



IDAHO STATE POLICE

**STRATEGIC PLAN
FY2023 – FY2026**

**BRAD LITTLE
GOVERNOR**

**COLONEL
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DIRECTOR**



Idaho State Police FY2023 – FY2026 Strategic Plan

Goal: Protect the lives, rights, and property of the people in Idaho.

Objective: Maintain aggressive hiring practices to meet staffing requirements for both commissioned positions and for professional staff.

Performance Measure: Identify efficiencies in hiring to include an extensive background check, formal interview panels, and psychological testing and medical screening where applicable.

Benchmark: Maintain a minimum of 85% staffing levels for commissioned employees and professional staff.

Objective: Maintain and deliver high quality law enforcement services.

Performance Measure: Identify areas where improvements can be made.

Benchmark: Each Program/Division within ISP will maintain and implement a program-specific annual action plan to improve and enhance operations. These plans will be updated and evaluated during each Management Efficiency Review.

Objective: Take a leading role in Operation Esto Perpetua

Performance Measure: Meaningfully reduce the flow of fentanyl and methamphetamine into the State of Idaho through interdiction, education, training, and prosecution.

Benchmark: Focus all agency resources on the effort including spending 2,000 hours in support of Operation Esto Perpetua through enforcement, education, training, and other efforts.

Goal: Be prudent stewards of agency resources on behalf of the taxpayers of Idaho.

Objective: Comply with state purchasing and procurement guidelines.

Performance Measure: Meticulously scrutinize purchase-card purchases and reconcile in a timely manner.

Benchmark: Ensure that a minimum 95% of all p-card purchases are supervisor reviewed and reconciled within 90 days of purchase.

Objective: Ensure all purchases of computer software and hardware are properly vetted to reduce cost and redundancy.

Performance Measure: Ensure all information technology (IT) purchases over \$2,000 are approved through Idaho Information Technology Services (ITS).



Idaho State Police Mission, Vision, and Values

Benchmark: 100% compliance of all technology purchases over \$2,000 as reviewed during annual Management Efficiency Review Audit.

Goal: Enhance agency workforce development and employee wellness.

Objective: Maintain high standard of training and professional development.

Performance Measure: Provide in-service training for commissioned officers who maintain POST certification requirements and identify members of the professional staff to participate in the Certified Public Managers program (CPM.)

Benchmark: At least 95% compliance for certified officers' participation in mandatory POST certification training

Benchmark: Sponsor at least 1 member of the professional staff to participate in each CPM enrollment cycle.

Objective: Promote physical fitness and wellness for all employees.

Performance Measure: Increase employee participation in agency-sponsored health screening and fitness activities.

Benchmark: Ensure 100% compliance for commissioned employees for mandatory health screening and fitness testing.

Benchmark: 10% Increase in participation in voluntary physical fitness activities and testing for professional staff.

Goal: Create openness and transparency between employees and the citizens we serve.

Objective: Increase Community Engagement.

Performance Measure: Actively identify programs that increase community policing and education.

Benchmark: Annually facilitate and coordinate an I-LEAD Academy.

Performance Measure: Increase Social Media presence.

Benchmark: Increase public engagement by 5% on the agency's social media platforms.



Idaho State Police

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Mission

The Idaho State Police is committed to serve and protect the lives, property, and constitutional rights of people in Idaho.

Vision

Be a model law enforcement agency and an innovative leader in public safety services across Idaho.

We are an agency that:

- Fairly and aggressively enforces the law
- Enhances public safety through a combination of proven methods and incorporation of new technologies
- Engages the public through community outreach and education
- Promotes and supports workforce development and wellness
- Is transparent and is a good steward of public funds and resources
- Is built upon the professionalism of our employees

Values

The core values of Idaho State Police guide and inspire us in our words and actions. Together, we **LIFT R PaC:**

Leadership

Leadership means leading by example, doing the right thing, creating an environment where people can develop, and being willing to go beyond traditional expectations.

Integrity

Integrity means being honest, ethical, courageous, inspiring, and holding oneself accountable.

Fairness

Fairness means impartiality in all we do.

Teamwork

Teamwork means communication, collaboration, and cooperation with each other.

Respect

Respect means treating each other and the citizens we serve with dignity and humility.

Personal accountability

Personal accountability means taking responsibility for our actions.

Customer service

Customer service means providing exceptional internal and external customer service.