

New Mexico Department of Public Safety

Cabinet Secretary Designate Jason R. Bowie

Legislative Finance Committee / FY 2023 Budget Request

December 3, 2021 / State Capitol House Chambers



OUR VISION

The New Mexico Department of Public Safety 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



DPS Accomplishments

- **With assistance of Legislature ensured passage of SB315 to put all State Police Officers on the same retirement plan**
- **Assisted Metro area law enforcement on a consistent basis**
 - Metro Operation #2
 - Took over investigations of fatal crashes on I-25 and I-40 in the Metro
 - Over 200 Special Operations missions in the Metro
- **Despite 70 percent increase in homicides handled, NMSP maintained a clearance rate of 82 percent, well above national average of 62 percent**
- **Maintained excellent partnerships with federal, state and local partners (20+ personnel assigned to task forces)**
- **Initiated construction of new DPS Forensic Lab in Santa Fe**
- **DPS Information Technology (IT) Department processed over 13,750 Service Desk tickets, over 50 percent of which were from other agencies**
- **Implemented new National Incident Based Reporting System (NIBRS)**
- **NM LEA Board decreased pending misconduct cases by 50 percent**

DPS provides support and vital resources to other criminal justice agencies around the State.....

Forensic Laboratory Bureau

- In FY21 the DPS Lab provided forensic casework in four disciplines for 140 law enforcement agencies, where the Lab received and tracked almost 21,817 items of evidence.
- The DPS Lab received items from 7,527 cases for processing from 139 client agencies other than State Police. The DPS Lab is the only forensic laboratory that serves those agencies.

Law Enforcement Academy

- In FY21, the LEA graduated 132 new officers, including 15 tribal, from 50 agencies.
- In the same year, 80 new Dispatchers graduated, including 9 tribal, from 29 agencies.

Law Enforcement Records Bureau

Provides services to 24 statewide distinct units to the general public:

- NM Missing Persons Clearinghouse
- Automated Fingerprint Identification System
- Sex Offender Registration Program
- Conceal Carry Weapon
- Background Checks
- Criminal History Reporting

DPS provides support and vital resources to other criminal justice agencies around the State.....

INFORMATION TECHNOLOGY DIVISION

- ❖ Maintains various levels of database access for 1,160 agencies:
 - Law Enforcement
 - Courts
 - Detention Centers
 - District Attorneys

- ❖ Onboarded 52 agencies to Traffic and Criminal Software (TraCS) so they can report traffic information electronically



PROGRAM SUPPORT

- Administers 30 federal grant awards throughout the State

- Funds \$5.6 Million dollars to 22 statewide sub-recipients

- Administers \$1.9 Million dollars of law enforcement funding to 5 tribal agencies

Budget Proposal Primary Goals



- RETENTION & RECRUITMENT
- VIOLENT CRIME REDUCTION
- INCREASED ACCOUNTABILITY & TRAINING

One of State Police's most important roles is to provide assistance to other law enforcement agencies with resources and expertise they otherwise would not have access to.

DIVE TEAM

- 9 NMSP Missions
- 9 For Other Agencies

OFFICER-INVOLVED SHOOTING INVESTIGATIONS

- 12 for NMSP
- 39 For Other Agencies
- 16 as OIS Task Force Assists

TACTICAL TEAM

- 127 NMSP Missions
- 69 For Other Agencies

UNMANNED AERIAL VEHICLES (DRONES)

- 129 NMSP Missions
- 5 Other Agency Missions

BOMB TEAM

- 74 Missions for NMSP
- 69 For Other Agencies

CRIME SCENE TEAM

- 47 for NMSP
- 81 For Other Agencies

NMSP STATEWIDE SUPPORT OVER THE LAST 364 DAYS

CRASH RECONSTRUCTION UNIT

- 32 for NMSP
- 21 For Other Agencies

AIRCRAFT SECTION

- 274 NMSP Missions
- 13 For Other Agencies



New Mexico State Police Pay Update

1 - Officer at Starting Pay

Agency	Sign-on Bonus	Rank	Hourly Rate	New Rank	With Increase
Carlsbad PD	\$3,500 upon hire \$1,500 after 1 year	1	\$ 28.66		
Hobbs PD	\$3,500 to \$30,000 relocation paid over 6 years	2	\$ 27.77		
NMSP	None	3	\$ 26.40	1	\$ 31.80
Los Alamos County PD	None	4	\$ 24.70		
San Juan County SO	None	5	\$ 24.28		
Farmington PD	\$1,000 upon hire \$2,000 after FTO \$2,000 after 1 year	6	\$ 23.58		
Bernalillo County SO	None	7	\$ 22.41		
Santa Fe PD	None	8	\$ 22.26		
Santa Fe County SO	None	9	\$ 22.00		
Albuquerque PD	\$10,000 after 1 year	10	\$ 21.91		
Rio Rancho PD	None	11	\$ 20.30		
Clovis PD	None	12	\$ 19.17		
Las Cruces PD	\$6,000 with a 36-month commitment	13	\$ 18.83		
Dona Ana County SO	None	14	\$ 18.67		

