



LEGISLATIVE FINANCE COMMITTEE

Cloudcroft, NM

JULY 16, 2015

GREG FOURATT – CABINET SECRETARY

PETE KASSETAS – NMSP CHIEF / DEPUTY SECRETARY

FOR OPERATIONS



PUBLIC SAFETY FORCE UPDATE

- Update on Motor Transportation Police Division Merger and Salary Structure
- Officer Training Curriculum: Present and Future
- Use of Data Sharing Among Law Enforcement Agencies for Effective Crime Response and Prevention

UCR – IN THE NEWS



JANUARY 3, 2015

The most dangerous states in America

Alexander Kent and Thomas C. Frohlich, 24/7 Wall St. 6:26 a.m. EST January 3, 2015



(Photo: Thinkstock)

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The number of violent crimes dropped across the United States by 4.4% in 2013 compared to the year before, according to estimates released by the Federal Bureau of Investigation (FBI). In the last decade, the number of violent crimes declined by nearly 15%.

In a previous interview with 24/7 Wall St., John Roman, senior fellow at public policy research organization The Urban Institute said, "A 4.4% reduction in violent crime is astonishing. If you saw a similar increase in GDP, or a similar decrease in unemployment, it would be huge national news."

Despite the national improvement in crime rates — as well as significant improvements in some of the most dangerous states — a number of states were much more



2013 UCR – IN THE NEWS

The most dangerous states in America

USA TODAY

January 3, 2015

- New Mexico: second most dangerous state
- UCR Data: murder, rape, robbery, agg assault
- NM led nation in agg assault *

2013 UCR – IN THE NEWS



Violent Crime

(Murder, Rape, Robbery, Aggravated Assault)

	Population	Number	Rate per 100,000	% Nat Average
United States Total	316,128,839	1,163,146	367.9	N/A
Mountain Time Zone States	22,881,245	84,139	367.7	100%
Arizona	6,626,624	26,892	405.8	110%
Colorado	5,268,367	15,342	291.2	79%
Idaho	1,612,136	3,300	204.7	56%
Montana	1,015,165	2,444	240.7	65%
Nevada	2,790,136	16,496	591.2	161%
New Mexico	2,085,287	12,443	596.7	162%
Utah	2,900,872	6,070	209.2	57%
Wyoming	582,658	1,152	197.7	54%

2013 UCR – IN THE NEWS



	Population	Murder	Rape	Robbery	Aggravated Assault	Total Incidents
New Mexico	2,085,287	125	1,126	1,810	9,382	12,443





MERGER

*Update - Motor Transportation Police Division
Merger and Salary Structure*

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.



