



IDAHO STATE POLICE

**STRATEGIC PLAN
FY2024 – FY2027**

**BRAD LITTLE
GOVERNOR**

**COLONEL
KEDRICK R. WILLS
DIRECTOR**

Director's Message

From its beginning as the Bureau of Constabulary in 1919 to the full-service law enforcement agency we know today, it's our commitment to service that drives the mission of the Idaho State Police. For over 80 years, the men and women who serve with ISP have provided support and assistance to people in communities large and small across the state. The services ISP provides help keep communities and families safe. In addition, services provided by the Idaho State Police help businesses grow and thrive.

We are exceptionally proud of this long and distinguished history and have confidence the dedicated men and women who serve will continue to serve with the courage and resiliency needed to keep the people of Idaho safe. We are grateful for the continued support we receive and proud to represent such a marvelous State.

Core Services Provided by the Idaho State Police

- Traffic Enforcement, Investigation and Education
- Criminal Investigations
- Forensic Services
- Law Enforcement Training
- Criminal Identification Systems and Information

Challenges – The goals outlined in the ISP FY 24 Strategic plan are dependent on outside factors like:

- Legislation can impact the functions of the Idaho State Police
- Economic conditions within the state can impact the Idaho State Police
- Large scale events that require a significant amount of resources, i.e. natural disasters, long and complex criminal investigations, protests, or other major incidents may impact some performance measures.



Idaho State Police

Mission, Vision, and Values

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 PaCs**:

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.



Idaho State Police Mission, Vision, and Values

Personal accountability

Personal accountability means taking responsibility for our actions.

Customer service

Customer service means providing exceptional internal and external customer service.



Idaho State Police FY 2024-2027 Strategic Plan

Goal: Provide high quality law enforcement services to the people of Idaho.

Objective: Maintain high standards of training and professional development to ensure the men and women who serve with ISP have the skills needed serve the people of Idaho.

Performance Measure: Provide on-going training to all commissioned and professional ISP staff.

Benchmark – 100% of necessary/required training completed annually.

Objective: Strive to identify and procure the equipment and tools necessary to ensure the men and women who serve with ISP can safely provide law enforcement services we have been tasked to provide.

Performance Measure: The members of the Idaho State Police have the tools and equipment they need to successfully complete their mission.

Benchmark: Needed tools/equipment provided. Target 100% of all safety equipment and replacement items provided annually, or as needed.

Objective: Continue working to implement strategies and programs that address the factors currently impacting safety in Idaho's communities.

Performance Measure: Use the ISP Domestic Highway Emphasis Team and other resources to support the governor's Esto Perpetua Program to reduce the flow of deadly drugs into the state.

Benchmark: Stand up the new full-time Domestic Highway Enforcement team and complete a minimum of six emphasis operations during the FY24 fiscal year.



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Goal: Maintain a workforce that are mentally and physically prepared to serve the people of Idaho.

Objective: Identify the challenges to mental and physical fitness that first responders face while serving in law enforcement. Also, implement resources to educate and support the men and women who serve with ISP as they work to protect the people of Idaho.

Performance Measure: Maintain a healthy workforce with vacancy rates at or below 15%.

Benchmark: Current rate – 12%

Goal: Continue building a culture of professionalism and service that warrants the highest degree of public trust.

Objective: Build supportive working relationships with the agencies, communities, and people we serve.

Performance Measure: Ensure each Idaho law enforcement agency is contacted regularly by a member of the Idaho State Police.

Benchmark: 100% of all law enforcement agencies contacted during the FY24 fiscal year.

Objective: Maintain the highest levels of professionalism throughout ISP by identifying and implementing current best practices in law enforcement.

Performance Measure: Maintain high standards of conduct and performance for ISP Employees. Investigate any incidents of alleged policy violations.



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Benchmark: 100% of all allegations of misconduct are investigated through the incident review process, or the ISP Office of Professional Standards.

Objective: Continuously look for opportunities to improve openness and transparency.

Performance Measure: Continue working to improve the records management process at ISP.

Benchmark: Stand up the Centralized Records Division to eliminate errors. 100% of all public records requests are completed within the timeframes allowed by ISP policy and Idaho Statute.

Goal: Be prudent stewards of agency resources on behalf of the people we serve.

Objective: Provide the needed law enforcement services to the people of Idaho as efficiently, and effectively as possible.

Performance Measure: Conduct bi-annual reviews of all programs to identify best practices as well as any areas for improvement.

Benchmark: 100% of audits completed as scheduled. Changes implemented within six months of identification.

Objective: Follow all state purchasing and procurement guidelines.

Performance Measure: Regularly review purchases made and address any irregularities identified.

Benchmark: Number of purchases made within guidelines. Irregularities corrected. Target: 95% of all purchases within guidelines. 100% of irregularities corrected.