

**IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF NEW MEXICO**

**UNITED STATES OF AMERICA,**

Plaintiff,

v.

**1:14-cv-1025 JB/JFR**

**THE CITY OF ALBUQUERQUE,**

Defendant,

v.

**THE ALBUQUERQUE POLICE  
OFFICERS' ASSOCIATION,**

Intervenor.

**NOTICE OF FILING ALBUQUERQUE POLICE DEPARTMENT'S  
TWENTY-FIRST PROGRESS AND STATUS REPORT**

**COMES NOW**, Defendant City of Albuquerque, and hereby files the attached “Progress and Status Summary of the USDOJ Settlement Agreement Entered into by the United States of America and the City of Albuquerque Regarding the Albuquerque Police Department Twenty-First Reporting Period, August 1, 2024 to January 31, 2025.” (Exhibit A).

Paragraph 319 of the Third Amended and Restated Court-Approved Settlement Agreement (“CASA”), Doc. 988-2 requires, “Within six months of the Operational Date, APD agrees to file a status report with the Court, with a copy also provided to the Monitor and DOJ. This report shall delineate the steps taken by APD during the reporting period to implement this Agreement; APD’s assessment of the status of its progress; plans to correct any problems; and response to any

concerns raised in the Monitor’s previous report. Beginning with the Monitor’s first report, and following the schedule for Monitor reports in Paragraph 308, APD agrees to file a status report one month before the Monitor reports are due, for the duration of this Agreement.”

The Albuquerque Police Department respectfully submits this “Progress and Status Summary of the USDOJ Settlement Agreement Entered into by the United States of America and the City of Albuquerque Regarding the Albuquerque Police Department Twenty-First Reporting Period August 1, 2024 to January 31, 2025” as Exhibit A, which the City now files with the Court as required by Paragraph 319 of the CASA.

Respectfully submitted:

Defendant City of Albuquerque

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**CERTIFICATE OF SERVICE**

I hereby certify that on February 14, 2025, I filed the foregoing pleading electronically through the CM/ECF system which caused all parties or counsel and the Independent Monitor to be served by electronic means as more fully reflected on the Notice of Electronic Filing.

/s/ Taylor S. Rahn  
Taylor S. Rahn

**Progress and Status Summary of the USDOJ Settlement Agreement  
Entered into by the United States of America and the City of Albuquerque  
Regarding the Albuquerque Police Department  
Twenty-First Reporting Period**

**August 1, 2024 to January 31, 2025**

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## Acronym List

AAR After Action Report  
ACS Albuquerque Community Safety  
BSS Behavioral Sciences Section  
BNMM Black New Mexico Movement  
CAC Crimes Against Children  
CAD Computer-Aided Dispatch  
CARE Child Abuse Response Evaluators  
CASA Court Approved Settlement Agreement  
CIS Crisis Intervention Section  
CIU Crisis Intervention Unit  
CJCC Criminal Justice Coordinating Council  
CNT Crisis Negotiation Team  
COAST Crisis Outreach and Support Team  
COD Compliance and Oversight Division  
CEU Community Engagement Unit  
COP Community-Oriented Policing  
CPC Civilian Police Complaint (IAPS and CPOA)  
CPCs Community Policing Councils  
CPOA Civilian Police Oversight Agency  
CTU Comprehensive Training Unit  
DAP Discipline Action Packet  
DOJ Department of Justice  
DTI Department of Technology and Innovation  
ECC Emergency Communication Center  
ECIT Enhanced Crisis Intervention Team  
ECW Electronic Control Weapon (Taser)  
EIS Early Intervention System  
EIRS Early Intervention and Recognition System  
ERP Enterprise Resource Planning  
ERT Emergency Response Team  
FRB Force Review Board  
FSB Field Service Bureau  
FTEP Field Training Evaluation Program  
FTO Field Training Officer

GVRU Gun Violence Reduction Unit  
HIPAA Health Insurance Portability and Accountability Act  
IADLEST International Association of Directors of Law Enforcement Standards and Training  
IAFD Internal Affairs Force Division  
IAPS Internal Affairs Professional Standards  
IAR Internal Affairs Request  
IM Independent Monitor  
IMR Independent Monitor's Report  
IMT Independent Monitoring Team  
MATF Multi-Agency Task Force  
MHRAC Mental Health Response Advisory Committee  
MOE Maintenance of Effort  
MOU Memorandum of Understanding  
NASRO National Association of School Resource Officers  
NCP National Certification Program  
NNSC National Network for Safe Communities  
OBRD On-Body Recording Device  
OIS Officer Involved Shooting  
OJT On-the-Job Training  
PDH Pre-Determination Hearing  
PEMS Performance Evaluation Management System  
PIA Process Improvement Analyst  
PMU Performance Metrics Unit  
POP Problem-Oriented Policing  
PPRB Policy and Procedures Review Board  
PRT Proactive Response Team  
PRU Performance Review Unit  
SAP Self-Assessment Plan  
SCION Selfcare Interactive Online Network  
SID Special Investigation Division  
SOD Special Operations Division  
SOP Standard Operating Procedure  
SRO School Resource Officer  
TDY Temporary Duty  
USDOJ United States Department of Justice

## Letter from Chief Harold J. Medina

I am pleased to present the Twenty-first Progress Report for the Albuquerque Police Department (APD). The Department is officially in full operational compliance with the Court Approved Settlement Agreement. Through diligent efforts in transitioning the department to a self-governing institution, reform has been achieved through developing a sustainable strategy to oversee force investigations, misconduct investigations, and early intervention.

Our team of dedicated front-line officers, supervisors, command staff, curriculum developers, implementation team, and quality assurance team continue to ensure the department maintains the highest level of commitment to established processes that strengthen our Department for the community we serve.

To all members of the community, our efforts are first and foremost for you. We will continue to work towards making our Department one that continuously looks inward to improve, collaborate, evolve, and more importantly to serve. A department I am honored to be a part of.

