

# DEPARTMENT OF PUBLIC SAFETY

## LEGISLATIVE FINANCE COMMITTEE

November 18, 2015

**GREGORY J. FOURATT**

Cabinet Secretary

**PETE KASSETAS**

Chief/Deputy Cabinet Secretary  
Law Enforcement Operations

**SCOTT WEAVER**

Deputy Cabinet Secretary  
Statewide Law Enforcement Support Program  
Administrative Services Division



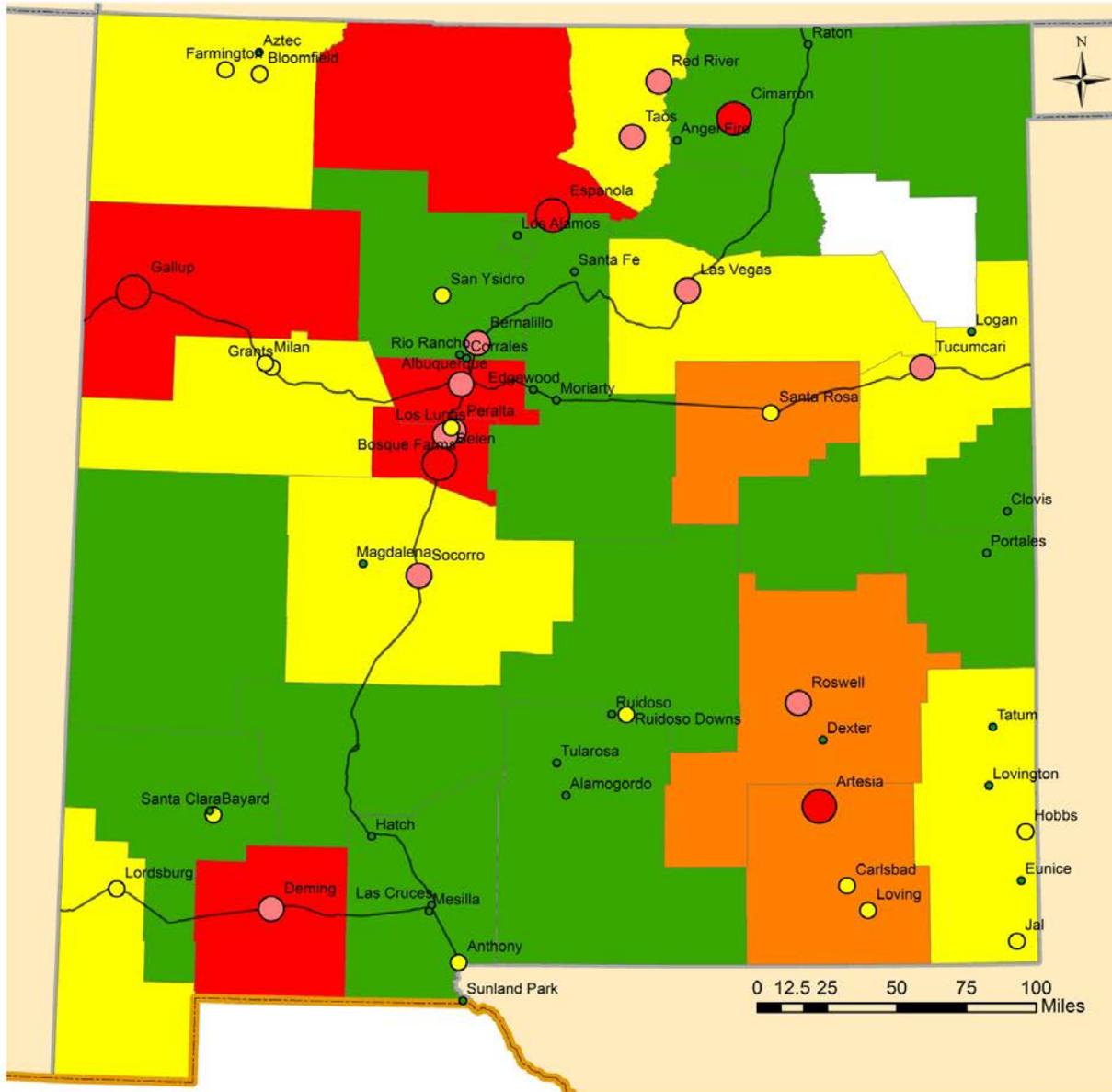


# Bottom Line: National Ranking

2014 Uniform Crime Rate (UCR) Data

- New Mexico: 3<sup>rd</sup> most violent state (Behind Alaska and Tennessee)
  - 64% higher than the national average
  - 54% higher than the southwest US average
- Albuquerque: 25<sup>th</sup> most violent of 76 U.S. cities with population >250,000
  - Albuquerque's violent crime rate is 2.4 times higher than national average
- Highest Ranking NM Cities:
  - Espanola 21<sup>st</sup> most violent city of 9345 overall
  - Gallup 32<sup>nd</sup>
  - Belen 35<sup>th</sup>
  - Albuquerque 414<sup>th</sup>

# NM DEPARTMENT OF PUBLIC SAFETY



New Mexico 2014  
UCR Violent  
Crime Rates  
(Top 30 Populous Cities  
w/ County UCR Rates)

### VC Rate (Per 100,000 Residents)



National - Average Violent Crime  
per 100,000 residents:  
365.5



No Data Reported:  
Harding County

# NM DEPARTMENT OF PUBLIC SAFETY



- murder
- forcible rape
- robbery
- aggravated assault

## Violent Crime Rates for the Top 30 Cities in New Mexico

	Population	2012	2013	2014	
US (rate of violent Crime)	386.9	367.7	365.5		
8	Albuquerque	558,874	192%	211%	242%
	Las Cruces	102,113	101%	88%	79%
	Rio Rancho	92,965	58%	49%	52%
	Santa Fe	70,438	123%	23%	95%
	Roswell	48,636	161%	174%	209%
	Farmington	45,289	272%	173%	182%
	Clovis	39,820	NA	185%	99%
	Hobbs	36,545	172%	229%	184%
	Alamogordo	31,546	74%	68%	81%
	Carlsbad	28,038	137%	140%	140%
2	Gallup	22,359	480%	567%	587%
	Los Alamos	17,703	83%	48%	65%
9	Los Lunas	15,378	NA	228%	221%
	Sunland Park	15,270	251%	18%	29%
5	Deming	14,548	145%	272%	292%
6	Las Vegas	13,603	234%	234%	263%
	Portales	12,524	NA	176%	50%
	Lovington	11,693	104%	76%	23%
4	Artesia	11,519	272%	344%	363%
	Silver City	10,273	214%	288%	NA
1	Espanola	10,171	676%	598%	713%
	Anthony	9,340	NA	165%	114%
	Grants	9,264	NA	156%	157%
10	Socorro	8,879	222%	227%	210%
	Corrales	8,477	15%	29%	29%
7	Bernalillo	8,336	NA	203%	259%
	Ruidoso	7,949	NA	75%	83%
	Bloomfield	7,724	NA	220%	103%
3	Belen	7,228	NA	653%	530%
	Aztec	6,530	93%	106%	96%

	Population	2012	2013	2014	
US (rate of violent Crime)	386.9	367.7	365.5		
	Albuquerque	558,874	749.71	774.86	882.85
	Las Cruces	102,113	394.69	325.47	288.90
	Rio Rancho	92,965	225.79	182.00	188.24
	Santa Fe	70,438	481.45	83.40	346.40
	Roswell	48,636	629.33	641.61	764.87
	Farmington	45,289	1,061.15	635.09	664.62
	Clovis	39,820	?	680.65	361.63
	Hobbs	36,545	668.73	843.76	673.14
	Alamogordo	31,546	286.83	251.67	294.81
	Carlsbad	28,038	535.35	513.50	510.02
	Gallup	22,359	1,873.46	2,086.34	2,146.79
	Los Alamos	17,703	323.27	176.39	237.25
	Los Lunas	15,378	?	839.23	806.35
	Sunland Park	15,270	978.68	66.94	104.78
	Deming	14,548	567.16	1,002.03	1,065.44
	Las Vegas	13,603	913.88	861.94	963.02
	Portales	12,524	?	646.62	183.65
	Lovington	11,693	403.73	281.44	85.52
	Artesia	11,519	1,062.43	1,265.82	1,328.24
	Silver City	10,273	836.17	1,061.24	?
	Espanola	10,171	2,614.00	2,198.30	2,605.45
	Anthony	9,340	?	607.71	417.56
	Grants	9,264	?	574.03	572.11
	Socorro	8,879	860.07	835.12	765.85
	Corrales	8,477	58.72	106.08	106.17
	Bernalillo	8,336	?	746.90	947.70
	Ruidoso	7,949	?	275.10	301.92
	Bloomfield	7,724	?	808.28	375.45
	Belen	7,228	?	2,401.00	1,936.91
	Aztec	6,530	359.39	390.74	352.22



