

Fourth Quarter/Annual Report

October-December 2021/January-December 2021

INTERNAL AFFAIRS PROFESSIONAL STANDARDS



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Message from the Commander

Commander Zakary Cottrell has been with APD since 2004. He has been the Commander of the Internal Affairs Professional Standards Division since December 2019.

As a police department, we cannot effectively serve our community without their trust. Our internal Affairs process plays an integral role in building and maintaining that trust. The men and women of the Albuquerque Police Department are committed to providing the best service possible and fostering and maintaining a high level of confidence within our community. The goal of this report is to convey to the community the seriousness with which we approach misconduct investigations and to bolster understanding about the processes we follow when an employee is accused of misconduct. This report also provides an overview of fourth quarter internal affairs investigations. To illustrate our commitment to effective and robust oversight, notable new developments in the past year that have occurred within Internal Affairs to further enhance our operational ability are as follows:

- The Standard operating procedure dictating discipline (3-46), had been revised in July 2021.
- The addition of a dedicated intake manager to ensure the proper processing and assignment of all complaints received.
- The addition of a Deputy Commander position to help in the administration and efficiency of the unit.
- The addition of 2 civilian investigators to help in diversifying our cadre of investigative experience.
- The acquisition of the reputable Institute of Police Technology and Management internal affairs training program.

I hope you will find the information contained in this report reassuring and helpful. I look forward to working with all members of our community as we work together to make Albuquerque an even better place to live, work and visit.



Introduction of the Interim Superintendent

Provisional Superintendent Eric Garcia has been with APD since 1990. He has been the Interim Superintendent since December 2021.

Interim Superintendent Eric Garcia has been with the Albuquerque Police Department since June of 1990. He was a patrol officer from 1990-1993 then moved to the Domestic Abuse Response Team. From 1995-1998, Garcia was with the Gang Unit and was then promoted to Sergeant.

In 2004, Garcia was promoted to Lieutenant working with the Field Services Bureau in what are now the Northwest and Southwest Area Commands. Garcia worked in Operations Review then was promoted to Commander in 2007 over Property Crimes, Metro Traffic Division and the Special Investigations Division.

In 2013, he was promoted to Deputy Chief of the Investigative Bureau, now known as the Professional Standards and Accountability Bureau.

The Interim Superintendent is responsible for

supporting the *Mission of IAPS*, which is to maintain and preserve the public trust by bolstering the legitimacy and credibility of the Albuquerque Police Department by: Vigorously investigating allegations of misconduct; Upholding departmental integrity and accountability standards and supporting departmental effectiveness in accordance with contemporary law enforcement best practices and community values.

Values of IAPS: Fairness, Objectivity, Impartiality, Consistency, Transparency and Excellence.



Introduction

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

This report reflects accurate and complete data as of December 31st, 2021. The Albuquerque Police Department (APD) uses dynamic, live databases wherein counts of recorded allegations, findings, and case dispositions are subject to revision as reporting standards and processes develop within APD’s Internal Affairs Professional Standards Division (IAPS). Due to the aforementioned nature of IAPS data, historical records presented may vary slightly from those reported in prior APD IAPS reports.

The purpose of this report is to provide the city’s administration, APD executive staff, the city

council, police oversight board and the citizens of Albuquerque with statistics and outcomes pertaining to IAPS investigations.

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



Data Collection

Within this report, the fourth quarter reporting period is the period from October 1st, 2021 through December 31st, 2021, and the annual reporting period is the period from January 1st, 2021, through December 31st, 2021.

All data was pulled from APD’s data warehouse by methodically retrieving all cases recorded with an Incident Type of “IA Investigation” or “Firearms Discharges” (specific to only cases involving discharges of a firearm at an animal) and filtered by the relevant reporting periods. Due to significant redundancies between the Incident Types “IA Investigation” and “Force Internal Investigation”, Force Internal Investigations are excluded from this report to maintain the fidelity and accuracy of incident counts.

The date a case is received by IAPS is the date an investigation has begun. Cases presented as received by IAPS within the relevant reporting periods include data pertaining to the count of distinct employees facing one or more distinct allegations, their divisions, their demographic profiles, and their employee cohorts.

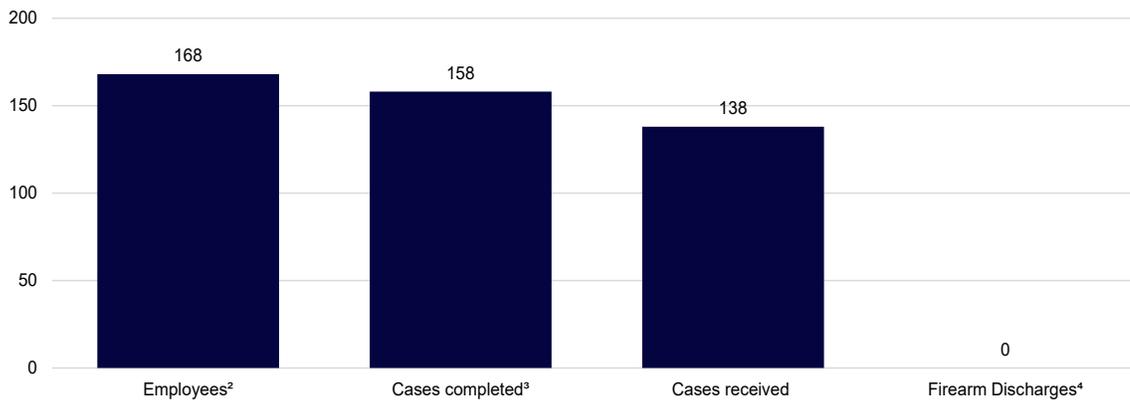
The date a case is completed by IAPS is the date an investigation has concluded. Cases presented as completed by IAPS within the relevant reporting periods include data pertaining to distinct employees, the distinct allegations and alleged policy violations within the case, the findings of investigations,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

