31 Board.

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1 (M) Stipend. Each member of the Board shall be compensated at a rate of
2 \$100 per regular meeting of the Board, not to exceed \$200 per month per
3 board member. The stipend outlined within this subsection will begin in FY 24.
4 § 9-4-1-6 CPOA ADMINISTRATIVE OFFICE.

5 (A) The staff and administration of the CPOA shall be directed by the CPOA
6 Executive Director.

7 (B) In addition to any other duties expressed or implied by this article the
8 Director shall:

9 (1) Receive all citizen complaints and direct and oversee the investigation
10 of civilian police complaints alleging officer misconduct within the parameters
11 of Section 9-4-1-4(C)(2)(g), prepare findings and recommendations, and
12 provide to each CPC and the Board for informational purposes;

13 (2) Review and monitor a representative sampling of all Internal Affairs
14 investigations and other administrative investigations related to officer
15 involved shooting investigations and serious uses of force investigations. The
16 Director shall prepare findings and disciplinary recommendations, as
17 appropriate, relating to officer involved shootings and serious uses of force.
18 Disciplinary recommendations, if any, will be transmitted to the Office of
19 Police Reform. The Director shall report on general trends and issues
20 identified through monitoring or auditing of Internal Affairs;

21 (3) Ensure that the duties and responsibilities of the CPOA are executed
22 in an efficient manner, and manage the day to day operations of the CPOA.

23 (C) The Administrative Office will receive civilian complaints of officer
24 misconduct directed against the Albuquerque Police Department. The Director
25 shall direct and oversee the investigation of civilian complaints alleging officer
26 misconduct within the parameters of Section 9-4-1-4(C)(2)(g), and make
27 findings and recommendations for such civilian complaints, or assign them
28 for independent investigation by CPOA staff or an outside independent
29 investigator. If assigned to staff or an outside investigator, the Director shall
30 oversee, monitor and review all such investigations and findings for each. All
31 findings relating to civilian complaints, officer involved shootings, and serious
32 uses of force shall be forwarded to APD internal affairs and the complainant.
33 The findings will then be sent to the chair of each CPC and to the Board for its

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1 information. The Director shall make recommendations and give advice
2 regarding Police Department policies and procedures to each CPC and the
3 Board in the context of investigative findings as the Director deems
4 appropriate.

5 (1) The review and assessment of civilian complaints filed with the CPOA
6 shall begin promptly after complaints are filed. If the complaint alleges officer
7 misconduct and requires investigation, it shall proceed as expeditiously as
8 possible, and if an investigation exceeds a timeframe of nine months from the
9 date the complaint was first received the Director must report the reasons to
10 the Contract Compliance Officer; and

11 (2) All civilian complaints filed with other offices within the city authorized
12 to accept civilian complaints, including the Police Department, shall be
13 immediately referred to the Director; and

14 (3) If appropriate, mediation should be the first option for resolution of
15 civilian police complaints. Mediators should be independent of the CPOA,
16 APD, and the City, and should not be former officers or employees of APD. At
17 the discretion of the Director an impartial system of mediation should be
18 considered appropriate for certain complaints. If all parties involved reach an
19 agreement, no investigation will occur. If the complainant fails to participate in
20 good faith as determined by the mediator, no investigation will occur. If the
21 officer involved fails to participate in good faith as determined by the
22 mediator, the CPOA investigation will occur. The CPOA and APD shall
23 coordinate to develop a mediation program that aims to allow civilian police
24 complainants and officers the opportunity to communicate directly regarding
25 disputes, find areas of agreement, and reach their own solutions. APD should
26 ensure that officers have mentorship resources available in advance of
27 mediation that explain the mediation process and the benefits it provides for
28 officers and their relationships with the citizens they serve; and

29 (4) The Director shall monitor all claims of officer involved shootings and
30 serious uses of force. APD shall notify the Director of all settlements in excess
31 of \$25,000. The Director shall participate, as a non-voting member, in any
32 portion of a meeting of the Claims Review Board addressing a claim based on