Respectfully,

*Harold Medina*



## Executive Summary

August 2024 – January 2025

In May 2024, the Independent Monitoring Team (IMT) reported that APD successfully gained full compliance with all provisions outlined in the Court Approved Settlement Agreement (CASA). APD aims to maintain continuity with reform while utilizing the infrastructure in place to govern compliance independently without the external oversight of an independent monitor.

### Self-Assessments and Inspections

Two years ago APD executed its first self-assessment, providing the IMT and the Department of Justice (DOJ) with APD's methodology for assessing sustained compliance. The self-assessments are organized by topic and provide compliance outcomes in scorecard format for accessible readability. Each self-assessment includes proof of practice that provides supporting documentation as evidence of compliance. [Appendix B](#): outlines the self-assessments that started in 2024 and the current status of each assessment as of the writing of this report.

In addition to self-assessments, it is imperative to highlight the capacity of internal inspections conducted monthly and quarterly in a given year. To give context to the department's level of self-governance, the table below summarizes inspection outcomes for calendar year 2024 (versus the IMT reporting period beginning in August 2024).

Inspection Description	2024 Outcomes
Monthly inspection of all OBRD video(s) that captured interactions with the public during one individual shift to ensure timely upload.	11,316 shifts from 460 individual officers inspected.
Monthly observation of OBRD video(s) to inspect for any potential unreported uses of force.	157 calls for service and of those calls 710 responding officer's video(s) were inspected.
Monthly inspection of line inspections completed by sworn supervisors to ensure line inspections were completed and documented timely.	148 supervisors inspected.
Annual inspection of officers to ensure they completed annual firearm qualification training.	408 inspections.
Quarterly inspection of ECW data to ensure the upload of the weapon data.	An average of 523 officers were inspected each quarter.

### Data Analytics and Analysis

APD continues to leverage the capabilities and expertise of the Analytics Division. In 2024, the Analytics Division developed reporting schedules for completing CASA-required reporting.

Paragraph 298 requires outcome assessments of trends and patterns related to use of force, specialized units, crisis intervention, recruitment, force reviews, training, officer assistance and support, supervision, and misconduct. During 2024, the Department released reports on each outcome measurement required by Paragraph 298.



In Addition to Paragraph 298, the Analytics Division completed the Annual Use of Force Report and Crisis Intervention Reports satisfying requirements of Paragraph 79 and Paragraphs 129 and 137, respectively. Data analysts worked to ensure that their analysis could be reused for future years with only minor changes based on any changes to the data.

For 2024 outcome assessments and annual reporting requirements, the Department will be issuing the following reports summarizing the information required for Paragraphs 298, 79, 129, and 137:

1. Annual Use of Force Report;
2. Crisis Intervention Report;
3. Recruitment Report;
4. Training Report;
5. Behavioral Sciences Report;
6. IAPS Quarter 4 and Annual Report; and
7. Supervision/Early Intervention Annual Report.

