



## LEGISLATIVE FINANCE COMMITTEE

19 NOVEMBER 2019
STATE CAPITOL, ROOM 322
SANTA FE, NEW MEXICO

Mark R. Shea, Cabinet Secretary

Tim Johnson, Deputy Secretary / Chief August M. Fons, Ph. D., Deputy Secretary



#### **OUR VISION**

• The NM DPS is committed to providing the highest quality of public safety services for the State of New Mexico.



#### **OUR MISSION**

 To protect human life and property through the detection and prevention of criminal activity and enforcement of state laws. To provide vital leadership, scientific, training, technical, and operational support to the criminal justice community and the public.





#### **OUR GUIDING VALUES**

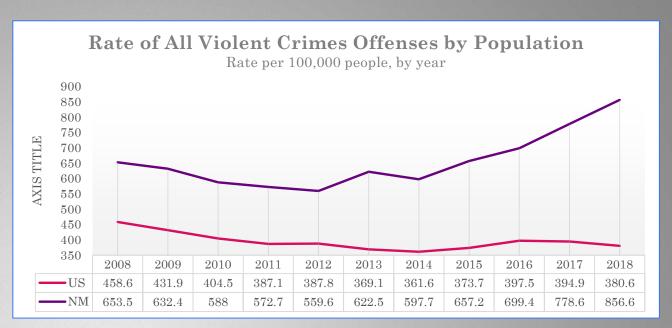
• Respect, Excellence, Service, Pride, Ethics, Courtesy and Teamwork.

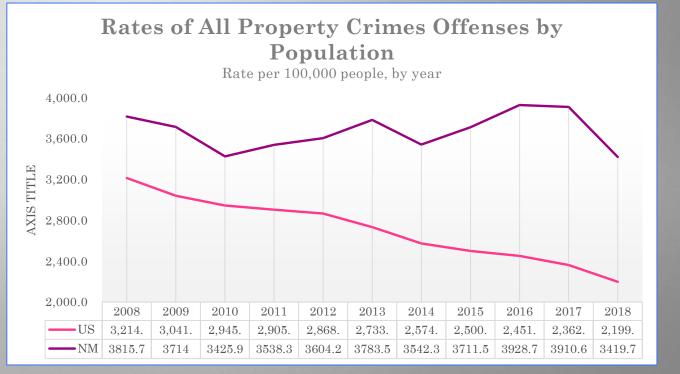
New Mexico had the highest property crime rate and nation's second-highest violent crime in 2018.

New Mexico saw a 10 percent increase in violent crime, which includes murder, rape, robbery and aggravated assault, with a dramatic **24.2 percent decrease** in robbery.

Progress was realized in property crimes in 2018, which includes burglary, larceny-theft and motor vehicle theft.

- 12.6 percent decrease in crimes involving force or threat of force to obtain money, property or other benefit.
- Burglary was down 10.1 percent
- Larceny theft saw a 13.3 percent decrease
- Motor vehicle theft dropped 13.2 percent







## In the past 323 days....

- NMSP graduated:
  - 16 officers via two (2) lateral academies;
  - 16 officers 93<sup>rd</sup> recruit school;
  - 23 officers 94th recruit school;
  - 24 recruits are slated for graduation on Friday, December 13, 2019.
- The 96<sup>th</sup> recruit class has 33 recruits; nine (9)
  female recruits comprise the class that starts on
  January 12, 2020.
- DPS Forensic Laboratory assisted APD process 256
   Sexual Assault Evidence Kits from their backlog; 84
   percent testing completed.
- 14 Live Scan machines purchased; (HB2) appropriation of \$300K; first five installed; five go live on Dec. 6; and, final four on Dec. 20. Will reduce physical scanning of fingerprint cards by 90 percent.
- Consolidated Offender Query (COQ) final system accessible to all NM public safety, criminal justice and approved public entities, available June 30, 2020.

