

Annual Report FY2024



AGENCY

**New Mexico
Corrections Department**

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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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Vision, Mission and Values



OUR MISSION

Strengthen New Mexico Communities through effective community supervision, creating safe and professional institutional environment, 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) stands as one of the state's largest executive agency with a workforce of 2,521 full-time positions. This dedicated team includes correctional officers, probation and parole officers, classification officers, records coordinators, behavioral health providers, educators, maintenance specialists, and many other professionals who work tirelessly to ensure safety, promote rehabilitation and serve the public.

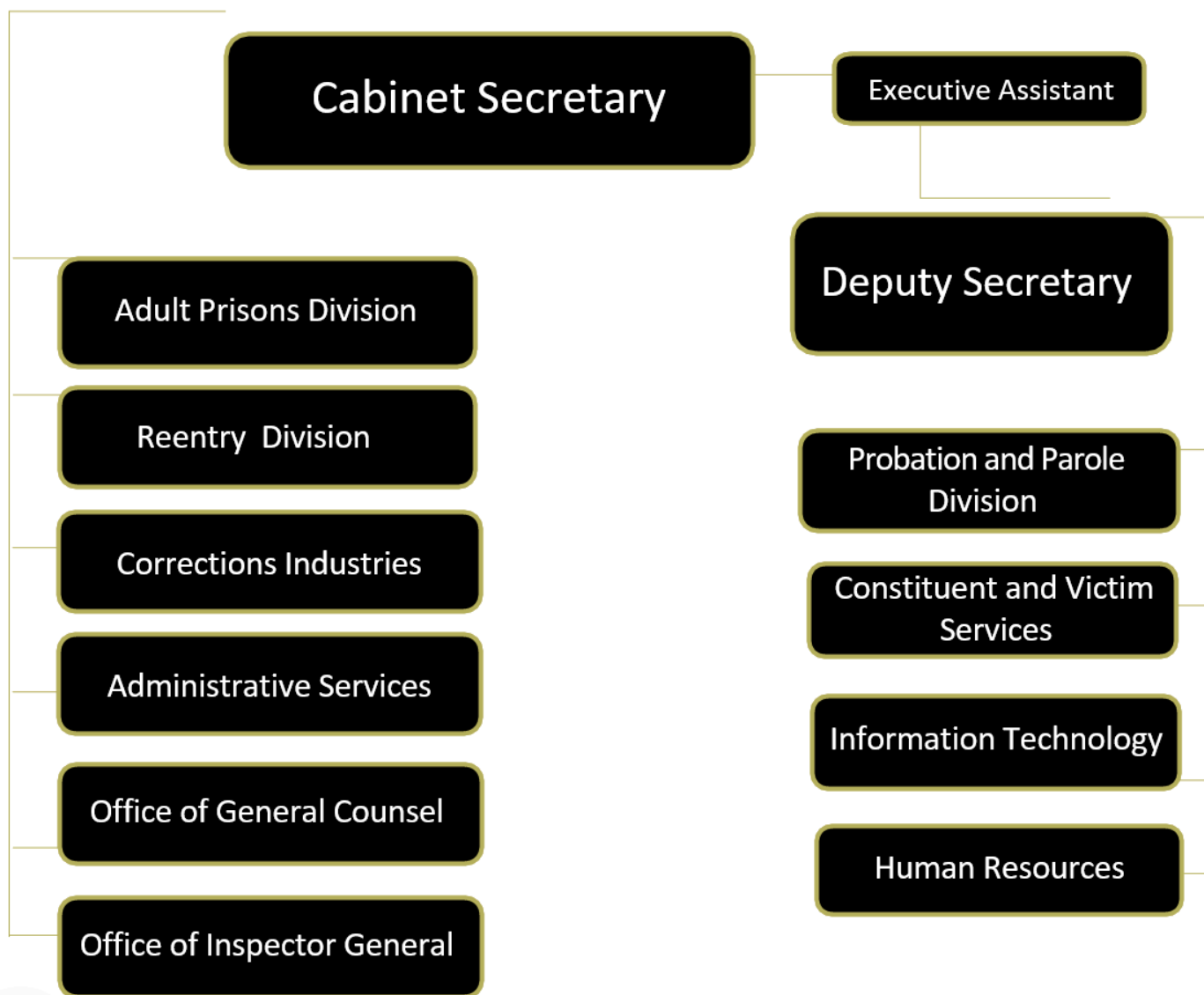
The Adult Prisons Division (APD) operates eight state-run correctional facilities and oversees two privately operated facilities, collectively housing just under 8,000 inmates. In calendar year 2024, NMCD maintained an average daily inmate population of 5,285. Each correctional facility delivers a full spectrum of services, including case management, medical and behavioral healthcare, as well as educational and vocational programming designed to support rehabilitation and reduce recidivism.

