

**DEPARTMENT OF PUBLIC SAFETY**  
LEGISLATIVE FINANCE COMMITTEE  
June 16, 2016

**SCOTT WEAVER**

Cabinet Secretary

**PETE KASSETAS**

Chief / Deputy Cabinet Secretary  
Law Enforcement Operations

**AMY L. ORLANDO**

Chief Legal Counsel / Deputy Cabinet Secretary  
Statewide Law Enforcement Support Program  
Administrative Services Division





# National Ranking

## 2014 Uniform Crime Rate (UCR) Data

2015 Data comes out in September of 16

- New Mexico: 3<sup>rd</sup> most violent state (Behind Alaska and Tennessee):
  - 64% higher than the national average.
  - 54% higher than the southwest U.S. 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.
  - As of TODAY, New Mexico has the highest number of stolen vehicles in the country.



## PRIMARY VULNERABILITIES

1. Statewide crime rates.
2. The increasing reliance on NMSP by local / county law enforcement agencies (influences existing initiatives).
3. Forensic case backlog.
4. Keeping critical positions filled.

### PLAN OF ATTACK:

1. Changing business plan on recruiting and training. (Hiring)
2. Manage our obligated time towards outside agency influences (non-critical events).
3. Increase capacity of the State Forensic Laboratories (personnel, equipment, space).
4. Hire and retain key technical staff at a competitive salary.





## LAW ENFORCEMENT PROGRAM



## LAW ENFORCEMENT PROGRAM ROLE IN NEW MEXICO PUBLIC SAFETY

The NMSP Law Enforcement Program is the backbone of the organization, representing 83 percent of DPS's budget and activity.

NMSP officers serve the State, the citizens, visitors and local communities.

Unlike all other NM law enforcement agencies, NMSP:

- Does not have a single, contained community.
- Does not focus performance on a sole, straight-forward function.



## SERVICES AND 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.
- Alcohol & tobacco enforcement and investigation.

**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.

**The Commercial Vehicle Enforcement (CVE)** 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.

# NM DEPARTMENT OF PUBLIC SAFETY



## DPS SPECIALTY TEAMS

## CALL-OUTS AND 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

### Tactical Team

- 42 missions for NMSP
- 52 for other agencies

### Bomb Team

- 57 missions for NMSP
- 48 for other agencies

### Dive Team

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

### Crash Reconstruction Unit

- ✓ 40 for NMSP
- ✓ 25 for other agencies

### Aircraft Section

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

### Motorcycle Unit

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

ALL New Mexico State Police  
SERVICES ARE PROVIDED TO OTHER  
AGENCIES

**FREE OF CHARGE**







## LAW ENFORCEMENT PROGRAM ROLE IN NEW MEXICO PUBLIC SAFETY

Assisting other law enforcement and criminal justice agencies is a key role for NMSP. However, all services provided by NMSP are at risk as:

Recruitment of officers remains challenging.

Every time an officer leaves there is a domino effect on the State.

NMSP dispatch services, including 911 in some areas, are the last level of defense and protection of officers and the public.

These dispatch services have been at serious risk due to extremely high turnover during the past several years.

# NM DEPARTMENT OF PUBLIC SAFETY

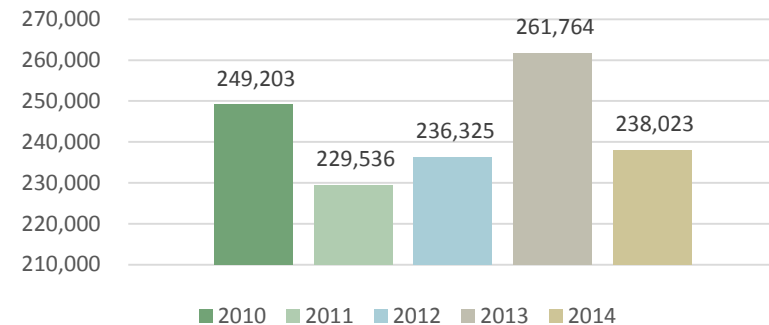


## NMSP – UNIFORM AND COMMERCIAL VEHICLE ENFORCEMENT (CVE) TRAFFIC ENFORCEMENT

**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; and,
- Resources directed to high crash and high crime areas based on available data.

