



Office of the Governor

MICHELLE LUJAN GRISHAM

Fiscal Year

2024



AGENCY

**New Mexico
Corrections Department**

4337 State Rd.
14 Santa Fe,
New Mexico
87508
Phone: (505) 827-8884



Leadership



A message from the Cabinet Secretary

Over the last four years we have worked to make the New Mexico Corrections Department the best in the country. In that time wages for vital members of staff have substantially increased, transitional living and supportive housing resources have nearly quadrupled, revocations have decreased, community treatment has increased, hepatitis C has been cured in record amounts, and graduation rates of incarcerated persons have soared.

These accomplishments and many others are only possible due to the hard work, creativity, and commitment of agency staff. I have been proud to serve the New Mexico Corrections Department since my first day in 2001. Since my appointment in 2019 I have focused on listening to the needs and concerns of our staff, community members, and the justice involved populations we serve to take the department to the next level. Their input has helped the agency reach new heights and will continue to impact innovations in the coming year.

During my second senate confirmation I was struck to hear so many elected officials stand up in support of the work that we have done to improve conditions and opportunities for incarcerated populations and people on supervision. One that stood in support noted that while he had been skeptical of my initial appointment, he had been wrong. He commented that we have shown that it is possible to bring positive change from within. I appreciated his words and I attribute that positive change to the imagination and resiliency of New Mexico Corrections Department staff.

In gratitude,

Alisha Tafoya Lucero,
Cabinet Secretary



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Mission, Vision and Values

OUR MISSION

Strengthen New Mexico Communities through effective community supervision, creating safe and professional institutional environments, and providing those entrusted to our care with opportunities for positive personal growth and self-development

OUR VISION

A Stronger New Mexico

OUR VALUES

Respect, Integrity, Service, Encouragement



New Mexico Corrections Department Overview

About Us

The New Mexico Corrections Department (NMCD) is composed of 5 budgetary program areas; Inmate Management and Control (IMAC), Community Offender Management (COM), Reentry Division (RD), Corrections Industries (CI), and Program Support (PS). We are New Mexico's third largest executive agency with 2,521 full-time employee positions including correctional and probation and parole officers, classification officers, records coordinators, behavioral health providers, educators, maintenance specialists, and many more.

In service under IMAC the Adult Prisons Division (APD) operates 8 correctional institutions and oversees 2 privately operated locations with a housing capacity of just under 8,000. NMCD's daily average population in calendar year 2022 was 5,607. To date, calendar year 2023 indicates an approximate population reduction of nearly 80, with an average daily population of 5,528. Within IMAC each facility provides case management, behavioral health, medical services, and education and vocational opportunities.

The Probation and Parole Division (PPD) is the primary focus of the COM and operates 5 regions made up of 46 district offices throughout New Mexico. These offices work to assist and supervise more than 13,000 people on probation and parole. The recently developed Reentry Division (RD) began as a collaboration between IMAC and COM aimed at taking a holistic approach with every offender. RD focuses on personal development, transition planning, parenting, workforce planning, increasing meaningful activities for incarcerated persons and those on community supervision. Corrections Industries (CI) works in connection to IMAC and RD and aims to provide vocational training, meaningful work activities, and produce goods and services while building skills among participating inmates.