1 police misconduct or use of force, but shall not be present for the discussion
2 of any other claims; and

3 (5) All investigations shall be thorough, objective, fair, impartial, and free
4 from political influence; and

5 (6) The Director shall maintain and compile all information necessary to
6 satisfy the CPOA's semi-annual written reporting requirements in § 9-4-1-11;
7 and

8 (7) If at any point during an investigation the investigator determines that
9 there may have been criminal conduct by any APD personnel, the investigator
10 shall immediately notify the APD Internal Affairs Bureau commanding officer
11 and transfer the administrative investigation to the Internal Affairs Bureau.

12 (D) The Director shall have access to any Police Department information or
13 documents that are relevant to a civilian's complaint, or to an issue which is
14 ongoing at the CPOA.

15 (E) The Administrative Office shall staff, coordinate and provide technical
16 support for all scheduled Board meetings, publicize all findings and reports,
17 recommendations, and/or suggested policy changes.

18 (F) The Director, or the Director's designee, shall publicize the civilian
19 complaint process, and identify locations within the community that are
20 suitable for civilians to file complaints in a non-police environment.

21 (G) The Director shall be provided the necessary professional and/or
22 clerical employees for the effective staffing of the Administrative Office, and
23 shall prescribe the duties of these staff members. Such professional and
24 clerical employees will be classified city employees. All CPOA staff with
25 investigative duties shall be professional investigators trained in professional
26 investigation techniques and practices.

27 (H) The Director shall lead the Administrative Office; receive all citizen
28 complaints and direct and oversee the investigation of civilian complaints
29 relating to officer misconduct within the parameters of Section 9-4-1-4(C)(2)(g),
30 audit a representative sampling of all IA investigations of complaints,
31 recommend and participate in mediation of certain complaints, and supervise
32 all CPOA staff.

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1 (I) The Director shall complete the initial and ongoing training requirements
2 for Board members as prescribed by § 9-4-1-5(G) and report completion of
3 training activities to the Contract Compliance Officer.

4 § 9-4-1-7 CPOA DIRECTOR QUALIFICATIONS, SELECTION, RETENTION AND
5 EVALUATION.

6 (A) Qualifications for the position of Director shall include the requirement
7 of a master's or law degree and relevant experience.

8 (B) The Director will be a full-time at will city employee to be selected,
9 removed, or reviewed as follows:

10 (1) The Contract Compliance Officer, through CPOA staff, shall accept
11 applications from candidates. The CCO shall review the applications and
12 interview candidates. As part of this review, the CCO shall assemble a review
13 and interview panel to, at a minimum, include a representative of the Agency
14 Staff, a member of the Board, and a member of a CPC. The CCO shall submit
15 to the City Council the names of the three candidates that they find to be the
16 best qualified to be the Director and indicating their ranking, and the City
17 Council shall appoint the Director from the three. Upon a vacancy in the
18 position of Director, the CCO shall submit their list of recommended
19 replacement candidates to the City Council within six months. The CCO's
20 recommendations to Council shall be based on the candidates' integrity,
21 capability for strong management and abilities in investigations, law,
22 management analysis, public administration, criminal justice administration or
23 other closely related fields. The CCO's transmittal of their recommendations to
24 the Council shall, at a minimum, include an evaluation of all the candidates
25 against the provisions and requirements of this subsection 9-4-1-7 and
26 identify in writing the basis for selection of their top three candidates as
27 compared to other candidates. The City Council may decline to confirm the
28 CCO's recommended candidates only for reasonable cause, including but not
29 limited to lack of a reasonable evaluation process, or lack of a substantive
30 basis for the CCO's recommendations.

31 (2) The Director's compensation shall be established by the Contract
32 Compliance Officer in consultation with the City Human Resources
33 Department and taking into account the CPOA budget, and shall be

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1 commensurate and competitive with salaries for comparable positions within
2 the city and other equivalent agencies in peer municipalities.

