



First Quarter Report

2024 (January 1st-March 31st)

INTERNAL AFFAIRS PROFESSIONAL STANDARDS
Prepared by: Data Analytics Division



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Introduction

The Albuquerque Police Department's mission is to build relationships through community policing that will lead to reduced crime and increased safety.

This Internal Affairs Professional Standards (IAPS) report includes current data as of April 22th, 2024. The Albuquerque Police Department (APD) uses live databases in which counts of recorded allegations, findings, and case dispositions are subject to change. These changes are revised based on the reporting standards and processes developed within the APD's Internal Affairs Professional Standards Division (IAPS). Due to the dynamic nature of IAPS data, historical records presented may vary slightly from those reported in prior APD IAPS reports.

Internal Affairs Professional Standards (IAPS) is responsible for receiving and investigating allegations of misconduct made against department employees. The role of IAPS is to implement transparent fact finding processes

to uncover evidence and take corrective action against the employees if investigative findings are sustained. The purpose of this report is to provide the City's administration, APD Executive Staff, the City Council, Civilian Police Oversight Agency Advisory Board and the residents of Albuquerque with the outcomes pertaining to IAPS Investigations.

Data within this report is comprised of allegations, findings, and dispositions of investigative cases involving both sworn personnel (law enforcement officers certified through the New Mexico Department of Public Safety (DPS) and Professional Staff (Civil Service). All figures presented in this report are labelled as representing one of these two employee cohorts or an aggregation of both.



Data Collection

This report covers data for the first quarter (January 1st through March 31st of 2024).

All data was pulled from APD's data warehouse by retrieving all cases recorded with an Incident Type of "IA Investigation" and "Firearm Discharges" (specific only to cases involving discharges of a firearm at an animal) and filtered by the reporting period.

For the purpose of this report, the date a case is initiated is listed and included. Cases received by IAPS within the reporting period include data pertaining to the count of distinct employees facing one or more distinct allegations, their divisions, their demographic profiles, and their employee cohorts.

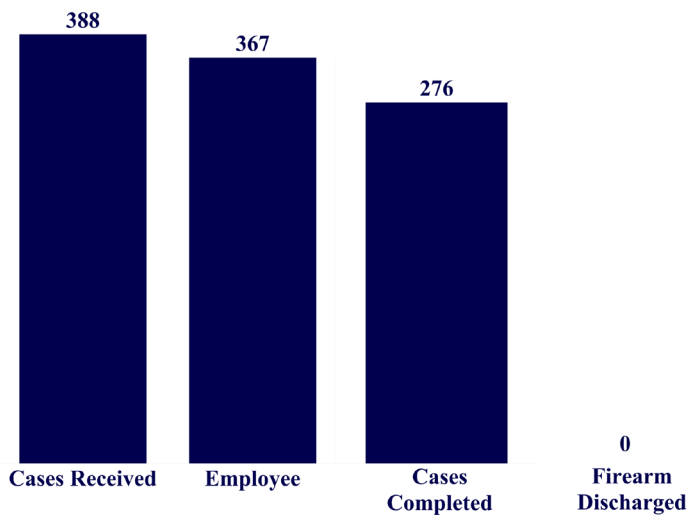
The date a case is completed by IAPS is the date an investigation has concluded. Cases presented as completed by IAPS within the reporting period include data pertaining to distinct employees, the distinct allegations and alleged policy violations within the case, the findings of investigations, and actions taken as a result.