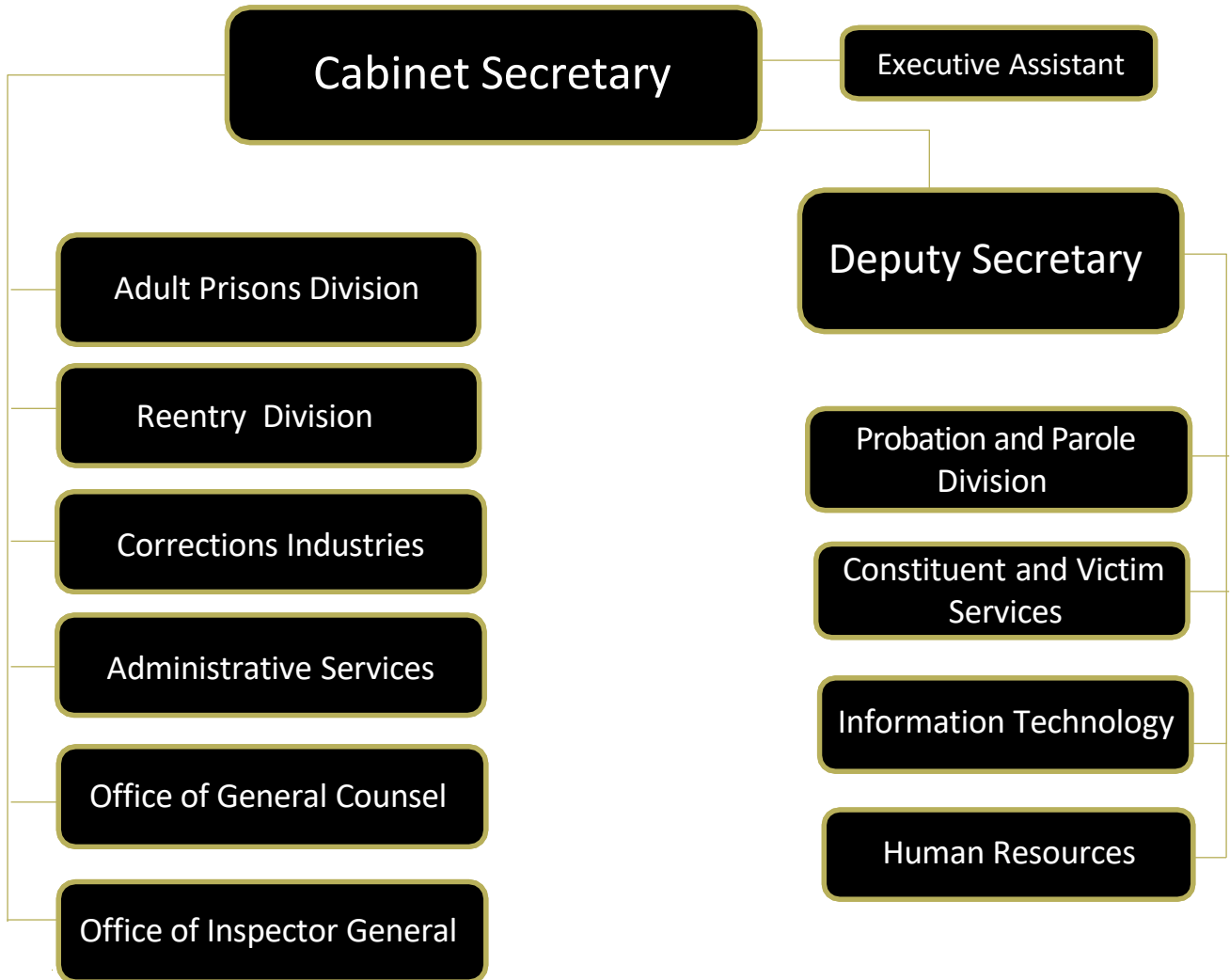
Programs Support (PS) makes everything possible with their work in budget management, information technology, victim and constituent services, public relations, general counsel, the office of the secretary, and by providing instruction to corrections professionals through the training academy.

Budget and FTE

Fiscal Year 2023	FTE	Budget (in thousands)
NM Corrections Department (Overall)	2,521	\$374,931.5
Program Support	151	\$ 15,817.9
Inmate Management and Control	1,857	\$292,538.7
Corrections Industries	24	\$ 5,856.2
Community Offender Management	359	\$ 37,748.5
Reentry	130	\$ 22,970.2



Organizational Structure





Inmate Management and Control (P531)

Purpose of the Program

The purpose of the Inmate Management and Control program (IMAC) is to contribute to New Mexico communities by increasing public safety through operating safe and professional institutions and providing opportunities for offenders to succeed as contributing law-abiding citizens.

