

DEPARTMENT OF PUBLIC SAFETY

LEGISLATIVE FINANCE COMMITTEE

NOVEMBER 14, 2017

SCOTT WEAVER
Cabinet Secretary

PETE KASSETAS
Chief / Deputy Cabinet Secretary
Law Enforcement Operations

AMY ORLANDO
Deputy Cabinet Secretary
Statewide Law Enforcement Support Program
Administrative Services Division





In the past 363 days....

- Created a retention incentive for retirement eligible State Police officers (Slides 14, 15)
- Graduated an additional 19 officers in a lateral academy
- Forged out a step increase for officers from general fund (Slide 16)
- Restructured State Police Training and Recruiting Division
- Created a social media unit
- Completed dispatch center consolidation to 3 centers (Slide 22)
- Drastically reduced our forensic backlog (Slides 26, 27) to include state-wide SAEK backlogs
- Completed CAD (Computer Aided Dispatch) 11 year old system (Slide 28)
- Remodeled portion of forensic lab in Santa Fe to accommodate additional DNA scientists
- Initiated process to modernize Concealed Carry unit
- Initiated process to modernize LEA IT data systems and infrastructure
- Modernized Fleet Management System
- Modernized State Police/DPS Internal Affairs Data Systems
- Initiated Processes to purchase Record Management System.
- Certified 412 officers from Basic Academy (Slide 25)
- Unfortunately...Went from #3 to # 2 as the most violent state in the country (Slides 3 thru 6)



A Disturbing Trend – New Mexico Now Ranked **2nd** in State Violent Crime Rate (2016)



New Mexico's violent crime rate: **702** incidents per 100,000 people – up from 656 in 2015.

New Mexico has moved from 3rd to 2nd most violent state in the country.

Well above the national rate of **397** incidents per 100,000 people.

The violent crime rate, including murder and aggravated assault, rose by nearly **7%** in New Mexico last year versus the national increase of **4%**.

New Mexico 2016 Violent Crimes:

- * **Violent crimes per 100,000 people: 702.5**
- * **Total number of violent crimes: 14,619**
- * **Total 2016 murders: 139**
- * **Total rapes: 1,526**
- * **Total Robberies: 2,737**
- * **Total Aggravated Assaults: 10,217**



A Troublesome Trend Continues – New Mexico Now Ranked 1st in Property Crime Rate (2016)

New Mexico's property crime rate has risen 6.1% from 2015: **3,937.1** incidents per 100,000 people – **New Mexico now has the highest property crime rate of all states.**

Property crimes include burglary, larceny, and motor vehicle theft. The national rate of property crime dropped again by 2% to 2,450.7 incidents per 100,000 people.

In New Mexico:

- Burglary rose by 1.1%
- Larceny-theft rose by 2.7%
- Motor vehicle theft rose by 35.8% to 564.3 thefts per 100,000 citizens

