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**CITY OF ALBUQUERQUE
CITY COUNCIL**

INTEROFFICE MEMORANDUM

TO: Richard J. Berry, Mayor

FROM: Jon K. Zaman, Director of Council Services

Jon 9/26/14

SUBJECT: Transmittal of Legislation

Transmitted herewith is Bill No. F/S(3) O-14-13 Amending Chapter 9, Article 4, Part 1 ROA 1994, The Police Oversight Ordinance, To Abolish The Police Oversight Commission And Establish The Civilian Police Oversight Agency With New Or Amended Duties, Qualifications And Responsibilities, And Adopting Related Amendments Dealing With The Civilian Police Oversight Agency And The Internal Review Office (Garduño, Winter), which was passed at the Special Council meeting of September 18, 2014, by a vote of 8 FOR AND 0 AGAINST.

Excused: Lewis

In accordance with the provisions of the City Charter, your action is respectfully requested.

**JKZ:mh
Attachment**

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1 concerning police conduct and practices and the related impacts on the
2 community and individuals; and

3 (E) Provide policy guidance to the City Council, the Mayor and the
4 Chief of Police.

5 **§ 9-4-1-3 LEGISLATIVE FINDINGS.**

6 (A) The City of Albuquerque deserves a highly professional well
7 trained Police Department; however, an effective oversight function has not
8 yet evolved to the satisfaction of the community's needs.

9 (B) In 1996 the City Council initiated a process to independently
10 review the City's mechanisms of police oversight since the system had not
11 been independently evaluated since 1988. As a result of that process, the City
12 Council abolished the then existing Public Safety Advisory Board, and in lieu
13 thereof established the current Police Oversight Commission (POC).

14 (C) In 2013 the City Council initiated a new process aimed at
15 evaluating potential improvements to the POC and its processes by
16 establishing an Ad Hoc Police Oversight Task Force (POTF). The POTF
17 evaluated the City's current system, studied oversight options, held three
18 Town Hall Meetings to receive input from the public, and presented their final
19 recommendations.

20 (D) On April 10, 2014, the City also received findings from the
21 United States Department of Justice that in part concluded that the City's
22 external oversight system contributed to overall systemic problems with the
23 Police Department's use of force in encounters with civilians.

24 (E) The Council understands that a properly conceived and
25 functioning police oversight system is necessary to promote accountability of
26 the police officers and protect the rights of civilians, and finds that adopting
27 the recommendations of the POTF will advance these goals and will help
28 respond to the shortcomings identified by the Department of Justice.

29 (F) The Council hereby abolishes the POC and replaces it with a
30 Civilian Police Oversight Agency as prescribed by this Article.

31 **§ 9-4-1-4 ESTABLISHMENT OF A CIVILIAN POLICE OVERSIGHT AGENCY.**

32 There is hereby created a Civilian Police Oversight Agency (the
33 "CPOA") as an independent agency of City Government, not part of either the

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1 City Administration or City Council that consists of a Police Oversight Board
2 (the "POB") and an Administrative Office led by the CPOA Executive Director.
3 In addition to any other duties, the Administrative Office, through the
4 Executive Director and staff, shall investigate all civilian complaints relating to
5 police conduct, monitor and report on police internal affairs matters, provide
6 staffing to the POB, and manage the day to day operations of the CPOA. The
7 POB shall provide policy guidance for, and civilian oversight of the
8 Albuquerque Police Department and review and approve or amend the
9 findings and conclusions of all investigations completed by the Administrative
10 Office.

11 (A) Independence. The CPOA is independent of the Mayor's
12 Office, the City Council, and the Albuquerque Police Department with respect
13 to the performance of its oversight role and duties under this ordinance.

14 (1) Facility Location. The CPOA shall be housed in a facility
15 that is separate from any police presence and is located outside of the
16 Albuquerque/Bernalillo Government Center, the Police Department and/or all
17 of the police substations.

18 (2) Budget. The CPOA shall have a dedicated and
19 independent source of funding equal to, at a minimum, 1/2% of APD's annual
20 operation budget, administer its own budget and supervise its own staff in
21 compliance with the City's Merit Ordinance and contractual services policies
22 and procedures. The CPOA shall recommend and propose its budget to the
23 Mayor and City Council during the City's budget process to carry out the
24 powers and duties under §§ 9-4-1-1 through 9-4-1-14, including the funding for
25 staff, and all necessary operating expenses.

