

IDAHO STATE POLICE

2026-2029

Strategic Plan



A Message From Colonel Bill Gardiner



Keeping Idaho safe for families and businesses to grow

I'm honored to serve alongside the dedicated men and women of the Idaho State Police. Their professionalism, skill, and sense of duty are unmatched. Each day, they show up with a shared purpose: to serve and protect the people of Idaho. Representing this team is one of the greatest privileges of my career.

Every day, we're working to confront the critical issues that threaten the safety and well-being of families across our state. We've intensified efforts to stop the flow of fentanyl and other dangerous drugs into our communities. We're tracking down those who traffic and exploit vulnerable individuals and ensuring they're brought to justice. And on Idaho's roadways, we are saving lives by removing impaired and dangerous drivers before tragedy strikes.

Mission of the Idaho State Police



Our Mission

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

Our authority is established in Idaho Code Title 67, Chapter 29. The Idaho State Police is made up of eight programs and nearly 700 dedicated employees across the state, serving in both commissioned and professional roles. This includes troopers, detectives, communication officers, forensic scientists, and many others who support ISP's mission of service.

Driven by our commitment to keeping Idaho a safe place to raise families and grow businesses, we've increased security at the State Capitol, expanded the capacity of our forensic laboratories, and made it a top priority to keep dangerous drugs- like fentanyl- out of our communities and schools.