Statistical Data 4Q 2021¹

Internal Affairs Statistics, Fourth Quarter (October 1, 2021-December 31, 2021)

Internal Investigations

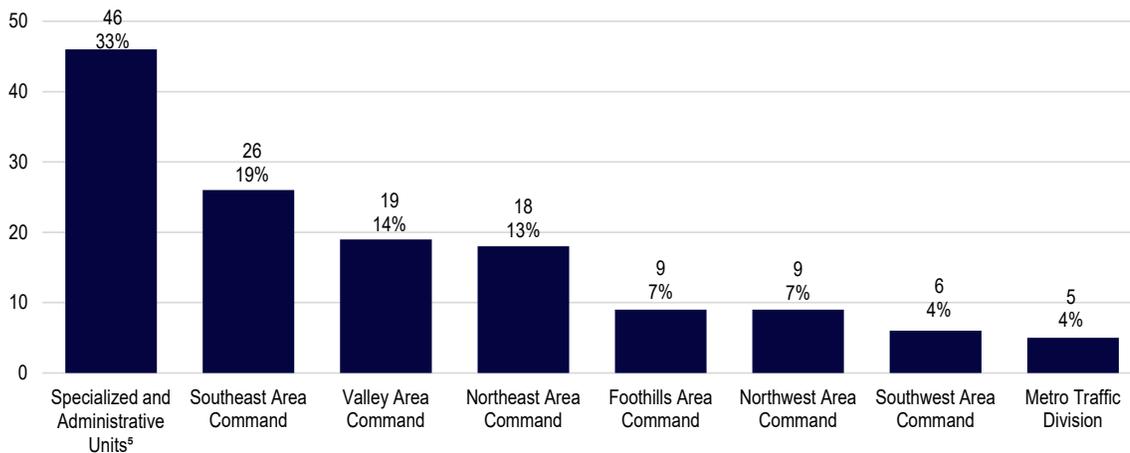
Statistical Data¹



Statistical data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

1. There could be minor changes to the statistics because of changes in data or file status.
2. Different employees.
3. Completed cases with dispositions different from Administratively Closed, Exonerated, Not Sustained, Sustained, Sustained/NBOOC and Unfounded are not included in the count.¹ The count included cases received in prior quarters.
4. Includes only Incidents where Type Of Firearm Discharged is "Animal shooting".

Locations of Investigations Received at IAPS (Includes Sworn and Civilian Personnel)



As of December 31, 2021: 64% of the investigations received at IAPS come from the six area commands.

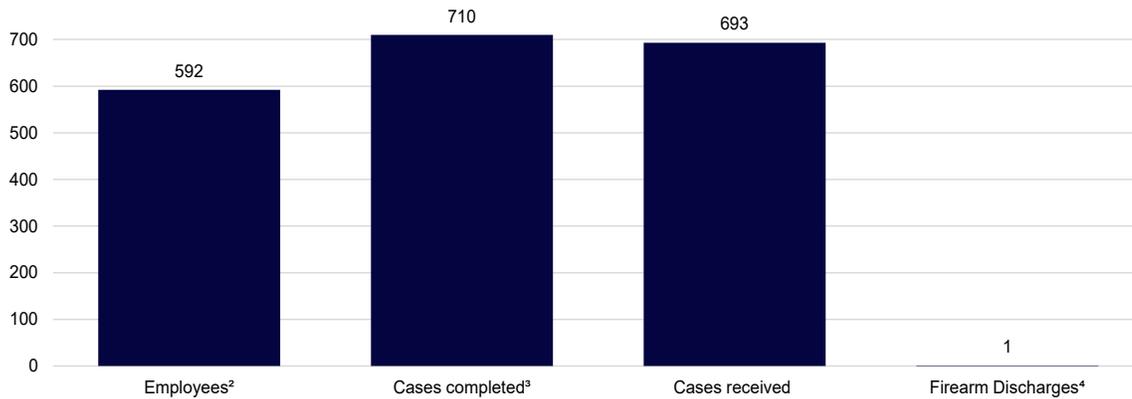
5. Specialized and Administrative Units category includes: Academy Training Division, Communications, Criminal Investigations Division, Crisis Intervention Division, Internal Affairs Force Division, Internal Affairs Professional Stds Div, Investigative Services Division, Scientific Evidence Division, SED/Criminalistic Lab, Special Operations Division, Homeland Security/Special Events Div, Special Services Division, Compliance and Oversight Division, Professional Accountability Bureau and Community Outreach Division.

Statistical Data Annual 2021¹

Internal Affairs Statistics, Annual (January 1, 2021-December 31, 2021)

Internal Investigations

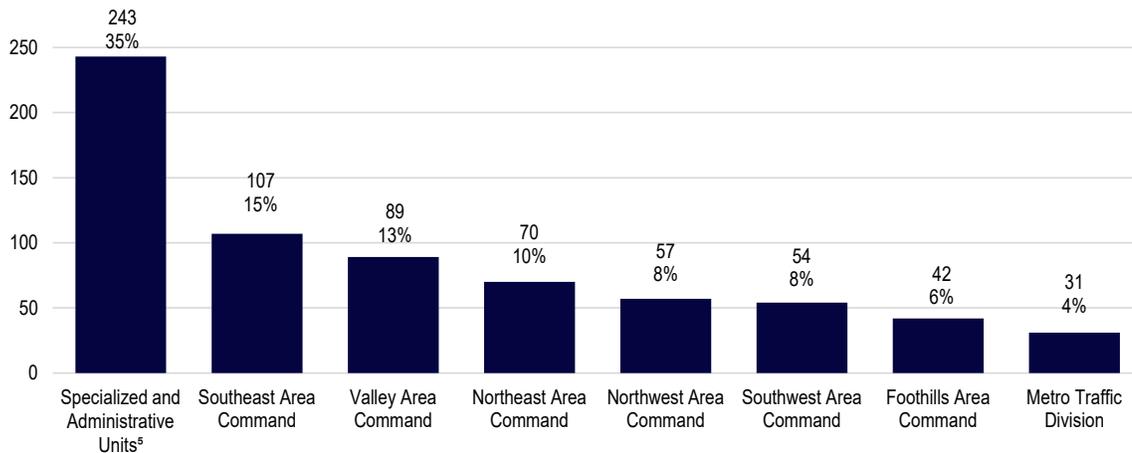
Statistical Data¹



Statistical data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

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2. Different employees.
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4. Includes only Incidents where Type Of Firearm Discharged is "Animal shooting".

