



CITY OF ALBUQUERQUE
Albuquerque, New Mexico
Office of the Mayor

EC-19-465

Mayor Timothy M. Keller

INTER-OFFICE MEMORANDUM

May 6, 2019

TO: Klarissa J. Peña, President, City Council

FROM: Timothy M. Keller, Mayor

SUBJECT: Reporting of expenditures by the Albuquerque Police Department related to the implementation of the Court Approved Settlement Agreement (CASA) – Third Quarter Fiscal Year 2019

This Executive Communication submits a report of expenditures by the Albuquerque Police Department related to the implementation of the CASA. The report is required by R-15-148. Expenditures are for Fiscal Year 2019 through the third quarter ending March 31, 2019.

APD requests your acceptance of this Executive Communication.

Cover Analysis

1. What is it? This is an executive communication submitting expenditures by the Albuquerque Police Department (APD) related to the implementation of the Court Approved Settlement Agreement (CASA). Expenditures are reported through the third quarter of Fiscal Year 2019.

2. What will this piece of legislation do? The submission of the expenditures related to the implementation of the CASA on a quarterly basis complies with resolution R-15-148.

3. Why is this project needed? The report is needed to inform Council of APD expenditures related to the CASA.

4. How much will it cost and what is the funding source? There is no additional cost related to the submission of this report.

5. Is there a revenue source associated with this Plan? If so, what level of income is projected? None

**APD EXPENDITURES RELATED TO THE IMPLEMENTATION OF THE COURT
APPROVED SETTLEMENT AGREEMENT (CASA)**

Third Quarter Fiscal Year 2019

Through the third quarter of Fiscal Year 2019, the Albuquerque Police Department expended \$2,188,281 of the \$4,241,199 budgeted for implementation of the Court Approved Settlement Agreement (CASA). Expenditures are for the nine month period from July 1, 2018 through March 31, 2019.

USE OF FORCE: INTERNAL CONTROLS AND ACCOUNTABILITY

The department expended \$137,732 associated with **Use of Force** investigations, training and reporting. Paragraphs 61, 63, 64, 79 and 80 of the CASA require APD to conduct and track criminal and administrative investigations of serious use of force.

Use of Force Investigations, Training and Reporting		
Use of Force Investigations and Reporting Administrative Support Staff	\$	137,732
Use of Force Total	\$	137,732

Use of Force Investigations and Reporting Administrative Support – Paragraphs 79 and 80 of the CASA require reporting and tracking of use of force by officers and the investigations associated with the events. Costs of \$137,732 for staff support these efforts through the third quarter of the fiscal year.

SPECIALIZED UNITS

There has been \$37,931 expended in **Specialized Units** through the third quarter.

Policy and Procedure Compliance of Specialized Tactical Units		
Tactical Administrative Support	\$	37,931
Specialized Units Total	\$	37,931

Tactical Administrative Support – The administrative support staff is responsible for maintaining detailed documentation and tracking of activities and deployments of specialized tactical units. This data will be used for annual reporting and analysis as required by paragraphs 96, 104, 105 and 109 of the CASA.

CRISIS INTERVENTION

There has been \$207,803 expended for **Crisis Intervention** through the third quarter of Fiscal Year 2019.

Crisis Intervention Reporting and Analysis		
Family Advocacy Center CIT Assistant & Data Manager	\$	36,351
CIU Data Collection and Analysis/MHRAC		<u>23,204</u>
	\$	59,555
Crisis Intervention Certified Responders		
Crisis Outreach Clinicians	\$	148,248
Crisis Intervention Total	\$	207,803

Family Advocacy Center CIT Assistant and Data Manager - There was \$36,351 expended for a Family Advocacy Center CIT Assistant and Data Manager. Paragraphs 129 and 137 of the CASA require the collection and analysis of data for crisis intervention responders to determine their effectiveness. This position assists with the gathering and collection of data.

