

THIS IS HOW

We Serve



IDAHO STATE POLICE

Strategic Plan
FY 2025-2028

Colonel Kedrick R Wills
Director



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LOOKING TOWARD IDAHO'S FUTURE



On behalf of the dedicated men and women who serve with the Idaho State Police, I'm pleased to present our strategic plan for 2024-2027. Because we are a full-service law enforcement agency, our plan describes the many services we provide to the people of Idaho and our commitment to supporting local law enforcement agencies across our state.

Our plan also includes some of our significant accomplishments in protecting the people of Idaho, including stopping large quantities of dangerous drugs before they reached towns and neighborhoods.

The work done by the professionals who serve in ISP's Patrol Division, Investigations, Communication Centers, Forensic Labs, Capitol Protective Services Section, and many other parts of our agency supports and accomplishes the agency's core services, helps businesses thrive, and keeps Idaho's economy growing.

This year, ISP celebrates 85 years of service to the people of Idaho. Throughout our history, the men and women who serve with ISP have responded to protect the people of Idaho no matter the time of day or weather conditions. When they need help, we're there.

I am fortunate to serve with these brave men and women. The caliber of people serving with ISP reflects their commitment to the people of Idaho. They have chosen a challenging and dangerous career because they believe in the value of service to others. I'm confident the Idaho State Police will continue working to keep Idaho a great place to live for us and our children.

OUR MISSION

Our mission is to serve and protect the lives, property, and constitutional rights of the people of Idaho.

OUR VISION

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

OUR CORE SERVICES

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

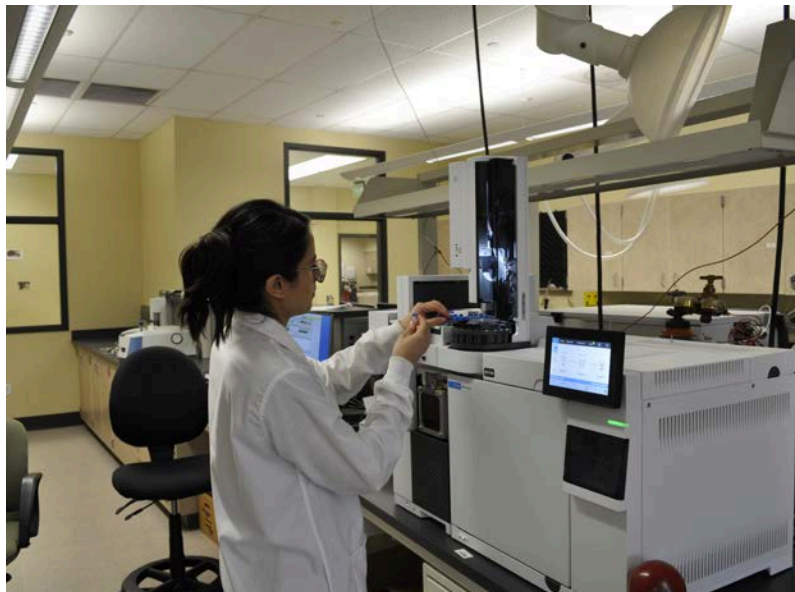


WE ARE AN AGENCY THAT

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

OUR VALUES

- Fairness
- Personal Accountability
- Leadership
- Integrity
- Teamwork
- Respect
- Customer Service



KEEPING IDAHO SAFE

Our mission is to serve and protect the lives, property, and constitutional rights of the people of Idaho. Our authority is found in Idaho Code Title 67, Chapter 29. ISP is made up of eight programs and nearly 700 employees spread across our state who serve in both commissioned and professional capacities. This includes troopers, detectives, communications officers, forensic scientists, and many other dedicated professionals who support ISP's mission of service.

Because of our commitment to keeping Idaho a safe place to raise families and grow businesses, we've increased security at our capitol building, worked to expand the capacity of our forensic labs, and made keeping dangerous and deadly drugs, like Fentanyl, out of our communities and schools one of our highest priorities.

CONTINUING TO IMPROVE

Although we have made some progress in the fight against human trafficking, we will continue working to protect and rescue these victims and prosecute the individuals who engage in this heinous crime.



ACCOMPLISHMENTS

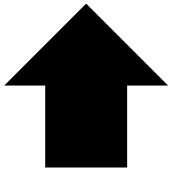
INCREASED DRUG SEIZURES



253%

Our efforts to stop illegal drugs and the crimes that come with them are paying off. In the last year, we have increased the seizures of cocaine by 78% and Fentanyl by 253%. Those numbers represent countless lives saved across our state.

