OC-25-55

City of Albuquerque

Civilian Police Oversight Agency

ALBUQUERQUE CIVILIAN POLICE OVERSIGHT

Timothy M. Keller
Mayor

Diane McDermott
Executive Director

Interoffice Memorandum

11/19/2025

To: **Brook Bassan, Council President**

From: **Diane McDermott, Executive Director**

Subject: **2025 January-June Semi-Annual Report**

In accordance with City of Albuquerque ordinance section 9-4-1-11, please accept the enclosed electronic file version of the CPOA's 2025 January-June Semi-Annual report.

SEMI-ANNUAL REPORT

January 1st 2025 – June 30th 2025

CIVILIAN POLICE OVERSIGHT AGENCY

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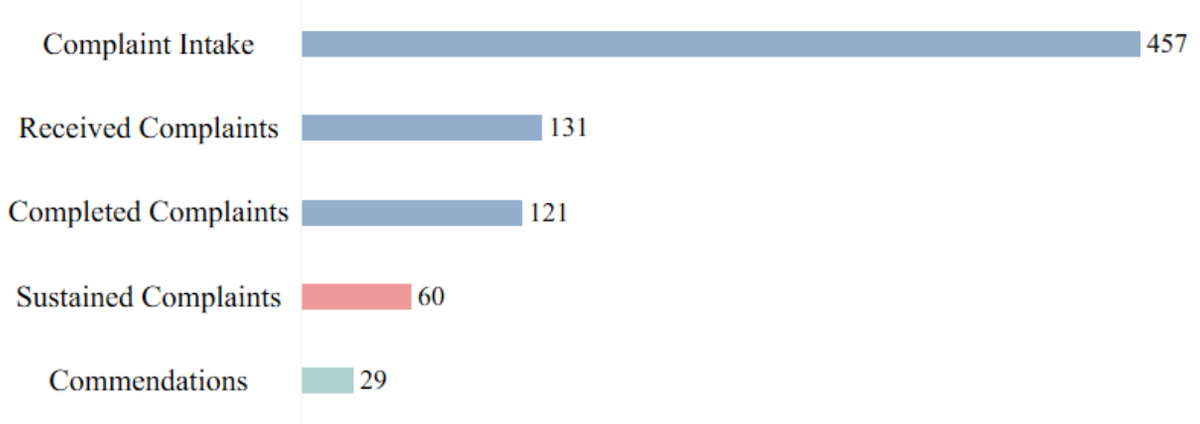
List of Abbreviations

Abbreviation	Description
APD	Albuquerque Police Department or "Department"
CABQ	City of Albuquerque
CAO	Chief Administrative Officer
CASA	Court-Approved Settlement Agreement
CBA	Albuquerque Police Officers' Association's Collective Bargaining Agreement
CCR(s)	Civilian Complaint Request(s)
CPOA	Civilian Police Oversight Agency or "Agency"
CPOAB	Civilian Police Oversight Agency Board or "Board"
CPC(s)	Civilian Police Complaint(s)
DAP	Disciplinary Action Packet
DOJ	Department of Justice
ECW	Electronic Control Weapons
FRB	Force Review Board
IA	Internal Affairs
IAPS	Internal Affairs Professional Standards
IAFD	Internal Affairs Force Division
NDCA	Non-Disciplinary Corrective Action
OBRD	On-Body Recording Device
OIS	Officer Involved Shooting
PnP	Policies and Procedures Review Sub-Committee
PPRB	Policy and Procedures Review Board
PTC	Prisoner Transport Center
SOP(s)	Standard Operating Procedure(s)
SNBOOC	Sustained Not Based on Original Complaint
UOF	Use of Force
VNBOOC	Violation Not Based on Original Complaint

Report Summary

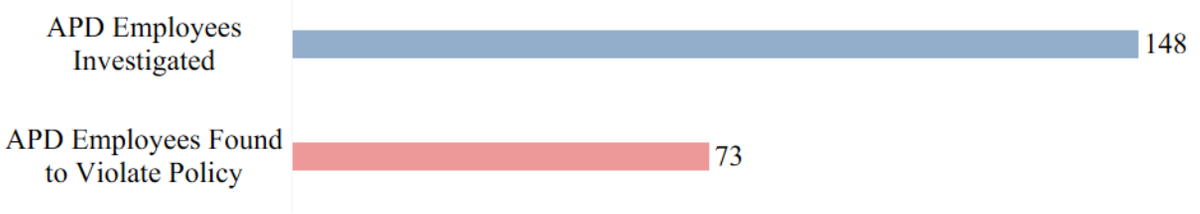
Complaints and Commendations

During this period, from January 1st, 2025, to June 30th, 2025 ("Reporting Period"), the CPOA received *457* complaint notifications ("Complaint Intake"), assigned *131* complaints for investigation ("Received Complaints"), and closed *121* complaints ("Completed Complaints"). Among the completed complaints, *60* resulted in at least one finding of a policy violation by an APD employee ("Sustained Complaints"), accounting for *49.6%* of completed complaints. The CPOA also received *29* commendations expressing praise or recognition for APD employees.



APD Employees

During this period, the CPOA investigated *148* APD employees in Completed Complaints, *73* of whom were found to violate APD policy (*49.3%*).

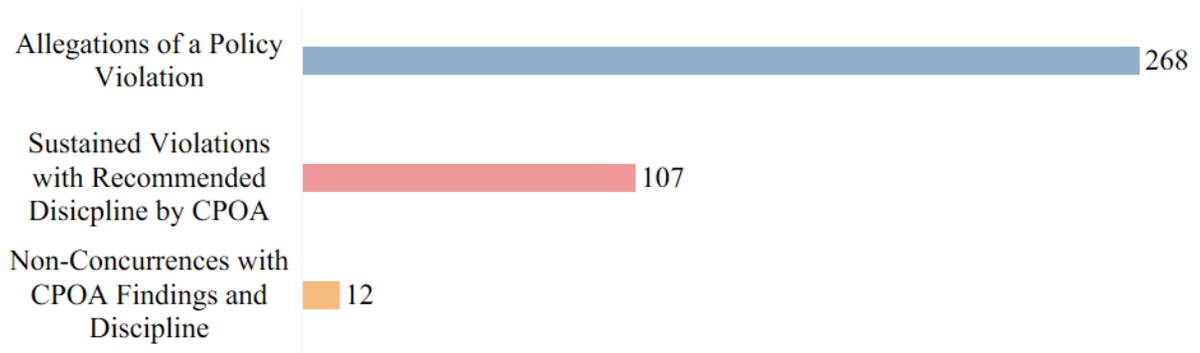


Complainants

During this period, the CPOA investigated on behalf of *116* identifiable complainants and *5* anonymous complainants.

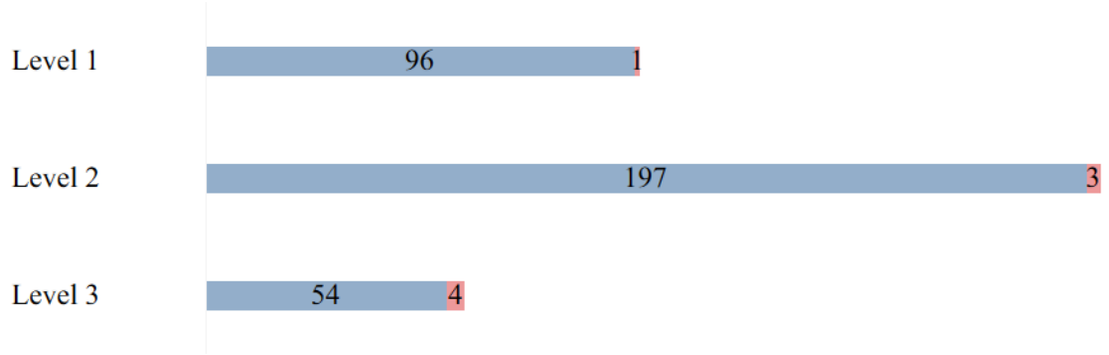
CPOA Sustained Findings and Non-Concurrences by APD

During this reporting period, there were *107* sustained violations against APD employees in *268* alleged policy violations. In *12* instances across *7* CPC investigations, the Police Reform Bureau disagreed with the CPOA's recommended findings.



Use of Force

During the reporting period, there were *355* total UOF interactions with completed investigations: *97* Level 1, *200* Level 2, and *58* Level 3 interactions. Of these, *8* incidents were found to be Out of Policy (*2.3%*): *1* involved a Level 1 interaction; *3* involved Level 2 interactions, and *4* involved Level 3 interactions.



I. Introduction

Although a civilian oversight entity has existed in some capacity since the twentieth century, the Civilian Police Oversight Agency (CPOA) was established in its current form in 2014 after the City of Albuquerque and the Department of Justice (DOJ) entered into a Court-Approved Settlement Agreement (CASA) regarding the Albuquerque Police Department's (APD) pattern or practice of excessive use of force against civilians. In their findings letter, the DOJ specified community policing and civilian oversight as necessary components of the public safety ecosystem and were also monitored under the CASA.

The CPOA is governed by city legislation and the Civilian Police Oversight Ordinance (Oversight Ordinance), which was last amended in January 2023. Per the Oversight Ordinance (§ 9-4-1-2), the CPOA is an independent agency of the City of Albuquerque, distinct from City government, City Council, and the Albuquerque Police Department (APD).

The oversight structure comprises both the Civilian Police Oversight Advisory Board (CPOAB) and the Administrative Office, Civilian Police Oversight Agency (CPOA), which collaborate while maintaining distinct roles and responsibilities. The CPOAB comprises appointed volunteers who hold monthly public meetings to discuss policy recommendations, review a sampling of APD use-of-force incidents, hear complainant appeals, and receive public comment. The CPOA is responsible for fairly and impartially reviewing and investigating community-submitted complaints and commendations regarding APD personnel. It also analyzes trends and potential issues related to police conduct, providing policy, disciplinary, training, and procedural recommendations to the City Council, the CPOAB, the Mayor, and APD.

The Oversight Ordinance requires the CPOA to regularly inform the Mayor, the City Council, and the public of their efforts by publishing semi-annual reports (§ 9-4-1-11), which includes:

- Data on the number, kind, and status of all complaints received and investigated, including those sent to mediation, serious force incidents, and officer-involved shootings
- Policy changes submitted by both APD and the CPOA
- Demographics of complainants and subject officers
- CPOA findings and the Office of Police Reform's imposition of discipline
- APD disciplinary, use of force, policy, or training trends
- Information on public outreach initiatives spearheaded by the CPOAB or the CPOA
- Issues that may inform the City Council to consider legislative amendments to the Oversight Ordinance
- Time the CPOAB dedicates to policy activities

Complaint Investigations

Any person claiming to be aggrieved by the actions of APD may file civilian police complaints (CPCs) with the CPOA or APD at any time after the alleged incident occurs. If the complaint is filed with APD, the Department must refer the complaint to the CPOA within three business days. Upon receiving a complaint, the CPOA promptly initiates the initial review and assessment. Once this initial phase is completed, the CPOA may:

- Refer the complaint to mediation, Internal Affairs, or Area Command when a complaint alleges:
    1. A delayed or non-response to a call for service or misconduct only with a 911 service operator
    2. A driving or traffic violation where there is no direct encounter or interaction with a citizen
    3. Criminal activity, potentially discovered after a preliminary investigation on information received in the original complaint
    4. Misconduct by a non-sworn, non-operator APD employee who, by policy, is not equipped with OBRD. Exceptions may be made depending on the severity of allegations
    5. Complaints involving communication issues, rudeness, or minor administrative concerns (typically lower-level violations) may be referred to Mediation per the discretion of the Executive Director.
- Resolve the complaint without a full investigation when it is determined that the complaint:
    1. Does not allege misconduct by an APD employee
    2. The policy violations are minor and a pattern does not exist
    3. The allegations are duplicative of another complaint or investigation
    4. There is a lack of information to complete the investigation,
    5. The complainant requests to withdraw the complaint, barring any exceptions
    6. The complaint was resolved through informal mediation or referral to another agency
- Conduct a full investigation

During an investigation, the assigned investigator will review the complaint, interview complainants, witnesses, and other APD personnel involved, obtain evidence, review other necessary materials, and make recommended findings within 120 days. Per the revised Collective Bargaining Agreement (CBA) from January 2022 (and subsequent CBA from July 2023), the Chief of Police no longer has the authority to grant a 30-day extension to the CPOA. Once the complaint investigation is completed, the Agency's Executive Director will review the findings to determine whether any Albuquerque Police Department Standard Operating Procedures (SOPs) were violated.

There are six possible CPOA complaint findings:

- **Sustained** – Where the investigation determines, by a preponderance of the evidence, that the alleged misconduct did occur.
- **Not Sustained** – Where the investigation is unable to determine, by a preponderance of the evidence, whether the alleged misconduct occurred.
- **Exonerated** – Where the investigation determines, by a preponderance of the evidence, that the alleged conduct did occur but did not violate APD policies, procedures, or training.
- **Unfounded** – Where the investigation determines, by clear and convincing evidence, that the alleged misconduct did not occur or did not involve the subject officer.
- **Sustained Violation Not Based on Original Complaint (Sustained/VNBOOC)** – Where the investigation determines, by a preponderance of the evidence, that misconduct did occur that was not alleged in the original complaint and was discovered during the investigation.
- **Administratively Closed** – Where the policy violations are minor, the allegations are duplicative, or an investigation cannot be conducted because of the lack of information in the complaint.

Mediation Program

The CPOA relaunched its mediation program in May 2025, in accordance with § 9-4-1-4-C-2-d and § 9-4-1-6-C-3 of the City's Oversight Ordinance, which designates mediation as the preferred method of resolving civilian police complaints. The program provides an impartial forum for community members and APD officers to engage in structured dialogue, promoting understanding and improving community-police relations.

The CPOA entered into a professional services contract with Roger Moss, a nationally recognized mediator with more than thirty years of experience in law enforcement and community conflict resolution. Mr. Moss and his colleagues, Gail Nugent and Gina Delimari, will facilitate mediation sessions under the New Mexico Mediation Procedures Act (44-7B NMSA 1979).

Eligible cases include complaints involving communication issues, rudeness, or minor administrative concerns (typically lower-level violations). Allegations involving the use of force, bias, or injury are excluded. Sessions are typically conducted within 30 days of referral and include pre-mediation consultations, a 1-2-hour joint session, and optional follow-up sessions.

The program's budget is $25,000 annually, and the CPOA will re-evaluate the budget as the program develops. This initiative provides complainants and officers with a direct and efficient way to resolve issues, independent of the CPOA, APD, and the City. The CPOA will include statistics on the mediation program in the upcoming report.