### Non-CME Traffic Citations Issued

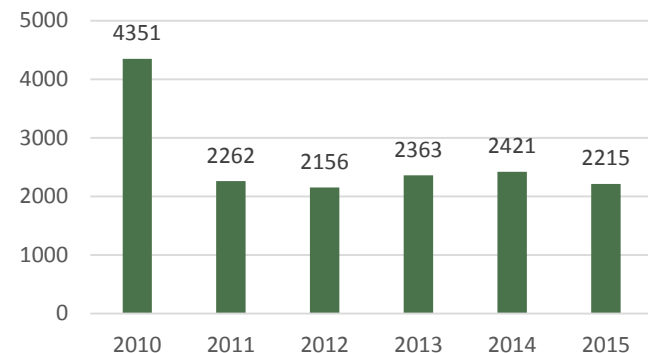


### NMSP Calls for Service



2015 estimated on 11 months data

### DWI Arrests

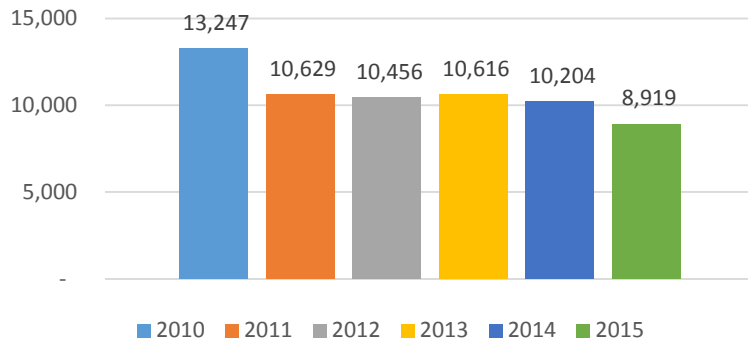


# NM DEPARTMENT OF PUBLIC SAFETY

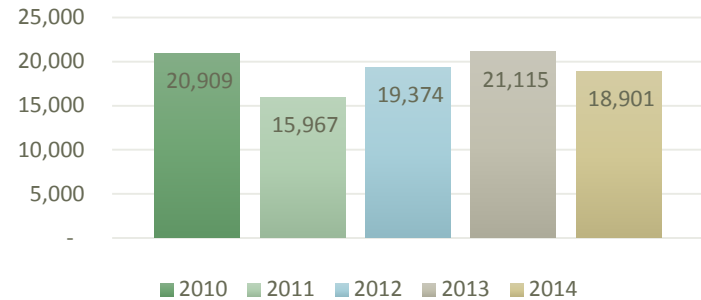


## NMSP – UNIFORM, CRIMINAL INVESTIGATION AND EMERGENCY RESPONSE

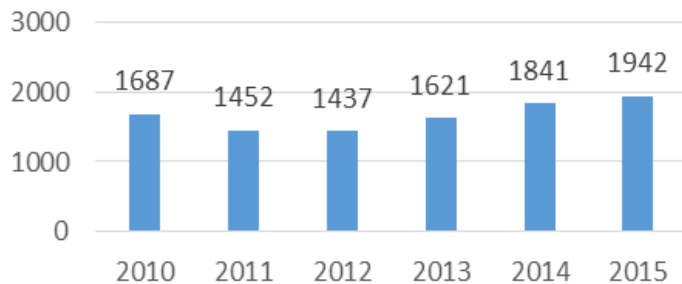
### Criminal Arrests



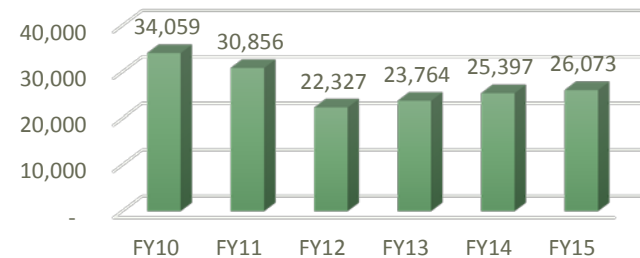
### Criminal Cases Investigated



### Narcotic Arrests



### Commercial Motor Vehicle Citations Issued



### Investigations Bureau:

- 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



## OFFICER STRENGTH UPDATE

### The difficult news and the good news:

- Our experience in FY16: fewer officers were hired than anticipated, primarily due to the competitive pay market;
- Retention is improved - fewer officers left and the retirement rate was lowest it has been in years
- DPS increased officer strength by 15 officers through 2 traditional recruit schools and 1 lateral officer school (46 officers separated, 61 new officers hired);

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

6/10/16

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
DPS LEP MERGER 7/1/15	658						658
Actual July-Dec 2015	658	13	40	13	35	1	668
Projected Jan-June 2016	668	13	29	7	24	1	673
Projected July-Dec 2016	673	13	30	12	0	0	648
Projected Jan-June 2017	648	14	21	8	45	0	671
Projected July-Dec 2017	671	13	21	10	0	0	648
Projected Jan-June 2018	648	14	14	7	45	0	672
Projected July-Dec 2018	672	13	23	11	0	0	648

	FY15	FY16 - Projected	FY17 - Projected	NMSP: Total of 745 Officer Positions
Average # NMSP Officers	641	666	664	
Average Vacancy Rate	14.0%	10.6%	10.9%	




## INVESTMENTS IN KEY PERSONNEL STATE POLICE

DPS Continues to struggle in the recruitment of Officers – 10% vacancy, disappointing recruitment results in FY16.

The Officer Pay Plan has been partially funded over the past three years, and this has contributed to improved officer retention.

DPS has prioritized further investment in the officer pay plan, carving out additional funding to improve our market position and competitiveness:

 DPS has invested \$950,000 in addition to the \$7,466,683 in appropriations towards the officer pay plan received over the past three years which also includes FY17.

However, despite the investment of funding over the past three years, NMSP officer pay remains 7<sup>th</sup> in the market at the starting level and 8<sup>th</sup> based on average officer pay.



## OFFICER PAY PLAN – PHASES I-III FUNDING & IMPACT

<u>Phase</u>	<u>Fiscal Year</u>	<u>Funding</u>	<u>Patrol Officer Starting Pay</u>	<u>Rank</u>
Pre-Pay Plan			\$18.21	12th
Phase I	FY15	\$ 2,991,683	\$19.05	11th
Phase II	FY16	\$ 3,225,000	\$21.35	7th
Phase III	FY17	\$ 1,250,000	\$21.62	7th
Phase IV If Funded		\$ 7,100,000	\$24.70	3rd

\*Note: When the original plan was proposed in FY14, 3rd in market = \$22.27/hr.; now it is \$24.70/hr.

