

Annual Report

FY2023



Leadership



A message from the Cabinet Secretary

Serving the people and the agency that I have been a part of for more than 20-years is the most humbling experience of my life. From my start as a classification officer to my role as cabinet secretary and those in between, I have been honored to learn from the very best corrections professionals in the nation: the intricacies of safe prison and field operations, why programs and education are vital, and how taking care of one another and providing service to our populations is the foundation of all we do. Most importantly, I have learned that every person choosing to work in this field has been called to service. We may have different why's. Whether called to educate, improve the lives of others, support a family, in dedication to public safety, or because we didn't know our next step and gave corrections a shot, we all found a place to fulfill the call to service.

In the time since 2019, the New Mexico Corrections Department has made substantial changes to increase and improve opportunities for justice involved populations. Through the challenges of the pandemic and the oft uncomfortable nature of changing what's always been done, staff of this agency have risen and have persevered. There is always more work to be done and room to improve and as I look toward the future, I have absolute confidence in the professionals of NMCD. The collective excellence and hard work of this team will continue to create successful outcomes for our populations and the State of New Mexico.

Thank a corrections professional for their commitment to answering the call to serve.

With respect and appreciation,
Alisha Tafoya Lucero



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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) comprises several divisions, including the Adult Prisons Division (APD), Probation and Parole Division (PPD), Reentry Division, Corrections Industries (CI), and Program Support (PS). As one of the largest state agencies, we employ more than 2,500 full-time staff, including correctional officers, probation and parole officers, classification officers, records coordinators, behavioral health providers, educators, maintenance specialists, and many others.

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 a reduction in average daily population to 5,528. Each facility provides case management, behavioral health, medical services, education and vocational opportunities.

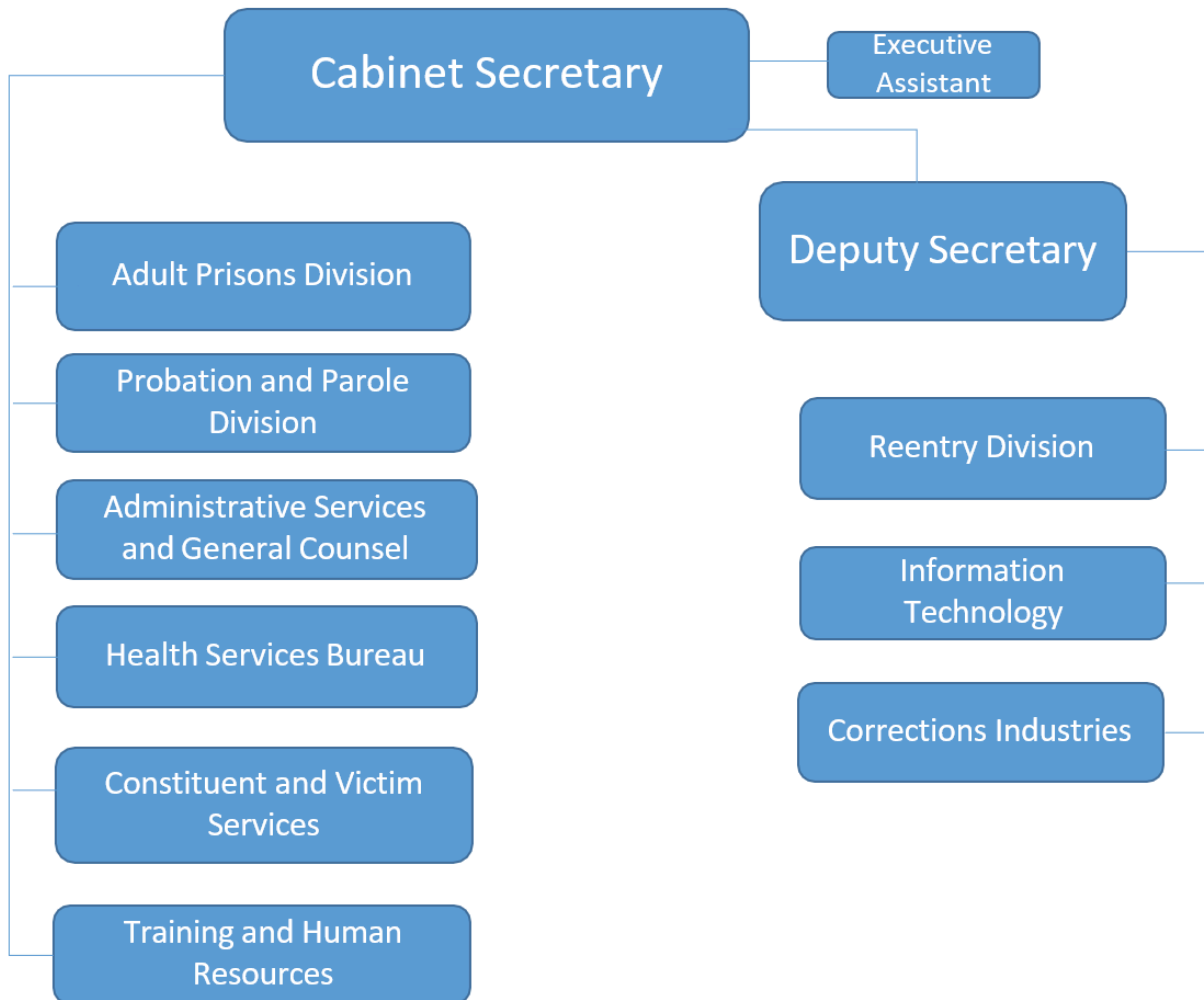
PPD operates 5 regions made up of 46 district offices throughout New Mexico. These offices supervise more than 16,000 individuals on probation and parole. The recently developed Reentry Division, a collaboration between APD and PPD, takes a holistic approach to offender rehabilitation. It focuses on personal development, transition planning, parenting support, workforce preparation, and increasing access to meaningful activities for incarcerated individuals and those on community supervision. CI, in partnership with APD and the Reentry Division, provides vocational training and meaningful work opportunities. CI aims to produce goods and services while helping inmates build valuable skills.