Discipline

If the CPOA investigation determines that SOP violations occurred, it may recommend disciplinary actions to the Office of Police Reform in accordance with the Chart of Sanctions (SOP 3-46: Discipline System). The Office of Police Reform is provided with the CPOA case file and a Disciplinary Action Packet (DAP). The DAP provides the discipline range, which includes a minimum, presumptive, and maximum discipline for a violation based on the SOP, class, sanction, and the officer's progressive discipline history. The Office of Police Reform may impose the disciplinary recommendations at its discretion. If the Office of Police Reform deviates from the CPOA's finding or imposes discipline outside of the recommended range, it has 30 days to explain why it disagrees with the CPOA in a written memo.

Per the renegotiated CBA between the City of Albuquerque and the Albuquerque Police Officers Association, no disciplinary action shall be taken against an officer(s) under investigation, nor shall it be used for progressive discipline in any future infraction, when the investigation is out of compliance with the timelines set forth in the CBA.[1] However, the investigated officer(s) will receive the investigation results and any potential requested or required training. Additionally, the investigation may be used for purposes such as mandatory training for any or all Department officers, non-disciplinary actions such as reassignment to prevent further similar misconduct, policy development, consideration for promotion for the investigated officer(s), evidence in future grievances for purposes such as notice, and as an aggravating circumstance within the applicable sanction range for future similar infractions by the investigated officer(s).

Appeal Process

Upon receipt of the findings, the civilian complainant has 30 days to request an appeal hearing by the CPOAB. The Agency and the CPOAB alert the Office of Police Reform of any such appeal and hold a hearing on the matter at their next scheduled meeting. The CPOAB may amend findings or recommendations from the public letter to the complainant and make additional comments to the Office of Police Reform at the hearing based on the criteria established in the Ordinance if the CPOAB finds that the policy was misapplied, the findings or recommendations were arbitrary, or the findings were inconsistent with the available evidence. Following the hearing, the CPOAB will provide a written Notice of Decision to the complainant, implicated employee, CPOA Executive Director, and Office of Police Reform. The Office of Police Reform has 20 days after receiving the CPOAB's Notice of Decision to provide the CPOA and the complainant with its final disciplinary decision.

[1] This Collective Bargaining Agreement is effective July 15, 2023 through June 30, 2026;
Timelines standards set forth in CBA: (1) Every Investigation shall be concluded within one hundred and twenty (120) days from the issuance of notice to the officer or assignment of the case for investigation, whichever is later and within a 15 day time period; (2) Upon completion of the investigation, the department shall have up to forty (40) days for command level review of the investigation and to issue a pre-determination hearing notice; and (3) measured from when the pre-determination hearing ends, a determination with any findings must be sent to the officer within twenty (20) days.

Within 30 days of receiving the final disciplinary decision, the civilian complainant may request that the Chief Administrative Officer (CAO) review the complaint, the CPOA's disciplinary recommendation, and the Office of Police Reform's final disciplinary decision. Upon completing the review, the CAO has 90 days to override the Office of Police Reform's final disciplinary decision. The CAO is to notify the complainant, implicated employee, Office of Police Reform, and the CPOA Executive Director of their review and any action taken.

Policy Process

The CPOAB/CPOA is deeply committed to the APD policy development and review process. In their first year of existence, the CPOAB created a set of operating procedures to meet policy obligations and later established the Policy and Procedures Review Sub-Committee (PnP) to review and make recommendations on APD policies and procedures, ensuring compliance and consistency with the CPOA mission.

The CPOA Policy Analyst and/or a designee and a CPOAB member regularly attend APD's Policy and Procedures Review Board (PPRB) meetings, where APD subject-matter experts present new policies and revisions to existing SOPs for discussion and a final vote. After PPRB approval, SOPs are forwarded to the CPOAB for an additional 35-day review period, during which members may provide further comments and recommend modifications before final approval and publication.

In addition to PPRB meetings, CPOAB members, the CPOA Executive Director, and staff regularly participate in Policy and Procedures (PnP) meetings to discuss policies in cycle, ask questions, and develop policy recommendations for consideration by the full CPOAB.

The CPOA/CPOAB holds that establishing and implementing sound policies is essential to ensuring quality public safety services, as effective police accountability requires clear, consistent, and detailed policies. When policies fail, officer and public safety may be affected, resulting in a weakened police-community relationship or bodily harm. In recognizing the magnitude of this charge, the CPOA/CPOAB maintains that a good policy recommendation has several features:

- It identifies a problem and proposes a solution,
- It is supported by data,
- It is transparent to the community,
- It is clear, understandable, trainable, and acceptable to the Police Department, and
- It has a good chance of being adopted.

Data Sources and Limitations

Data for this report is sourced from IA Pro (the Internal Affairs record management database), CPOA, CPOAB, and CPC meeting minutes, information trackers, reports, and other correspondence, IAFD reports, and the City of Albuquerque human resources. The majority of the data used to present statistics in this report is the IA Pro Database and was exported on October 1, 2025.

The CPOA has maintained the self-reported complainant data without any alterations. For instance, a complainant may initially assert the absence of a mental illness, and the subsequent investigation may reveal underlying mental health issues. Despite this, our analysis will encompass the complainant's initial response, indicating the absence of a mental illness. Additionally, some complainants do not respond to all demographic questions, skip the demographic section entirely, or are not provided an opportunity to provide demographic information if the complaint is received via direct email, Blue Team, an old complaint form, or is filled out by someone on behalf of the complainant. The CPOA does not impute unreported information unless it comes from a valid static field in another form (e.g., race), so the complainant demographic section is subject to incomplete responses and may, rarely, reflect the demographics of the individual filling out the complaint, not the complainant.

For the descriptive summary statistics, anonymously reported complainants are excluded from the analysis because it is possible for a complainant to submit multiple complaints, including an anonymous complaint. In this case, the analyst cannot know whether multiple anonymous complaints originate from the same person. As such, anonymously reported complainants are excluded to avoid any overcounting of demographic statistics.

Since the majority of the data is extracted from the IA Pro database, including the use of force data, it is important to note that the CPOA is not an IA Pro administrator and has only limited control over data entry into the database. The data contained in this report represents the most accurate information available at the time of retrieval. However, the information stored in the database is dynamic and can change as an investigation progresses. Since the complaint data is exported from live databases, complaint specifications, allegations, and outcome numbers may fluctuate over time and are subject to revision. As such, updated information may lead to discrepancies between the data presented in this report and data presented in previous CPOA or other City reports.

Legislative Amendments

On May 12, 2025, U.S. District Judge James O. Browning granted the joint motion by the U.S. Department of Justice and the City of Albuquerque to terminate the Court-Approved Settlement Agreement (CASA), formally dismissing the federal lawsuit and ending more than a decade of DOJ oversight of the APD. The motion, filed on May 9, 2025, asserted that APD had achieved "full and effective compliance" with the agreement's material requirements, based on sustained improvements in use of force, internal investigations, supervision, and related outcome measures, making continued federal monitoring unnecessary. With the CASA now terminated, APD is expected to maintain these reforms without federal court oversight. At the same time, local accountability mechanisms, including the CPOA and CPOAB, remain central to monitoring complaint trends, reviewing and developing APD policies and practices, and ensuring the Department continues to be held accountable for misconduct and advance constitutional policing.[2]

CPOA Internal Changes

Beginning in early 2025, the CPOA implemented a revised intake and triage process. All new submissions are initially logged as Civilian Complaint Requests (CCRs). Each CCR undergoes a preliminary review and evidence gathering to determine whether credible allegations of misconduct exist. If such allegations are identified, the CCR is assigned to an investigator and issued a CPC number for full investigation. CCRs that do not meet this threshold or do not implicate APD are referred to other government entities when appropriate or are administratively closed. This procedural change has reduced the number of administratively closed CPCs and increased the proportion of sustained findings by prioritizing complaints that present credible allegations.

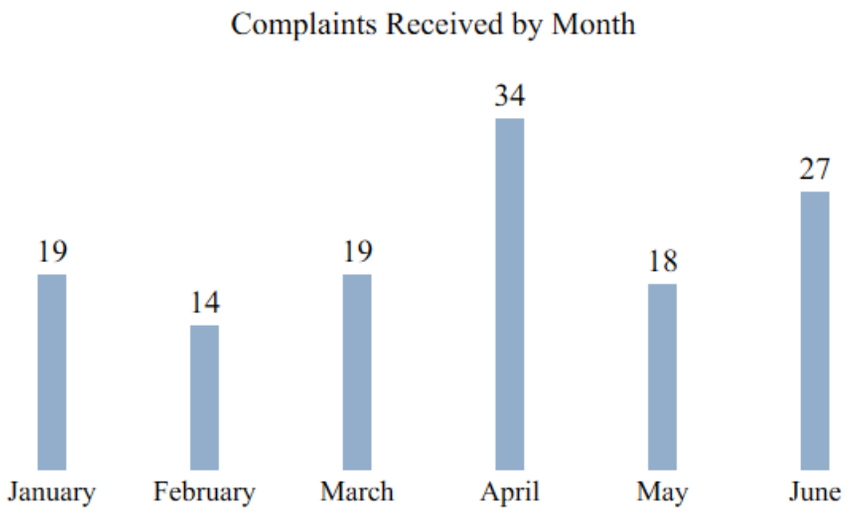
Additionally, during this reporting period, the CPOA hired three additional investigators, two in February and one in June. The CPOA also implemented two new positions: Senior Investigator and Lead Investigator. By June 30th, 2025, the CPOA had a staff of *9* Investigators, *1* Senior Investigator, and *1* Lead Investigator.

[2] To read more about the termination of the CASA: https://www.cabq.gov/police/documents-related-to-apds-settlement-agreement

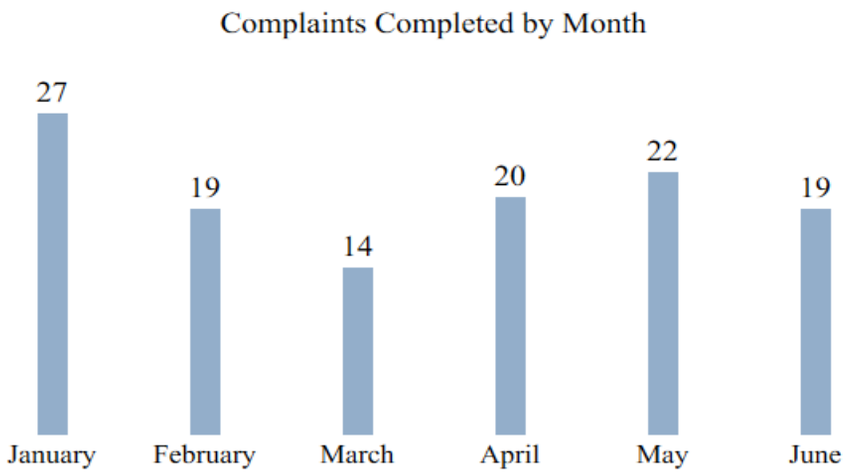
II. Complaint Details

During the reporting period, the CPOA received *457* complaint notifications, opened *131* complaint investigations (assigned CPC numbers in the IA database), and completed *121* complaint investigations.[3]

Out of the *131* received and opened complaints this period, the CPOA received the most in April (*26.0%*) and the least in February (*10.7%*).



Of the *121* completed complaints during this period, the CPOA closed the most in January (*22.3%*) and the least in March (*11.6%*).

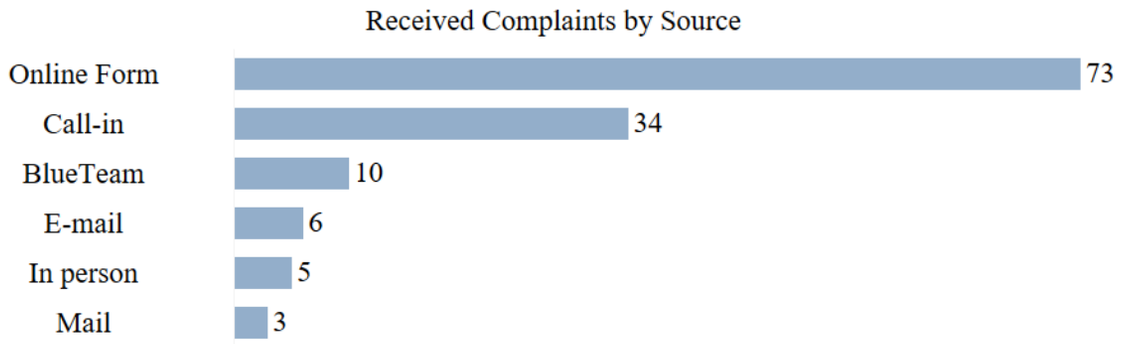


[3] The overall reduction in the number of complaints is primarily attributable to the CPOA's new Civilian Complaint Request (CCR) process, which screens submissions through preliminary review before assigning a CPC number. This streamlines investigations by filtering out non-credible or misdirected complaints earlier in the process.

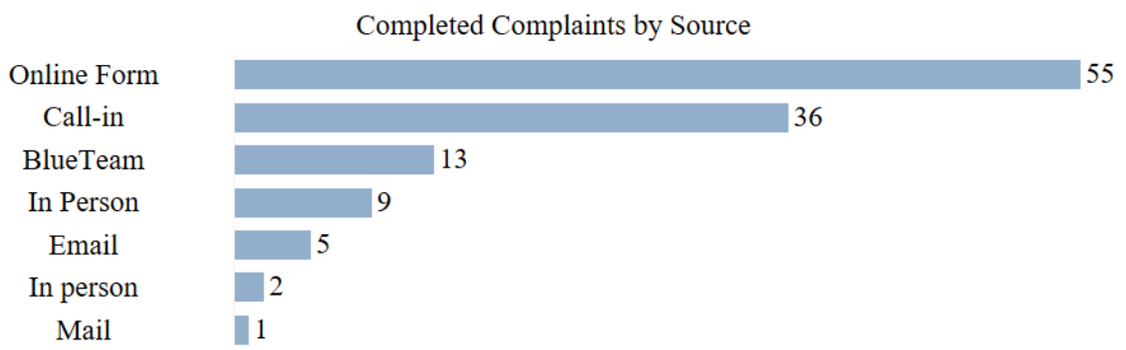
Complaint Sources

Complaints submitted to the CPOA can come from various sources. Complainants can file a complaint through an online form, fax, regular mail, phone call, email, or in person at the CPOA office. Complaint forms are accessible online and at over fifty locations throughout Albuquerque, including police substations, supervisor patrol vehicles, libraries, and community centers.