3 (3) Once confirmed, the Director may be removed only for cause as
4 determined by a 2/3 majority vote of the City Council.

5 (4) If for any reason there is a period of time during which there is no
6 Director, the City Council may appoint a temporary Director by a majority vote.
7 A temporary Director shall serve in that capacity only for a period not to
8 exceed six months, during which time the CCO shall work diligently to select a
9 permanent Director.

10 (5) The Director shall create and fill a Deputy Director position within the
11 Agency to, among other appropriate duties, serve in the Director's stead
12 during any vacancies in the position of Director, or other absences, such as
13 during personal or sick leave.

14 **§ 9-4-1-8 CONTRACT COMPLIANCE OFFICER**

15 (A) The City Council shall retain an independent Contract Compliance
16 Officer ("CCO") who shall perform the functions identified in this ordinance
17 and ensure CPOA compliance with this Ordinance and the duties and
18 obligations within the 2014 DOJ Settlement Agreement with the City of
19 Albuquerque (or any subsequent agreements), and Findings Letter of April 10,
20 2014 (or any subsequent findings letters). The CCO position shall not be held
21 by anyone who has been employed by APD or any current or past Board
22 members.

23 (B) The CCO shall annually review the performance of the Executive
24 Director, taking into consideration the obligations and duties prescribed by
25 this article and the criteria outlined in § 9-4-1-7(B)(1). The CCO shall annually
26 review the performance of the Administrative Office and the Board. The CCO
27 is encouraged to consult with City Human Resources to develop evaluation
28 tools as necessary. A summary of these performance evaluations shall be
29 delivered to the Mayor and the President of the City Council for receipt by the
30 Council. In consultation with the budget and City Human Resources, the CCO
31 shall also establish the Director's compensation.

32 (C) The duties of the CCO shall also include, but not be limited to, the
33 following:

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- 1 (1) Tracking and reporting Board progress on training requirements;
- 2 (2) Maintaining the training calendar required by § 9-4-1-5(G)(5);
- 3 (3) Tracking Board membership terms;
- 4 (4) Overseeing and monitoring timeliness of quarterly oral reports as
- 5 outlined in § 9-4-1-4(C)(3);
- 6 (5) Overseeing and monitoring timeliness of semi-annual reporting
- 7 requirements as outlined in § 9-4-1-11;
- 8 (6) Monitoring compliance with internal standards, including Board
- 9 Policies & Procedures and all city ordinances and policies dealing with
- 10 administrative functions including but not limited to those dealing with
- 11 personnel, the merit system, and procurements;
- 12 (7) Tracking and monitoring compliance with any other deadlines
- 13 and/or requirements of this Ordinance and the DOJ Settlement Agreement;
- 14 and
- 15 (8) Any other such tasks as may be deemed necessary and included
- 16 within the CCO contract.

17 **§ 9-4-1-9 CIVILIAN COMPLAINT PROCEDURES.**

18 (A) Any person claiming to be aggrieved by actions of the police may file a
19 written complaint against the department or any of its officers. Neither the
20 Board nor any of its members shall file or initiate a complaint on behalf of a
21 member of the public. Anonymous complaints shall be accepted.

22 (B) In cooperation with the Agency, the Mayor shall designate civilian city
23 staff to receive written civilian complaints at various locations throughout the
24 city. The Police Department may also receive written complaints. The party
25 who receives the complaint shall immediately transmit all civilian complaints
26 for further review to the Director.

27 (C) After the review of a civilian complaint is completed, the Director shall
28 analyze all relevant and material circumstances, facts and evidence gathered
29 under the investigation. For each investigation, the Director shall prepare or
30 cause to be prepared investigation reports with findings and
31 recommendations, if any, and submit them to the civilian complainant.
32 Reports, findings, and recommendations, if any, will also be submitted to the
33 CPCs and to the Board for their information. In addition to the findings and

1 recommendation, each investigation report shall at a minimum also include: 1)
2 a section outlining any relevant background and facts relating to the matter, 2)
3 a listing of any relevant policies, procedures, or practices that are at issue,
4 and 3) an analysis of the issues in the case. The Director may submit
5 disciplinary recommendations to the Office of Police Reform.