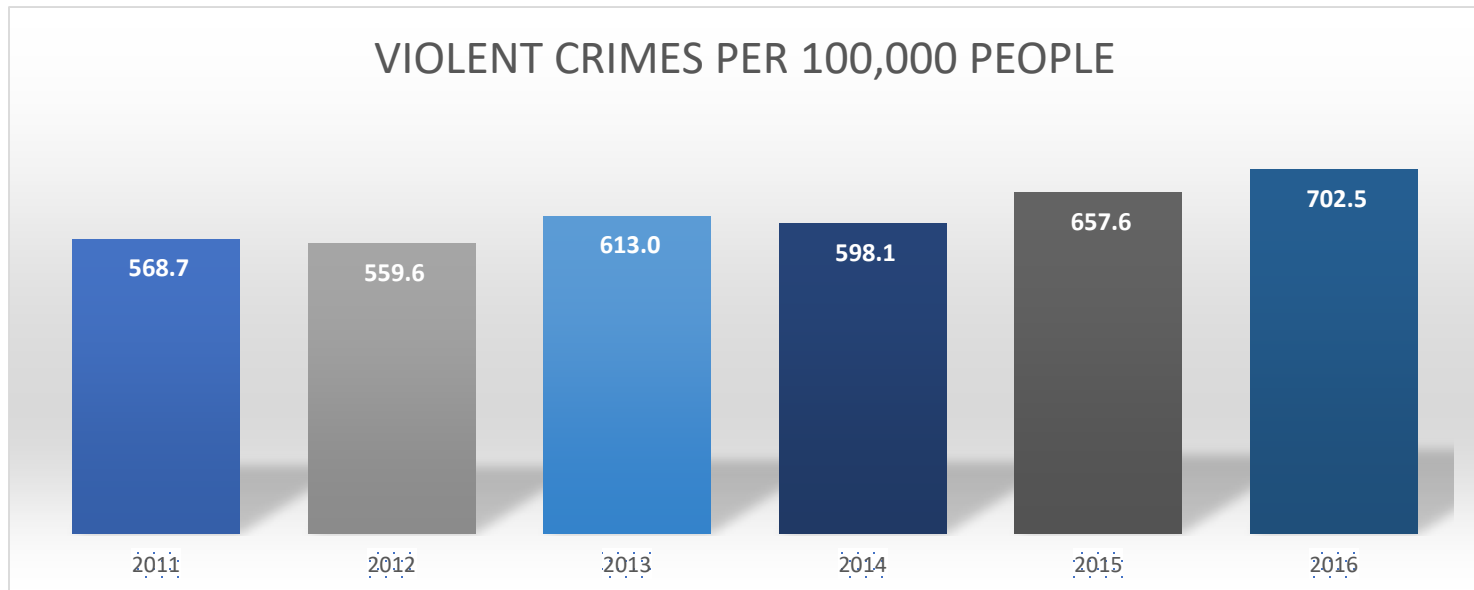
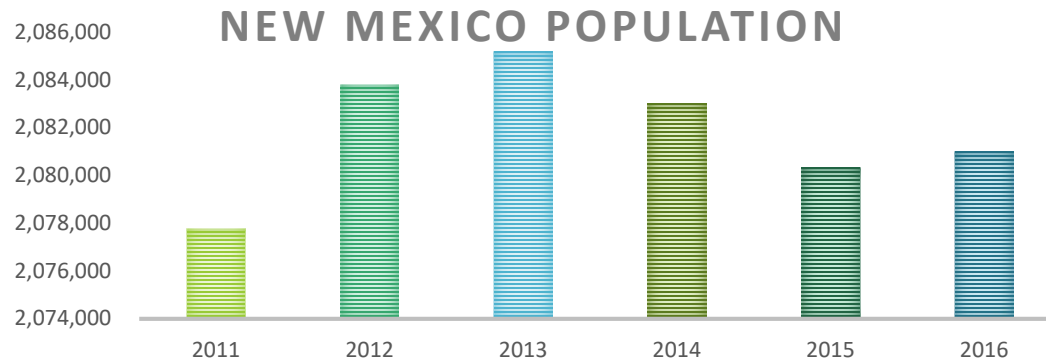
Albuquerque 2016:

- 6,245 violent crimes
- 61 murders or non-negligent manslaughter
- 47,976 property crimes

64 murders YTD 2017 in ABQ as of October



NEW MEXICO'S POPULATION HAS GONE DOWN, BUT CRIME CONTINUES TO INCREASE



Source: US Census Data, FBI Unified Crime Reporting (UCR) Data

NM DEPARTMENT OF PUBLIC SAFETY



NEW MEXICO'S POPULATION HAS GONE DOWN, BUT
CRIME CONTINUES TO INCREASE (cont.)



Source: FBI Uniform Crime Reporting (UCR) Data



PRIMARY VULNERABILITIES:

1. New Mexico's crime rate and reputation.
2. Increasing reliance on NMSP by local / county law enforcement agencies.
3. Forensic casework demands.
4. Keeping DPS critical positions filled.
5. Manage the increasing demands on the base budget.

PLAN OF ATTACK:

1. Continuing efforts to hire and retain more officers including changes of approach for recruiting and training.
2. Ensure the Investigations Bureau and specialty teams have sufficient resources directed to the demands.
3. Increase capacity of the State Forensic Laboratories (personnel, equipment, space).
4. Hire and retain key staff at a competitive salary.
5. Maintain crime reduction programs across the state



How NMSP Fights Crime Across New Mexico

- Impact operations that target **high crime/focused areas** or individuals with warrants committing crimes
- Narcotic operation **undercover operations** related to drug trafficking organizations operating in NM
- Joint agency operations with Corrections Department, APD and other agencies statewide to better utilize manpower and focus efforts **collectively to combat crime**
- Data-driven officer resource deployment based on crime and crash incidents to **efficiently use the limited** resources of NMSP
- Targeted repeat offender and criminal apprehension **focused on criminal elements that are responsible for the majority of crime** in NM
- Criminal interdiction/K9 unit focused on the transporting illegal narcotics through NM
- Focused effort for services in rural areas of NM that do not have local law enforcement resources available

NM DEPARTMENT OF PUBLIC SAFETY



SERVICES & SUPPORT FOR

LOCAL LAW ENFORCEMENT / RURAL COMMUNITIES

NMSP Uniform Bureau provides primary support and response to calls-for-service:

- Traffic/DWI enforcement
- Emergency accident response
- Accident investigation
- Domestic violence
- Property crime
- Other criminal investigations
- Assistance for other

NMSP Investigations Bureau provides high level criminal investigative services:

- Violent crime
- Narcotic-related investigations
- Public corruption
- Expert crime scene processing
- Officer involved shooting investigations
- Alcohol & tobacco enforcement & investigation