Many of the *131* complaints received during the reporting period were submitted online (*55.7%).*

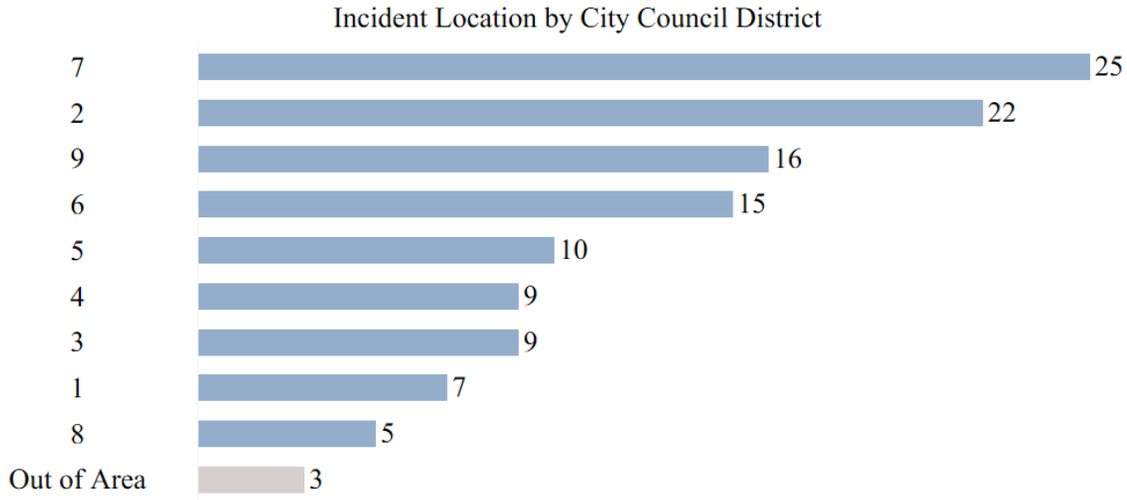


Most of the *121* complaints completed during the reporting period *(45.5%)* were submitted online.

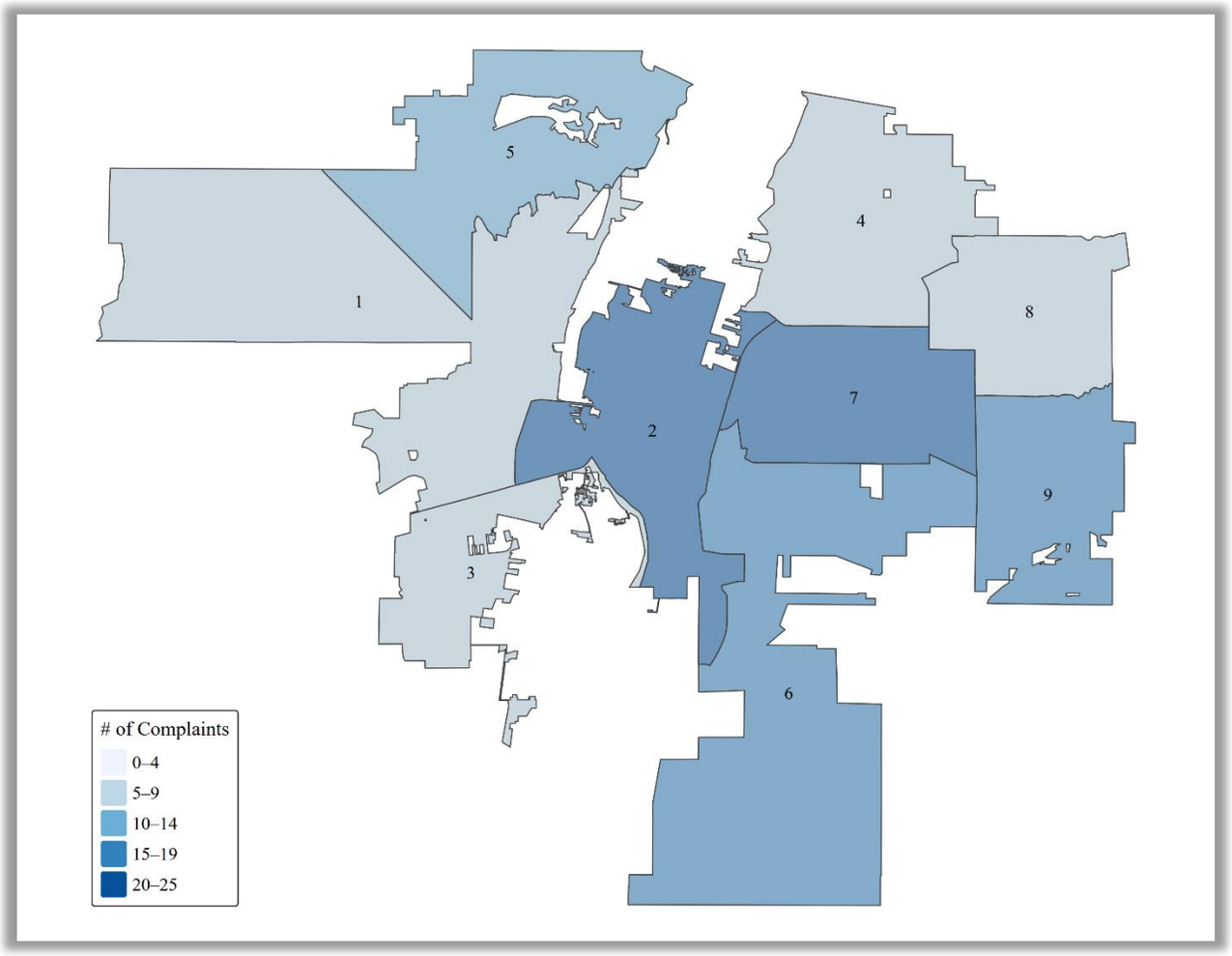


Complaints by City Council District

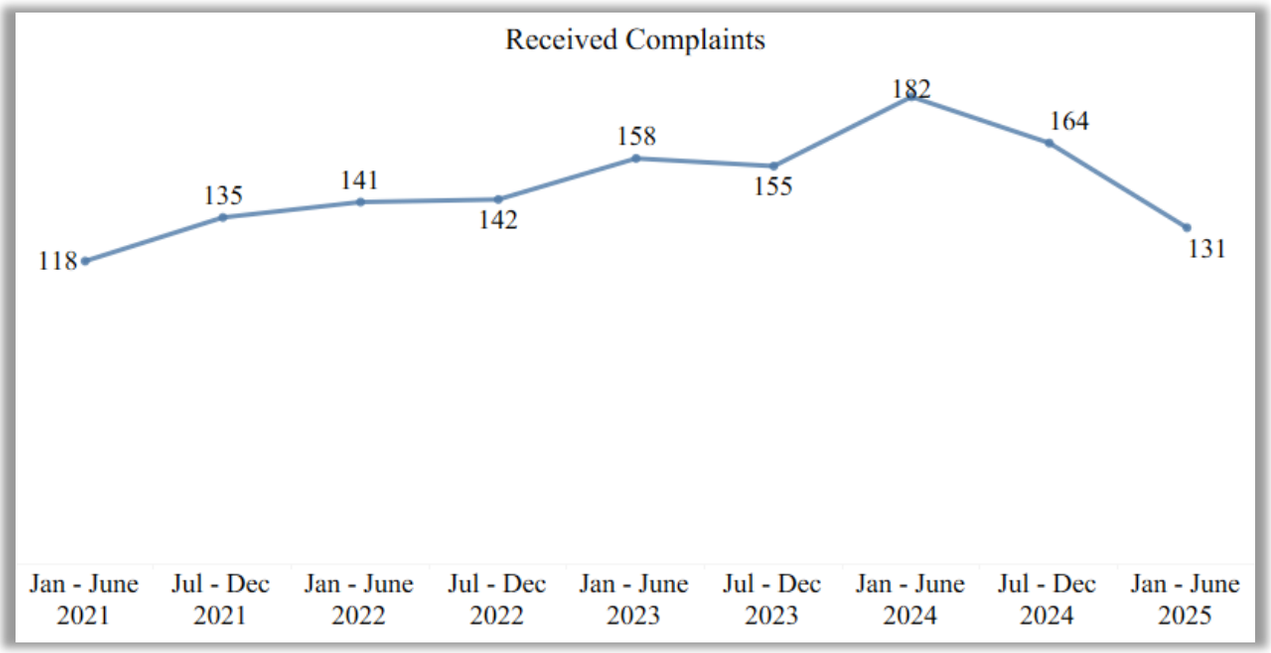
Of the *121* completed complaints, the most complaints arose from incidents occurring in City Council District *7* (*20.7%*), and the fewest took place in City Council District *8* (*4.1%*). *3* complaints stemmed from incidents outside of the City Council's jurisdiction (*2.5%*) and are listed as "Out of Area."

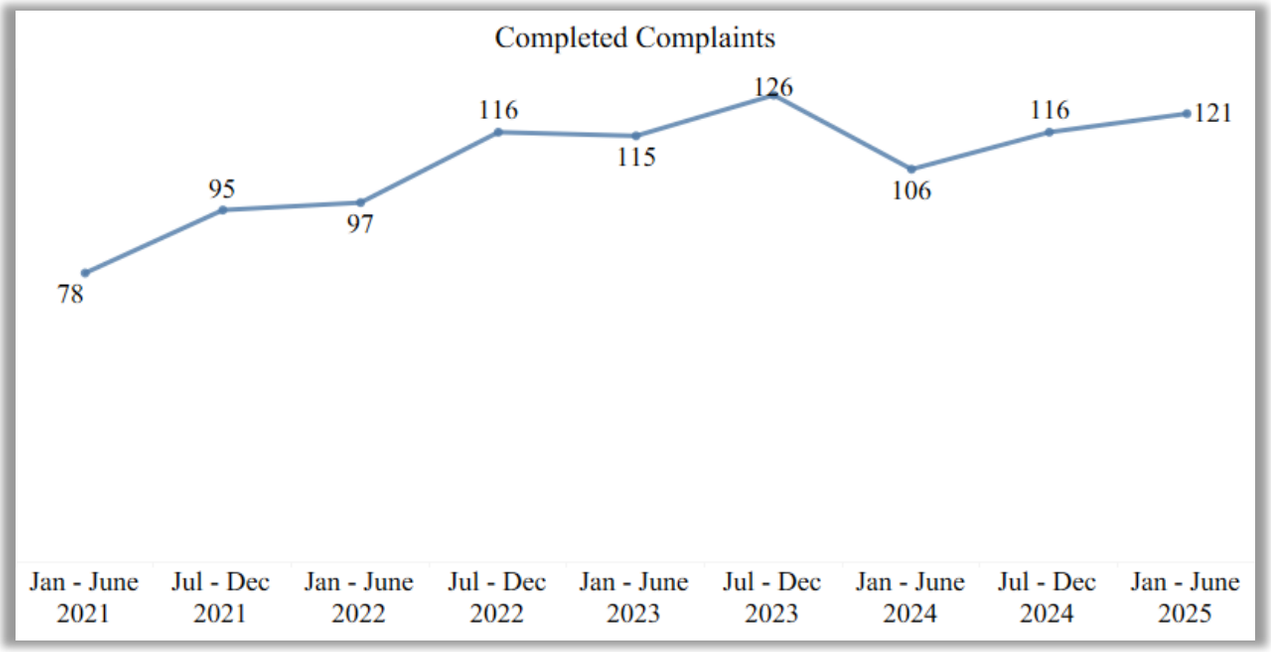


Incident Location – City Council District Map



Complaints Trend

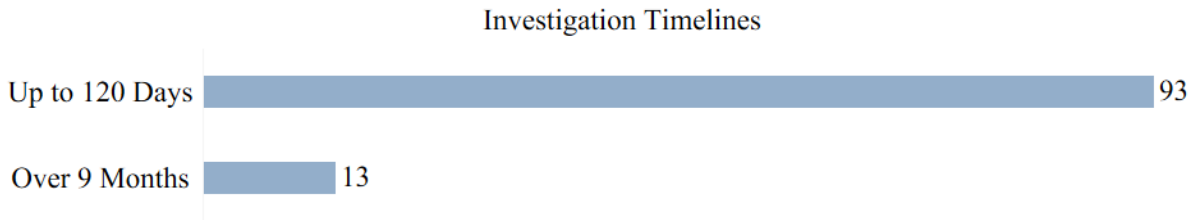




Investigation Completion Timeline

During this period, *106* of the *121* completed complaints led to a CPOA investigation and finding based on a review of specific APD policies. The remaining *15* complaints, though requiring a preliminary investigation by the CPOA, did not result in a substantive finding, as each case was either administratively closed or referred to IAPS for further action.

Of the *106* complaints whose investigations led to CPOA findings on alleged APD policy violations, *93* (*87.7%*) were completed in 120 days or less.



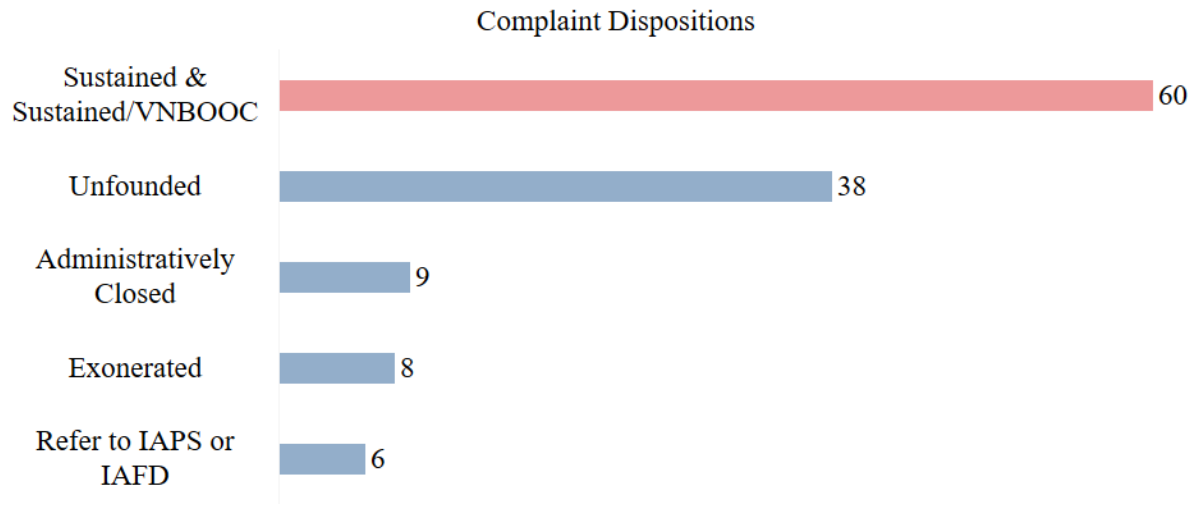
The CPOA receives a high volume of complaints, necessitating a triage process to manage them effectively. Due to the number of submissions and limited investigation personnel, the CPOA must prioritize complaints based on their urgency, severity, and likelihood of violation. This prioritization can result in longer investigation times for some complaints, as resources are allocated to investigations more likely to yield substantive findings.