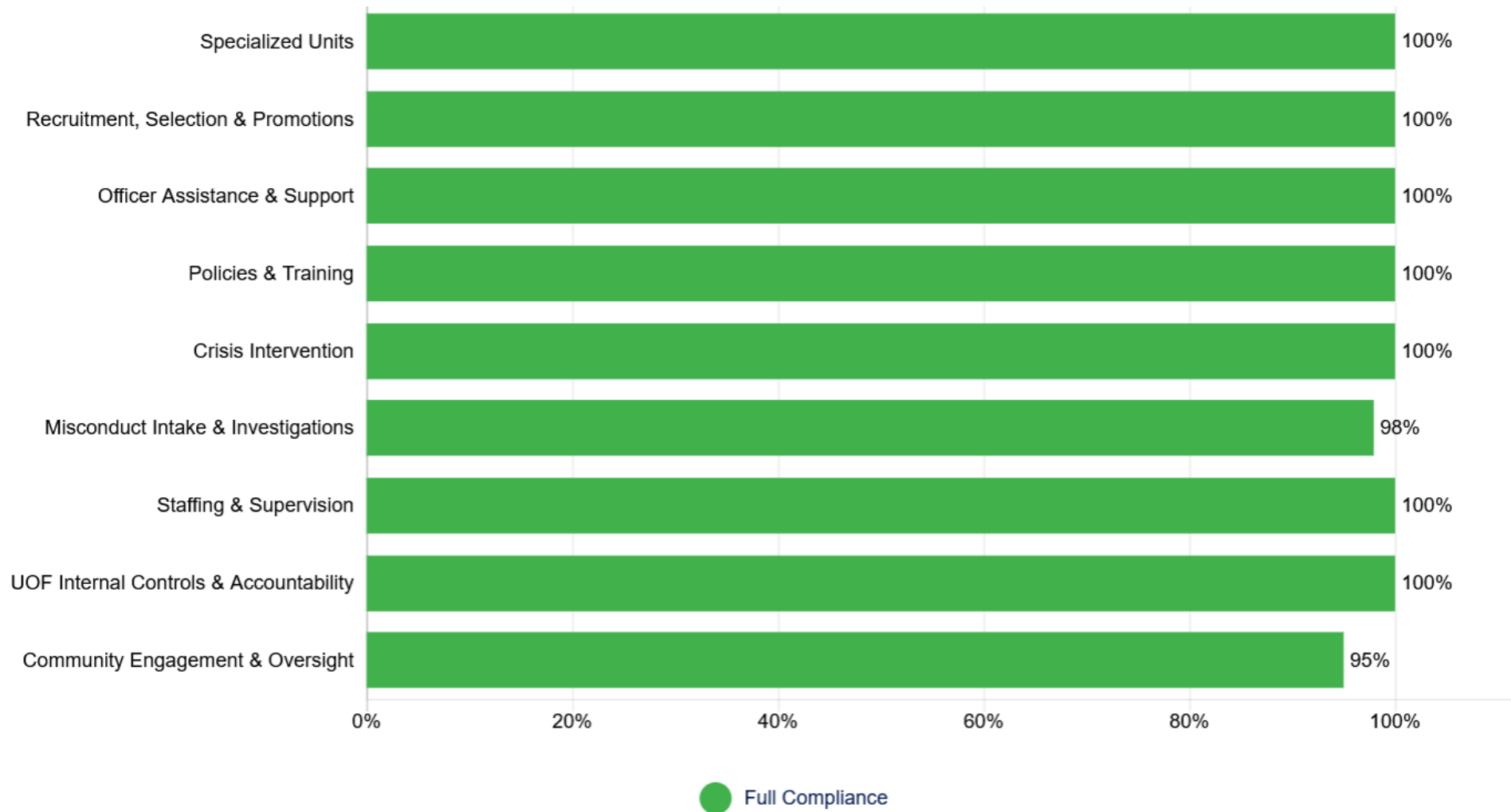
#### Continuous Improvements

As we reflect on the milestones achieved over the past decade, it is clear that our dedication to continuous improvement has propelled us forward. The department recognizes that there is always room for growth, and remains committed to refining our processes, strengthening our collaborations, and enhancing the services we provide to the public. With an eye toward the future, we will continue to invest in our growth and embrace new ways to improve. Our journey of progress is ongoing, and we are excited to face the challenges ahead with resilience and determination. As we continue to build on these achievements, our focus will remain on fostering a culture of adaptability, learning, and innovation, ensuring we are always evolving to meet the needs of public safety. With unwavering commitment and a collaborative spirit, we look forward to a future of even greater accomplishments.

#### Compliance Reporting

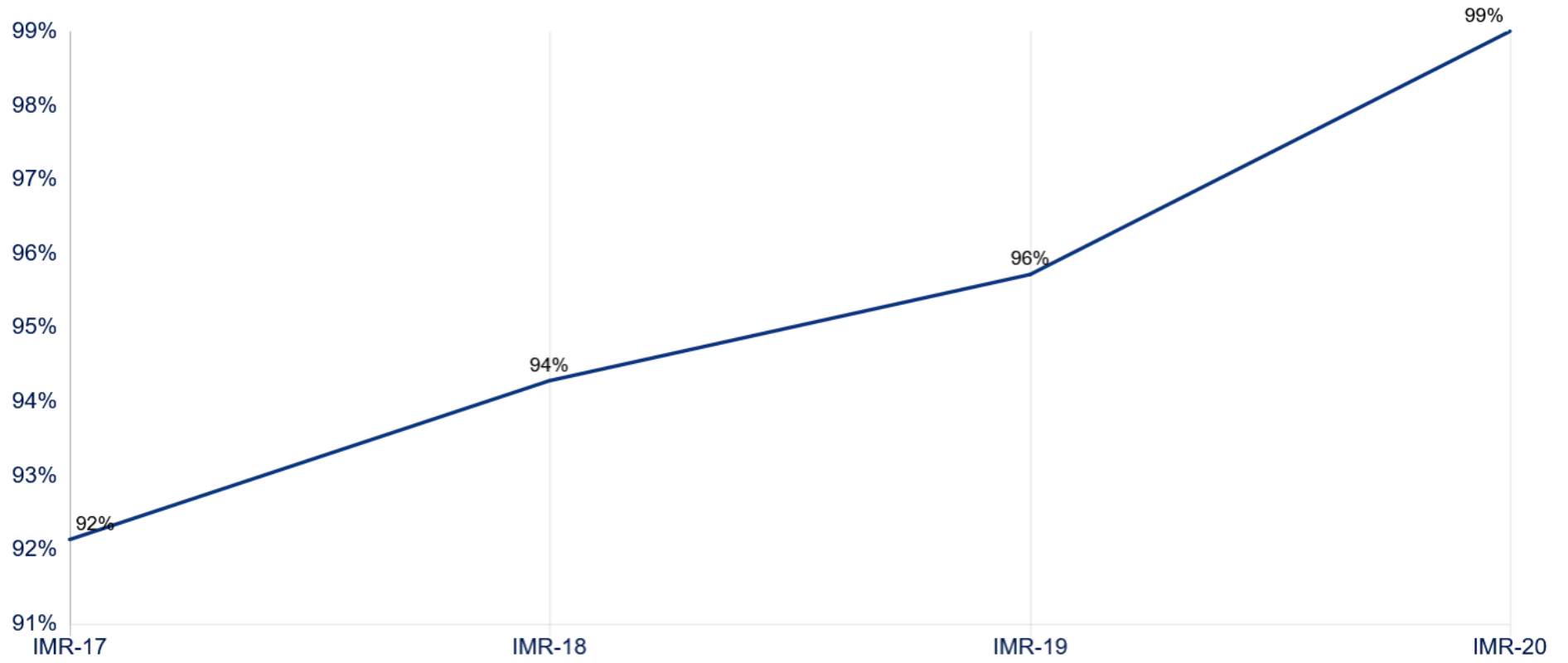
This twenty-first report reflects compliance levels for all provisions of the CASA including the Civilian Police Oversight Agency's (CPOA's) paragraphs and APD's paragraphs. APD remains committed to supporting the CPOA's goal of reaching full compliance.