Program Users

Judiciary, Public, Media, Federal, State, and Local Law Enforcement
Communities, Non-profit Organizations, Government Entities, and Justice
Involved Populations

Benefits to New Mexicans

- Carry out Judgement and Sentences issued by the judiciary
- Provide safe placement and basic care and services for incarcerated individuals
- Offer behavioral health services to those entrusted to our care
- Intelligence gathering, monitoring, and sharing amongst law enforcement to reduce violence inside institutions and out
- Movement within facilities conducted with prudence and concern for the safety of the public, employees, and inmate populations
- Provide medical care for incarcerated individuals and ensure that releasing offenders receive medications upon release
- Offer educational opportunities to help offenders succeed in communities
- Provide self-help opportunities and basic life skill development to incarcerated persons



Inmate Management and Control (P531) Continued

Program Goals and Objectives

- Maintain safe and professional institutional environments.
- Assist offenders with pre-release planning to ensure appropriate placement in communities post-release
- Conduct complete records audits to ensure release dates in accordance with statute
- Provide medical care equal to care available in communities through diligence contract monitoring and accountability measures
- Maintain employee morale through access to crisis intervention, stress debriefing, and health services
- Meet American Correctional Association standards
- Maintain compliance with all aspects of PREA
- Provide increased specialized treatment to sex offenders within our institutions
- Emphasize the serious impact substance abuse has on recidivism and take stringent steps to help offenders succeed in recovery
- Accurately report performance measure data and statutory compliance information
- Focus on the needs of persons identified as having serious mental health needs to ensure safe confinement and appropriate treatment
- Provide wide ranging religious services to all inmates

Strategic Actions

- Appropriately manage available bed space
- Continue working with in partnership with the University of New Mexico Institute for Social Research to align the classification process with the national best practices
- Align with Behavioral Health Collaborative members to determine cross over, leverage resources, team build, and strengthen services for justice involved populations
- Continued work towards building peer support education structure within facilities and in the community for improved outcomes.
- Increase work opportunities and basic life skills training for offenders while incarcerated
- Increase offender opportunities to build positive familial relationships
- In collaboration with RD, increase pre-release services to reduce post-release stressor
- Build dynamic capable confident leaders in all areas
- Maintain correctional emergency response teams within all facilities
- Ensure investigative skills development within security threat intelligent units across facilities
- Individualize recruitment efforts by region and facility to more accurately match potential applicants with geographically suitable assignments



Inmate Management and Control (P531) Performance Measures

	Purpose/Measure	FY22 Actual	FY23 Actual	FY24 Budget	FY25 Request
* Outcome	Vacancy rate of correctional officers in public facilities	29.2%	32.2%	20%	25%
* Outcome	Vacancy rate of correctional officers in private facilities	31.6%	33.8%	20%	25%
Outcome	Percent of standard healthcare requirements met by medical contract vendor	95%	99%	98%	98%
Outcome	Percent of release-eligible female inmates incarcerated past their scheduled release date	1.2%	0.8%	Discont	NA
Outcome	Percent of release-eligible male inmates still incarcerated past their scheduled release date	1.3%	1.2%	Discont	NA
Outcome	Percent of inmates treated for hepatitis C with undetectable viral loads 12 weeks post-treatment	90%	85%	95%	95%
Outcome	Percent of HIV positive inmates with undetectable viral loads	81%	100%	95%	95%
* Output	Number of inmate-on-inmate assaults with serious injury	4	7	12	10
* Output	Number of inmate-on-staff assaults with serious injury	4	4	3	4
Explanatory	Percent turnover of correctional officers in public facilities	15.8%	NA	NA	NA
Explanatory	Percent of inmate grievances resolved informally	82.7%	72.7%	NA	NA
Explanatory	Percent of random monthly drug tests administered to at least ten percent of the inmate population that test positive for drug use	3.2%	1.4%	NA	NA
Explanatory	Number of escapes	1	0	NA	NA
* Outcome	Average number of female inmates on in-house parole	NA	NA	5	10
* Outcome	Average number of male inmates on in-house parole	NA	NA	65	65

* - recommended for General Appropriation Act



Community Offender Management (P534)

Purpose of the Program

The purpose of the Community Offender Management Program is to achieve public safety through reduced recidivism by providing cost effective alternatives to incarceration, post incarceration support services, and intermediate sanctions. Emphasis is on high-risk and high-need offenders to facilitate sustained behavioral change by providing evidence-based programming, supervision, and residential and nonresidential placement services to offenders on probation or parole in our communities, reducing the probability of criminal behaviors.