## Violent Crime Rates: New Mexico

City	Rate 2012	Rate 2013	Rate 2014	1 Year Difference	2 Year Difference
Albuquerque	749.71	774.86	882.85	+14%	+18%
Santa Fe	481.45	83.4	346.40	+415%	-28%
Las Cruces	394.69	325.47	288.90	-11%	-27%
Farmington	1,061.15	635.09	664.62	+5%	-37%
Gallup	1,873.46	2,086.34	2,146.79	+3%	+15%
Rio Rancho	225.79	182	188.24	+3%	-17%
Espanola	2,614.00	2198.3	2,605.45	+19%	0%
Bernalillo		746.9	947.70	+27%	
Clovis		680.65	361.63	-47%	
Taos		1,164.84	941.26	-19%	
New Mexico	559.10	613	597.40	-3%	+7%
Southwest US	396.80	398.67	389.0	-2%	-2%
Southwest US Excluding NM	364.30	388.76	347.30	-11%	-5%
United States	388.45	386.9	365.50	-6%	-6%



## PRIMARY VULNERABILITIES:

1. New Mexico's crime rate and reputation
2. Increasing reliance on NMSP by local/county law enforcement agencies
3. Forensic case backlog

## PLAN OF ATTACK:

1. Hire more officers (4.7% growth by end of FY17: + 31 officers)
2. Retain/recruit staff to support officers (e.g. dispatchers)
3. Increase capacity of the State Forensic Laboratories (personnel, equipment, space)

# LAW ENFORCEMENT PROGRAM





## SERVICES & SUPPORT FOR LOCAL LAW ENFORCEMENT/ RURAL COMMUNITIES

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

- Traffic/DWI enforcement
- Accident investigation
- Domestic violence
- Property crime
- Other criminal investigations

**NMSP Investigations Bureau** provides high level criminal investigative services:

- Violent crime
- Narcotic-related investigations
- Public corruption
- Expert crime scene processing
- Officer involved shooting investigations

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

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

**The Motor Transportation Bureau** provides specialized commercial vehicle enforcement:

- ❖ Commercial vehicle crash investigations.
- ❖ Crash reconstruction services.
- ❖ 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 operations targeted at aggressive driving behaviors.



## DPS SPECIALTY TEAM CALL-OUTS & ASSISTANCE TO OTHER LAW ENFORCEMENT AGENCIES – FY15

### Officer involved shooting investigations:

- 6 for NMSP
- 29 for other agencies

### Crime Scene Team:

- 83 for NMSP
- 75 for other agencies

### Dive Team

- ✓ 8 missions for NMSP
- ✓ 5 for other agencies

### Crash Reconstruction Unit

- ✓ 40 for NMSP
- ✓ 25 for other agencies

### Tactical Team

- 42 missions for NMSP
- 52 for other agencies

### Bomb Team

- 57 missions for NMSP
- 48 for other agencies

### Aircraft Section

- ❖ 173 missions for NMSP
- ❖ 22 for other agencies

### Motorcycle Unit

- ❖ 35 missions for NMSP
- ❖ 21 for other agencies



SERVICES ARE PROVIDED TO OTHER AGENCIES **FREE OF CHARGE**

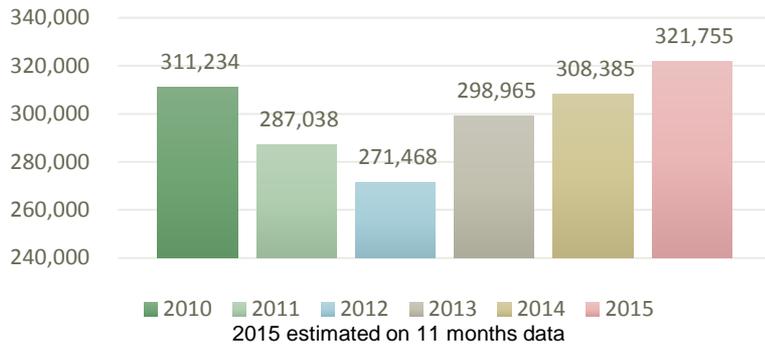


## NMSP – UNIFORM AND MTB TRAFFIC ENFORCEMENT

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

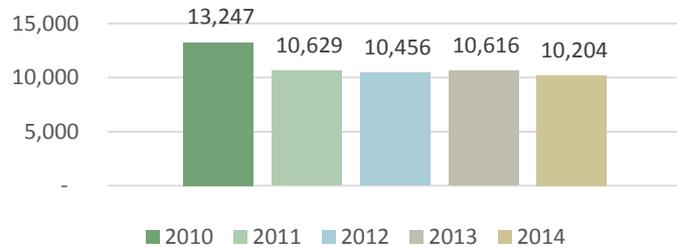


# NM DEPARTMENT OF PUBLIC SAFETY

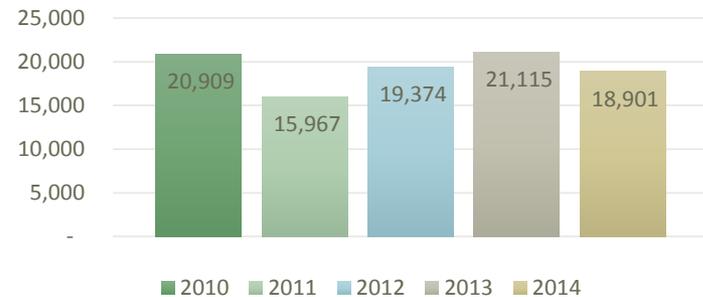


## NMSP – UNIFORM, INVESTIGATIONS, MTB – CRIMINAL INVESTIGATION & EMERGENCY RESPONSE

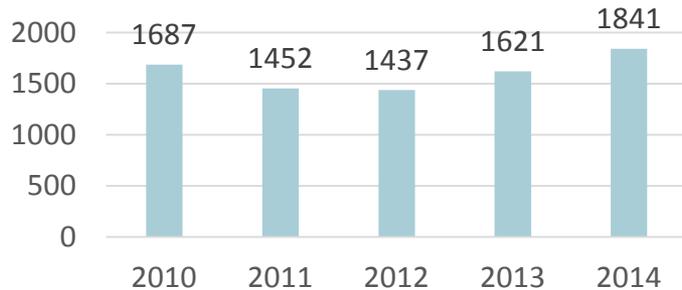
### Criminal Arrests



### Criminal Cases Investigated



### Narcotic Arrests



### Investigations Bureau:

- 100% homicide clearance rate in 2014 (nat'l. average 64.1%)
- 940 drug related investigations (conducted in 32 of 33 counties)
- 251 pounds methamphetamine, 57 pounds heroin, 134 pounds cocaine, 1,507 pounds marijuana

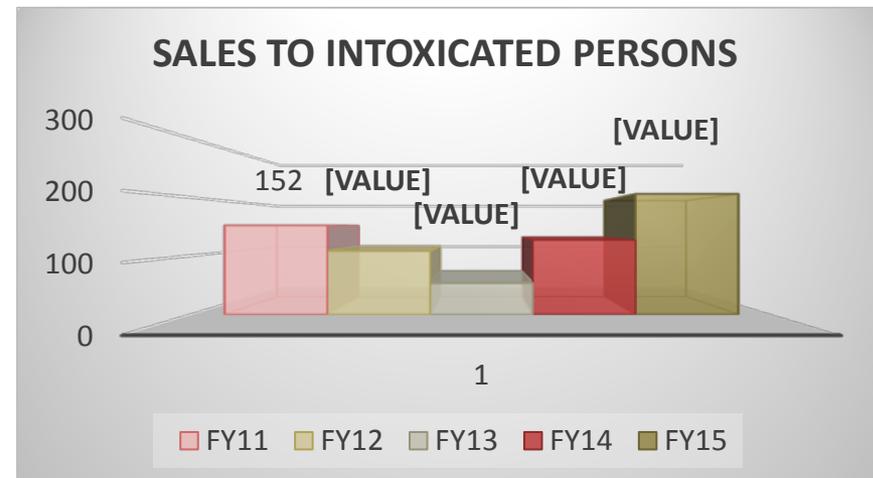
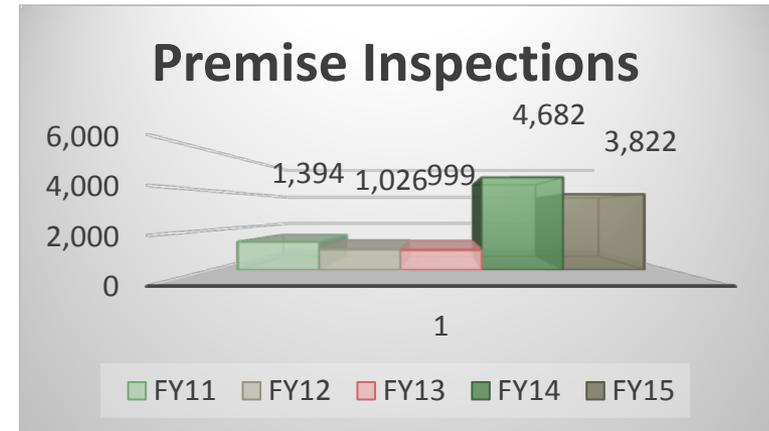
# NM DEPARTMENT OF PUBLIC SAFETY

## SPECIAL INVESTIGATIONS UNIT – UNDERAGE DRINKING AND ALCOHOL SALES



In FY15 the Special Investigations Unit:

- 3,822 licensed alcohol premise inspections;
- 453 minor alcohol compliance operations;
- 206 violations for sales to intoxicated persons;
- 7,515 educational interactions with liquor licensees; and,
- 22 educational presentations to law enforcement agencies.



# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM – Motor Transportation Bureau

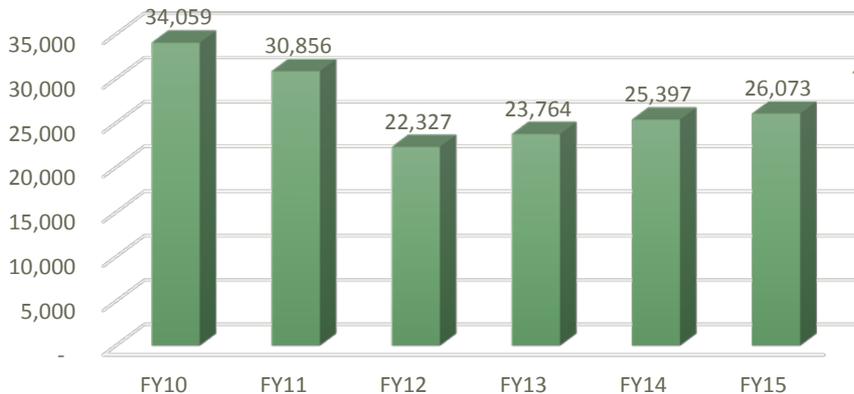
**Motor Transportation improves commercial vehicle and public safety** by conducting driver and vehicle inspections, traffic enforcement, and high-visibility enforcement strategies to reduce unsafe driving behaviors.

**MTB enforces commercial vehicle size and weight laws** to enhance safety and reduce wear-and-tear of highway infrastructure.



The Federal government’s implementation of stricter compliance regulations has resulted in greater voluntary compliance. This, coupled with an internal focus on traffic enforcement inspections, has led to a steady decrease in citation issuance.

### Commercial Motor Vehicle Citations Issued



The State of New Mexico receives \$355,000,000 in Federal Highway Trust Funds every year based upon MTB’s annual size and weight plan, certification, and enforcement activities.

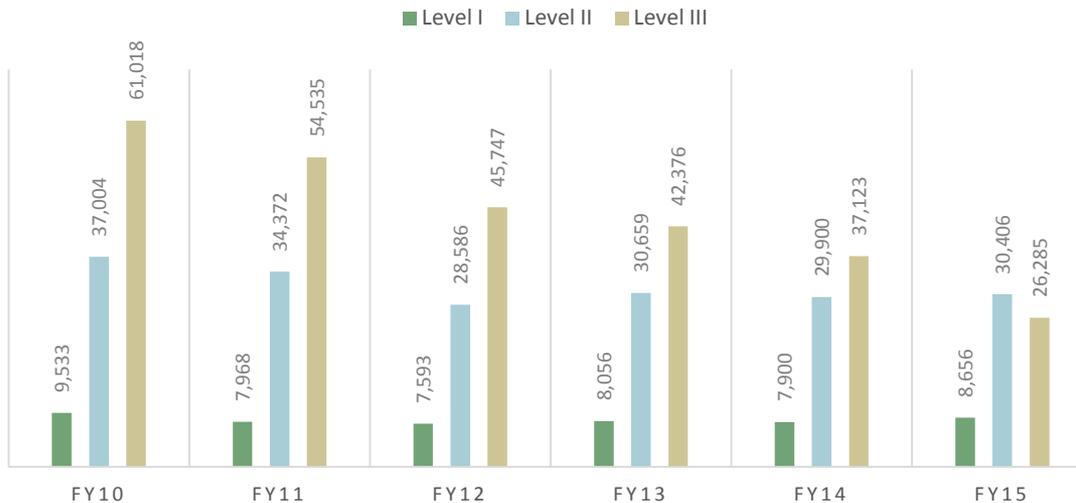
# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM – Motor Transportation Bureau

MTB completed 65,347 driver/commercial vehicle inspections in FY15. Level I inspections, the most thorough inspection that includes physical CMV inspection, increased by 6.7%. The total number of inspections has gone down each of the last several years due to officer and transportation inspector vacancy rates and the demands of permit sales at the POE until mid-FY15.

CMV SAFETY INSPECTION FY10-15



# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM – Motor Transportation Bureau

### ROLE OF MTB IN REVENUE COLLECTION

**WEIGHT DISTANCE TAX & TRIP PERMIT SALES** - DPS, TRD and DOT currently share responsibility for weight distance tax and permit revenue collections. These agencies are engaged in a review of port operations, regulations and statutes with common goals including:

- How can the State maximize revenue collection (and minimize tax evasion) at the lowest cost to the taxpayer?
- What approach to revenue collections will not distract from MTB's mission of commercial vehicle safety?

In FY15 and again in FY16, DOT hired temporary permit sales staff to work in MTB ports of entry to sell trip permits, freeing up transportation inspectors to perform CMV inspections. This has been helpful, but DOT cannot sustain this after FY16.

### **New Mexico Operations (NMOPS) Automated Permitting System** -

MTB launched the new automated permitting system ("Pro-Miles") which appears to have increased industry compliance in purchasing of Oversize/Overweight and Trip permits. The new system allows customers to self-issue permits online.

# NM DEPARTMENT OF PUBLIC SAFETY



## FY17 BUDGET REQUEST – LAW ENFORCEMENT PROGRAM

### FY17 Base Budget Increase Request:

	(\$000)
❖ <u>Phase III Officer Pay Plan</u> – Funding to bring NMSP officer starting pay up from 6 <sup>th</sup> to 4 <sup>th</sup> in market to improve recruitment and retention	\$ 4,000.0
❖ Fund GSD & DOIT rate increases – DPS <u>cannot fund current service levels</u> unless funding is received to cover these escalating costs	\$ 1,333.7
❖ <u>Fund salaries and benefits for a net 31 officer increase in NMSP strength</u>	\$ 2,420.3
❖ Partial replacement of funding no longer available through federal forfeitures, required to maintain specialized investigations and law enforcement operations	\$ 986.5
❖ Cover vehicle collision deductible increase	\$ 154.0
<b><u>TOTAL INCREASE TO FY17 BASE REQUESTED (7.6%)</u></b>	<b>\$7,560.8.0</b>

### FY16/17 Supplemental/Special Request:

LAW ENFORCEMENT PROGRAM: (NMSP including SIU, MTB)		
Supplemental	Fund NMSP Lateral school to graduate 19 officers (to begin April 2016)	\$ 576.0
Supplemental	Relocation costs for NMSP District 7 (Española) during 18 months of new construction.	\$ 95.0
Special	Vehicle replacement - Special to purchase 93 vehicles including 31 for new officers	\$ 4,023.9
Supplemental	Intoxilyzer replacements - Replace 10 year old BAC	\$ 300.0
Supplemental	Dispatcher Pay Plan - Provide an average 11% increase for the period 4/1/16 - 6/30/16	\$ 100.1
<b>LEP TOTAL SUPPLEMENTAL REQUEST</b>		<b>\$ 5,095.0</b>

# NM DEPARTMENT OF PUBLIC SAFETY

LAW ENFORCEMENT PROGRAM – FY17 BUDGET REQUEST - \$4,000.0K



## LAW ENFORCEMENT OFFICER PAY PLAN – PHASE III

**DPS has struggled for several years to hire and retain officers:**

- In FY16, DPS received Phase II of a multi-phase approach to address DPS officer pay deficiencies.
- This phase brought DPS from 11<sup>th</sup> to 6<sup>th</sup> in the market, based upon officer starting pay. As of 2015 survey, NMSP starting pay is 7<sup>th</sup>.
- Eight of the largest law enforcement agencies have higher average pay for patrol officers than DPS.
- Phase II was helpful, but as the 2<sup>nd</sup> largest law enforcement agency in the State, DPS continues to struggle in recruiting.
- For the upcoming 90<sup>th</sup> recruit school, *only 50 candidates are available for selection* into the school.
- DPS must be positioned to offer competitive pay for both new and experienced officers.

# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM

NMSP now ranks 7<sup>th</sup> in starting pay (a primary recruitment incentive) and 8<sup>th</sup> in average pay.

PATROL OFFICER	Rank		# of incumbents	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Carlsbad	1		31	24.96	30.86	1	\$28.77
Los Alamos	2		0	24.65	28.34	2	\$27.04
Hobbs	3	\$5K/year for 5 years	75	24.29	30.00	4	\$26.05
Farmington	4	\$15K in state lateral sign on bonus	94	22.27	32.43	3	\$26.20
San Juan	5	\$4K for up to 2 years \$5K 2-3 years \$6k 3+ years service	58	22.13	30.10	7	\$25.23
Roswell	6		71	21.42	26.34	10	\$22.56
<b>NMSP</b>	<b>7</b>		<b>374</b>	<b>21.35</b>	<b>27.16</b>	<b>8</b>	<b>24.20</b>
Bernalillo County**	8		206	20.75	26.03	6	25.52
Rio Rancho	9		90	20.30	23.64	12	22.00
Albuquerque*	10	\$5K sign on bonus	538	20.04	27.20	5	25.98
Santa Fe	11		92	19.11	30.59	9	23.57
Las Cruces	12		113	17.83	29.62	11	22.31
Dona Ana	13		84	16.76	22.71	13	18.63
* APD Officers move from \$20.04 to \$26.44 after 1 year of service							
* * Bernalillo County officers move from \$20.75 to \$25.03 after 1.5 years of service							

# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM – FY17 BUDGET REQUEST \$2,420.3K

### SALARIES AND BENEFITS FOR 31 ADDITIONAL OFFICERS

DPS is seeking funding for additional law enforcement officers *hired in FY16 and FY17*:

- In FY16 DPS expects to increase officer strength by 26 officers through 2 traditional recruit schools and 1 lateral officer school;
- In FY17, DPS expects to add another 5 officers through 1 traditional school and 1 lateral school;
- DPS requires base funding for the salaries and benefits associated with these hires – *without this funding DPS will not have the resources to hold additional schools in FY17 and will lose officer strength in FY17.*

#### NMSP STRENGTH PROJECTIONS (Includes SIU & MTB as of July 2015)

11/17/15

Time Period	Strength at Beginning of Period	Resigned/ Terminated	Known # Eligible for Retirement	Estimated # Retiring	Recruit/ Lateral School Graduates	Reinstatements	Officer Strength as of End of Time Period
Actual July-Dec 2011	499	13	34	18	0	0	468
Actual Jan-June 2012	468	10	21	2	34	4	494
Actual July-Dec 2012	494	10	33	16	30	3	501
Actual Jan-June 2013	501	7	27	9	28	2	515
Actual July-Dec 2013	515	19	29	18	29	2	509
Actual Jan-June 2014	509	15	24	12	24	1	507
Actual July-Dec 2014	507	13	21	11	0	0	483
Actual Jan-June 2015	483	10	18	5	34	3	505
DPS LEP MERGER 7/1/15	658						658
Projected July-Dec 2015	658	17	40	17	36	1	661
Projected Jan-June 2016	661	12	31	14	49	0	684
Projected July-Dec 2016	684	13	30	13	0	0	658
Projected Jan-June 2017	658	11	21	13	55	0	689

	FY15	FY16 - Projected	FY17 - Projected
Average # NMSP Officers	641	668	677
Average Vacancy Rate	14.4%	10.8%	9.6%
Funded Officer Positions		648	

FY16/17: DPS must *hire* 139 new officers to replace the minimum 108 officers anticipated to separate to net 31 additional officers.

# NM DEPARTMENT OF PUBLIC SAFETY

## LAW ENFORCEMENT PROGRAM

### PATROLMAN & SERGEANT OFFICER STAFFING BY LOCATION



NMSP District	Location	Officers	Vacant
District 1	Pecos	7	0
District 1	Santa Fe Cty (SF)	20	0
District 2	Clayton	2	0
District 2	Mora	2	0
District 2	Raton	6	1
District 2	Roy	0	1
District 2	San Miguel Cty (Las Vegas)	22	1
District 2	Springer	3	4
District 2	Wagon Mound	0	1
District 3	Artesia	3	0
District 3	Carlsbad	5	0
District 3	Chaves Cty (Roswell)	10	0
District 3	Eunice	1	0
District 3	Lea Cty (Hobbs)	7	1
District 4	Anthony	3	0
District 4	Dona Ana Cty (Las Cruces)	19	1
District 5	Bernalillo Cty (ABQ)	11	1
District 5	Cuba	8	0
District 5	Edgewood	1	0
District 5	Moriarty	9	1
District 5	Valencia Cty (Los Lunas)	10	3
District 6	Cibola Cty (Grants)	12	1
District 6	McKinley Cty (Gallup)	12	3
District 7	Chama	4	1
District 7	El Rito	1	0
District 7	Rio Arriba (Espanola)	22	2
District 7	Taos Cty	16	2
District 7	Tierra Amarilla	1	1

NMSP District	Location	Officers	Vacant
District 8	Capitan	1	1
District 8	Cloudcroft	1	0
District 8	Otero (Alamogordo)	7	1
District 8	Ruidoso	7	2
District 9	Curry Cty (Clovis)	7	2
District 9	Fort Sumner	1	0
District 9	Portales	3	0
District 9	Santa Rosa	8	2
District 9	Tucumcari	6	2
District 9	Vaughn	6	3
District 10	San Juan Cty (Farmington)	15	2
District 11	Magdalena	0	1
District 11	Quemado	2	0
District 11	Reserve	2	0
District 11	Socorro Cty	10	1
District 11	T or C	7	0
District 12	Animas	1	0
District 12	Lordsburg	6	1
District 12	Luna Cty (Deming)	10	1
District 12	Silver City	9	3
Total		326	47

		Officers	Vacant
Aircraft Section	Santa Fe Cty (SF)	5	2
North Zone Investigations	Northern NM	57	9
South Zone Investigations	Southern NM	35	2
Governor's Security		8	0
		105	13

# NM DEPARTMENT OF PUBLIC SAFETY

## LAW ENFORCEMENT PROGRAM

### MTB PATROLMAN & SERGEANT OFFICER STAFFING BY LOCATION



MTD District	Location	Officers	Vacant
District 1	Santa Fe Cty (SF)	3	1
District 2	Clayton	0	1
District 2	Raton	3	1
District 3	Hobbs	3	1
District 3	Chaves Cty (Roswell)	1	1
District 3	Carlsbad	4	1
District 4	Anthony	13	0
District 4	Santa Teresa	12	0
District 5	Bernalillo Cty (ABQ)	13	3
District 6	McKinley Cty (Gallup)	9	1
District 7	Taos	2	0
District 8	Orogrande	11	0
District 9	Portales	0	1
District 9	San Jon	8	5
District 9	Texico	2	1
District 10	San Juan Cty (Farmington)	4	1
District 11	Glenwood	1	0
District 11	Truth or Consequences	2	0
District 11	Socorro	1	0
District 12	Deming	2	1
District 12	Lordsburg	7	2
		101	21



### Funding to Replace Federal Forfeiture Proceeds

- ❑ LEP used federal forfeiture proceeds to meet certain core needs.
- ❑ In the past four years, asset forfeiture funded expenses totaled \$4,000.0K.
- ❑ Funding supported high expense items not covered by GF budget.
- ❑ These expenses include officer advanced training, specialized vehicle and equipment purchases such as command posts (\$280K each), armored tactical vehicles (\$230K each), specialized aircraft equipment, confidential funds, crime scene 3-D scan station, coverage of building leases, purchase of K-9s and associated supplies.
- ❑ All of these expenses are ongoing and *critical to providing specialized investigation resources to law enforcement agencies around state.*



### Law Enforcement Vehicles

- ❑ Officer vehicle replacement is under-funded in base budget.
- ❑ Patrol vehicles are driven at high speeds and frequently over rough terrain. For officer safety and to keep maintenance at a manageable level, patrol units should be replaced at 100,000 – 110,000 miles.
- ❑ Due to underfunding, NMSP officers are using patrol vehicles up to 150,000 miles prior to replacement.
- ❑ NMSP uses wide array of units depending upon operational requirements, including marked and unmarked sedans, trucks and SUVs, motorcycles, CMV inspection vans and undercover units.
- ❑ Non-patrol units have higher mileage limits in line with less rugged use.
- ❑ Replacement costs average \$44K per vehicle, including COBAN cameras, lights, cages, and other specialized equipment. The cost does *not* include radios or in-vehicle laptops and stands.
- ❑ Special will purchase 93 vehicles, including vehicles for additional 31 officers NMSP expects to hire by end of FY16 & FY17.

# NM DEPARTMENT OF PUBLIC SAFETY

## LAW ENFORCEMENT PROGRAM – Communications Bureau



- DPS Communications Bureau is responsible for answering 911 telephone lines and calls for service from the public and officers in police units.
- Eight dispatch centers are located around the state at NMSP District locations.

### ISSUES:

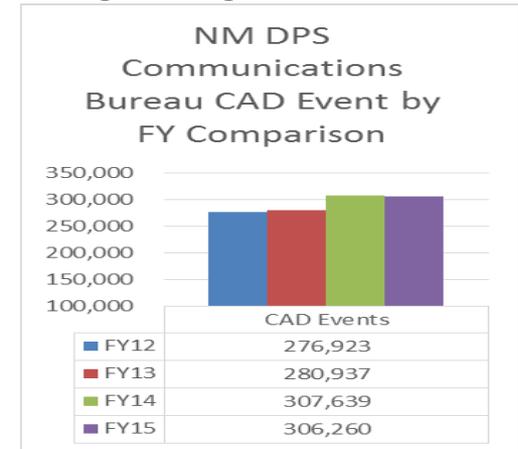
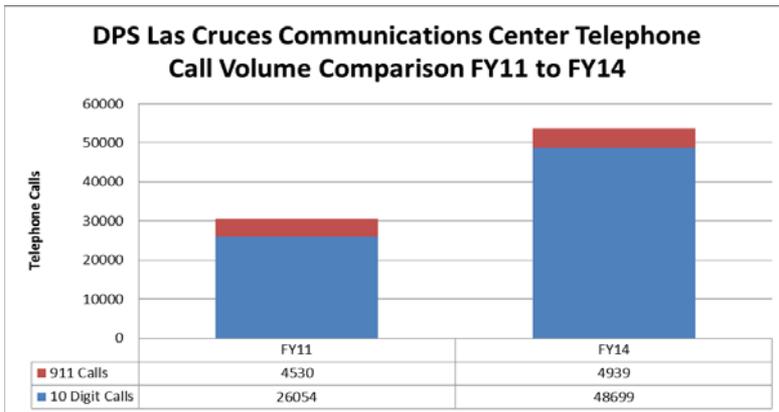
- STAFFING LEVELS ARE INADEQUATE DUE TO HIGH VACANCY RATES
- DPS DISPATCHER PAY IS AMONG THE LOWEST IN THE STATE
- DISPERSED MANPOWER – 96 COMMUNICATIONS FTE ARE DISTRIBUTED ACROSS 8 COMMUNICATIONS CENTERS

