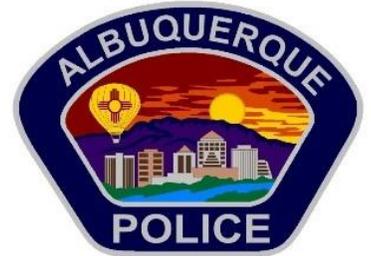


Albuquerque Police Department
Training Data Analysis, 2023
Final Report



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02 August 2024

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Calendar Year (CY) 2023 Training Activities

The Albuquerque Police Department (APD) trained 42 courses that were directly related to Court Approved Settlement Agreement (CASA) provisions, were otherwise mandated, or satisfied internal requirements during Calendar Year (CY) 2023. Embedded within the three phases of Maintenance of Effort (MOE) training are eleven discrete training subjects, raising the total to 50. A further 232 training referrals were completed spanning 30 topic areas to correct training deficiencies identified through force investigations, force reviews, internal affairs investigations, and other sources in APD.

Training Subject Overview

The Albuquerque Police Department (APD) offered 42 courses that were directly related to Court Approved Settlement Agreement (CASA) provisions, were otherwise mandated, or satisfied internal requirements during Calendar Year (CY) 2023. The 42 courses were:

- ABLE (Active Bystandership for Law Enforcement)
- Basic Instructor Course
- Basic Instructor Re-Certification
- CIT Basic
- CIT for Tele-communicators
- Community Event Tracking Web-Based Survey
- ECIT Certification Training
- ECIT Re-Certification
- ECW Re-Certification Training
- Field Training Officer Basic Training
- Firearms Training and Qualification
- Firearms Instructor Course
- Firearms Red Dot Transition Training
- Firearms Remedial Training
- New First Line Supervisor Course
- Force Investigation for Supervisors Training
- Force Review Board Training
- Harm Reduction – Medical Marijuana
- Harm Reduction – Medical Marijuana for PSA
- IAPS Supervisor’s Course
- Incident Management Training
- Intoxilizer Training
- Legal Updates Part 1
- Legal Updates Part 2
- Maintenance of Effort, Phase 1
- Maintenance of Effort, Phase 2

- Maintenance of Effort, Phase 3
- Mental Health and De-Escalation Training
- Miranda Warnings Refresher Training
- Naloxone & Fentanyl Training
- Naloxone & Fentanyl Training for PSA
- Officer Involved Shooting Supervisor’s Course
- Performance Evaluation Management System Training
- Performance Evaluations for Supervisors
- Search and Seizure Refresher Training
- Star Chase Training
- Supervisory Leadership
- Traffic Incident Management Training
- TRUSPEED Training
- ULTRALYTE Training
- Use of Force Classroom Training (Tier 1-3)
- Use of Force Reality-Based Training (Tier 4).

Training Subjects and Participation

The APD Academy tracks completion of all training courses. Each course can vary in the number of officer that are required to complete the training.

Required Training includes training that is mandated by the Court Approved Settlement Agreement (CASA) and the training that officers must undergo in order to maintain their certifications. Figure 1 provides a detailed breakdown of subjects presented and the number of personnel completing each subject during 2023.



Figure 1: Number of officers completing required training

Maintenance of Effort training includes the following training subjects:

Maintenance of Effort Phase	Subject
Maintenance of Effort Phase 1	Child Abuse
Maintenance of Effort Phase 1	Tourniquet and Trauma Kit
Maintenance of Effort Phase 1	DWI Investigations
Maintenance of Effort Phase 2	Safe Pursuit
Maintenance of Effort Phase 2	Foot Pursuit
Maintenance of Effort Phase 2	Interactions with Persons with Mental Impairment
Maintenance of Effort Phase 3	Missing Persons
Maintenance of Effort Phase 3	Domestic Violence
Maintenance of Effort Phase 3	Community Oriented Policing and Problem Oriented Policing
Maintenance of Effort Phase 3	Ensuring Child Safety
Maintenance of Effort Phase 3	ERT: Field Response to Demonstrations and Civil Disturbances

Supervisors, by the nature of their duties, are required to take additional training. Five classes were offered for supervisors in 2023. The number of supervisors completing training tailored to that audience is provided at Figure 2.