Program Users

Judiciary, Public, Media, Federal, State, and Local Law Enforcement
Communities, Non-profit Organizations, Government Entities, and Justice
Involved Populations

Benefits to New Mexicans

- Conduct assessments utilizing evidence-based tools to safely supervise offenders in our communities
- Aid public safety by providing intensive oversight of offenders with high risk to reoffend
- In collaboration with RD, emphasize successful family reintegration by offering a variety of services to individuals on supervision
- Provide needs-based supervision levels in alignment with risk assessment and needs
- Maintain safer communities by partnering with other law enforcement agencies
- Educate employers on federal incentive programs to employee persons with felony convictions
- Improve post-release success through peer mentorship
- Increase offender success with expanded supportive housing and treatment services



Community Offender Management (P534) Continued

Program Goals and Objectives

- Provide a balanced approach that entails offender accountability, along with behavioral interventions that afford offenders the opportunity to make positive life changes and develop skills that support a successful integration back into their communities
- Provide a comprehensive approach to offender supervision that recognizes the nature and extent of offender needs through the utilization of evidence-based assessment tools
- Enhance partnership with Project Echo by increasing the number of community-based peer support workers, expanding peer support services to all regions within the state
- Recruit, hire and prepare staff to effectively carry out their duties; acknowledge their contributions to the department; provide professional development opportunities; encourage and support career advancement; and provide a safe and supportive work environment
- Provide wide ranging services to offenders to include family counseling, substance abuse treatment, anger management, cognitive behavior therapy, case management and intervention
- Offer effective diversion programs and sentencing options to the judiciary and parole board

Strategic Actions

- Resource focus on high-risk and high- need populations
- Provide opportunities for offenders to successfully transition home and into their communities
- Provide offenders with tools for success through the use of evidence-based services, case management practice, to include accountability measures that support positive behavioral change
- Provide for a culture of learning and professional development.
- Support established community-based partnerships and continue to seek new collaborative partnerships that focus on positive behavioral health change
- Identify parole violation causation to determine reasons for recidivation and concentrate resources on addressing violations impacting public safety
- Foster and grow a communication network with law enforcement partners to improve community safety



Community Offender Management (P534)

Performance Measures

Performance Measures

	Purpose/Measure	FY22 Actual	FY23 Actual	FY24 Budget	FY25 Request
* Outcome	Percent of contacts per month made with high-risk offenders in the community	96%	97%	95%	95%
* Outcome	Vacancy rate of probation and parole officers	21%	19%	15%	18%
Output	Percent of absconders apprehended	24.2%	24.9%	30%	30%
* Quality	Average standard caseload per probation and parole officer	86	83	88	88
Explanatory	Percent turnover of probation and parole officers	11.2%	7.6%	NA	NA
Explanatory	Number of offenders on the waiting list for intensive or high-risk supervision	0	0	NA	NA
Explanatory	Total number of offenders referred to evidence-based programming	NA	NA	NA	NA
Explanatory	Percent of offenders referred to evidence-based programming successfully completing an evidence-based program	NA	NA	NA	NA

* - recommended for General Appropriation Act



Corrections Industries (P533)

Purpose of the Program

The purpose of the Corrections Industries Program is to provide inmates with meaningful job training opportunities by teaching valuable technical and soft skills; contributing to a safer prison environment for staff and inmates while providing valuable goods and services at a cost savings to the state of New Mexico. The key measure of success is to reduce recidivism.

Program Users

Judiciary, Public, Media, Federal, State, and Local Law Enforcement
Communities, Non-profit Organizations, Government Entities, and Justice
Involved Populations

Benefits to New Mexicans

- Impact public safety by developing citizens with work skills and work experience who have a greater chance of becoming productive, tax paying citizens.
- NMCI is 100% receipt funding, operating at no cost to the taxpayers of New Mexico.
- NMCI purchases raw materials, services, equipment, and supplies from New Mexico businesses.
- Litter maintenance services to improve conditions on highways and state roads
- Skill building and workforce development for incarcerated and releasing individuals