6 (D) When the Director submits disciplinary recommendations to the Office
7 of Police Reform, the Director shall prepare and submit a public record letter
8 to the civilian complainant, with a copy to the Office of Police Reform, that
9 outlines the findings and disciplinary recommendations. Unless a hearing is
10 requested by the civilian complainant pursuant to § 9-4-1-10, below, within 30
11 days of receipt of the decision of the Director, the Office of Police Reform shall
12 notify the Director and the original civilian complainant of his or her final
13 disciplinary decision in this matter in writing, by certified mail and as
14 otherwise prescribed by § 9-4-1-4(C)(2)(f).

15 **§ 9-4-1-10 REQUESTS FOR HEARING; APPEALS OF DISCIPLINARY**
16 **DECISIONS.**

17 (A) Requests for Hearing. Any person who has filed a civilian complaint and
18 who is dissatisfied with the findings and/or recommendations of the Director
19 may request a hearing by the Board within 30 days (inclusive of weekends and
20 holidays) of receipt of the Director's findings letter. The Board shall notify the
21 Office of Police Reform of the request for hearing and hold a hearing on the
22 matter at its next regularly scheduled meeting provided that there is a period
23 of at least 14 business days between the receipt of the request for hearing and
24 the next Board meeting. Any such appeals shall be reviewed in accordance
25 with standards of conduct prescribed below.

26 (1) The Board shall adopt and follow rules for appeals that implement the
27 requirements of this article and ensure fairness and completeness in its
28 reviews. For purposes of these reviews, the Board members shall, at a
29 minimum, adhere to the following standards of conduct:

30 (a) Remain impartial in deliberations and decisions and abstain from any
31 independent investigation or review of information not presented by the
32 investigation report or within the investigation file;

1 (b) Refrain from any ex-parte communication relating to the matters and
2 parties under consideration other than at a properly noticed meeting, and
3 recuse from any related hearings as may be necessary based on any improper
4 ex-parte communication; any ex-parte correspondence that is inadvertently
5 received by a member shall be referred to or otherwise disclosed to the
6 Director and, when appropriate, made available for review by the relevant
7 complainant and APD officer or their representatives; and

8 (c) Refrain from prejudgment on matters coming before the Board until
9 such time as all relevant information has been reviewed and considered at a
10 properly noticed meeting, and recuse from any hearing in which he or she has
11 a direct or indirect personal conflict of interest or cannot otherwise accord a
12 fair and impartial review, or in which such member's participation would
13 create the appearance of impropriety or partiality.

14 (B) Upon close of the hearing the Board may modify or change the findings
15 and/or recommendations of the public record letter and may make further
16 recommendations to the Office of Police Reform regarding the findings and/or
17 recommendations and any discipline imposed by the Office of Police Reform
18 or proposed by the Office of Police Reform only upon a showing by the
19 complainant that: 1) a policy was misapplied in the evaluation of the
20 complaint; 2) that the findings or recommendations were arbitrary, capricious
21 or constituted an abuse of discretion; or 3) that the findings and
22 recommendations were not consistent with the record evidence. The Board
23 shall document the outcome of the hearing in a written Notice of Decision that
24 shall be provided to the complainant, the individual against whom the
25 complaint was filed, the Director, and the Office of Police Reform. Within 20
26 days of receipt of the decision of the Board, the Office of Police Reform shall
27 notify the Agency and the original civilian complainant of his or her final
28 disciplinary decision in this matter in writing, by certified mail.