NMSP Special Operations Bureau provides specialized unit response for local law enforcement agencies:

- ✓ Explosive detection, dismantle & disposal;
- ✓ Dive Team
- ✓ Aircraft
- ✓ Tactical Team (SWAT) response services:
 - ✓ High-risk warrant service
 - ✓ Hostage rescue
 - ✓ Fugitive apprehension
 - ✓ Active shooter response

Commercial Vehicle Enforcement Bureau provides specialized commercial vehicle enforcement:

- ❖ Commercial vehicle crash investigations.
- ❖ Backup on calls-for-service in rural communities with limited local law enforcement resources.
- ❖ Training of law enforcement and industry on basic commercial motor vehicle safety enforcement.
- ❖ DWI enforcement, crash reduction efforts, saturation patrols, and enforcement ops.



NMSP SPECIALTY TEAM CALLOUTS AND ASSISTANCE TO OTHER LAW ENFORCEMENT AGENCIES – FY17

<p>Officer involved shooting investigations:</p> <ul style="list-style-type: none">• 5 for NMSP• 29 for other agencies <p>Crime Scene Team:</p> <ul style="list-style-type: none">• 128 for NMSP• 51 for other agencies	<p>Tactical Team</p> <ul style="list-style-type: none">▪ 45 missions for NMSP▪ 49 for other agencies <p>Bomb Team</p> <ul style="list-style-type: none">▪ 64 missions for NMSP▪ 41 for other agencies
<p>Dive Team</p> <ul style="list-style-type: none">✓ 6 missions for NMSP✓ 13 for other agencies <p>Crash Reconstruction Unit</p> <ul style="list-style-type: none">✓ 49 for NMSP✓ 21 for other agencies	<p>Aircraft Section</p> <ul style="list-style-type: none">❖ 159 missions for NMSP❖ 26 for other agencies <p>Motorcycle Unit</p> <ul style="list-style-type: none">❖ 30 missions for NMSP❖ 16 for other agencies



ALL NMSP SERVICES ARE PROVIDED TO OTHER AGENCIES
FREE OF CHARGE



UNIFORM AND CVE TRAFFIC ENFORCEMENT

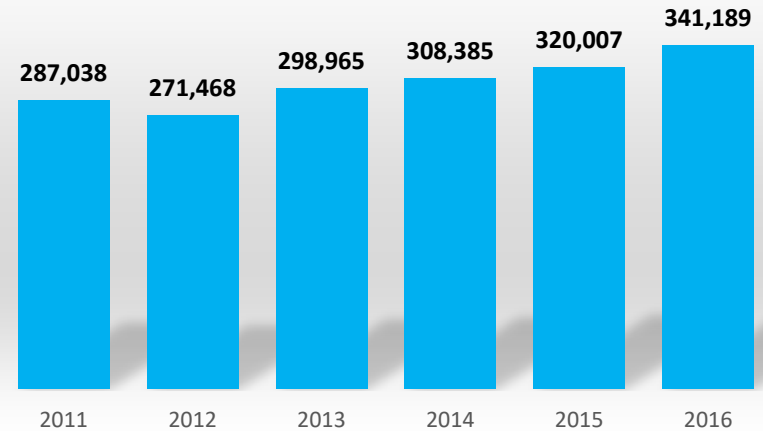
Primary focus – address DWI and quality of life issues in New Mexico through:

- **High visibility patrols** and
- **Proactive police work** –

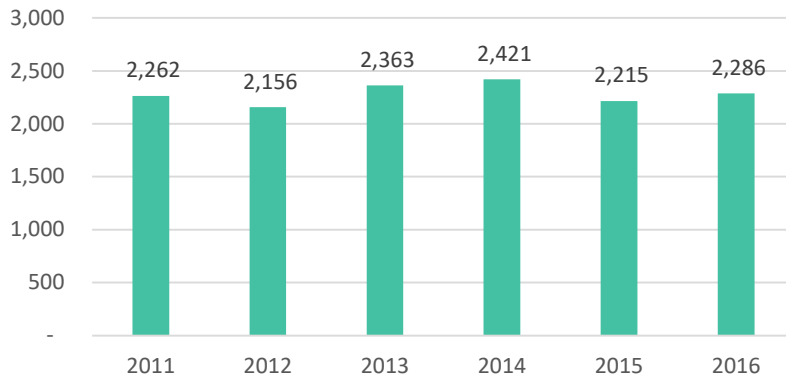
NMSP is the primary law enforcement force in many areas of NM:

- Continual analysis to identify new or emerging trends in crime or crash patterns;
- Resources directed to high crash and high crime areas based on available data.