26 (3) Professional Legal Services. The CPOA may retain or
27 employ independent legal counsel on a contractual basis to advise and
28 represent the CPOA. If so retained, the CPOA's legal counsel shall represent
29 the CPOA in the courts, and shall advise the CPOA as to any legal matters
30 relating to this ordinance and the CPOA's duties, responsibilities, and
31 procedures except for CPOA personnel matters which shall remain under the
32 authority of the City Attorney's Office.

33 (4) Applicability of City Policies and Ordinances. The CPOA

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1 shall comply with all City ordinances and policies dealing with administrative
2 functions including but not limited to those dealing with personnel, the merit
3 system, and procurements.

4 (B) Staff. The CPOA shall employ such staff as necessary to carry
5 out its functions as prescribed by this Article, including but not limited to an
6 executive director, professional investigative staff and other staff as may be
7 necessary, subject to budget sufficiency and City personnel policies and
8 procedures.

9 (C) Responsibilities. The Civilian Police Oversight Agency is
10 responsible for civilian police oversight and has the following powers and
11 duties:

12 (1) Community Outreach. The CPOA shall develop,
13 implement, and from time to time amend as necessary, a program of
14 community outreach aimed at soliciting public input from the broadest
15 segment of the community in terms of geography, culture, ethnicity, and
16 socio-economics. The CPOA shall employ or designate a full time staff
17 member within the Administrative Office dedicated to community outreach
18 efforts. The CPOA shall report its community outreach efforts to the City
19 Council on an annual basis.

20 (2) Promotion of Accountability. The CPOA shall promote a
21 spirit of accountability and communication between the civilians and the
22 Albuquerque Police Department while improving community relations and
23 enhancing public confidence.

24 (3) Investigations. The Administrative Office shall
25 independently investigate all civilian complaints; shall audit and monitor all
26 incidences of use of force by police and all matters under investigation by
27 APD's Internal Affairs (IA); and shall prepare proposed findings and
28 recommendations on all officer involved shootings. All complaints filed by
29 police officers will be investigated by Internal Affairs. Internal Affairs shall
30 provide a weekly update to the Director on all open internal investigations. The
31 Director's investigation report and findings shall indicate whether within the
32 past year there were any IA investigations or supervisor generated complaints
33 against the officer(s) involved in the incident being investigated or that are

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1 otherwise relevant to the subject matter of the investigation, the general
2 nature of the prior investigations or complaints, and whether they resulted in
3 any discipline. Redacted personnel records including those of the Internal
4 Affairs Unit shall be made available to the POB on demand. Access to
5 information that could be construed to be covered by *Garrity* will be made
6 available to the POB only by application in writing, and by majority vote by the
7 POB.

8 (a) Mediation First. Whenever possible, and as
9 further described in § 9-4-1-6(C)(3) of this ordinance, mediation should be the
10 first option for resolution of civilian police complaints.

11 (b) POB Audits; Access to Files. The POB may,
12 by majority vote, perform an annual audit, or direct that an audit be performed,
13 on a random sample of up to 10% of individual civilian police complaint
14 investigations involving allegations of use of force. For purposes of its audit
15 function, the POB shall have full access to investigation files and may
16 subpoena such documents and witnesses as relevant to its audit function. In
17 its review of the investigation file, the POB may review *Garrity* material or
18 confidential material only in a closed session as permitted under the New
19 Mexico Open Meetings Act. The POB shall maintain the confidentiality of any
20 *Garrity* material or records that are made confidential by law and is subject to
21 the same penalties as the custodian of those records for violating
22 confidentiality requirements. In addition to any other penalty, any POB
23 member or other person who violates the confidentiality provisions of this
24 section shall be removed from the POB, and shall be subject to prosecution
25 for a misdemeanor subject to the penalty provisions set forth in § 1-1-99.
26 Access to information that could be construed to be covered by *Garrity* will be
27 made available to the POB only by application in writing, and by majority vote
28 by the POB.