29 (C) Appeals of the Final Disciplinary Decision. If any person who has filed
30 a civilian complaint under §§ 9-4-1-1 through 9-4-1-14 is not satisfied with the
31 final disciplinary decision of the Office of Police Reform or any matter relating
32 to the Office of Police Reform's handling of his or her complaint, he or she
33 may request that the Chief Administrative Officer review the complaint, the

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1 disciplinary recommendation of the Director, and the action of the Office of
2 Police Reform by requesting such review in writing within 30 days (inclusive
3 of weekends and holidays) of receipt of the Office of Police Reform's letter
4 pursuant to § 9-4-1-10(B). Upon completion of his or her review, the Chief
5 Administrative Officer shall, within 90 days, take any action necessary,
6 including overriding the decision of the Office of Police Reform regarding
7 disciplinary action, to complete the disposition of the complaint. The Chief
8 Administrative Officer shall notify in writing, by certified mail, the complainant,
9 the individual against whom the complaint was filed, the Office of Police
10 Reform and the Director, of the results of his or her review and any action
11 taken.

12 (D) Information that is covered by Garrity will be treated as confidential to
13 the extent permitted by law and may only be reviewed by members of the
14 Board by application in writing, and by majority vote of the Board. If the Board
15 votes to review Garrity material, members of the Board may only do so on
16 APD property. The Board may not remove or make copies of such statements.
17 If the Board desires to discuss the specific content of statements protected by
18 Garrity, such discussion will occur only in closed session as permitted under
19 the New Mexico Open Meetings Act, NMSA 1978, § 10-15-1(H)(2). The Board
20 shall only summarize conclusions reached after a review of a Garrity
21 statement but shall not disclose the statement. The Board shall maintain the
22 confidentiality of any Garrity material or records that are made confidential to
23 the extent permitted by law and is subject to the same penalties as the
24 custodian of those records for violating confidentiality requirements. In
25 addition to any other penalty, any Board member or other person who violates
26 the confidentiality provisions of this section shall be removed from the Board
27 and shall be subject to prosecution for a misdemeanor subject to the penalty
28 provisions set forth in § 1-1-99. This provision shall apply to all aspects of the
29 Board's work.

30 **§ 9-4-1-11 REPORTS.**

31 The CPOA shall be responsible for regularly informing the Mayor, the City
32 Council, and the public by submitting semi-annual written reports that include
33 but are not limited to the following information:

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1 (A) Data relating to the number, kind and status of all complaints received

2 including those complaints sent to mediation;

3 (B) Discussion of issues of interest undertaken by the Board which may
4 include suggested policy and/or procedural changes, a listing of complaints
5 and allegations by Council District, statistical ethnicity of subject officers,
6 statistical ethnicity of complainants, and updates on prior issues and/or
7 recommendations;

8 (C) The CPOA's findings and the Office of Police Reform's issuance of
9 discipline on those findings and the ongoing disciplinary trends of the Police
10 Department;

11 (D) Information on all public outreach initiatives undertaken by the Board or
12 the Director such as speaking engagements, public safety announcements,
13 and/or public information brochures on the oversight process;

14 (E) Identification of any matters that may necessitate the City Council's
15 consideration of legislative amendments to this Police Oversight Ordinance;
16 and

17 (F) The amount of time that the Board dedicated to the policy activities
18 prescribed by § 9-4-1-4(C)(4) relative to its other activities over the past
19 quarter.

20 § 9-4-1-12 SPECIAL MEETINGS.

21 On the petition of 1,000 or more civilians in the City of Albuquerque filed in
22 the Office of the City Clerk, the Board shall hold a special meeting for the
23 purpose of responding to the petition and hearing and inquiring into matters
24 identified therein as the concern of the petitioners. Copies of the petition shall
25 be filed with the Board by the City Clerk. Notice of such meeting shall be given
26 in the same manner as notice is given for other meetings of the Board and
27 shall comply with the State Open Meetings Act.

28 § 9-4-1-13 CONFIDENTIALITY.