### **<sup>1</sup>Overall Compliance by CASA Sections**



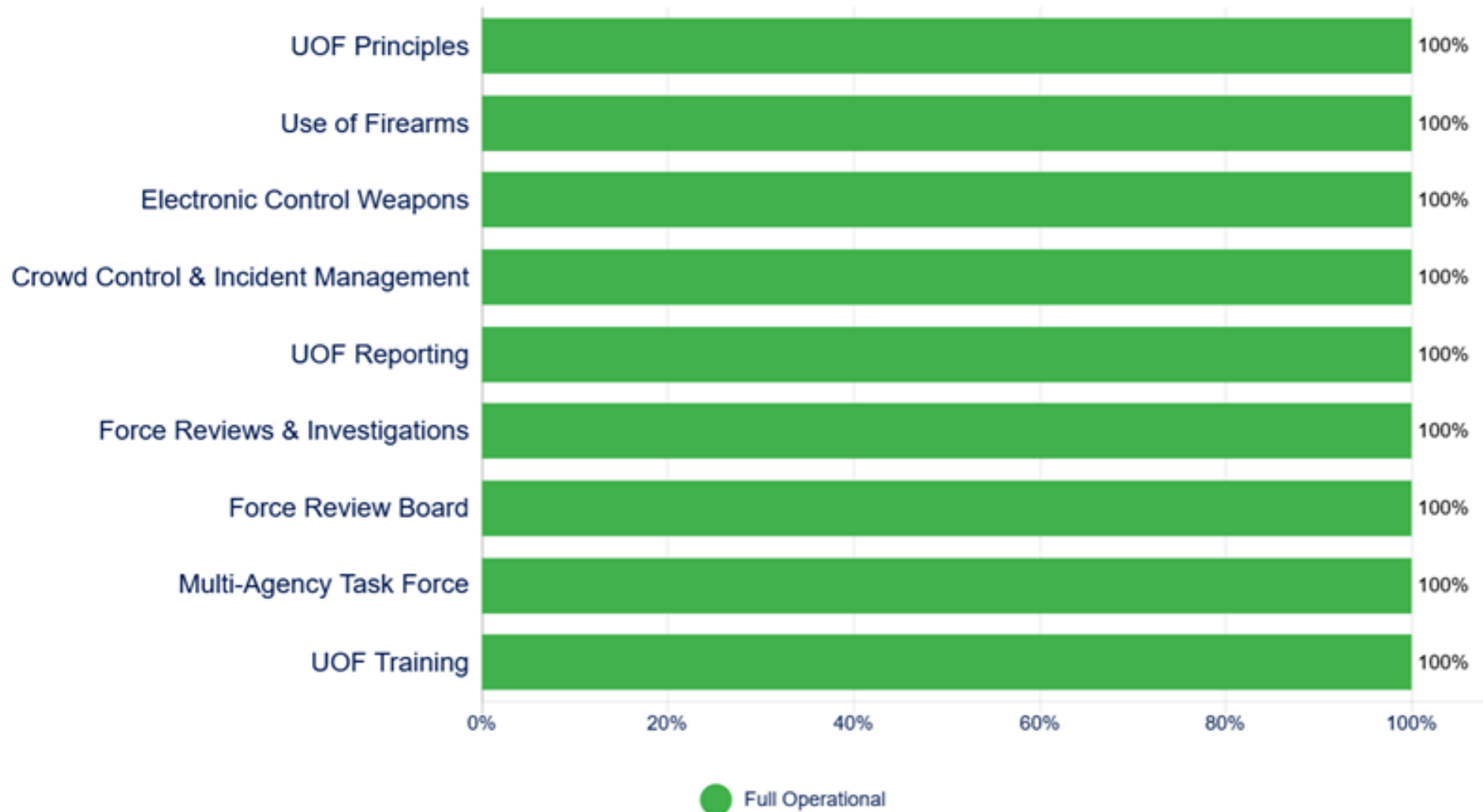
<sup>1</sup> Misconduct Intake and Community Engagement & Oversight Sections represent compliance with paragraphs for the CPOA.

### CASA Compliance Over Time



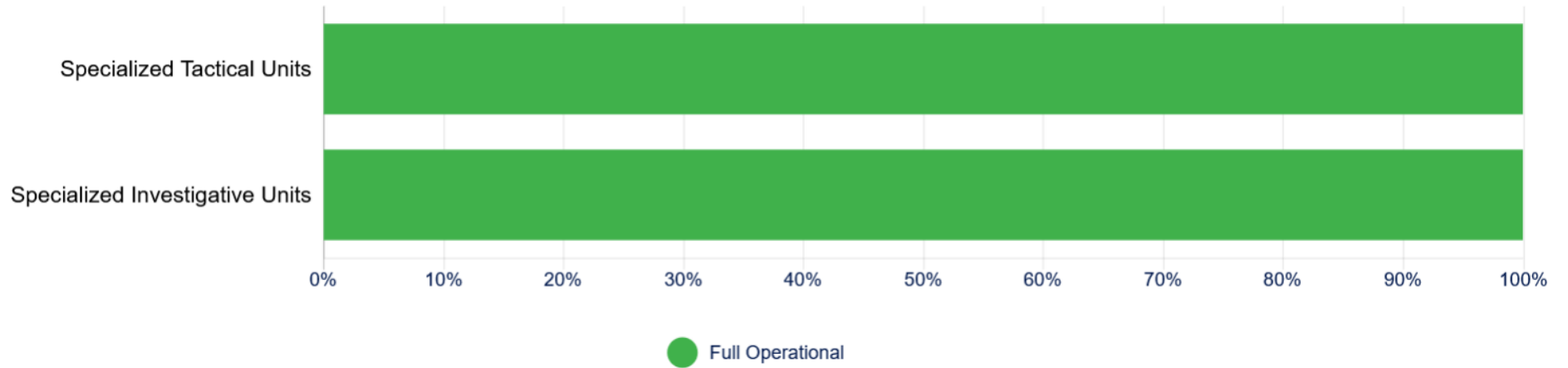
### Section 1: Use of Force Controls & Accountability, Paragraphs 14 – 89