# NM DEPARTMENT OF PUBLIC SAFETY



## PATROL OFFICER FALL 2015 SURVEY WITH NMSP AND ABQ UPDATE AS OF JULY '15.

PATROL OFFICER	Rank		Number of Incumbents	Starting Salary	Highest Actual Salary	Rank on Average Pay	Average Salary Inclusive of Longevity Pay*
Albuquerque*	1	\$5K sign on bonus	538	\$26.44	\$29.30	2	\$28.61
Carlsbad	2		31	\$24.96	\$30.86	1	\$28.77
Los Alamos	3		21	\$24.65	\$28.34	3	\$27.04
Hobbs	4	\$5K/year for 5 years	75	\$24.29	\$30.00	5	\$26.05
Farmington	5	\$15K in state lateral sign on bonus	94	\$22.27	\$32.43	4	\$26.20
San Juan	6	\$4K for up to 2 years \$5K 2-3 years \$6k 3+ years service	58	\$22.13	\$30.10	7	\$25.23
NMSP	7		401	\$21.62	\$27.16	8	\$24.81
Roswell	8		71	\$21.42	\$26.34	12	\$21.56
Bernalillo County**	9		248	\$20.75	\$26.96	6	\$25.53
Rio Rancho	10		90	\$20.30	\$23.64	11	\$22.00
Santa Fe	11		92	\$19.11	\$30.59	9	\$23.57
Las Cruces	12		113	\$17.83	\$29.62	10	\$22.31
Dona Ana	13		84	\$16.76	\$22.71	13	\$18.63
Weighted Average Salary (non-NMSP)							\$25.63
NMSP Difference							3.3%

\* APD Officers move from \$26.44 to \$28.00 after 1.5 years from date of graduation, contingent on successful completion of probation by 6/30/16

\*\* Bernalillo County officers move from \$20.75 to \$25.03 after 1 year of service



## INVESTMENTS IN KEY PERSONNEL STATE POLICE

Next NMSP recruit school is scheduled for December 2016. Steps are being taken to improve the graduation rate of the 91st recruit class and still maintain the level of standards the State Police have always strived for:

- NMSP Recruit school length reduced from 23 weeks to 20 weeks.
- The physical fitness aspects of the school are being analyzed.
- Training staffing levels will be examined.
- Outside expertise has been consulted in the areas of physical fitness and defensive tactics to assess program outcomes.
- Staff assigned to the Training Bureau are receiving advanced training and certification in the area of physical fitness and nutrition.
- Training staff have been sent to the following agencies to review the programs to ensure NMSP applies best practices: Colorado Highway Patrol, Arkansas State Police, Texas DPS, Iowa State Police, Las Vegas Metro PD.
- A pre-entry hiring program similar to APD's Public Service AIDS is being explored.





## INVESTMENTS IN KEY PERSONNEL- COMMUNICATIONS (DISPATCH)

### Dispatchers

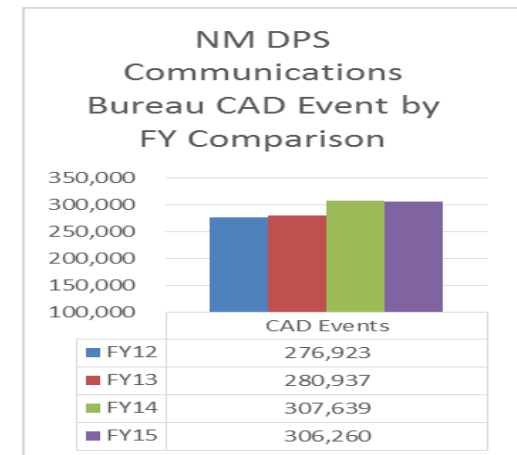
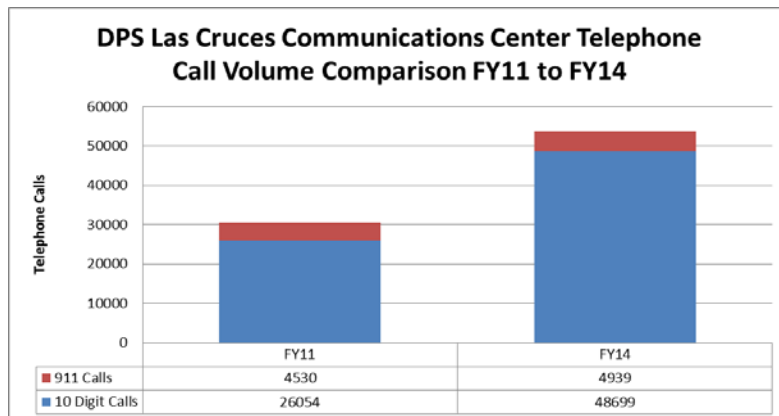
- 26% turnover FY15
- 32% turnover FY16
- 20-25% vacancy rate

Turnover and vacancy rates for dispatchers continue to be unacceptably high and negatively impact operations:

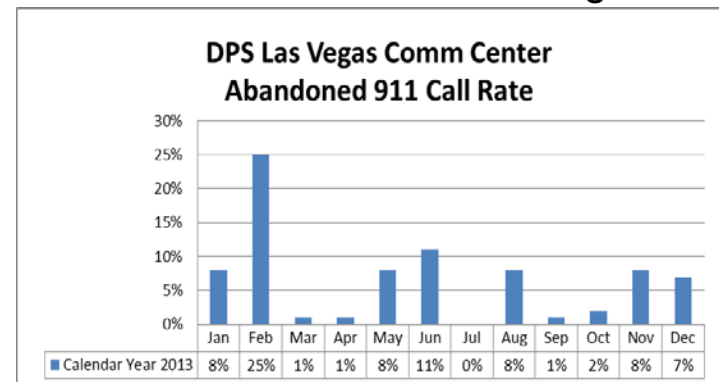
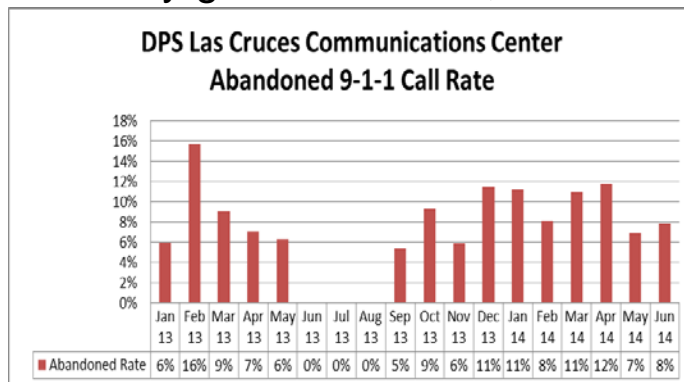


## LAW ENFORCEMENT PROGRAM COMMUNICATIONS BUREAU (DISPATCH)

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.

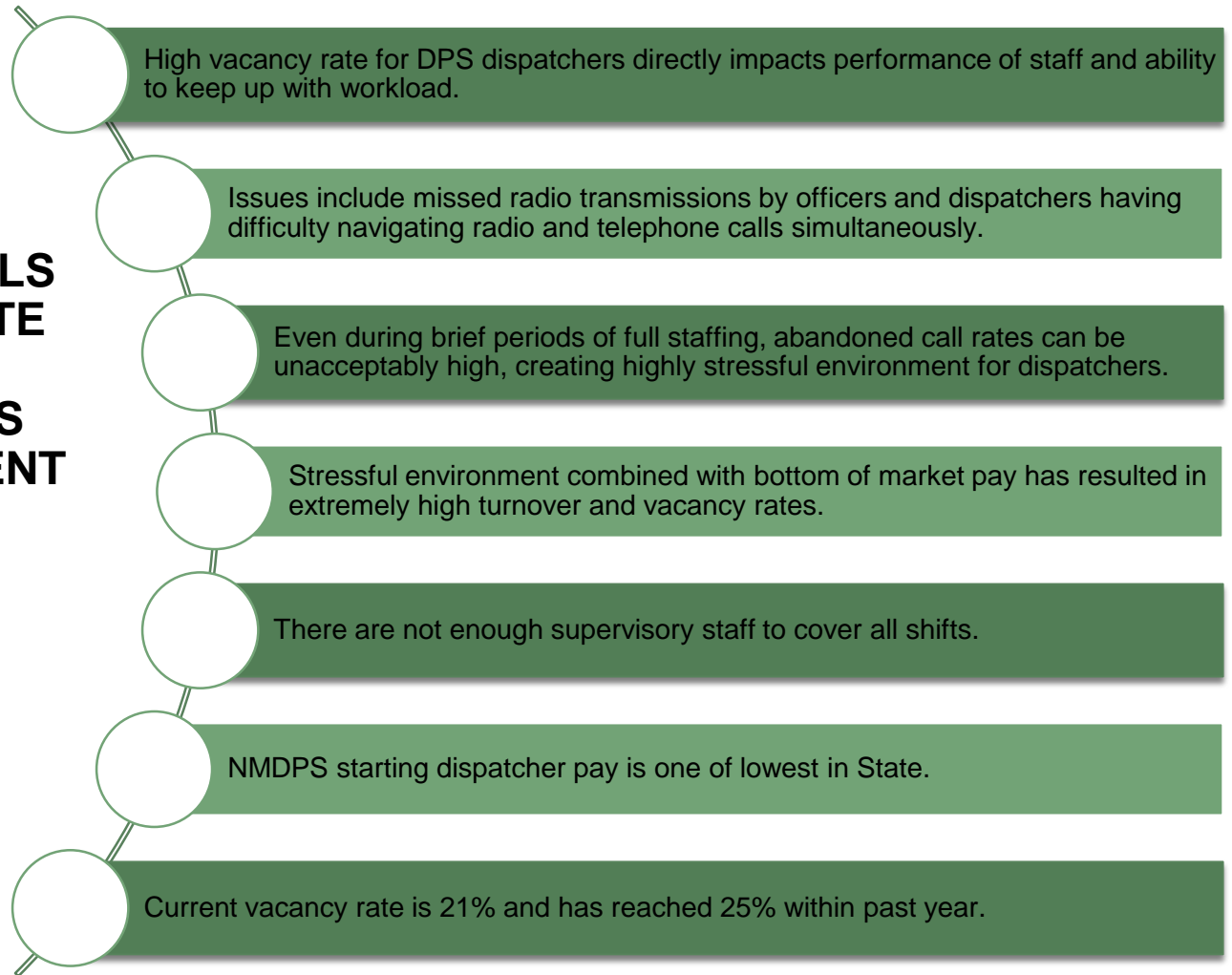




## LAW ENFORCEMENT PROGRAM

### COMMUNICATIONS BUREAU (DISPATCH)


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





## INVESTMENTS IN KEY PERSONNEL- COMMUNICATION (DISPATCH)

The impact on operations and public services made it necessary for DPS to fund pay plans out of the current operating budget.

