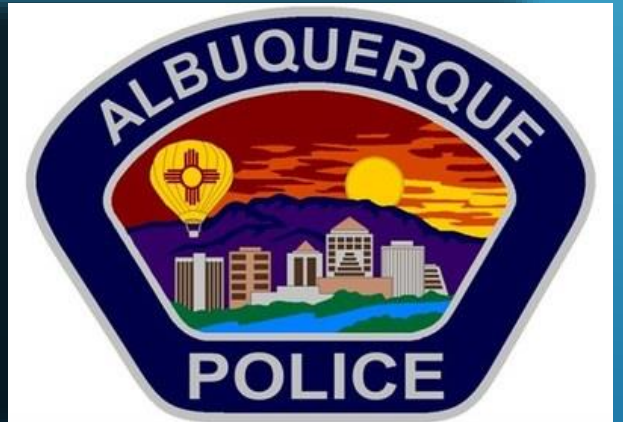


THE ALBUQUERQUE POLICE DEPARTMENT 2018

**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, 2017**

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



REORGANIZATION

IMPORTANT NOTICE

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

IDENTIFY TOP PRIORITIES

- ▶ **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- COURT APPROVED SETTLEMENT
AGREEMENT**

- ▶ 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**



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

- ▶ **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

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**THANKS FOR ALL YOU DO.
QUESTIONS?**