CIU Data Collection and Analysis – The CASA requires the establishment of a Mental Health Response Advisory Committee. Paragraph 115 requires the provision of data to the committee for the purpose of facilitating program guidance. APD has a temporary staff member to support the collection, analysis and reporting of this data. The department spent \$23,204 on these efforts through the third quarter.

Crisis Outreach Clinicians - There was \$148,248 expended for two Crisis Outreach Clinicians through the third quarter. Paragraphs 110 and 132 through 136 of the CASA require APD to develop, implement and support more integrated, specialized responses to individuals with mental health needs. Two Crisis Outreach Clinicians were added to provide additional support to the existing work performed by the Crisis Outreach Support Specialists in the Crisis Outreach and Support Team (COAST). The new positions have additional capabilities beyond basic behavioral health service referrals, and provide assessment, evaluation, short-term crisis intervention and safety planning.

POLICIES AND TRAINING

There has been \$116,031 expended in **Policies and Training** through the third quarter of the fiscal year.

Policy Development, Review and Implementation		
SOP Liaison	\$	43,480
Officer and Supervisor Training		
Academy Support Staff	\$	51,551
Reality Based Training		<u>21,000</u>
	\$	72,551
Policies and Training Total		\$ 116,031

Policy Development, Review and Implementation – Overall, APD expended \$43,480 on an SOP Liaison for policy development, review and implementation through the third quarter of the fiscal year.

Paragraphs 138 through 147 of the CASA require the review, development and implementation of policies that are written clearly, indexed and maintained in an organized manner. The department has also established an Office of Policy Analysis (OPA) to gather information on national standards and best practices and integrate the findings into APD policy. The SOP Liaison is also responsible for facilitating the meetings and coordinating efforts between APD staff, Legal staff and outside experts.

Academy Support Staff – Paragraphs 151 and 153 of the CASA require the maintenance of complete and accurate records of training provided to APD personnel. The department expended \$51,551 for administrative staff at the APD Academy to support these efforts.

Reality Based Training - Paragraphs 86 and 87 of the CASA require field officers to receive 24 hours of training including scenario-based training and interactive exercises that demonstrate use of force decision-making and de-escalation strategies. The department expended \$21,000 through the third quarter of the fiscal year for these efforts.

RECRUITMENT AND PROMOTIONS

In **Recruitment and Promotions**, there was \$73,305 expended through the third quarter of the fiscal year.

Recruitment Plan and Marketing		
LOKA Creative LLC	\$	11,600
DLF Branding		<u>61,705</u>
	\$	73,305
Recruitment and Promotions Total		\$ 73,305

Recruitment Plan and Marketing – There was \$73,305 expended for recruitment and marketing. Paragraphs 232, 233 and 234 of the CASA require the development of a comprehensive recruitment and hiring program to attract qualified applicants from a broad section of the community. The Department worked with DLF Branding to develop a strategic marketing plan and marketing materials to optimize recruitment efforts to be used by the Academy going forward. The Department is also working with LOKA Creative LLC in marketing recruitment efforts utilizing on-line social media platforms.

OFFICER ASSISTANCE AND SUPPORT

In **Officer Assistance and Support**, there was \$51,320 expended through the third quarter of the fiscal year.

Peer Support		
Peer Support Coordinator Costs	\$	51,320
Officer Assistance and Support Total		\$ 51,320

Peer Support Coordinator – Paragraphs 247 through 253 of the CASA require APD to provide officers and employees ready access to mental health and support resources that comport with best practices and current professional standards. The Peer Support Coordinator helps facilitate these efforts.

COMMUNITY ENGAGEMENT AND OVERSIGHT

In **Community Engagement and Oversight**, there was \$101,776 expended through the third quarter of the fiscal year.