2 - Officer at Maximum Step

Agency	Lateral Bonus	Rank	Hourly Rate	New Rank	With Increase
Los Alamos County PD	None	1	\$ 36.35		
Carlsbad PD	\$1,500	2	\$ 34.39		
San Juan County SO	None	3	\$ 33.37		
Las Cruces PD	\$6,000 with a 36-month commitment	4	\$ 33.09		
Farmington PD	\$1,000 upon hire \$2,000 after FTO \$2,000 after 1 year	5	\$ 32.85		
NMSP	None	6	\$ 32.01	1	\$ 38.55
Hobbs PD	\$3,500 to \$30,000 relocation paid over 6 years	7	\$ 31.94		
Albuquerque PD	\$15,000	8	\$ 31.50		
Santa Fe PD	\$15,000	9	\$ 31.00		
Dona Ana County SO	\$3,000 after FTO \$3,000 after 1 year	10	\$ 30.69		
Clovis PD	Lateral starts at \$19.64	11	\$ 30.21		
Santa Fe County SO	None	12	\$ 30.00		
Rio Rancho PD	None	13	\$ 29.48		
Bernalillo County SO	None	14	\$ 28.95		

Requesting \$14,734,100 for Retention and Recruitment

- **\$11,510,800 to position NMSP as first in pay throughout the State**
- **\$3,223,300 to implement longevity pay starting at 10 years of service**

Staffing as of Wednesday, December 1, 2021

• <u>Perm</u>	614 Filled	90 Vacant	704 Total	87% Filled	13% Vacant
• <u>Term</u>	12 Filled	6 Vacant	18 Total	67% Filled	33% Vacant
• <u>Total</u>	626 Filled	96 Vacant	722 Total	87% Filled	13% Vacant

Funding Status

• <u>Perm</u>	664 Funded	40 Unfunded	704 Total
• <u>Term</u>	18 Funded	0 Unfunded	18 Total
• <u>Total</u>	682 Funded	40 Unfunded	722 Total

Dispatcher Pay Update

1 - Comparison to NMSP Range Midpoint

Agency	Non-Certified Starting Pay		Certified Starting Pay		Supervisor Starting Pay	
	Rank	Rate	Rank	Rate	Rank	Rate
Carlsbad PD	1	\$ 22.14	1	\$ 24.91	1	\$ 30.87
Bernalillo County SO	2	\$ 22.04	2	\$ 23.05	2	\$ 30.43
Albuquerque PD	3	\$ 18.67	3	\$ 20.67	None	None
Los Alamos County PD	4	\$ 18.53	4	\$ 20.43	4	\$ 24.83
Santa Fe County Regional	5	\$ 17.35	5	\$ 18.27	7	\$ 20.37
Sandoval County Regional	6	\$ 16.40	6	\$ 17.94	6	\$ 22.55
San Juan County Regional	7	\$ 14.92	10	\$ 16.59	3	\$ 27.42
NMSP Midpoint	8	\$ 13.89	8	\$ 16.70	8	\$ 18.61
Mesilla Valley Regional	9	\$ 13.64	7	\$ 16.72	None	None
Clovis PD	10	\$ 13.57	11	\$ 14.97	9	\$ 17.36
Lea County Regional	None	None	9	\$ 16.60	5	\$ 23.11

2 - Comparison to Current NMSP Incumbent Averages

Agency	Non-Certified Starting Pay		Certified Starting Pay		Supervisor Starting Pay	
	Rank	Rate	Rank	Rate	Rank	Rate
Carlsbad PD	1	\$ 22.14	1	\$ 24.91	1	\$ 30.87
Bernalillo County SO	2	\$ 22.04	2	\$ 23.05	2	\$ 30.43
Albuquerque PD	3	\$ 18.67	3	\$ 20.67	None	None
Los Alamos County PD	4	\$ 18.53	4	\$ 20.43	5	\$ 24.83
Santa Fe County Regional	5	\$ 17.35	6	\$ 18.27	8	\$ 20.37
NMSP Incumbent Average	6	\$ 16.43	5	\$ 19.65	4	\$ 25.03
Sandoval County Regional	7	\$ 16.40	7	\$ 17.94	7	\$ 22.55
San Juan County Regional	8	\$ 14.92	10	\$ 16.59	3	\$ 27.42
Mesilla Valley Regional	9	\$ 13.64	8	\$ 16.72	None	None
Clovis PD	10	\$ 13.57	11	\$ 14.97	9	\$ 17.36
Lea County Regional	None	None	9	\$ 16.60	6	\$ 23.11