The Probation and Parole Division (PPD) manages five regions encompassing 46 district offices across New Mexico, providing supervision and support for more than 13,000 people on probation or parole. PPD plays a critical role in public safety and successful offender reintegration through structured supervision and community-based programs.

The recently developed Reentry Division (RD) reflects NMCD's commitment to a holistic approach to rehabilitation. By focusing on personal development, transition planning, parenting, workforce preparation, and expanding access to meaningful programming, the division empowers individuals to succeed both during incarceration and upon return to the community. Corrections Industries (CI) works in close partnership with APD and RD to offer inmates real-world job training and work opportunities. Through the production of good and services, CI equips participants with vocational skills that promote accountability, purpose, and readiness for reentry.

At the core of these operations is Program Support (PS), from budget management, information technology, and public relations to legal support, training, and victim and constituent services. PS ensures every division has the tools, structure, and guidance to fulfill NMCD's mission with integrity and efficiency.

Organizational Structure



Adult Prisons Division



Overview

The purpose of the 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

Between FY23 and FY24, the division made significant progress in strengthening its workforce, reducing correctional officer vacancy rates by over two percent. This improvement contributed to a more stable and secure correctional environment for staff and inmates. Building on that momentum, the starting pay for correctional officers increased by more than five percent from FY24 to FY25, a figure that includes a three percent legislative pay raise in FY25. These achievements reflect the division's ongoing commitment to recruitment, retention, and overall organizational strength-setting the stage for additional key accomplishments highlighted below.

Other Highlights

- All state-operated correctional facilities, along with two privately operated facilities, maintain accreditation from the American Correctional Association
- Inmates at the Penitentiary of New Mexico (PNM) and Southern New Mexico Correctional Facility assisted the Office of Emergency Management by filling sandbags for distribution to help reduce flood damage
- Inmates at PNM single handedly produced 11,300 sandbags, the finished bags were distributed by the National Guard to flood-prone areas of the state
- Western New Mexico Correctional Facility produced 3,000 sandbags for the City of Grants to help with flooding
- Staff collected donations to help people impacted by the Salt and South Fork fires
- Partnership with animal shelters and rescues across the state to bring dogs into correctional facilities, where inmates train and care for them
- Hosted the first annual Corrections Emergency Response Team "fun day" training, the event fosters connections among the incredible teams, from across the state



Adult Prisons Division



Program Goals and Objectives

- Maintain safe and professional correctional facilities
- 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 facilities
- 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



Probation and Parole Division



Overview

PPD works to enhance public safety by reducing recidivism through cost effective alternatives to incarceration. These include post incarceration support services, intermediate sanctions and structured supervision. PPD prioritizes individuals who are high-risk and high-need, supporting sustained behavior change through evidence-based programming and both residential and community-based placement options.

Major Accomplishments

Building on its mission to promote public safety and support lasting rehabilitation, PPD achieved several key accomplishments during FY24. The Security Threat Intelligence Unit (STIU) played a critical role in locating and apprehending high-risk offenders who had absconded from supervision, maintaining a 27% apprehension rate throughout the year.

In partnership with law enforcement agencies across the state, PPD confiscated nearly 300 firearms from individuals under supervision-many of whom were convicted felons. This coordinated effort underscores the value of interagency collaboration and the shared commitment to keeping New Mexico communities safe. Beyond enforcement, PPD remains actively involved in community engagement. In FY24, staff across the state participated in events such as Special Olympics fundraisers and organized donation drives for school supplies, food, and clothing. Involving offenders in these initiatives encourages community reintegration, promotes personal responsibility, and helps foster empathy and improved self-worth.

Other Highlights

- Career Exploration Fairs
- Clothing donations to the St. Elizabeth's Shelter
- Food donation to Food Depot
- National Night Out - Police Community Partnerships
- Beautification of De Vargas Park in Santa Fe
- Riverwalk Cleanup in Las Vegas
- Shop with a Cop Event in Luna County
- Battle of the Regions



Probation and Parole Division



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



Corrections Industries



Overview

The purpose of CI is to provide inmates with meaningful job training opportunities that builds both technical and soft skills. These efforts support a safer prison environment for staff and inmates, while producing valuable goods and services at a cost savings to the State of New Mexico. A key measure of success for the program is its impact on reducing recidivism.