Statistical Data

Internal Affairs Professional Standards Statistics, First Quarter (January 1st, 2024-March 31st, 2024)

Internal Investigations

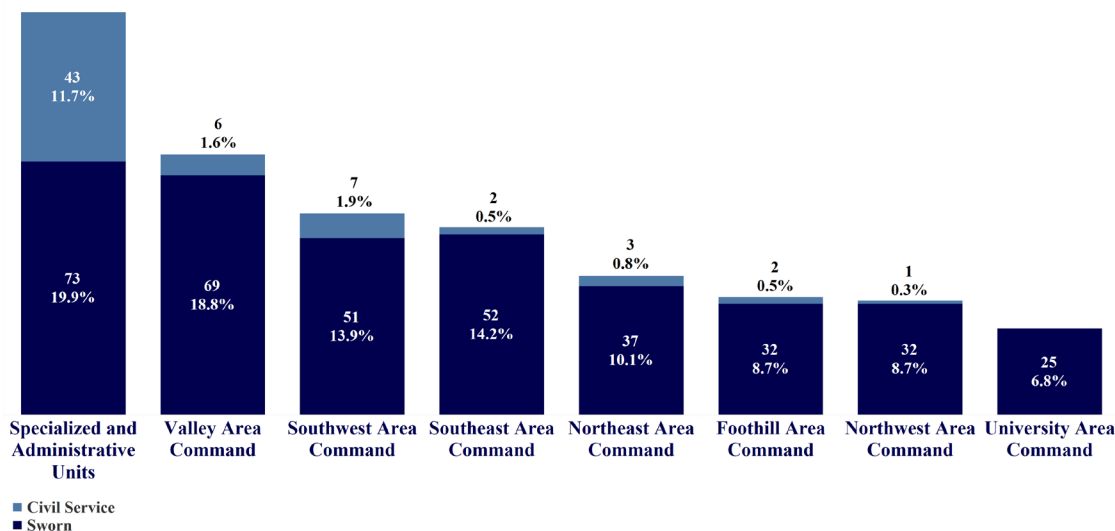


Data as of April 22th 2024.

This Section covers the data for the first quarter reporting period beginning January 1st 2024 through March 31st 2024.

- Data may change as cases are constantly in motion throughout the process.
- The chart reflects a count of unique employees.
- Completed cases with dispositions other than Administratively Closed, Exonerated, Not Sustained, Sustained, Sustained/NBOOC, and Unfounded are not included in the count.
- There were no firearm discharges against animals in Quarter 1, 2024.

Subjects of IAPS investigations by Assigned Division



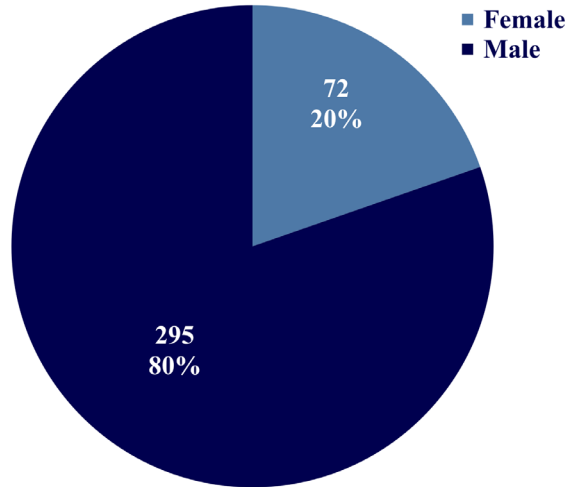
During the first quarter of 2024, a majority of the investigations opened by IAPS were received for employees in Valley Area Command (20%) followed by Southwest Area Command at 16%. Approx. 7% of the employees identified in IAPS investigations were from University Area Command.

The data suggests an increase in number of investigations opened by IAPS for employees across all Area Commands. However Valley Area Command saw the highest percentage increase this quarter compared to the fourth quarter of 2023 at 8%.

- The total percentage will not add up to 100% because some employees (listed in two or more investigations) may have been assigned to one unit at one point in the year and another unit later in the year.
- Specialized and Administrative Units: All units other than the Area Commands within the Field Service Bureau.