# NM DEPARTMENT OF PUBLIC SAFETY

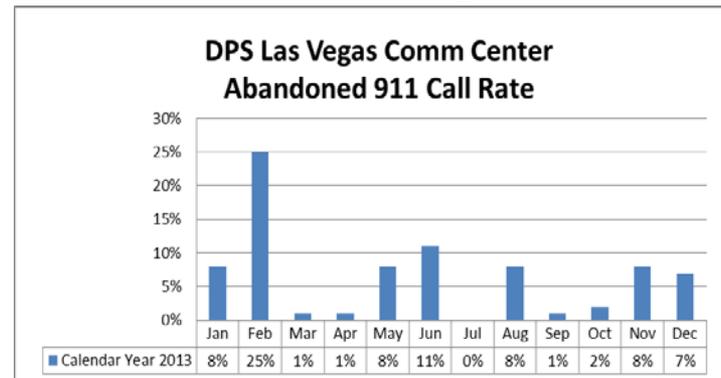
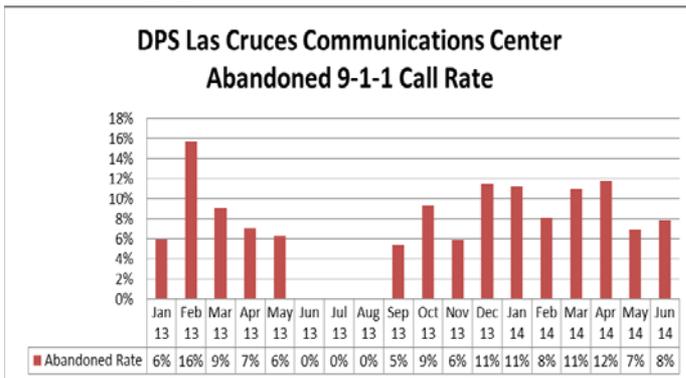


## LAW ENFORCEMENT PROGRAM – Communications Bureau

The workload on the communications centers has increased significantly and the resources available to meet the demands are insufficient. Calls for service have increased 9% statewide in the past four years and 27% in key counties. Calls for service are going unanswered or underserved due to staffing shortages.



An abandoned 9-1-1 call is an incoming 9-1-1 call that is not answered. During a call surge a call may go unanswered, but the abandoned call rate should be in the 3% range.





### STAFFING LEVELS ARE INADEQUATE DUE TO HIGH VACANCY RATES AND INSUFFICIENT FTE.

- High vacancy rate for DPS dispatchers directly impacts performance of staff and ability to keep up with workload.
- Issues include missed radio transmissions by officers and dispatchers having difficulty navigating radio and telephone calls simultaneously.
- Even during brief periods of full staffing, abandoned call rates can be unacceptably high, creating highly stressful environment for dispatchers.
- Stressful environment combined with bottom of market pay has resulted in extremely high turnover and vacancy rates.
- There are not enough supervisory staff to cover all shifts.
- Dispatcher turnover was 26% in FY15.
- NMDPS starting dispatcher pay is one of lowest in State.
- Current vacancy rate is 17% and has reached 25% within past year.

# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM – Communications Bureau

DPS Dispatcher starting pay is one of lowest in NM.

DISPATCHERS	Rank		# of incum- bents	Lowest Actual Salary	Highest Actual Salary		Average Salary
Bernalillo County	1		10	23.00	23.00		23.00
Albuquerque	2		37	18.21	19.98		18.43
Eddy County	3		5	17.68	29.68		19.48
San Juan County	4		17	16.11	23.60		18.92
Rio Rancho	5		26	15.64	20.29		16.42
Pecos Valley	6		12	15.47	19.03		15.92
Mckinley County	7		15	14.21	19.33		14.62
Mesilla Valley	8		26	14.03	17.62		14.60
<b>NMSP*</b>	<b>9</b>		<b>53</b>	<b>13.58</b>	<b>19.39</b>		<b>16.88</b>
Quay County			3	10.48	11.97		10.84
<b>Weighted Average Starting Pay (non-DPS):</b>							<b>\$16.35</b>
<b>NMSP Difference:</b>							<b>20.4%</b>

# NM DEPARTMENT OF PUBLIC SAFETY



## LAW ENFORCEMENT PROGRAM – Communications Bureau FY16 Supplemental Budget Request - \$100.1K

### DISPATCHER PAY PLAN

- More competitive pay will improve candidate quality and dispatcher retention.
- Reducing turnover to normalized 10% will directly improve officer and public safety by reducing abandoned call rate and providing more responsive dispatch services.
- DPS is requesting \$400.3K to provide an average 11% increase in dispatcher pay through the SPO sponsored pay plan for protective services job classifications. The pay plan will move starting pay for DPS dispatchers to \$15.39/hr., the middle of market.
- In addition, due to urgent vacancy issues, DPS is requesting a \$100.1K supplemental for FY16 to implement pay plan in April 2016.
- It is imperative that pay increases be awarded to probationary employees to enable DPS to raise *starting pay* to a competitive level.



### LONG-TERM CONSOLIDATION STRATEGY TO OVERCOME OPERATIONAL CHALLENGES

#### DISPERSED MANPOWER – 96 FTE DISTRIBUTED ACROSS 8 COMMUNICATIONS CENTERS:

- Single incident can easily overwhelm center staffing, which sometimes consists of only 1-2 dispatchers, with closest help hours away;
- Insufficient FTE for supervision and oversight on all shifts, thereby impeding quality assurance and limiting employee development opportunity;
- Technological and backup systems are antiquated, not integrated, or non-existent. If one communications center fails due to power or network issue, there is no backup center available for radio communication and phone monitoring.

**DPS has long-term strategy to consolidate dispatch communication centers into three regional locations serving northern, southern and central NM.** To date, DPS has closed Raton, Santa Fe and Espanola dispatch centers, reducing the number of centers from 11 to 8. The goal is to complete consolidation within five years.

#### ***Benefits of consolidation*** include:

- ❖ Any of three centers able to seamlessly cover operations of other centers in case of center failure/service interruptions;
- ❖ All shifts will have multiple dispatchers available to fully respond to critical incidents;
- ❖ All shifts will have supervisor on duty to ensure highest quality service and response;
- ❖ Improved services for citizens and officers.

# STATEWIDE LAW ENFORCEMENT SUPPORT PROGRAM (SLEP)

# NM DEPARTMENT OF PUBLIC SAFETY



## FY17 BUDGET REQUEST – STATEWIDE LAW ENFORCEMENT SUPPORT PRGM.

### FY17 Base Budget Increase Request:

	(\$000)
❖ Fund <b>two Forensic Scientist positions</b> currently unfunded	\$ 175.5
❖ Fund escalating costs associated with processing forensic science cases	\$ 440.0
❖ Add <b>two IT professionals</b> to support new Computer Aided Dispatch system	\$ 165.0
❖ Fund increased operational costs for Law Enforcement Academy to maintain current functionality	\$ 40.0
<b>TOTAL INCREASE TO FY17 BASE REQUESTED (7.0%)</b>	<b>\$ 820.50</b>

### FY16/17 Supplemental/Special Request:

STATEWIDE LAW ENFORCEMENT SUPPORT PROGRAM: (Lab, LERB, ITD, LEA)		
Supplemental	Forensic Scientist Pay Plan (Avg. 12% Increase) NMDPS pay is 12.4% behind median pay of primary competitor states as of Fall 2014.	\$ 87.8
Supplemental	Unfunded laboratory expenses, including DNA kits that do not have funding in FY16 and increase in overall lab casework costs FY16 & FY17.	\$ 110.0
Special	Latent Fingerprint (LF) Contractual - Initiative to address latent fingerprint case backlog. Funding will reduce backlog by 617 cases (\$510/case).	\$ 315.0
<b>SLEP TOTAL SUPPLEMENTAL REQUEST</b>		<b>\$ 512.8</b>

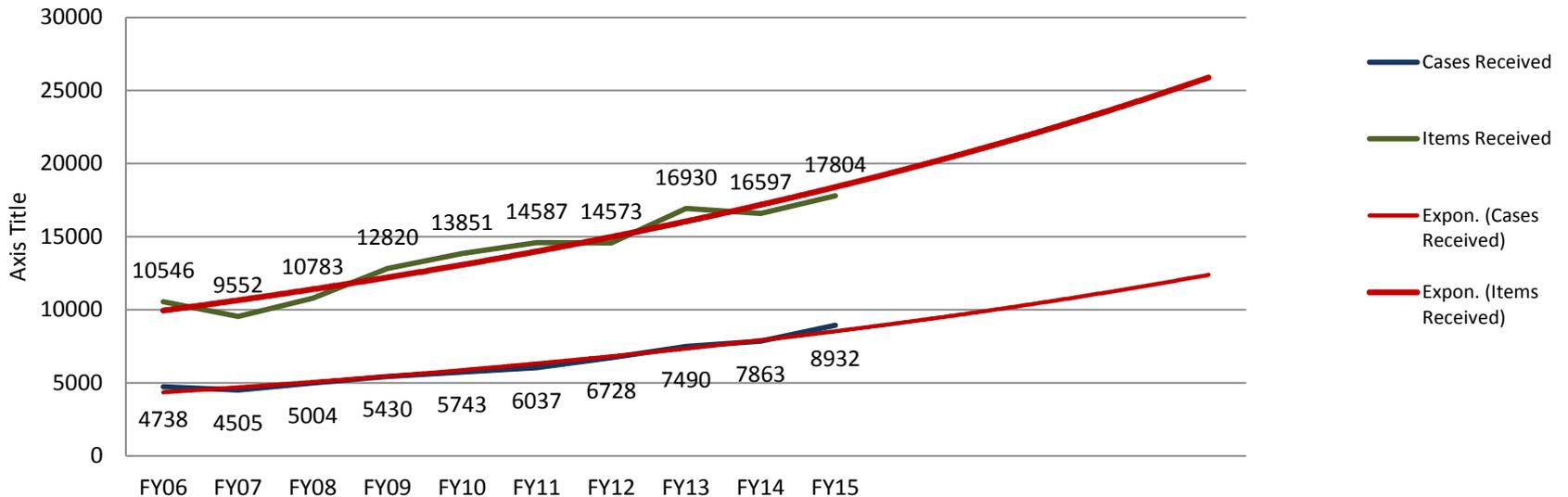


## FORENSIC LABORATORY BUREAU

DPS Forensic Laboratory Bureau provides forensic support to all criminal justice agencies throughout New Mexico. This support includes quality forensic analyses that aid in investigation of criminal activity, as well as expert testimony to assist in prosecution or defense of individuals accused of criminal offenses. All of this support is provided by DPS at no charge to the agencies.