29 (c) Disciplinary Recommendations. The POB
30 may, in its discretion, recommend officer discipline from the Chart of
31 Sanctions for investigations that result in sustained civilian police complaints;
32 and may also recommend discipline based on any findings that result from
33 review of internal affairs investigations, including but not limited to officer

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1 involved shootings. Imposition of the recommended discipline is at the
2 discretion of the Chief of Police, but if the Chief of Police does not follow the
3 disciplinary recommendation of the POB, the Chief of Police shall respond in
4 writing, within thirty (30) days, with the reason as to why the recommended
5 discipline was not imposed.

6 (4) Reports to Mayor & Council. The CPOA shall submit a
7 semi-annual written report to the Mayor and City Council according to § 9-4-1-
8 10 herein. The CPOA Executive Director shall provide a quarterly oral report to
9 the City Council at a regular or special meeting.

10 (5) CPOA Policy Recommendations. The CPOA shall
11 engage in a long-term planning process through which it identifies major
12 problems or trends, evaluates the efficacy of existing law enforcement
13 practices in dealing with the same, and establishes a program of resulting
14 policy suggestions and studies each year. The CPOA's policy
15 recommendation process shall be as follows:

16 (a) The POB shall review and analyze policy
17 suggestions, analysis, studies, and trend data collected or developed by the
18 Administrative Office, and shall by majority vote recommend polices relating
19 to training, programs and procedures or other matters relating to APD. The
20 POB's policy recommendations shall be submitted to APD and to the City
21 Council. The POB shall dedicate a majority (more than 50%) of its time to the
22 functions described in this subsection.

23 (b) The Chief of Police shall respond in writing within
24 forty-five (45) days to any such policy recommendations by the CPOA, and
25 indicate whether they will be followed through standard operating procedures
26 or should be adopted as policy by the City Council, or explain any reasons
27 why such policy recommendations will not be followed or should not be
28 adopted.

29 (c) Within six months of its appointment, the POB
30 shall draft and approve policies, rules and procedures that ensure that the
31 POB shall dedicate a majority of its time to the functions described in this
32 subsection.

33 § 9-4-1-5 THE CPOA POLICE OVERSIGHT BOARD

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1 (A) **Composition.** The POB shall be composed of nine at-large
2 members who broadly represent the diversity and demographics of the City by
3 way of, including but not limited to, cultural, gender and geographic diversity;
4 and who are representative of the stakeholders of the police oversight
5 process, and who reside within the City of Albuquerque.

6 (B) **Qualifications.** In addition to the composition standards set
7 forth above, the following are the minimum qualifications for members of the
8 POB:

- 9 (1) Have not been employed by law enforcement for one
10 year prior to appointment; and
- 11 (2) Successfully pass a background check; and
- 12 (3) Personal history lacking any pattern of unsubstantiated
13 complaints against APD; and
- 14 (4) A demonstrated ability to engage in mature, impartial
15 decision making; and
- 16 (5) A commitment to transparency and impartial decision
17 making; and
- 18 (6) Residency within the City of Albuquerque.

19 (C) **Appointment of Members.** The City Council shall establish a
20 well-publicized, fair and equitable application process for appointment to the
21 POB. The City Council, through its staff, shall accept applications from
22 prospective POB members. Staff shall formulate recommendations for
23 appointments based on evaluation of the qualification criteria listed in
24 subsections 'A' and 'B' above and submit recommendations for
25 appointment(s) to the City Council for its approval. If a member is eligible for
26 reappointment, staff may suggest reappointment of that member without a
27 formal application process and the City Council may reappoint accordingly.

28 (D) **Membership Term.** POB members shall serve a maximum of
29 two three-year terms on a staggered basis so that no more than five of the
30 members are eligible for reappointment or replacement each year.

31 (E) **Removal of Members.** Any POB member may be removed for
32 cause by a two-thirds majority vote of either the POB itself or the City Council.
33 The appointment of any member who has been absent and not excused from

1 three consecutive regular or special meetings shall automatically expire
2 effective on the date the fact of such absence is reported by the POB to the
3 City Clerk. The City Clerk shall notify any member whose appointment has
4 automatically terminated and report to the City Council that a vacancy exists
5 requiring an appointment for the length of the unexpired term.