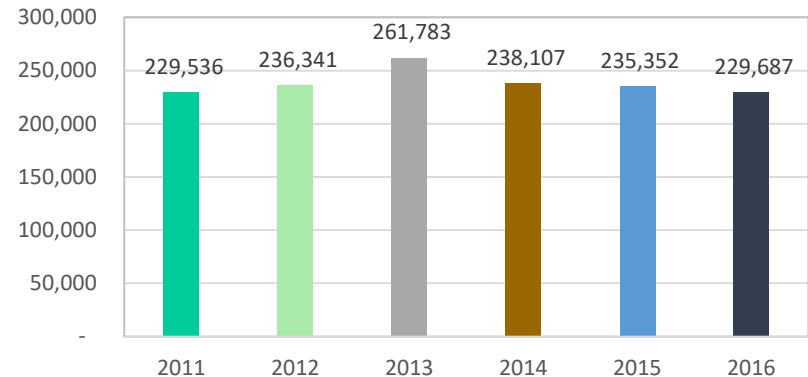
NMSP Calls for Service



DWI Arrests



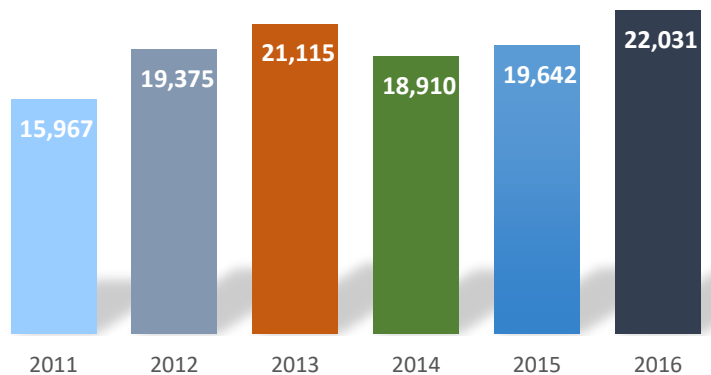
Non-CMV Traffic Citations Issued



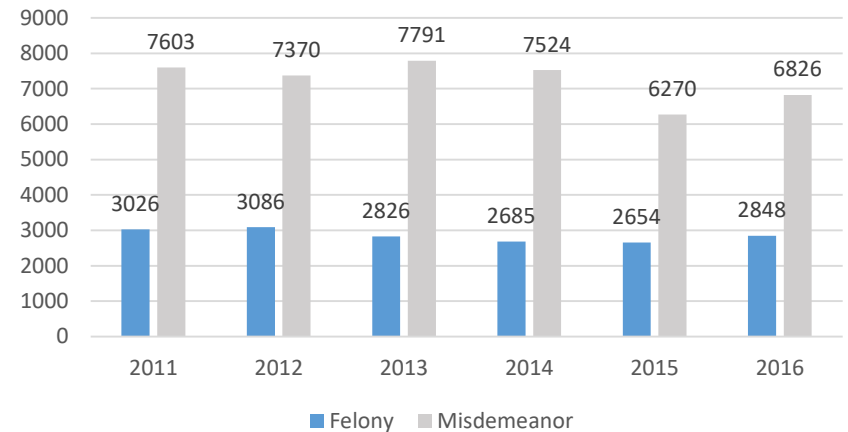


UNIFORM, CRIMINAL INVESTIGATION & EMERGENCY RESPONSE

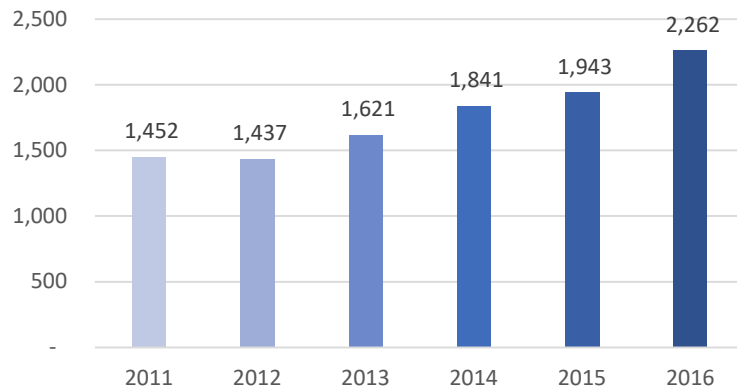
Criminal Cases Investigated



Criminal Arrests



Narcotic Arrests



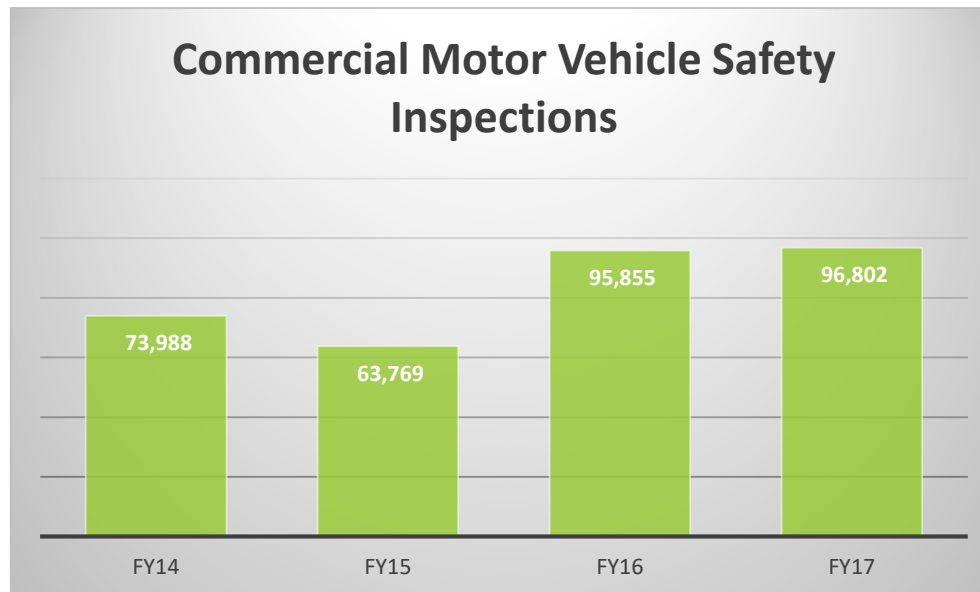
Controlled Substance Seizures:

- 503 lbs. of methamphetamine
- 161 lbs. of heroin
- 502 lbs. of cocaine
- 34 lbs. of fentanyl



NMSP COMMERCIAL VEHICLE ENFORCEMENT

- **Safety Inspections** – During FY17, the NMSP CVE conducted 96,802 commercial vehicle safety inspections.
- 30,424 Commercial Motor Vehicle Citations were issued.
- NMSP patrol officers are being trained in advanced CVE enforcement, augmenting the impact on highway safety.
- Thermal readers have been installed in multiple ports of entry that detect defective brakes and tires, enhancing safety on NM highways.





LAW ENFORCEMENT PROGRAM OFFICER RECRUITMENT, TRAINING AND RETENTION

DPS is constantly striving to improve training and retention of officers.

RECRUITMENT AND TRAINING:

- It costs the taxpayer \$50,000+ per officer to train a new NMSP officer:
- NMSP continues to developed “outside the box” strategies to improve recruitment and recruit school graduation rates including:
 - Recruitment for recruit schools well in advance (1-2 years) to attract applicants who are seeking employment in the near future (e.g. leaving military, graduating college);
 - Establishing an approach to recruit training based on enhancing physical and technical skills during the school while acknowledging and building on individual strengths.





OFFICER RECRUITMENT, TRAINING AND RETENTION (cont.)

RECRUITMENT AND TRAINING (cont.) :

- Less emphasis on a military approach to recruit training, more emphasis on individuality and assessing the recruit's ability to function effectively after recruit school;
