



# DPS REORGANIZATION ACT (SB95)

THE "NEW" NEW MEXICO STATE POLICE DIVISION

COURTS, CORRECTIONS & JUSTICE COMMITTEE

*Merger Update*

NOVEMBER 30, 2015

GREG FOURATT – CABINET SECRETARY

PETE KASSETAS – NMSP CHIEF / DEPUTY SECRETARY FOR OPERATIONS



## MERGER



### DPS Reorganization Act (SB95) Passed:

- Senate: 31-9
- House: 54-1

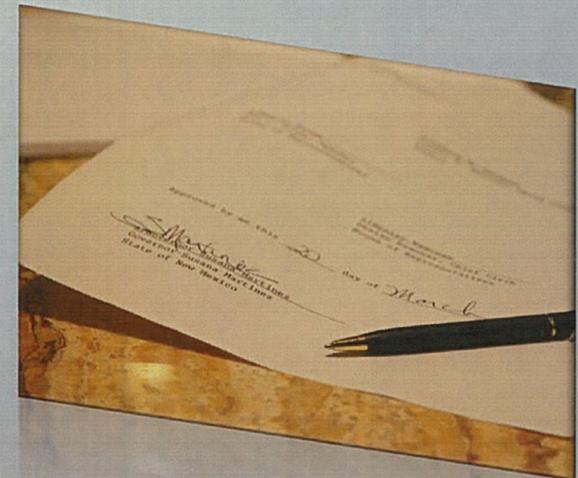
**Signed:** March 20, 2015

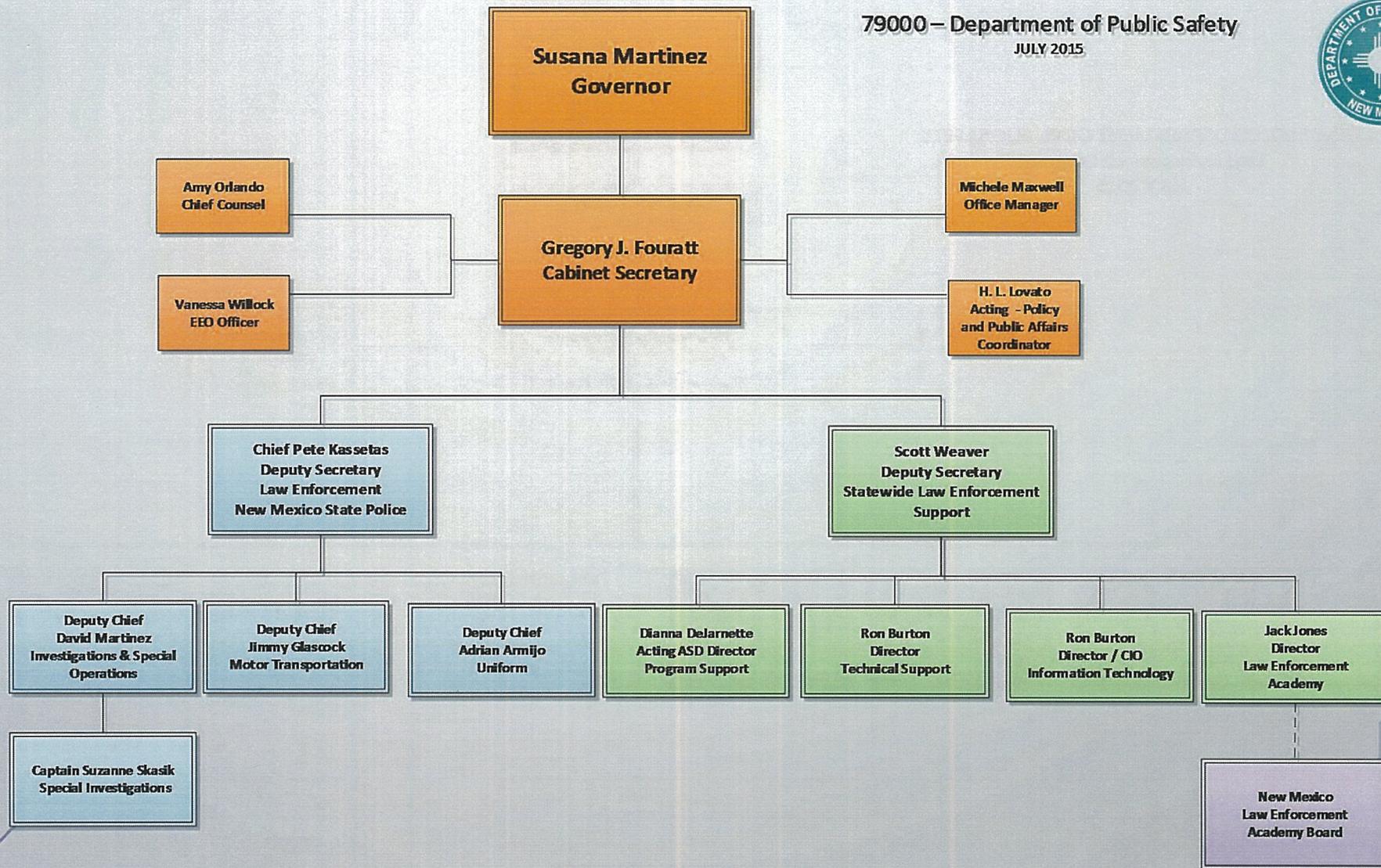
**Effective:** July 1, 2015

**First legislative reorganization in 28-year history of DPS.**

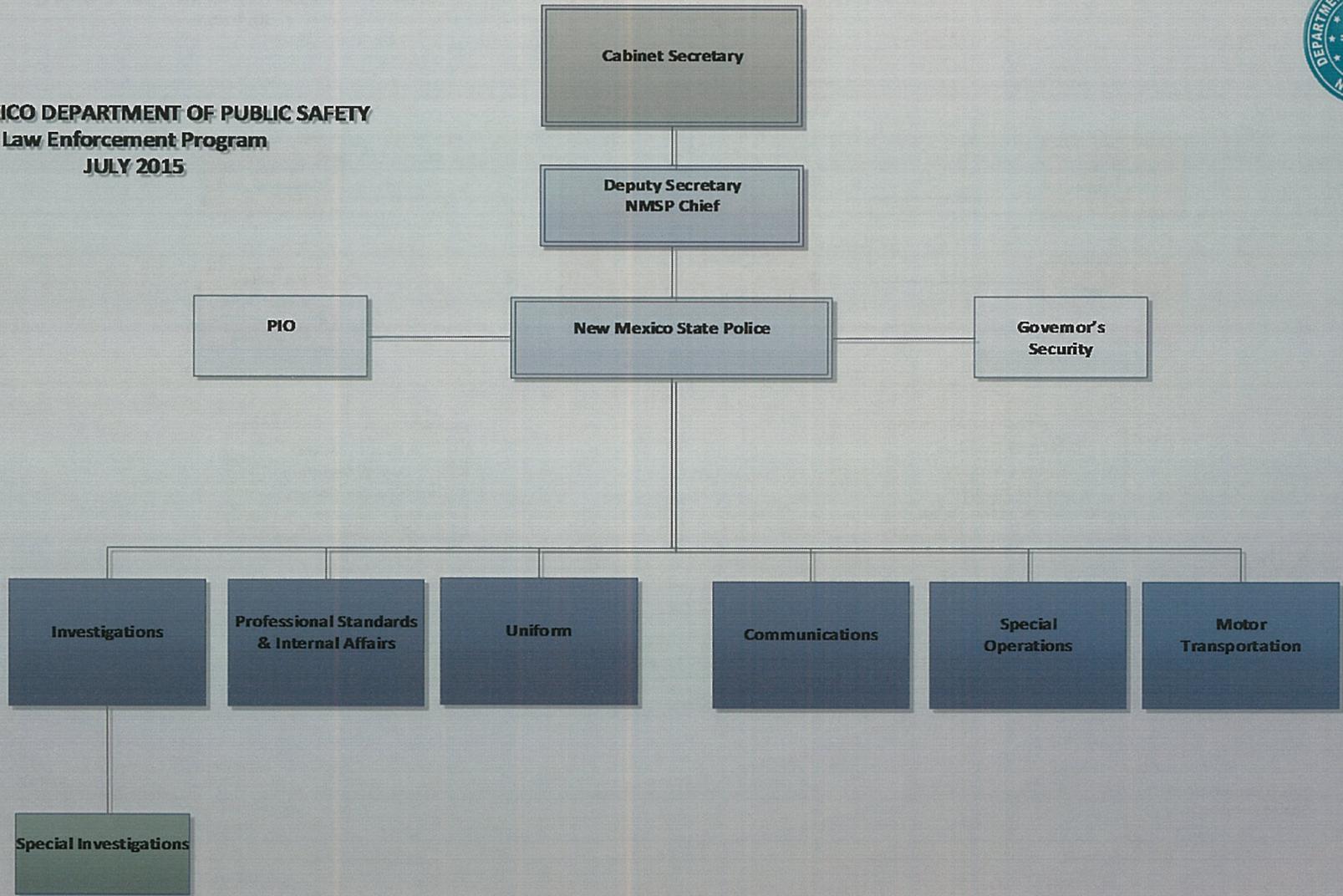
### SB95: Primary Effects

1. Transfer of MTPD / SID commissioned personnel into "NMSP DIVISION" affected:
  - 126 MTPD Officers
  - 27 SID AgentsCreated "Motor Transportation Police Bureau" and "Special Investigation Unit."
2. Single point of entry for new NMSP Division Officers.





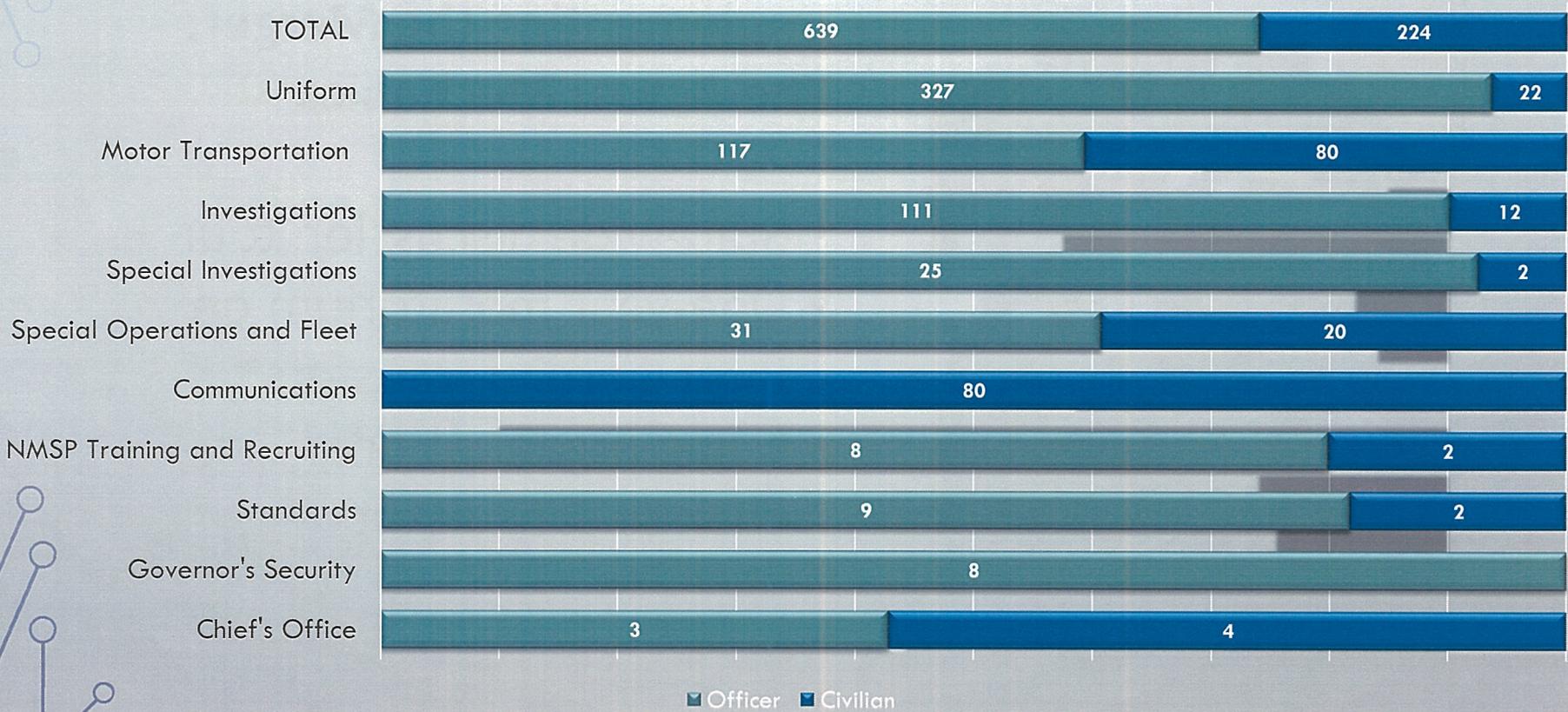
**NEW MEXICO DEPARTMENT OF PUBLIC SAFETY  
Law Enforcement Program  
JULY 2015**