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	\$365,768.1
Program Support	151	\$ 15,038.7
Inmate Management and Control	1,857	\$286,715.2
Corrections Industries	24	\$ 5,747.3
Community Offender Management	359	\$ 34,722.0
Reentry	130	\$ 23,544.9

Organizational Structure





Adult Prisons Division

Purpose of the Program

The purpose of APD is to contribute to New Mexico communities by increasing public safety through operating safe and professional correctional facilities and providing opportunities for offenders to succeed as contributing law-abiding citizens.

Major Accomplishments

- The starting salary for correctional officers increased over 5% to \$22.50
- The number of graduating correctional officers increased from 86 in FY22 to 111 in FY23.
- Number of inmate-on-inmate assaults requiring off-site medical treatment was well below the Legislative Finance Committee's target, highlighting the divisions safety and security measures
- The percent of monthly drug tests-administered to at least 10% of the inmate population-that tested positive for drug use decreased by 2% from FY22 and FY23
- A total of 1,666 inmates had received treatment for Hepatitis C by the end of FY23 since the inception of the program
- Conducted complete record audits to ensure release dates in accordance with statute
- Provided medical care equal to care available in communities through diligent contract monitoring and accountability measures
- Maintained employee morale through access to crisis intervention, stress debriefing, and health services
- Complied with American Correctional Association standards
- Maintained compliance with all aspects of PREA
- Provided increased specialized treatment to sex offenders within facilities
- Emphasized the serious impact substance abuse has on recidivism among inmates and implemented stringent measures to support successful recovery
- Prioritized the safety and appropriate treatment of inmates with serious mental health needs
- Provided wide ranging religious services to all inmates
- Appropriately managed bed space
- Aligned with Behavioral Health Collaborative members to determine cross over, leverage resources, team build, and strengthen services for inmates
- Continued work towards building peer support education structure within facilities and in the community for improved outcomes.
- Increased opportunities for inmates to build positive familial relationships
- Maintained correctional emergency response teams within all facilities
- Individualized recruitment efforts by region and facility to more accurately match potential applicants with geographically suitable assignments



Probation and Parole Division

Purpose of the Program

The PPD exists to enhance public safety and reduce recidivism by providing cost effective alternatives to incarceration, intermediate sanctions, and post incarceration support services. The department emphasizes serving high-risk and high-need offenders to support sustained behavioral change through evidence-based programming, effective supervision, and residential and nonresidential placement services. These efforts aim to lower the likelihood of reoffending among individuals on probation or parole within our communities.