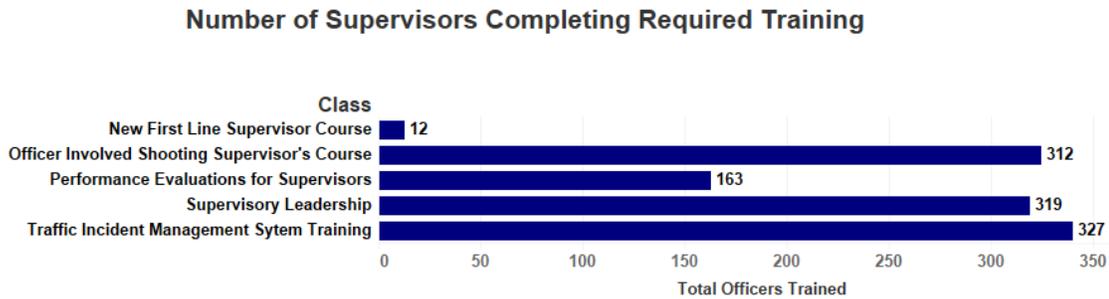


Figure 2: Number of supervisors completing required training

APD offers specialized training for officers and professional staff as needed. Officers may opt to serve as instructors, firearms instructors, or Field Training Officers, for example, all of which functions require additional training to perform. Professional staff personnel may be trained as instructors and CIT Telecommuters as another example. Selected Police Service Aides may receive Harm Reduction-Medical Marijuana and Naloxone and Fentanyl training if their duties require it.

Number of Officers Completing Specialized Training

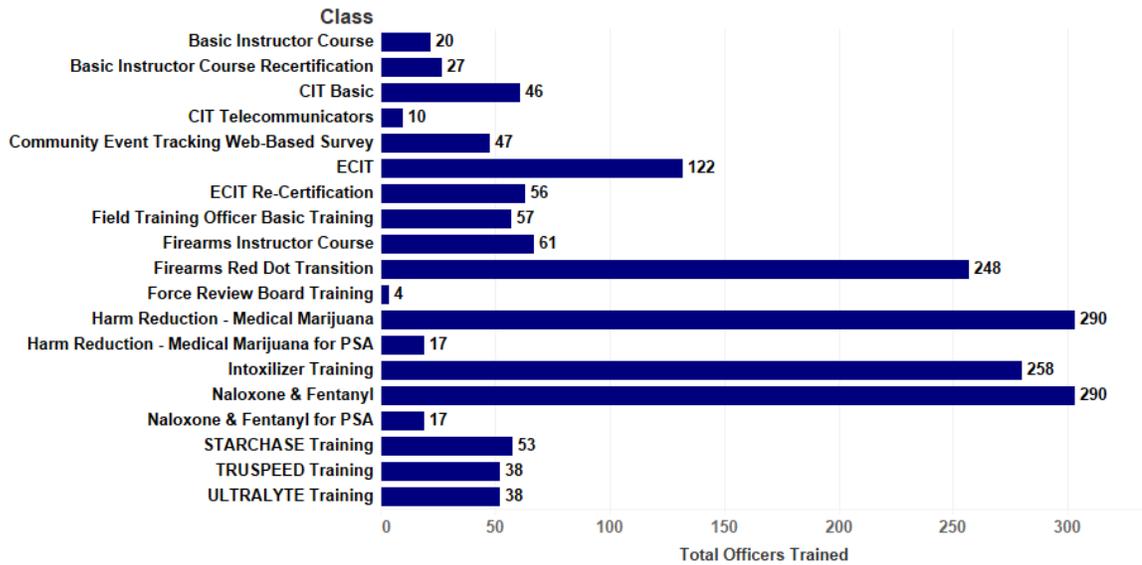


Figure 3: Number of personnel completing specialized training

Figure 3 shows the 19 specialized training classes offered and the total personnel completing them during 2023. Specialized training generally depends on an officer or professional staff member’s scope of duties and is intended to provide them with the tools that they need to perform said duties.

