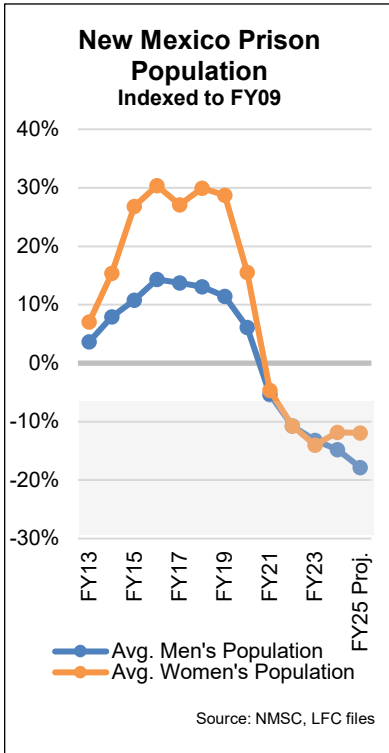


ACTION PLAN

Submitted by agency? Yes
Timeline assigned? Yes
Responsibility assigned? Yes

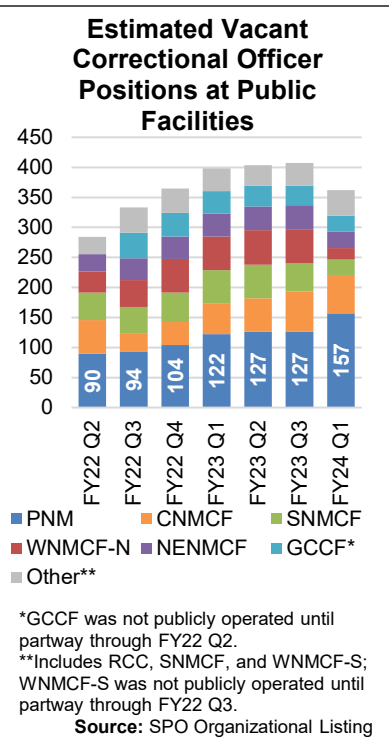


The Corrections Department (NMCD) demonstrated mixed results in the first quarter of FY24. While the agency successfully reduced vacancy rates and turnover among correctional officers, it saw an increase in recidivism. The agency made significant progress in improving the percentage of people in prison participating in education programming; the efficacy of its other programming remains in question. NMCD had relatively stable vacancy rates among probation and parole officers but saw the average number of cases per officer rise. Prison populations continued to fall but appear to be leveling off after several years of consistent decline.

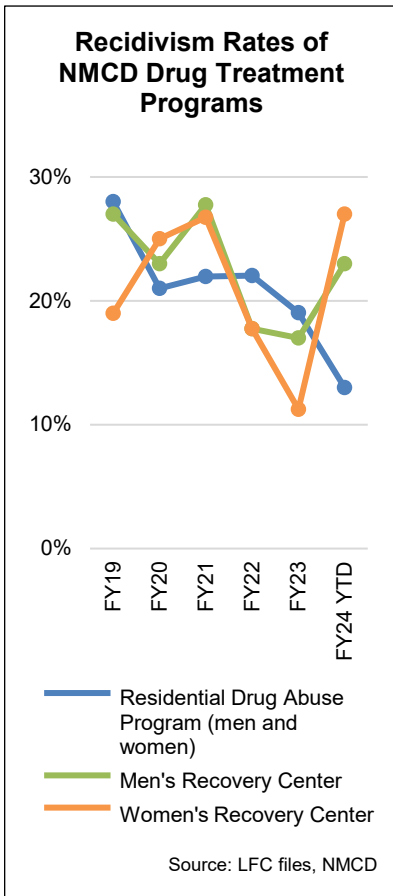
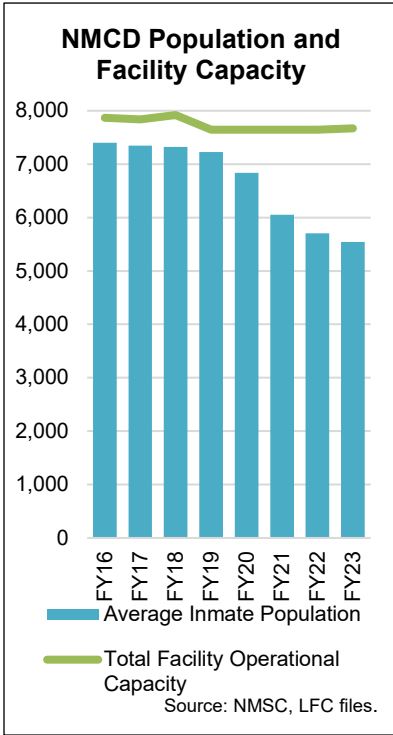
Inmate Management and Control