Major Accomplishments

- Vacancy rate for probation and parole officers decreased by 2% from FY22 to FY23
- Maintained an average caseload of 83 clients per probation/parole officer-allowing for more effective supervision and support of offenders
- Community Corrections expanded telehealth services, enabling providers in major metropolitan areas to serve offenders in rural communities more effectively
- Partnered with community providers to create longer-term, sustainable housing options
- Assisted offenders with housing deposits and worked with local housing boards to improve access to low-income housing
- Helped offenders preparing to complete supervision by collaboratively developing behavioral health and life maintenance plans
- Provided wide ranging services to offenders to include family counseling, substance abuse treatment, anger management, and cognitive behavior therapy
- Empowered offenders in their reentry journey by providing employment support, including resume development, job application assistance, interview preparation, and direct access to potential employers
- Fostered a communication network with law enforcement partners to improve community safety
- Further expanded partnership with Project Echo to identify and onboard peer support workers
- Continued to innovate with supervision methods and enable officers to focus on high-risk and high-need offenders
- Recruitment efforts were expanded with focus on job fairs at numerous higher education institutions throughout the state
- Maintained staff morale by providing wellness opportunities
- Hobbs Probation and Parole Office donated furniture to Habitat for Humanity
- Clovis Probation and Parole Office received an award from the Special Olympics in recognition of their pursuit of *community policing excellence*
- Donation of car seats to the Pregnancy Resource Center
- Donation of food to Angel Ministries



Corrections Industries

Purpose of the Program

CI aims to provide inmates vocational training and work experience to prepare them for employment upon release. The strategic objectives of the program are to promote new and profitable products and services that are affordable to customers, provide training and transferable skills for inmates, and reduce inmate idleness. The key measure of success is to reduce recidivism.

Major Accomplishments

- Expanded commissary services to two additional facilities and added property, clothing and goods to catalog
- Increased work opportunities for offenders by 75% and reduced the need to utilize prison staff for onsite distribution
- Successfully relocated and launched print operations from the Guadalupe County Correctional Facility to Western New Mexico Correctional Facility-South
- Achieved a 100% rating on the American Correctional Association Certification
- Established an ongoing relationship with the National Guard to furnish offices at locations statewide
- Encouraged creativity and increased self-esteem by creating a venue for inmates to sell works of art to the public
- Engaged in partnerships with small businesses and government entities to increase revenue for reinvestment to inmate activities
- Continued to engage with the film industry to increase revenue and enhance inmate education and opportunities
- Incorporated vocational training courses with work programs to ensure that inmates are provided with proper training, hands on experience, and certification in various trades
- Worked with local businesses and community leaders to increase presence in communities and grow enterprise functions
- Leveraged bulk purchase and resale options to help facilities save money on basic needs
- Increased community awareness of how corrections industries can work with local businesses and governments while helping inmates gain vocational training and work skills
- Expanded programming in the areas of horticulture, manufacturing, rail maintenance, film industry education, carpentry and welding
- Partnered with local colleges and universities to provide diverse options for inmate learning opportunities and business viability
- Researched low- cost skill-building opportunities for inmates, with potential for revenue growth
- Established internet presence and increase ability to increase revenue by engaging in online sales

Program Support

Purpose of the Program

The mission 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.