- Creation of dedicated, full-time recruitment officer positions;
- DPS implemented a lateral hire bonus, providing \$8,000 to officers who succeed in joining the NMSP.

LATERAL HIRES:

- NMSP held a very successful Lateral Hire School in Summer 2017, graduating **19 lateral hire officers** to the ranks.


RETENTION - Maximizing the retention of experienced, proven officers is critical:

- DPS implemented a retention bonus which has succeeded in improving retention of officers who are retirement eligible, resulting in reducing the retirement rate from 61% (avg. 2012-2016) to 18.2% for the second half of FY2017 (plan implemented January 2017).



INVESTMENT IN NMSP OFFICER STRENGTH

The Legislature and the Governor have supported \$7,457,000 in officer pay plan appropriations FY15-17. In FY18, DPS implemented an unfunded \$1.3 million step increase plan for NMSP officers, carved out of a decreased budget vs FY17. Budget was found by digging deep, as **officer retention is DPS's #1 priority.**

 DPS has prioritized unfunded investment in the officer pay plan, carving out an additional \$2,250,000 in funding in the past four years from the base budget to improve our market position and competitiveness.

However, despite the investment in funding, NMSP officer starting pay remains 6th in the market and 8th based on officer pay after one year of service.



January 09,
2017

Chief Kassetas:

Recruit [REDACTED] decided to leave the academy today. Please read below the reasoning Recruit [REDACTED] provided in his IDC during his exit interview.

"I, Recruit [REDACTED] am leaving the academy because I would not want my children to not grow up without a father if something were to happen to me while on duty. I also worry that there might be a possibility that my family would be at risk or a target if I were to become an officer. All the examples of all the things that could go wrong while on and off the job started weighing on my mind and made me rethink my career choice."