- Law Enforcement Academy certified 461 new law enforcement officers and
   123 telecommunicators (dispatchers).
- State Tracking Number (SID) project will be completed by June 2020 (HB 267).
- Criminal Records Expungement Act (HB370) rulemaking hearing on Dec. 4,
   2019 and rule expected to become effective on Jan. 1, 2020.
- Initiated process for NMSP Lapel Camera Program
  - Purchased 450 in-car cameras for Uniform Bureau
  - Purchased 650 lapel cameras for all commissioned personnel
  - Funded with \$3.2 million of special appropriation funding
  - Implementation will be completed by June 30, 2020
- DPS Grants Management Bureau distributed \$20.7M to state-wide entities;
   \$5.6M for violent crimes; \$3.9M for criminal justice partners; a total of 19 sub-recipients.
- NMSP Auto Suppression Unit Created: ABQ Metro had 27 percent decrease in auto theft in 2018.
- NMSP Communication Dispatcher II vacancy rates have decreased from 31 percent FY17, to 22 percent FY18, and 12 percent in FY19.
- Records Management System in planning phase; utilizing Request for Information (RFI) process to gather essential information including estimated costs and available functionality.
- Search and Rescue completed 127 missions (FY19); 1,300 volunteers.





# PRIMARY VULNERABILITIES:

- 1. New Mexico's violent and property crime rates.
- 2. Lacking modern technology to track / share critical public safety data.
- 3. Increased forensic casework demands.
- 4. Retain critical DPS positions.
- 5. Manage training demands for additional officers, dispatchers and legislative mandates.
- 1. Continue efforts to hire and retain more officers.
  - a) Competitive Pay Package.
  - b) Expand NMSP by 60 Officers.
  - c) Expanding community policing / engagement efforts.
- 2. Establish Special Projects Bureau: research and implement technology.
- 3. Increase capacity of the State Forensic Laboratories (personnel, equipment, space).
- 4. Hire and keep key staff via competitive salary.
- 5. Ongoing Recruit Schools and targeted in-service training

#### **PLAN OF ATTACK:**

## **NMSP Crime Reduction Efforts**



Surge operations that target high crime areas based on data.

Undercover narcotic operation to address drug trafficking organizations operating in NM.

Multi-agency operations 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.

Target repeat offender with the violent crimes task force and criminal apprehension with fugitive apprehension until focused on criminal elements that are responsible for most crime in NM.

Criminal interdiction / K9 unit focused on the transportation of illegal narcotics.

Focused effort for services in rural areas of NM that have limited local law enforcement resources available.

## **NMSP Crime Reduction Efforts**





Support DPS' commitment to improving quality of life for all citizens, especially in high crime areas.



Increased collaboration with law enforcement agencies in desperate need of assistance due to officer shortage.



Enhance community outreach efforts to build a stronger relationship with the citizens of New Mexico.



Reduce property / violent crime as a result of increased proactive police work.



Complete 3-5 NMSP operations throughout NM annually.



Espanola - next location for an operation based on Uniform Crime Reporting (UCR) data. NMSP Crime Reduction Efforts

Proactive Crime Suppression Operations

ABQ METRO SURGE OPERATIONS

•May – July 2019

• Citizens Contacts: 20,636

• Total Arrests: 738

• Felony Arrests: 325

• Misdemeanor Arrests: 413

BELEN SURGE OPERATION

·October 2019

• Citizens Contacts: 4,248

• Total Arrests: 132

• Felony Arrests: 51

• Misdemeanor Arrests: 81



## **FY21** Budget and Legislative recurring priorities



Hire and retain NMSP force to the capacity of 730 FTE. Add, train and equip up to 60 new / unfunded officers.

Add 12 new
FTE to
Forensic
Laboratory
Staffing.

Law
Enforcement
Academy (LEA)
certification
database
costs.

Traffic and
Criminal
Software
(TraCS)
recurring
costs.

Administrative
Services
Division (ASD)
Grants
Maximizer.