#### Operational Compliance by Sub-Section



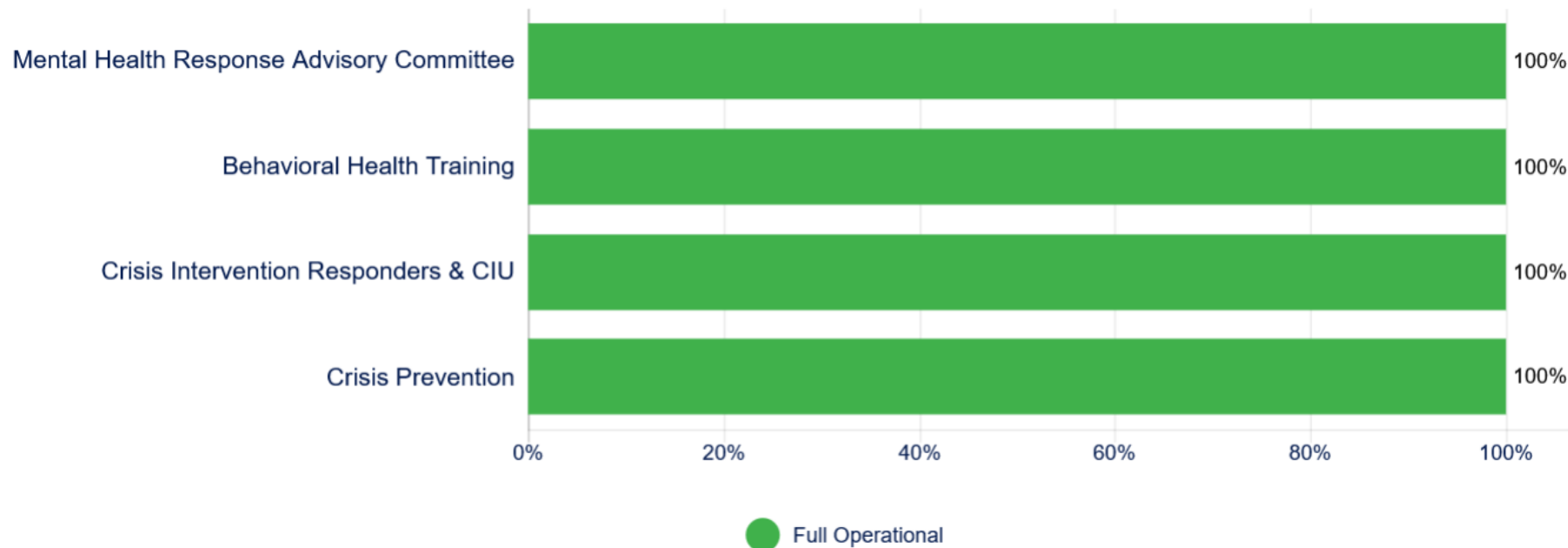
## Section 2: Specialized Units Paragraphs 90 – 109

### Operational Compliance by Sub-Section



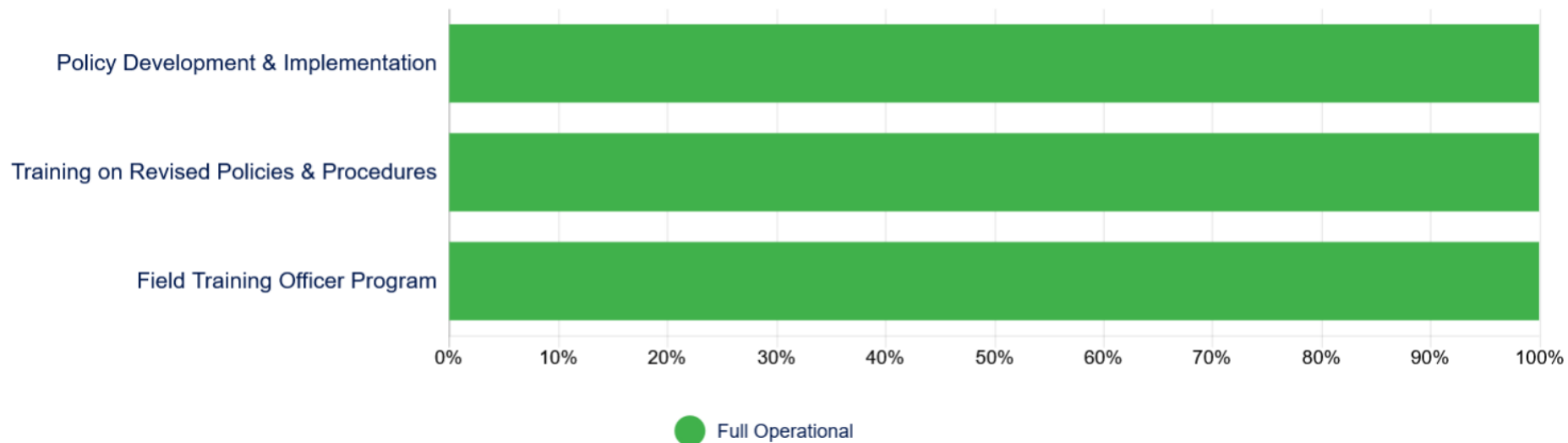
### Section 3: Crisis Intervention Paragraphs 110 – 137