Locations of Investigations Received at IAPS (Includes Sworn Personnel Only)

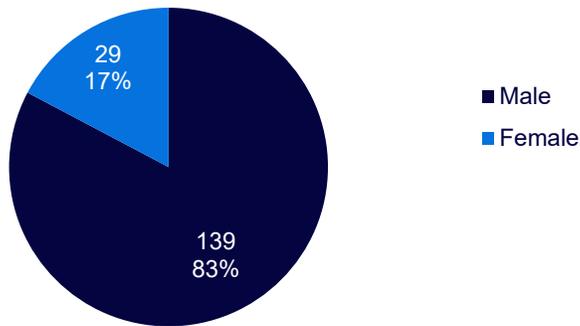


As of December 31, 2021: 60% of the investigations received at IAPS come from the six area commands.

5. Specialized and Administrative Units category includes: Academy Division, Academy Training Division, Aviation Division, Chief's Office, Command Staff, Communications, Criminal Enforcement Division, Criminal Investigations Division, Crisis Intervention Division, Executive Division, Homeland Security/Special Events, Internal Affairs Force Division, Internal Affairs Professional Standards Division, Investigative Services Division, Operations Review, Real-Time Crime Center, Scientific Evidence Division, SED/Criminalistic Lab, Metro Traffic Division, Special Operations Division and Records Division.

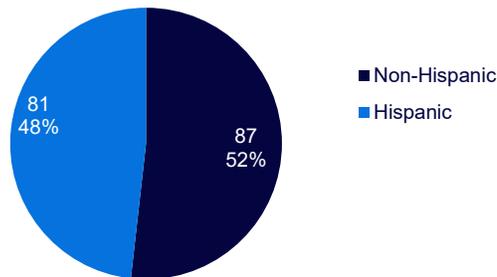
Graphs 4Q 2021

Gender (Includes Sworn and Civilian Personnel)



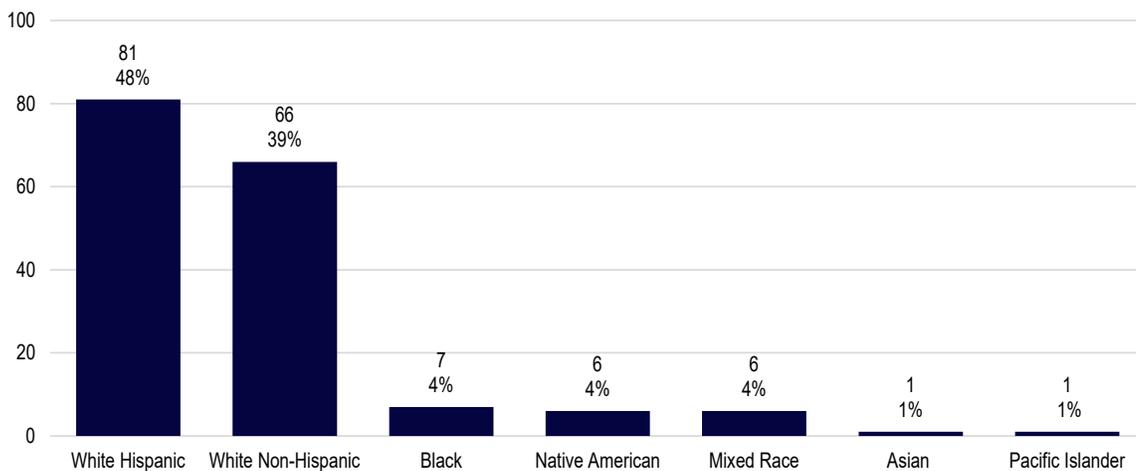
Gender data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

Ethnicity (Includes Sworn and Civilian Personnel)



Ethnicity data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

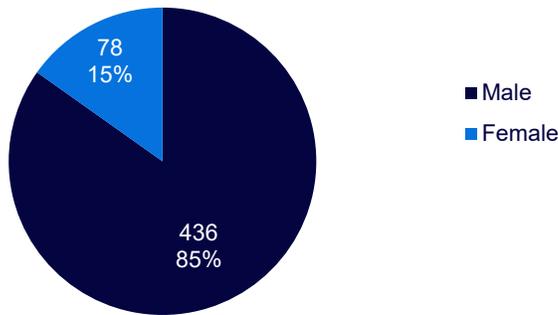
Race (Includes Sworn and Civilian Personnel)



Race data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

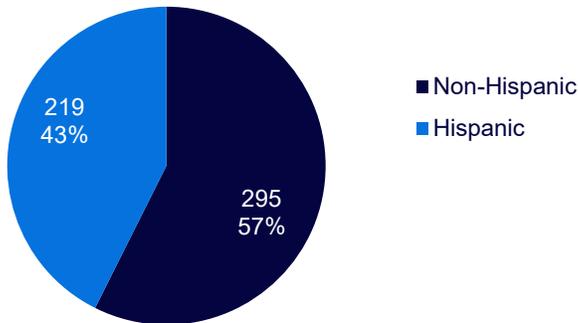
Graphs Annual 2021

Gender (Includes Sworn and Civilian Personnel)



