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Police Practices Consulting, LLC

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Qualifications Summary

Professional law enforcement manager with over 43 years of experience in various small and large municipal police organizations. Serving as a Chief of Police in a small municipal agency and a Deputy Commander of Internal Affairs in a large agency, I have gained considerable knowledge and expertise in police procedures, law enforcement training; police pursuit tactics, use of force policies, electronic control weapons, recruiting, employee selection, assignment, supervision, evaluation, and retention; curriculum development; and policies and procedures design and implementation. I am a New Mexico Certified Law Enforcement Officer, and I hold Bachelor of Arts Degree (Sociology with an emphasis in Criminology) from New Mexico Highlands University. Additionally, I hold a Paralegal Certificate from the University of New Mexico. I am a Certified Practitioner of Police Oversight.

Experience: **City of Albuquerque**
Albuquerque Police Department
Albuquerque, New Mexico

03/20-01/26

Deputy Commander/ Investigations Manager
Internal Affairs Professional Standards

I retired from this position in January of 2026. I was appointed as a Deputy Commander in March of 2020 to assist the City of Albuquerque and the Albuquerque Police Department (APD) with its reform effort after the Department was sued by the United States for engaging in a pattern or practice of unconstitutional uses of force. My role was specifically to bring the Internal Affairs Professional Standards division into compliance with the Court Approved Settlement Agreement. Under the direction of a Commander, I directly supervised sworn Detectives, Civilian Investigators and support personnel. I was responsible for training all the Detectives and Investigators, as well as every new supervisor, in how to conduct proper and thorough misconduct investigations. I also conducted investigations there, usually involving high ranking members of the APD. In my role as Deputy Commander, I also was the Chairman of the Policy and Procedures Review Board (PPRB), a committee that met bi-weekly to review and approve policies and procedures of the APD. In that role, I was responsible for ensuring that all policies and procedures were based on best practices and the law, making sure the policies were CASA compliant. In my role, I was responsible for reviewing every misconduct investigation completed by the investigation staff. Numerous cases involved uses of force, both lethal and less than lethal. I reviewed and

approved all findings and conclusions made by the investigative personnel. In each case where discipline was warranted, I made written disciplinary recommendations to the discipline authority. In the six years I was there, I reviewed, assisted in, or conducted approximately 3000 misconduct investigations. Additionally, I am a Certified General Police Instructor and was, up until the time of my retirement, an adjunct instructor at the Albuquerque Police Department Academy, where I instructed basic recruits, Police Service Aides and Crime Scene Specialists on the role of Internal Affairs and the Social Media Policy.

City of Albuquerque
Civilian Police Oversight Agency
Albuquerque, NM

11/06 – 3/20

Assistant Lead Investigator

I was the Assistant Lead Investigator with the Police Oversight Agency, a civilian oversight agency established by ordinance that ensures prompt, impartial and fair investigations of all citizen complaints brought by individuals against the Albuquerque Police Department. While there, I conducted over 900 investigations into allegations of misconduct by APD officers. As part of my duties, I served as a member of the Standard Operating Procedures Review Committee, the Policy and Procedures Review Board, and the Office of Policy Analysis. In addition to conducting investigations and performing supervisory duties, I was responsible for working on many of the CASA related policies and procedures. While there I became a Certified Practitioner of Police Oversight issued by the National Association for Civilian Oversight of Law Enforcement.

Children, Youth and Families Department (CYFD)
State of New Mexico
Las Vegas, NM

09/03-11/06

Community Support Officer/ Surveillance Officer

I am proud of my work with the State of New Mexico Children Youth and Families Department, where I spent two years working with troubled youth and their families in Las Vegas, NM.

Bauer Investigation
Albuquerque, NM

07/03-11/06

Private Investigator

As a New Mexico licensed Private Investigator, I conducted numerous investigations relating to Property and Life Insurance Claims, Personal Injury Claims, and fatal Motor Vehicle Accidents.

City of Belen
Belen, NM

10/99-06/03

Chief of Police

As Chief of Police in Belen, I was able to take a small unorganized Department and transform it into a professional law enforcement agency resulting in a 25% overall reduction in crime in 3 and ½ years. I managed a 2.1 million dollar annual budget and I was responsible for the overall supervision of 35 employees. I was hired to assist the City of Belen in implementing a Federal Consent Decree involving the Belen Police Department. I was instrumental in implementing the requirements of the Consent Decree and as part of my involvement, all the pending litigation that came from the Consent Decree was settled and dismissed. I was responsible for changing and implementing new policies at the City of Belen Police Department and I implemented an entirely new Standard Operating Procedures Manual there.

City of Las Vegas Police Department
Las Vegas, NM

08/83-10/99

Police Officer, Investigator I, II, III, Patrol Sergeant, Narcotics Unit Commander, Investigations Commander, Lieutenant, Juvenile Crime Unit Commander, Deputy Chief of Police, Narcotics/Special Operations Commander,

I spent 16 and ½ years as a City of Las Vegas, NM Police Officer eventually rising to the rank of Deputy Chief. I supervised as many as 65 employees while I was the Deputy Chief of Police and I managed a 2 million dollar budget. One of my accomplishments there was starting the Region 4 Narcotics Task Force. The Task force, under my command, was able to take millions of dollars of narcotics off the streets of Las Vegas and surrounding communities.

During my tenure there, I held numerous positions within the Department. Many of those positions were Investigative positions. I investigated hundreds of crimes there including homicides, suicides, robberies, burglaries and general crime scenes. I am an experienced crime scene investigator.

I hold an Executive Level Training Certificate issued to me by the State of New Mexico Law Enforcement Academy. I have been trained in Basic and Advanced Crime Scene Investigation, Crime Scene Photography, Basic and Advanced Fingerprinting, Basic and Advanced Interviews and Interrogations, and numerous other law enforcement related areas. I am a Certified General Law Enforcement Adjunct Instructor, and I taught classes at the New Mexico Law Enforcement Academy for a number of years.

City of Albuquerque Police Service Aide
Albuquerque, New Mexico

08/82-08/83

Education: **New Mexico Highlands University, Las Vegas, NM** **May 1997**

Bachelor of Arts Degree in Sociology/Anthropology with an emphasis in Criminology. Minor in Political Science. 3.8 + GPA. Phi Eta Sigma National Honor Society.

University of New Mexico, Albuquerque, NM **1994**
Paralegal Certificate Course

I am a certified Paralegal and I am proficient in legal research and writings.

FBI Southwest Command College, Irvine, CA **2003**

New Mexico Police Officer Certification #84-0086-P **1984**

City of Albuquerque Police Academy **1982**

Awards: **Medal of Honor**
Award of Valor
Life Saving Medal (twice)
Employee of the Month
Charter Member NM Narcotics Officers Association
NM Sheriff and Police Association Officer of the Year Nomination
Perfect Attendance Awards
Certificate of Recognition New Mexico State Senate
Numerous letters of commendation
Fraternal Order of Police (Former Member)

Associations: **National Internal Affairs Investigators Association (NIAIA)**
National Association for Civilian Oversight of Law Enforcement (NACOLE)
Fraternal Order of Police (Former Member)
Former Member FBI/ Law Enforcement Executive Development Association (LEEDA)