Most investigations that extended beyond nine months did so because they had to be reassigned to a new or external CPOA investigator after the originally assigned investigator unexpectedly left the agency, requiring additional time for case review and completion.

Complaint Dispositions

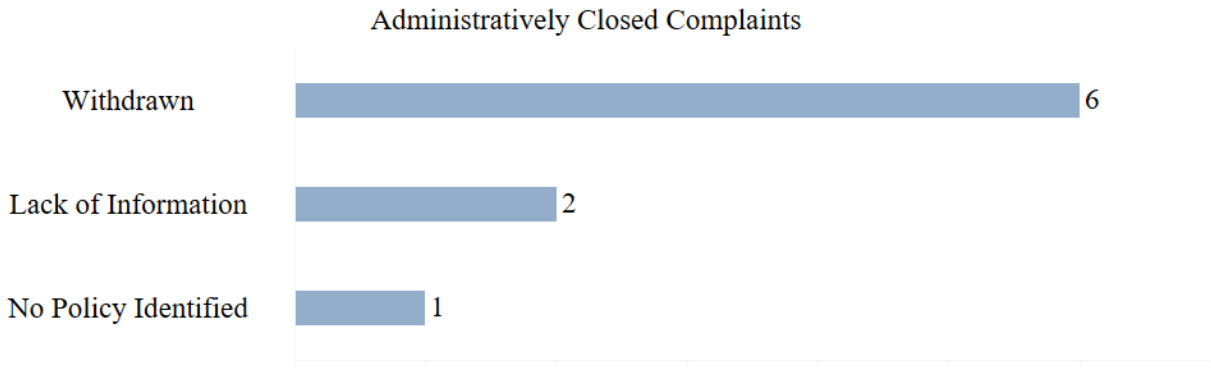
The CPOA determines a finding for each allegation associated with the complaint, such that there may be more than one disposition in a single complaint with multiple allegations or multiple implicated employees. For example, a complaint with three allegations may result in three distinct findings: Sustained, Unfounded, and Administratively Closed. For complaints such as these, the representative "complaint disposition" in this report will be the highest disposition associated with the complaint in our analysis, which, in this example, would be Sustained.

Including complaints that were sustained on violations not based on the original complaint ("Sustained/VNBOOC"), there were *60* Sustained complaints in this period (*49.6%*). This is up from *38* in the last reporting period, an increase of *57.9%*.



After a preliminary investigation, complaints were referred to IAPS for three primary reasons during this reporting period: (1) the complaint involved a civilian APD employee exclusively, (2) the complaint alleged criminal allegations against an APD employee, or (3) the complaint alleged an APD employee who is identified to be a part of an ongoing or duplicative APD investigation.

The most common reason a complaint was administratively closed was that the complainant withdrew the complaint.



Reviewed SOPs and Findings

During this reporting period, CPOA investigators reviewed *77* distinct directives across *28* SOP chapters, which were cited *268* times in the *106* completed complaint investigations that resulted in substantive findings. *15* completed complaints resulted in administrative dispositions (administratively closed and/or referred to IAPS).

SOP 1-1 "Personnel Code of Conduct" was reviewed the most (*119*) over the course of this reporting period, and SOP 2-8, "Use of On-Body Recording Devices," was the policy with the most sustained violations (*25*).

SOP Number & Title	Recommended Findings by CPOA					
	Exonerated	Unfounded	Not Sustained	Sustained	Sustained VNBOOC	**Total**
1-1 Personnel Code of Conduct	21	72	2	20	4	**119**
2-8 Use of On-Body Recording Devices (OBRD)	1		2		25	**28**
2-16 Reports	6	2		10	9	**27**
2-71 Search and Seizure Without a Warrant	3	12		1		**16**
2-60 Preliminary and Follow-up Criminal Investigations	5	3		6	2	**16**
2-48 Towing Services	3		1	2	4	**10**
2-73 Collection, Submission, and Disposition of Evidence and Property		1	3	5		**9**
1-4 Bias-Based Policing and/or Profiling		5	1			**6**
2-46 Response to Traffic Crashes	1	1		3		**5**
2-82 Restraints and Transportation of Individuals		1			2	**3**
2-65 Language Access Procedure					3	**3**
2-76 Court	1			2		**3**
3-41 Complaints Involving Department Personnel	1			2		**3**
2-41 Traffic Stops				1	1	**2**
2-19 Response to Behavioral Health Issues	1	1				**2**
2-40 Misdemeanor, Traffic, and Parking Enforcement				2		**2**
2-42 DWI investigations and Revoked/Suspended License	1	1				**2**
2-78 Domestic Abuse Investigations		2				**2**
2-54 Use of Force: Intermediate Weapons Systems		1				**1**
2-52 Use of Force-General		1				**1**
2-10 Use of Emergency Communications	1					**1**
1-78 Police Service Aide Program	1					**1**
2-22 Juvenile Delinquency					1	**1**
2-80 Hospital Procedures and Rules	1					**1**
2-3 Firearms and Ammunition Authorization	1					**1**
1-28 Downtown Unit	1					**1**
2-5 Department Vehicles				1		**1**
2-86 Auto-Theft and Motor Vehicle Theft Related Investigations				1		**1**
Total	**49**	**103**	**9**	**56**	**51**	**268**

Non-Concurrences with CPOA Findings and/or Disciplinary Recommendations

During this reporting period, there were *12* instances across *7* CPC investigations in which the Police Reform Bureau or the Chief Administrative Officer of the City of Albuquerque disagreed with the CPOA's recommended findings. Some non-concurrences overturned multiple alleged policy violations in a single CPC investigation. For instance, in CPC2024-000211, the CPOA sustained three APD employees for violations of two separate policy directives; however, APD disagreed with the findings and exonerated all three employees.

Non-Concurrences

CPC Number	Policy Directives	CPOA Finding	APD Finding	CPOA Rec. Discipline	APD Discipline
CPC2024-000211	2-8-5-D-1 (2) 2-8-5-A	Sustained	Exonerated	Written Reprimand	None
CPC2024-000212	2-8-5-D-1	Sustained	Exonerated	Written Reprimand	None
CPC2024-000235	2-8-5-D-1 (2)	Sustained	Exonerated	Written Reprimand	None
CPC2024-000237	2-8-5-D (3)	Sustained	Exonerated	Written Reprimand	None
CPC2024-000200	2-104-4-A-1c	Sustained	Exonerated	16-hour Suspension	None
CPC2024-000195	1-1-6-B-1	Sustained	Not Sustained	80-hour Suspension	None
CPC2024-0003 23	1-1-6-A-1-c	Sustained	Exonerated	16-hour Suspension	None

In the last reporting period, *5* notifications of non-concurrences were received by the CPOA. In *3* cases, the APD disagreed with the CPOA's sustained finding and dismissed the recommended discipline, while in the other *2* cases, they reduced the discipline.

To view redacted copies of the Non-Concurrence Letters, please see "Office of Police Reform Non-Concurrence Letters" on the CPOA website.[4]

[4] Redacted Versions of Non-Concurrence Letters can be found here: https://www.cabq.gov/cpoa/findings-letters/chief-of-police-non-concurrence-letters

Findings and Discipline Imposed by APD in Sustained Complaints

APD upheld *102* Sustained or Sustained VNBOOC CPOA findings in *60* complaint investigations. *73* APD employees were found to have violated APD policy, with *18* employees having multiple violations.

Sustained Allegations and Final Discipline by SOP

Sustained or Sustained/VNBOOC	SOP Number & Title	NDCA	Verbal Reprimand	Written Reprimand	Suspension
23	2-8 Use of On-Body Recording Devices (OBRD)	1		18	4
22	1-1 Personnel Code of Conduct	1	1	17	3
19	2-16 Reports		12	6	1
7	2-60 Preliminary and Follow-Up Criminal Investigations			4	3
6	2-48 Towing Services	1	4		1
5	2-73 Collection, Submission, and Disposition of Evidence and Property		1	3	1
3	2-46 Response to Traffic Crashes			3	
3	2-65 Language Access Procedure			3	
2	2-40 Misdemeanor, Traffic, and Parking Enforcement		1		1
2	2-41 Traffic Stops			2	
2	2-76 Court			2	
2	2-82 Restraints and Transportation of Individuals			2	
2	3-41 Complaints Involving Department Personnel	1		1	
1	2-22 Juvenile Delinquency			1	
1	2-5 Department Vehicles			1	
1	2-71 Search and Seizure Without a Warrant				1
1	2-86 Auto-Theft and Motor Vehicle Theft Related Investigations			1	

APD did not issue the proposed disciplinary action for *8* sustained violations in *7* CPCs because the investigation exceeded the permissible amount of time outlined in the CBA, an 8-hour suspension, *6* Written Reprimands, and a Verbal Reprimand. *5* of these CPC investigations had to be reassigned to a different CPOA or external investigator and the other *2* investigations involved professional staff employees who were subject to only 45-day timelines.

III. Employee Demographics

As of June 30th, 2025, the APD stated it had *1,596* total employees and *877* sworn employees, reflecting a decrease of *2* sworn employees since December 31st, 2024 (*879*). Among the *1,596* total employees, both sworn and unsworn, *1,016 (63.7%)* identified as male and *891 (55.8%)* as Hispanic or Latino.[5]

APD Employee Demographics

Gender	Professional Staff	Sworn
Male	277	739
Female	442	138

Ethnicity	Professional Staff	Sworn
Hispanic or Latino	458	433
White (Not Hispanic or Latino)	192	364
American Indian or Alaskan Native	29	25
Black	11	22
Two or More Races (Not Hispanic or Latino)	19	15
Asian	7	11
Native Hawaiian or Other Pacific Islander	3	7

[5] Every APD employee who was cited in a complaint during this period and identified as "Hispanic" for Ethnicity also has the corresponding race of "White" in the IA Pro database.

During this reporting period, *148* APD employees (both sworn and non-sworn) were identified in the *121* completed investigations on behalf of *116* named complainants and *5* anonymous complainants. *73* APD employees were found to have violated policy (*49.3%*). *7* complaints did not involve an APD employee, all of which were administratively closed.

In the previous reporting period, the CPOA investigated *136* APD employees, of whom 46 *(33.8%)* were found to have violated APD policy. Compared to this period, the number of investigated employees increased by *12* (*8.8%*), while the number of employees who violated policy increased by *27* (*58.7%*).

A complaint can involve more than one employee, and an employee can be cited in multiple complaints. As seen in the tables below, most complaints during this reporting period implicate a single APD employee, and *17* APD employees were involved in more than one complaint.

Number of Complaints Associated with Multiple Employees

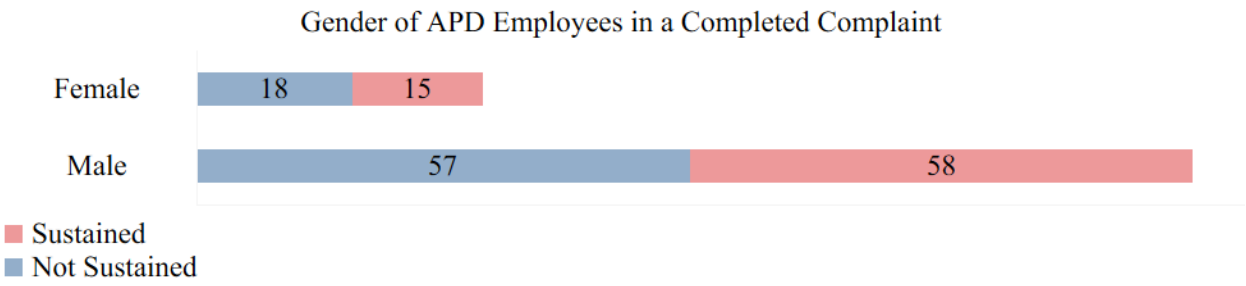
Number of Complaints	Number of Employees Involved
64	1
40	2
8	3
1	4
1	5

Number of Complaints Associated with Multiple Employees

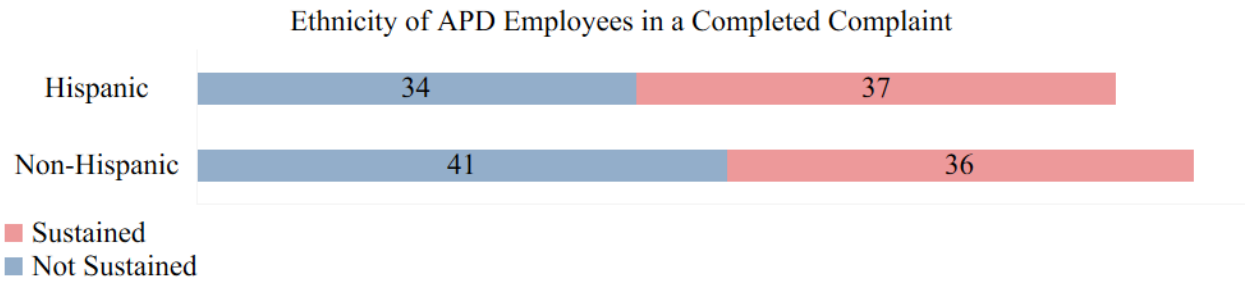
Number of Employees	Times Involved
124	1
20	2
3	3
1	4

Employee Gender, Race, and Ethnicity in Completed Complaints

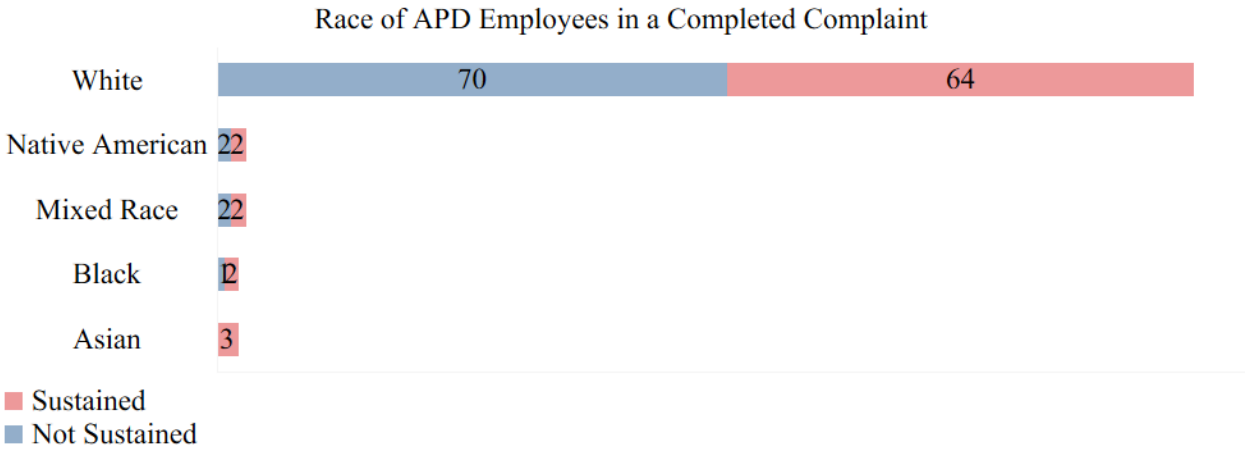
Most of the *148* APD Employees cited in a complaint were male *(77.7%)*, and among the *73* APD employees with sustained findings, the majority were also male *(79.5%)*.