The state's inmate population has plunged since 2018, falling more than 23 percent between FY19 and FY24. Recent increases in admissions for new offenses suggest the population is likely to stabilize in the near future. The New Mexico Sentencing Commission's August 2023 prison population projection anticipates total prison populations will average 5,398 over the course of FY24, a 2 percent drop from FY23's average population of 5,513. This reduction is projected due to falling male inmate populations, which the commission estimates will fall 2.9 percent between FY24 and FY25; female populations are projected to fall an average of 2.1 percent between FY24 and FY25, but the commission anticipates female prison populations will rise during FY25.

Staffing. High vacancy rates pose safety concerns, but low populations have enabled NMCD to adjust facility occupancy to align with staffing levels. However, this has not been possible at all facilities. About 17.2 percent of the agency's total positions were unfilled as of November 1, and public and private correctional officer vacancies remained high, at 30.5 percent and 34.8 percent, respectively, for FY24. Vacancy rates have declined notably at several facilities, with vacancies at the Western New Mexico Correctional Facility decreasing 6 percent between July and September 2023 and vacancy rates at the Northeast New Mexico Correctional Facility decreasing 14 percent in the same period. The most notable reduction occurred at Springer Correctional Facility, with a 28 percent decrease in vacancies since July.



	FY22 Actual	FY23 Actual	FY24 Target	FY24 Q1	Rating
Budget: \$292,538.7 FTE: 1,857					
Staffing					
Vacancy rate of correctional officers in public facilities.	29.2%	32.3%	20%	30.5%	R
Vacancy rate of correctional officers in private facilities	31.6%	33.8%	20%	34.8%	R
Percent turnover of correctional officers in public facilities*	15.8%	12.2%	N/A	5.8%	
In-House Parole					
Average number of male inmates on in-house parole	66.9	59.6	65	40.3	G
Average number of female inmates on in-house parole	6.4	3.9	5	3	G
Prison Violence					
Number of inmate-on-inmate assaults resulting in injury requiring off-site medical treatment	4	7	12	4	Y



Number of inmate-on-staff assaults resulting in injury requiring off-site medical treatment	4	4	3	1	Y
Health					
Percent of random monthly drug tests administered to at least 10 percent of the inmate population that test positive for drug use*	3.2%	1.4%	N/A	1.3%	
Percent of standard healthcare requirements met by medical contract vendor	95%	99%	98%	99%	G
Percent of inmates treated for hepatitis C with undetectable viral loads 12 weeks post-treatment	90%	85%	95%	78%	R
Percent of HIV positive inmates with undetectable viral loads	81%	100%	95%	100%	G
Prison Operations					
Percent of inmate grievances resolved informally*	82.7%	72.7%	N/A	85.3%	
Number of escapes*	1	0	N/A	0	
Program Rating	R	Y			Y

*Measure is classified as explanatory and does not have a target.

Reentry

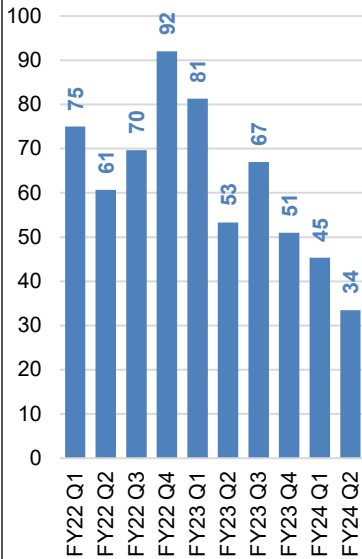
NMCD continues to ramp up its reentry initiatives through its coordination of care model. The Reentry Division continues to struggle with hiring qualified behavioral health staff to work as part of the transition team for individuals preparing to leave the prison system.