29 The City Council believes that full participation and cooperation of all parties
30 involved is essential to the success of the new police oversight process, and
31 that APD hereby agrees and understands that its full cooperation is
32 necessary, hereby agrees to mandate that its officers provide honest and
33 truthful responses to all questions by the Director, CPOA staff or the

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1 designated independent investigator. If any officer refuses to answer the
2 questions proposed to him or her by the Director, CPOA staff, or the
3 independent investigator, he or she may be subject to termination or
4 disciplinary action at the discretion of the Chief of Police. Compelled
5 statements given to the Director, CPOA staff or the designated independent
6 investigator, by a police officer will be used only for the Director's
7 investigation and the closed session review of the investigation file by the
8 Board, if any. The actual statement will remain confidential and will not be
9 included in a final report. The Director may summarize conclusions reached
10 from a compelled statement for the investigation report and in the public
11 record letter to the complainant.

12 **§ 9-4-1-14 MANDATORY COOPERATION AGREEMENT.**

13 The City Council believes that full participation and cooperation of all parties
14 involved is essential to the success of the new police oversight process, and
15 that APD hereby agrees and understands that its full cooperation is
16 necessary, hereby agrees to mandate that its officers provide honest and
17 truthful responses to all questions by the Director, CPOA staff or the
18 designated independent investigator. If any officer refuses to answer the
19 questions proposed to him or her by the Director, CPOA staff, or the
20 independent investigator, he or she may be subject to termination or
21 disciplinary action at the discretion of the Chief of Police. Compelled
22 statements given to the Director, CPOA staff or the designated independent
23 investigator, by a police officer will be used only for the Director's
24 investigation and the closed session review of the investigation file by the
25 Board, if any. The actual statement will remain confidential and will not be
26 included in a final report. The Director may summarize conclusions reached
27 from a compelled statement for the investigation report and in the public
28 record letter to the complainant."

29 **SECTION 2. CIVILIAN POLICE OVERSIGHT ADVISORY BOARD.** Pursuant to
30 this Ordinance, the Civilian Police Oversight Agency Board is replaced with
31 the Civilian Police Oversight Advisory Board as referenced in Sections 9-4-1-4
32 and 9-4-1-5 of the Police Oversight Ordinance. In order to effectuate this
33 amendment to numbers and scope of the Board, the Civilian Police Oversight

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1 Agency Board in place as of the effective date of this ordinance is abolished
2 and replaced with the Civilian Police Oversight Advisory Board, with all five
3 seats vacant until filled through the appointment procedures established by
4 this Ordinance. To the extent existing members wish to serve on the
5 reconstituted Board, they may reapply.

6 SECTION 3. SEVERABILITY CLAUSE. If any section, paragraph, sentence,
7 clause, word, or phrase of this ordinance is for any reason held to be invalid
8 or unenforceable by any court of competent jurisdiction, such decision shall
9 not affect the validity of the remaining provisions of this ordinance. The
10 Council hereby declares that it would have passed this ordinance and each
11 section, paragraph, sentence, clause, word, or phrase thereof irrespective of
12 any provisions being declared unconstitutional or otherwise invalid.

13 SECTION 4. COMPILATION. The amendments set forth in SECTION 1 above
14 shall amend, be incorporated in, and made part of the Revised Ordinances of
15 Albuquerque, New Mexico, 1994.

16 SECTION 5. EFFECTIVE DATE. This ordinance shall take effect five (5) days
17 after publication by title and general summary.

1 PASSED AND ADOPTED THIS 18th DAY OF January, 2023
2 BY A VOTE OF: 9 FOR 0 AGAINST.

3
4 
5

6 _____
7 Pat Davis, President
8 City Council
9

10
11
12 APPROVED THIS _____ DAY OF _____, 2023
13

14
15 Bill No. F/S O-22-67
16

17
18 _____
19 Timothy M. Keller, Mayor
20 City of Albuquerque
21

22
23
24 ATTEST:

25 
26 _____

27 Ethan Watson, City Clerk
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