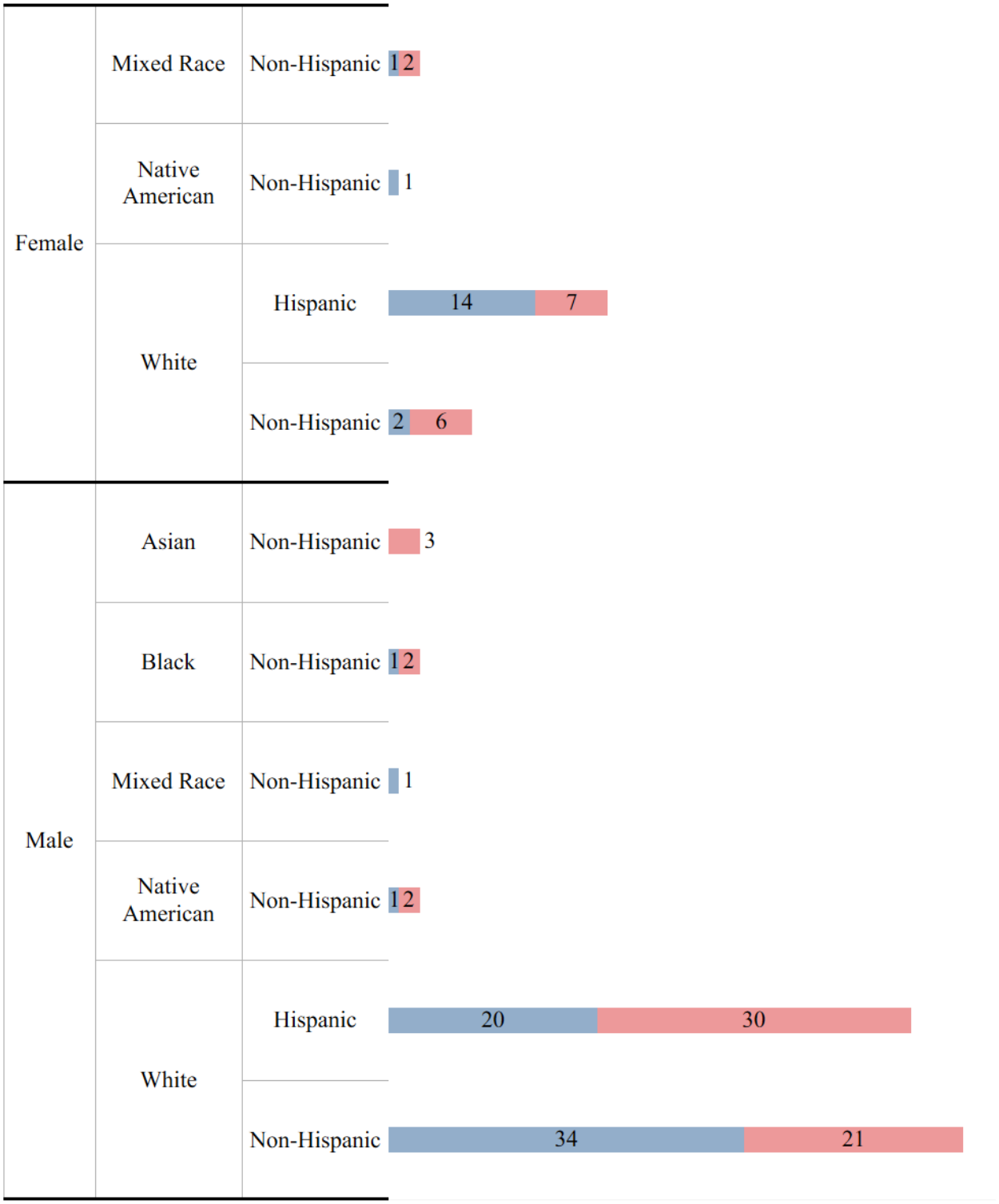
71 APD employees cited in complaints identified as Hispanic (*48.0%*), and of the *73* employees with sustained findings, just over half identified as Hispanic (*50.7%*).



134 of the *148* APD employees cited in a complaint were identified as White (90.5%), and the majority of the 73 employees with sustained findings were identified as White (*87.7%*).

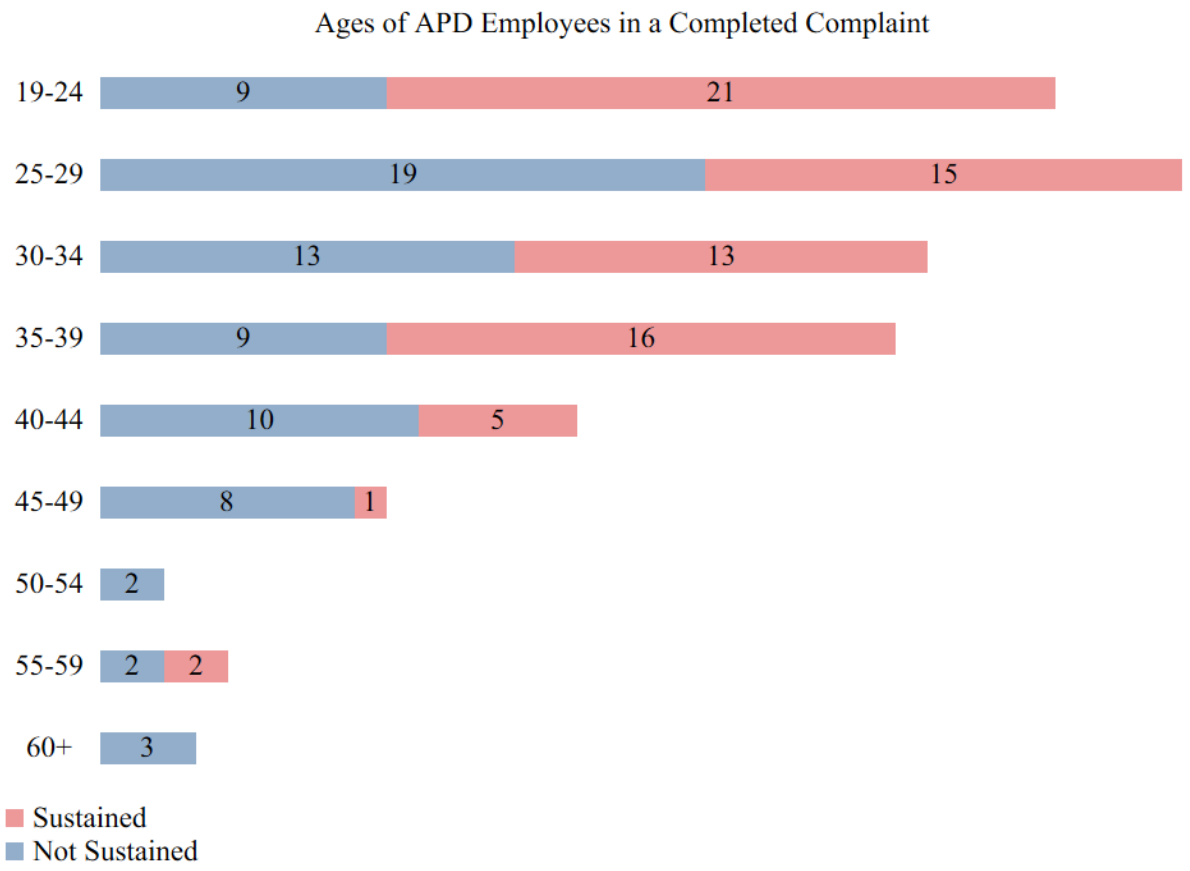


Demographic Breakdown of APD Employees in a Completed Complaint



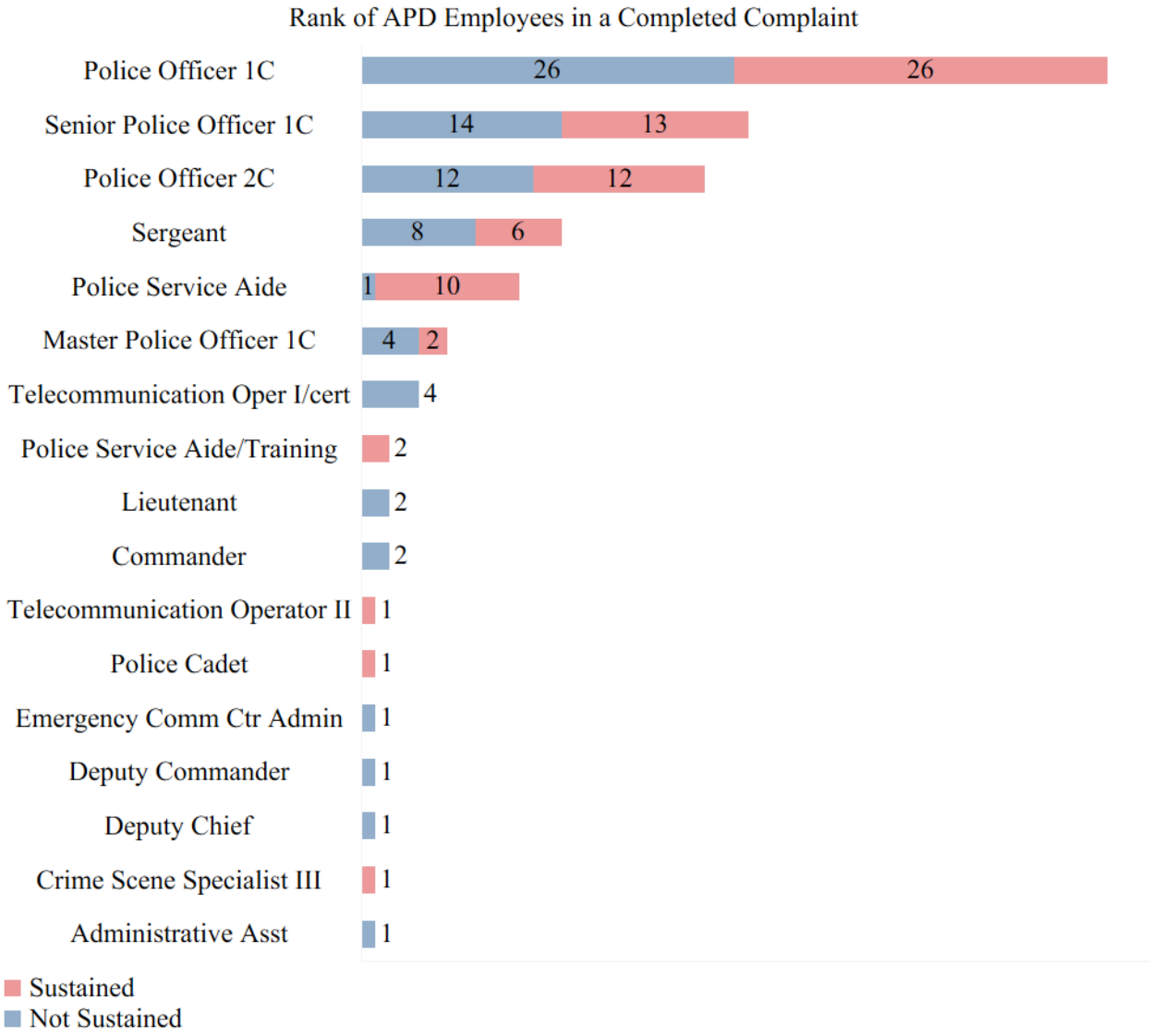
Employee Median Age

Many employees cited in a complaint fall in the 19 – 24 (*20.3%*) and 25 – 29 (*23.0%*) age ranges. The youngest APD employees were 19 (*2* total), and the oldest was 65. Out of the *73* APD employees with sustained findings, many were in the 19 – 24 age range (*28.8%*).



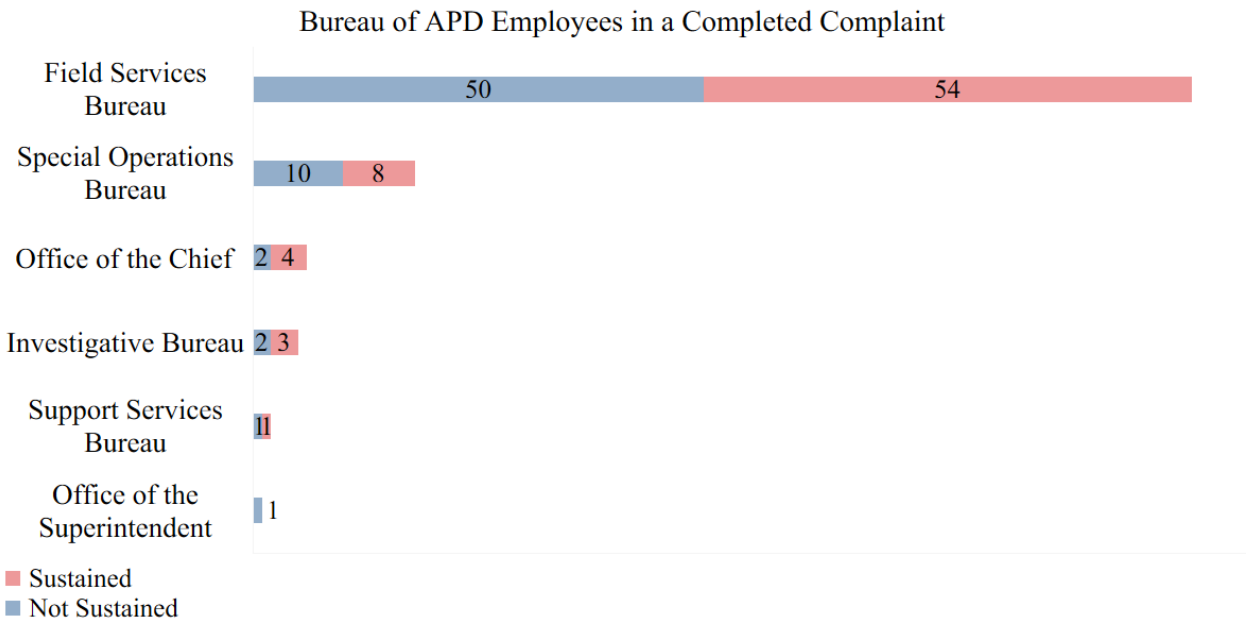
Employee Rank

Of the *148* employees cited in a complaint completed during this reporting period, *52* held the rank of Police Officer 1st Class (*35.1%*). Of the *73* employees with sustained findings, Police Officer 1st Class had the most (*35.6*%).