#### Operational Compliance by Sub-Section



## Section 4: Policies and Training Paragraphs 138 – 161

### Operational Compliance by Sub-Section



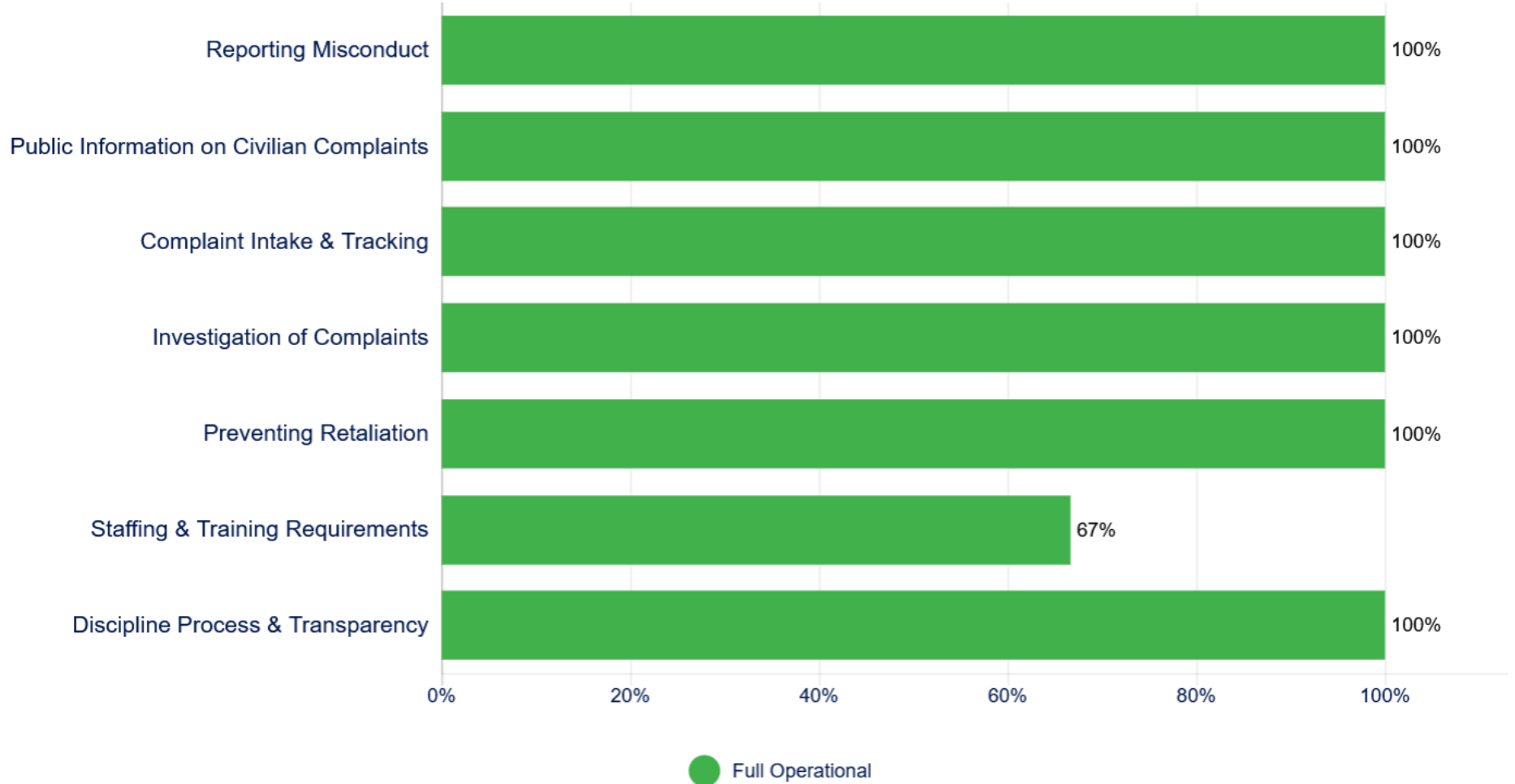
**IMR21 Published CASA-Related SOPs**

<b>SOP Number</b>	<b>SOP Title</b>	<b>Publication Date</b>
2-1	Uniforms	08/16/2024
1-42	Bomb Squad (Formerly Explosive Ordinance Disposal Unit)	08/28/2024
1-85	Recruiting Unit	10/29/2024
2-52	Use of Force: General (Formerly Use of Force Deadly Force, Non Deadly Force, Less Lethal Force)	11/13/2024
2-53	Use of Force: Definitions (Formerly Electronic Control Weapon)	11/13/2024
2-54	Use of Force: Intermediate Weapon Systems (Formerly Use of Force Reporting and Supervisory Force Investigation Requirements)	11/13/2024
2-55	Use of Force: De-Escalation (Formerly Use of Force Appendix)	11/13/2024
2-56	Use of Force: Reporting by Department Personnel	11/13/2024
2-57	Use of Force: Review and Investigation by Department Personnel	11/13/2024
1-64	K-9 Unit	12/04/2024
1-37	Crisis Intervention Division (CID) and Program	12/17/2024
1-97	Data Analysis Division	12/17/2024
2-39	Field Services Bureau Response to Demonstration, Incidents, and Events	01/02/2025
2-23	Use of K-9 Unit	01/14/2025
2-20	Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments	01/14/2025
2-19	Response to Behavioral Health Issues	01/17/2025
3-11	Command Staff Responsibilities	01/17/2025
1-96	Crisis Negotiation Team	01/17/2025