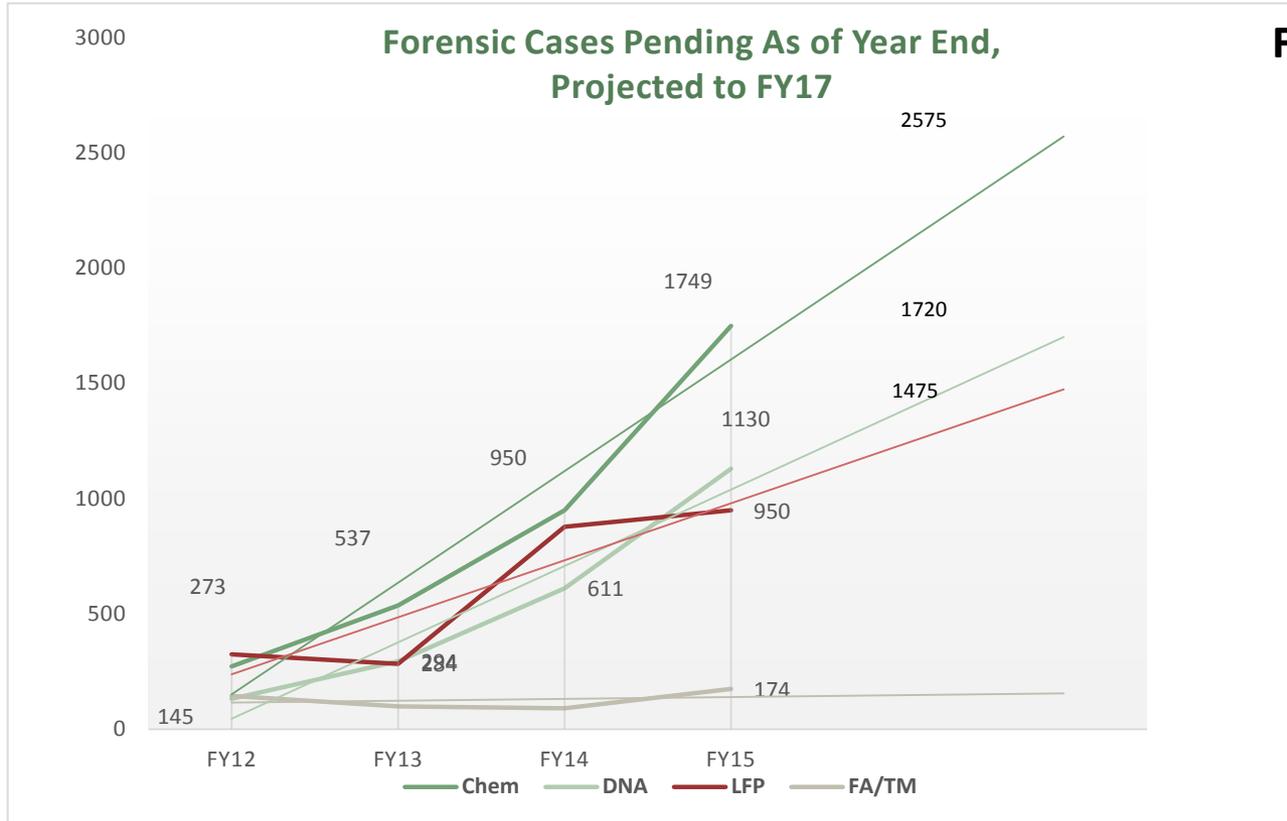
Volume of cases has grown exponentially over past seven years with current case submissions 48% higher than FY09.

**Cases/Items Received per Fiscal Year Projected to FY20**





## FORENSIC LABORATORY BUREAU



### Forensic Services:

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

Note: The DNA backlog does not reflect the approximately 2000 untested sexual assault kits currently housed in law enforcement evidence rooms.

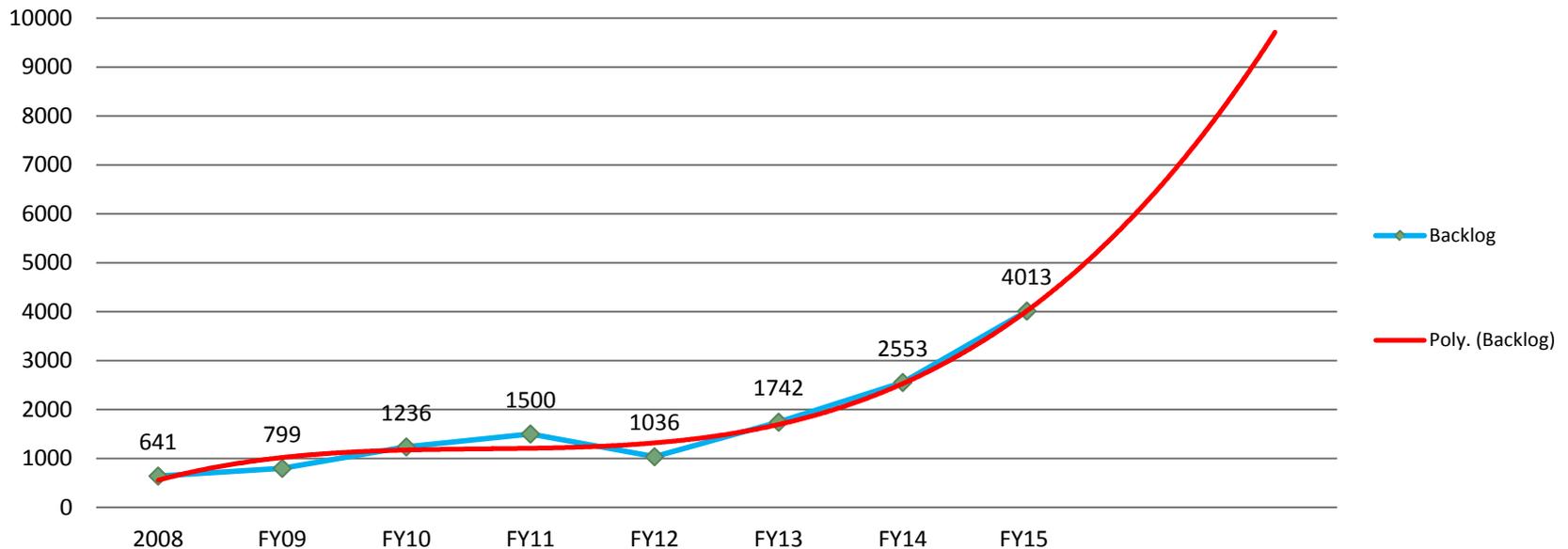


## FORENSIC LABORATORY BUREAU

Pending unprocessed cases have gone from 874 in FY12 to 4003 in FY15, a 358% increase in three years.

In FY15, laboratory analysts spent 82% of total court time traveling, 13% waiting to testify and only 5% in actual testimony.