NM DEPARTMENT OF PUBLIC SAFETY

THE CHALLENGES OF MAINTAINING NMSP OFFICER STRENGTH

DPS is experiencing difficulty in attracting recruits – Starting pay is 6th in the market, and pay after the 1st year of service is **8th in the market.**

PATROL OFFICER	Rank on Starting Pay	Sign On Bonus/ Accelerated Pay	Number of Incumbents	Starting Salary	Salary At 1 Year Service	Rank on 1 Year of Service	Maximum Salary in Pay Plan*
Carlsbad	1		32	\$26.48	\$27.61	2	\$32.73
Hobbs	2	\$5K/year for 5 years	75	\$24.78	\$25.28	4	\$31.84
Los Alamos	3		24	\$23.98	\$24.23	5	\$28.99
Farmington	5	\$15K in state lateral sign on bonus	94	\$22.27	\$23.39	7	\$30.65
San Juan	4	\$4K for up to 2 years \$5K 2-3 years \$6k 3+ years service	45	\$22.80	\$23.72	6	\$27.81
NMSP	6		464	\$21.62	\$22.27	8	\$26.44
Roswell	7	\$5000 for lateral hire	71	\$21.42	\$22.06	9	\$26.34
Bernalillo County	8	\$25.03 after 1 year	248	\$20.75	\$25.78	3	\$27.45
Albuquerque	9	\$5K sign on bonus	666	\$20.44	\$28.00	1	\$30.50
Rio Rancho***	10		83	\$20.30			\$26.45
Las Cruces	11		122	\$19.96	\$21.52	10	\$31.79
SFPD**	12		98	\$19.31	\$19.56	12	\$31.51
Santa Fe County	13		53	\$19.29	\$19.48	13	\$30.72
Dona Ana	14		89	\$17.83	\$21.00	11	\$28.93

* Includes longevity pay off of top step if applicable

** 2nd Step approximated as LEA does not use seniority for step movement

*** Unknown 2nd year step pay

NM DEPARTMENT OF PUBLIC SAFETY

OFFICER STRENGTH UPDATE



Current and Projected Officer Strength **If no Funding Received for a 2nd School in FY19:**

Time Period	Strength at Beginning of Period	Resigned/Terminated	Known # Eligible for Retirement	% of Retirees Elig. Actually Retiring	# Retiring	Total Separations	Recruit/Lateral School Graduates	Reinstatements	Officer Strength as of End of Time Period	Vacancy Rate (Total Positions)	Number of Vacant Positions
DPS LEP MERGER 7/1/15	658								658	11.3%	84
Actual July-Dec 2015	658	13	40	33%	13	26	35	1	668	10.0%	74
Actual Jan-June 2016	668	15	29	28%	8	23	24	1	670	9.7%	72
Actual July-Dec 2016	670	15	36	22%	8	23	0	3	650	12.4%	92
Actual Jan-June 2017	650	15	33	18.2%	6	21	24	1	654	10.7%	78
Projected July-Dec 2017	654	21	36	25.0%	9	30	20	1	645	11.9%	87
Projected Jan-June 2018	645	15	30	22.0%	7	22	35	1	659	10.0%	73
Projected July-Dec 2018	659	15	37	65.0%	25	40	0	1	620	15.3%	112
Projected Jan-June 2019	620	15	19	35.0%	7	22	35	1	634	13.4%	98
Projected July-Dec 2019	634	15	26	35.0%	10	25	0	1	610	16.7%	122
Projected Jan-June 2020	610	15	25	35.0%	9	24	35	1	622	15.0%	110

Color indicates retention incentive in play.

RECAP SEPARATIONS/HIRES:	Retirement Eligible	Total Separations	Total Hires	Net Increase Per Year
Total FY16	42	49	61	12
Total FY17	41	44	28	-16
Total Projected FY18	39	52	57	5
Total Projected FY19	43	62	37	-25
Total Projected FY20	34	49	37	-12



LIVES ON THE LINE / Violence Against Police Officers

Nationwide officer line of duty deaths in 2016:

- 118 officers; a 37% increase over 2015
 - 66 officers were killed, a 37% percent increase
 - 17 were ambushed

Assaults against New Mexico officers:

- Five officers were feloniously killed in NM 2015-2016
- In 2016, 500 NM officers were assaulted – 16.7% increase from 2015