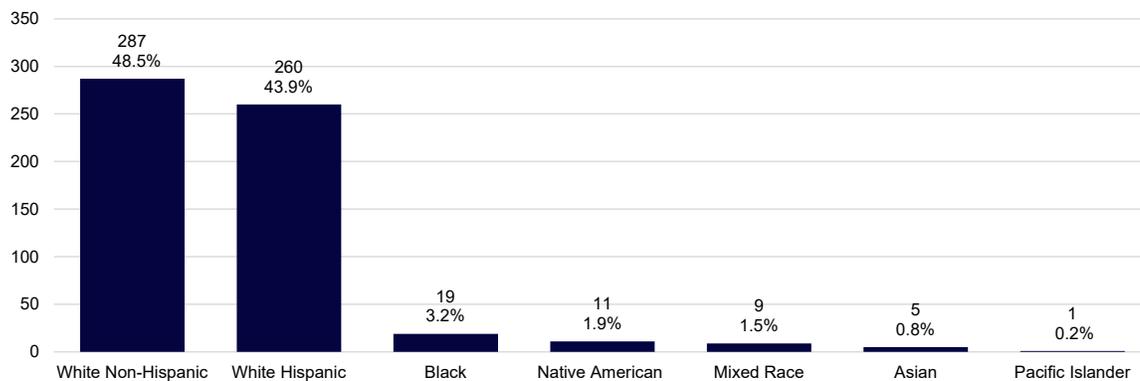
Gender data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

Ethnicity (Includes Sworn and Civilian Personnel)



Ethnicity data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

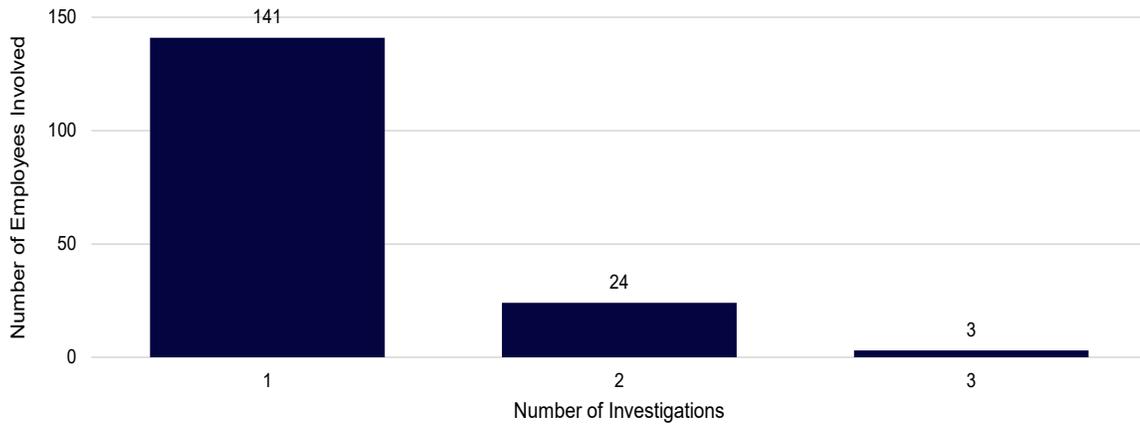
Race (Includes Sworn and Civilian Personnel)



Race data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

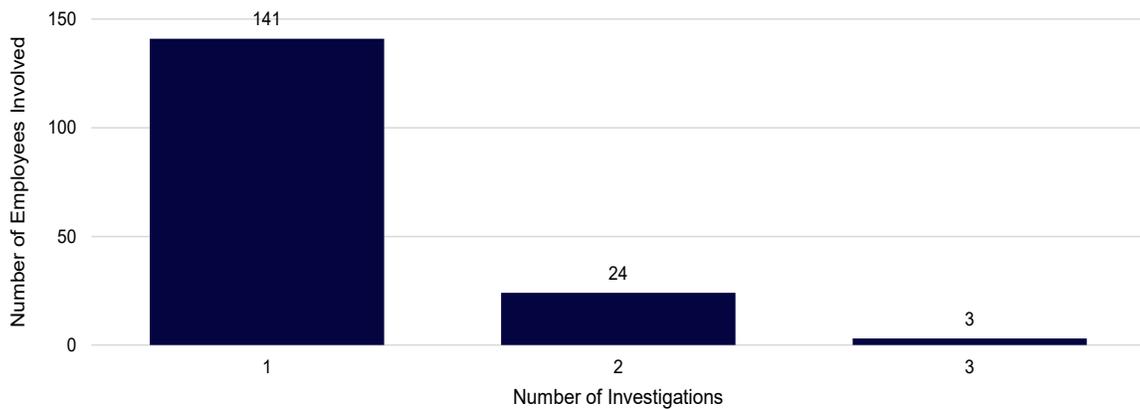
Graphs 4Q 2021

Employees Involved in Investigations (Includes Sworn and Civilian Personnel)