6 (F) Orientation and Training. Upon appointment or reappointment
7 POB members shall complete an orientation and training program consisting
8 of the following:

9 (1) Required Orientation. Prior to participation in any
10 meeting of the POB, a newly appointed member must first:

11 (a) Be trained by the CPOA staff or CPOA legal
12 counsel on CPOA and APD rules, policies, and procedures; and

13 (b) Attend at least one POB meeting as an observer
14 (except initial appointees).

15 (2) Required Training. Each POB member shall complete a
16 training program within the first six months of the member's appointment that
17 consists, at a minimum, of the following:

18 (a) Completion of the APD Civilian Police Academy;

19 (b) Civil Rights training;

20 (c) At least two (2) APD ride-alongs;

21 (d) Annual firearms simulation training;

22 (e) Internal Affairs training;

23 (f) Use of Force training, including a review and
24 familiarization with the APD Use of Force Policy;

25 (g) Equity and Cultural Sensitivity training; and

26 (h) Periodic additional training on items (b) through
27 (g) above, or other periodic training as determined by the Mayor, City Council
28 or the CPOA.

29 (3) Recommended Training. POB members are encouraged
30 to attend conferences and workshops relating to police oversight, such as the
31 annual NACOLE conference at City expense depending on budget availability.

32 (G) Chair. The POB shall elect one of its members as the
33 Chairperson and one as Vice-Chairperson, who shall each hold office for one

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1 year and until their successors are elected. No officer shall be eligible to
2 immediately succeed himself or herself in the same office. Officers shall be
3 elected in the month of March of each calendar year or upon vacancy of an
4 office to fill the remaining term.

5 (H) Subcommittees. The POB may appoint such subcommittees
6 as are deemed necessary or desirable for the purposes of §§ 9-4-1-1 through
7 9-4-1-14, provided that, membership on such subcommittees shall be limited
8 to POB members.

9 (I) Meetings. The POB shall conduct regularly scheduled public
10 meetings with a prepared agenda that is distributed in advance to the Mayor,
11 City Council, Chief of Police, and City Attorney, and that complies with the
12 New Mexico Open Meetings Act. Each POB meeting will begin with public
13 comments and only the regularly scheduled monthly meetings and special
14 meetings held pursuant to submission of petitions will be televised live on the
15 appropriate government access channel. All other meetings of the POB will
16 comply with the Open Meetings Act and shall be videotaped and aired on the
17 appropriate government access channel; however, there is no requirement for
18 providing live television coverage.

19 1. Public Comment. The POB shall allow general public
20 comment at each of its meetings, and the POB shall also allow comment on
21 each of its agenda items.

22 § 9-4-1-6 CPOA ADMINISTRATIVE OFFICE.

23 (A) The staff and administration of the CPOA shall be directed by
24 the CPOA Executive Director (the "Director").

25 (B) In addition to any other duties expressed or implied by this
26 ordinance the Director shall:

27 (1) Independently investigate, or cause to be investigated,
28 all civilian police complaints and prepare findings and recommendations for
29 review by the POB;

30 (2) Review and monitor all Internal Affairs investigations
31 including but not limited to officer involved shooting investigations. The
32 Director shall prepare and submit findings and recommendations to the POB
33 relating to officer involved shootings, and shall report on general trends and

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1 issues identified through monitoring or auditing of Internal Affairs;

2 (3) Provide staffing to the Police Oversight Board and
3 ensure that the duties and responsibilities of the CPOA are executed in an
4 efficient manner, and manage the day to day operations of the CPOA.

5 (C) The Administrative Office will receive and process all civilian
6 complaints directed against the Albuquerque Police Department and any of its
7 officers. The Director shall independently investigate and make findings and
8 recommendations for review by the POB for such civilian complaints, or
9 assign them for independent investigation by CPOA staff or an outside
10 independent investigator. If assigned to staff or an outside investigator, the
11 Director shall oversee, monitor and review all such investigations and findings
12 for each. All findings relating to civilian complaints and police shootings shall
13 be forwarded to the POB for its review and approval. For all investigations,
14 the Director shall make recommendations and give advice regarding Police
15 Department policies and procedures to the POB as the Director deems
16 advisable.