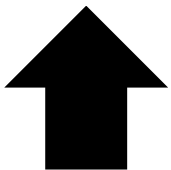
CALLS FOR SERVICE



200,000

Our dedicated First First Responders who serve in ISP Communication Centers have received over 200,000 calls for service from people across our state who needed help.

EVIDENCE PROCESSED



25,000

The ISP Forensic Services Section continues to use cutting-edge technology and highly trained professionals to bring those who choose to commit sexual assault and other violent crimes to justice. This year, we processed over 25,000 pieces of evidence.



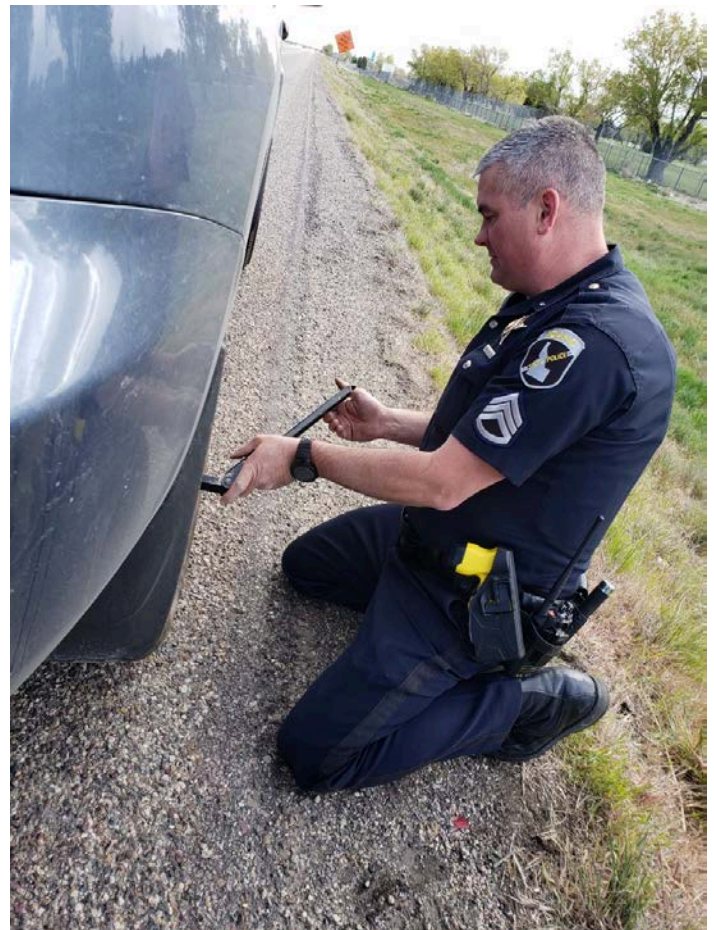
AGENCY PERFORMANCE

Our strategic plan is designed to:

- Improve our accountability to citizens and state lawmakers.
- Increase the ability of the Legislature to assess and oversee agency performance.
- Assist lawmakers with policy and budget decisions.
- Increase our ability to improve management and service delivery and assess program effectiveness.

"We're working every day to ensure we can meet the needs of the people of Idaho. Their safety is our highest priority."

Colonel Kedrick Wills



PROFILES OF CORE SERVICES

TRAFFIC ENFORCEMENT, INVESTIGATION AND EDUCATION



Keeping Idaho roadways safe for families and commerce is the goal of ISP's Patrol Division. The men and women who serve in Patrol know firsthand the impact crashes have on the lives of people throughout our state.

In 2022, ISP Troopers investigated over 6,000 vehicle crashes. This includes 148 fatal crashes. ISP Troopers also conducted nearly 10,000 commercial vehicle inspections and presented hundreds of hours of traffic safety education to students statewide.