 DPS invested \$425,000 in a dispatcher pay plan for FY17 to move starting pay from the bottom of the market to the middle of the market.

Starting pay was increased 14.4%, and the average increase in pay was 12.5%.

Prior initiatives to improve dispatcher pay include:

- ✓ In FY15 DPS absorbed a 5% increase in dispatcher pay out of the operational budget.
- ✓ In FY13 implemented a \$225.0K dispatcher pay plan out of the operating budget.

# NM DEPARTMENT OF PUBLIC SAFETY



## INVESTMENTS IN KEY PERSONNEL

<b>DISPATCHERS</b>	<b>Pre 5/16 Rank</b>	<b>Post 5/16 Rank</b>	<b>Number of Incumbents</b>	<b>Lowest Actual Salary</b>	<b>Highest Actual Salary</b>	<b>Average Salary</b>
<b>Bernalillo County</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>\$23.00</b>	<b>\$23.00</b>	<b>\$23.00</b>
<b>Albuquerque</b>	<b>2</b>	<b>2</b>	<b>37</b>	<b>\$18.21</b>	<b>\$19.98</b>	<b>\$18.43</b>
<b>Eddy County</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>\$17.68</b>	<b>\$29.68</b>	<b>\$19.48</b>
<b>San Juan County</b>	<b>4</b>	<b>4</b>	<b>17</b>	<b>\$16.11</b>	<b>\$23.60</b>	<b>\$18.92</b>
<b>Rio Rancho</b>	<b>5</b>	<b>5</b>	<b>26</b>	<b>\$15.64</b>	<b>\$20.29</b>	<b>\$16.42</b>
<b>Dept. of Public Safety**</b>		<b>6</b>	<b>49</b>	<b>\$15.53</b>	<b>\$19.58</b>	<b>\$18.52</b>
<b>Pecos Valley</b>	<b>6</b>	<b>7</b>	<b>12</b>	<b>\$15.47</b>	<b>\$19.03</b>	<b>\$15.92</b>
<b>McKinley County</b>	<b>7</b>	<b>8</b>	<b>15</b>	<b>\$14.21</b>	<b>\$19.33</b>	<b>\$14.62</b>
<b>Mesilla Valley</b>	<b>8</b>	<b>9</b>	<b>26</b>	<b>\$14.03</b>	<b>\$17.62</b>	<b>\$14.60</b>
<b>Dept. of Public Safety</b>	<b>9</b>		<b>53</b>	<b>\$13.58</b>	<b>\$19.39</b>	<b>\$16.88</b>
<b>Quay County</b>	<b>10</b>	<b>10</b>	<b>3</b>	<b>\$10.48</b>	<b>\$11.97</b>	<b>\$10.84</b>
<b>** As of May 2016</b>	<b>Weighted Average Starting Pay (non-DPS):</b>					<b>\$16.35</b>
	<b>DPS Difference:</b>					<b>20.4%</b>
	<b>DPS Difference &gt; May 2016 Structure Adjustment</b>					<b>\$5.3%</b>

# NM DEPARTMENT OF PUBLIC SAFETY

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## STATEWIDE LAW ENFORCEMENT AND PROGRAM SUPPORT

# NM DEPARTMENT OF PUBLIC SAFETY



The remaining 17% of DPS provides support to all law enforcement/criminal justice agencies in the state as well:



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.



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



Program Support manages millions in grants provided the NM sub-recipients in support of local law enforcement, forensic casework, and other law enforcement \ correctional programs.

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





## INVESTMENTS IN KEY PERSONNEL

### Forensic Scientists are extremely difficult to recruit:

- Forensic Scientists:
  - 30% vacancy rate FY15
  - 21% vacancy rate FY16
- Individual positions remain vacant as long as 1.5 years despite ongoing recruitment.