17 (1) Investigation of all civilian complaints filed with the
18 CPOA shall begin immediately after complaints are filed and proceed as
19 expeditiously as possible, and if an investigation exceeds a timeframe of nine
20 months the Director must report the reasons to the POB; and

21 (2) All civilian complaints filed with other offices within the
22 City authorized to accept civilian complaints, including the Police Department,
23 shall be immediately referred to the Director for investigation; and

24 (3) Mediation should be the first option for resolution of
25 civilian police complaints. Mediators should be independent of the CPOA,
26 APD, and the City, and should not be former officers or employees of APD. At
27 the discretion of the Director an impartial system of mediation should be
28 considered appropriate for certain complaints. If all parties involved reach an
29 agreement, the mediation is considered successful and no investigation will
30 occur; and

31 (4) The Director shall monitor all claims of excessive force
32 and police shootings. No APD related settlements in excess of \$25,000 shall
33 be made for claims without the knowledge of the Director. The Director shall

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1 be an ex-officio member of the Claims Review Board; and

2 (5) All investigations shall be thorough, objective, fair,
3 impartial, and free from political influence; and

4 (6) The Director shall maintain and compile all information
5 necessary to satisfy the CPOA's semi-annual written reporting requirements in
6 § 9-4-1-10.

7 (D) The Director shall have access to any Police Department
8 information or documents that are relevant to a civilian's complaint, or to an
9 issue which is ongoing at the CPOA.

10 (E) The Administrative Office shall staff, coordinate and provide
11 technical support for all scheduled POB meetings, publicize all findings and
12 reports, recommendations, and/or suggested policy changes.

13 (F) The Director shall play an active public role in the community,
14 and whenever possible, provide appropriate outreach to the community,
15 publicize the civilian complaint process, and identify locations within the
16 community that are suitable for civilians to file complaints in a non-police
17 environment.

18 (G) The Director shall be provided the necessary professional
19 and/or clerical employees for the effective staffing of the Administrative Office,
20 and shall prescribe the duties of these staff members. Such professional and
21 clerical employees will be classified City employees. All CPOA staff with
22 investigative duties shall be professional investigators trained in professional
23 investigation techniques and practices.

24 (H) The Director shall report directly to the POB and lead the
25 Administrative Office; independently investigate or supervise all
26 investigations of civilian complaints, audit all IA investigations of complaints,
27 recommend and participate in mediation of certain complaints, and supervise
28 all CPOA staff.

29 § 9-4-1-7 CPOA DIRECTOR QUALIFICATIONS AND SELECTION.

30 (A) Qualifications for the position of Director shall minimally
31 include the requirement of a law degree and experience in criminal
32 investigations.

33 (B) The Director will be a full-time contractual City employee to be

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1 selected as follows:
2 (1) The POB, through CPOA staff, shall accept applications
3 from candidates. The POB shall review the applications and interview
4 candidates, and submit to the City Council a ranked list of the three
5 candidates that it finds to be the best qualified to be the Director and the City
6 Council shall appoint the Director from the three by majority vote. The POB's
7 recommendation to Council shall be based on the candidates' integrity,
8 capability for strong management and abilities in investigations, law,
9 management analysis, public administration, criminal justice administration or
10 other closely related fields.

11 (2) In lieu of recommending three candidates to the
12 Council, the POB may recommend to the Council the reconfirmation of the
13 incumbent Director. Should the Council decline to reconfirm the incumbent
14 Director, the Council President shall notify the POB that it needs to provide
15 the Council with three alternate candidates pursuant to the provisions of
16 Subsection (B)(1). Should the Director not be reconfirmed, the current
17 Director may continue to serve in the same capacity until a new Director is
18 selected and approved by the City Council. If for some unforeseen reason
19 there is a period of time during which there is no Director, the City Council
20 may appoint a temporary Director of its choosing by a majority vote. A
21 temporary Director shall serve in that capacity only for a period not to exceed
22 six months.