Finally, training was provided on a make-up basis for prior-year training for officers who were not able to attend the course. Officers may miss training events due to military obligations, family obligations through the Family and Medical Leave Act (FMLA), or any other leave status. However, they must receive the training so make-up classes are offered.

Number of Officers Completing Make-Up Training from the Preceding Year

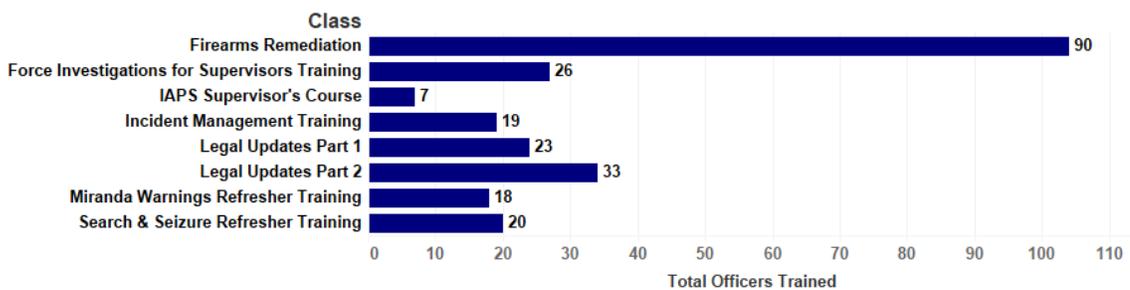


Figure 4: Number of officers completing required training on a make-up basis

Figure 4 reflects the number of officers who attended the seven make-up training classes for 2022 in 2023. As a general rule, officers taking make-up training comprise less than 5% of the total population requiring training.

Mandatory Training Referrals

Mandatory training referrals reflects that an investigator or leader has detected a training need in an individual officer and directs the training as a component of corrective action. There were 232 such deficiencies identified during CY 2023, out of which the most numerous had to do with tactics, handcuffing, scene management, electronic control weapon operations, firearms safety, on-scene investigations, foot pursuits, high risk stops, and force classification forming the top nine most prevalent.