# POST-MERGER NMSP DIVISION



## CURRENT STAFFING



## MERGER



### Implementing the Merger: The Actual Mechanics

- Statewide discussion tour
- One-year moratorium on inter-bureau transfers\*
- Using organizational change consultant

# MERGER



## Vision Statement:

The New Mexico State Police Division will transition into one cohesive law enforcement organization, with one vision for statewide law enforcement services in New Mexico. Its bureaus shall pursue complementary missions towards a common goal of serving the citizens of the state.

## July – November 2015

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Policy adjustments made to assimilate MTD and SID into NMSP Division.

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DPS HR implemented Merger Project Management Plan.

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July 1 – Announcement of MTPB Major’s selection process for Commercial Vehicle Enforcement: first appointment to the Chief’s staff after the merger.

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Effective July 4, 2015, all MTPB and SIU personnel afforded same specialty pay as NMSP officers, something previously prohibited by SPO. All pays now equalized.

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## MTB (CVE) PROMOTIONS – RESTRICTED SOLELY TO MTB PERSONNEL

- MTB Sergeant’s promotional process held; pending announcement.
  - MTB Lieutenant’s promotion process held; interviews scheduled.
  - MTB Captain’s promotion process held; two Captains promoted.
  - MTB Major’s promotion process; one Major promoted.
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SIU Promotions: Sergeant’s promotional process announced.

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## MERGER

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**NMSP:**

Single, unified State Police.

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**Where**

One uniform, one insignia, one commission.

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**We're**

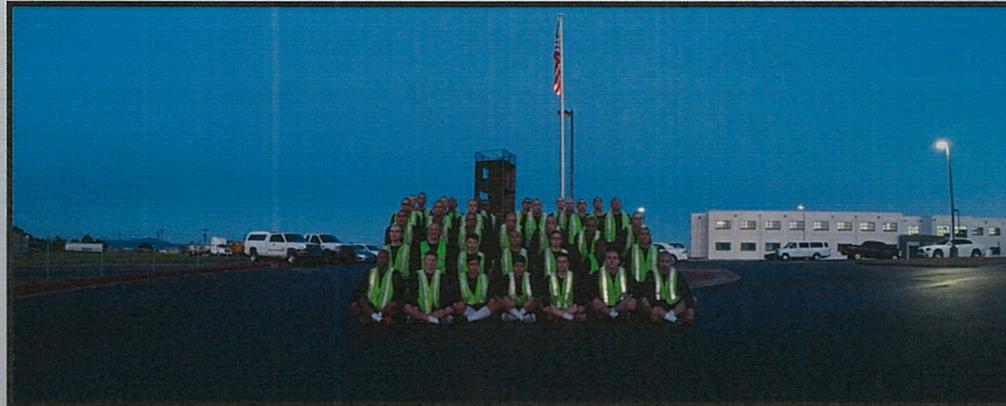
**Headed:**

Motor Transportation Police Bureau eventually to become NMSP  
Commercial Vehicle Enforcement Bureau.

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Officer staffing increase essential to public safety.

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Members of the 89<sup>th</sup> NMSP Recruit Class – Fall 2015.

## NMDPS - NEW MEXICO STATE POLICE OFFICER STRENGTH PROJECTIONS (Includes Motor Transportation and Special Investigations Programs)



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)							11/24/15
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	16	35	1	661
Projected Jan-June 2016	661	12	32	14	49	0	684
Projected July-Dec 2016	684	13	31	13	0	0	658
Projected Jan-June 2017	658	11	22	13	55	0	689



## MERGER

### Positive Effects of Increased Officer Staffing:

More coverage.

Greater visibility and deterrence.

Improved officer safety: proximity and availability of backup.

Safer roadways with fewer collisions.

Shorter response times to calls for service.

Increased inspections/regulation of CMVs.