23 (3) The term of the Director shall be for three (3) years.
24 Once confirmed, the Director may be removed only upon: 1) a
25 recommendation of removal to the City Council by the affirmative vote of two-
26 thirds (2/3) of the members of the POB; and 2) acceptance of the POB's
27 recommendation by a simple majority vote of the City Council.

28 § 9-4-1-8 CIVILIAN COMPLAINT PROCEDURES.

29 (A) Any person claiming to be aggrieved by actions of the Police
30 may file a written complaint against the department or any of its officers. The
31 POB shall submit rules and regulations governing civilian complaint
32 procedures to the City Council for approval, including rules and regulations
33 relative to time limits, notice and other measures to insure impartial review of

1 civilians' complaints against members of the police department. Anonymous
2 complaints shall be accepted.

3 (B) In cooperation with the POB, the Mayor shall designate civilian
4 City staff to receive written civilian complaints at various locations throughout
5 the City. The Police Department may also receive written complaints. The
6 party who receives the complaint shall immediately transmit all civilian
7 complaints for further investigation to the Director.

8 (C) After the investigation of a civilian complaint is completed, the
9 Director shall analyze all relevant and material circumstances, facts and
10 evidence gathered under the investigation. For each investigation, the Director
11 shall prepare investigation reports with proposed findings and
12 recommendations and submit them to the POB for its review and
13 consideration. The Director may share any disciplinary recommendations
14 with the Chief of Police in advance of their submission to the POB only as
15 necessary to help ensure timeliness pursuant to any applicable personnel or
16 union contract requirements. The POB shall review the proposed findings and
17 recommendations, and shall by majority vote of members present: 1) approve
18 the findings and recommendations as proposed; 2) approve other findings
19 and recommendations as determined by the POB and supported by the
20 investigation file; or 3) defer action on the matter to allow for further
21 investigation or analysis by the Director. As part of its review, the full
22 investigation file shall be made available to the POB. In its review of the
23 investigation file, the POB may review *Garrity* material or confidential material
24 only in a closed session as permitted under the New Mexico Open Meetings
25 Act. Access to information that could be construed to be covered by *Garrity*
26 will be made available to the POB only by application in writing, and by
27 majority vote by the POB. The POB shall maintain the confidentiality of any
28 *Garrity* material or records that are made confidential by law and is subject to
29 the same penalties as the custodian of those records for violating
30 confidentiality requirements. In addition to any other penalty, any POB
31 member or other person who violates the confidentiality provisions of this
32 section shall be removed from the POB, and shall be subject to prosecution
33 for a misdemeanor subject to the penalty provisions set forth in § 1-1-99. Upon

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1 approval of findings and recommendations by the POB, the Director shall
2 prepare and submit a public record letter to the civilian complainant, with a
3 copy to the Chief of Police, that outlines the findings and recommendations as
4 approved. Unless a hearing is requested by the civilian complainant, within 30
5 days of receipt of the decision of the POB, the Chief of Police shall notify the
6 POB and the original civilian complainant of his or her final disciplinary
7 decision in this matter in writing, by certified mail.

8 § 9-4-1-9 REQUESTS FOR HEARING; APPEALS OF DISCIPLINARY
9 DECISIONS.

10 (A) Requests for Hearing. Any person who has filed a civilian
11 complaint and who is dissatisfied with the findings and/or recommendations
12 approved by the POB may request reconsideration by the POB within thirty
13 days (inclusive of weekends and holidays) of receipt of the public record
14 letter. The POB may grant a request for reconsideration only upon a showing
15 by the complainant that: 1) a policy was misapplied in the evaluation of the
16 complaint; 2) that the findings or recommendations were arbitrary, capricious
17 or constituted an abuse of discretion, or 3) that the findings and
18 recommendations were not consistent with the record evidence. The POB
19 shall notify the Chief of Police of the request for hearing and hold a hearing on
20 the matter at its next regularly scheduled meeting provided that there is a
21 period of at least ten (10) days between the receipt of the request for hearing
22 and the next POB meeting. Upon close of the hearing the POB may modify or
23 change the findings and/or recommendations of the public record letter and
24 may make further recommendations to the Chief of Police regarding the
25 findings and/or recommendations and any discipline imposed by the Chief of
26 Police or proposed by the Chief of Police. Within 20 days of receipt of the
27 decision of the POB, the Chief of Police shall notify the POB and the original
28 civilian complainant of his or her final disciplinary decision in this matter in
29 writing, by certified mail.