Major Accomplishments

- Ensured procurement procedures were completed in accordance with statute
- Worked to increase the agency's ability to provide accurate data to requesting bodies with the ongoing development of the OMNI computer program
- Maintained accreditation with the American Correctional Association in all areas of administration
- Provided accurate and thorough human resource services for employees
- Provided secure networks for database systems and agency data
- Maintained video surveillance equipment to ensure safety in institutions
- Drafted and monitored contracts to ensure that service needs are being met in accordance with fiscal statutes
- Maintained open communications with lawmakers and community organizations
- Modified training curriculum to accurately capture employment needs in facilities and in the field
- Increased recruitment by conducting Training Academy screenings at locations throughout the state
- Held satellite academies in high-needs locations
- Expanded course offerings to emphasize de-escalation techniques, officer safety, and staff wellness





Reentry Division

Purpose of the Program

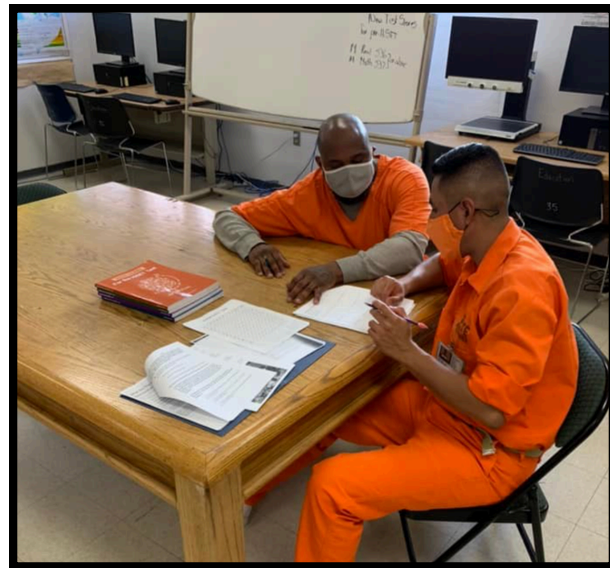
Designed to support a successful transition from incarceration to community life, the Reentry Division offers educational and cognitive programming, workforce development opportunities, and coordinated pre-release care. The program also includes specialized support for individuals with long lengths of stay. Its goals are to reduce recidivism, improve the quality of life and enhance public safety.

Major Accomplishments

- Increased the high-school equivalency (HSE) certifications among inmates by 124% year over year
- Achieved 184 successful high school equivalency completions, 15 additional post-secondary degrees and certifications were awarded
- Attained the highest number of HSE program completers among all adult education institutions in the state
- Extended teachers' hours, increased the use of tablets, utilized pre-HSE ready exams, and expanded HSE certificate offerings from just the high school equivalency test (HiSET) to include the GED
- Inmate job and resource fairs conducted at multiple facilities where employers and community resource vendors entered into the facilities to discuss post-incarceration employment, education and housing opportunities
- Overall recidivism rate decreased by 8% from FY21 to FY23
- Achieved an 11% reduction in the percentage of prisoners reincarcerated within 36 months due to technical parole violations between FY21 and FY23
- Increased the number of reported programs by 54%, from 22 in FY22 to 34 in FY23, reflecting enhanced service delivery and program engagement
- Adult basic education made up the largest expenditure at \$2.66 million, serving 1,391 people in prison in FY23
- Expanded pre-release services to assist in obtaining vital documents including integration of Motor Vehicle Division workstations in facilities
- Sustained a professional learning community of instructors to ensure instructional staff was motivated, innovative, and effective
- In collaboration with COM provided community-based housing and supportive care services
- Continued to incorporate COMPAS assessment into case planning to direct programming referrals and services
- Continued expansion in peer support training and utilization in facilities and communities
- Met American Correctional Association and Correctional Educational Association standards
- Facilitated access to a wide range of religious services for all incarcerated persons

Reentry

- Increased opportunities for family reunification
- Continued to develop a structured workforce and career technical education pathway
- Increased transitional and long-term supportive housing opportunities
- Increased basic life skills, parenting support, and pre-release stress management for releasing individuals
- Cultivated relationships with tribal nations, tribes, and pueblos to facilitate religious practice and community reintegration
- Expanded peer lead activities, arts and crafts, and interest groups in facilities to improve quality of life for all incarcerated persons



Appendix

Probation and Parole Region Breakdown and Office Locations

Region I

Region II

Region III

Region IV