Recidivism. The three-year recidivism rate of offenders released from NMCD's custody increased from 36 percent in FY23 to over 41 percent in FY24. Recidivism due to new offenses rose from 16.9 percent in FY23 to 19.5 percent in FY24, while recidivism due to technical parole violations rose nearly 3 percentage points over the same period. NMCD has struggled to implement the use of its risk, needs, and responsivity assessments within the Probation and Parole Division, while the agency has made use of this tool on intake within the adult prison system, utilizing it in the reentry setting will be critical to reducing recidivism.

Programming. A total of 60 individuals completed their adult basic education in the first quarter of FY24, representing 48 percent of program participants. NMCD continues to focus on educational, cognitive, vocational and college programs, enrolling 46 percent of eligible inmates as of the close of the first quarter. Measuring the effect of the agency's additional emphasis on programming will take several years due to the three year window in which recidivism is measured, but studies show engagement in educational programming reduces recidivism.

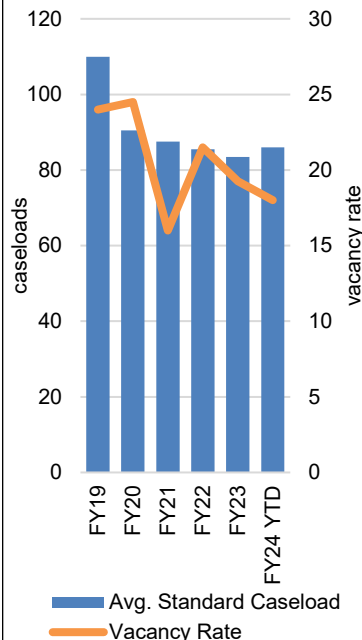
Budget: \$22,970.2	FTE: 130	FY22 Actual	FY23 Actual	FY24 Target	FY24 Q1	Rating
Recidivism						
Prisoners reincarcerated within 36 months		37%	36%	35%	41.3%	R

Estimated Number of Release-Eligible Inmates Incarcerated Past Release Date by Quarter



Source: NMCD, LFC files

Probation and Parole Vacancies and Caseloads



Source: NMCD

Prisoners reincarcerated within 36 months due to new charges or pending charges	13.6%	16.9%	14%	19.5%	R
Prisoners reincarcerated within 36 months due to technical parole violations	24%	19%	20%	21.6%	Y
Percent of sex offenders reincarcerated on a new sex offense conviction within 36 months of release on the previous sex offense conviction	0%	4%	3%	3.7%	Y
Graduates from the residential drug abuse program who are reincarcerated within 36 months of release*	22%	19%	N/A	13%	
Graduates from the men's recovery center who are reincarcerated within 36 months*	18%	11%	20%	23%	Y
Graduates from the women's recovery center who are reincarcerated within 36 months*	18%	11%	20%	27%	R
Education					
Percent of eligible inmates enrolled in educational, cognitive, vocational, and college programs	45%	51.2%	60%	46%	R
Percent of eligible inmates who have completed adult basic education*	9.7%	15.4%	N/A	48%	
Number of inmates who earn a high school equivalency credential	82	184	145	60	G
Percent of eligible students who earn a high school equivalency credential	7.7%	15.4%	80%	48%	Y
Program Rating	Y	G			Y

*Measure is classified as explanatory and does not have a target.

Community Offender Management

Vacancy rates among probation and parole officers decreased to 18 percent this quarter compared with 19 percent in FY23, while the average standard caseload per officer rose from 83 to 86. NMCD reports 24 percent of absconders were apprehended in the first quarter, which represented a slight decrease from the 24.9 percent apprehended in FY23, Research suggests offenders with unstable employment or housing, and those struggling with substance use disorder are more likely to abscond. Efforts to improve coordination of services prior to release will likely take time to reduce the number of absconders.

Budget: \$37,748.5 FTE: 359	FY22 Actual	FY23 Actual	FY24 Target	FY24 Q1	Rating
Average standard caseload per probation and parole officer	86	83	88	86	G
Percent of contacts made per month with high-risk offenders in the community	96%	97%	95%	97%	G
Vacancy rate of probation and parole officers	21%	19%	15%	18%	R
Percent of absconders apprehended	24.2%	24.9%	30%	24%	R
Program Rating	R	Y			Y