### Total Case Backlog Projected to FY20



# NM DEPARTMENT OF PUBLIC SAFETY



## FORENSIC LABORATORY: CASE ASSIGNMENTS COMPLETED FY15

### Forensic Laboratory in Santa Fe:

- Chemistry - 2,075 assignments received, 1,585 assignments completed
- DNA - 2,182 assignments received, 1,743 assignments completed
- Fingerprints - 1,168 assignments received, 1,029 assignments completed
- Firearms - 564 assignments received, 497 assignments completed

### Forensic Laboratory in Las Cruces:

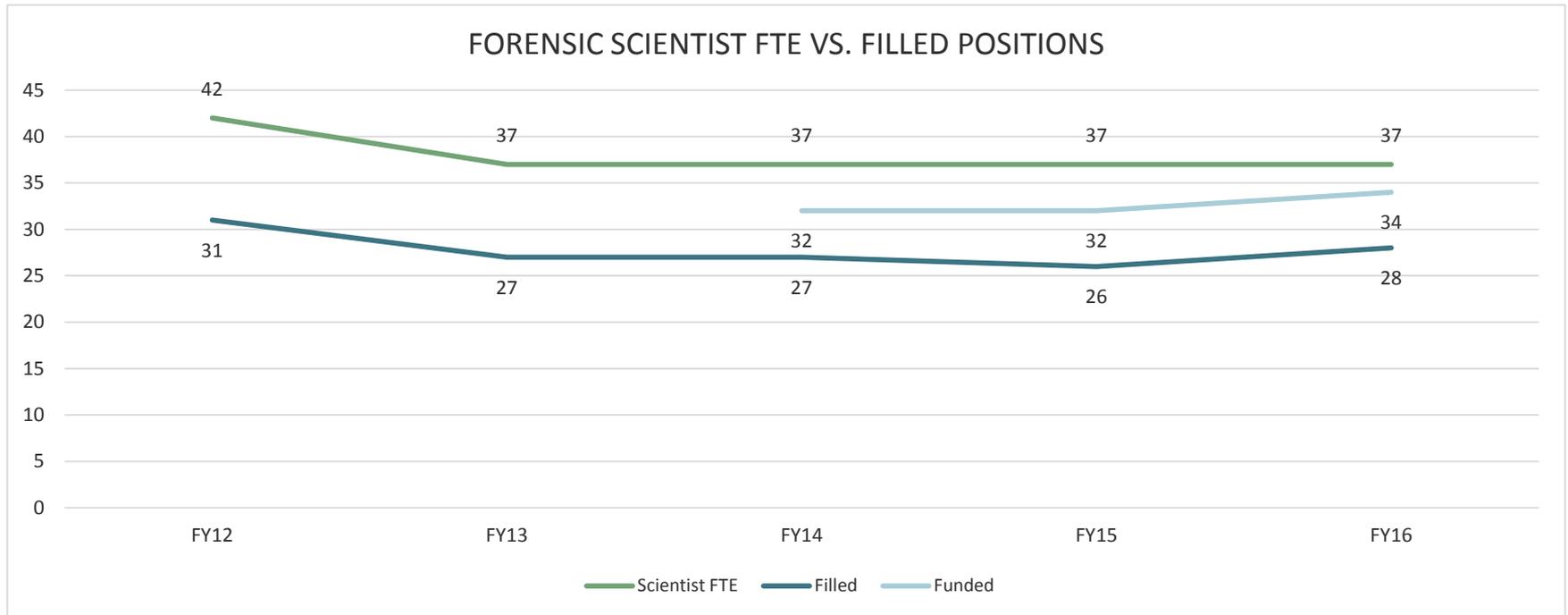
- Chemistry - 999 assignments received, 635 assignments completed

### Forensic Laboratory in Hobbs:

- Chemistry - 1,079 assignments received, 1,169 assignments completed
- Firearms - 16 assignments received, 4 assignments completed (new unit)



## FORENSIC LABORATORY BUREAU





## FORENSIC LABORATORY BUREAU

**The solution is multi-pronged and will require a substantial investment.**

**Effectively addressing the problem will require:**

- ✓ Increasing number of forensic scientists;
- ✓ Providing additional funding to cover expense of processing forensic cases;
- ✓ Providing new and/or updated and expanded laboratory in Santa Fe.

**The solution must include:**

- ✓ Increasing pay of current scientists, including probationary employees for retention;
- ✓ Raising market pay to attract more candidates to fill vacancies.



# NM DEPARTMENT OF PUBLIC SAFETY



## FORENSIC LABORATORY BUREAU

### SPO 2014 Forensic Scientist Survey DPS Forensic Scientist Pay Comparison To Market

Rank	State	Number of Incumbents	Actual Average Salary
1	Iowa	35	\$78,966
2	Oregon	2	\$76,766
3	Alaska	95	\$73,619
4	Virginia	7	\$72,290
5	Illinois	14	\$71,563
6	Wyoming	52	\$68,650
7	Minnesota	8	\$66,536
8	North Dakota	25	\$65,555
9	Kansas	61	\$63,496
10	Indiana	14	\$63,424
11	Montana	5	\$61,565
12	South Dakota	78	\$61,058
13	Tennessee	88	\$59,955
14	Colorado	16	\$59,916
15	Idaho	72	\$58,950
16	Wisconsin	44	\$58,641
17	Missouri	6	\$56,402
18	Oklahoma	5	\$55,536
19	New Mexico	17	\$53,740
20	Nebraska	10	\$53,657
21	Utah	58	\$53,369
22	Kentucky	37	\$48,807
23	Alabama	69	\$48,652
24	Arkansas	12	\$44,765
25	Louisiana	59	\$44,431
26	North Carolina	151	\$44,056

RANK	STATE	ACTUAL AVERAGE	DIFFERENCE
#1	IA	\$78,966	
#19	NM	\$53,740	46.94%
<b>AVERAGE</b>		\$60,168	12.00%



## FORENSIC LABORATORY BUREAU

DPS Forensic Laboratories are in urgent need of funding to address mounting backlog of forensic cases.

The backlog crisis stems from:

- ✓ Number of cases submitted escalates year after year;
- ✓ A limited forensic scientist candidate pool;
- ✓ Uncompetitive pay;
- ✓ Outdated, crowded conditions in primary laboratory in Santa Fe.



**TEN OF THE LAST TEN CANDIDATES OFFERED A LATENT FINGERPRINT POSITION TURNED OFFER DOWN.**

# NM DEPARTMENT OF PUBLIC SAFETY



## FORENSIC LABORATORY BUREAU - FY17 BASE BUDGET REQUEST \$615.5K, FY16 SUPPLEMENTAL/SPECIALS REQUEST \$425.0K

### Funding to Improve DPS Scientist Market Pay, Address Case Backlogs & Cover Costs Associated with Forensic Casework

- ❑ DNA casework expenses are increasing to meet new federal requirements.
- ❑ Grant funding for DNA backlog casework has decreased \$80,000 since FY15.
- ❑ Costs to process cases are both direct (cost of sample kits, chemicals, etc.) and indirect (specialized equipment purchases and maintenance, travel for court cases, scientist training/certification, general supplies etc.).
- ❑ SLES has covered these costs out of personal services surpluses resulting from the struggle to hire and retain forensic scientists.
- ❑ In anticipation of better utilization of the personal services funding due to expanded hiring efforts (FY16) and the implementation of a forensic scientist pay plan in late FY16, the program will need to have direct funding for casework related expenses.
- ❑ **More scientists = an increase in the cases processed and therefore increased casework associated expenses.**
- ❑ SLES is requesting the following support for the DPS labs:
  - ❑ \$440.0K in base budget funding for casework in FY17
  - ❑ \$175.5K base budget funding of 2 forensic scientist positions in FY17
  - ❑ Base budget funding via SPO's Protective Services Pay Plan proposed for FY17
  - ❑ \$110.0K in supplemental funding for casework in FY16
  - ❑ \$315.0K in special funding for contractor to process 617 backlogged latent fingerprint cases

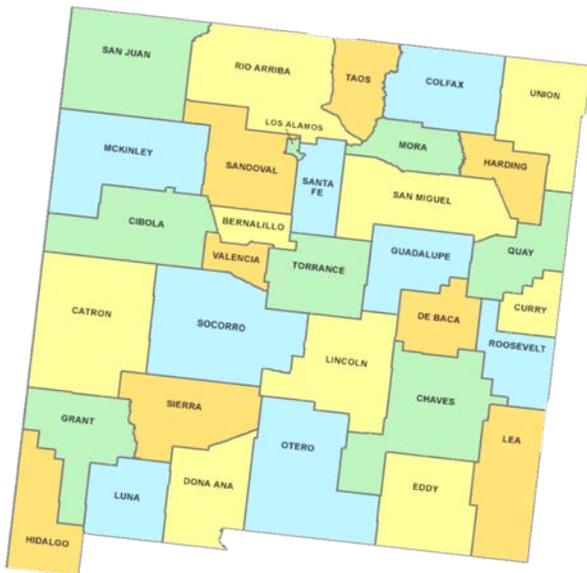
# NM DEPARTMENT OF PUBLIC SAFETY

## INFORMATION TECHNOLOGY DIVISION



Law enforcement and criminal justice agencies in New Mexico rely on IT Division to provide accurate, complete and timely information for informed decisions.

*DPS provides the following system services to local law enforcement, criminal justice, and tribal agencies at no cost to these agencies:*



- **Automated Fingerprint Identification System (AFIS)** - stores criminal and applicant fingerprints;
- **New Mexico Criminal Justice Information System (NMCJIS)** - repository of criminal history information;
- **New Mexico Law Enforcement Telecommunications System (NMLETS)** - provides access to NMCJIS, NCIC, MVD, NLETS (National Law Enforcement Telecommunications Switch);
- **Computer Aided Dispatch (CAD)** - CAD enables dispatchers to communicate directly with officers in the field via Mobile Data Terminals (MDTs): NMSP and three NM counties - Sierra, Valencia and Luna; as well as NMG&F and NMCD;
- **Law Enforcement Automated Data Services (LEADS)** - an application installed on MDTs to provide access to National Crime Information Center (NCIC), NM Motor Vehicle Division (MVD) and NMCJIS files;
- **IT Technical / Network Services Support** – available 24 / 7 / 365 for DPS, Local Law Enforcement and criminal justice agencies to access critical criminal justice information.