## Section 5: Misconduct & Adjudication Paragraphs 162 – 202<sup>2</sup>

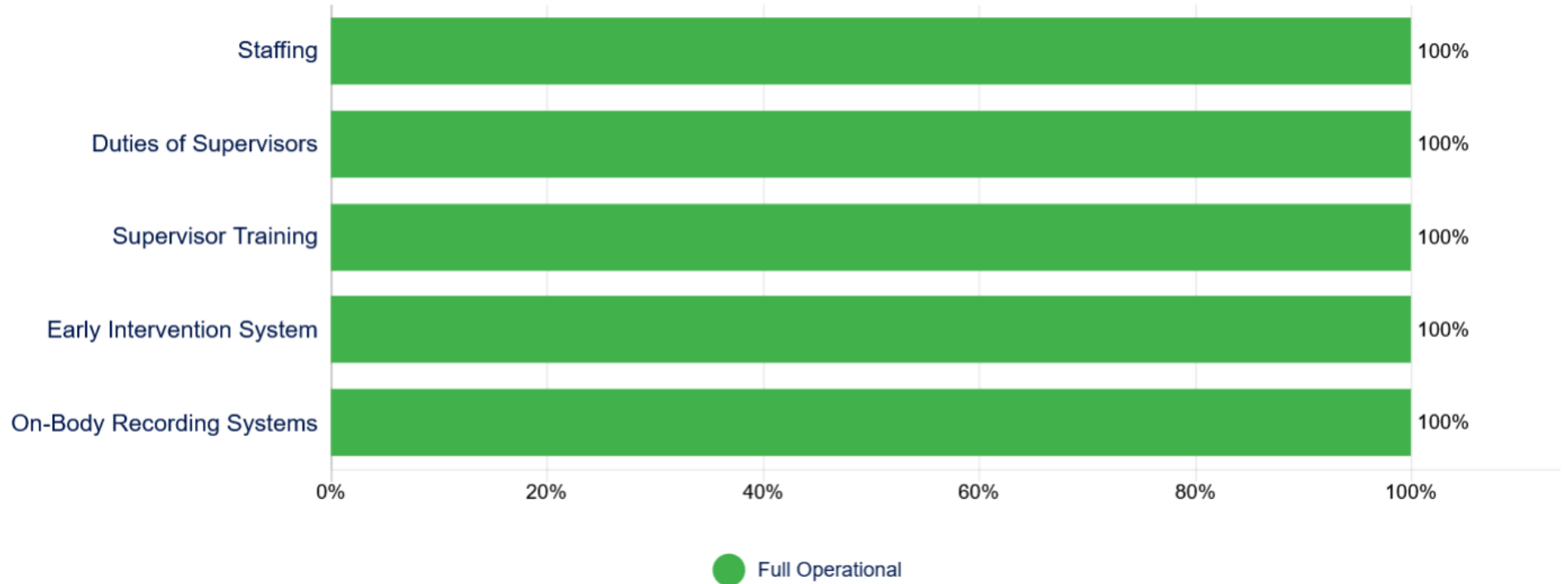
### Operational Compliance by Sub-Section



<sup>2</sup> Staffing and Training Requirements 67% are based on CPOA's compliance level with the provisions of Paragraph 191. APD is 100% compliant with all CASA provisions.

**Section 6: Staffing & Supervision Paragraphs 203 – 231**

**Operational Compliance by Sub-Section**

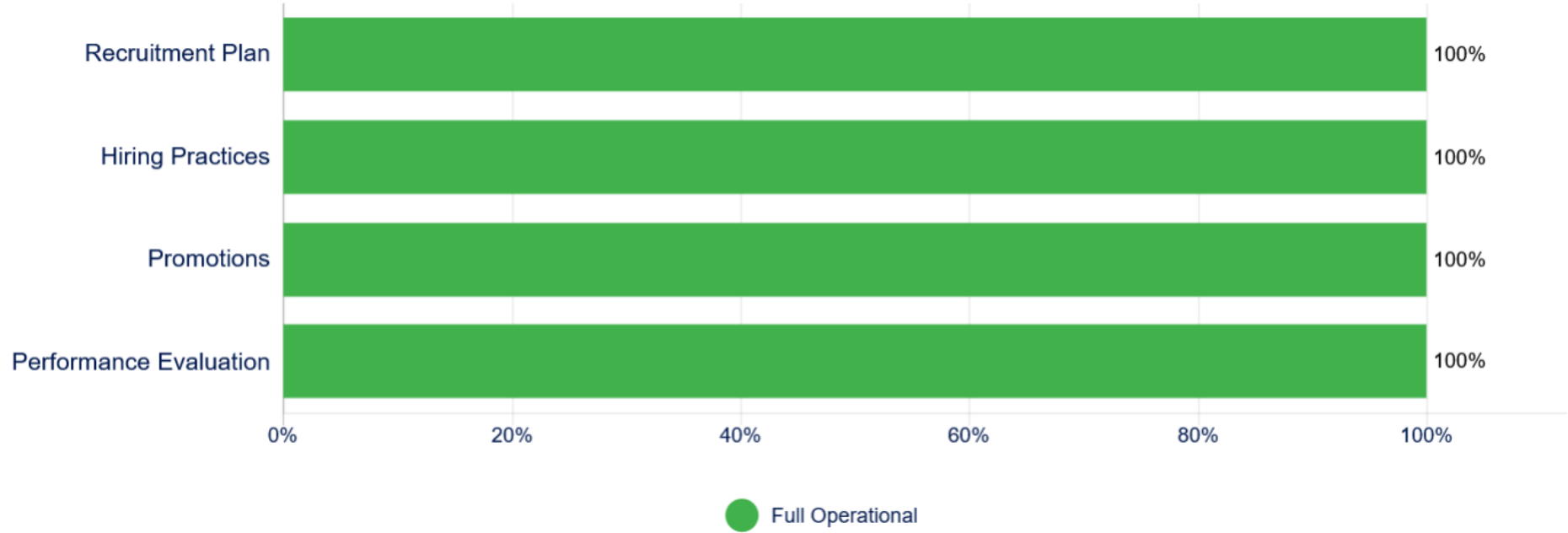


**Performance Evaluation Management System (PEMS) assessments conducted in August 1, 2024 – January 31, 2025:**

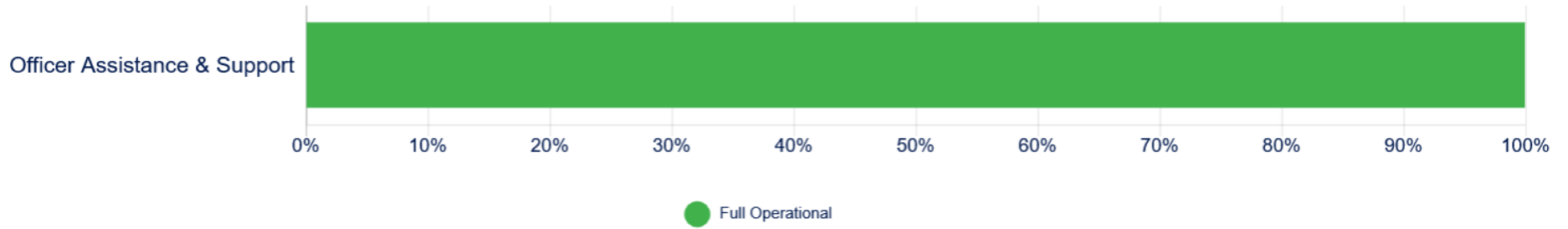
<b>Types of Assessment</b>	<b>Number of Assessments Completed</b>	<b>Average Number of Days to Complete</b>
Advisable Assessments	70	10.4
Actionable Assessments	17	10.1
Command Initiated	5	8