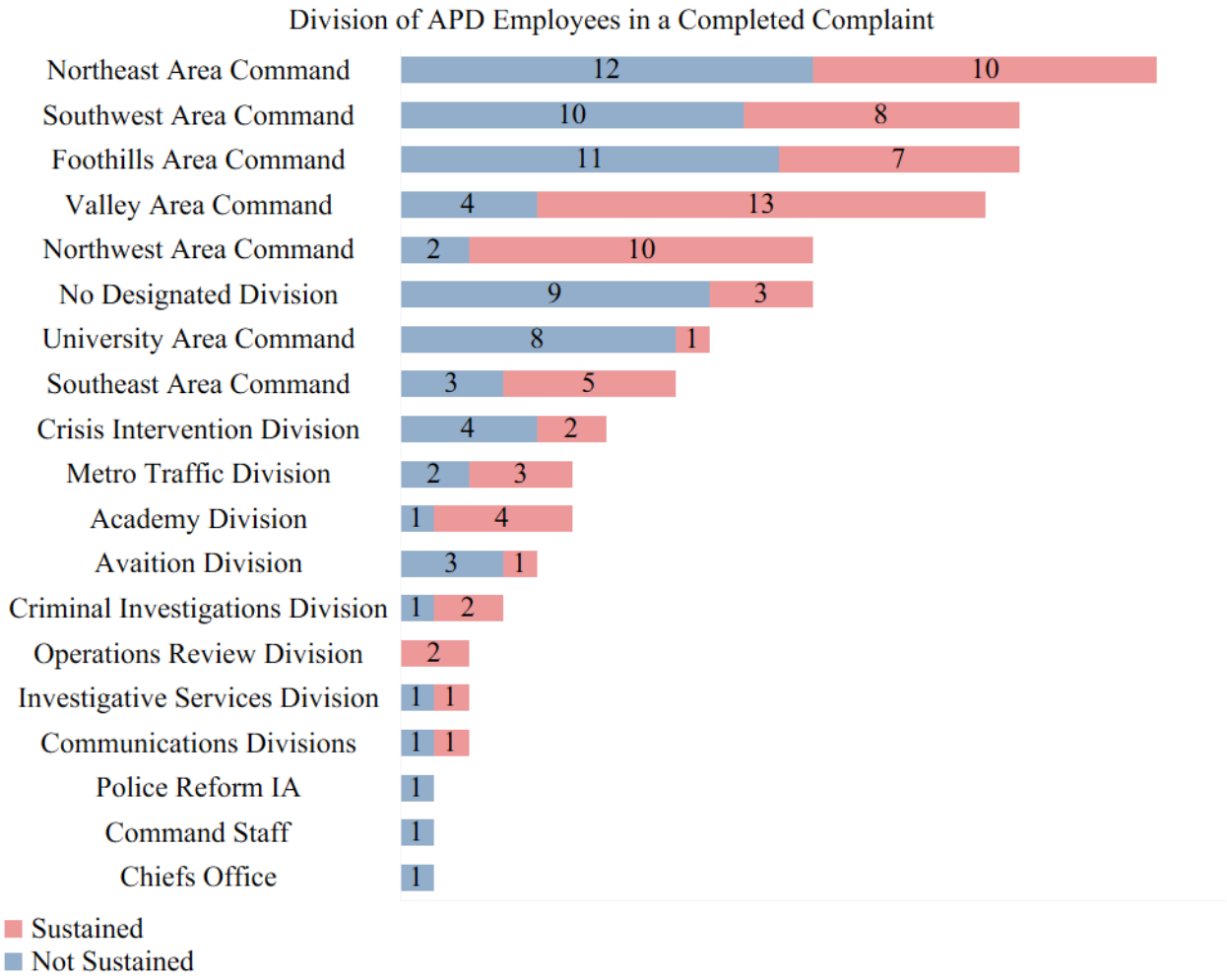
Employee Assigned Bureau

104 of the *148* APD employees were identified to be assigned to the Field Services Bureau at the time of the incident (*70.3%*). Of the *73* employees with sustained findings, the Field Services Bureau had the majority (*74.0%*). *12*, mostly non-sworn employees (e.g., Police Service Aide, Telecommunication Operator, or Crime Scene Specialist) were not assigned a specific Bureau at the time of the incident.



Employee Assigned Division

The Northeast APD Area Command had the highest number of employees implicated in a completed complaint during this reporting period (*14.9%*), and of the *73* employees with sustained findings, the Valley Area Command had the most sustained employees (*17.8%*).



IV. Complainant Demographics

For the reporting period, the CPOA completed *121* CPC investigations on behalf of *116* identifiable complainants and *5* anonymous complainants. Additionally, *4* complaints had two named complainants, and *3* named complainants filed multiple complaints.

During the previous reporting period, the CPOA investigated *112* identifiable complainants and *6* anonymous complainants. Compared to this period, the number of identifiable complainants increased by *4* (*3.6%*), and the number of anonymous complaints decreased by *1* (*16.7%*).

Albuquerque Demographics

According to the estimates by the United States Census Bureau from the American Community Survey, the City of Albuquerque's population is *51.0%* female and *49.0%* male, *49.2%* White, and *47.7%* Hispanic.[6]

Albuquerque Demographic Estimates

Gender	% of Pop.
Female	51.01%
Male	48.99%

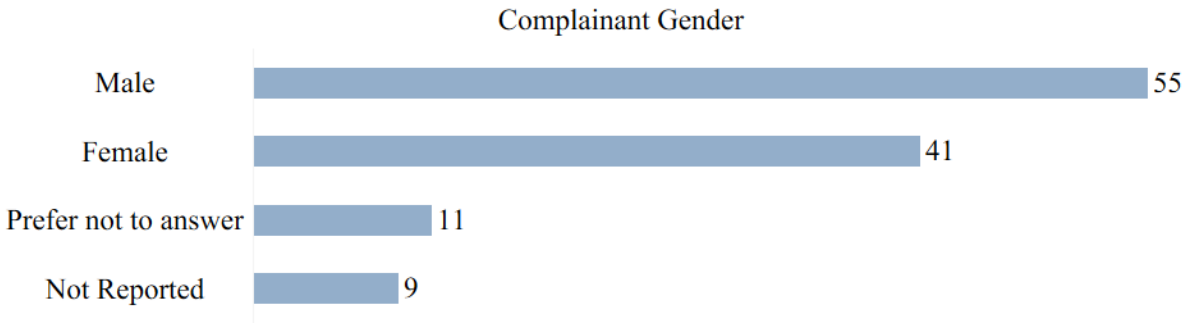
Race	% of Pop.
White	49.22%
Black or African American	3.58%
American Indian and Alaska Native	4.70%
Asian	3.44%
Native Hawaiian and Other Pacific Islander	0.20%
Some Other Race	14.28%
Two or More Races	24.57%

Ethnicity	% of Pop.
Hispanic	47.73%
Non-Hispanic	52.27%

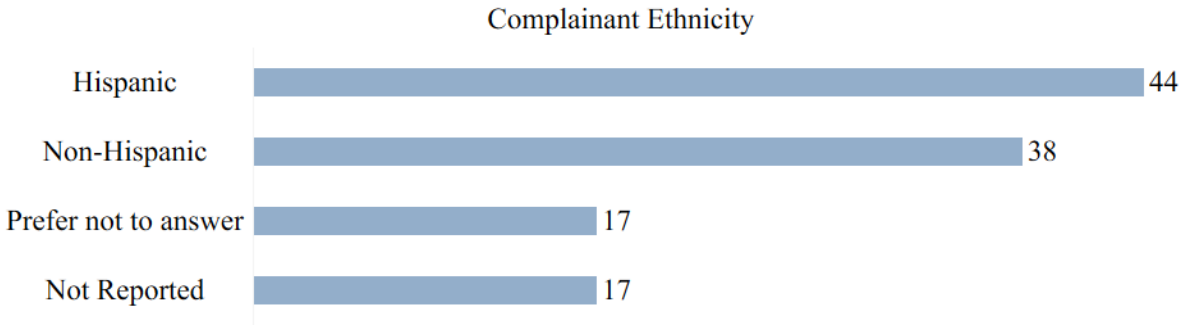
[6] U.S. Census Bureau, "2023 American Community Survey 1-Year Estimates: Demographic and Housing Estimates (DP05)," data.census.gov, https://data.census.gov/table/ACSDP1Y2023.DP05?g=160XX00US3502000.

Complainant Gender, Ethnicity, and Race

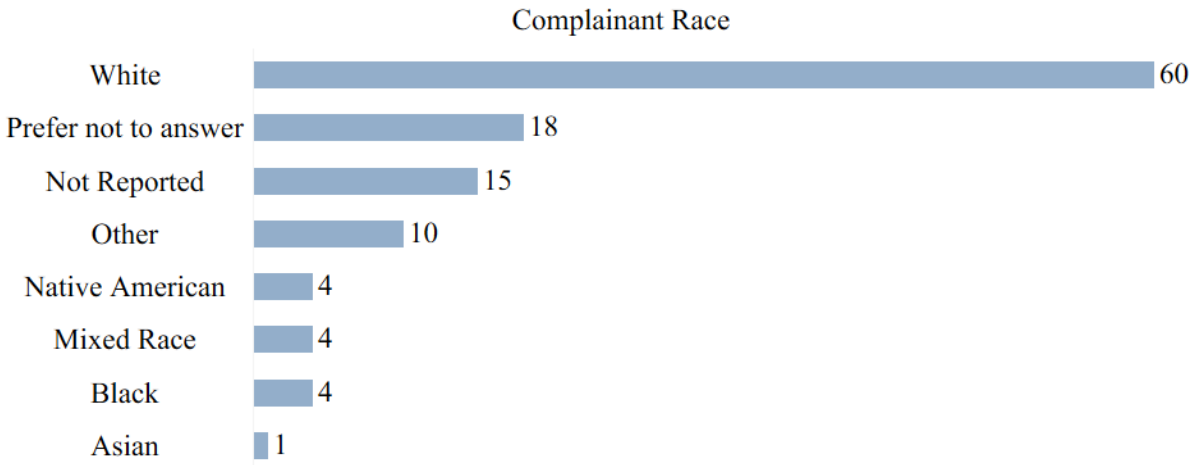
Of the *116* identifiable complainants, more identified as male (*47.4%*) than as female (*35.3%*).



Of the *116* identifiable complainants, slightly more were identified as Hispanic (37.9%) than as Non-Hispanic (*32.8%*).



Over one-half of the *116* identifiable complainants were identified as White (*51.7*%).

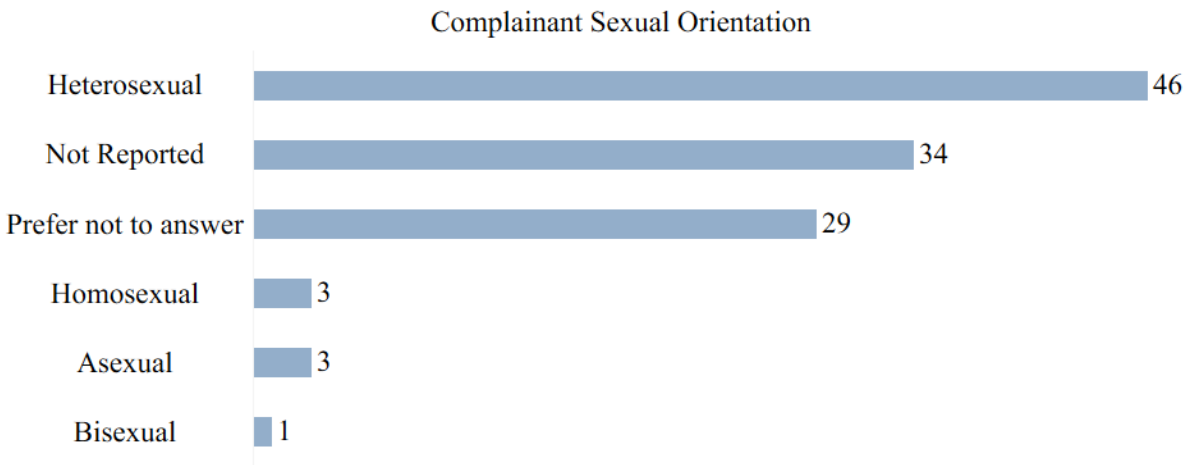


Complainant Demographic Breakdown

Female	Hispanic	Other	5
		White	14
	Non-Hispanic	Mixed Race	2
		Native American	3
		White	11
	Not Reported	Asian	1
		Not Reported	2
		White	1
	Prefer not to answer	Prefer not to answer	2
Male	Hispanic	Black	1
		Mixed Race	1
		Other	3
		Prefer not to answer	1
		White	18
	Non-Hispanic	Black	3
		Native American	1
		Not Reported	1
		Other	2
		Prefer not to answer	2
		White	12
	Not Reported	Not Reported	3
		White	1
	Prefer not to answer	Prefer not to answer	4
		White	2
Not Reported	Not Reported	Not Reported	8
	Prefer not to answer	Prefer not to answer	1
Prefer not to answer	Hispanic	Mixed Race	1
	Non-Hispanic	White	1
	Not Reported	Not Reported	1
	Prefer not to answer	Prefer not to answer	8

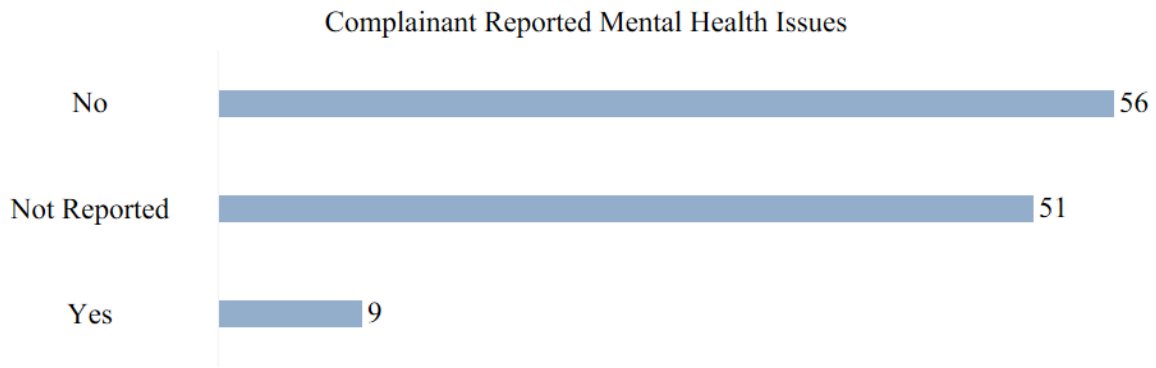
Complainant Sexual Orientation

Of the *116* identifiable complainants, many identified as heterosexual (*39.7%*). *63* complainants did not provide information regarding their sexual orientation (*54.3%*).