# NM DEPARTMENT OF PUBLIC SAFETY



## SLES - INFORMATION TECHNOLOGY DIVISION - FY17 BASE BUDGET REQUEST \$165.0K

### FUNDING FOR TWO NEW IT FTE IN SUPPORT OF NEW COMPUTER AIDED DISPATCH (CAD) SYSTEM

- ❑ Current IT staff are already fully committed to upgrade and maintenance of existing broad array of IT systems.
- ❑ Therefore, current positions cannot absorb administrative and technical support requirements for new CAD system, targeted for implementation in FY17.
- ❑ New CAD system requires dedicated system administrator to work directly with vendor in planning, implementation and maintenance of CAD system.
- ❑ In addition, officers will need additional support in the field to maintain and trouble-shoot in-vehicle equipment and to ensure they are trained and fully functional in use of new system.
- ❑ **SLES is requesting \$165.0K to fund new IT System Administrator and IT Technician III in support of CAD.**

# NM DEPARTMENT OF PUBLIC SAFETY

## SLES – LAW ENFORCEMENT ACADEMY



### ADMINISTRATION AND OVERSIGHT OF OFFICER AND TELECOMMUNICATOR TRAINING AND CONDUCT

Establish rules, policies, qualifications, and standards for the employment, certification, and training of law enforcement officers and public safety dispatchers.

Research, develop, and provide (to include housing, supplies, ammunition, food) for basic officer and dispatcher courses of instruction. Research, develop and provide advanced officer training.

Ensure compliance with NMLEA Board Rules.

Adjudicate misconduct/complaint cases that can result in the denial, revocation or suspension of police officer and dispatcher certifications. Provide informal and formal hearings.

Responsible for safe and efficient maintenance of the NMLEA, dorms, equipment, and grounds.

Responsible for the safe and efficient maintenance of live fire range.

# NM DEPARTMENT OF PUBLIC SAFETY

## SLES – LAW ENFORCEMENT ACADEMY



FY17 BUDGET INCREASE \$40.0K

- ❑ **\$40.0k base budget increase** to cover operational and travel costs due to price per meal increases, costs related to mobile board meetings, and an increase in hearing and recording expenses for misconduct cases.
- ❑ Changes in duration and location of LEA Board meetings have increased travel costs; increased hearing requirements and expansion of Board meetings are significantly increasing reporting and recording costs; cafeteria price per meal rate increases will raise per school costs \$10-\$15K - expecting a 2-3% increase per meal in FY16 and again in FY17.



# PROGRAM SUPPORT



# NM DEPARTMENT OF PUBLIC SAFETY

## PROGRAM SUPPORT



Program Support is comprised of Office of the Secretary, General Counsel and Administrative Services Division including the following Bureaus: Budget, Finance, Grants Management, Human Resources, Procurement and General Services.

Program Support staff manage DPS's financial and human capital resources by providing financial management, grants management, human resource services, EEO and legal services as well as facilities management for an extensive complex in Santa Fe and forty-six (46) statewide facilities.

Program Support provides services other governmental entities (federal, state and local) through the Grants Management Program.

Program Support is responsible for agency budget of approximately \$150 million with 60.0 authorized FTE in the program overseeing services for the agency.

Grants Management Bureau is responsible for approximately \$11 million in flow-through grants, a task which involves management and oversight of 95% of all DPS grants and law enforcement partners throughout the state.



### FY17 BASE BUDGET INCREASE - \$285.0K (5.7% Excluding Rates)

- \$65.0K base funding for a contract specialist position - DPS has one contract specialist to serve entire agency, insufficient staffing for current workload. With increased contractual requirements imposed by DFA in FY16, and the already overwhelming workload, DPS's procurement program is at risk of procurement violations and not meeting business needs.
- 170.0K base funding for grants management positions - PS is currently covering \$135K in unfunded grant management costs out of GF PSEB, but having extremely difficult time retaining grant managers in term positions, putting grant funds at risk for the Department. Grants include federal, state and local grants and activities, totaling \$30-\$45 million.
- \$50.0K base funding to cover increased operational costs - PS critically low in operational funding - PS pays majority of the maintenance, utilities, postage and other similar costs for SF Complex.

# NM DEPARTMENT OF PUBLIC SAFETY

## FY17 BASE BUDGET REQUEST



	(\$000)
❖ <u>Phase III Officer Pay Plan</u> – Funding to bring NMSP officer starting pay up from 6 <sup>th</sup> to 4 <sup>th</sup> in market to improve recruitment and retention	\$ 4,000.0
❖ Fund GSD & DOIT rate increases – DPS <u>cannot fund current service levels</u> unless funding is received to cover these escalating costs	\$ 1,333.7
❖ <u>Fund salaries and benefits for a net 31 officer increase in NMSP strength</u>	\$ 2,420.3
❖ Partial replacement of funding no longer available through federal forfeitures, required to maintain specialized investigations and law enforcement operations	\$ 986.5
❖ Cover vehicle collision deductible increase	\$ 154.0
❖ Fund <b>two Forensic Scientist positions</b> currently unfunded	\$ 175.5
❖ Fund escalating costs associated with processing forensic science cases	\$ 440.0
❖ Add <b>two IT professionals</b> to support the new Computer Aided Dispatch system	\$ 165.0
❖ Fund increased operational costs for Law Enforcement Academy to maintain current functionality	\$ 40.0
❖ Convert <b>two critical grant management FTE</b> from term to perm status to improve retention and reduce vacancy rate	\$ 170.0
❖ Address critically low operational funding in Program Support	\$ 50.0
<b><u>TOTAL INCREASE TO FY17 BASE REQUESTED (8.6%)</u></b>	<b><u>\$10,000.0</u></b>

# NM DEPARTMENT OF PUBLIC SAFETY



## FY16 SUPPLEMENTAL/SPECIAL REQUESTS

LAW ENFORCEMENT PROGRAM: (NMSP including SIU, MTB)		
Supplemental	Fund NMSP Lateral school to graduate 19 officers	\$ 576.0
Supplemental	Relocation costs for NMSP District 7 (Española) during 18 months of new construction.	\$ 95.0
Special	Vehicle replacement - Purchase 93 vehicles including 31 for new officers	\$ 4,023.9
Supplemental	Intoxilyzer replacements - Replace 10 year old DWI machines to measure BAC	\$ 300.0
Supplemental	Dispatcher Pay Plan - Provide average 11% increase 4/1/16 - 6/30/16	\$ 100.1
<b>LEP TOTAL SUPPLEMENTAL REQUEST</b>		<b>\$ 5,095.0</b>
STATEWIDE LAW ENFORCEMENT SUPPORT PROGRAM: (Lab, LERB, ITD, LEA)		
Supplemental	Forensic Scientist Pay Plan (Avg. 12% Increase for 4/1/16 – 6/30/16) - DPS pay is 12% behind median pay of primary competitor states as of Fall 2014.	\$ 87.8
Supplemental	Unfunded laboratory expenses, including DNA kits that do not have funding in FY16 and increase in overall lab casework costs FY16 & FY17.	\$ 110.0
Special	Latent Fingerprint (LF) Contractual - Initiative to address latent fingerprint case backlog. Funding will reduce backlog by 617 cases (\$510/case).	\$ 315.0
<b>SLEP TOTAL SUPPLEMENTAL REQUEST</b>		<b>\$ 512.8</b>
<b>TOTAL SPECIAL/SUPPLEMENTALS REQUEST</b>		<b>\$ 5,607.8</b>

# NM DEPARTMENT OF PUBLIC SAFETY



## FY16 ANTICIPATED GENERAL FUND BALANCES

Below are **FY16 general fund budget balances** projected for DPS programs as of November 2015.

Reversion out of other funds (e.g. Fingerprint processing revenue) is expected to be minimal.

		NMSP/MTB		LAB/LERB/ITD/LEA		ASD/OFF. SEC.		TOTAL GF
General Fund		-	-	-	-	-	-	
Personnel Services	200	\$	(482,669)	\$	(34,829)	\$	98,360	\$ (419,139)
Contractual	300	\$	63,255	\$	569,784	\$	(150)	\$ 632,889
Other Costs	400	\$	(160,405)	\$	(630,927)	\$	(76,897)	\$ (868,229)
<b>Total</b>		\$	<b>(579,819)</b>	\$	<b>(95,973)</b>	\$	<b>21,313</b>	<b>\$ (654,479)</b>

# NM DEPARTMENT OF PUBLIC SAFETY



## FY15 General Fund Budget Adjustment Request (BAR) Summary

	PS	LEP	MTP	SLES	Total
<b>PSEB</b>	\$ (128,000)	\$ (400,000)	\$ 175,000	\$ 45,000	\$ (308,000)
<b>Contractual</b>	\$	\$	\$ (85,000)	\$ (30,000)	\$ (115,000)
<b>Other</b>	\$ 128,000	\$ 400,000	\$ (90,000)	\$ (15,000)	\$ 423,000
<b>Total</b>	\$ -	\$ -	\$ -	\$ -	\$ -

### Program Support

Gravel and berm maintenance for erosion control and maintain and/or replace commercial kitchen appliances for Law Enforcement Academy; main campus update of voice/data wiring; replacement of outdated desktop computers; replacement of 15-20 year old non-ergonomic, broken/dilapidated furniture; and increased postage.

### Motor Transportation Program

Increased Personnel Services and Benefits due to lower than anticipated vacancy rates in the first six months of FY15. Phase I implementation and the forthcoming phase II pay plan have assisted MTB in officer retention.

### Law Enforcement Program

Officer in-car laptop and desktop computer replacement; and installment of district office security systems.

### Statewide Law Enforcement Support Program

Increased Personnel Services and Benefits due to lower than anticipated vacancy rates in IT staff.