Vision of the Idaho State Police



Our Vision

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



Our Values

■ **Leadership**

■ **Integrity**

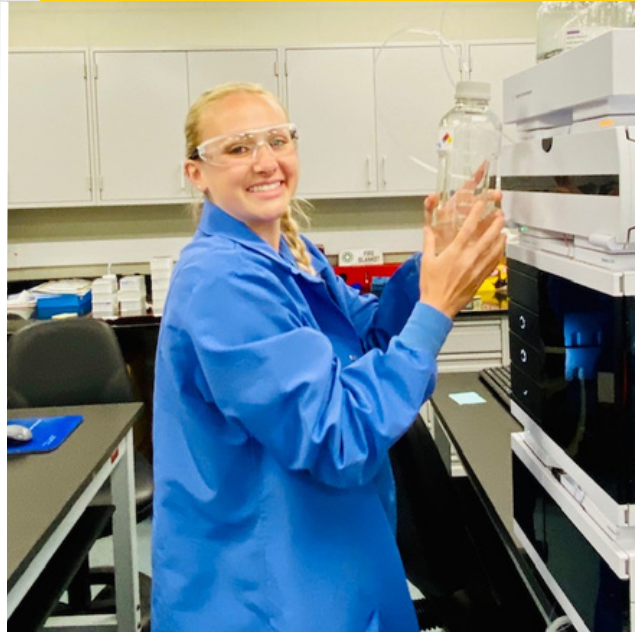
■ **Fairness**

■ **Teamwork**

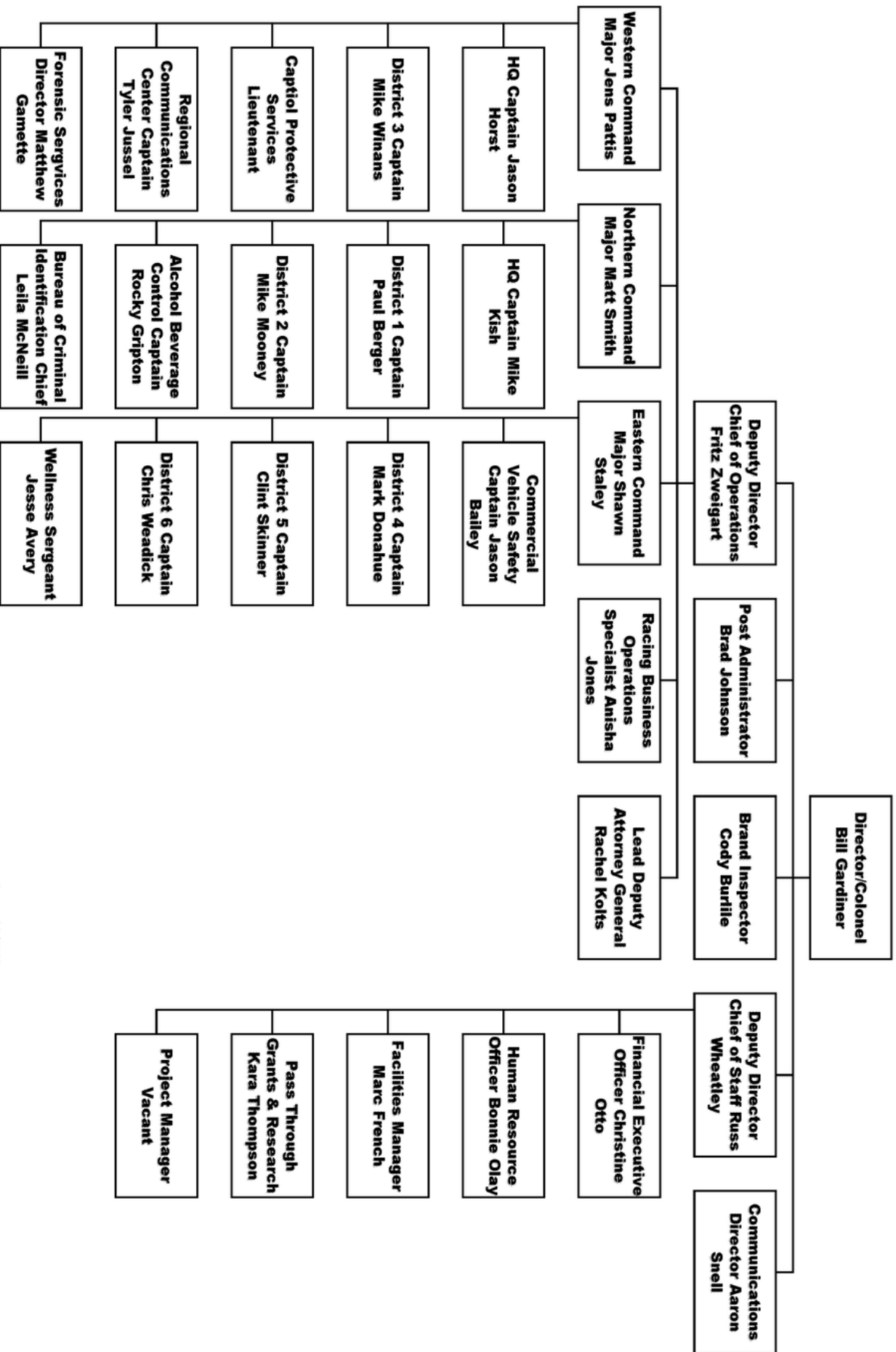
■ **Respect**

■ **Personal
Accountability**

■ **Customer Service**



Idaho State Police Organizational Chart





FY 2025 Key Accomplishments



Drug Seizures/Arrests

In 2024, the ISP DHE Team seized over 64,000 fentanyl pills and nearly 2 pounds of fentanyl powder before it reached schools and neighborhoods across Idaho.

Their work is helping to reduce the number of drug overdose deaths across our state.

Increase in fentanyl seizures from 2021-2024

85%

ISP's Domestic Highway Enforcement Team has increased the amount of dangerous drug seizures, including fentanyl, significantly.

Cold Case Homicides Solved

The ISP Forensic Services Cold Case and Advanced DNA Team is helping families find closure for their loved ones.

Since 2024, their work has resulted in closing 12 homicide cases, 12 missing person cases, and 34 sexual assault cases in Idaho.

Calls for Service Answered

The dedicated men and women who serve in ISP's communication centers answer over 200,000 calls for service from across Idaho each year.

They ensure the people of Idaho get the help they need when they need it most.



FY 2025 Key Accomplishments



Border Security

ISP Troopers are working to keep Idaho's borders safe and stop illegal drugs and other criminal activity before it reaches communities and schools.

In FY 2024, 23 ISP Troopers completed two border operations in conjunction with the Texas Department of Public Safety.

Protecting Idaho's Economy

We recognize that water is critical to Idaho's families and economy.

In FY 2024, ISP Troopers worked with the Department of Agriculture to provide over 3,000 hours of watercraft inspections throughout Idaho to help stop the spread of Quagga mussels.

Increase Investigations Capability

To ensure ISP can respond to the growing investigative needs of other state and local agencies, we're working to implement a special investigations office in ISP Headquarters. These investigators will help reduce the workload of the investigations offices statewide and allow them to work more proactively to investigate criminal activities in communities across our state.



Challenges and Operational Realities

Several key factors directly impact the Idaho State Police's ability to carry out its mission. These realities highlight the need for continued support and investment to meet the growing demands of public safety across our state:

- Recruitment and retention: Attracting and keeping highly qualified professionals remains challenging—especially in today's competitive job market. Maintaining a strong, capable workforce is essential to fulfilling our public safety mission.
- Geographic demands: Idaho's extensive and varied terrain requires significant personnel and resources to effectively respond to major weather events, natural disasters, and other large-scale incidents.
- Resources and readiness: Ensuring ISP personnel have the necessary tools, equipment, and training is critical to protecting Idahoans safely and effectively. Rising costs: Increases in the cost of vehicles, equipment, and technology significantly impact ISP's operational budgets.