30 (B) Appeals of the Disciplinary Decision. If any person who has
31 filed a civilian complaint under this ordinance is not satisfied with the final
32 disciplinary decision of the Chief of Police or any matter relating to the Chief
33 of Police's handling of his or her complaint, he or she may request that the

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1 Chief Administrative Officer review the complaint, the findings of the POB and
2 the action of the Chief of Police by requesting such review in writing within
3 thirty days (inclusive of weekends and holidays) of receipt of the Chief of
4 Police's letter pursuant to § 9-4-1-9(A). Upon completion of his or her review,
5 the Chief Administrative Officer shall take any action necessary, including
6 overriding the decision of the Chief of Police regarding disciplinary action, to
7 complete the disposition of the complaint. The Chief Administrative Officer
8 shall notify in writing, by certified mail, the complainant, the individual against
9 whom the complaint was filed, the Chief of Police and the Director, of the
10 results of his or her review and any action taken.

11 § 9-4-1-10 REPORTS.

12 The CPOA shall be responsible for regularly informing the Mayor, the
13 City Council, and the public by submitting semi-annual written reports that
14 include but are not limited to the following information:

15 (A) Data relating to the number, kind and status of all complaints
16 received including those complaints sent to mediation;

17 (B) Discussion of issues of interest undertaken by the POB which
18 may include suggested policy and/or procedural changes, a listing of
19 complaints and allegations by Council District, statistical ethnicity of subject
20 officers, statistical ethnicity of complainants, and updates on prior issues
21 and/or recommendations;

22 (C) The CPOA's findings and the Chief of Police's issuance of
23 discipline on those findings and the ongoing disciplinary trends of the Police
24 Department;

25 (D) Information on all public outreach initiatives undertaken by the
26 POB or the Director such as speaking engagements, public safety
27 announcements, and/or public information brochures on the oversight
28 process;

29 (E) The status of the long-term planning process identifying major
30 problems, policy suggestions, and studies as required by § 9-4-1-4(C)(5) of
31 this ordinance;

32 (F) Identification of any matters that may necessitate the City
33 Council's consideration of legislative amendments to this Police Oversight

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1 Ordinance; and

2 (G) The amount of time that the POB dedicated to the policy
3 activities prescribed by § 9-4-1-4(C)(5) relative to its other activities over the
4 past quarter.

5 § 9-4-1-11 EVALUATION.

6 Contingent upon funding, in the first six months of 2016 and at least
7 every four years thereafter, from adoption of this ordinance, the City Council
8 shall issue a Request for Proposal for an independent consultant to undertake
9 a complete evaluation and analysis of the entire police oversight process, and
10 recommend any necessary changes or amendments that would appropriately
11 improve the process.

12 § 9-4-1-12 SPECIAL MEETINGS.

13 On the petition of 1,000 or more civilians in the City of Albuquerque
14 filed in the Office of the City Clerk, the POB shall hold a special meeting for
15 the purpose of responding to the petition and hearing and inquiring into
16 matters identified therein as the concern of the petitioners. Copies of the
17 petition shall be filed with the POB by the City Clerk. Notice of such meeting
18 shall be given in the same manner as notice is given for other meetings of the
19 POB and shall comply with the State Open Meetings Act.

20 § 9-4-1-13 CONFIDENTIALITY.

21 The POB hearing process shall be open to the public to the extent
22 legally possible so that it does not conflict with state or federal law. However,
23 upon the opinion of the CPOA Attorney, some of the details of the
24 investigations of the Director, or the designated independent investigator,
25 shall become privileged and confidential. The details of investigations should
26 not be open to the public subject to the opinion of the CPOA Attorney and the
27 Director. Compelled statements given to the Director, or the designated
28 independent investigator, will not be made public. The Director may
29 summarize conclusions reached from a compelled statement for the report to
30 the POB and the Chief of Police, and in the public record letter sent to the
31 complainant. Nothing in this ordinance affects the ability of APD to use a
32 compelled statement in a disciplinary proceeding.