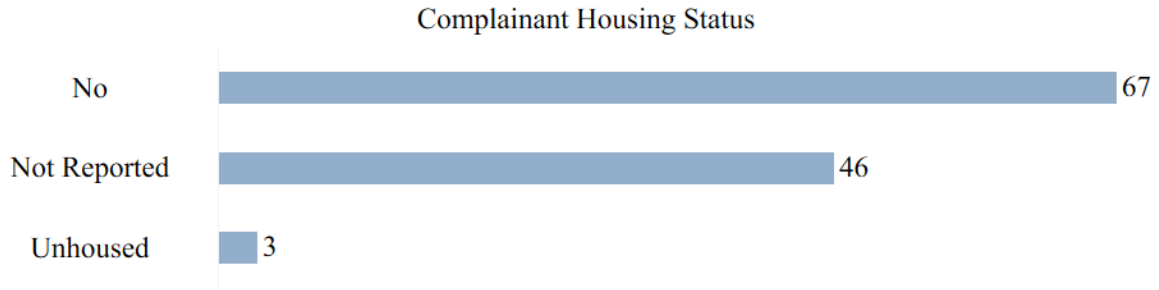


Complainant Mental Health and Housing Status

For this reporting period, almost half of the complainants self-reported not having experienced mental health issues (*48.3%*), and many did not answer the question (*44.0%*). *9* complainants reported experiencing mental health issues (*7.8%*).

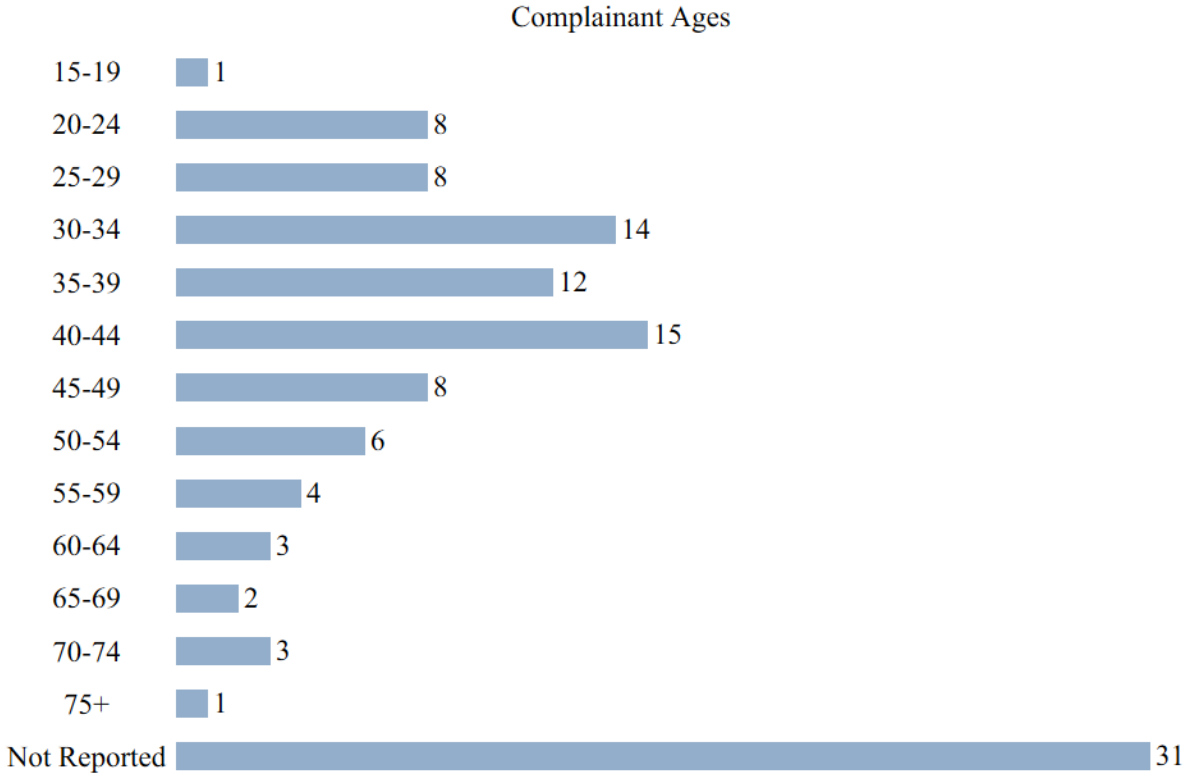


The majority of complainants (*57.8%*) reported they were housed at the time of the incident. Only *3* complainants (*2.6%*) stated they were unhoused when the incident occurred. Over a third of complainants (*39.7%*) did not answer whether or not they were unhoused at the time of the incident.



Complainant Age

Many complainants submitting complaints completed during the reporting period did not share age information (*26.7%*). For complainants that did report, the age distribution at the time of the incident is highest for the 40-44 age bracket (*12.9%*). The youngest complainant was 19 years old, while the oldest was 76 years old.

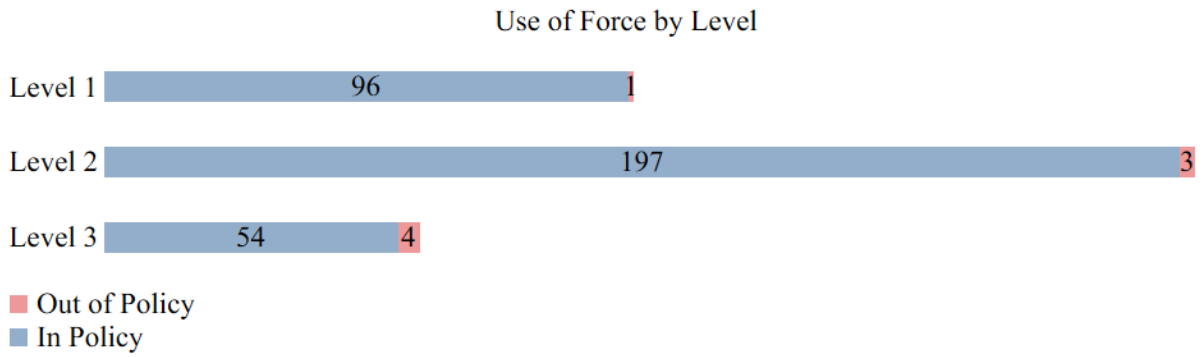


V. APD Use of Force

A force interaction, or incident, is an encounter involving a single individual at a specific time and place. A single force case may involve multiple force interactions, occurring either with different individuals or at various locations involving the same individual. A force interaction can also involve multiple officers, each using various force techniques on an individual.

APD's six use of force policies (SOPs 2-52 through 2-57) cover how force is defined, reported, investigated, and reviewed. SOP 2-53: Use of Force Definitions defines key terminology discussed in this section.

During this reporting period, APD used force in *338* cases, which included a total of *355* force interactions. There were *97* Level 1 interactions, *200* Level 2 interactions, *58* Level 3 interactions with completed investigations. *8* interactions were found to be Out of Policy (*2.3%*), *1* Level 1 interaction, *3* Level 2 interactions, and *4* Level 3 interactions.[7]

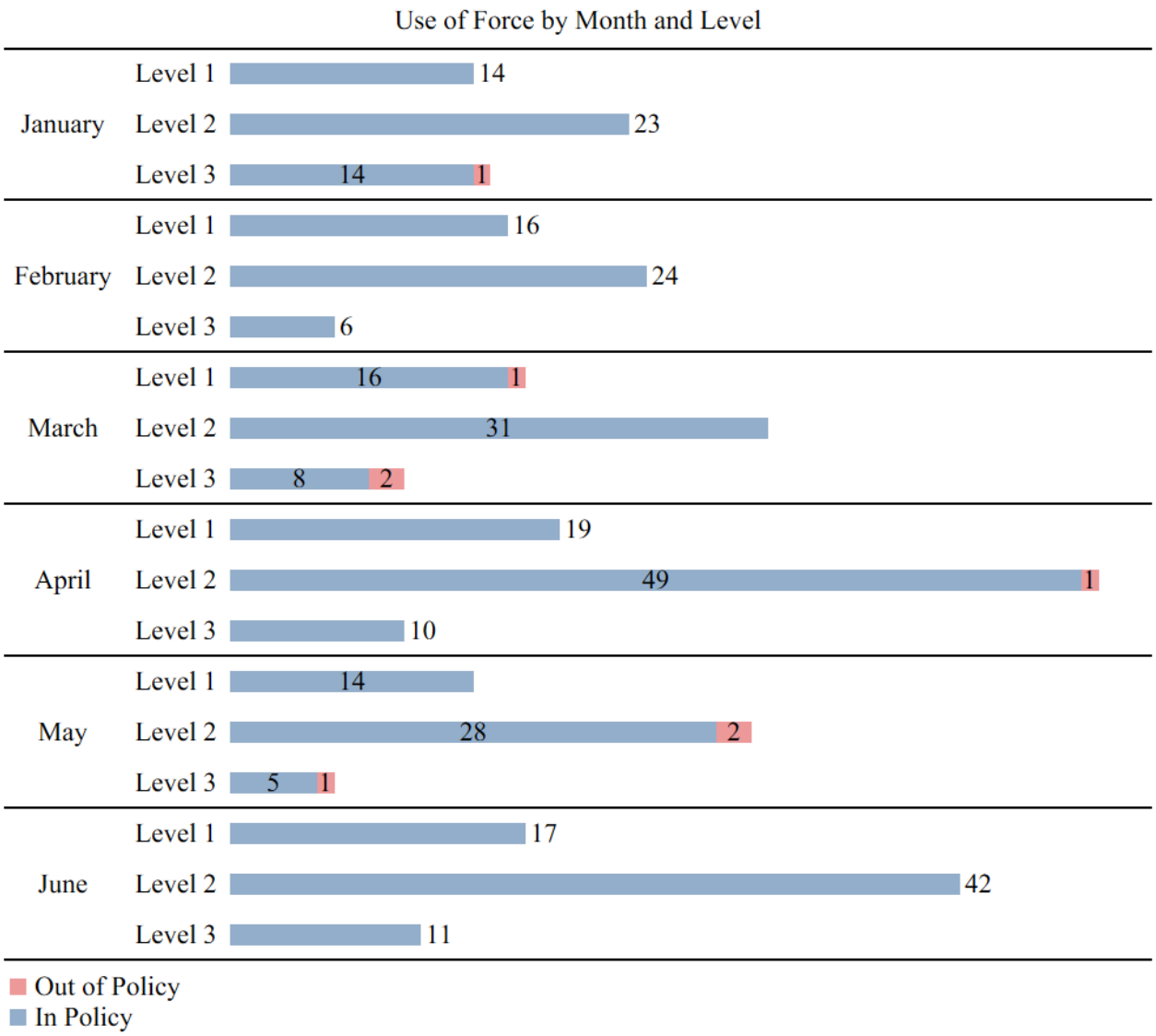


In the last reporting period, there were *375* total UOF interactions: *90* Level 1, *199* Level 2, and *85* Level 3 interactions. Of these, *12* interactions were found to be Out of Policy (*3.2%*): *5* Level 2 and *7* Level 3 interactions. Compared to this period, the total number of UOF interactions decreased by *20* (*5.3%*): Level 1 interactions increased by *7* (*7.8%*), Level 2 interactions increased by *1* (*0.5%*), and Level 3 interactions decreased by *27* (*31.8%*). Out of Policy UOF interactions decreased by *4* (*33.3%*).

[7] This data was exported from the IA Pro Record Management Database System on October 31st, 2025.

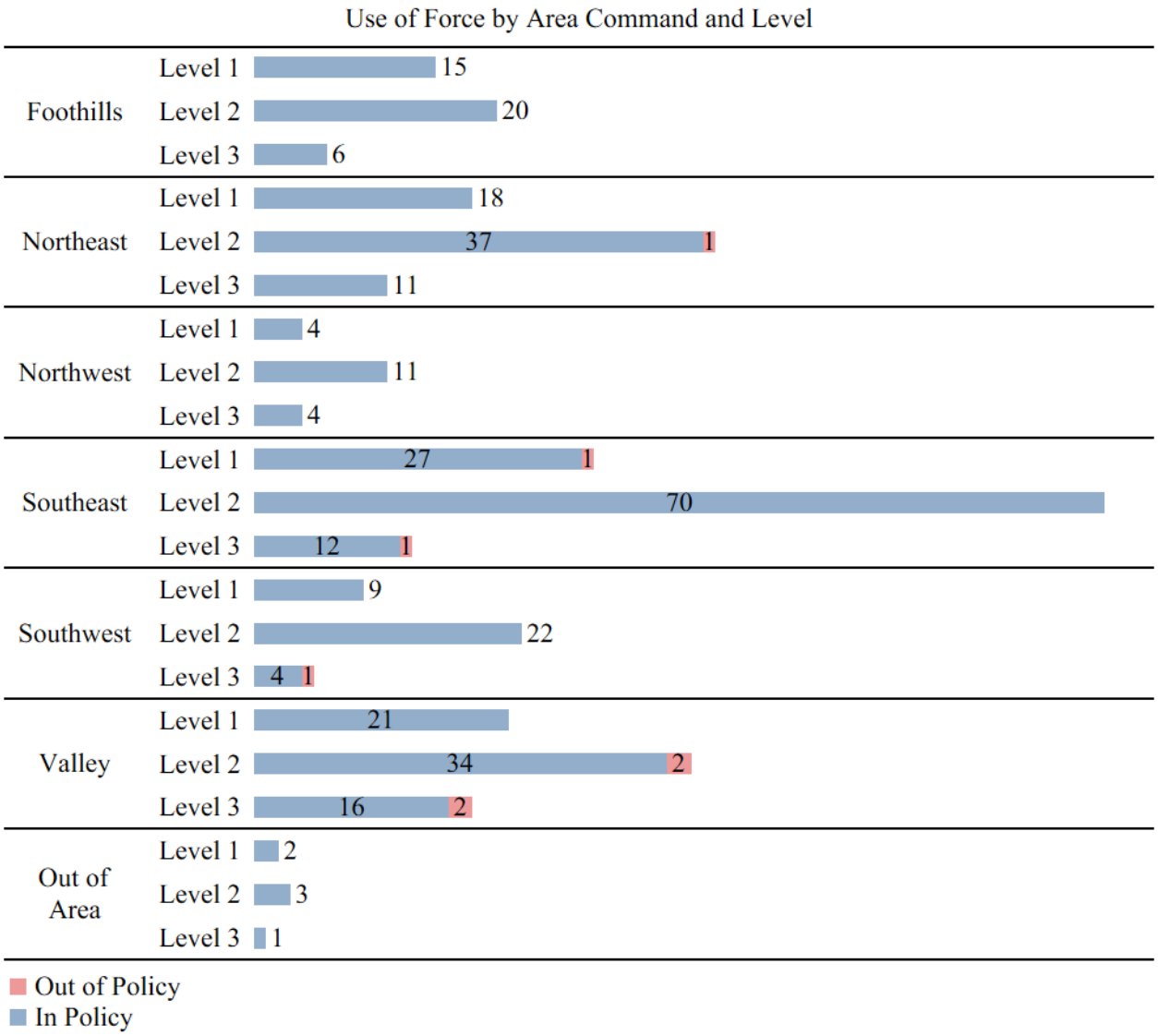
Level of Force by Month and Level

During this reporting period, the months with the most force interactions were April (*79, 22.3%*) and June (*70, 19.7%*).



