

Roswell Police Department

Strategic Five Year Plan

This strategic five year plan outlines current staffing, capabilities and infrastructure and what the vision of what the department will need to do to stabilize and grow.

The Roswell Police Department is constantly competing with other law enforcement agencies for personnel and funding. Law enforcement across the board has seen a decline of applicants in the last decade. With that said, the Roswell Police Departments applicant pool has stayed steady as our issues have been retention of certified police officers. The main issue of retention within the Roswell Police Department has been the lack of staying competitive with other departments pay. I am hopeful the recent pay increase approved by the City Council will soften the retention issue for the foreseeable future.

Department:

The Roswell Police Department currently has the following personnel:

76 certified law enforcement officers

10 uncertified recruits (will be attending law enforcement academy in January 2026)

4 PSA officers (non certified Police Service Aids)

24 civilian employees

- 5 Administrative Assistants

- 5 Records clerks

- 2 IPRA clerks

- 2 Front desk

- 5 TSU Techs

- 3 Property Techs

2 RTCC Drone Operators

Specialty Teams

SWAT Team

Drone Operators

K9 Team

Traffic Unit

Infrastructure:

The Roswell Police Department currently utilizes 3 buildings for operations. RPD Headquarters is located 128 West 2nd Street. The future Headquarters of the Roswell Police Department will be in the vacated ILEA building, located at 47 Gail Harris. RPD also utilizes our West Lot Building for evidence storage.

It is imperative that we start expanding the ILEA building to fit the needs of our growing department. We are moving out of a 45,000 square foot building into a 24,000 square foot building that has been housed as a training facility by the federal government.

Recruitment and Retention:

The past several years has shown no net increase in numbers to fill the vacant certified positions. We have consistently hired new recruits but have failed to retain experienced officers, who tend to leave for higher paying departments. I believe the recent pay increase for officers will assist in retention as long as we consistently increase pay to match law enforcement agencies in the area. The plan for the next five years will be to retain officers and fill all 104 budgeted positions.

Vehicles:

The Roswell Police Department has always had an issue with police vehicles being outdated, which has led to higher maintenance costs. We have overhauled our fleet program with financial assistance from the New Mexico State Legislature, who have funded over 25 police vehicles the last 3 years. To maintain a manageable fleet funding must be given yearly to purchase new vehicles.

1. Request from City Council to fund 6-7 police vehicles yearly.
2. Help create a better process where insurance payouts from totaled police vehicles gets placed in the proper accounts so RPD can replace these vehicles. (It appears payouts from the NM self Insured have not been reallocated to RPD and instead been put into the city general fund.)

Technology:

The Roswell Police Department has increased our technology capabilities with in the last two years and plan to increase in the next 5 years.

1. Real Time Crime Center has gone partially online.
2. We have increased our drone footprint within the city. We now have 3 drones housed on the roofs of 3 building spread throughout the city for quicker response to emergency situations.
3. All officers wear and operate camera footage, worn on their person.
4. We have completed a contract with Axon to place License Plate Readers/Camera's in area's to include major ingress and egress areas throughout the city. These camera's will assist with locating stolen vehicles and/or suspects that commit crimes in our community.

The New Mexico State Legislature provided 1.5 million dollars to help build and maintain the Real Time Crime Center. These funds will provide camera's on all stop lighted intersections, certain parks and business centers. (Camera's will not be placed in neighborhoods) The funding will further support fiber and electronics needed to properly serve the center.

These projects will need future funding, whether from the city or state legislature to maintain and update equipment.

Community Policing:

The Roswell Police Department has expanded our Neighborhood Watch Program and has a full time officer who is dedicated to this division. The goal of the department is to have a Neighborhood Watch program in all neighborhoods and business districts.

Part of reaching people in our community is expanding our School Resource Officer program. We have expanded to four SRO's, which is the highest number of officers we have ever had in the schools. It is imperative to maintain this number or if vacant positions become filled, expand this number to 6 within the next 5 years.

Our Vision:

The next 5 years will be important for the Roswell Police Department, as the community has seen increases of tourism and population. The city has seen the opening on larger companies, along with hosting the Reno air races, which will grow in numbers each year. Maintaining or growing our ranks will be important to providing the best public service to our citizens, who strive to have the best quality of life possible.

A. Internally.

- a. Maintain the officer wellness program we started, comprised of peer support and chaplain programs.
- b. Increase pay and benefits to help maintain experienced officers and civilians.
- c. Maintain our fleet to provide newer vehicles to ensure we properly respond to calls for service and outfit our certified personnel.
- d. Expand our technology footprint throughout the city, to eventually include all public schools.
- e. Expand our police headquarters to fit the needs of the department and community, whether it being the ILEA building or a new building more centrally located.

B. Externally.

- a. Increase capabilities of the Real time Crime Center to assist in solving crimes.
- b. Expand Neighborhood Watch, to give citizens more input and make neighborhoods safer.
- c. Work with local legislators to help enact tougher penalties for crimes committed.
- d. Expand working relationship with CYFD and Casa.