Major Accomplishments

In alignment with its mission to prepare inmates for successful reentry and contribute to facility safety, CI achieved several notable milestones in FY24. The department opened a CI storefront offering items produced by inmates for sale to the public. Proceeds from the store will help sustain CI operations, which include inmate work crews and the management of warehouses, print shops, and woodworking facilities across the state. CI continued to strengthen its collaboration with the RD and APD to expand employment opportunities for inmates across various security levels. As a result, 21% of inmates participating in vocational or educational training were assigned to CI positions during this period.

Additionally, the division maintained its partnership with the New Mexico Administrative Office of the Courts, continuing its work to install custom courtroom benches and furniture. These pieces are built with integrated safety features aimed at reducing the risk of gun violence in court settings.

Other Highlights

- Maintained successful contracts with Mid Region Council of Governments and re-upholstered 3, 200 seats for the Rail Runner Transit System
- CI operates with 100% receipt funding, allowing the program to function at no cost to the taxpayers of New Mexico



Corrections Industries



Program Goals and Objectives

- Promote increased safety within facilities
- Utilize resources such as community colleges, universities or community-based programs to develop additional training opportunities
- Work with local businesses and community leaders to increase presence in communities and grow enterprise functions
- Conduct market and feasibility analysis to determine possible new industries
- Incorporate vocational training courses with work programs to ensure that inmates are provided with proper training, hands on experience, and certification in various trades
- Improve and expand work opportunities that teach incarcerated individuals trade skills and positive employment habits



Program Support



Overview

The purpose of PS is to provide high quality administrative strategic direction, and oversight to the department's operating units. Its core responsibilities include ensuring clean audit outcomes, effective budget and personnel management, efficient information system services, targeted staff training, and clear, productive communication with internal and external stakeholders. Through these efforts, PS strengthens the department's operational integrity, accountability and overall performance.

Major Accomplishments

As a part of its ongoing effort to support operational excellence across all divisions, PS made significant progress in key administrative areas. These accomplishments reflect the division's dedication to strengthening internal processes, modernizing systems, and enhancing overall departmental efficiency.

- Successfully resolved 100% of audit findings from the prior year, demonstrating strong financial oversight and compliance with state regulations
- Recruitment efforts were expanded and diversified through targeted outreach, including social media, local publications, radio ads, billboards, and participation in rapid-hire events in collaboration with partner agencies
- The New Mexico Corrections Training Academy streamlined the screening process and modernized its training approach by incorporating new e-learning platforms, digitized curricula, and scenario-based instruction to better prepare cadets for real-life situations
- In July 2023, the department implemented the Offender Management Network Information system, a multi-year, multi-million dollar initiative that enhances offender tracking and case management capabilities
- NMCD launched an electronic health record system, to manage inmate healthcare across all facilities, this transition from paper-based records to a digital platform represents a major advancement in correctional healthcare, improving access to care and supporting more efficient, standardized medical practices



Program Support



Program Goals and Objectives

- Provide cadets with training to perform at the highest standards of professionalism
- Ensure procurement procedures are completed in accordance with statute
- 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 Equal Employment Opportunity Commission compliance
- Provide secure networks for database systems and agency data
- Maintain video surveillance equipment to ensure safety in facilities
- 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



Reentry Division



Overview

The purpose of the RD is to empower individuals transitioning from correctional facilities back into the community. Through educational and cognitive programming, workforce development opportunities, and coordinated pre- and post-release care, the program aims to increase public safety, improve quality of life, and reduce recidivism among returning citizens.

Major Accomplishments

FY24 marked a year of innovation and measurable progress for the RD, as it expanded access to career exploration, education and reentry support services. These achievements highlight ongoing efforts to prepare individuals for successful reintegration and long-term success beyond incarceration.

New Mexico became the first state prison system to host the “Be Pro, Be Proud” Mobile Workshop for incarcerated individuals. This state-of-the-art, semi-truck trailer equipped with more than a dozen hands-on simulators and virtual reality experiences traveled to correctional facilities across the state. It allowed inmates to explore a wide range of trade careers, including welding, carpentry, robotics, transportation, and more. By offering these immersive experiences, the program aims to spark interest in post-incarceration career paths and encourage participation in facility-based educational and vocational programming.

The department also exceeded the Legislative Finance Committee’s (LFC’s) target for high school equivalency (HSE) completions for the second consecutive year, awarding 236 HSE’s - well above the LFC’s target of 145. NMCD led the state in adult education outcomes when compared to other education programs. In addition to HSE achievements, 47 individuals earned higher education credentials, including associate’s degrees, bachelor’s degrees, master’s degrees, doctorates, and certifications in various fields, further supporting long-term success and employability after release.