## **Deployment of Newly Funded Officer**

#### **36 Uniform Officers**

- o**3**: District 1 Santa Fe
- o**4**: District 2 Las Vegas
- o8: District 3 -Carlsbad / Hobbs
- 9: District 5 –Albuquerque / LosLunas / EastMountains
- 4: District 6 Gallup / Grants
- o**5**: District 7 Espanola
- ○3: District 11 –Socorro / CatronCounty

## 14 Investigations Bureau Agents

- 1: Zone 1 Santa Fe / Las Vegas
- 1: Zone 2 Espanola/ Taos
- o**4**: Zone 3 -Albuquerque
- o1: Zone 4 Roswell
- o1: Zone 5 Las Cruces
- o 2: Tech Unit Crime -Scene Team
- o1: Tech Unit Cold Case Homicide
- o1: Tech Unit -Computer Crimes
- o1: SIU Special Investigation Unit
- 1: CrimeSuppression AutoTheft SuppressionUnit

#### **10 Specialty**

## **Special Operations Bureau Officers**

- o1: Unmanned Arial Vehicle Team
- o1: Crash Reconstruction Unit
- o1: Aircraft Section
- Special ProjectsBureau
- ○1: ProgramImplementation
- Training and Recruiting / Research and Development Bureau
- o2: Basic Training Bureau
- o1: Research and Development
- ○3: Advanced Training





# FY21 Budget and Legislative non-recurring priorities Law Enforcement Program



NMSP vehicle replacement

Bomb Squad Telemax hybrid Robotic platform

Modems for body camera project

CAD computer replacement

Search and Recovery Sonar Units





FY21 Budget and Legislative non-recurring priorities Statewide Law Enforcement Support

Comprehensive public records platform (IPRA)

Job Task Analysis

Accounting service contract

## **NMSP Bureaus**



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

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 and tobacco enforcement and investigation Commercial Vehicle Enforcement Bureau provides specialized commercial vehicle enforcement:

Commercial vehicle crash investigations

Backup on calls-forservice in rural communities

Training of law enforcement and industry - basic CVE safety enforcement

DWI enforcement, crash reduction efforts, saturation patrols, and enforcement ops

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

Explosive detection, dismantle and disposal

Dive Team

Aircraft

Tactical Team (SWAT) response services:

- High-risk warrant service
- Hostage rescue
- Fugitive apprehension
- •Active shooter response

NMSP Special Projects
Bureau provides
specialized long-term
planning for State
Police:

Communication Bureau

**Technology Unit** 

Fleet

## **NMSP Other Agency Support**



## NMSP SPECIALTY TEAM CALLOUTS AND ASSISTANCE TO OTHER LAW ENFORCEMENT AGENCIES

ALL NMSP SERVICES ARE
PROVIDED TO OTHER
AGENCIES FREE OF
CHARGE

## OFFICER-INVOLVED SHOOTING INVESTIGATIONS:

- •10 for NMSP
- •35 for other agencies
- •21 OIS task force assists

#### CRIME SCENE TEAM:

- •57 for NMSP
- •83 for other agencies

#### TACTICAL TEAM

- •89 missions for NMSP
- 44 for other agencies

#### BOMB TEAM

74 missions for NMSP66 for other agencies

## UNMANNED AERIAL VEHICLES (DRONES)

•141 NMSP missions •11 other agency missions

#### AIRCRAFT SECTION

- •80 missions for NMSP
- •13 for other agencies

#### MOTORCYCLE UNIT

- •27missions for NMSP
- •8 for other agencies

#### DIVE TEAM

- •5 missions for NMSP
- •11 for other agencies

## CRASH RECONSTRUCTION UNIT

• 56 for NMSP • 26 for other agencies

## AUTO THEFT SUPPRESSION UNIT - ABQ METRO

•245 recovered •266 felony arrests

#### UNIFORM AND CVE TRAFFIC ENFORCEMENT

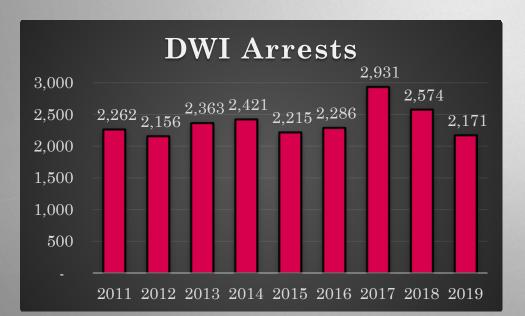


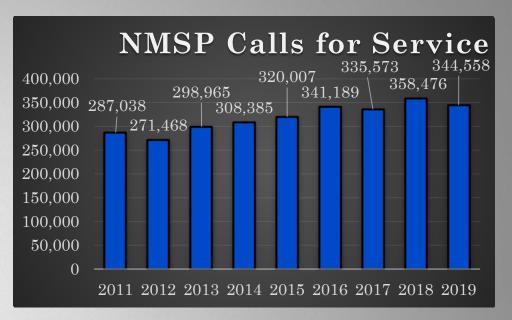
Primary focus – address DWI and quality of life issues in New Mexico through:

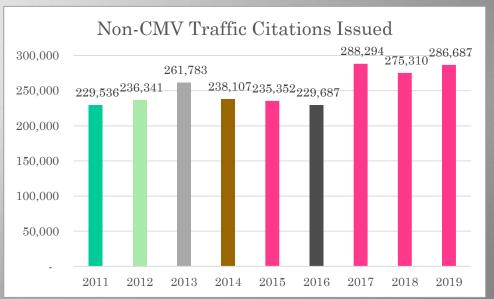
- High visibility patrols and
- Proactive police work –

## 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.
- NOTE: 2019 data as of Nov. 15, 2019



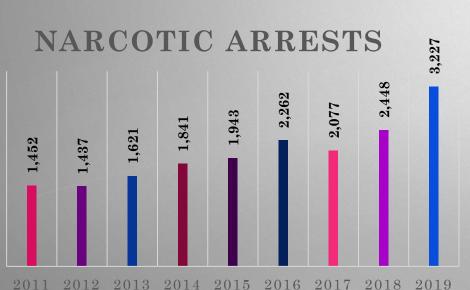




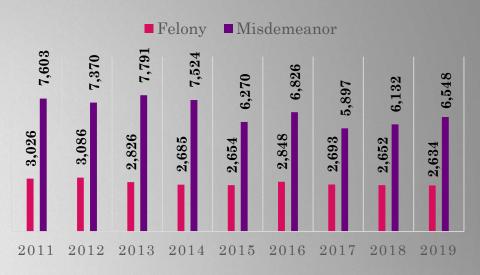
# UNIFORM, CRIMINAL INVESTIGATION and EMERGENCY RESPONSE







#### CRIMINAL ARRESTS



#### **Controlled Substance Seizures:**

- 382 lbs. of methamphetamine
- 79 lbs. of heroin
- 150 lbs. of cocaine
- 3,035 lbs. of marijuana
- 150 lbs. of fentanyl

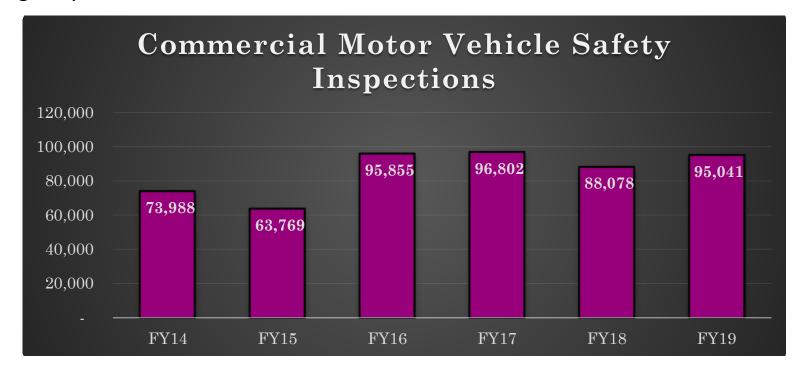
NOTE: 2019 data as of Nov. 15, 2019



#### NMSP COMMERCIAL VEHICLE ENFORCEMENT

- Safety Inspections During FY19, the NMSP CVE conducted 95,041 commercial vehicle safety inspections.
- 17,524 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.

Commercial Motor Vehicle Safety Inspections



#### NMSP RECRUITMENT, TRAINING AND RETENTION



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

#### **RECRUITMENT AND TRAINING:**

It costs the taxpayer \$100,000+ per officer to train and equip a new NMSP officer (includes cost

of vehicle).