33 § 9-4-1-14 MANDATORY COOPERATION AGREEMENT.

1 The City Council believes that full participation and cooperation of all
2 parties involved is essential to the success of the new police oversight
3 process, and that APD hereby agrees and understands that its full cooperation
4 is necessary, hereby agrees to mandate that its officers provide honest and
5 truthful responses to all questions by the Director, CPOA staff or the
6 designated independent investigator. If any officer refuses to answer the
7 questions proposed to him or her by the Director, CPOA staff, or the
8 independent investigator, he or she may be subject to termination or
9 disciplinary action at the discretion of the Chief of Police. Compelled
10 statements given to the Director, CPOA staff or the designated independent
11 investigator, by a police officer will be used only for the Director's
12 investigation and the closed session review of the investigation file by the
13 POB, if any. The actual statement will remain confidential and will not be
14 included in a final report. The Director may summarize conclusions reached
15 from a compelled statement for the investigation report and in the public
16 record letter to the complainant."

17 **SECTION 2. SEVERABILITY CLAUSE.** If any section, paragraph, sentence,
18 clause, word or phrase of this ordinance is for any reason held to be invalid or
19 unenforceable by any court of competent jurisdiction, such decision shall not
20 affect the validity of the remaining provisions of this ordinance. The Council
21 hereby declares that it would have passed this ordinance and each section,
22 paragraph, sentence, clause, word or phrase thereof irrespective of any
23 provision being declared unconstitutional or otherwise invalid.

24 **SECTION 3. COMPILATION.** The ordinance amendment prescribed by
25 SECTION 1 shall amend, be incorporated in and made part of the Revised
26 ordinances of Albuquerque, New Mexico, 1994.

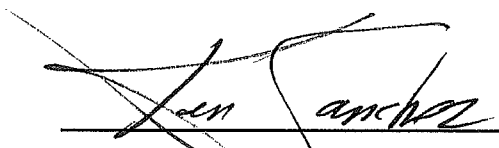
27 **SECTION 4. EFFECTIVE DATE.** This ordinance shall take effect five days
28 after publication by title and general summary.

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[- Bracketed/Strikethrough Material -] - Deletion

1 PASSED AND ADOPTED THIS 18th DAY OF September, 2014
2 BY A VOTE OF: 8 FOR 0 AGAINST.

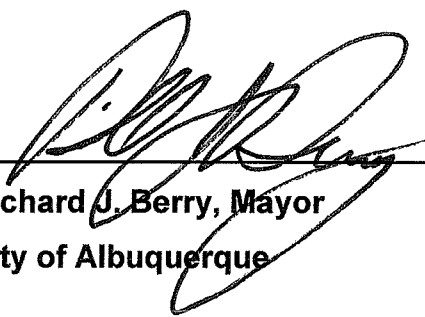
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4 Excused: Lewis

5
6 
7 _____
8 Ken Sanchez, President
9 City Council

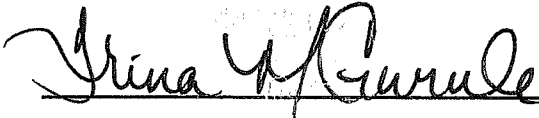
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APPROVED THIS 6th DAY OF October, 2014

17 Bill No. F/S(3) O-14-13

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20 _____
21 Richard J. Berry, Mayor
22 City of Albuquerque
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26 ATTEST:

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28 _____
29 Trina M. Gurule, Acting City Clerk

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R-2014-055

CITY OF ALBUQUERQUE
CITY COUNCIL

8/8/14

INTEROFFICE MEMORANDUM

TO: Richard J. Berry, Mayor

FROM: Jon K. Zaman, Director of Council Services



SUBJECT: Transmittal of Legislation

Transmitted herewith is Bill No. R-14-90 Appropriating Funding Within The General Fund For Fiscal Year 2015 To Provide Incentive Pay For Arson Investigators Within The Albuquerque Fire Department, Subject To Collective Bargaining (Sanchez), which was passed at the Council meeting of August 4, 2014 by a vote of 9 FOR AND 0 AGAINST.

In accordance with the provisions of the City Charter, your action is respectfully requested.

JKZ:mh
Attachment