Other Highlights

- Approved the University of New Mexico’s Valencia campus to serve as a Prison Education Program, bringing access to federal funds for incarcerated individuals
- Offered certifications to inmates in fields such as HVAC, welding, carpentry, and auto technology/mechanics
- Maintained an 85% retention rate of students in education programming and saw a measurable skills gain of 55%
- Established a new Veterans Program to assist with accessing financial aid, address medical and emotional needs, and secure housing post release
- Expanded programming with Project Echo, Women in Leadership, YDI Changes, Fathers New Mexico, and Goodwill Industries to ensure more inmates are receiving services prior to leaving the facility to assist in reintegration efforts

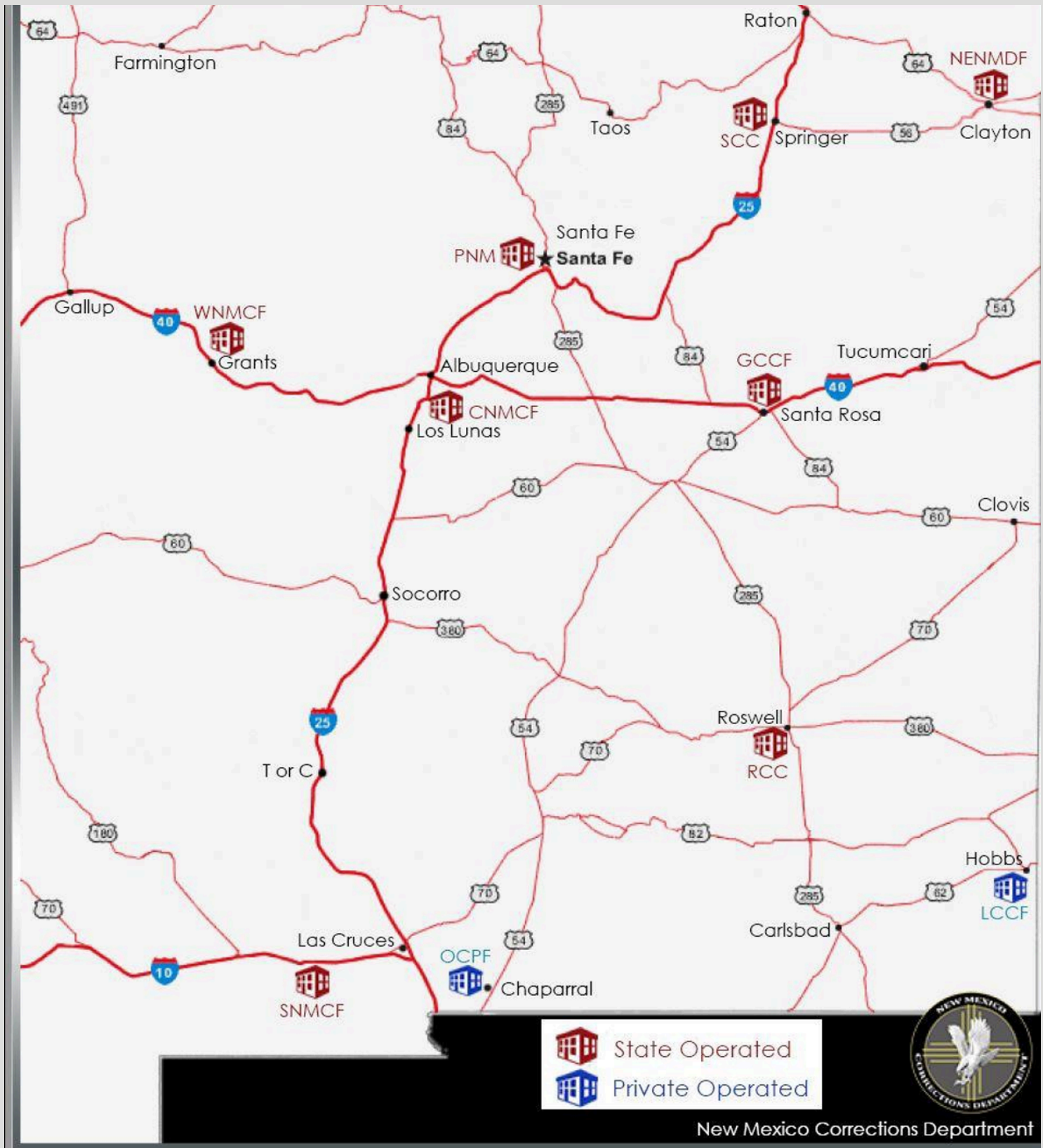
Program Goals and Objectives

- 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
- Assist incarcerated individuals with pre-release planning to ensure successful post-release placement in communities
- 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



Appendix

Correctional Facility Locations



Appendix

Probation and Parole Region Breakdown and Office Locations