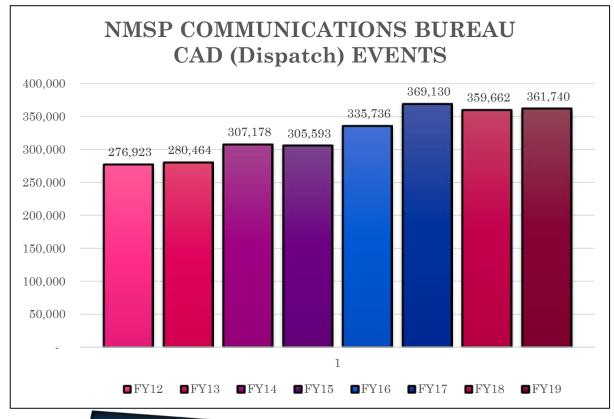
- Community Engagement Unit geared toward developing relationships with the community and enhancing visibility for recruitment efforts.
- Increased diversity in the application pool.
- Implemented year-round recurring model
- Established two recruit schools per year; June and December graduation.
- Invest heavily in training: new and incumbent officers
  - Focus on professional development for current officers.
  - Improve quality of service NMSP provides to New Mexico citizens
  - Increase the retention rates of veteran officers.

#### **LAW ENFORCEMENT PROGRAM – Communications Bureau**

# NMSP Communications Bureau consolidated eight dispatch centers into three central dispatch centers:

- o Northcom Las Vegas
- o Cencom Albuquerque
- o Southcom Las Cruces
- ✓ Failover Ability
- ✓ Interoperability
- ✓ Dispatch any comm center statewide
  - ✓ Special Operations
  - ✓ State Fair
  - ✓ Special Events
- Build positive working relationship for interoperability – local and state government entities
- Improve work environment for dispatchers
- Greater training opportunities.









## NMSP Pay Plan

#### **Understanding the Current Plan**

To provide a context for the conduct of the study, Kenning Consulting analyzed the changes in the State Police pay plan since July 1, 2014 (FY2015) through July 1, 2019 (FY2020). The change in salary structure is based on structure movement for a Patrol Officer, Step 2. The structure movement is 24.6%, on a compounded basis.

#### **SALARY STRUCTURE MOVEMENT - PATROL OFFICER, STEP 2**







PATROL OFFICER	Rank	Sign on Bonus	# of Incumbents	Starting Salary	Highest Actual Salary	Average Salary	Starting Pay Adj. for Retirement & FICA Contribution
Carlsbad	1	\$25K sign on bonus after 5 years	30	\$27.82	\$35.05	\$31.44	\$22.46
Hobbs	2	\$25,000 sign on bonus after 5 years	51	\$25.28	\$33.79	\$29.00	\$23.90
Los Alamos	3		25	\$24.70	\$27.22	\$26.82	\$18.41
NMSP	4		469	\$24.43	\$30.69	\$27.68	\$24.43
Farmington	5	\$15K in state lateral sign on bonus; \$5K out of state lateral sign on bonus	90	\$23.25	\$35.80		
Bernalillo County	6		250	\$22.40	\$28.95	\$28.23	\$22.40
San Juan County	7	\$3K sign on bonus	65	\$22.13	\$30.41	\$25.41	\$18.41
Albuquerque	8	\$5K sign on bonus	698	\$21.27	\$31.50	\$29.73	\$17.76
Rio Rancho	9		87	\$20.50	\$30.00	\$25.65	\$16.85
Santa Fe County	10		64	\$19.98	\$29.16	\$23.32	\$17.87
Santa Fe City	11		80	\$19.31	\$30.28	\$24.47	\$18.17
Dona Ana County	12		71	\$18.03	\$30.09	\$23.62	\$13.64
Las Cruces	13	\$3K sign on bonus w/ 36 month commitment	127	\$17.83	\$31.79	\$24.06	\$17.83
Clovis	14		46	\$16.53	\$29.47	\$22.68	
		Weighted Average S	Salary (non-DPS):	\$21.04		\$27.61	
		1	16.11%		0.26%		

