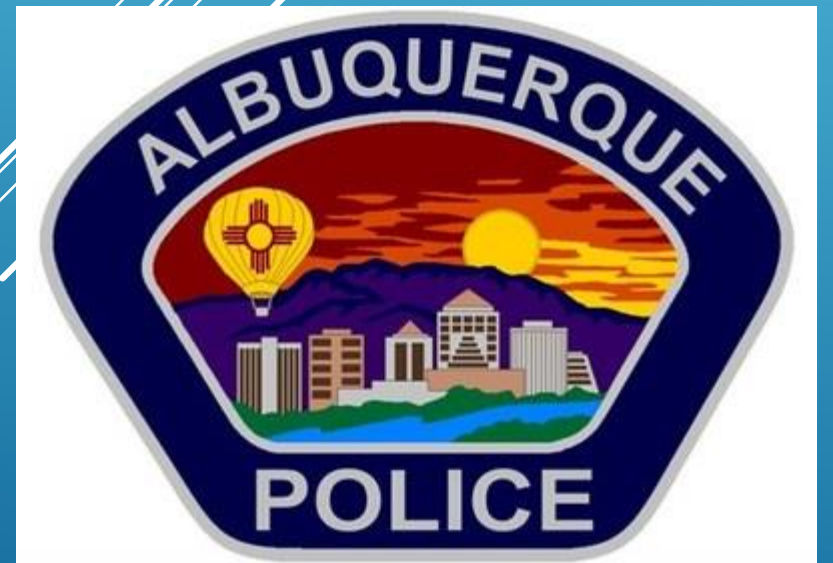
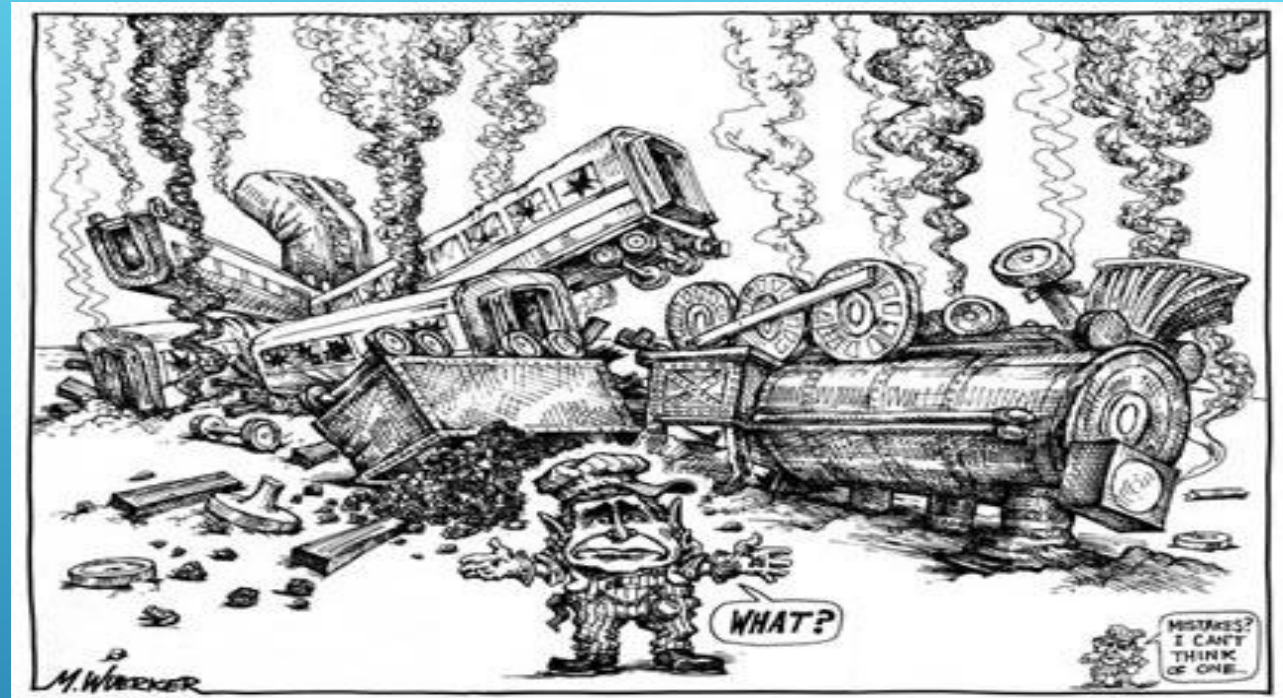


THE ALBUQUERQUE POLICE DEPARTMENT 2018

**The State of the Department:
An Overview and Future
Perspective**



- ▶ Low Morale
- ▶ High Crime
- ▶ CASA/DOJ
- ▶ Understaffing
- ▶ Lack of Trust in Community
- ▶ Poor Leadership
- ▶ Internal Culture



WHAT ARE THE CHALLENGES?