MERGER



SB95: Primary Effects



1. Transfer of MTPD / SID commissioned personnel into “NMSP DIVISION” affected:

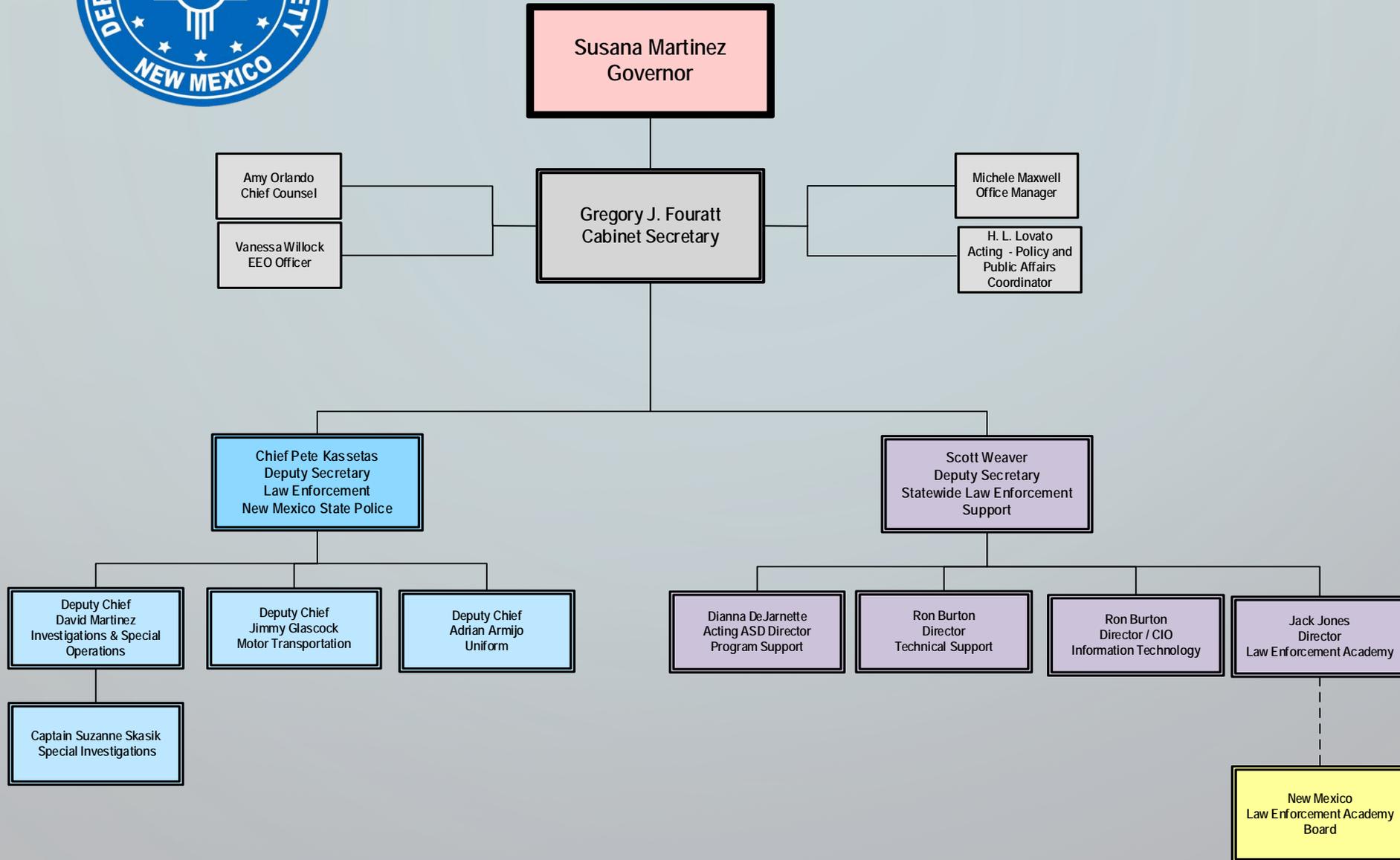
- 126 MTPD Officers
- 27 SID Agents

Created “Motor Transportation Police Bureau” and “Special Investigation Unit”