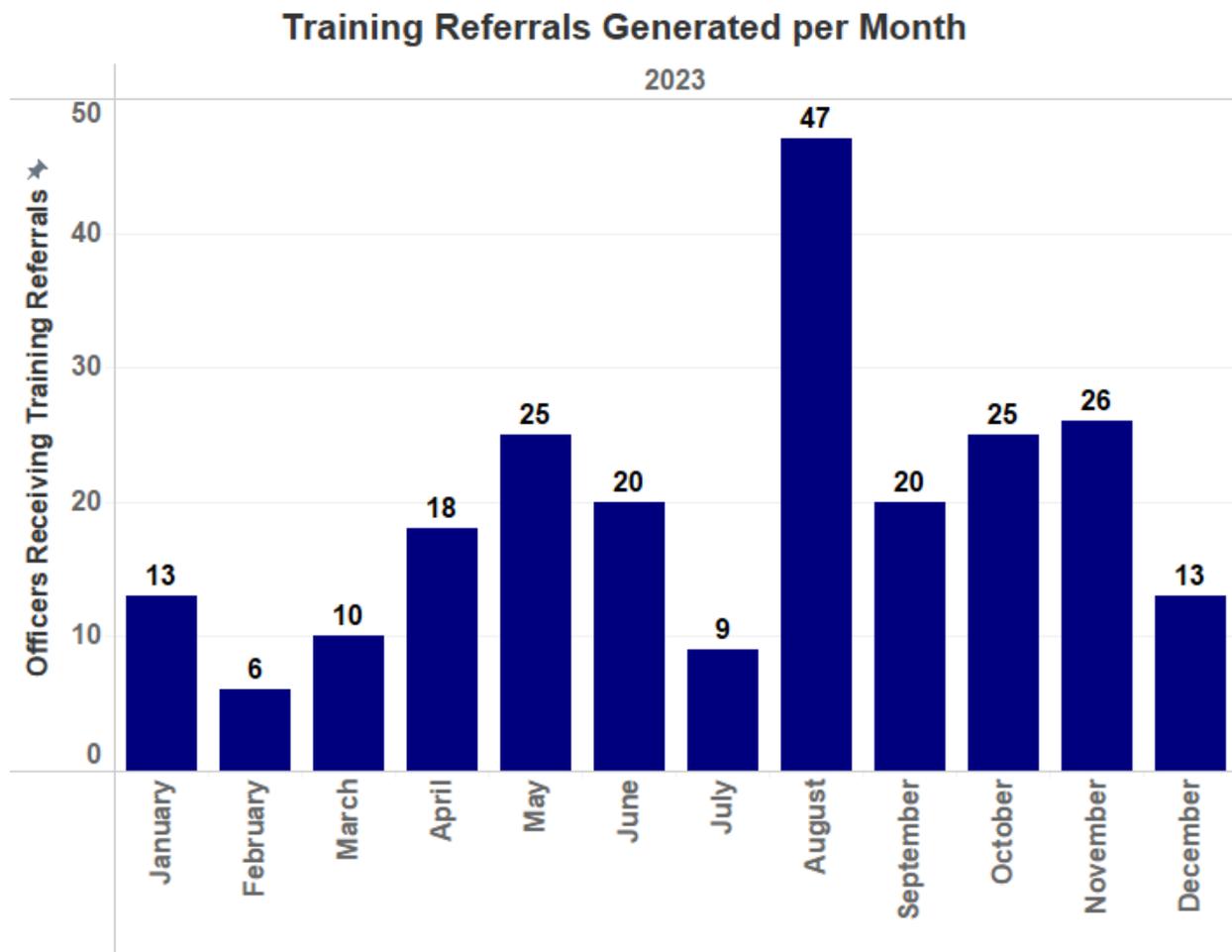


Figure 5: Referrals by month during which assigned

Figure 5 reflects the distribution of referral assignments over the course of the year. Maximum assignments occurred during the third quarter while assignments hit their minimum during the first quarter of the year.

Training referrals may originate from a supervisor, peer, or through any investigative unit within APD. The Internal Affairs Force Division (IAFD) is the single largest referral source with 169 out of the 232 total referrals received (72.8%). Unknown includes training assigned based upon incidents that occurred in a preceding year or situations in which referrals originated from more than one source. In geographical terms, the leading Area Command having officers receiving directed training was Southeast, followed by Northeast and Southwest.

