



CREATING POSITIVE CHANGE

**Valley Area Command Community Policing Council
Webinar Meeting**

Note: Our meetings will continue in this format for the duration of the Covid 19 crisis

AGENDA

August 27th, 2020

**6:00-6:45: Meeting called to order
Determination of a quorum
Approval of the Minutes and the Agenda
Old Business
New Business**

6:05pm-6:45 – Panel Discussion on APD Officer Training

Participants:

Commander Angela Byrd: APD Academy

Raymond Fritts: Academic Affairs Director – CNM Law Enforcement Academy

Elizabeth Martinez: Assistant US Attorney, Department of Justice

Deputy Chief Eric Garcia: APD Professional Standards and Accountability Bureau

6:45-7:30

Comments and discussion

7:30-8:00

**Report from the Valley Area Command
Q & A time for issues and concerns**

The mission of the Valley Area Command Community Policing Council (CPC) is to promote and maintain inclusive, respectful, supportive, and cooperative interactions between diverse members of the community and the Albuquerque Police Department (APD) to ensure necessary reforms are met and sustained.

Next Meeting: September 24th

CPC Members: Rowan Wymark/Chair, Edwina Kiro, Randi Oliver (new member with BA Criminal Justice Studies, NMSU)

Panel Discussion – APD Officer Training (Commander Angela Byrd/APD Academy; Raymond Fritts/CNM Law Enforcement Academy; Deputy Chief Eric Garcia/APD Professional Standards & Accountability Bureau)

- The APD Training Facilities are in 3 locations: Reality Based Training Center near Wyoming Boulevard; Shooting Range; and Academy. 688 hours are required for NM police but APD Training includes 785-1000 hours. 28-32 hours are required for Basic Certification/4 years followed by 17 weeks Field Training. Trainers are selected from APD Officers. Sgt Nicko is responsible for Instituting Developmental Course offering specialized training with diversification for area of instruction (12 hours Tier 1 & Tier 2). APD officers also require an annual certification. Top Cop training includes 16 hours and was revamped through a 7- step process with the 10th Session currently including 35-50 trainees/class. APD recently lowered educational requirement for new APD hires from college to 10th grade education to increase the number of 21-22 year old applicants with offer of a paid college education. Officer interactions with the public varies and develops over time so a longer officer career is beneficial. The Reality Based Training Center employs simulators for driving, Firearms training, Sensitivity Training, and cultural diversity. The Academy includes 40 hours of training to deescalate situations involving mentally impaired individuals. This includes 40 hours Crisis Intervention Training (CIT) with 20 optional 8 hour enhanced CIT modules. The new APD UOF policy is a US model for developing officers with better communication skills. Behavioral calls comprise <1% of total calls and are currently referred to CIT with subsequent UNM analysis. APD UOF training includes 12 hours for new recruits, 10 additional hours for APD officers followed by 8 hours using simulator for decision making scenarios. APD officers also receive training for CPR and welfare checks on individuals. Each officer perceives training differently. Field officer training also includes interactions with the public. New academy recruit classes graduate every 6 months and are placed with an experienced field training officer. New graduates later bid on assignments and are placed on the same calls as more experienced officers. The Academy now employs adult methodology training with additional case studies and feedback, not only power point slide presentations. Sergeant Nicko works with new officers following graduation from the academy to improve communication skills for interaction with the public with further development through subsequent training and scenario training modules. UOF training is interesting for officers and should greatly increase compliance with the CASA. Both tactical and intelligence training is provided throughout Command staff including Command Police Service Aides.
- The Crime Triangle allows prevention of crime through use of Environmental Design/Knowledge of Offenders/ Location.

- The UOF Policy suite was developed with both community and DOJ input. UOF training has been introduced to APD Officers as Tier 1 with each officer reviewed and tested individually providing feedback regarding additional training which may be required at a later date. Tier 2 consists of small groups of officers providing feedback on scenarios and case studies. Tier 3 is required of APD supervisors, offered by Lieutenant Johnson/Internal Affairs and involves specific steps at crime scene. UOF cases are classified as Level 1 (no injuries or did not occur) to Level 3 (likely injury) with referral to APD Force Investigation section evaluating Body Cam evidence and conducting interviews. Classification involves officers and field supervisors to ensure APD policy was followed prior to investigation and identifies any potential issues. Results of APD Internal Affairs investigation of UOF instances are submitted to both the Civilian Police Oversight Agency and the Independent Monitoring Team to determine whether UOF was “reasonable.” Aspects considered include severity of crime, suspect’s behavior, was officer’s body camera turned on, and comparison of the officer’s statement with the preponderance of evidence. A new policy instituted January 2020 for a shooting with in-custody death now requires investigation by both APD internal Affairs and a multi-agency team including NM, Bernalillo County Sheriff’s Office, and APD. Both officers and suspects are interviewed with every piece of evidence submitted for the criminal investigation. Any APD press release would include both Deputy Chief Garcia and Deputy Chief Gonzales (Investigation Bureau). Officers are placed on administrative leave when an officer-involved shooting has occurred with a visit to a behavioral science doctor required prior to return to active duty.
- Community Oriented policing requires community support and utilizes scanning, analyzing, response, and assessment (SARA). Community meetings improve information sharing, problem documentation, increase cultural diversity, and reduce implicit bias. The Civilian Police Academy trains community leaders for the 6 CPCs with meetings Tu, Th for 12 weeks and involves learning about APD Specialty Units. A question was raised regarding including felons in Civilian Police Academy (previously required for CPC members) as some residents believe those who interact with police most often should be represented on CPCs.
- Question re APD review of national policing problems (e.g., 2020 Kenosha, WI) – this occurs after facts are available from the investigation.