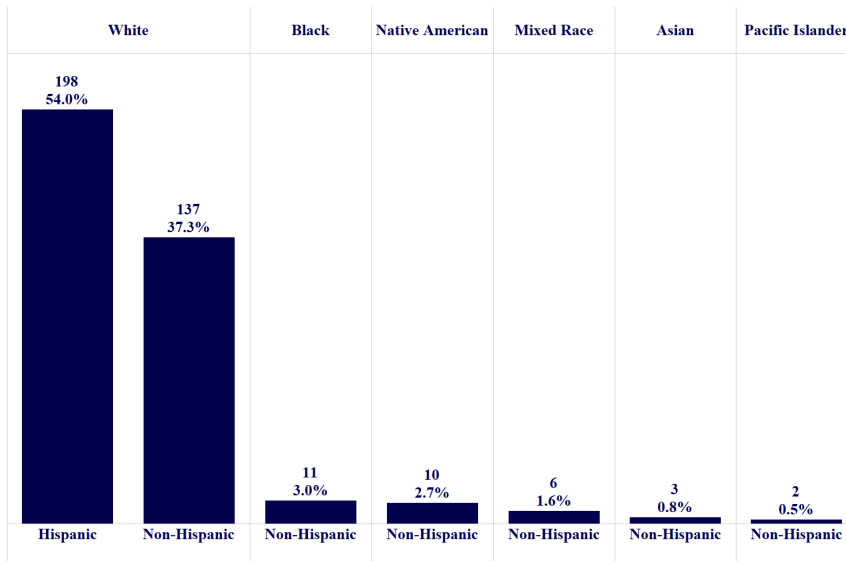
Involved Employee Demographics (Sworn & Civil Service)

Gender



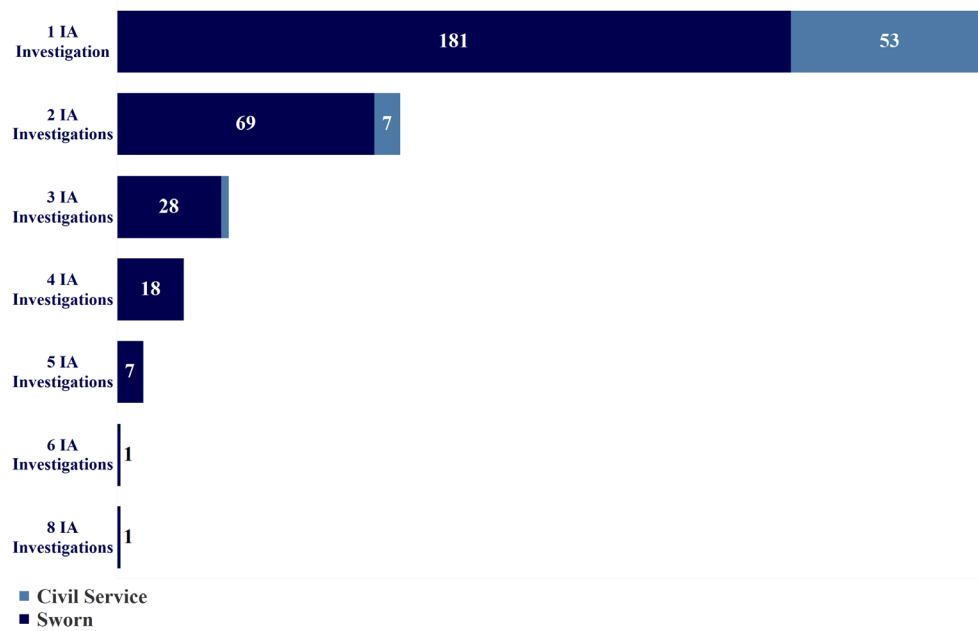
During the first quarter of 2024, a majority of the employees identified in IAPS investigations were Male (80%) compared to (20%) that were Female which is consistent with the past reporting periods.

Race & Ethnicity



During the first quarter of 2024, 54% of the employees identified in IAPS investigations were Hispanic. 37% of the employees were White non-Hispanic. These figures are proportionate to the demographics of the department where Hispanic employees comprise of approximately 54% while White non-Hispanic are 36%.

Number of Investigations by Employee



In the first quarter of 2024, of the total 363 employees, a majority (approx. 64%) were party to a single IAPS investigation. 2 sworn employees were involved in 6 and 8 IAPS investigations respectively.