## **New Recruit Starting Salary**



RECRUIT/ CADET	Number of Incumbents	Sign On Bonus/ Accelerated Pay	Rank on Starting Pay	Hire Salary	Length of Time in Service before 1st Pay Increase	Probationary Period
Hobbs	0		1	\$25.28	After probation	2080 hours as CPO
Carlsbad	3	\$5K sign on bonus (up from \$3k)	2	\$24.73	Varies	1 Year
Los Alamos			3	\$24.70		1 Year
San Juan County		\$6K sign on for Lateral/Certified only	4	\$22.13		18 months
Farmington		\$3K sign on bonus	5	\$21.22		
Rio Rancho	8	\$3K sign on bonus w/ 36-month commitment	6	\$20.00	1.5 year	1 Year
Albuquerque	63	\$5k bonus on completing Academy & Training	7	\$19.35	6 months	1 Year
Santa Fe City	14	\$1K sign on \$3K lateral and 160 hours leave	8	\$19.11	1 Year	1 Year
Santa Fe County	12		9	\$19.00	At completion of academy	12 months
Bernalillo County	15		10	\$17.75	7 months	12 months
Dona Ana County	0		11	\$16.06	1 Year	1 Year
NMSP	25		12	\$16.00	At completion of academy	2 Years
Las Cruces	0		13	\$15.50	1 Year	1 Year
Clovis			14	\$15.35		

## **Recommended Pay Plan for State Police**



#### PROPOSED FY21 NMSP PAY PLAN

STEP ======>	1	2	3	4	5	6	7	8
YEARS OF SERVICE	0	1	2	3	4	5	6	7
RECRUIT	\$22.00							
PATROLMAN	\$27.00	\$28.62	\$30.05	\$31.25	\$32.19			
SERGEANT	\$35.41	\$37.18	\$39.01	\$40.21				
LIEUTENANT	\$44.23	\$46.44						

CAPTAIN MAJOR	\$51.08 \$56.19		ROLE	CURRENT STARTING PAY	RANK ON CURRENT STARTING PAY	PROPOSED STARTING PAY	RANK ON PROPOSED STARTING PAY
DEPUTY CHIEF	\$61.80		RECRUIT	\$16.00	12	\$22.00	5
CHIEF	\$67.98		PATROLMAN	\$24.43	4	\$27.00	2
			SERGEANT	\$32.90	5	\$35.41	2
		LIEUTENANT	\$42.21	3	\$44.23	3	
		CAPTAIN	\$48.31	4	\$51.08	3	
		MAJOR	\$52.66	-	\$56.19	-	

## **Recommended Pay Plan for State Police**



#### **ALTERNATIVE FUNDING SCENARIOS**

SCENARIO	VARIATION	BENEFITS/ISSUES	COST
A	Implement new structure but provide a maximum of 1 additional step to address compaction.	Implements higher starting pay to attract new officers; partially addresses pay compaction.	\$7.14m
В	Implement new structure but keep all officers on current step.	Implements higher starting pay to attract new officers; does not provide pay based on years of service in rank, therefore does not address pay compaction.	\$6.32m

• The cost shown is both salary and benefits.

## **Dispatchers and Transportation Inspectors**



The above two positions were not included in the 2013 survey, but have been included in this survey. Commentary is as follows:

- Salary ranges for these positions are set by State Personnel Office as they are included in the State Classified employee pay plan.
- Market data for Dispatch was gathered by NMDPS HR staff.
- Market data for Transportation Inspectors was provided by State Personnel staff, based on the 2018 National Compensation Association of State Governments (NCASG) survey.
- Set out on the following two pages are the results of the data gathering and analysis. This shows that the State ranks low for both of these positions.

## **NMSP Dispatcher Salaries**



		TCHER ERTIFIED)		TCHER 'IFIED)	DISPATCHER SUPERVISOR		
	Rank on Starting Pay	Starting Salary	Rank on Starting Pay	Starting Salary	Rank on Starting Pay	Starting Salary	
Carlsbad	1	\$21.50	1	\$24.18	1	\$29.97	
Bernalillo	2	\$18.50	2	\$23.00	5	\$22.10	
Los Alamos	3	\$18.35	3	\$20.23	3	\$23.41	
Albuquerque	4	\$18.13	4	\$20.13			
Rio Rancho	5	\$16.00	6	\$17.50	6	\$22.00	
Santa Fe County	5	\$16.00	5	\$18.00	8	\$21.35	
Las Cruces	7	\$15.92	7	\$16.72			
NMPS	8	\$14.53	10	\$16.00	7	\$21.42	
San Juan County	9	\$14.49	9	\$16.11	2	\$26.62	
Clovis	10	\$13.23	11	\$13.57	9	\$16.53	
Lea County			8	\$16.60	4	\$23.11	