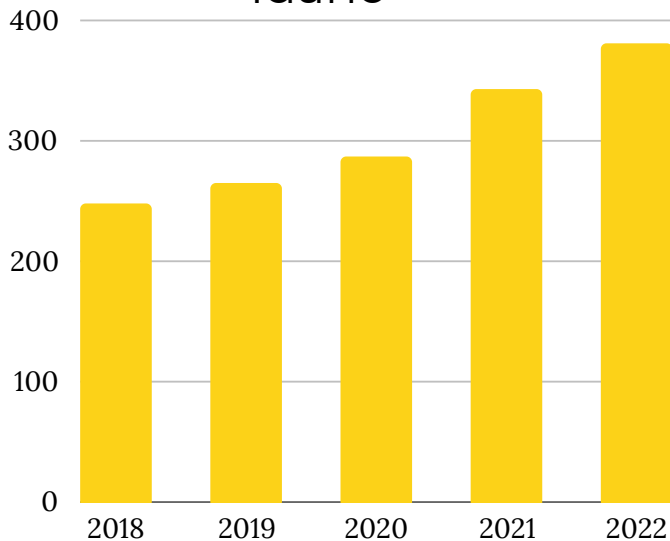
ISP Patrol Officers also assist and support local law enforcement agencies across Idaho, adding additional resources at crash scenes, natural disasters, severe weather conditions, or other emergencies. Working together, we can help ensure the needs of Idaho's growing population are met and lives saved.

CRIMINAL INVESTIGATIONS

ISP detectives investigate hundreds of cases each year in communities across Idaho. They work to identify individuals who commit assaults, sex crimes, homicides, financial crimes, human trafficking, and crimes against children and bring them to justice. Their work helps keep neighborhoods and schools safe places to live and raise families.

ISP detectives are working to reduce the number of families losing loved ones to drug overdose deaths. Dangerous drugs like heroin, methamphetamine, and fentanyl kill hundreds of Idahoans each year. These are mothers and fathers, grandparents, brothers and sisters whose futures are being cut short because of illegal drugs.

Drug Overdose Deaths in Idaho



To help stop the flow of these life-ending drugs, ISP detectives and troopers are working together. The ISP Domestic Highway Enforcement (DHE) Team focuses on finding the individuals responsible for bringing illegal drugs into our state. In 2023, the ISP DHE Team:

- Investigated 350 Drug Cases
- Investigated 120 Felony Drug Cases
- Arrested 198 individuals on drug and other charges
- Conducted several warrant arrests across Idaho.

Their work is changing and saving lives every day.

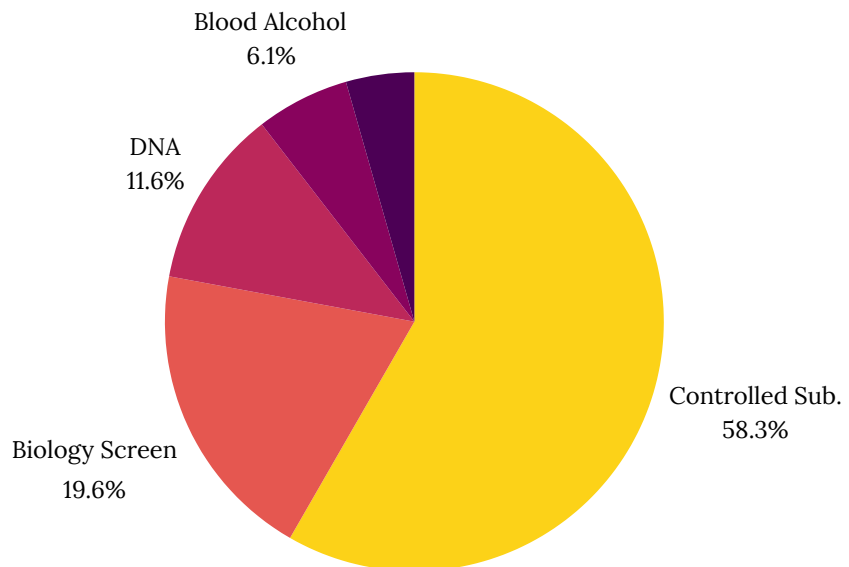


FORENSIC SERVICES

The Idaho State Police Forensic Services Section provides analysis and evidence collection expertise to law enforcement agencies across Idaho. Their work is critical to investigators and prosecutors.

The ISP Forensic Services Section was recently recognized for its outstanding work and received a national award for completing evidence analysis with the highest efficiency. This helps identify suspects more quickly and saves taxpayer money.

2023 Forensic Testing



LAW ENFORCEMENT TRAINING

Effective and proven training is critical to the success of the Idaho State Police and the safety of the people of Idaho. The Idaho Peace Officer Standards and Training Academy is vital in training law enforcement agencies across our state.

POST Academy

- Establishes minimum basic and in-service training requirements to work as a law enforcement professional in Idaho.
- Certifies and decertifies officers working in law enforcement in Idaho.
- Delivers basic training to thousands of state and local law enforcement officers each year.
- Certifies institutions and schools that provide law enforcement training.
- Provides training to local prosecutors' offices.

