



Mayor Timothy M. Keller

CITY OF ALBUQUERQUE
Albuquerque, New Mexico
Office of the Mayor

INTER-OFFICE MEMORANDUM

March 26, 2026

TO: Klarissa J. Peña, President, City Council

FROM: Timothy M. Keller, Mayor



SUBJECT: Appointment of Interim Chief of Police Cecily A. Barker to the position of Chief of Police of the Albuquerque Police Department

Pursuant to Section 4(d) of Article 5 of the City Charter, I am submitting for Council's advice and consent the appointment of Interim Chief of Police Cecily A. Barker for the position of Chief of Police for the Albuquerque Police Department.

Cecily Barker is a veteran law enforcement executive with over two decades of dedicated service to the Albuquerque community. She is respected by the department and the community for her strategic, data-driven approach to public safety as well as her compassion towards her officers, staff, and the many victims and their advocates who she has encountered throughout her career.

Recently appointed as Interim Chief of Police for the Albuquerque Police Department, she guiding the department of approximately 900 sworn officers and 400 professional staff, with a \$272 million budget through a critical leadership transition for the Albuquerque Police Department.

Under her leadership as Deputy Chief of both the Investigative Bureau and the Field Service Bureau, the department has strengthened accountability, enhanced operational readiness, and achieved measurable reductions in crime—including a significant decrease in homicides and a clearance rate exceeding 90% year-to-date. She is deeply committed to aligning policing strategies with community priorities, improving both public safety outcomes and public trust.

Throughout her career, Barker has held key leadership roles across the department, including Deputy Chief of Field Services and Deputy Chief of the Investigative Bureau. In these roles, she led sweeping operational improvements, revitalized the department's Duke City Stats crime strategy program, and implemented the Detective Academy to elevate investigative excellence. Her leadership has consistently emphasized intelligence-led policing, interagency collaboration, and organizational accountability.

At the start of the pandemic, Barker commanded the Northwest Area Command, where she championed innovative approaches to community policing during periods of social distancing and built strong partnerships with neighborhood organizations, elected leaders, and local businesses. The outcomes of her commitment to communication and community stewardship quickly led her to higher positions of leadership.

As Chief of Staff, Barker worked closely with city leadership, including the Mayor and City Council, to advance major initiatives, strengthen stakeholder relationships, and ensure alignment between public safety operations and citywide priorities. She has also overseen critical reforms tied to federal compliance mandates, helping drive meaningful and sustainable organizational change.

Additionally, she led specialized investigative units, supervised high-profile cases involving violent crime and crimes against children, and developed training programs in domestic violence, missing persons investigations, and crisis intervention – areas where she is considered a subject matter expert.

Beyond her operational leadership, Barker is an active contributor to public safety policy and reform. She serves on the New Mexico Public Safety Advisory Commission and the Domestic Violence and Sexual Assault Commission, and holds key roles on departmental review boards focused on use of force and performance accountability.

Known for her humility, integrity, collaborative leadership style, and unwavering commitment to community safety, Cecily Barker continues to shape the future of policing in the country through her service at APD.

I respectfully ask for your support in appointing this highly qualified and committed professional to be our next Chief of Police for the Albuquerque Police Department, notably the first female in this position.

Cecily A. Barker



PROFESSIONAL EXPERIENCE:

Albuquerque Police Department, Albuquerque, NM

01/2004-Present

Interim Chief of Police

01/2026-Present

- Oversight of a department of approximately 900 sworn officers and 400 professional staff.
- Strategic planning, financial oversight and management review during the transition and search for a police chief.
- Oversee allocation of a 272 million dollars budget. Fiscal accountability operational readiness, alignment with public safety priorities, equipment and technology.
- Maintain accountability and reform efforts through compliance efforts.
- Management of personnel to include assigning an additional 43 officers working Field Services Bureau at the upcoming bid.
- Crime reduction efforts and quality of life enforcement strategies designed to decrease criminal activities and address the perception of crime within the community.
- Reduction of homicides in comparison to the previous two years to include over a 90% clearance rate year to date.

Deputy Chief, Field Services Bureau, lead and manage uniformed patrol officers within 7 Area Commands.

- Oversight and direction of the Field Services Bureau, which includes uniformed officers and professional staff.
- Revamped Duke City Stats (DCS), a crime strategy and accountability meeting for Commanders. DCS has proven to be successful in changing department culture and increasing information sharing both within the department and within the community. This has led to improved investigative outcomes and an overall reduction in crime.
- Lead weekly DCS weekly meetings. Ensure that analysts prepare and provide accurate and timely intelligence, direct effective tactics and rapid deployment of field services and specialized units. Hold personnel accountable for relentless follow up and alignment with department goals.
- Review crime trends and data to properly allocate resources to address these trends.
- Utilize data to develop and implement crime prevention strategies.
- Plan, direct, coordinate community and business relations through specific operations and daily communication.
- Appointed to serve on the New Mexico Public Safety Advisory Commission. (2022-current)
- Member of the Domestic Violence and Sexual Assault Commission. (2023-current)
- Serve as a voting member of the Force Review Board. (2021-current)
- Serve as a voting member of the Performance Evaluation Review Board. (2021-current)

11/2021-11/2023

Deputy Chief, Investigative Bureau, directly lead and managed the Investigative Support Division, Scientific Evidence Division and the Criminal Investigative Division.

