



## New Mexico State Police Training & Recruiting Bureau

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### Benefits

- **Jurisdiction**
  - The NMSP has the statewide authority to investigate and enforce criminal statutes, motor vehicle statutes, and administrative statutes.
- **Opportunities for Advancement**
  - Officers have the opportunity to apply/test for advanced/specialized units including:
    - Commercial Motor Vehicle Enforcement
    - Investigations Bureau
    - Tactical Team
    - Explosive Ordnance Disposal Squad
    - K9 Team
    - Aircraft Section
    - Peer Officer Support Team
    - Governor's Security Detail
    - Crime Scene Team
    - Crash Reconstruction Unit
    - Special Investigations Unit
    - Crisis Negotiations Team
    - Search and Recovery Dive Team
    - Motor Team
    - Honor Guard
- **Uniforms & Equipment**
  - All initial uniforms and equipment are provided.
  - Commissioned Officers receive a uniform allowance of \$500 twice per year for the purchase of uniform items
  - Take home vehicle
- **Salary**
  - Starting pay for New Mexico State Police Recruit is \$16.00 hourly. Patrolman begins at \$26.01 hourly.
- **Retirement**
  - 25 year retirement at 75%, with the ability to earn up to 90% with longevity.
    - Please contact PERA for questions about retirement service credit and benefits
  - No maximum age limit to start your career, no age requirement to retire.
  - Optional New Mexico 457 Plan (Deferred Compensation)
- **Other Incentives**
  - Competitive salaries

- Military/Law Enforcement incentives – Waiver of 60 college hour requirements, for entry, with two or more years of military service or 3 years of law enforcement experience as a state certified police officer
- Health & Dental Insurance – Comprehensive and competitive plans, with options for vision and pre-paid legal services
- Life & Disability Insurance – \$50,000 per DPS employee, with an additional \$25,000 for being an NMSP Officer
- Option to purchase additional supplemental life insurance
- Vacation – Paid Vacation of 15-24 days per year, Paid Sick Leave of 12 days per year
- Duty Injury Leave – Allowance of up to 1440 paid hours for work-related injury/illness that occurs while performing non-administrative law enforcement duties.
- Additional Earning Opportunities
  - Overtime Opportunities
  - Shift differential
  - Holiday Pay
  - Incentive Pay for Bachelors (\$100 per month) and Masters Degrees (\$125 per month)
  - A percentage increase is allowed for certain specialized positions