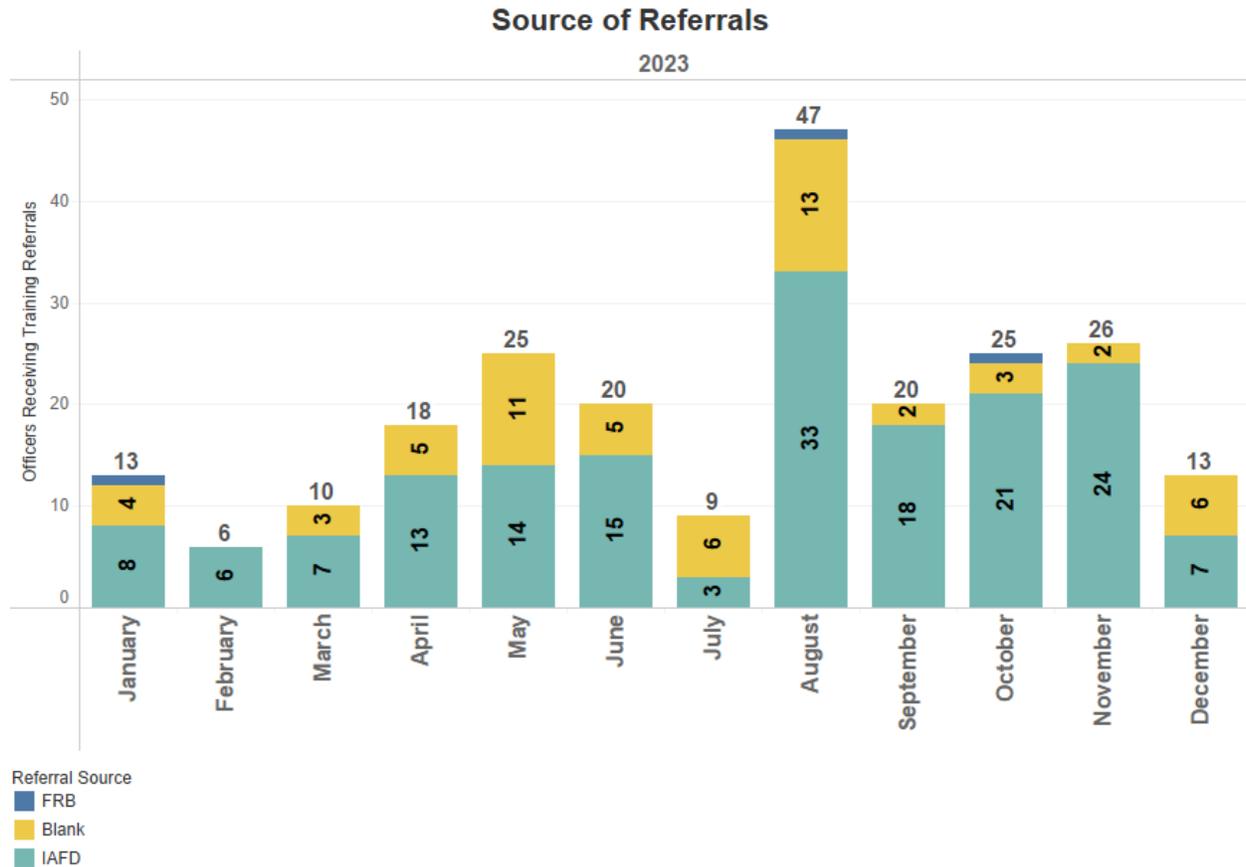


Figure 6: Referrals by referring organization

Figure 6 represents the number of training referrals received per month over the course of the year and adds the referral source.

Once received, training referrals are reviewed for suitability. In some cases, training is rendered or deemed unnecessary. Training is rendered unnecessary when the affected officer is no longer employed by the department, either through termination due to other aspects in the case related to the training referral or as the result of a separate case, resignations, or retirements. Training is deemed unnecessary if counseling within the officer’s own chain of command should achieve the intended outcome. The remainder are assigned and scheduled to receive training.