- Oversight and direction for Criminal Investigations Bureau; Homicide, Multi-Agency Task Force, Robbery, Sex Crimes, Crimes Against Children, Child Exploitation Detail, Investigative Services, Intelligence, Electronic Support, Auto Theft, Major Crime Scene Team, Crime Scene Specialists.
- Lead the implementation of the Detective Academy, which has since been held two times a year.
- Implemented procedural improvements to address the response to and service of search and arrest warrants.
- Provided oversight and resources within the Bureau to increase homicide clearance rates and arrests of violent offenders.
- Planned, directed, coordinated and reviewed work plans for operations, projects and programs.
- Worked closely with monitors to gain compliance with the court ordered settlement agreement (CASA) specific to serving arrest and search warrants and the utilization of specialized units.

09/2020-11/2021

Chief of Staff, Office of the Chief, directly led and managed the Fiscal Division, Human Resource Division, Planning Division, Communications and the Mayor's Detail Unit.

- Completed strategic and critical tasks at the direction of the Chief of Police.
- Created and maintained strong working relationships with stakeholders and other agencies.
- Assessed and resolved issues that served as barriers to the Albuquerque Police Department.
- Lead high profile projects such as the Albuquerque Police Departments first Detective Academy.
- Brought together multiple stakeholders to complete projects and help drive the decisions and outcome of these projects.
- Worked with Deputy Chiefs and Human Resources to review the staffing needs for each Bureau.
- Worked with Deputy Chiefs and the Planning Division to assess the building needs for each Bureau.
- Worked closely with the Fiscal Manager to review budgetary needs of the Department.
- Oversaw the Mayor's Detail Unit.
- Worked as a liaison between the Albuquerque Police Department and City Council.
- Represented the Albuquerque Police Department at City Council meetings. Prepared for and presented at City Council Meetings.
- Worked closely with City Legal and Risk Management to review records to include tort claims, lawsuits and the Compliance Tracker.

12/2019-09/2020

Commander of the Northwest Area Command, Field Services Bureau, directly lead and managed 3 Lieutenants, 10 Sergeants and over 70 personnel.

- Responsibilities included planning, supervising, and reviewing the actions of all personnel assigned to the Northwest Area Command.
- Reviewed and evaluated work products, methods and procedures.

- Assisted subordinates in performance of duties to include reviewing cases and providing guidance and direction.
- Identified issues within the area command that affect quality of life and for which law enforcement activity may be an appropriate solution.
- Developed and provided response protocol to criminal activity within the area command.
- Responsible for oversight of all operations within the area command.
- Responsible for community policing efforts to include supporting open communication between sworn personnel and community stakeholders.
- Managed and participated in the development and implementation of goals, objectives, policies and priorities for the area command.
- Coordinated assigned law enforcement activities with other divisions, outside agencies and organizations.
- Prepared correspondence and performed administrative tasks in support of the area command.
- Attended and actively participated in community meetings and events.
- Identified resource needs and implemented improvements.
- Project Lead for paragraphs 220-231 specific to the CASA. Developed and maintained training documents specific to these paragraphs and assisted in implementation and training.

10/2017-2019

Lieutenant of Criminalistics, Scientific Evidence Division, directly lead and managed 8 supervisors and over 50 personnel. Indirectly lead over 145 personnel within the division.

- Worked as a liaison between the division and field services personnel for updates and follow up on crime scene investigations.
- Planned and scheduled updated training and policies based on best practices.
- Implemented a standardized approach to crime scenes for optimum preservation of evidence.
- Worked as a liaison to break communication barriers with civilian supervisors from DNA, Latents, Firearms, ID and Evidence. Provided training to civilian teams and arranged for training from lab personnel for the Major Crime Scene Team, Crime Scene Specialists and Property Crime Reporting Technicians.
- As part of the AlbuquerqueOne initiative, developed and organized a 40 hour Crime Scene Investigator Course for civilians. Coordinated with local businesses to donate lunch daily for the attendees and instructors. 16 civilians were selected to attend from over 100 applicants who submitted their resumes and an essay.
- Organized training for the 40 hour Crime Scene Specialist Course through the 7-step process.
- Managed procurement of new equipment and supplies for Criminalistics Personnel.
- Worked towards maintaining compliance for mandated DOJ reforms as the project lead for paragraphs 220-231 in the Court Appointed Settlement Agreement (CASA).
- Developed a 4-hour course of instruction and provided training to Supervisors on On-Body Recording Devices (OBRD).
- Completed a review and coordinated revisions to Standard Operating Procedures 1-35, 1-41, 1-57 and 1-87.