NM DEPARTMENT OF PUBLIC SAFETY



August
2017

NM DEPARTMENT OF PUBLIC SAFETY



LAW ENFORCEMENT PROGRAM – Communications Bureau

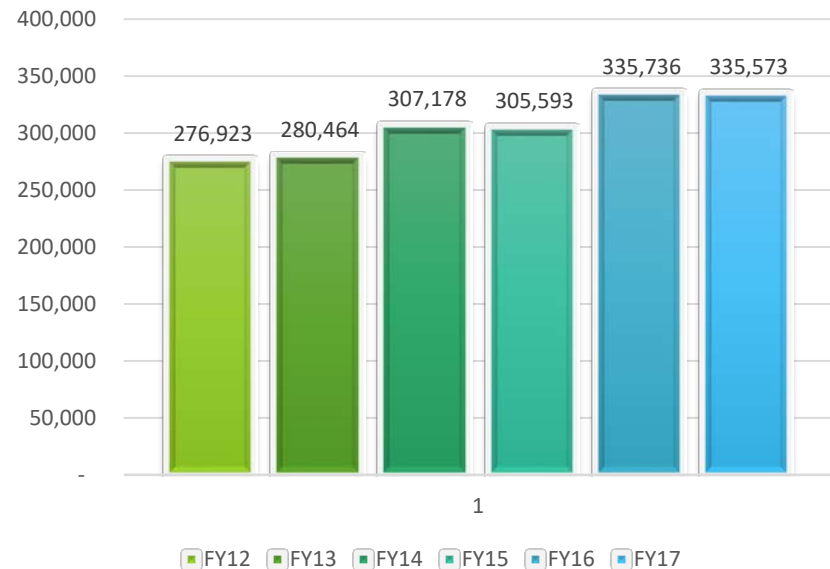
As of Fall FY18, NMSP Communications Bureau has consolidated eight dispatch centers into three central dispatch centers:

- ❖ Northcom – Las Vegas
- ❖ Cencom – Albuquerque
- ❖ Southcom – Las Cruces

Communication Center centralization improves public safety for citizens and the officers, and is much more efficient than the current structure.

All dispatchers affected by the centralization were offered positions at the open centers or elsewhere within the DPS.

NMSP COMMUNICATIONS BUREAU
CAD (Dispatch) EVENTS





LAW ENFORCEMENT PROGRAM ROLE IN NEW MEXICO PUBLIC SAFETY

Assisting other law enforcement and criminal justice agencies is a key role for NMSP. However, all services provided by NMSP are at risk as:

Recruitment of officers remains challenging.

Every time an officer leaves there is a domino effect on the State.

NMSP dispatch services, including 911 in some areas, are the last level of defense and protection of officers and the public.

These dispatch services have been at serious risk due to extremely high turnover during the past several years.

NM DEPARTMENT OF PUBLIC SAFETY

STATEWIDE LAW ENFORCEMENT SUPPORT & PROGRAM SUPPORT



The other divisions of DPS also provide support to all law enforcement/ criminal justice agencies in the state:



The Law Enforcement Academy trains officers and dispatchers for service in law enforcement agencies and dispatch centers around the State.



The Forensic Laboratory Bureau provides forensic casework in four disciplines.



The Information Technology Division provides data sharing / access to multiple systems with criminal history, crime data, etc.



Program Support manages millions in grants provided the NM sub-recipients in support of local law enforcement, forensic casework, and other law enforcement \ correctional programs.

These services are provided **FREE OF CHARGE.**



MEW MEXICO LAW ENFORCEMENT ACADEMY (NMLEA)

- Directly provided basic officer training and certification to **412 officers** from law enforcement agencies around the state in FY17
 - Certify and oversee **8 Law Enforcement Academies** around NM (Note: NMSP is 1 of 8 separate Academies responsible to the NMLEA)
 - Directly train and certify dispatchers to serve all law enforcement agencies in NM; **166 total dispatchers certified** in FY17
 - In-service training required biennially for 5600 NM officers and 900 dispatchers
 - 1,142 advanced officer training certifications were issued in FY17
- NMLEA adjudicates misconduct/complaint cases against officers and dispatchers
 - NMLEA received 72 misconduct cases and adjudicated 54 in FY17
 - In FY17, 75% of all complaint cases were reviewed and adjudicated

