

LFC Requester: _____

**AGENCY BILL ANALYSIS
2024 REGULAR SESSION**

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO:

AgencyAnalysis.nmlegis.gov

{Analysis must be uploaded as a PDF}

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Check all that apply:

Original **Amendment**
Correction **Substitute**

Date 2.12.2024

Bill No: H 285

Sponsor: R. Szczepanski
Short Title: E- PUBLIC SAFETY
RECRUITMENT BUREAU

Agency Name and Code DFA-341
Number: _____
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SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY24	FY25		
	7,375.0	Non-recurring	General Fund

(Parenthesis () Indicate Expenditure Decreases)

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY24	FY25	FY26		

(Parenthesis () Indicate Expenditure Decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY24	FY25	FY26	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total						

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:
Duplicates/Relates to Appropriation in the General Appropriation Act

SECTION III: NARRATIVE

BILL SUMMARY

House Bill 285 (HB285) creates a public safety recruitment bureau and an advisory committee at the NM Department of Public Safety (DPS) in the Law Enforcement Academy (LEA). The Bureau would consist of a centralized portal to advertise and recruit employment opportunities for local law and public safety agencies, specifically targeting law enforcement and telecommunicator candidates. Recruitment would also consist of strategies to recruit more women into the field and providing mentorships.

HB285 amends Section 9-19-14 NMSA 1978 the Law Enforcement Retention Fund, overseen by NM DPS, adding public safety telecommunicators, which is based on a criterion for tenure of service inclusive of differential disbursements to both Law enforcement officers and now telecommunicators. HB 285 also amends Section 29-7-7 NMSA 1978 the Law Enforcement Training Act, updating and adding definitions.

FISCAL IMPLICATIONS

(HB285) relates to public safety throughout the state of NM and has appropriations totaling \$7.375 million over fiscal years 2025 and 2026, \$500 thousand for public safety recruitment bureau salaries and benefits and administration equipment, \$250 thousand for a centralized law enforcement and telecommunicator recruitment website(s), \$5.25 million for the development and implementation of recruitment media strategy, \$325 thousand for the public safety recruit bureau to work with law enforcement agencies and school districts to plan and offer outreach to encourage female recruitment careers, \$250 thousand for the public safety recruitment bureau to adopt guidelines and assist implementing mentoring, coaching, and peer assistance programs, \$500 thousand to expand the law enforcement retention fund to include public safety telecommunicators, and \$300 thousand to the NM law enforcement standards and training council to develop new basic and in-service training for telecommunicators.

Any unexpended or unencumbered balance remaining at the end of fiscal year 2026 shall revert to the general fund.

SIGNIFICANT ISSUES

Indivisible SOS Santa Fe states that in a recent survey 100 police agencies requested a centralized

bureau in the LEA to recruit law enforcement for the entire state. They state that this will assist in addressing the problem of vacancy rates, training certifications, and response time delays.

Public safety in New Mexico has staffing shortfalls across the state, by including public safety telecommunicators in the retention fund, they are more likely to make it a career path and not just a stepping stone. Public safety telecommunicators are the public's first point of contact for anyone involved in an emergency and have the knowledge and ability to provide pre-arrival emergency instructions and dispatch the correct responding agency.

Providing media recruitment strategies can help raise awareness and create positive impacts for recruiting, like the efforts in other states of Minnesota and North Carolina, which reached several viewers with their campaign efforts to fill gaps for public safety telecommunicators. NM is taking it further by including Law Enforcement and initiatives to add more women into the workforce through recruit efforts, paired with outreach to our younger generations.

PERFORMANCE IMPLICATIONS

HB285 will also improve the training for public safety telecommunicators creating a more appealing career path, as they account for several tasks and knowledge in the background of public safety field responders.

ADMINISTRATIVE IMPLICATIONS

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

HB285 is a duplicate of SB 13, as they both wish to recruit more women into law enforcement, media campaigns for recruitment, and retention for public safety telecommunicators.

HB285 aligns with the initiatives throughout the state of NM to improve Public Safety recruitment and retention efforts such as HB88, SB21, and SB175, to serve members of the community which extends beyond law enforcement agencies, to fire and emergency medical service technicians, as public safety telecommunicators are the main and first point of contact and will be part of the retention and recruitment efforts.

TECHNICAL ISSUES

OTHER SUBSTANTIVE ISSUES

ALTERNATIVES

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

AMENDMENTS