Idaho's POST Academy was recently presented with the Award of Excellence for exceeding all accreditation standards and maintaining the highest levels of training for Idaho law enforcement officers.



CRIMINAL IDENTIFICATION SYSTEMS AND INFORMATION

The Bureau of Criminal Identification manages:

- Fingerprinting for law enforcement and businesses
- Sex Offender Registry records
- Law Enforcement Information, including criminal history files.

The work done by the ISP Bureau of Criminal Identification helps support law enforcement agencies across Idaho. It also helps businesses operate and keeps some of our state's most vulnerable people safe.



CAPITOL PROTECTIVE SERVICES

The ISP Capitol Protective Services Section helps ensure that the people who work and visit our capitol can do so safely and that the work of the Idaho state government can be done.

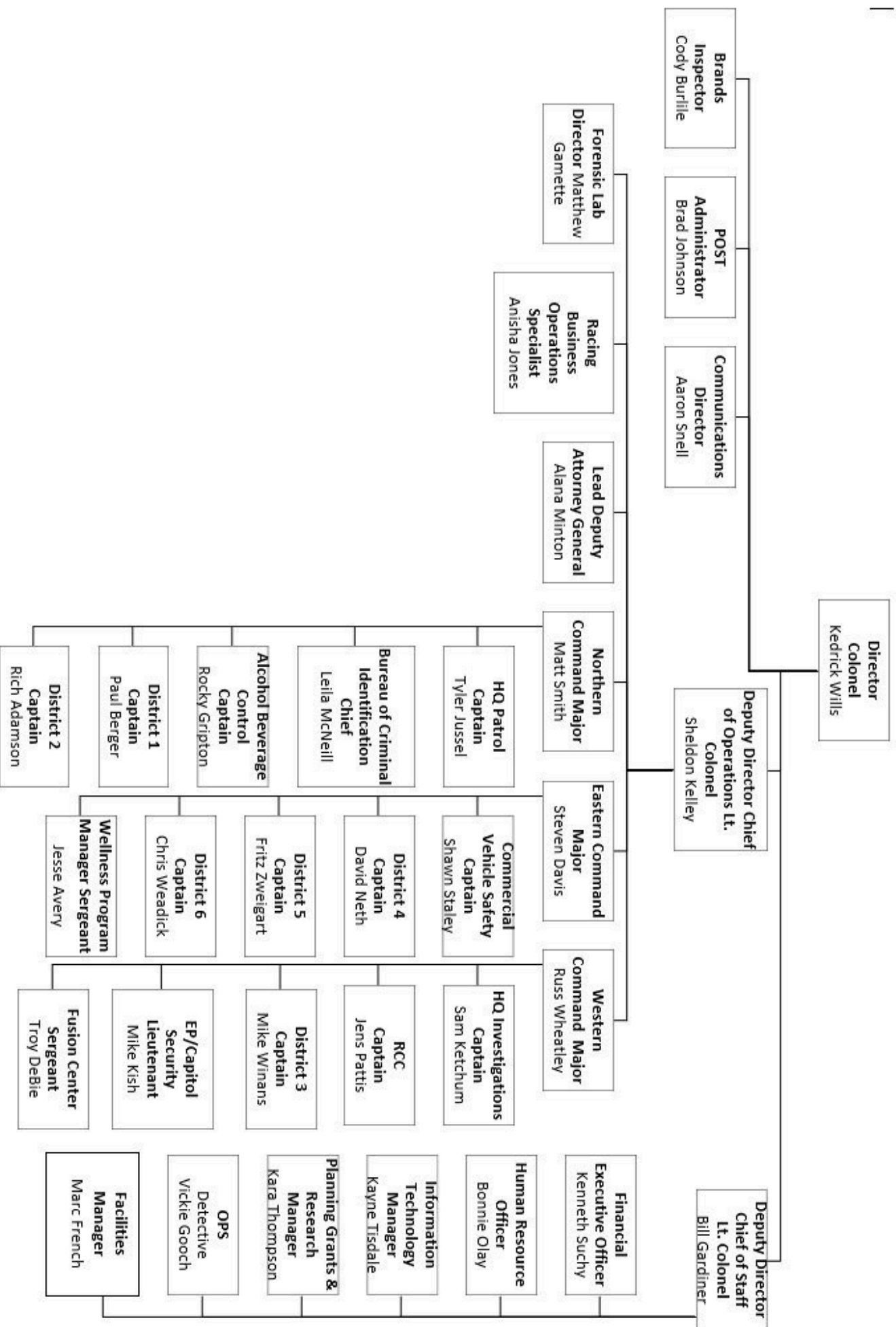
The men and women serving in our capitol help our elected officials serving in the Idaho Legislature and the public who visit and participate in legislative committee meetings and other events. They also assist other legislative and judicial agencies, including the Idaho Supreme Court and the Idaho Pardons and Parole Board.