2. Single point of entry for new NMSP Division Officers

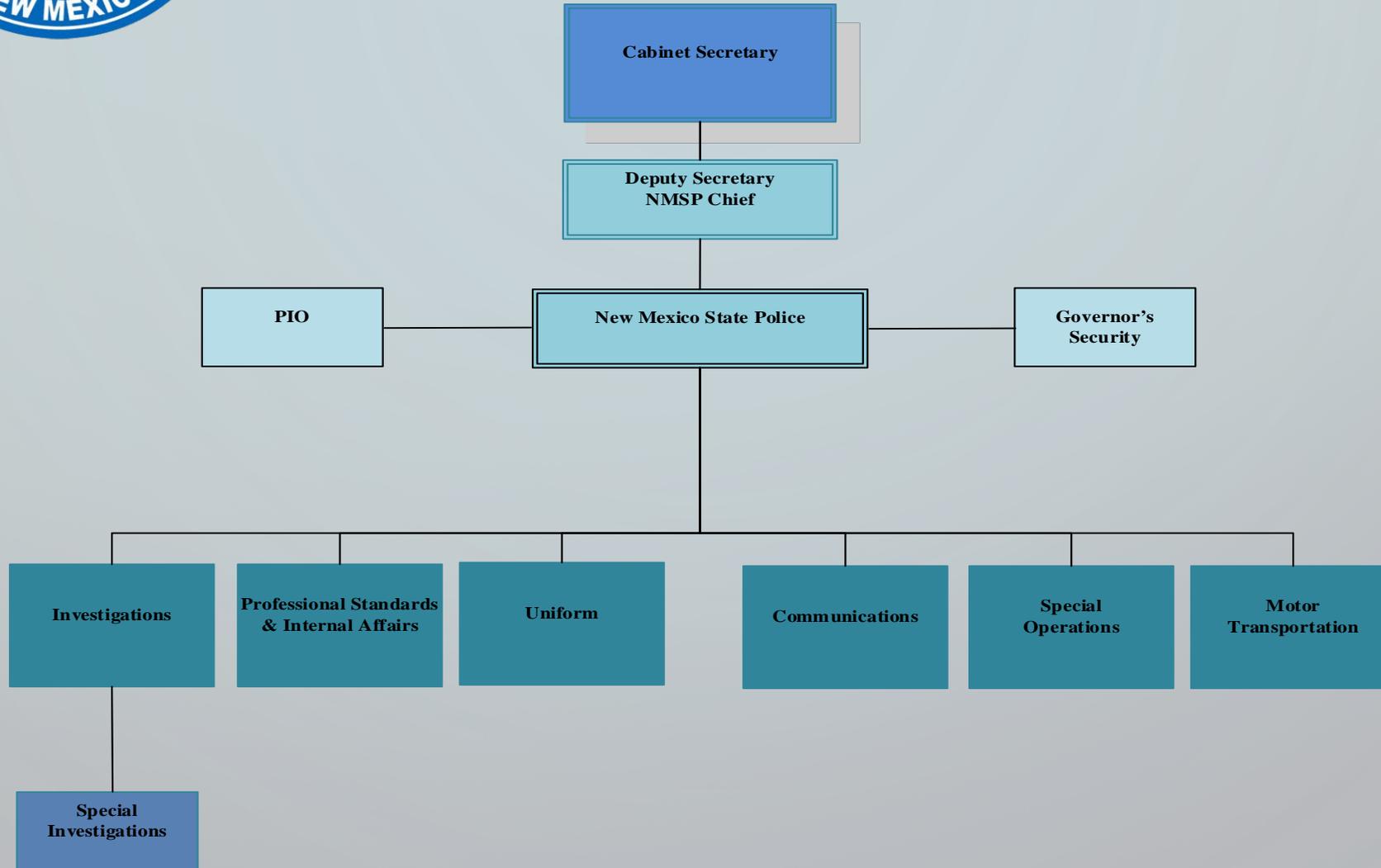


NEW MEXICO DEPARTMENT OF PUBLIC SAFETY
JULY 2015





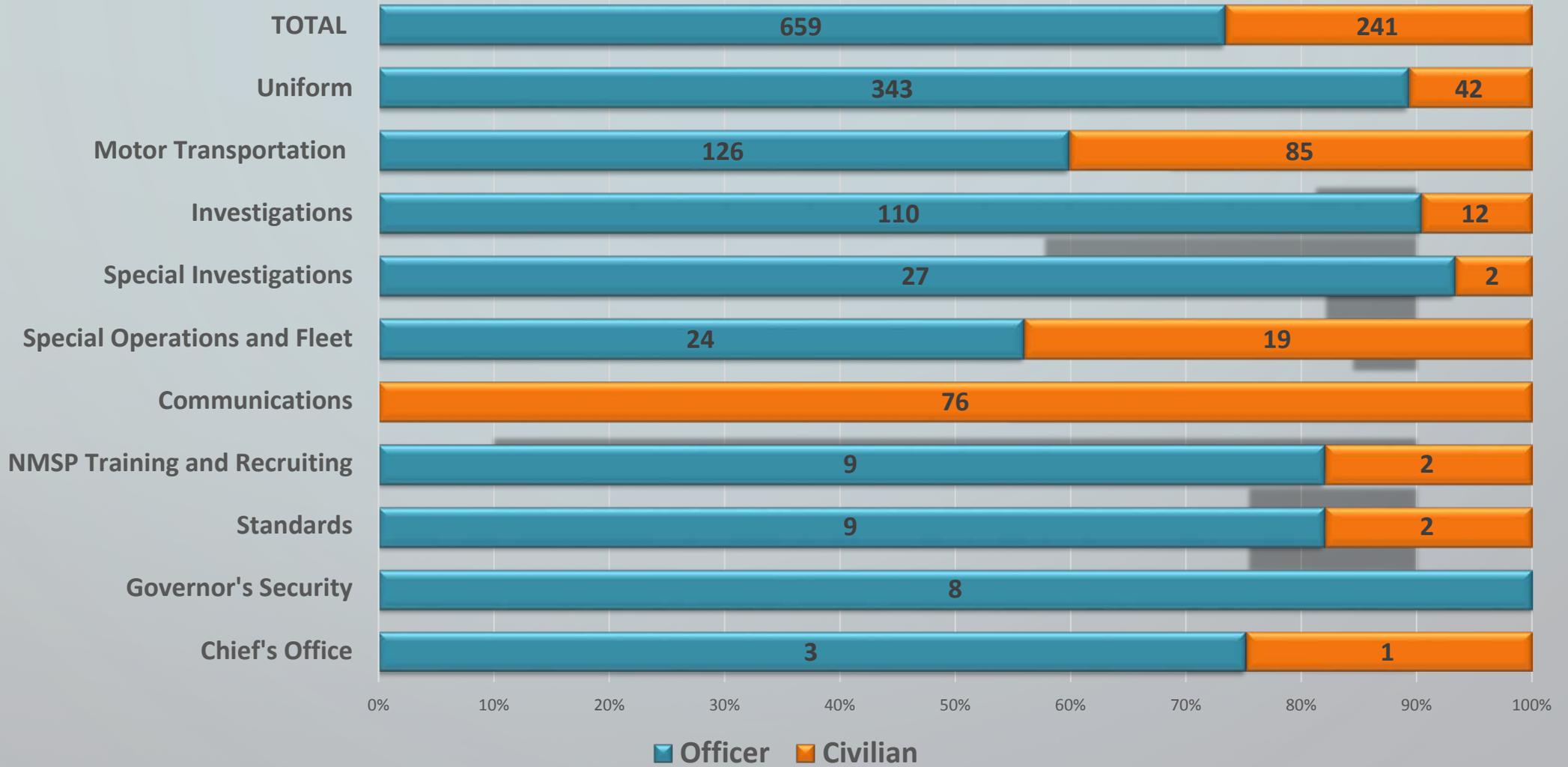
NEW MEXICO DEPARTMENT OF PUBLIC SAFETY
Law Enforcement Program
JULY 2015



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.

- Consultant guiding executive staff to identify and prioritize actions necessary for successful reorganization.
- 6/1/15 meeting with consultant - participants agreed on a vision of a successful reorganization, strategic actions necessary to achieve the vision, and the establishment of working groups to make recommendations regarding five high-priority actions.
- Working groups: 1) Training and Curriculum; 2) Hiring Practices for Traditional and Lateral Schools; 3) Inter-Bureau Transfers, including Training Requirements; 4) Review of Organization; and 5) Image and Insignia.
- 6/15/15 - Invitations to participate in every working group sent to every commissioned officer in DPS. Each working group chaired by Chief's Staff member who will solicit and facilitate input from all levels of the field.
- Working group meetings are planned for the later part of July.



MERGER

July 2015

- Numerous policy adjustments made to assimilate MTD and SID into NMSP Division.
- DPS HR implemented Merger Project Management Plan.
- July 1 – Announcement of MTPB Major’s selection process for Commercial Vehicle Enforcement: first appointment to the Chief’s staff after the merger.
- 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.
- July 7 – Announcement of sergeant’s promotional process for MTPB, first such process after the merger.
- Soon – Announcement of sergeant’s promotional process for SIU.

MERGER



Post-Merger Officer Salary Structure

- **Phase I (2014): \$3.0M**

- Achieved internal equity among divisions
- Starting salary in NM market moved from 12th-to-11th

- **Phase II (2015): \$3.3M**

- Compressed patrol officer salary steps from 13 (in FY14) to 5
- Starting salary moved from 11th to 6th

- **Phase III (2016): Request forthcoming**

- Goal: Top 3 in NM market

MERGER



Officer Salary Structure: Other Notes

- Phased pay increases essential to recruitment/retention
- Incentivizes experienced LEOs to lateral into NMSP (along with streamlined lateral academy)
- Average MTD/SID officer experienced pay increase since July 2014 of approximately 24%
 - MTPD / SID also no longer pay 6.2% FICA employee contribution

MERGER



NMSP: Where We're Headed

- Single, unified State Police.
- One uniform, one insignia, one commission.
- Motor Transportation Police Bureau eventually to become NMSP
Commercial Vehicle Enforcement Bureau.
- Officer staffing increase essential to public safety.