Establishment of Community Policing Councils		
CPC Coordinator & Support Costs	\$	101,776
Community Engagement and Oversight Total		\$ 101,776

CPC Coordinator & Support Costs – Paragraph 254 of the CASA requires community participation as well as formal and informal mechanisms that facilitate ongoing and constructive communication between APD and the communities that make up Albuquerque. APD is required to take an active role in generating broad community support by adopting greater transparency, forming problem-solving and goal-oriented partnerships, and sharing responsibility for positive outcomes and continuous improvement through meaningful civilian oversight. Paragraph 266 of the CASA requires the establishment of a Community Policing Council (CPC) in each of the six area commands. The CPC Coordinator was created to provide an effective CPC program. The position is responsible for

establishing and maintaining relationships with community based organizations, supporting outreach campaigns and developing strategies for proactive outreach activities. The department spent \$101,776 through the third quarter for the CPC Coordinator and support costs.

IMPLEMENTATION, MONITORING AND ENFORCEMENT

In **Implementation, Monitoring and Enforcement**, APD expended \$1,462,383 through the third quarter of the fiscal year.

Establishment of Independent Monitor		
Public Management Resources (Dr. Ginger)	\$	466,427
APD Implementation Unit		
Compliance Auditors and Associated Costs	\$	217,890
Compliance Implementation Unit		258,650
Records Specialists		212,807
Data Analysis & Validation		127,932
Implementation Support Staff & Associated Costs		<u>178,677</u>
	\$	995,956
Implementation, Monitoring and Enforcement Total	\$	1,462,383

Public Management Resources (Dr. Ginger) – Through the third quarter of the fiscal year, the Independent Monitor has been paid \$466,427. These payments complete the first four years of the monitoring contract. Through January 19, 2019, a cumulative of \$4,520,504 has been expended for the Independent Monitor since the inception of the contract. Paragraphs 294, 295, 296, 327, 328, 329 and 330 require the selection of an independent monitor to assess and report on policies, training, curricula and programs developed and implemented under the CASA.

APD Implementation Unit - Paragraph 317 requires the establishment of a unit to serve as a liaison between the United States Department of Justice, the Independent Monitor and the City to facilitate implementation of the CASA. The unit ensures the City maintains and provides data, documents and materials required to demonstrate compliance to the Monitor. The unit also works with the Chief in assigning implementation and compliance related tasks to APD personnel as needed. APD has created a Compliance Bureau under the direction of a Deputy Chief and Commander to serve as the Implementation Unit. There was \$995,956 expended for the APD Implementation Unit through the third quarter of the fiscal year.

Compliance Auditors and Associated Costs - APD expended \$217,890 for compliance auditors through the third quarter. Paragraphs 297, 298 and 318 require compliance reviews and audits to determine if the City is meeting the requirements of the CASA.

Compliance Implementation Unit – To support Paragraph 317, APD established a Compliance Implementation Unit consisting of Process Improvement Analysts, a Program Data Analyst and a supervisor to work with various APD units to facilitate implementation of the CASA. Through the third quarter of the fiscal year, \$258,650 was expended for these efforts.

Records Specialists – Paragraph 318 of the CASA requires the City to collect and maintain all data and records necessary to document implementation and compliance, including data to allow the Monitor to conduct outcome assessments, compliance reviews and audits. This collection and maintenance of data will also allow the City to conduct on-going quality assurance reviews. APD expended \$212,807 for six records positions through the third quarter.

Data Analysis – Paragraph 298 of the CASA requires qualitative and quantitative assessments of use of force incidences, deployment of specialized units and training. APD has contract support to ensure the collection of the proper data and provide analysis of the data to demonstrate compliance to the Independent Monitor and courts. APD expended \$127,932 through the third quarter for these efforts.

Implementation Support Staff – Implementation support staff includes a Management Analyst to assist with record keeping and reporting, systems support staff within APD's Information Technology Section to ensure systems are in place and supported to meet the terms of the CASA and a Liaison created to facilitate communication of progress, challenges and obstacles between the Administration, APD staff, Monitoring staff and the public. A total of \$178,677 was expended for implementation support staff through the third quarter.