3 - With FY 2023 Proposed Pay Adjustment

Agency	Non-Certified Starting Pay		Certified Starting Pay		Supervisor Starting Pay	
	Rank	Rate	Rank	Rate	Rank	Rate
Carlsbad PD	1	\$ 22.14	1	\$ 24.91	1	\$ 30.87
Bernalillo County SO	2	\$ 22.04	2	\$ 23.05	2	\$ 30.43
NMSP FY23 Pay Adjustment	3	\$ 21.00	3	\$ 23.00	4	\$ 26.00
Albuquerque PD	4	\$ 18.67	4	\$ 20.67	None	None
Los Alamos County PD	5	\$ 18.53	5	\$ 20.43	5	\$ 24.83
Santa Fe County Regional	6	\$ 17.35	6	\$ 18.27	8	\$ 20.37
Sandoval County Regional	7	\$ 16.40	7	\$ 17.94	7	\$ 22.55
San Juan County Regional	8	\$ 14.92	10	\$ 16.59	3	\$ 27.42
Mesilla Valley Regional	9	\$ 13.64	8	\$ 16.72	None	None
Clovis PD	10	\$ 13.57	11	\$ 14.97	9	\$ 17.36
Lea County Regional	None	None	9	\$ 16.60	6	\$ 23.11

Requesting \$594,700 Pay Adjustment for Current Staff and Starting Pay

- Certified from 8th to 3rd
- Supervisor from 8th to 4th
- Non-Certified from 8th to 3rd

Staffing as of Wednesday, December 1, 2021

• <u>Perm</u>	59 Filled	33 Vacant	92 Total	64% Filled	36% Vacant
• <u>Term</u>	0 Filled	5 Vacant	5 Total	0% Filled	100% Vacant
• <u>Total</u>	59 Filled	38 Vacant	97 Total	61% Filled	39% Vacant

Limited Promotional Opportunity in Current Pay Bands

- 9 dispatchers are past the maximum hourly rate of \$21.21 for Pay Band 50
- 5 supervisors are past the maximum hourly rate of \$23.63 for Pay Band 55
- Only 9 supervisor positions – all are currently filled
- Only 2 trainer positions at Pay Band 60 – both are filled
- Only 3 Communications Center Manager positions - all are filled

Transportation Inspector Pay Update

1 - Current State Government Rates

State	Starting Pay	
	Rank	Rate
Arizona	1	\$ 26.81
Oklahoma	2	\$ 26.44
Utah	3	\$ 22.35
Wyoming	4	\$ 20.52
Texas	5	\$ 19.40
NMSP Midpoint Range 55	6	\$ 18.61
Montana	7	\$ 17.91
Colorado	8	\$ 16.35

2 - With Current NMSP Transportation Inspectors

State	Starting Pay	
	Rank	Rate
Arizona	1	\$ 26.81
Oklahoma	2	\$ 26.44
Utah	3	\$ 22.35
Wyoming	4	\$ 20.52
Texas	5	\$ 19.40
Montana	6	\$ 17.91
NMSP Current Incumbent Average	7	\$ 17.27
Colorado	8	\$ 16.35

3 - With NMSP Proposed Starting Pay

State	Starting Pay	
	Rank	Rate
Arizona	1	\$ 26.81
Oklahoma	2	\$ 26.44
Utah	3	\$ 22.35
Wyoming	4	\$ 20.52
Texas	5	\$ 19.40
Montana	6	\$ 17.91
NMSP Proposed Starting Rate	7	\$ 20.00
Colorado	8	\$ 16.35

4 - With Proposed NMSP Transportation Inspectors

State	Starting Pay	
	Rank	Rate
Arizona	1	\$ 26.81
Oklahoma	2	\$ 26.44
Utah	3	\$ 22.35
NMSP Proposed Incumbent Average	4	\$ 21.22
Wyoming	5	\$ 20.52
Texas	6	\$ 19.40
Montana	7	\$ 17.91
Colorado	8	\$ 16.35