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

Time Period	<i>Strength at Beginning of Period</i>	<i>Total Separations</i>	<i>Recruit/ Lateral School Graduates</i>	<i>Reinstatements</i>	<i>Total Hires</i>	<i>Net Increase/ Decrease in Officers</i>	<i>Officer Strength as of End of Time Period</i>
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DPS LEP MERGER 7/1/15							658
FY16	658	57	82	3	85	28	686
FY17	686	50	82	3	85	35	721
FY18	721	46	67	3	70	24	745
Total Projected July 2015 - June 2017		107			170	63	
Total Projected July 2015 - June 2018		153			240	87	

	FY13	FY14	FY15	FY16 - Projected	FY17 - Projected	FY18 - Projected
Average # NMSP Officers	503	510	498	670	707	734
Average Vacancy Rate	11.2%	10.0%	12.1%	9.2%	4.2%	0.6%

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

The 89th State Police Recruit School began July 5, 2015

- 22 week academy will graduate on December 4, 2015
 - 62 applicants were selected, 57 applicants showed up for day 1; 50 males and 7 females
 - As of 7/14/15: 46 recruits remaining; 40 males and 6 females

The 90th State Police Recruit School set for January 2016

Graduation Planned – May 2016

NMSP Lateral Academy (15 Grads): Spring 2016

MERGER



The Special Operations Bureau is comprised of specialized law enforcement teams that support all New Mexico law enforcement agencies. The Bureau also provides DPS fleet management services. The *Special Operations teams responded to 565 calls for service* in CY 2014. The highly skilled teams include:

- Bomb Team
- Motorcycle Unit
- Crash Reconstruction Unit
- Emergency Response Team
- Tactical Team
- Search & Recovery Dive Team
- Crisis Negotiation Team
- Tactical Emergency Medical Support Team
- Search & Rescue
- Honor Guard
- Aircraft

MERGER

- The Investigations Bureau's **clearance rate for homicide investigations was 100%** in 2014 (calendar year), as compared with the latest published national average of 64.1% (2013);
- In FY15 the Bureau performed 940 drug related investigations;
- Narcotic investigations were conducted in 32 of 33 counties in NM, including undercover purchases, controlled buys, highway interdictions and dismantling of methamphetamine laboratories;
- Drug seizures included 114 kilograms of methamphetamine, 57 pounds of heroin, 61 kilograms of cocaine and 1,507 pounds of marijuana;
- The Crime Scene Team conducted 141 crime scene missions for both NMSP and local and federal law enforcement agencies;
- The Bureau investigated 6 officer involved shootings (OIS) for NMSP and 29 OIS for other agencies. The Bureau also provided advanced OIS training to Bureau agents, DPS uniformed officers and Federal Agencies.
- Criminal Enforcement Unit (K-9)
 - The K-9 team seized 1,340 lbs. of marijuana, 42 lbs of heroin, 170 lbs of methamphetamine, 211 lbs cocaine and identified 104 major criminals.



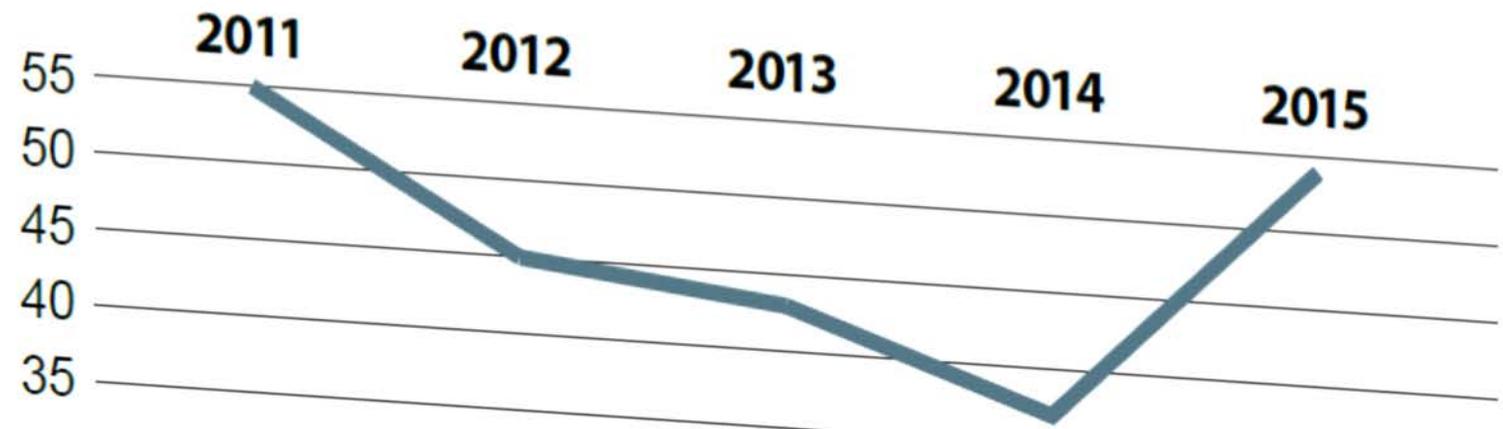
A decorative graphic on the left side of the slide, consisting of a network of white lines and small circles, resembling a circuit board or a neural network diagram. The lines are vertical and horizontal, with some diagonal connections, and the circles are placed at various points along these lines.

