New Mexico
Department of Finance
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Public Safety Workforce Capacity Building Program — FAQ

Program & Eligibility

What is the Public Safety Workforce Capacity Building Program?
The program provides funding to eligible New Mexico governmental entities for initiatives that increase workforce and employment capacity for eligible public safety professionals.

Who is eligible to apply?
State government entities and political subdivisions of the state that employ or seek to employ public safety professionals are eligible to apply. Funding is administered through separate pools for each type of governmental entity (i.e., State Government or Local Government).

Which public safety professionals are covered by the program?
Eligible disciplines include law enforcement, firefighting, detention and corrections, and district attorneys and public defender offices.

Can an entity submit more than one application?
An entity seeking funding for multiple eligible public safety disciplines must submit one combined application covering all requested disciplines.

Are joint applications allowed?
Yes. Eligible entities may submit joint applications. The primary applicant must meet the eligibility requirements.

When is a formal collaboration agreement required?
For applicable multi-agency initiatives, a formal agreement, such as a Memorandum of Understanding, Intergovernmental Agreement, or Joint Powers Agreement, identifying the participating entities, roles and responsibilities, funding responsibilities, governance, and reporting obligations must be completed before a grant agreement is issued based on an award.

Eligible Uses

What are grant funds eligible for?
Funding can be used for various purposes, including recruitment and workforce expansion efforts; retention programs; training and professional development; capacity building for investigation, response, or case management; and/or equipment purchases or upgrades that directly enhance an approved workforce initiative.

Can funds be used for recruitment incentives?
Yes. Recruitment funding may be used to support eligible new positions and other recruitment initiatives that increase New Mexico's public safety workforce capacity. Eligible new positions may be funded at 100% of salary in Year 1 and 100% in Year 2. Applicants must demonstrate how the proposed initiative will increase workforce capacity and how the position will be sustained after the performance period ends.

Relocation expenses may also be considered for eligible new hires and require a three-year service commitment. Applicants may also apply for marketing and adverting campaign funding but must provide a detailed plan of uses.

Please reference slide 6 of the training PowerPoint.

Can funds be used for retention incentives?
Yes. Applicants may request a retention differential of up to 15% of an eligible existing employee's base salary. The grant will be for 2 years so awardees will receive up two years' worth of the 15% increase amount. For example, if the base salary is $100,000, your grant will be for $30,000 ($15,000 per year for the employee).

Applicants must demonstrate the need for the differential, including how current compensation compares to similar positions and how the differential will support workforce retention.

Employees receiving the retention differential must sign a three-year service commitment. The agency must demonstrate that the retention differential can be sustained after the performance period ends.

How long must an employee remain employed after receiving a recruitment or retention incentive?
The professional must remain employed with the grantee for at least three years after receiving a direct recruitment or retention incentive, subject to the requirements of the grant agreement.

Can funds be used for training?
Yes. Eligible activities may include academy tuition, certification programs, specialized training, immersive simulation technology, co-responder and integrated crisis training, cross-training pipelines, specialized non-sworn micro-credentials, leadership development, and other approved innovative professional-development activities.

Can funds be used to purchase equipment?
Yes, but equipment is not a standalone funding purpose. Equipment or upgrades must

directly support an approved workforce-capacity initiative, be incidental to that initiative, and meet applicable inventory and tracking requirements.

Funding Restrictions

Can grant funds pay existing salaries?
Grant funds may not be used to replace existing salary obligations that were already funded or budgeted before grant approval.

Can grant funds replace funding an entity already provides?
No. Grant funds may not supplant existing local or agency funding for the same purpose.

Can grant funds pay expenses incurred before the grant agreement is executed?
No. Expenses incurred before grant approval or execution of the applicable grant agreement are not eligible.

Can grant funds pay routine operating expenses?
No. Routine expenses such as utilities, standard supplies, vehicle fuel, and ordinary facility upkeep are not eligible program costs.

Can elected officials receive recruitment or retention payments?
No. Elected public officials are not eligible for these payments.

Application & Scoring

When does the application period open?
The anticipated application period opens September 8, 2026.

When is the application deadline?
Applications are due October 9th 2026, at 5:00 p.m. Mountain Time. Late applications will not be considered.

What information will applicants need to provide?
Applications include organizational information, documented workforce need, initiative design and program alignment, a detailed budget and budget narrative, information regarding related funding, required attestations, and sustainability or joint-application information when applicable.

How should an applicant demonstrate workforce need?
Applicants should provide current, documented, and verifiable data such as authorized and vacant positions, vacancy rates, turnover, recruitment and hiring challenges, operational impacts of staffing shortages, and relevant market compensation information.

How are applications scored?
Applications are competitively reviewed: Demonstrated Workforce Need and Initiative Design, Feasibility & Program Alignment, Statutory Priority Alignment, Cost Effectiveness, and Sustainability will be scored.

What statutory priorities receive elevated consideration?
The program prioritizes proposals involving external recruitment of experienced professionals, cross-jurisdictional collaboration, and increased investigative or case-management capacity.

Awards & Reporting

How long do recipients have to spend awarded funds?
Recipients have up to 24 months from the applicable grant agreement date to expend awarded funds, subject to the terms of the agreement.

Are recipients required to submit reports?
Yes. Awardees must submit required programmatic and financial reports and maintain supporting documentation throughout the grant period.

What happens to unspent funds?
Unexpended funds will be reverted in accordance with the grant agreement and program requirements.

Is a sustainability plan required?
A sustainability plan is required for recurring initiatives. The plan must identify how the initiative will be supported after grant funding ends. A sustainability plan is generally not required for one-time expenditures.