Requesting \$496,300 Pay Adjustment for Current Staff and Starting Pay

- Inspectors, Supervisors and Managers
- Appropriate Placement
 - Years of Experience
 - Education and Certifications
 - Current Pay
- Correct Internal and External Pay Inequity
- Effective Immediately upon Approval

Continue Temporary Recruitment Differential

- Carlsbad and Hobbs
- Compete with Oil Field Pay

Staffing as of Wednesday, December 1, 2021

- Perm 52 Filled 6 Vacant 58 Total
- Term 14 Filled 4 Vacant 18 Total
- Total 66 Filled 10 Vacant 76 Total

- Perm 90% Filled 10% Vacant
- Term 78% Filled 22% Vacant
- Total 87% Filled 13% Vacant

Forensic Scientist & Technician Pay Update

Minimum Annual Salary for the Position

Current NMDPS Structure and Career Path	New Mexico DPS	Idaho State Police	Arizona DPS	Las Vegas NV Metro	Washington State Patrol
Laboratory Program Specialist	\$ 30,976	\$ 61,668			
Forensic Technician	\$ 25,355	\$ 27,914	\$ 68,130		\$ 37,728
Forensic Technician Supervisor	\$ 48,296		\$ 105,077		
Forensic Scientist 1	\$ 42,719	\$ 36,816	\$ 57,194	\$ 69,987	\$ 47,844
Forensic Scientist 2	\$ 48,223	\$ 46,508	\$ 69,158	\$ 77,257	\$ 55,524
Forensic Supervisor	\$ 54,786			\$ 81,143	
Quality Assurance Manager	\$ 54,786	\$ 58,094			Set by the Chief
Forensic Laboratory Director	\$ 71,932	\$ 105,828	\$ 115,584	\$ 111,108	Set by the Chief

Lowest starting salary

Second lowest starting salary

Requesting \$248,000 for Reclassification and Pay Adjustments

- Address retention and recruitment problems
- Address lack of career mobility and progression
- Address flat organizational structure
- Improve and enhance operations and performance
- Meet forensic needs of the State's law enforcement and criminal justice community to reduce violent crime and repeat offenders
- Become an attractive employer in the new Santa Fe Forensic Laboratory scheduled to open in winter 2022

Staffing as of Wednesday, December 1, 2021


- *Perm* 31 Filled 8 Vacant 39 Total
- *Term* 6 Filled 4 Vacant 10 Total
- *Total* 37 Filled 12 Vacant 49 Total
- *Perm* 79% Filled 21% Vacant
- *Term* 60% Filled 40% Vacant
- *Total* 76% Filled 24% Vacant

OFFICER RECRUITMENT

- **Traditional Recruit School**
 - Run two (2) in the next fiscal year
 - Goal to graduate 45 recruits from each class

- **Lateral Recruit School**
 - Run two (2) in the next fiscal year
 - Goal to graduate 20 laterals in each class

RETENTION & RECRUITMENT



New Mexico State Police – Implement FY 2023 pay plan	\$11,510,800
New Mexico State Police – Longevity pay starting at 10 years of service	3,223,300
Dispatchers – Competitive pay adjustment	594,700
Transportation Inspectors – Competitive pay adjustment	496,300
Forensic Scientists – Competitive pay adjustment	<u>248,000</u>
Total Compensation Needs	\$ 16,073,100



More Effective Use of Police Resources

- **Increased Analytical Capabilities to better understand Crime Problems in the state**
 - **Data/Crime Analysts**
 - **Investigative Analysts**
 - **Intelligence Led Policing C2 Project**
- **Better intelligence on gun crimes**
 - **Full-time NIBIN data entry personnel**
 - **Statewide evidence technician/NIBIN collection unit**
- **Freeing up commissioned personnel to handle calls that require an officer**
 - **Statewide Public Service Aid Program**
 - **Civilian Crime Scene Investigators**
 - **Civilian Internal Affairs Investigators**
 - **Civilian Drone Operators**
 - **Cold Case investigators**

Expansion Requests for New Initiatives



Law
Enforcement
Program

Add ten (10) evidence technicians statewide	\$ 661,500
Add two (2) NIBIN data entry personnel	152,900
Add three (3) civilian crime scene investigators	232,400
Add two (2) civilian data/crime analysts	161,000
Add six (6) civilian investigative analysts	463,700
Add twelve (12) civilian public service aides	774,600
Add two (2) civilian Internal Affairs Investigators	152,900
TOTAL	<u><u>\$ 2,599,000</u></u>