OFFICER TRAINING CURRICULUM

Present and Future

OFFICER TRAINING CURRICULUM

In the wake of statewide and national stories, the level of trust New Mexico residents had in **Police Officers** started with 55 percent in 2011, but it dropped to a low of 37 percent trust in 2014. This year, that level of trust rebounded to 54 percent.



Source: Garrity Perception Survey 2015
The Garrity Group and Research & Polling Inc.

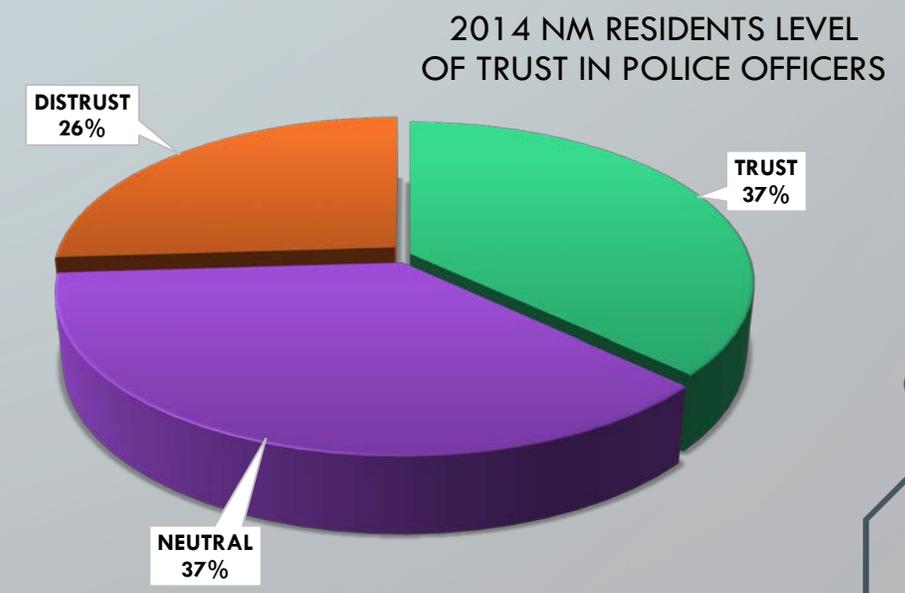


OFFICER TRAINING CURRICULUM

Despite negative stories in every region of the state, including two police officers charged with murder, a county sheriff imprisoned and a DOJ investigation of APD, **New Mexicans' trust in police officers decidedly increased 16 PERCENT, from 37 to 53 percent.**



2015 NM RESIDENTS LEVEL OF TRUST IN POLICE OFFICERS



2014 NM RESIDENTS LEVEL OF TRUST IN POLICE OFFICERS

Source: Garrity Perception Survey 2015
The Garrity Group and Research & Polling Inc.



OFFICER TRAINING CURRICULUM

- Basic police officer training

- Post-academy field training

- Advanced training
 - Biennial (40 hours, 19 of which mandated by Legislature)
 - Agency-specific internal training (including use of force post-incident review)



OFFICER TRAINING CURRICULUM

New Mexico Law Enforcement Academy

- Governed by Law Enforcement Academy Board
- Prescribes minimum standards for:
 - Accreditation of the academy's basic training program
 - Certification of officers
- Operates "Main" Academy
- Oversee and regulate eight (8) satellite academies:

1. NMSP Recruit School	5. Las Cruces Police Department
2. Albuquerque Police Department	6. SE New Mexico Law Enforcement Academy (Hobbs)
3. Bernalillo County Sheriff's Office	7. San Juan County Criminal Justice Authority (Farmington)
4. Doña Ana County Sheriff's Office	8. Western New Mexico University Police Academy (Silver City)



OFFICER TRAINING CURRICULUM

NM LEA BASIC POLICE OFFICER TRAINING

- Promulgated by the LEA Board
 - 16 Weeks
 - 657 Hours of Instruction
- Satellites can teach more, not less

Albuquerque Police Department	26 Weeks / 1,600 Hours
Bernalillo County Sheriff's Office	26 Weeks / 1,565 hours
NMSP Recruit School	22 Weeks / 1,116 Hours
Doña Ana County Sheriff's Office	22 Weeks / 880 Hours
Las Cruces Police Department	22 Weeks / 880 Hours



OFFICER TRAINING CURRICULUM

Training Officers How to Handle Difficult Situations

- Behavior management and crisis intervention
- Dispute intervention and conflict management
- Handling the mentally ill and other special populations
- Suicide, homicide, hostage, suicide by police
- Cultural diversity
- Perception of human behavior
- Stress management and emotional health



OFFICER TRAINING CURRICULUM

Training Officers How to Handle Difficult Situations

- Use of force / response to resistance
- Mechanics of arrest, restraint, and control
- OC Spray, Taser and Firearms
- Scenarios, case studies, lessons learned
- Objective: Slow down, de-escalate, resolve peacefully
- Emphasis: Officers are guardians, not an occupying force



OFFICER TRAINING CURRICULUM

NMLEA training on “use of force” is based on constitutional law, with an emphasis on *Graham v. Conner* and the reasonableness standard.

The new training philosophy incorporates:

- Reality Base Training (RBT).
- Realistic scenarios using more FATS (firearms training simulator) or SIMS (simulated ammunition) training; both forms of virtual reality simulation.
- Communication training with emphasis on de-escalating force, reducing tension, easing friction, and reducing the temperature of police-citizen encounters.



