



New Mexico State Police Training & Recruiting Bureau

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 Unit
 - 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 \$26.00 hourly. Patrolman begins at \$37.00 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 and Masters Degrees
 - A percentage increase is allowed for certain specialized positions