Employees listed as parties to single investigation declined from 80% to 64% from Q4 of 2023 to Q1 of 2024. There is a 16% increase in the percentage of employees who are listed in more than 1 investigation during this quarter compared to the last quarter of 2023.

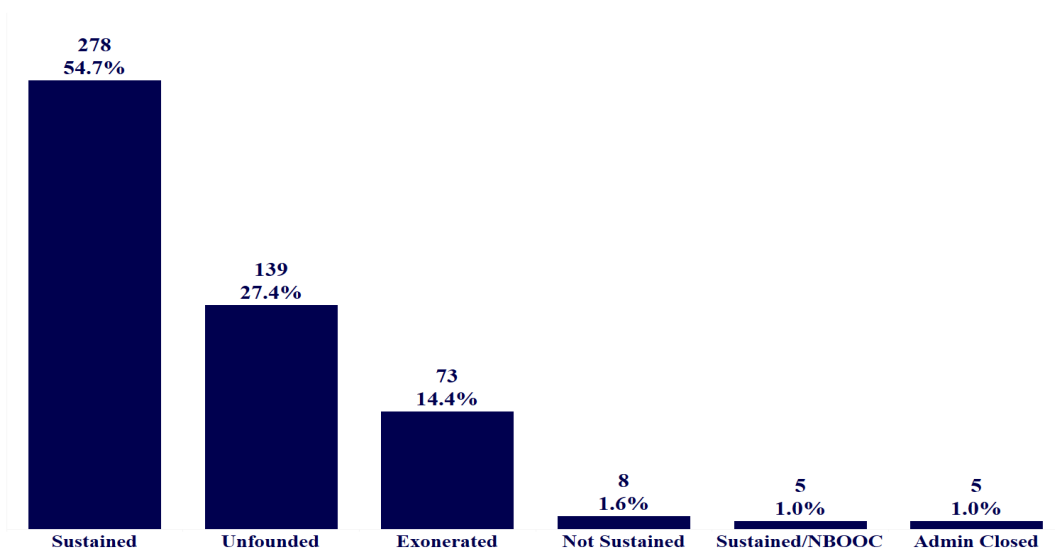
Standard Operating Procedure Violations (Top 15 SOPs Reviewed)



During the first quarter of 2024, out of 508 allegations investigated by IAPS, the single largest group (approx. 26%) was alleged violations of standard operating procedure 'Personnel Code of Conduct'. 'Use of On-Body Recording Devices' was the next more prevalent (approx. 13%). This is consistent with historical trend. Comparing this quarter with the previous quarter data, review of SOP 1.1 in completed IAPS investigations increased from 20% to 26% and SOP 2.8 declined from 19% to 13%. 25 SOPs listed under the graph were reviewed in 48 IAPS investigations in 61 instances.

**Additional SOPs includes: Use of Computer Systems, Scheduled and Unscheduled Leave, Restraints and Transportation of Individuals, Hazardous Material Incident Response, Performance Evaluation and Management System (PEMS), Arrests, Arrest Warrants, and Booking Procedures, Search and Seizure without a Warrant, Crash Involving Police Vehicles, Notification of Significant Incidents, Training Division, Harassment/Sexual Harassment in the Workplace, Performance Evaluations, Line Inspection Process, Use of Force- De-escalation, Special Victims Section, Certificates for Evaluation, Execution of Search Warrant, Interviews and Interrogations, Language Access Procedures, Response to Traffic Crashes, Emergency Medical and Trauma Services, Uniforms, Internal Affairs Force Division, Impact Teams, Fiscal Division*

Allegation Findings



During the first quarter of 2024, a majority (56%) of the allegations were Sustained and SNBOOC followed by Unfounded (27%) and Exonerated (14%). There is a slight decrease in the percentage of allegations with the findings of Sustained/SNBOOC compared to previous quarter where these findings accounted for 61% of the total.

*SNBOOC- Sustained Not Based on Original Complaint

Definition of Findings

Sustained: Investigation classification when the investigation determined, by a preponderance of the evidence, the alleged policy violation did occur by the subject officer.