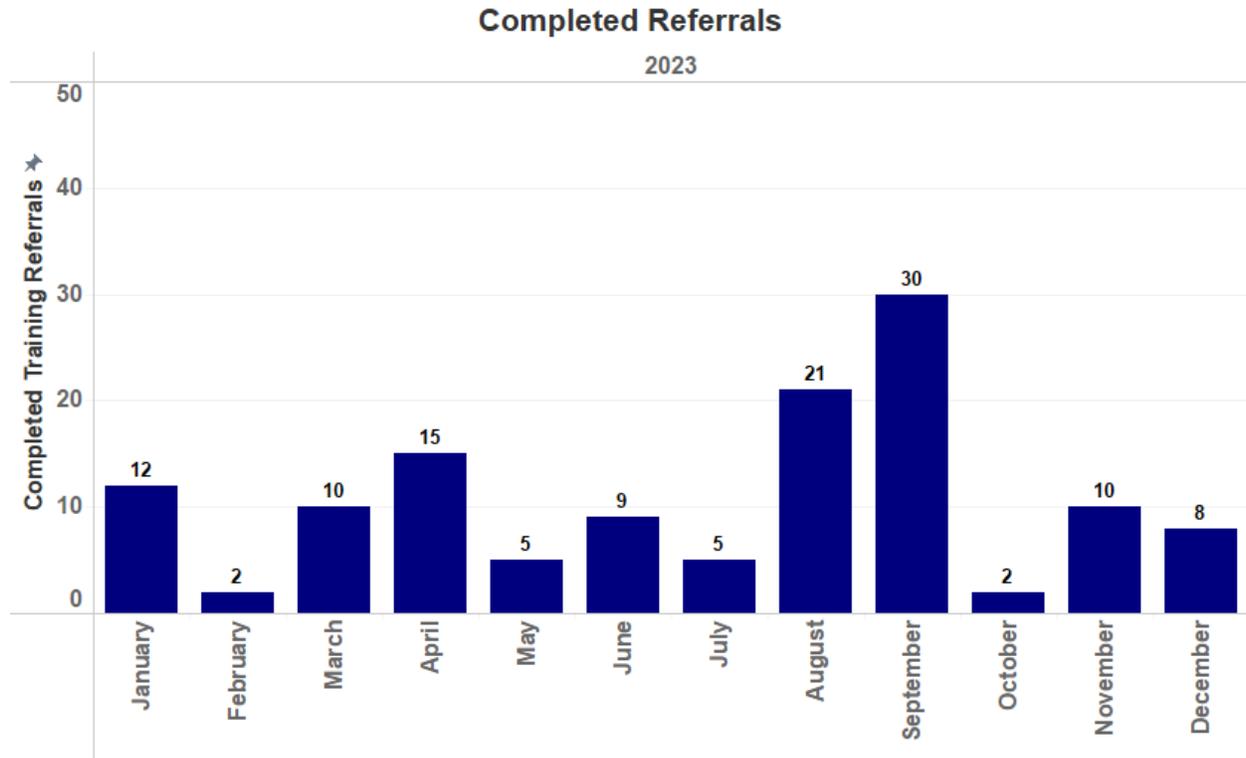


Figure 7: Referrals completed by month

Figure 7 provides the monthly distribution of training referral completions during 2023. Referral completions generally follow the trend in new requests, with peak referral completion occurring in the third quarter of 2023.

Training referrals were assigned throughout the department, with some divisions requiring more training referrals than others.