More manageable investigative caseloads (speedier justice).

Continued ability to support other 235 LE agencies (e.g., investigations and special ops).



## MERGER

### State's Investment in Increased Officer Staffing:

Larger recruit schools (traditional and lateral).

Vehicles, fuel, in-car computers, vehicle and body cameras, etc.

Increased GSD / DoIT rates.

Increased burden on chronically short-staffed dispatcher corps.

- Long-range vision:  
three dispatch super-centers:

NorthCom

CentCom

SouthCom





## **MERGER: GROUP 1**

### TRAINING AND CURRICULUM

This group's focus is to develop a model plan for NMSP Recruit School to prepare officers to do commercial vehicle enforcement.

- ❖ Study the efficiency of current recruit school curriculum;
  - ❖ Modify curriculum based on what can be learned in the field vs. in the classroom.
- ❖ Develop lateral school curriculum; and,
- ❖ Reexamine length and content of Field Training Officer (FTO) period.

## MERGER: GROUP 2

### LATERAL AND TRADITIONAL HIRING PRACTICES



This group's focus concerned the following:

- ❖ criteria for lateral hire eligibility;
- ❖ length of academy;
- ❖ recruiting process for lateral and traditional hires;
- ❖ background investigations for lateral and traditional hires;
- ❖ retention and attrition rate improvement; and,
- ❖ enhancing recruitment of female officers.

Group presented final recommendations to the Chief and his staff on November 16th.



## **MERGER: GROUP 3**

### **CRITERIA FOR INTER-BUREAU TRANSFERS OF OFFICERS AT RANKS OF PATROL, SERGEANT, AND LIEUTENANT**

1. Inter-bureau lateral transfers (e.g., between and among Uniform, CVE, Investigations, SIU, Special Ops, and Training)
2. Promotion between bureaus (e.g., promotion from Uniform patrol officer to CVE Sergeant)
3. Training opportunities: Preparing officers for positions in CVE such as NAS certifications
4. Transfer policy revisions

The group is preparing final recommendations for delivery to Chief and staff in early December.



## **MERGER: GROUP 4**

### **REVIEW HEADQUARTER PROCESSES AND REPORT STRUCTURE**

The group is primarily comprised of supervisors and administrative assistants from all bureaus of the State Police Division.

The group's attention centered around report processes and the types of reports that are generated in the field. Some of these items and issues may be addressed with the new CAD/RMS; however, many deal with more administrative type reports. Some of the issues with administrative reports can be covered during the upcoming retreat for administrators.

Headquarters communication to the field and some departmental structural discussions have also taken place.

The group did not specifically deal with the merger itself.

Group 4 had two meetings: September 25 and October 13.



## MERGER: GROUP 5

### UNIFORMS

The group reviewed three options relating to uniforms.

Outlined Pros and Cons of each.

- Option A: Two uniforms. Continue with existing uniforms. Consider some modifications to CVE uniform to reflect State Police.
- Option B: One uniform. All officers use Class A uniform as duty uniform except for certain segments of Special Ops and other existing policy exceptions.
- Option C: One Class A uniform plus functional uniform for CVE daily use. Policy will state that CVE officers have the option of the functional uniform or Class A uniform.

### **Option C was selected.**

All working group members unanimously supported this uniform option.

Working group members approved of a suggested BDU including a button-up shirt with pockets in the 5.11 style and an outer carrier.

Working group members said that feedback from the field supported this uniform option.

Officers in the field supported making the change as quickly as possible.



## MERGER: NO MISSION SLIP

### Motor Transportation Bureau (MTB)

	7/1/14 -10/31/14	7/1/15 -10/31/15
<b># Citations</b>	<b>7,478</b>	<b>5,919</b>
# of Personnel: Officers	109	122
<b># of Inspections</b>	<b>15,145</b>	<b>17,587</b>
# of Personnel: Inspectors	67	61



## MERGER: NO MISSION SLIP

### Special Investigations Unit (SIU)

	7/1/14 -10/31/14	7/1/15 -10/31/15
# of Personnel	13	18
# of Inspections	974	2,052
# Citations *	345	242

\* DPS anticipated the number of citations would go down (i.e. more compliance) with the increase in the number of field agents and the increase in premises inspections (i.e. interaction/education with licensees).



# Thank You!

COURTS, CORRECTIONS & JUSTICE COMMITTEE

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