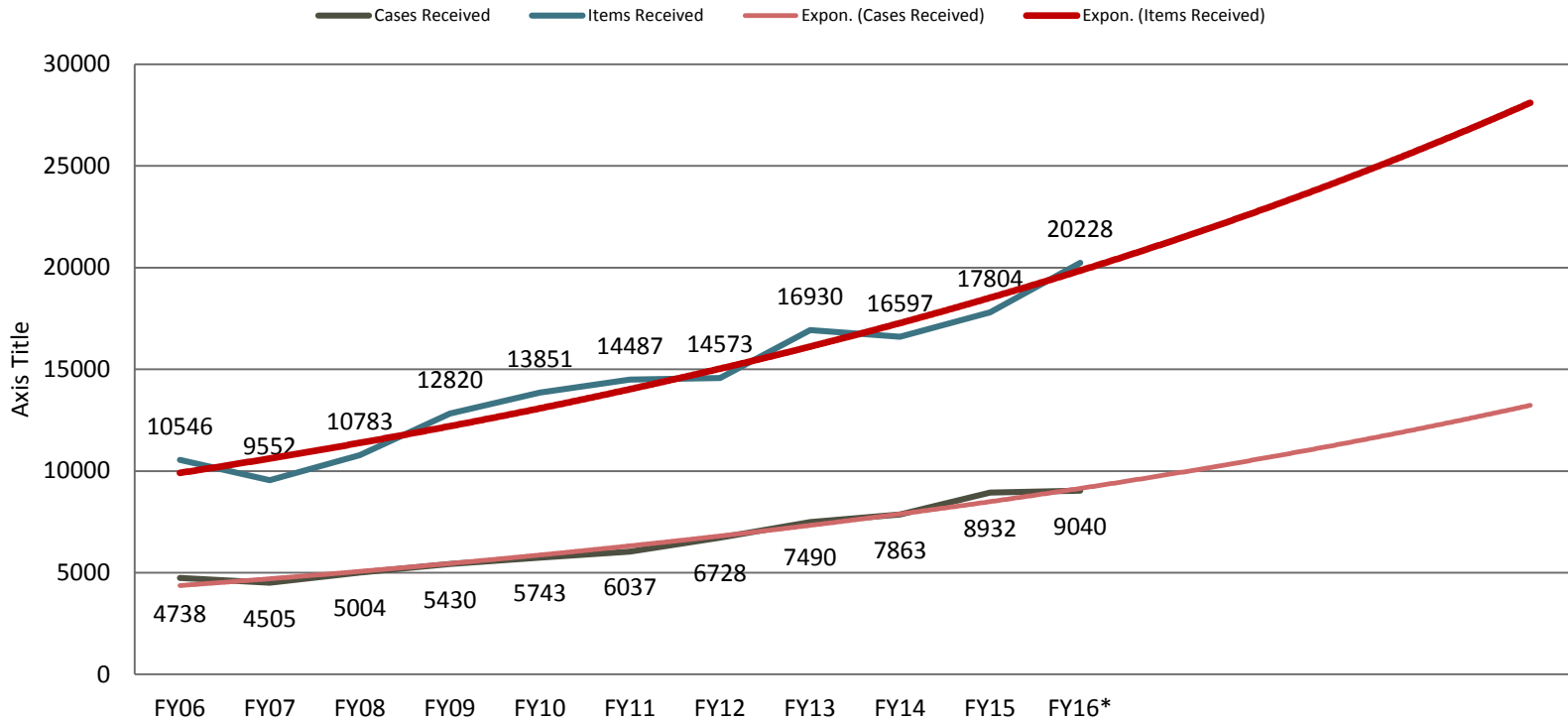




## FORENSIC LABORATORY BUREAU

The volume of forensic cases continues to climb year after year, as does the number of items to be tested per case.

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



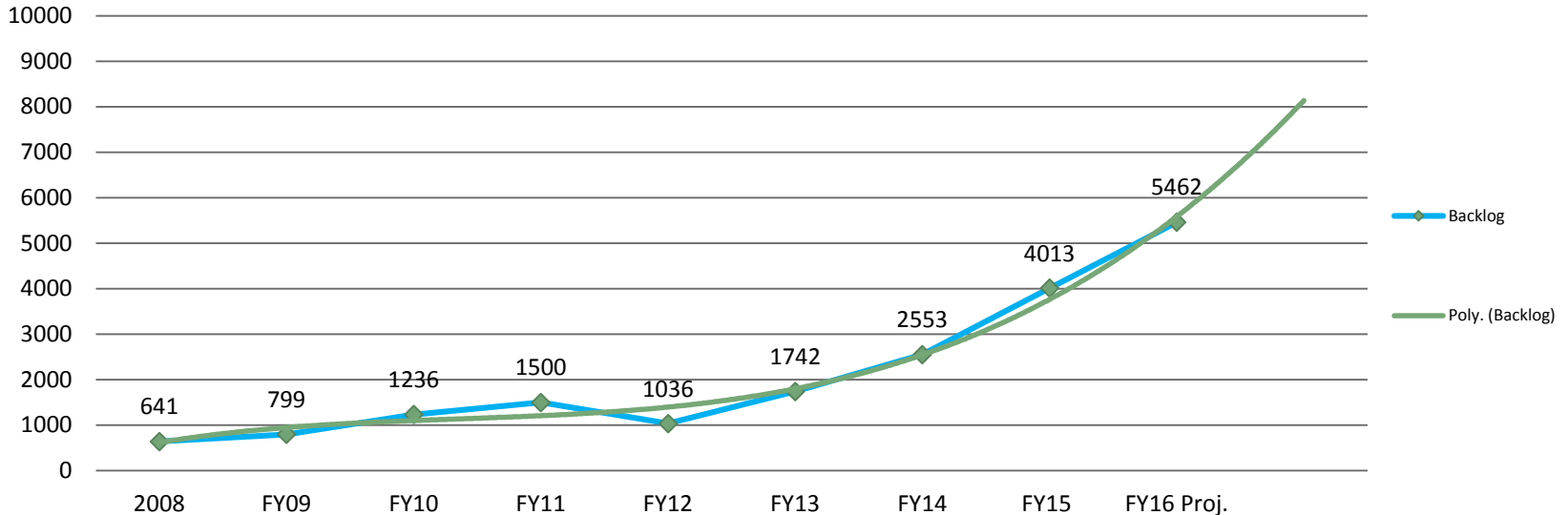


## FORENSIC LABORATORY BUREAU

Pending unprocessed cases have gone from 1236 in FY12 to 5462 in FY16, a 427% increase in four years.