CRITICAL SUPPORT SERVICES

- **Forensic Lab Investigative Support**
 - Add administrative support staff
 - Allow scientists to focus on evidence analysis
- **Expungements**
 - Requirement of new Cannabis Regulation Act
- **IPRA Requests**
 - Increased volume of data stored by DPS
- **Network Security**
 - Upgrade outdated IT infrastructure
 - Increased staffing required for growing technological needs
- **Increased Program Support**
 - Add administrative staff to support the agency's increasing needs

Expansion Requests for New Initiatives

Statewide
Law
Enforcement
Support

One (1) Staff Manager for the Lab	\$ 98,700
Two (2) Executive Secretaries for the lab	127,300
One (1) Paralegal for the Lab	74,600
Add two (2) additional IPRA clerks	114,500
Add two (2) additional Expungement/AFIS clerks	134,500
Add one (1) administrative assistant for LERB	56,100
Add six (6) positions to Information Technology	650,200
Funding and eight (8) FTE to support the NMLEA Board	693,100
TOTAL	<u><u>\$ 1,949,000</u></u>

Expansion Requests for New Initiatives



**Program
Support**

Add one (1) Budget Analyst	\$ 76,200
Add one (1) Accountant/Auditor-O for Accounts Payable	70,300
Add one (1) Purchasing Agent for Procurement	76,100
Add one (1) HR Senior Analyst	76,100
Add one (1) HR Senior Analyst for EEO	79,900
TOTAL	<u>\$ 378,600</u>



Total Expansion Requests

Law Enforcement Program	\$ 2,599,000
Statewide Law Enforcement Support	1,949,000
Program Support	<u>378,600</u>
Total Expansion Requests	\$ 4,926,600



***Additions-to-Base
in support of current
operations***

Program Support – Restore 5% reduction to FY 2022 general fund base	\$ 211,400
Program Support – Full funding for ASD Director & Deputy Director	269,300
Program Support – Critical operating needs	90,000
Law Enforcement Program – Two (2) larger recruit schools	3,239,400
Law Enforcement Program – Two (2) new lateral schools	3,543,800
Law Enforcement Program – Cloud storage for body/in-car camera video	408,000
All Programs – Funding for new Microsoft Office Suite through DoIT	415,800
GSD/DoIT Rate Adjustments	<u>2,162,900</u>
Total Increases to Base	\$10,340,600

LEA Board Requested Positions

- **One (1) Executive Director**
- **Five (5) Compliance Officers**
- **One (1) Misconduct Case Manager**
- **One (1) Executive Secretary**

- **Eight (8) New Positions Requested**

LEA Board Funding Requests

Budget Increases and One
Special Appropriation
Request

Personnel Costs for 8 new positions	\$ 534,700
Other Costs	<u>158,400</u>
Total Increases to Budget	\$ 693,100
Special Appropriation for Job Class Study and Curriculum Evaluation	<u>\$1,500,000</u>
Total Board Request	\$2,193,100

FY 2023 Request Budget Totals

- **Compensation Needs - \$ 16,073,100**
- **Expansion Requests - \$ 4,926,600**
- **Additions-To-Base - \$ 10,340,600**
- **TOTAL AGENCY INCREASE - \$ 31,340,300**

**Information Technology
C-2 Requests
\$7,575,000**

Criminal Justice Information Services (CJIS) Enhanced Cybersecurity **\$ 1,990,000**

Intelligence Led Policing and Public Safety **\$ 5,585,000**

1 - Purchase and Equip Law Enforcement Vehicles **\$ 17,065,000**

2 – Funding for advanced training initiatives for NMSP officers **\$ 892,800**

3 - Continue Body/In-Car Camera System Project and Increased Cloud-Based Storage **\$ 2,000,000**

4 - Job Task Analysis for the New Mexico Law Enforcement Academy **\$ 1,500,000**

5- Drones with scene mapping capabilities **\$ 168,500**

6 -Purchase 10 Mobile License Plate Readers and 4 License Plate Reader Trailers for Commercial Vehicle Enforcement **\$ 400,000**



**Nonrecurring Special
Appropriation Requests
\$22,026,300**

Capital Outlay Requests

Rank #1

**Public Safety Statewide
Upgrades**

\$5 million

Rank #2

**Santa Fe
Headquarters
Renovation**

\$3 million

Rank #3

**NMSP
Albuquerque Metro
New Facility**

\$13 million

Rank #4

**NMSP
Grants Sub-District
New Facility**

\$2 million

Rank #5

**Officer
Reality-Based Training
New Facility**

\$8.5 million

Thank You