The Capitol Protective Services Section includes K-9 partners who are highly trained to detect explosive devices. They work throughout the capitol and other government facilities to help protect the people working in or visiting state offices and buildings.



ISP STATEWIDE SERVICE



KEY EXTERNAL FACTORS

External factors can impact the mission of the Idaho State Police.

- Recruiting and retaining the high-caliber people needed to serve and protect the people of Idaho can be challenging.
- Because Idaho has a large geographical area, responding to major weather events, natural disasters, or other large-scale events can require significant commitments of personnel resources.
- Ensuring the men and women who serve with ISP have the tools, equipment, and training needed to safely protect the people of Idaho.
- Rising vehicle and other equipment costs can significantly impact budgets.
- Changes in Idaho laws and legislation can also impact ISP and how the laws/rules are enforced.
- Continuing to provide the high-quality law enforcement services Idahoans deserve to the continued growing population.

ISP is committed to continuing to find proactive solutions to these opportunities to help ensure the safety of Idaho's roadways and communities now and in the future.



Eastern Idaho Teton Dam Disaster
June 5, 1976

STRATEGIC AND LONG-TERM GOALS

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

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

Performance Measure: Provide ongoing 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 the law enforcement services we are tasked to deliver.



STRATEGIC AND LONG-TERM GOALS

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

*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 deadly drugs entering Idaho.

Benchmark: Use the members of the ISP Domestic Highway Enforcement Team to complete a minimum of six emphasis operations during the upcoming fiscal year.

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

Objective: Identify the mental and physical health challenges 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%



STRATEGIC AND LONG TERM GOALS

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

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

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

Benchmark -100% of all law enforcement agencies contacted during the 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 all ISP Employees. Investigate any incidents of alleged policy violations.

Benchmark: 100% of all allegations of misconduct are investigated through the ISP Incident Review Process or the ISP Office of Professional Standards.

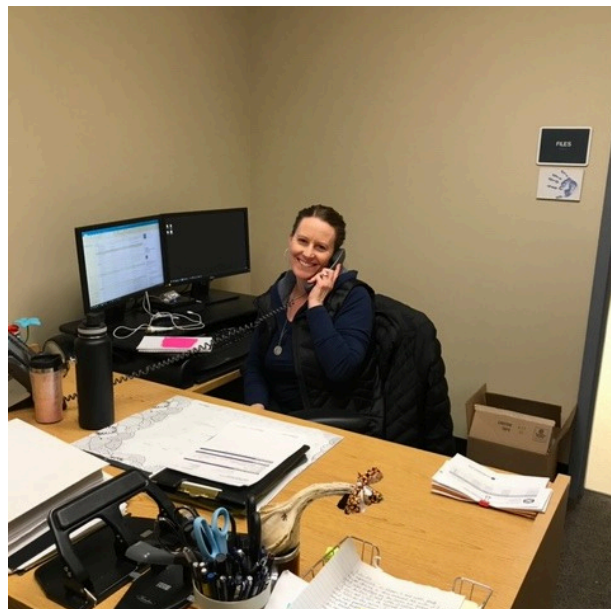


STRATEGIC, LONG-TERM GOALS

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 ISP programs to identify best practices and areas for improvement.

Benchmark -100% of audits completed as scheduled. Change 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 allowable guidelines. Irregularities corrected. Target 95% of all purchases within guidelines. 100% of all irregularities corrected.



CONCLUSION

The Idaho State Police's commitment to serving and protecting the people of Idaho is at the forefront of everything we do. We have worked to accomplish many of our goals and objectives. We will continue to implement new strategies to provide high-quality law enforcement services to the people of Idaho in the most efficient and effective manner. We are proud to report to the Idaho Legislature and the people of Idaho our progress and continued efforts to keep Idaho a safe place to live and work. We will continue to build and facilitate effective partnerships with local law enforcement and other public safety agencies in support of our mission of service to Idaho.

We are grateful for the people of Idaho who we serve and the support and trust they place in the Idaho State Police. They are the reason we serve.

Idaho State Police
Strategic Report 2024