Lieutenant, Criminal Investigation Bureau, Property Crimes/Juvenile Division, two divisions with different visions located in two separate buildings, 4 Sergeants, 45 personnel both sworn and civilian.

- Responsible for the oversight of property crime related partnerships and information sharing networks. Worked diligently to improve communication and re-strengthen relationships with these partnerships to include:

- Albuquerque Retail Assets Protection Association (ARAPA)
- Construction Industry Crime Alliance (CICA)
- Hospitality Alliance
- Financial Institutions Security Officers Association (FIOSA)
- Coordinated with detectives and Pawn Shop owners to start Pawn Alliance meetings. Coordinated providing monthly information and updates to pawn shop personnel which assisted in recovering stolen property.
- Built and maintained close partnerships with Children Youth and Families Department (CYFD), All Faiths, House, Beds 4 Kids, Bernalillo County Sheriffs Office, Para Los Ninos, and UNM pediatric doctors.
- Organized and lead “Operation Safe Child”, a joint operation with the Bernalillo County Sheriff’s Department. Collaborated with personnel from All Faiths, BCSO, CYFD, Beds 4 Kids and KOAT. Officers conducted welfare checks on residences with documented concerns on child welfare, abuse and/or neglect. The operations were a proactive approach to addressing the welfare of children in our community. In addition to taking appropriate actions, officers provided outreach and resources to families in need.
- Member of the Child Abuse Multi-disciplinary team, which consisted of personnel from All Faiths, BCSO, CYFD, the District Attorneys Office, Para Los Ninos and medical personnel. The team met on a monthly basis to review selected child abuse cases and provide professional
- Supervised numerous high-profile investigations involving the abuse and deaths of children that lead to grand jury indictments and successful prosecutions.
- Revamped the CARE program and facilitated the collection of monthlies from CARE coordinators.

2013-2017

Sergeant, Criminal Investigations Bureau, Violent Crimes Division. Lead 3 separate units simultaneously. Family Abuse and Stalking Training Team (FASTT), Missing Persons and Cold Case. Participated in the Violent Crimes supervisor on call rotation for homicides and officer-involved shootings.

- Supervised and coordinated the investigation of Domestic Violence cases including but not limited to; stalking, threats to kill and repeat offenders.
- Supervised homicide and officer involved shooting investigations.
- Prepared grant applications and quarterly reports.
- Prepared and instructed state mandated Domestic Violence training to Albuquerque Police Department personnel at MOE.
- Member of the Intimate Partner Death Review Panel which met monthly to review cases involving the deaths of individuals specific to domestic violence. Provided insight on police policy and procedures. Reviewed as a team what measures should be in place to protect victims of domestic violence.
- Worked as a facilitator for the Intimate Partner Violence panel which included training and scenarios for UNM medical students.
- Developed training which was provided at all field officer briefings on Missing Persons to promote awareness and understanding of case law.
- Worked with and taught shelter and home health care facilities how to prevent residents from repeatedly running away and being reported as missing persons.
- Prepared and instructed state mandated biannual Missing Persons training to Albuquerque Police Department personnel at MOE.
- Served on the Mayors Task Force Against Domestic Violence and Sexual Assault

Sergeant, Field Services Bureau, Southwest Area Command

- Supervised the activities of up to 10 personnel.

- Frequently performed acting Lieutenant duties and maintained strong community relations with neighborhood associations.
- Served as a Field Training Coordinator. Met with recruit officers and their FTO's on a weekly basis to discuss progress and address concerns. Reviewed field training documents for all officers assigned to the area command.
- Served as a Crisis Intervention Coordinator. Ensured that officers trained in Crisis Intervention volunteered and responded to calls involving individuals in crisis. Responsible for collecting monthly contact and call logs for all certified officers in the area command.
- Coordinated and lead numerous tact plans within the area command that focused on criminal activity in specified areas.

2004 -2012

Patrolman 1st Class

- Served as a Patrolman 1st Class in various area commands to include the Northeast, Southwest and Northwest Area Commands.
- Served collateral duties as a Crisis Intervention, Gang Suppression, Party Patrol and Field Training Officer.

EDUCATION

Bachelors of Justice Administration, Wayland Baptist University 2007
 Who's Who Among Students in American Universities
 Recipient of The Presidents List award

State University of West Georgia 2001-2003
 Gulf South Conference Academic Honor Roll
 Attended on an Athletic Scholarship

Associates Degree, Criminal Justice, Western Oklahoma State College 1999-2001
 Graduated Cum Laude
 Who's Who Among Students in American Junior Colleges
 Member of the American Criminal Justice Association
 Attended on an Athletic Scholarship

ADDITIONAL EDUCATION

Leadership and Character in Uncertain Times, Harvard Executive Education Program 2025

Women and Power Harvard Executive Education Program, Harvard Executive Education Program 2025

Police Executive Leadership Institute (PELI IX) 2022-2023

Police Executive Training Program, SIGNET 2021-2022