Program Goals and Objectives

- Reduce inmate violence which leads to increased safety within prisons
- Utilize resources such as community colleges, universities or community-based programs to develop additional training opportunities
- Increase programs that offer transferable certifications to the offenders
- Improve and expand work opportunities that teach incarcerated individuals trade skills and positive employment habits



Corrections Industries (P533) Continued

Strategic Actions

- To incorporate vocational training courses with work programs to ensure that inmates are provided with proper training, hands on experience, and certification in various trades
- Work with local businesses and community leaders to increase presence in communities and grow enterprise functions
- Address short-term revenue and cost reduction measures to ensure financial self sufficiency
- Leverage increased awareness of the NMCI brand to expand sales throughout its customer base
- Expand programming in the areas of horticulture, manufacturing, rail maintenance, film industry education, carpentry and welding
- Partner with local colleges and universities to provide diverse options for inmate learning opportunities and business viability
- Research, plan, and implement low-cost skill-building opportunities for inmates, with potential for revenue growth
- Conduct market and feasibility analysis to determine possible new industries

Performance Measures

		Purpose/Measure	FY22 Actual	FY23 Actual	FY24 Budget	FY25 Request
* Output		Percent of inmates receiving vocational or educational training assigned to Corrections Industries	23%	30%	25%	30%

* - recommended for General Appropriation Act



Program Support (P530)

Purpose of the Program

The purpose of program support is to provide quality administrative support, direction, and oversight to the department's operating units to ensure a clean audit, effective budget and personnel management, cost-effective management information system services, and cost-effective and targeted training, and effective and productive communication with constituents.

Program Users

Judiciary, Public, Media, Federal, State, and Local Law Enforcement
Communities, Non-profit Organizations, Government Entities, and Justice
Involved Populations

Benefits to New Mexicans

- Provide direct services to crime victims and ensure compliance with on-time victim notifications
- Timely responses to the family members of our justice involved populations
- Keep the public informed on facility status and community engagement
- Leverage social media channels to facilitate productive dialogue with constituents, cultivate a cooperative culture among personnel, and highlight Department programming success
- Ensure responsible fiscal administration of appropriations
- Employment offerings to community members with job fairs and recruitment events
- Maintain compliance with Inspection of Public Records Act requests
- Work with union leadership to ensure safe facilities and field equipment



Program Support (P530) Continued

Program Goals and Objectives

- Provide NMCD's cadets with training to perform at the highest standards of professionalism
- Ensure procurement procedures are completed in accordance with statute
- Working to increase the agency's ability to provide accurate data to requesting bodies with the ongoing development of the OMNI computer program
- Maintain accreditation with the American Correctional Association in all areas of administration
- Provide accurate and thorough human resource services for employees
- Operate legal office addressing public information needs, employee relations, policy review, and EEOC compliance
- Provide secure networks for database systems and agency data
- Maintain video surveillance equipment to ensure safety in institutions
- Draft and monitor contracts to ensure that service needs are being met in accordance with fiscal statutes
- Maintain open communications with lawmakers and community organizations

Strategic Actions

- Modify training curriculum to accurately capture employment needs in facilities and in the field
- Increase recruitment by conducting Training Academy screenings at locations throughout the state
- Hold satellite academies in high-needs locations
- Expand course offerings to emphasize de-escalation techniques, officer safety, and staff wellness

Performance Measures

		Purpose/Measure	FY22 Actual	FY23 Actual	FY24 Budget	FY25 Request
	Quality	Percent of audit findings resolved from prior year	0%	73%	80%	NA
	Quality	Number of prior year audit findings	NA	NA	NA	4
	Explanatory	Graduation rate of correctional officer cadets from the corrections department training academy	78%	79%	NA	NA
	Explanatory	Percent of employee union grievances resolved prior to arbitration	100%	100%	NA	NA

* - recommended for General Appropriation Act



Reentry (P535)

Purpose of the Program

The purpose of the Reentry Program is to empower individuals to successfully transition out of the New Mexico Corrections Department through educational and cognitive programming, workforce development opportunities, pre-release and post-release coordination of care efforts to increase public safety, improve quality of life for individuals, and to reduce recidivism among those transitioning from custody to community.