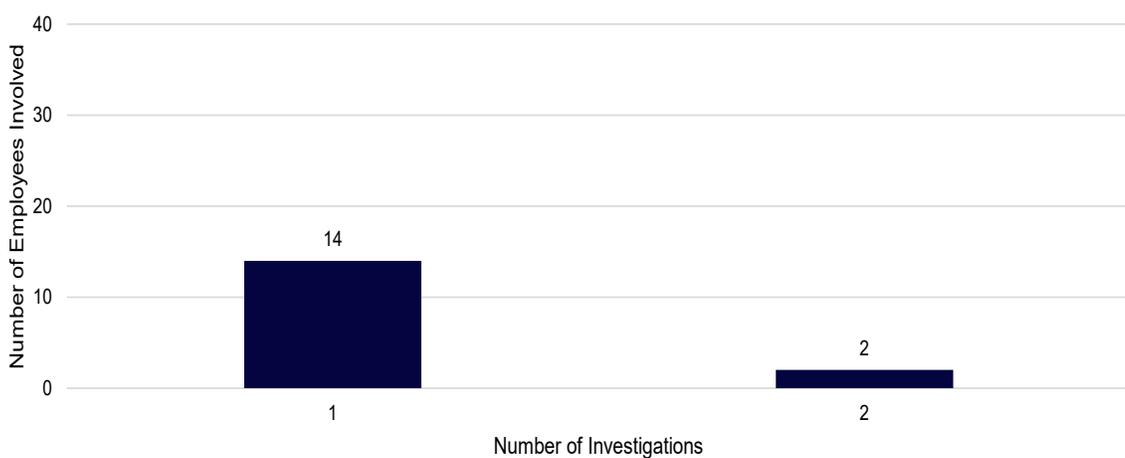
Employees Involved in Investigations (Sworn and Civilian Personnel) data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

Employees Involved in Investigations (Includes Sworn Personnel Only)



Employees Involved in Investigations (Sworn Personnel Only) data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

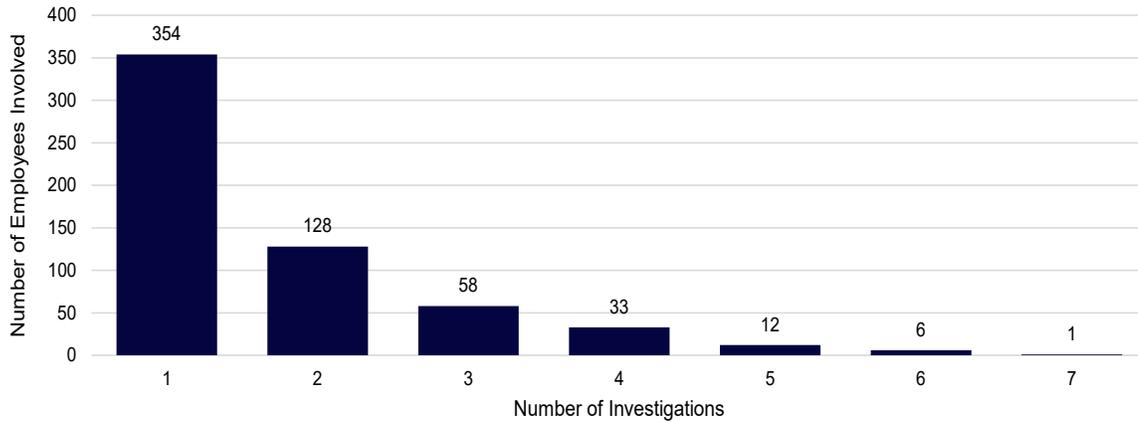
Employees Involved in Investigations (Includes Civilian Personnel Only)



Employees Involved in Investigations (Civilian Personnel Only) data as of December 31, 2021. This data covers the time period of October 1, 2021 through December 31, 2021.

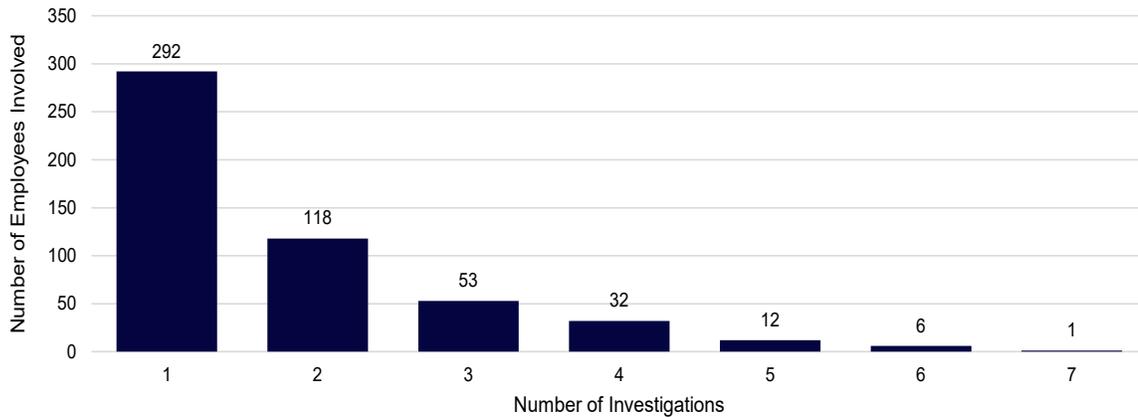
Graphs Annual 2021

Employees Involved in Investigations (Includes Sworn and Civilian Personnel)



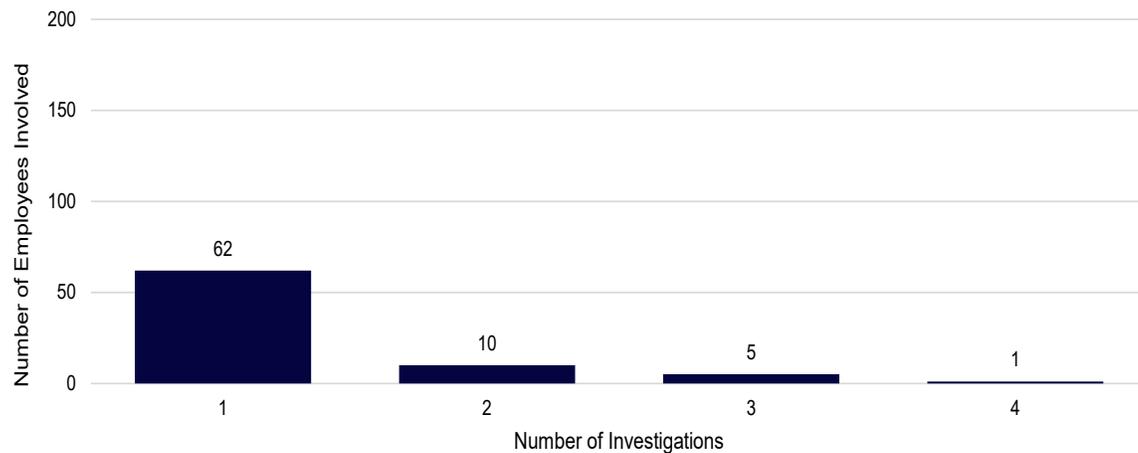
Employees Involved in Investigations (Sworn and Civilian Personnel) data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