OFFICER ADVANCED TRAINING CURRICULUM

Legislative Requirements for 2014-15 Biennium Training (NMSA 29-7-7.1)

- Safe Pursuit Act -4 hours
- Hate Crimes -2 hours
- Domestic Violence - 1 hour
- Ensuring Child Safety upon Parental Arrest -1 hour
- Firearms- 4 hours
- Missing Persons / AMBER Alert – 1 hour
- Child Abuse – 2 hours
- Interaction with Persons with Mental Impairment -2 hours
- Legal Update- 2 hours
- DWI/SFST Refresher (only required if LEO enforces DWI statutes) -4 hours
- Off Highway Vehicle (only required if LEO enforces OHV statutes) - 3 hours

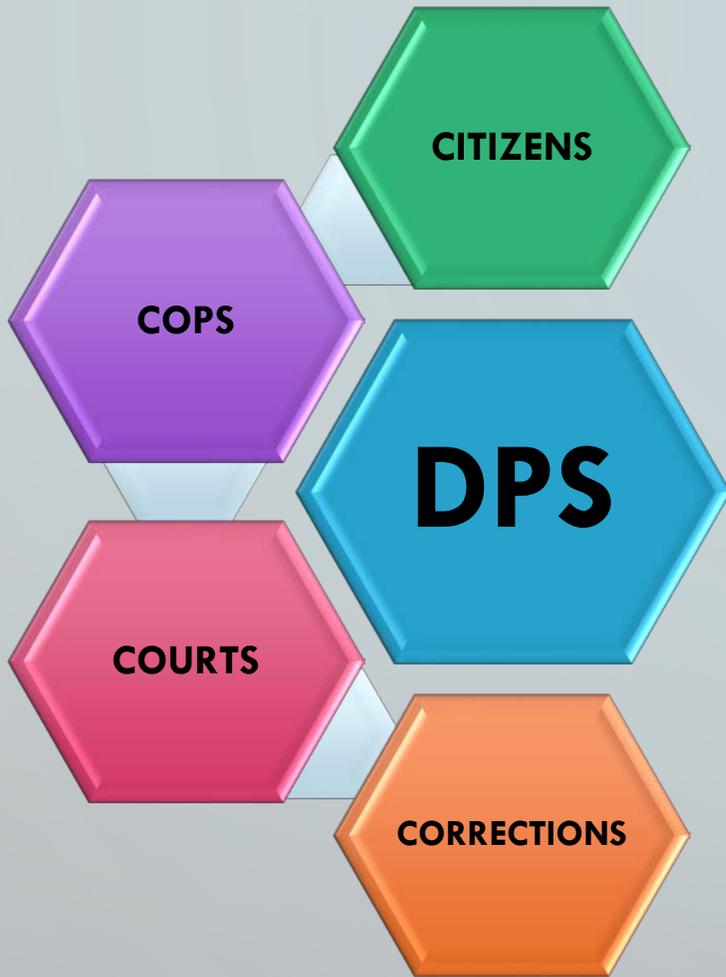


DATA SHARING AMONG LAW ENFORCEMENT AGENCIES

*Effective Crime Response
and Prevention*



DATA SHARING AMONG LAW ENFORCEMENT AGENCIES



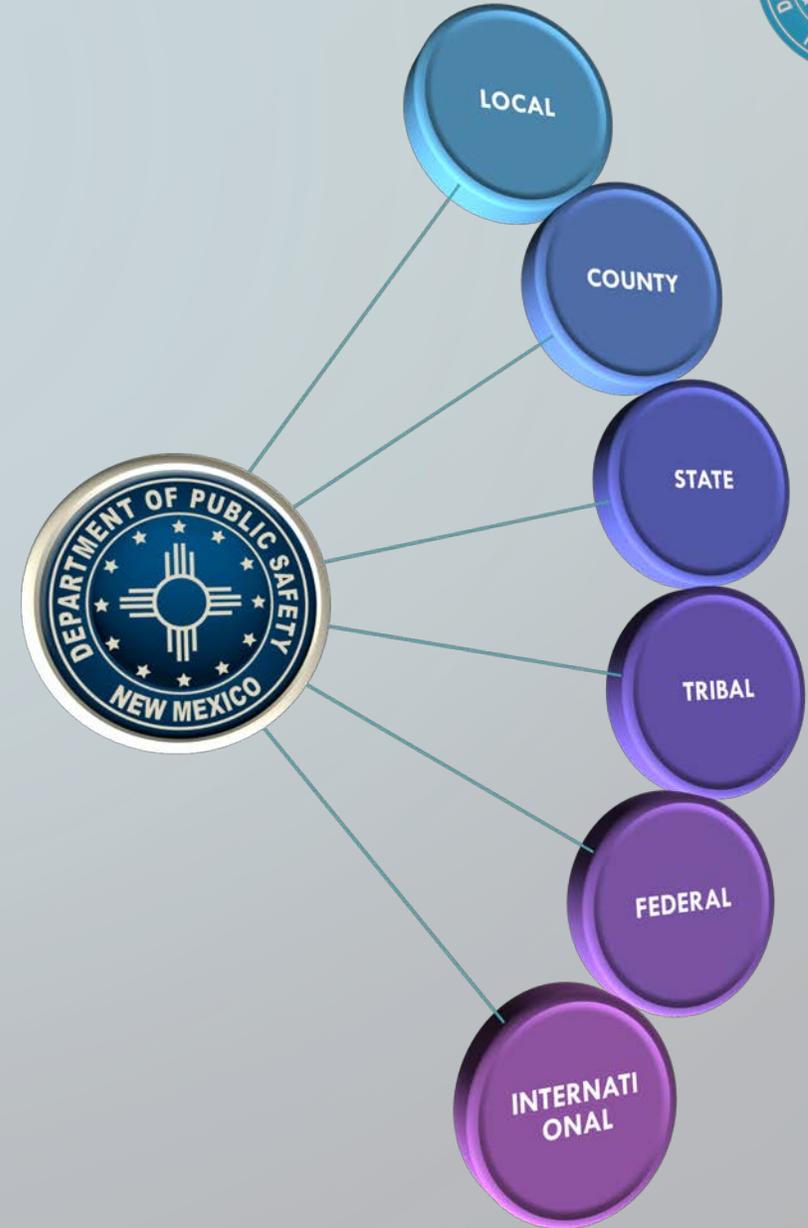
Information Technology (IT) advancements have been at the center of a conversion in how law enforcement and criminal justice operate — and transformed the efficiency, convenience, and effectiveness with which it serves its customers.