Program Users

Judiciary, Public, Media, Federal, State, and Local Law Enforcement
Communities, New Mexico Communities, Non-profit organizations,
Community Service Providers, Government Entities, Colleges and
Universities, Justice Involved Populations

Benefits to New Mexicans

- Increase literacy levels across New Mexico
- Promote public safety through direct therapeutic interventions in facilities and the community
- Reduce recidivism through programs and services that provide skills and support needed to assist individuals in successfully transitioning into the community
- Provide educational and vocational opportunities to promote higher levels of well-being and economic attainment
- Stabilize communities, families, and individuals by providing housing assistance, ancillary resources, and family support services



Reentry (P535) Continued

Program Goals and Objectives

- Offer evidence and research-based programming opportunities that support those in our care with positive outcomes and a reduction in recidivism
- Maximize the efficacy of educational programs, including maximizing enrollment in GED/HSE and post-secondary opportunities to increase completion rates
- Attract and retain the best and brightest educational staff in all facilities
- In partnership with COM and IMAC, assist incarcerated individuals with pre-release planning to ensure successful post-release placement in communities
- In collaboration with COM provide community-based housing and supportive care services to meet the changing needs of the population
- Meet American Correctional Association and Correctional Educational Association standards
- Coordinate volunteers and community organizations in providing services and outreach to the incarcerated population
- Facilitate access to a wide range of religious services for all incarcerated persons
- Increase opportunities for family Reunification through partnerships with government and community organization agencies supporting families and child well-being in New Mexico
- Develop a structured workforce and career technical education pathway

Strategic Actions

- Expand pre-release services to assist in obtaining vital documents including integration of MVD workstations in all facilities
- Increase pre-release workforce readiness through increased programming as well as expand partnerships with local businesses to offer additional employment opportunities upon release
- Expansion of peer support services to encompass healthcare education, reentry services and community support available to the population in facility and community
- Increase transitional and long-term supportive housing opportunities
- Increase soft skills programming for inmates to include interview skills, resume building and financial literacy
- Cultivate relationships with tribal nations, tribes, and pueblos to facilitate religious practice and community reintegration
- Continue to incorporate technology via computer tablets to ensure educational opportunities are available to the incarcerated population