Employees Involved in Investigations (Includes Sworn Personnel Only)



Employees Involved in Investigations (Sworn Personnel Only) data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

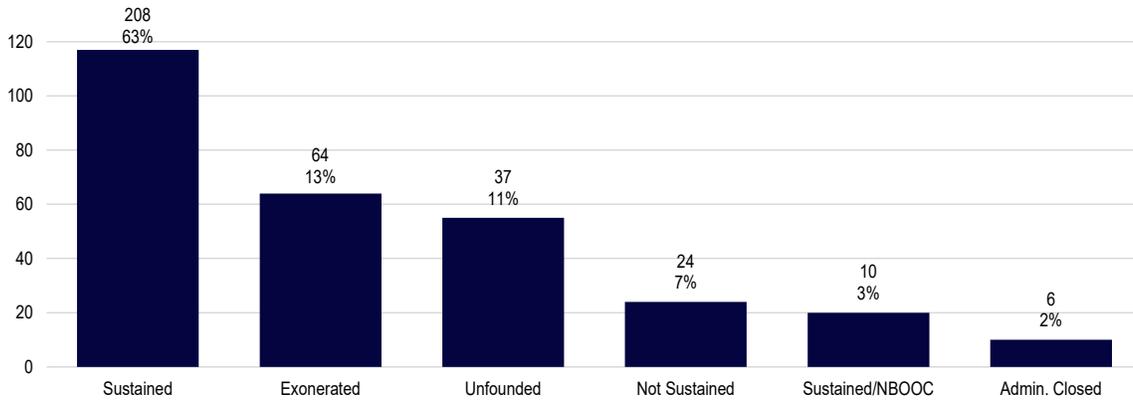
Employees Involved in Investigations (Includes Civilian Personnel Only)



Employees Involved in Investigations (Civilian Personnel Only) data as of December 31, 2021. This data covers the time period of January 1, 2021 through December 31, 2021.

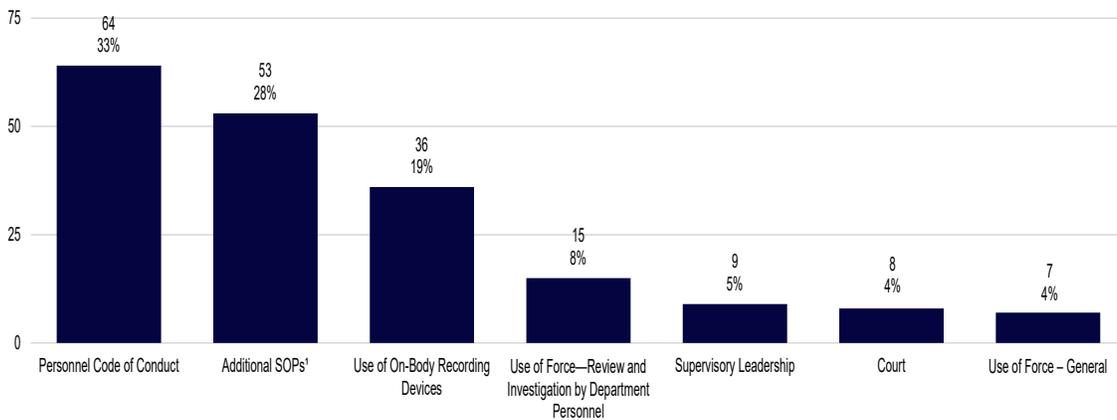
Graphs 4Q 2021

Findings of All Personnel (Includes Sworn and Civilian Personnel)



As of December 31, 2021: 208 (63%) of the 349 allegations recorded including all personnel were sustained, 64 (13%) were exonerated, 37 (11%) were unfounded, 24 (7%) were not sustained, 10 (3%) were sustained/NBOOC and 6 (2%) administratively closed.