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

### Backlog



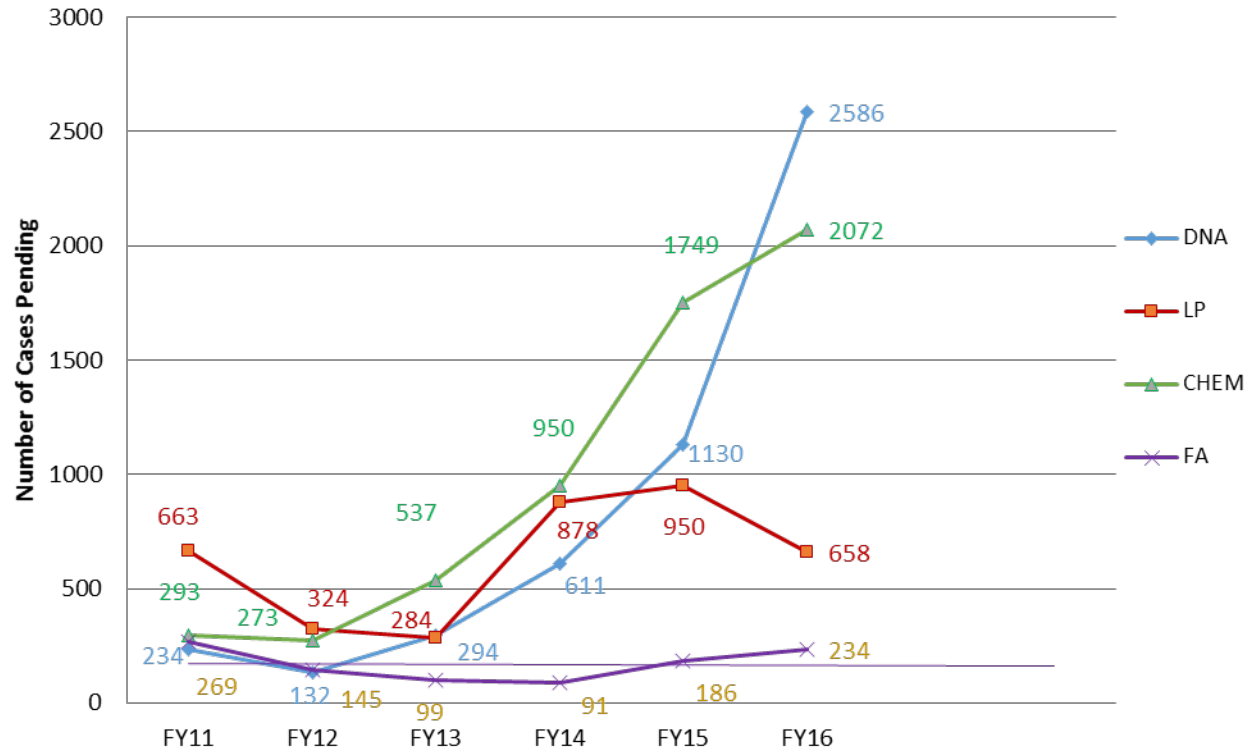


## FORENSIC LABORATORY BUREAU

### Backlog per Discipline

#### Forensic Services:

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



NOTE: The DNA backlog does reflect the additional 1,030 untested sexual assault kits.

# NM DEPARTMENT OF PUBLIC SAFETY



## FORENSIC LABORATORY BUREAU

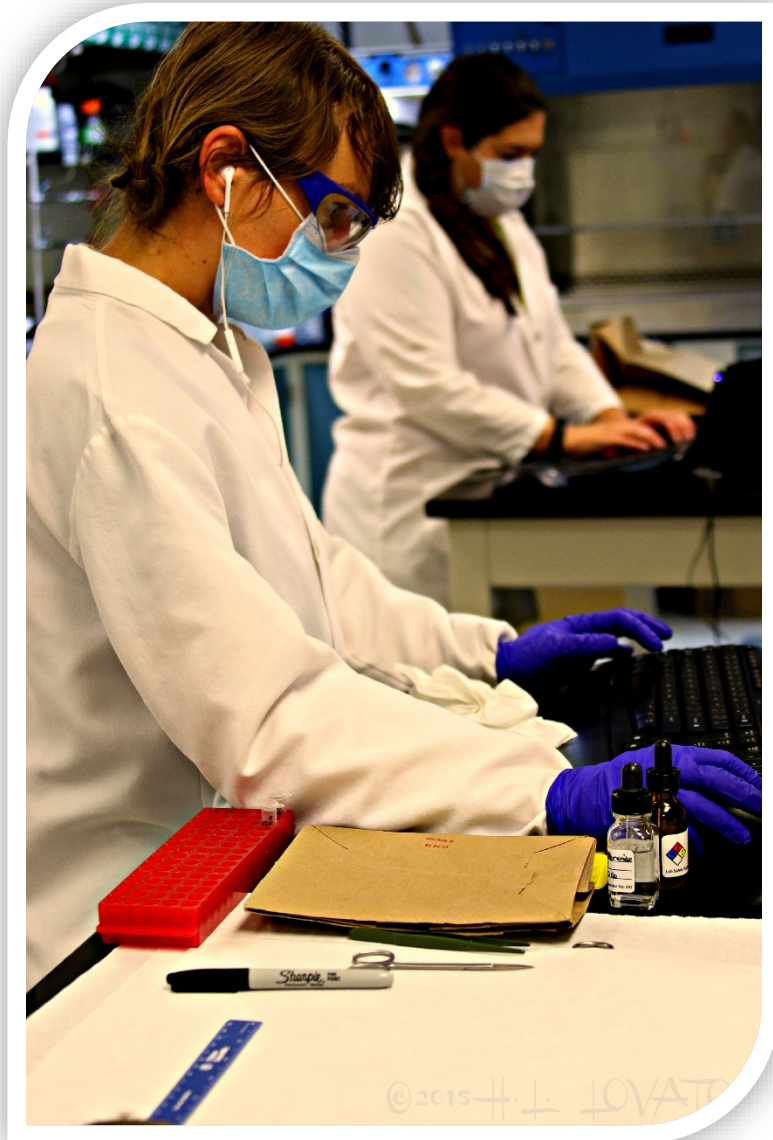
### SPO 2014 Forensic Scientist Survey DPS Forensic Scientist Pay Comparison To Market