At Department of Public Safety, the Information Technology Division manages, provides and maintains technologies that make it easier for our clients (Courts, Cops and Corrections) and citizens to interact with DPS, save taxpayer dollars and streamline citizen participation.



DATA SHARING AMONG LAW ENFORCEMENT AGENCIES

The Department of Public Safety is the hub of criminal justice information distribution for the State of New Mexico. The DPS Information Technology Division manages one of the largest computer networks in state government providing connectivity to local, county, state, tribal, federal and international criminal justice and law enforcement entities.





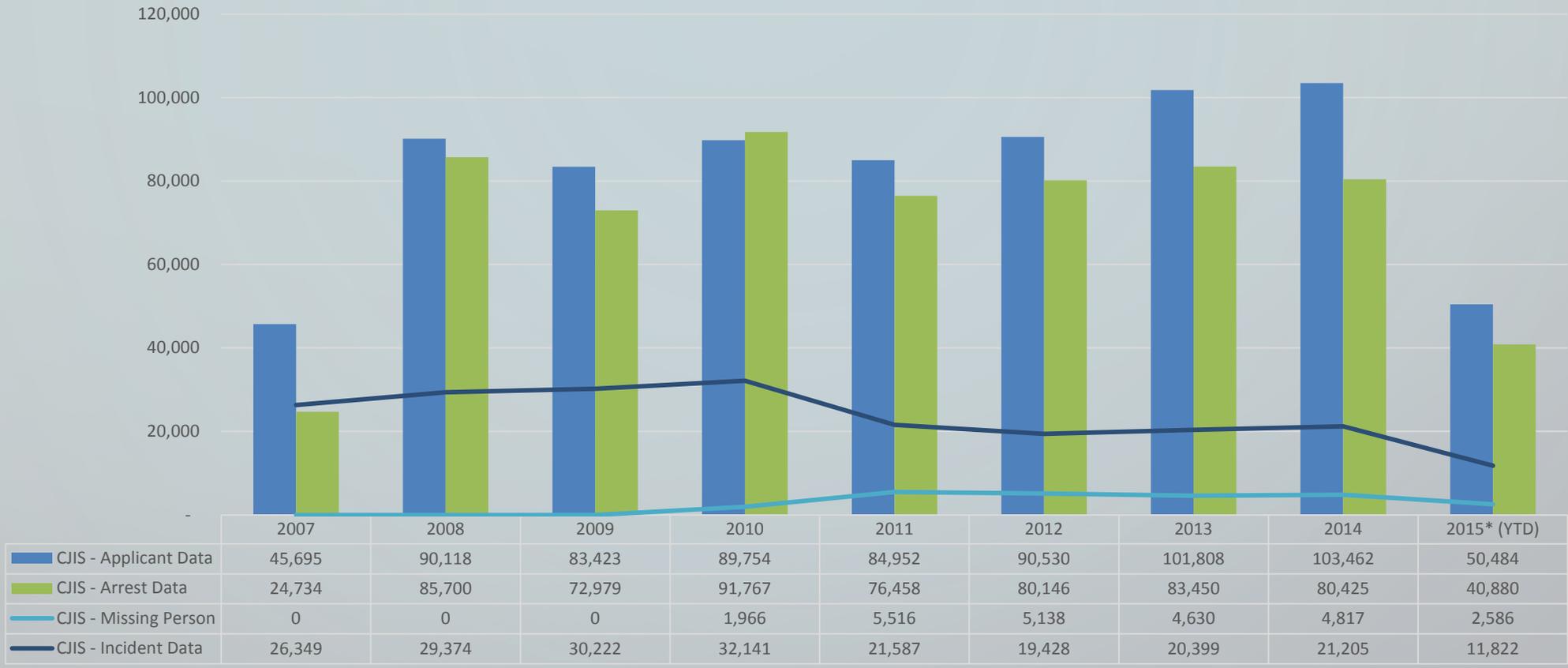
DATA SHARING AMONG LAW ENFORCEMENT AGENCIES

	City	County	State	Tribal	Federal	International	Public
New Mexico Law Enforcement Telecommunication System (NMLETS)	✓	✓	✓	✓	✓		
New Mexico Criminal Justice Information System (CJIS)	✓	✓	✓	✓	✓		
Computer Aided Dispatch (CAD)	✓	✓	✓				
Automated Fingerprint Identification System (AFIS)	✓	✓	✓	✓	✓		
Concealed Carry Weapons (CCW)			✓				✓
Law Enforcement Automated Data Service (LEADS)	✓	✓	✓	✓	✓		
Applicant Fingerprinting as a Service	✓	✓	✓	✓			
VINE (Victim Information and Notification Everyday)	✓	✓	✓	✓	✓		✓
TRACS (Traffic and Criminal Software)	✓	✓	✓	✓	✓		✓
Sex Offender Registry (SOR)	✓	✓	✓	✓	✓		✓
Pro Miles	✓	✓	✓	✓	✓		
Intelligence Imaging System (aka Smart RoadSide)			✓		✓		
Uniform Crime Reporting (UCR)	✓	✓	✓				
Consolidated Offender Query	✓	✓	✓				
Drunk Busters			✓				✓
LEA Recruit Tracking	✓	✓	✓	✓			✓
Hazmat			✓				
BEAST (Crime Lab Database)			✓				