**Section 7: Recruitment, Selection, & Promotions Paragraphs 232 – 246**

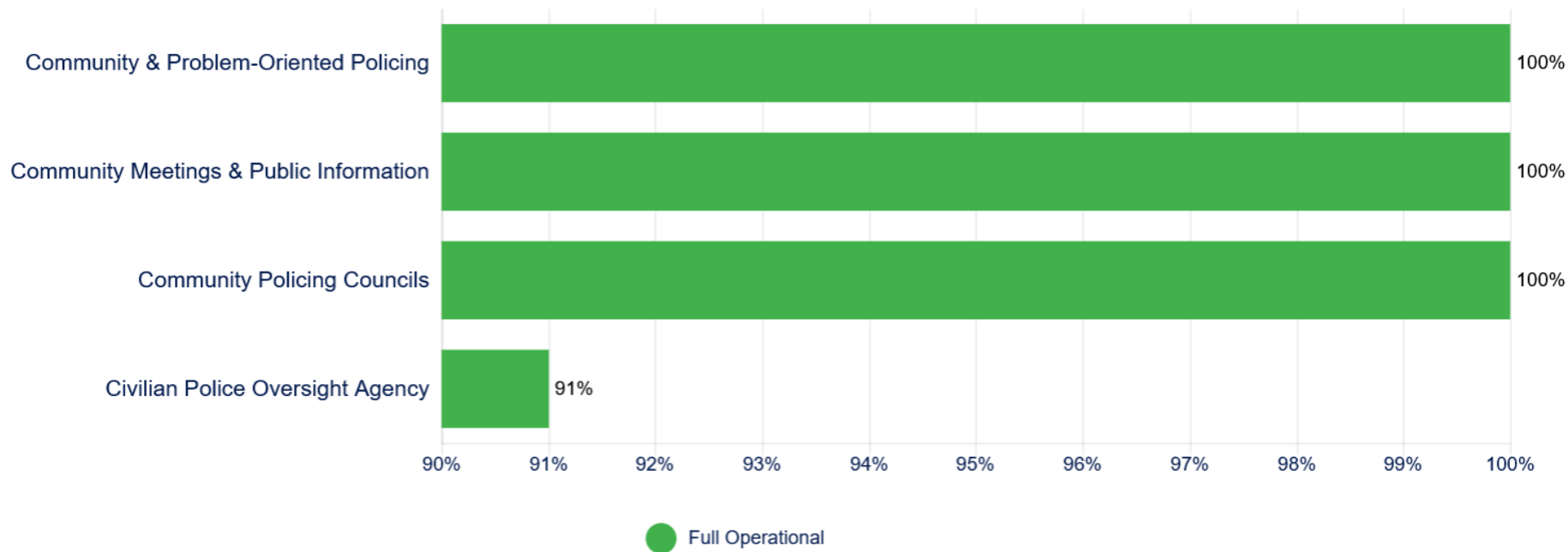
**Operational Compliance by Sub-Section**



**Section 8: Officer Assistance & Support Paragraphs 247 – 253**



### Section 9: Community Engagement & Oversight Paragraphs 255-292<sup>3</sup>



<sup>3</sup> Civilian Police Oversight Agency is at 91% based on CPOA's compliance with the provisions of the CASA. APD is 100% compliant with all CASA provisions.

**Appendix A: IMR21 Academy CASA-Related Training**

<b>Course Description</b>	<b>Percentage Trained</b>
2024 Field Response to Demonstrations and Civil Emergencies	96.34%
2024 Firearms Requalification	99.88%
2024 Initiating and Disengaging Foot Pursuit	97.99%
2024 Legal Updates Refresher Statistics	97.64%
2024 MOE PH I - COP POP - New Perspectives on Community Policing	99.54%
2024 MOE PH I	100.00%
2024 MOE PH II - Domestic Violence	100.00%
2024 MOE PH II - Hate Crimes	99.76%
2024 MOE PH II - Missing Persons	100.00%
2024 MOE PH II - Racial Sensitivity: Language Access	100.00%
2024 MOE PH II - Safe Pursuit Statistics	99.88%
2024 Reality-Based Training	99.54%
2024 Supervisor Communicating For Results	94.31%
2024 Supervisor Reality-Based Training	99.09%
2024 Taser 10 Certification	100.00%
2024 Tourniquet and Trauma Kit Training	100.00%
2024 UOF Policy Suite Training	100.00%
2024-2025 In-Service Legal Updates Training	100.00%

**Appendix B: 2024 Completed Self-Assessment Plans (SAP)**

<b>Year-Name</b>	<b>Assessment Section</b>
24-SA01	Academy Training
24-SA02	Officer Assistance & Support
24-SA03	Recruitment, Selection, & Promotions
24-SA04	Community Policing Council (CPC)
24-SA06	Internal Affairs Professional Standards (IAPS)
24-SA07	Public Information on Civilian Complaints
24-SA08	Specialized Tactical Units
24-SA09	Specialized Investigative Units
24-SA10	Field Training Evaluation Program (FTEP)
24-SA13	IAFD Baseline Staffing



**Appendix C: IMR21 Completed Action Items**

<b>Paragraph Number</b>	<b>Action Item</b>	<b>CASA Section</b>	<b>Completed Date</b>	<b>Status</b>
216	The Commander of Compliance will email command-level staff to help troubleshoot permission issues with Benchmark. The email will provide a step-by-step response and serve as an aid to ensure Commanders route the forms properly.	Staffing & Supervision	01/06/25	Complete
212	Begin testing of PeopleSoft forms	Staffing & Supervision	10/24/24	Complete