Exonerated: Investigation classification when the investigation determined, by a preponderance of the evidence, that alleged conduct did occur but did not violate APD policies, procedures, or training.

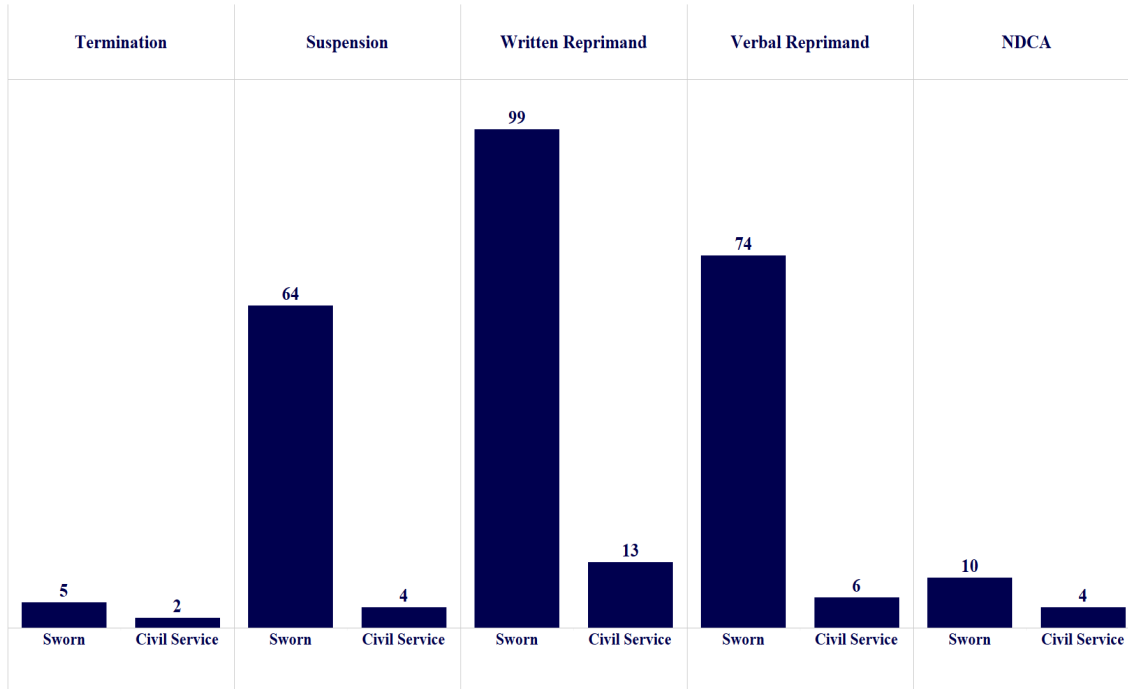
Unfounded: Investigation classification when the investigation determined, by clear and convincing evidence, that alleged policy violation did not occur or did not involve the subject officer.

Not Sustained: Investigation classification when the investigation is unable to determine, by a preponderance of the evidence, whether the alleged policy violation occurred.

Sustained (NBOOC) Violation Not Based on Original Complaint: Investigation classification where the investigator determines, by a preponderance of the evidence, misconduct did occur that was not alleged in the original complaint (whether CPC or internal complaint) but that other misconduct was discovered during the course of investigation, and by a preponderance of the evidence, that misconduct occur.

Administratively Closed: Investigation classification where the investigation determined: a. the allegations are duplicative; b. the investigation cannot be conducted because of the lack of information in the complaint, and further investigation would be futile. Such complaints may be reopened if additional information becomes available.