Sustained and Sustained/NBOOC Allegations Faced by Sworn Personnel Only

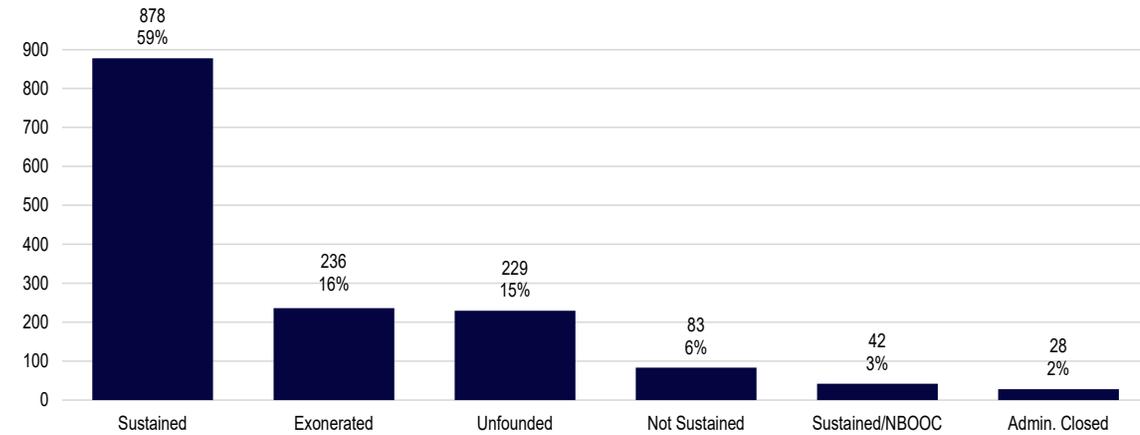


As of December 31, 2021: the majority of the sustained or sustained NBOOC pertaining to Sworn personnel in the 4th quarter were violations of Personnel Code of Conduct 64 (33%), followed by the category of Additional SOPs 53(28%), comprised of an aggregation of allegations individually less than 4% of all allegations, followed by Use of On -Body Recording Devices 36 (19%), Use of Force-Review and Investigation by Department Personnel 15 (8%), Supervisory Leadership 9 (5%), Curt 8 (4%) and Use of Force General 7 (4%).

1. Additional SOPs category includes: Use of force - Reporting by Department Personnel, Authorized Out-Of-Service Activities, Bid/Transfers, Harassment/Sexual Harassment in the Workplace, Special Order, Complaints Involving Department Personnel, Arrest, Arrest Warrants, and Booking Procedures, Reports, Use of Police Vehicles, Crashes Involving Police Vehicles, Employee Work Plan/Performance Evaluations, Hospital Procedures and Rules, Line Inspection Process, Uniform Requirements and Use of Force-De-escalation.

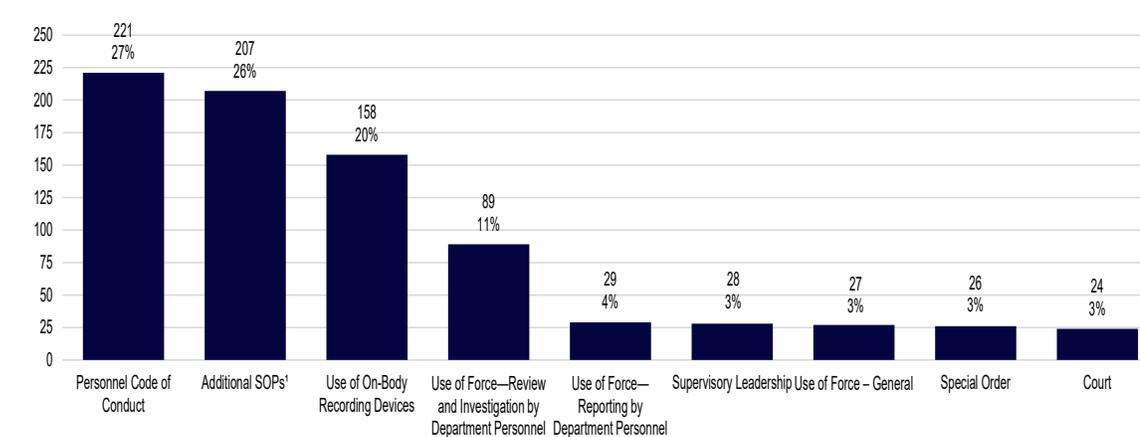
Graphs Annual 2021

Findings of All Personnel (Includes Sworn and Civilian Personnel)



As of December 31, 2021: 878 (59%) of the 1496 allegations recorded including Sworn personnel were sustained, 236 (16%) were exonerated, 229 (15%) were unfounded, 83 (6%) were not sustained, 42 (3%) sustained/NBOOC and 28 (2%) Admin. Closed.

Sustained and Sustained/NBOOC Allegations Faced by Sworn Personnel Only

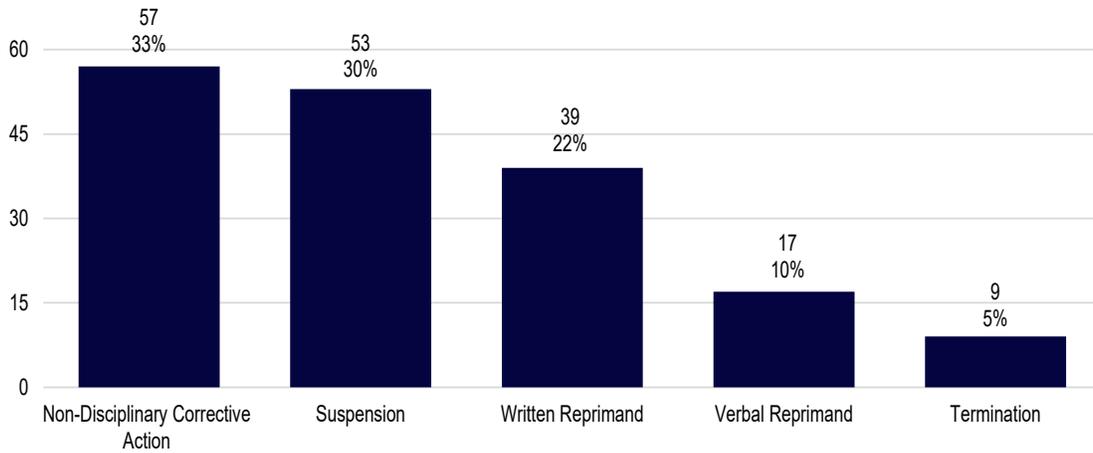


As of December 31, 2021: the majority of the allegations sustained or sustained NBOOC pertaining to sworn personnel in the 4th quarter were violations of Personnel Code of Conduct 221 (27%), followed by the category of Additional SOPs 207 (26%), comprised of an aggregation of allegations individually less than 3% of all allegations, Use of On- Body Recording Devices 158 (20%), UOF Review and Investigation by Department personnel 89 (11%), Use of Force Reporting by Department Personnel 29 (4%), Supervisor Leadership 28 (3%), Use of Force - General 27 (3%), Special Order 26 (3%) and Court 24 (3%).