DATA SHARING AMONG LAW ENFORCEMENT AGENCIES



CRIMINAL JUSTICE INFORMATION SYSTEM



NMCJIS – New Mexico Criminal Justice Information System is a database for storing criminal history for New Mexico law enforcement and accessed by law enforcement throughout the state and nationally through NLETS. 39



DATA SHARING AMONG LAW ENFORCEMENT AGENCIES

Law Enforcement Automated Data Service (LEADS)

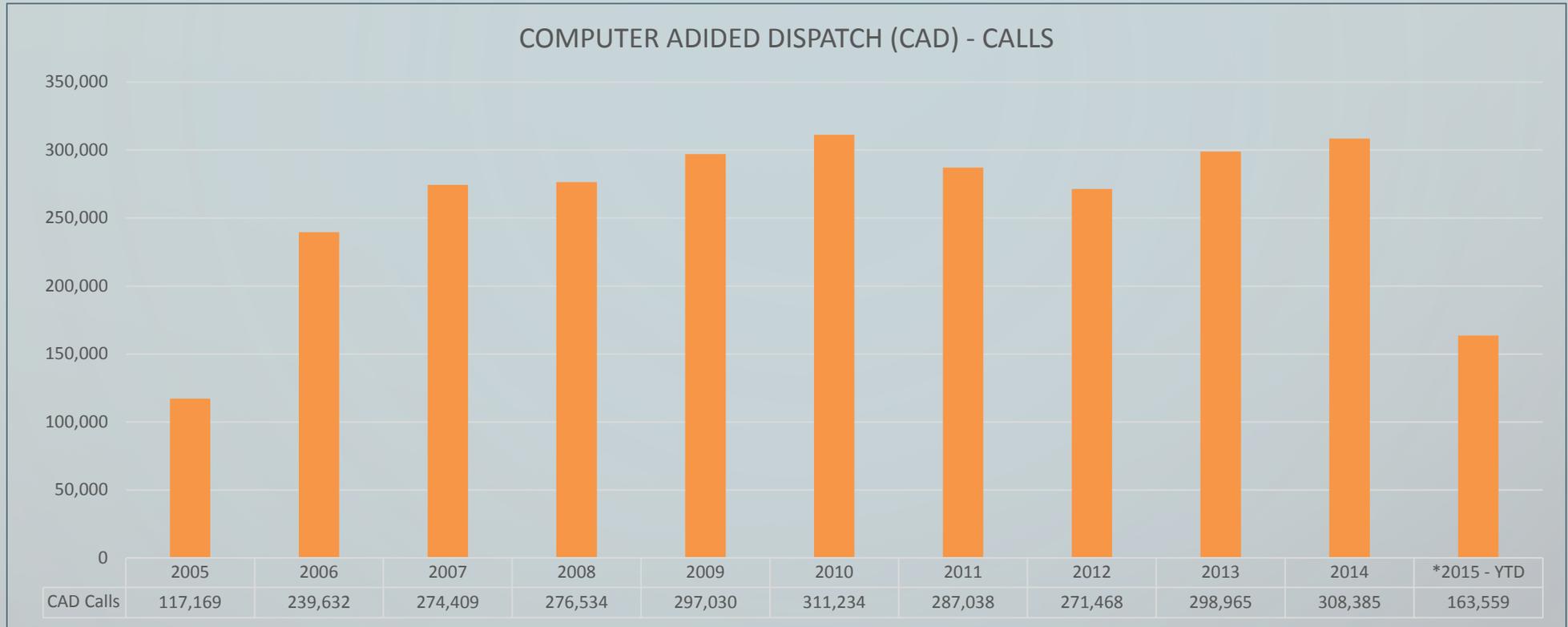


	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
■ 2013	5,310	5,819	6,022	6,208	6,365	6,872	7,147	7,397	7,893	8,223	8,433	8,588
■ 2014	9,121	9,352	9,689	9,967	10,163	10,918	11,256	11,548	12,156	12,575	12,810	13,056
■ * 2015 - ytd	13,580	14,324	14,761	15,178	15,561	16,477						

LEADS – Law Enforcement Automated Data Service is an application installed on state, local and tribal law enforcement officers mobile computers throughout the state to provide access to National Crime Information Center (NCIC), Motor Vehicle Division (MVD) and NM-Criminal Justice Information System (NMCJIS).



DATA SHARING AMONG LAW ENFORCEMENT AGENCIES



CAD – Computer Aided Dispatch is a computer system that enables officers on patrol and dispatchers to communicate information for service via mobile computers. Used by NM State Police and three NM counties: Sierra, Valencia, and Luna.



INFORMATION SHARING AND EXPLOITATION: THE WAY AHEAD

New CAD/RMS (Computer-Aided Dispatch/Records Management System)

- State of the art analytical tool; will replace current antique
- All data collected in geographic format; fosters event mapping
- Robust business application produces system, custom, ad hoc reports
- Will enable identification of trends and targeted intervention
- Will facilitate sharing of crime/traffic info with other agencies

TRACS (Traffic and Criminal Software)

ODRA (Operational Deployment and Reporting Application)

- Analyzes 10+ years of crash data from DoT
- Identifies areas with high crash rates
- Excellent for making deployment decisions and patrol plans

** NM needs a single, electronic, uniform crash report



LEGISLATIVE FINANCE COMMITTEE

Thank You!