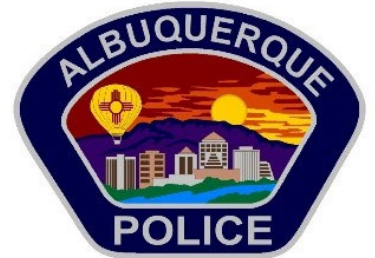


Albuquerque Police Department Supervision Measurements, 2022 Final Report



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8/31/2023

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Albuquerque Police Department (APD) supervisors effectively manage their subordinates by guiding, training, and mentoring them, or by initiating the disciplinary process when necessary. APD supervisors may proactively identify a need for professional improvement and initiate a performance assessment and monitoring plan to build the skills needed to serve the people of Albuquerque. Supervisors also initiate the disciplinary process by submitting an Internal Affairs Request (IAR). This report shows the number of potential policy violations reported by supervisors through IARS for further investigation in the disciplinary process.

Identification and Responses to Performance Issues

When supervisors see a performance issue with an employee, they are able to start an assessment and evaluation process called a Command Initiated Assessment. The assessment and monitoring plan must be approved by a Commander or above prior to beginning the plan.

In 2022, 40 Command Initiated Assessments were started. Of these, 31 led to a monitoring plan aimed at improving performance. Out of these 31 monitoring plans:

- Twenty-five personnel successfully completed the monitoring plans;
- Three were closed as “Not Improved” and the officers were transferred to another unit where they were more likely to succeed;
- Two were administratively closed due to one resignation and one officer deciding to not use a rifle instead of attending practice sessions at the range; and
- One was merged with a new alert in the early intervention system.

A command-level officer administratively closed the remaining nine assessments for the following reasons:

- Three identified a need for defined criteria for evaluating whether a force investigation is deficient;
- Three were merged with previously issued early intervention system alerts;
- Two were closed due to retirement or resignation;
- One was determined not to need a monitoring plan.

Initial Identification of Policy Violations

Any time APD personnel know of a policy violation, they are required to report it within 24 hours using an IAR (See: **SOP 1-1 Personnel Code of Conduct**). In 2022, there were 870 IARS. Of these, 181 (20.8%) were submitted by the direct supervisor of one or more of the named personnel. 578 personnel (sworn officers and professional staff) were named in IARS during 2022.

Each IAR lists potential violations of standard operating procedures for further investigation by APD’s Internal Affairs divisions. The total allegations are shown for each alleged policy violation in Figure 1. 230 (17.6%) potential violations of SOP identified in IARS were submitted

by an officer's direct supervisor. Other IARs were submitted by other people in the chain of command, Internal Affairs Force Division, Performance Metrics Unit, and other sources in the Department.

All IARs are evaluated in accordance with SOP 3-46. See the [Internal Affairs Professional Standards 2022 Annual Report](#) for the results of disciplinary investigations in 2022.

Number of Internal Affairs Request Allegations by SOP and Source

Alleged SOP Violated	Direct Supervisor	Source Other Than Direct Supervisor	Alleged SOP Violated	Direct Supervisor	Source Other Than Direct Supervisor
SOP 1-1	87 (25.3%)	257 (74.7%)	SOP 2-52	2 (2.0%)	97 (98.0%)
SOP 1-2		1 (100.0%)	SOP 2-54	3 (8.8%)	31 (91.2%)
SOP 1-3		1 (100.0%)	SOP 2-55	1 (4.2%)	23 (95.8%)
SOP 1-4		1 (100.0%)	SOP 2-56	10 (20.4%)	39 (79.6%)
SOP 1-5	1 (50.0%)	1 (50.0%)	SOP 2-57	14 (33.3%)	28 (66.7%)
SOP 1-17	1 (100.0%)		SOP 2-60	3 (37.5%)	5 (62.5%)
SOP 1-26	1 (100.0%)		SOP 2-68		1 (100.0%)
SOP 1-35	1 (20.0%)	4 (80.0%)	SOP 2-70		1 (100.0%)
SOP 1-37	1 (100.0%)		SOP 2-71		9 (100.0%)
SOP 1-41		5 (100.0%)	SOP 2-73		5 (100.0%)
SOP 1-46		2 (100.0%)	SOP 2-76	2 (2.6%)	74 (97.4%)
SOP 1-48		6 (100.0%)	SOP 2-78		13 (100.0%)
SOP 1-62		1 (100.0%)	SOP 2-80		7 (100.0%)
SOP 1-64		1 (100.0%)	SOP 2-81		1 (100.0%)
SOP 1-78	1 (20.0%)	4 (80.0%)	SOP 2-82	5 (16.1%)	26 (83.9%)
SOP 2-1	1 (33.3%)	2 (66.7%)	SOP 2-83		1 (100.0%)
SOP 2-2	3 (60.0%)	2 (40.0%)	SOP 2-85		2 (100.0%)
SOP 2-3		3 (100.0%)	SOP 2-93		8 (100.0%)
SOP 2-5	14 (24.6%)	43 (75.4%)	SOP 2-98		2 (100.0%)
SOP 2-6		3 (100.0%)	SOP 2-100	1 (100.0%)	
SOP 2-7		2 (100.0%)	SOP 2-105		6 (100.0%)
SOP 2-8	46 (17.1%)	223 (82.9%)	SOP 2-107		1 (100.0%)
SOP 2-10		1 (100.0%)	SOP 3-14	7 (26.9%)	19 (73.1%)
SOP 2-11		1 (100.0%)	SOP 3-17		4 (100.0%)
SOP 2-12		1 (100.0%)	SOP 3-20	2 (25.0%)	6 (75.0%)
SOP 2-15		1 (100.0%)	SOP 3-21	6 (85.7%)	1 (14.3%)
SOP 2-16	2 (12.5%)	14 (87.5%)	SOP 3-25		28 (100.0%)
SOP 2-19		2 (100.0%)	SOP 3-30	1 (7.7%)	12 (92.3%)
SOP 2-21	1 (100.0%)		SOP 3-32		9 (100.0%)
SOP 2-37	1 (100.0%)		SOP 3-41	2 (10.5%)	17 (89.5%)
SOP 2-38	1 (100.0%)		SOP 3-44		3 (100.0%)
SOP 2-41	1 (100.0%)		SOP 3-51		1 (100.0%)
SOP 2-42	1 (100.0%)		Special Order	1 (12.5%)	7 (87.5%)
SOP 2-45	1 (50.0%)	1 (50.0%)	Missing Directive	1 (33.3%)	2 (66.7%)
SOP 2-47	4 (40.0%)	6 (60.0%)	Grand Total	230 (17.6%)	1,079 (82.4%)
SOP 2-48		1 (100.0%)			

Figure 1: Internal Affairs Requests by SOP and Source