1. Additional SOPs category includes: Pursuit by Motor Vehicle, Preliminary and Follow-Up Criminal Investigations, Officer's Duties and Conduct, Complaints Involving Department Personnel, Reports, Arrests, Arrest Warrants, and Booking Procedures, Employee Work Plan/Performance Evaluations, Use of Force - De-escalation, Response to Behavioral Health Issues, Collection, Submission, and Disposition of Evidence and Property, Restraints and Transportation of Individuals, Use of Emergency Communications, Use of Force Policy Vehicles, Bid/Transfers, Domestic Violence, Hospital Procedures and Rules, Line Inspection Process, Search and Seizure Without a Warrant, Harassment in the Workplace, Intermediate Weapon Systems, Crashes Involving Police Vehicles, Damage to Civilian Property, Emergency Command Post, Interviews and Interrogations, Investigation of Property Crimes, Off-Duty Conduct: Power of Arrest, Uniform Requirements, Use of Computer Systems, Daily Staffing and Briefings, Evidence Unit, Exposure to Blood and Bodily Fluid(s), Firearms and Ammunition Authorization, Gunshot Detention Procedures, Small Unmanned Aircraft Systems (sUAS) Operations, Specialized Tactical Units, Use of Canine Unit, Victim and Witness Assistance.

Graphs 4Q 2021

Actions Taken resulting from Sustained Allegations Faced by Sworn Personnel

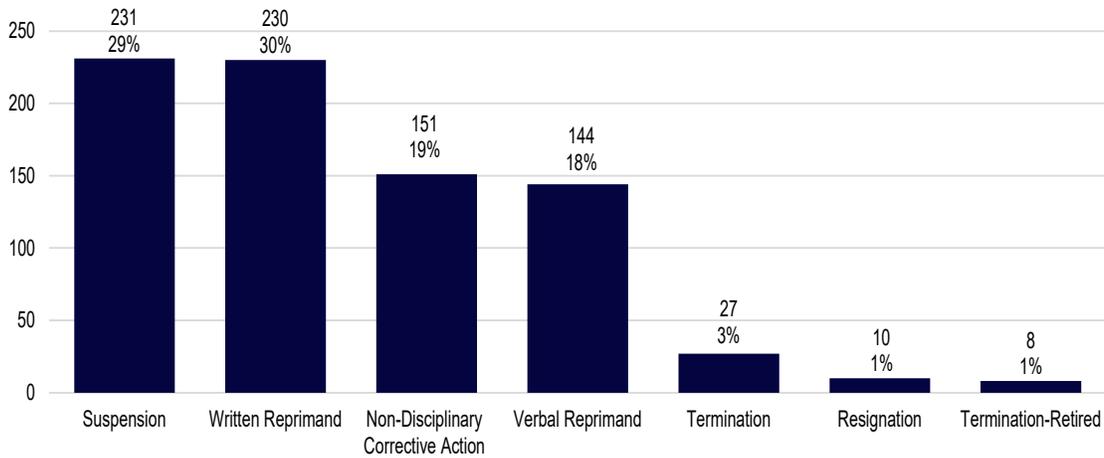


As of December 31, 2021: 175 allegations including Sworn personnel were sustained or sustained/NBOOC. The actions taken for those sustained or sustained/NBOOC allegations were: No Disciplinary Action: 57 (33%), Suspension: 53 (30%), Written Reprimand, 39 (22%), Verbal Reprimand, 17 (10%) and Termination: 9 (5%).



Graphs Annual 2021

Actions Taken resulting from Sustained Allegations Faced by Sworn Personnel



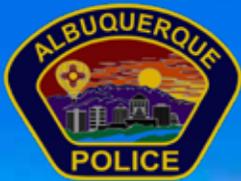
As of December 31, 2021: 801 allegations including Sworn personnel were sustained or sustained/NBOOC. The actions taken for those sustained or sustained/NBOOC allegations were: suspension 231 (29%), written reprimand 230 (29%), no disciplinary corrective action 151 (19%), verbal reprimand 144 (18%), termination 27 (3%), and termination-retired 8 (1%).





Summary

Looking Ahead and Moving Forward



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

The City of Albuquerque and the Albuquerque Police Department are working collaboratively toward a new era of public safety and law enforcement.

With the effort and dedication of our approximately 1,500 employees, we are committed to positive change – ensuring that APD progresses in the right direction. We seek and are open to support and partnership with federal, state, and local community leaders who share our priority of keeping the public's best interests in mind. Our foremost goal is to continuously strive toward a transparent, holistic vision of public safety

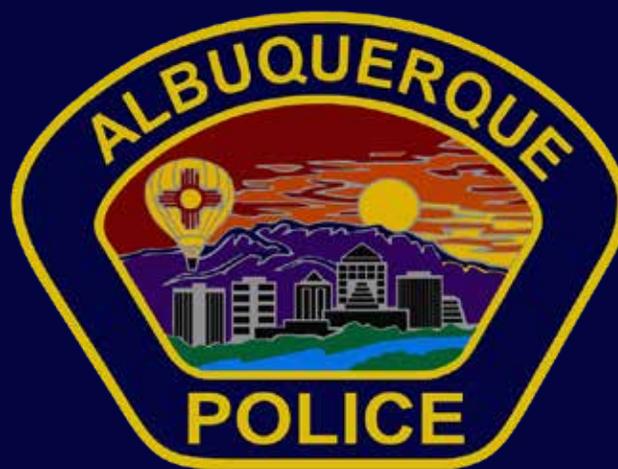
and law enforcement that emphasizes accountability while providing for a safer Albuquerque.



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

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

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



400 Roma Avenue
Albuquerque, NM 87102



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



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