- ▶ Where did we begin?



THE NEW ADMINISTRATION:
DECEMBER 1, 2019



*"TO ILLUMINATE A PATH FORWARD SO THAT WE CAN
IGNITE TRANSFORMATION"*

- ▶ Eliminate Top Heavy Staff
- ▶ Realignment of Executive Positions
- ▶ Change of Key Personnel
- ▶ Creation of New Compliance Bureau
- ▶ Internal Accountability



REORGANIZATION

- ▶ Crime
- ▶ Recruitment and Retention
- ▶ Community Policing
- ▶ CASA

IMPORTANT NOTICE

IDENTIFY TOP PRIORITIES

- ▶ Developed New Partnerships/Programs
- ▶ Centralized Investigative Units from Area Commands
- ▶ Intelligence Led Policing Strategies
- ▶ Tactical Operations
- ▶ Leveraging Technology (Force Multipliers)
- ▶ “Compstat” Type Accountability
- ▶ Community Awareness
- ▶ Anti-Gun Initiatives (NIBINS)



CRIME

	2017	2018	%Change
ENFORCEMENT			
Traffic Stops	17,376	23,461	+35%
CRIME			
Auto Burglary	6,656	4,532	-32%
Auto Theft	3,725	3,061	-18%
Commercial Burglary	1,144	3,061	-13%
Residential Burglary	2,342	2,075	-11%
VIOLENT CRIME			
Homicide	33	39	+18%
Rape	236	226	-4%
Robbery	1,467	1,012	-31%
Aggravated Assault	1,957	1,851	-5%
Non-Fatal Shootings	60	63	+5%

CRIME STATS IN ALBUQUERQUE JANUARY 1- JUNE 20, 2017 & 2018



- ▶ Funding for More Officers
- ▶ 4 year Recruitment Goal and Plan
- ▶ New Recruitment Strategies
- ▶ Career Development Paths
- ▶ Partnership with CNM



WE WANT YOU!

RECRUITMENT AND RETENTION

▶ **INTEREST CARDS**

- ▶ Received: 147
- ▶ Male: 116 Female 31
- ▶ Cadet: 105 PSA: 0
- ▶ Lateral: 41
- ▶ Military CBW: 1

▶ **WELL QUALIFIED APPLICANTS**

- ▶ Cadet: 25
- ▶ PSA: 30 (on hold)
- ▶ Civilian: 5
- ▶ Lateral :9
- ▶ PTU: 2
- ▶ Retiree: 4

WEEKEND TESTING

July 20th, 2018

- Scheduled to test: 69
- Attended City Entrance: 23
- Attended Saturday Testing: 24
- Passed to Background: 18

NUMBER OF CADETS SEATED 121st:

5

NUMBER OF LATERALS AND RETIREES SEATED

29

RECRUITMENT AND SELECTION JULY 2018

- ▶ New Philosophy
- ▶ 8 Pillars
- ▶ Community Engagement
 - ▶ Youth Initiatives
 - ▶ Faith Based Leaders
- ▶ Neighborhood Watch/Block Captains
- ▶ Marketing and Branding
- ▶ New COP/POP Strategies and Personnel
- ▶ Homelessness Initiatives
- ▶ Downtown Policing Strategies and Outreach



COMMUNITY POLICING

- ▶ Compliance Plan/"The Way Forward"
- ▶ Use of Force Policy Changes
- ▶ Data Collection/Technology
- ▶ Training/Supervision
- ▶ Overall Reform and Culture Change
 - ▶ Use of Force Policies
 - ▶ Force Review Protocol



CASA

- ▶ Career and Leadership Development
- ▶ Procedural Justice and Police Legitimacy
- ▶ Constitutional Policing
- ▶ Peer Intervention
- ▶ 21st Century Policing Strategies
- ▶ Creating a New Culture
 - ▶ EPIC
 - ▶ Promotional Testing/Selection
 - ▶ Guardian vs Warrior Mentality



APD 2.0: THE NEXT GENERATION

- ▶ Chief Mike Geier
- ▶ 768-2200
- ▶ mgeier@cabq.gov



THANKS FOR ALL YOU DO.
QUESTIONS?