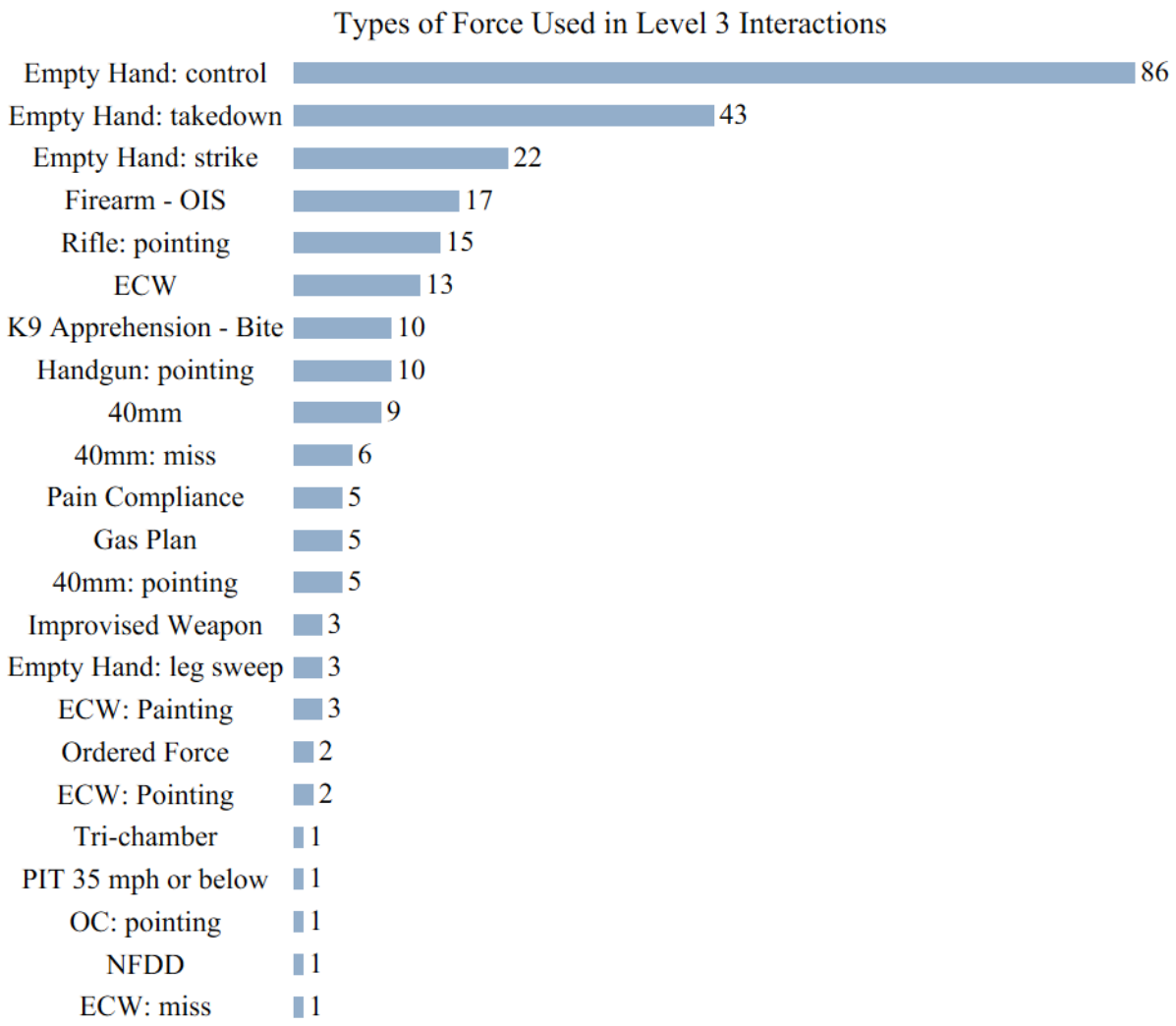
Level of Force by Area Commands

UOF interactions occurred most in the Southeast Area Command (*111, 31.3%*).



Types of Force Used – Level 3 Interactions

The total counts of the types of force used in the *58* Level 3 interactions during the period are presented below. Please note that multiple types of force, including types of Level 1 and Level 2 force, can be used in a single Level 3 interaction. The figure below includes all force types involved in Level 3 use of force interactions, including the lesser types of force that also may have occurred in the interaction. For instance, in one interaction during this period, there were 2 types of force used, however, only 1 of those uses of force was a Level 3 type of force – "K9 Apprehension – Bite." Both types of force are presented below because they were involved in an interaction with a Level 3 application of force.



VI. CPOAB UOF/OIS Review

The CPOA/CPOAB does not investigate UOF/OIS and In-Custody Death incidents, but they do review materials, prepare findings, and may recommend disciplinary action for a sampling of UOF/OIS and In-Custody Death incidents. This process begins at FRB, where the CPOA Executive Director is an attendee with monitoring authority. The CPOA reviews all Officer-Involved Shootings (OIS) and a random sample of Level 3 Use of Force incidents presented at the Force Review Board (FRB). Following its review, the CPOA presents its findings to the CPOAB. The CPOAB then determines whether it agrees with APD's investigative findings.

The CPOAB reviewed *10* Level 3 UOF incidents, *10* OIS incidents, and *1* In-Custody Death during this reporting period. Of the *21* cases the CPOA/CPOAB reviewed and discussed, one incident was found to be out of policy. The CPOAB findings affirmed all of the findings made by APD. To view copies of the CPOAB Finding Letters, please see "Use of Force Finding Letters" for UOF letters and "Officer Involved Shooting Finding Letters" for OIS letters on the CPOA website.[8]

CPOAB UOF/OIS and In-Custody Death Case Review

Case Number	Incident Type	Incident Date	CPOAB Review Date	APD Finding	CPOAB Finding
23-0014030	UOF	2/20/2023	1/09/2025	In Policy	Affirm APD
23-0018545	UOF	3/07/2023	1/09/2025	Out of Policy	Affirm APD
23-0050102	OIS	6/24/2023	1/09/2025	In Policy	Affirm APD
23-0051644	OIS	6/29/2023	1/09/2025	Out of Policy	Affirm APD
23-0057640	OIS	7/20/2023	1/09/2025	In Policy	Affirm APD
23-0068461	UOF	8/26/2023	2/13/2025	In Policy	Affirm APD
23-0093907	OIS	11/21/2023	2/13/2025	In Policy	Affirm APD
23-0094971	OIS	11/25/2023	2/13/2025	Out of Policy	Affirm APD
23-0070170	In-Custody Death	8/31/2023	2/13/2025	In Policy	Affirm APD
23-0010895	UOF	2/08/2023	3/13/2025	In Policy	Affirm APD
23-0013499	UOF	2/17/2023	3/13/2025	In Policy	Affirm APD
23-0014194	UOF	2/20/2023	3/13/2025	In Policy	Affirm APD
23-0014583	UOF	2/21/2023	3/13/2025	In Policy	Affirm APD
24-0046186	UOF	6/07/2024	5/07/2025	In Policy	Affirm APD
24-0054454	UOF	7/06/2024	5/07/2025	In Policy	Affirm APD
24-0049611	UOF	6/20/2024	5/07/2025	In Policy	Affirm APD
24-0023118	OIS	3/19/2024	5/07/2025	In Policy	Affirm APD
23-0092462	OIS	11/16/2023	6/12/2025	In Policy	Affirm APD
23-0098642	OIS	12/07/2023	6/12/2025	In Policy	Affirm APD
23-0105287	OIS	12/30/2023	6/12/2025	In Policy	Affirm APD
24-0006800	OIS	1/25/2024	6/12/2025	In Policy	Affirm APD

[8] CPOAB UOF Finding Letters: https://www.cabq.gov/cpoa/case-outcomes/serious-use-of-force
CPOAB OIS Finding Letters: https://www.cabq.gov/cpoa/case-outcomes/officer-involved-shootings

VII. Public Outreach

The Community Policing Councils continued their ongoing community engagement efforts during this reporting period, hosting and participating in a wide range of meetings, presentations, and public events. These efforts culminated in significant collaboration with City leadership, APD representatives, and community stakeholders across all seven area councils.

Key outreach and engagement events included:

- "State of the Department" address with Chief Harold Medina and IMR 20 Update presentations delivered to each CPC.
- Presentations from City officials including Carolyn Ortega, Director of Animal Welfare; Mayor Tim Keller; City Councilors Renee Grout and Dan Champine; and Superintendent of Police Reform Eric Garcia.
- Guest presentations by APD personnel such as Chief of Staff Mike Hernandez, Behavioral Sciences Director Nicole Eberhart Duranceaux, Academy Commander Joseph Viers, DWI Unit Lieutenant Lawrence Monte, and Commander Jay Ratliff of the Metropolitan Forensic Center.
- Engagements with District Attorney Sam Bregman, Warden Kai Smith of the Metropolitan Detention Center, and DOJ Law Enforcement and Community Outreach Director Alyssa Skrepcinski.
- Meetings with representatives from the Mayor's Homelessness Initiative, including Homeless Innovations Officer Maria Wolfe, APD Chief Policy Advisor Xochitl Campos-Biggs, and Director of Public Affairs Doug Small.
- Participation in recurring community and APD partnership events such as Coffee with a Cop, the Civic Connections APD Volunteer Fest, and the APD Block Captains Conference.
- Attendance at the grand opening of the SE Phil Chacon Substation, the Dismas Charities Luncheon, and the American Legion Job Fair.
- Coordination with the Youth CPC, including bi-monthly meetings and recruitment discussions with APD Compliance staff.
- Participation in neighborhood and civic events including the Downtown and Nob Hill Echo meetings, the District 6 Coalition Meeting, and the FH Touch-a-Truck Event.
- Involvement in the joint City/County "Summer of Nonviolence" initiative, including a Drive-In Movie event.
- Educational site visits such as the CPC field trip to the Metropolitan Forensic Science Lab.
- Regular updates provided by the CPOA Director and CPC Liaison/CPOA Community engagement manager at monthly CPOA Board meetings.

The Councils continue to build on these partnerships through sustained public education and outreach, working to strengthen community trust, increase volunteer participation, and support the Department's reform and engagement goals.

VIII. CPOA/CPOAB Policy and Activities

Recommendations

The CPOA, CPOAB, and CPCs made *109* policy recommendations on behalf of *44* policies at *22* PPRB meetings and during *21* 35-day review processes. APD agreed with *59.6%* of policy recommendations, and *65.2%* were made at PPRB.

The policies with the highest number of recommendations from the CPOA during this reporting period were SOP 1-1: Personnel Code of Conduct, SOP 1-11: Traffic Safety Section, SOP 2-103: Trespass Notification, SOP 2-3: Firearms and Ammunition Authorization, and SOP 2-73: Collection, Submission, and Disposition of Evidence and Property. The CPOA/CPOAB also addressed two recommendation letters to Chief Medina, concerning SOPs 1-78 Police Service Aide Program and 3-21 Scheduled and Unscheduled Leave, both of which were accepted during the period. These recommendations largely concerned:

- **SOP 1-1 Personnel Code of Conduct:** Clarifying definitions of insubordination and ensuring consistent application of disciplinary standards, as well as improving language regarding supervisory accountability and sanctions.
- **SOP 1-11 Traffic Safety Section:** Adding clear requirements for documentation, aligning responsibilities with the Police Service Aide program, and revising outdated vehicle-related provisions.
- **SOP 1-78 Police Service Aide Program:** Adding explicit provisions governing PSA issuance and use of OC spray, including deployment criteria, documentation and supervisor notification requirements, and tracking/review of all PSA OC deployments for training and oversight.
- **SOP 2-103 Trespass Notification:** Refining procedural language for issuing trespass notices, including identifying authorized personnel and ensuring consistent documentation.
- **SOP 2-3 Firearms and Ammunition Authorization:** Clarifying officer responsibilities regarding personal and issued weapons, including approval and documentation requirements for personally owned firearms.
- **SOP 2-73 Collection, Submission, and Disposition of Evidence and Property:** Addressing clarity and consistency in procedures for community property returns and evidence handling standards.
- **SOP 3-21 Scheduled and Unscheduled Leave:** Requiring personnel (or supervisors) to activate automatic out-of-office email replies during extended leave to reduce communication delays with community members and oversight staff

CPOAB Policy Activities

Over the reporting period, there were *6* monthly CPOAB meetings, *6* monthly Policy & Procedure Review subcommittee meetings, and *22* PPRB meetings where CPOAB members had the opportunity to discuss policy-related activities. The CPOAB spends a portion of each of its monthly public meetings dedicated to the discussion of policy activities and recommendations, and the CPOAB Policy & Procedure Review Subcommittee spends the entirety of its monthly hour-and-a-half meeting on policy. Additionally, a CPOAB member attends, as a voting member, the weekly PPRB meeting, which may last for two hours.

CPOAB Member Status

On June 30th, 2025, the CPOAB was partially staffed with four appointed members. One board member, Gail Oliver, resigned on February 2nd, 2025.

IX. Commendations

The CPOA received *29* commendations during this reporting period. Redacted copies of commendations submitted by members of the public are available for viewing on the CPOA's website on the "Commendations" section.[9]

[9] Commendations Received by CPOA: https://www.cabq.gov/cpoa/case-outcomes/commendations