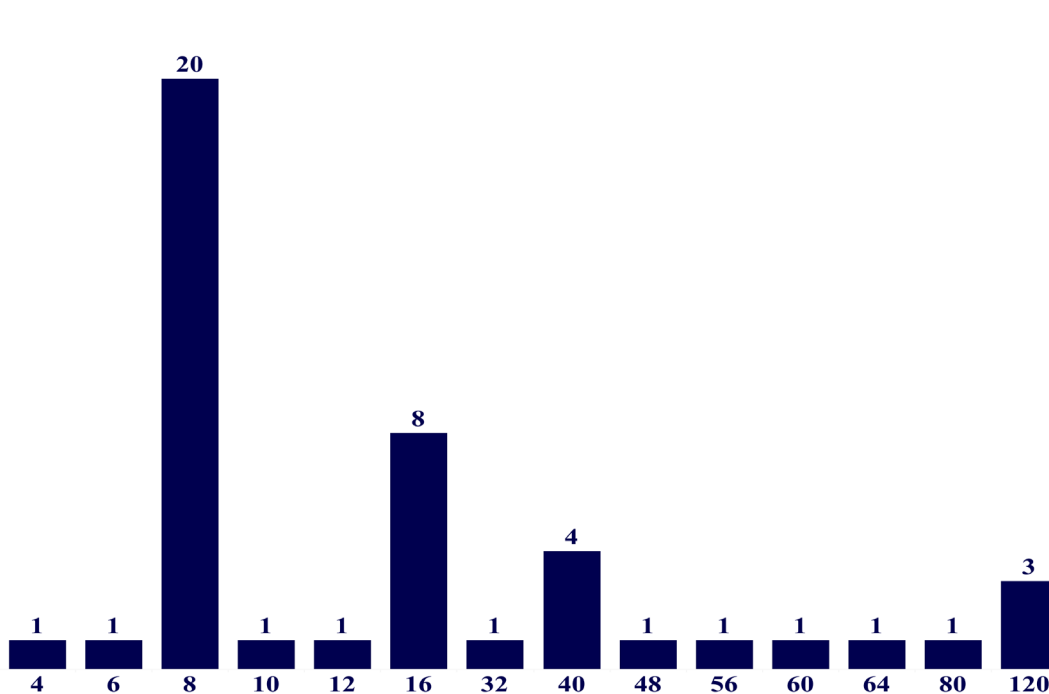
Action Taken for Sustained/SNBOOC Findings



During the first quarter of 2024, 112 allegations with Sustained/SNBOOC findings resulted in Written Reprimands for the involved employees. The next most prevalent were 80 Verbal Reprimands for both sworn and civil service.

*In two cases, allegations that received a “sustained” finding were granted no disciplinary action. Both have been excluded from the chart to the left.

Length of Suspensions Granted



During the first quarter of 2024, a total of 45 employees received suspensions. 20 employees received 8 hour suspension while 1 employee received 120 hours suspension. Four employees chose to resign before their suspensions were determined. Two others did not receive suspensions due to timelines. Note that if one officer receives two suspensions of 8 hours during this period, they will be listed among the 16 hours category for the reporting purposes. There is a decline in number of employees receiving suspensions in this quarter compared to the last quarter (51 to 45 employees).



Summary

Looking Ahead and Moving Forward



THE ALBUQUERQUE POLICE DEPARTMENT'S MISSION IS TO BUILD RELATIONSHIPS THROUGH COMMUNITY POLICING THAT WILL LEAD TO REDUCED CRIME AND INCREASED SAFETY.

The men and women of the Albuquerque Police Department are dedicated to the highest level of service to the community while establishing and sustaining a high degree of confidence. The purpose of this report is to increase understanding of the procedures we utilize when an employee is accused of misconduct and to demonstrate to the community the seriousness with which we treat misconduct investigations.

The department is committed to bringing about constructive change and making sure that APD progresses in the right direction. We are interested in forming partnerships and seeking support of federal, state, and local community leaders who share our priority of keeping the public's best interests in mind.

Our first priority is to constantly work towards a transparent, comprehensive vision of public safety and law enforcement that places an emphasis on accountability and in providing for a safer Albuquerque.



For more information, please contact the City of Albuquerque Public Records Request Department (IPRA) at:

<https://nextrequest.cabq.gov/>

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



Emergency Calls: 911
Non-Emergency
Calls: (505) 242-2677