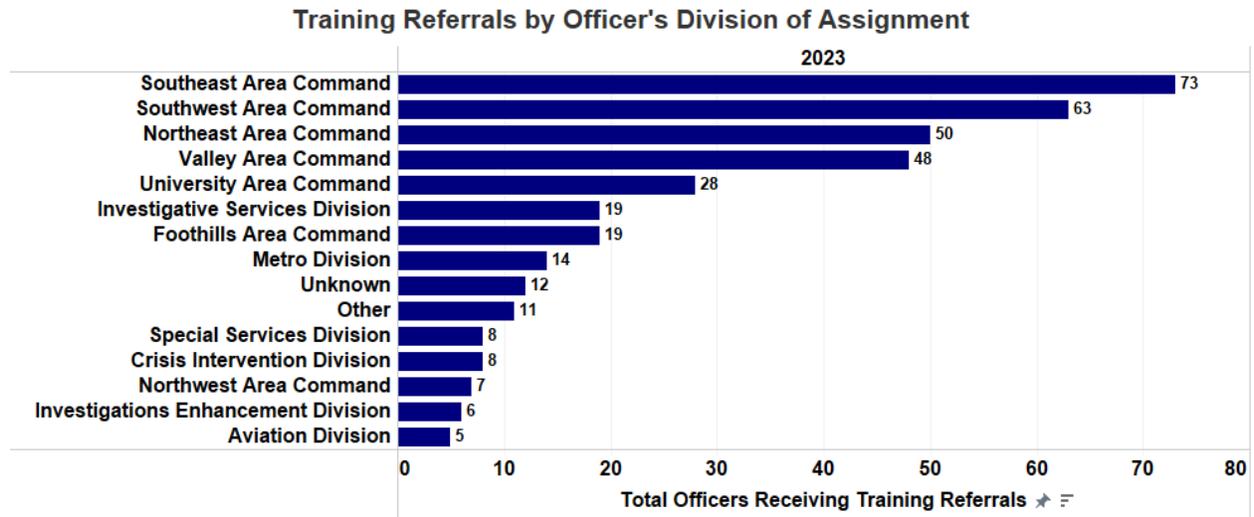


Figure 8: Training Referrals by Area Command of Assignment

Figure 8 indicates that the leading divisions requiring training referrals were the Southeast, Southwest, and Northeast Area Commands. Other combines five divisions having three or fewer training referrals each.

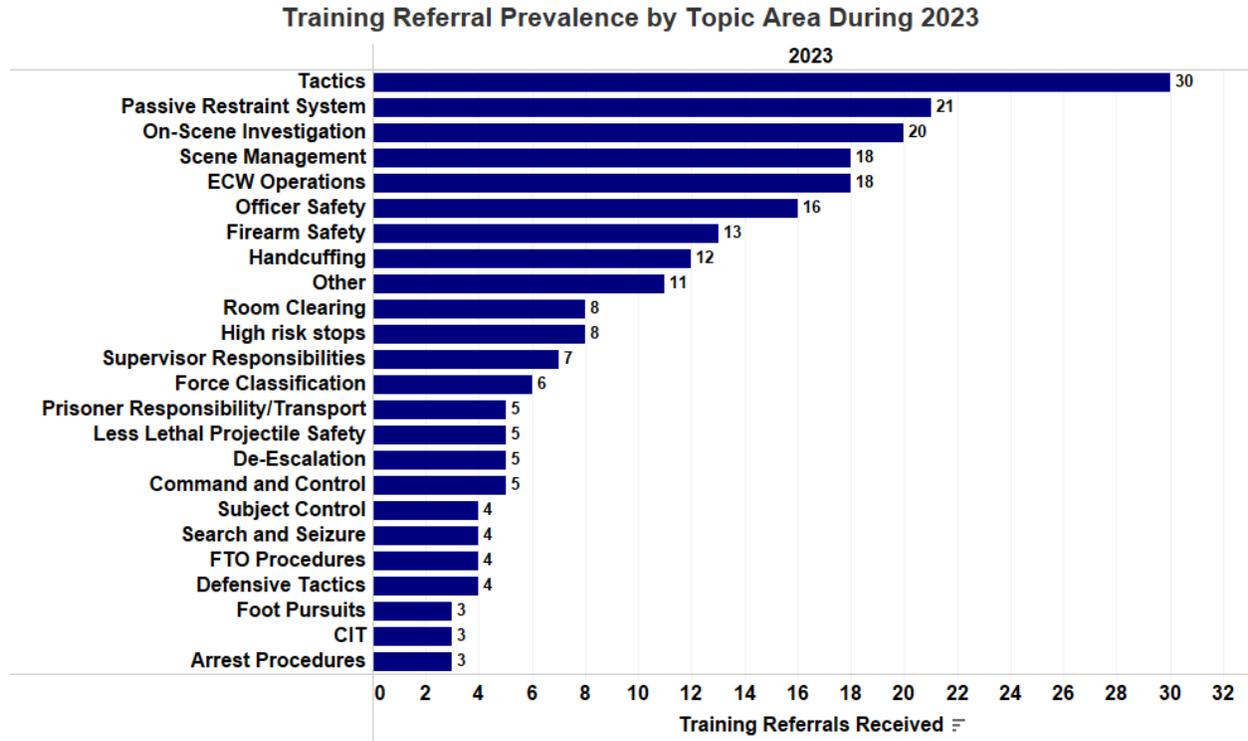


Figure 9: Training Referrals by Topic Area Prevalence