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
<b>19</b>	<b>New Mexico</b>	<b>17</b>	<b>\$53,740</b>
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%



## INVESTMENTS IN KEY PERSONNEL



DPS invested \$258,000 in a forensic scientist pay plan in FY17 to provide a 10% increase in pay for all scientists.

This allows DPS to offer a 10% higher starting pay to attract new scientists and hopefully improve retention.

However, DPS is still well below the market in forensic scientist pay – it is highly likely that additional investment in forensic scientist pay will be required to achieve a normalized vacancy rate of 5-8%.



## INVESTMENTS IN KEY PERSONNEL

In FY16, the loss of key experienced personnel in other high profile and technical positions impacted agency operations:

- The Chief Financial Officer
- The Chief Information Officer
- LEA Director
- Multiple highly technical IT personnel
- NMSP Communications Director
- Key Grant and Finance technical leads
- Procurement Agents

DPS pay has been historically lower than other state agencies, as well as the private sector. Staff have left DPS to perform the same or highly similar job at other state agencies for significantly higher pay.



## DPS SPECIAL AND CAPITAL PROJECTS - UPDATE

### CRIMINAL HISTORY CLEARINGHOUSE

- Anticipate to go-live in spring 2017.
- The roll out will be incremental, focusing first on smaller local courts that do not have any access to criminal history data.
- A key feature will be a portal through which criminal history backgrounds can be requested and current arrest data will be automatically loaded.
- DPS will analyze the backgrounds and place the information into the portal to be accessed by the court/criminal justice agency.
- DPS will maintain the portal for the downloaded information from the Consolidated Offender Query (COQ).
  - Query will be from criminal justice agencies databases at: CYFD, AODA, AOC, NM Corrections and NCIC.





## DPS SPECIAL AND CAPITAL PROJECTS - UPDATE

### UNTESTED SEXUAL ASSAULT KIT BACKLOG

- DPS received \$1.2 million in special funding FY16 / 17.
- 1,500 – 2,000 kits are expected to be submitted to DPS for testing.
- The project includes hiring DNA Scientists, overtime for current DNA staff, DNA casework supplies and modification of the Santa Fe Laboratory to provide sufficient room for the additional scientists.
- The project is anticipated to take 3+ years to complete.
- The total cost to test is estimated at \$1.8 – 2.0 million.
- DPS has submitted a grant application to the Department of Justice to fund the remaining need (anticipate a response Summer 2016).
- The grant will also provide funding for local outreach to law enforcement agencies and community leadership.



## DPS SPECIAL AND CAPITAL PROJECTS - UPDATE

### COMPUTER-AIDED DISPATCH (CAD)

CAD is the system used to dispatch 911 calls out to officers, map the call location in the dispatch center, provide Automatic Vehicle Location (AVL) for officers in the field, and provide National Crime Information Center (NCIC) access within the application. CAD is essential in providing rapid response from LEAs to crime/incident scenes. The current CAD system is ten years old and technologically obsolete.

The new system will provide updated map generation information as well as other new technology advantages, and can be utilized by local law enforcement agencies.

Thus, DPS can provide the this essential service at a fraction of the cost the local agency would incur to implement their own updated system, leaving local resources available for other priorities.

When combined with an updated Records Management System (RMS), agencies, including the NM Department of Transportation, will have the ability to mine high quality data to improve law enforcement operations around the State.



## DPS SPECIAL AND CAPITAL PROJECTS - UPDATE

### INFRASTRUCTURE

**ROSWELL NMSP** – \$1.5 Million Office Renovation: project initiated and in planning stage;

**ESPANOLA NMSP OFFICE** – New Construction: underway and on schedule for completion in **XX**;

**CHAMA NMSP DISTRICT OFFICE** – New: underway and scheduled for completion in **XX**;

**DPS HEADQUARTERS** – Scientific Laboratory, Evidence and Records Center Remodel / Expansion A&E Funding (\$500.0K): Architect to be selected in August 2016; and,

**TEXICO PORT OF ENTRY** (\$2 million): pending funding, anticipated to begin in August.



**Thank You!**