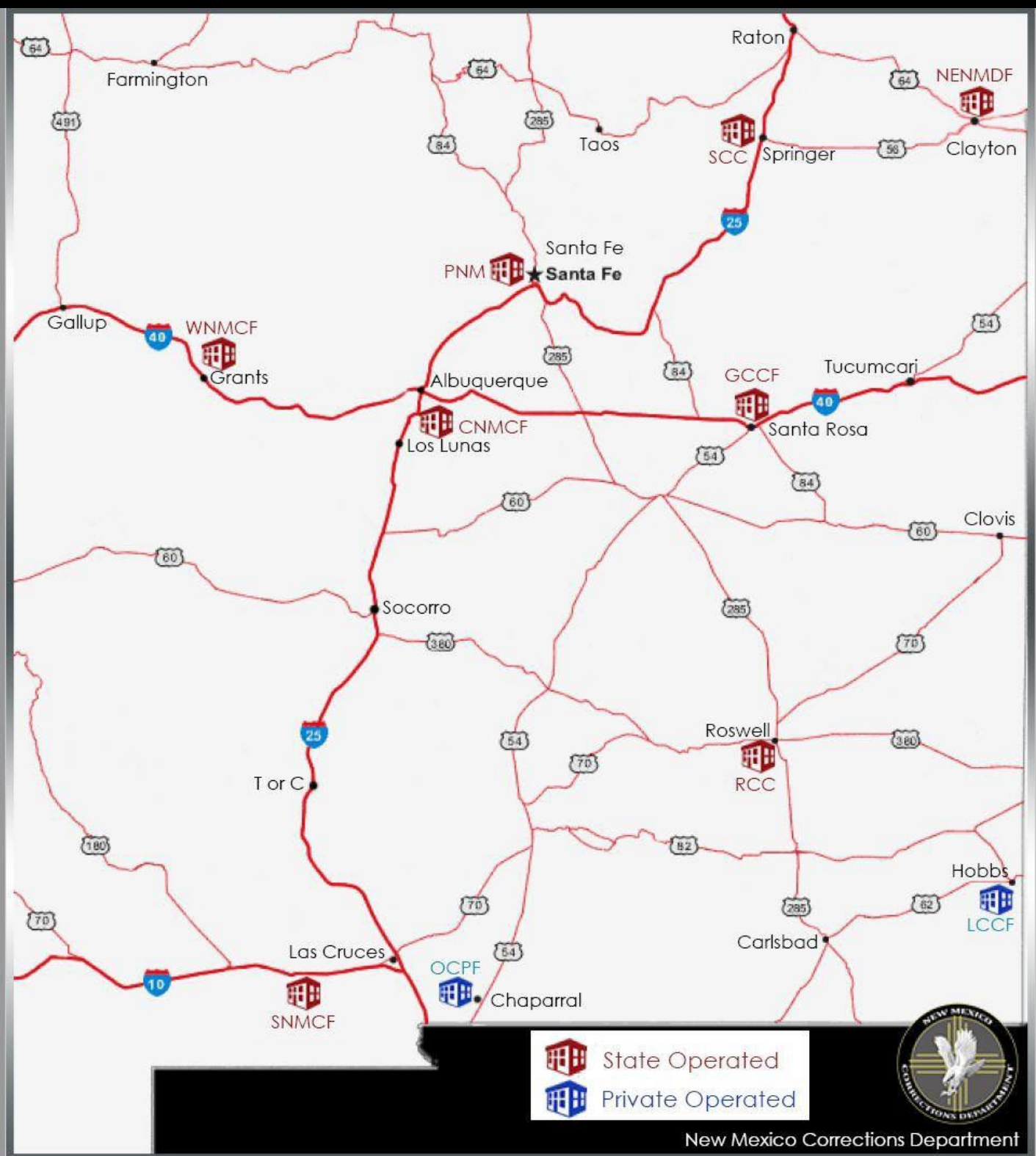
Reentry (P535) Performance Measures

		Purpose/Measure	FY22 Actual	FY23 Actual	FY24 Budget	FY25 Request
* Outcome		Percent of prisoners reincarcerated within thirty-six months due to new charges or pending charges	13.6%	16.9%	14%	17%
Outcome		Percent of sex offenders reincarcerated on a new sex offense conviction within thirty-six months of release on the previous sex offense conviction	0%	3.89%	3%	5%
Outcome		Percent of sex offenders incarcerated receiving sex offender treatment	31.6%	20%	40%	20%
Outcome		Percent of inmates who have filled out a YES New Mexico application at time of release	99%	98.5%	99%	99%
* Outcome		Percent of prisoners reincarcerated within thirty-six months	37%	36.9%	35%	40%
* Outcome		Percent of eligible inmates enrolled in educational, cognitive, vocational, and college programs	45%	51.2%	60%	60%
* Outcome		Percent of sex offenders incarcerated that have completed sex offender treatment	15.7%	9.3%	16%	16%
* Output		Percent of eligible inmates who earn a high school equivalency credential	7.7%	15.4%	80%	80%
* Output		Number of inmates who earn a high school equivalency credential	82	184	145	165
* Output		Percent of graduates from the men's recovery center who are reincarcerated within thirty-six months	18%	17%	20%	20%
* Output		Percent of graduates from the women's recovery center who are reincarcerated within thirty-six months	17%	11%	20%	20%
* Output		Percent of prisoners reincarcerated within thirty-six months due to technical parole violations	24%	19.0%	20%	20%
* Explanatory		Percent of participating inmates who have completed adult basic education	9.7%	15.4%	NA	NA
* Explanatory		Percent of residential drug abuse program graduates reincarcerated within thirty-six months of release	22%	19%	NA	NA
Explanatory		Total number of inmates referred to evidence-based programming	2,812	2575	NA	NA
Explanatory		Percent of inmates referred to evidence-based programming	16.8%	21%	NA	NA
Outcome		Percent of prisoners reincarcerated within thirty-six months due to absconding	NA	NA	NA	30%

* - recommended for General Appropriation Act



Inmate Management and Control Facility Locations





Probation and Parole
Region Breakdown and Office locations