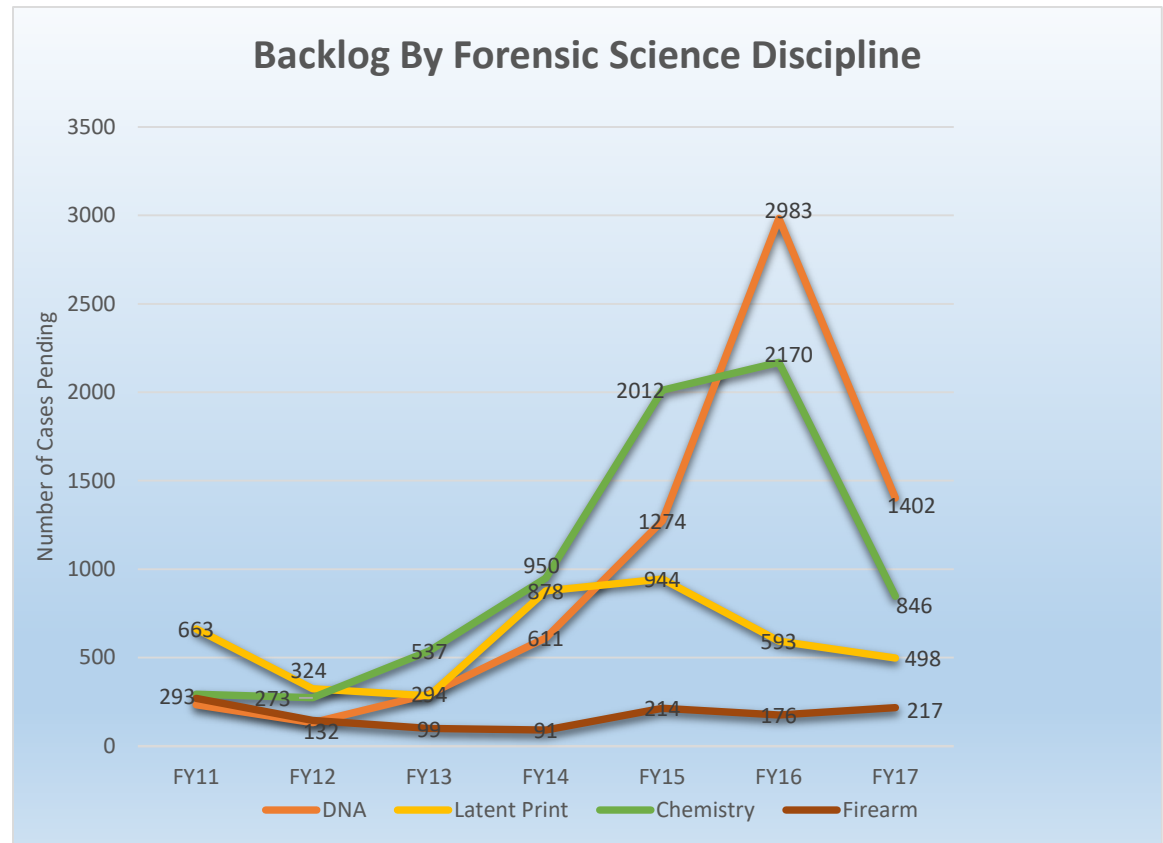




FORENSIC LABORATORY BUREAU

Forensic Services:

- DNA / Serology
- Latent Prints / Footwear / Tire Track
- Controlled Substance Analysis (Chemistry)
- Firearms / Toolmarks / Serial Number Restoration





SPECIAL PROJECTS UPDATE - UNTESTED SEXUAL ASSAULT KITS

- ❖ DPS received \$1.2 million in special funding FY16/17.
- ❖ 1,130 kits have been received to date.
- ❖ To date, 638 kits have been tested of which 201 had DNA profiles eligible for entry into the DNA criminal database (CODIS).
- ❖ 76 tested kits have returned with identifiers from CODIS
- ❖ DPS hired 3 additional term DNA Scientists specifically for this project in January 2017.
- ❖ DPS has also dedicated 2 full-time staff, with additional overtime, to test these kits beginning July 2016.
- ❖ DPS successfully applied for a \$2 million grant to the Department of Justice to fund the remaining need – 1 of only 12 nationwide awards in 2016!
- ❖ The grant will also provide funding for a case tracking and reporting database, local outreach and training for law enforcement agencies, victim advocacy and community leadership.



SPECIAL PROJECTS UPDATE- **COMPUTER AIDED DISPATCH (CAD)**

CAD is used to **dispatch both emergency and non-emergency calls to officers**, provide Automatic Vehicle Location (AVL) for officer vehicles to improve officer safety, and provide access to criminal history to officers.

CAD is essential in providing rapid response from NMSP to crime/incident scenes.

The new CAD system was implemented successfully in late July of 2017. The new CAD provides critical updated mapping features, improves dispatch functions is or will soon be utilized by other local law enforcement agencies such as:

- ❖ Luna, Sierra and Mora counties
- ❖ NM Game and Fish
- ❖ NM Corrections Department

Other agencies have reached out to DPS to join the new CAD system including Federal, state and local agencies.

When combined with an updated Records Management System (RMS), we will have the ability to mine high quality data to improve law enforcement operations around the State.



DPS CAPITAL and C2 (IT) PROJECT REQUESTS

- ❖ **NMSP Helicopter – \$10,100,000** - the current helicopter has ongoing, expensive emergency and routine maintenance costs, and is not capable of fully performing safely for NMSP missions, even basic rescue missions.
- ❖ **DPS Statewide Facilities upgrades - \$2,745,000** – multiple DPS facilities are in urgent need of upgrades including port of entries statewide.
- ❖ **NMSP District 1 New Facility – \$700,000** in 2019 for plan and design - originally built in 1969, the current building is too small to meet current NMSP operational needs, does not support efficient operations, and is not code compliant; renovation is not an option due to asbestos and lead issues.
- ❖ **Records Management System (RMS) - \$4,275,000** to purchase a records management system to capture and maintain accurate, easily accessible records of law enforcement and public safety data. The RMS will improve access to information, expedite intelligence sharing and enable precision in resource deployment.



THANK YOU! QUESTIONS?