## **NMSP Transportation Inspector Salaries**



#### TRANSPORTATION INSPECTOR (PORT OF ENTRY)

STATES	Number of Incumbents	Rank on Starting Pay	Starting Salary	Rank on Highest Salary	Highest Actual Salary	Rank on Average Salary	Average Salary
СО	62	1	\$20.97	1	\$29.66	2	\$23.33
AZ	85	2	\$17.70	2	\$25.53	1	\$24.21
ОК	55	3	\$16.08	3	\$22.92	3	\$22.92
WY	17	4	\$15.56	6	\$20.55	4	\$18.29
UT	7	5	\$15.08	4	\$20.77	6	\$17.00
KS	12	6	\$15.04	5	\$20.58	5	\$17.47
NM	49	7	\$12.61	7	\$18.09	7	\$13.29





#### There are two components to pay for these two positions:

- Pay ranges, the setting of which is outside the jurisdiction of NMPDS, as it is the accountability of SPO.
- Actual rates of pay, over which NMDPS has more control.

#### Based on the above, we recommend the following:

- Provide in-range pay movements of up to 10% allowable, based on compa-ratio and tenure in position. Based on data provided by DPS, the annualized salary cost for a 10% in-range adjustment for Dispatchers is \$415,113 and for Transportation Inspectors is \$237,402.
- Kenning Consulting initiate discussion with SPO to determine what can be done to increase the pay ranges for these positions.







STATEWIDE LAW ENFORCEMENT SUPPORT

PROGRAM SUPPORT



#### STATEWIDE LAW ENFORCEMENT SUPPORT and PROGRAM SUPPORT



DPS also provides 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 for 145 law enforcement agencies: DNA Firearms / Toolmarks Chemistry Latent Prints

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

Program Support
manages millions in
grants for NM subrecipients in support of
local law enforcement,
forensic casework, and
other law enforcement /
correctional programs.

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

## **NEW MEXICO LAW ENFORCEMENT ACADEMY (NMLEA)**

- ❖ Directly provided basic officer training and certification to 461 officers from law enforcement agencies around the state in FY19
- 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; 123 total dispatchers certified in FY19
- ❖ In-service training required biennially for 5,622 NM officers and 1,089 dispatchers
- 212 advanced officer training certifications issued in FY19.
- NMLEA received 53 misconduct cases and adjudicated 37 in FY19
- ❖ In FY19, about 70 percent of all complaint cases were reviewed and adjudicated

- Increased demands being placed on LEA to meet the needs of all law enforcement agencies:
  - Additional Cert-by-Waiver courses requested
  - Training on Legislative Mandates
  - High agency turnover rates
  - Advanced training requests by agencies



## DPS CAPITAL PROJECT REQUESTS

❖ STATE POLICE DISTRICT 1 SANTA FE — \$9.05M. Project programming and schematics completed, currently in design stage. Existing D1 building to be demolished for required HQ parking lot expansion. Building location at DPS HQ front entry off Cerrillos Rd, public visibility and good access

❖ FIRING RANGE — \$9.95M. Phase II: programing and schematics completed. Next step: design documents through construction completion. Will complete the Firing Range project; providing classrooms, restrooms, parking lot, lighting, acoustical improvements and firing range improvements for the Law Enforcement Academy and Corrections Department.

❖ DPS STATEWIDE — \$5.1M. DPS State Police facilities statewide need upgrades to the end of life building systems (parking & employee lots, HVAC, life safety, roofs, windows, flooring, doors, electrical, etc.). The facilities require CALEA standards (Commission on Accreditation for Law Enforcement Agencies).

❖ STATE POLICE NEW SUB-STATIONS — \$5.5M. Several State Police districts are in lease facilities and do not meet program operations. Secured parking, prisoner drop off, operational processing. Top three sites for new sub-station: Edgewood, Los Lunas and Grants.

❖ STATE POLICE METRO PROJECT — \$1.5M. Request funds for land and architectural / engineering schematic / design documents to build new State Police District 5 facility off I-40 and Atrisco Vista, west of Albuquerque