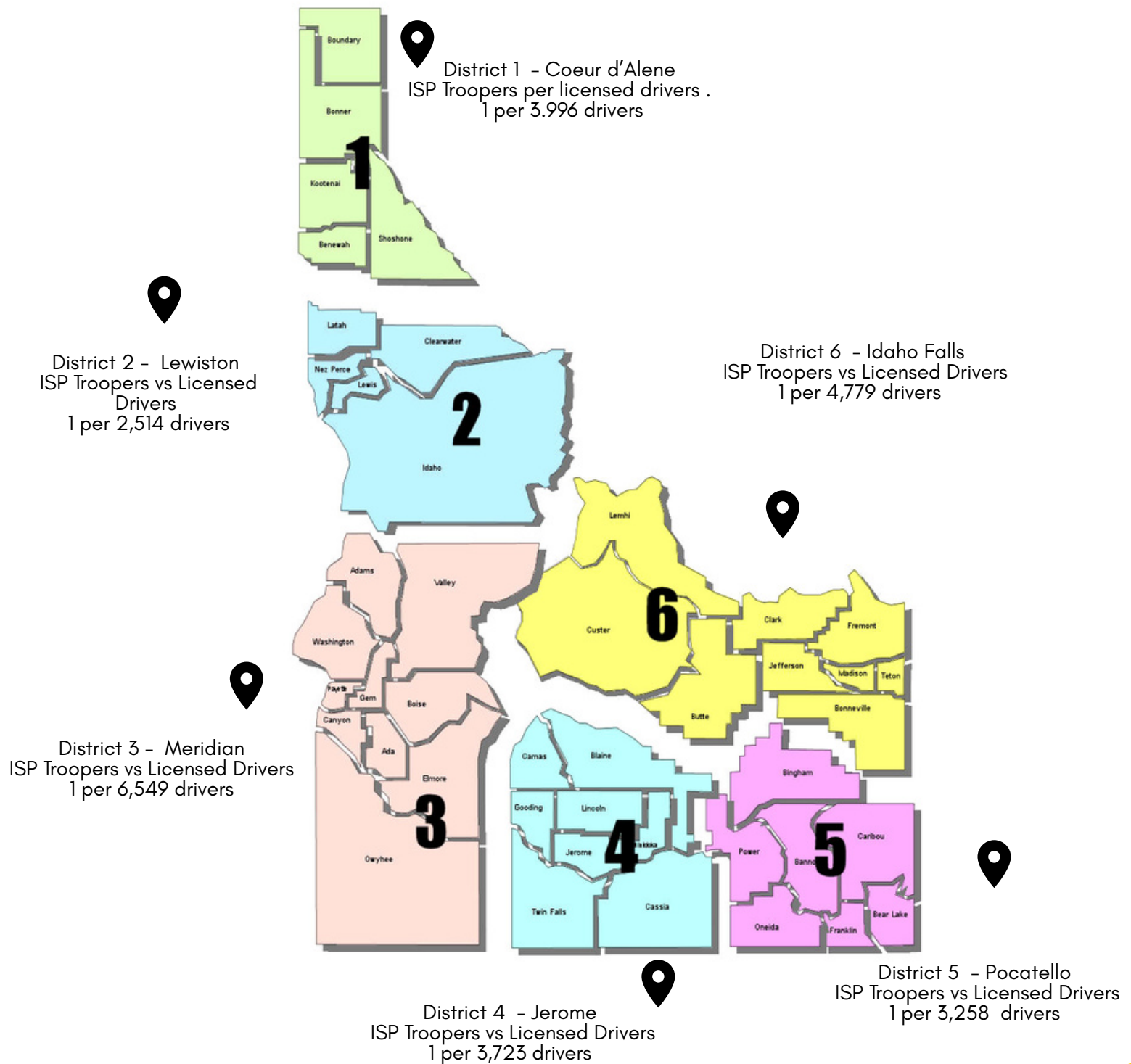
Challenges and Operational Realities Cont.

- Evolving laws: State law and legislation changes can directly impact how ISP operates and enforces laws.
- Population growth: As Idaho's population continues to grow, so does the need for high-quality, responsive law enforcement services.

Despite these challenges, ISP remains committed to finding proactive, forward-thinking solutions that keep Idaho's roads and communities safe—now and into the future.



Serving the People of Idaho



National Average: 2.3 per 1,000 people

Profiles of ISP's Core Services

Traffic Enforcement, Crash Investigation and Driver Education

ISP Troopers investigate nearly 4,500 traffic crashes each year, including nearly 150 fatal crashes on roadways throughout Idaho.

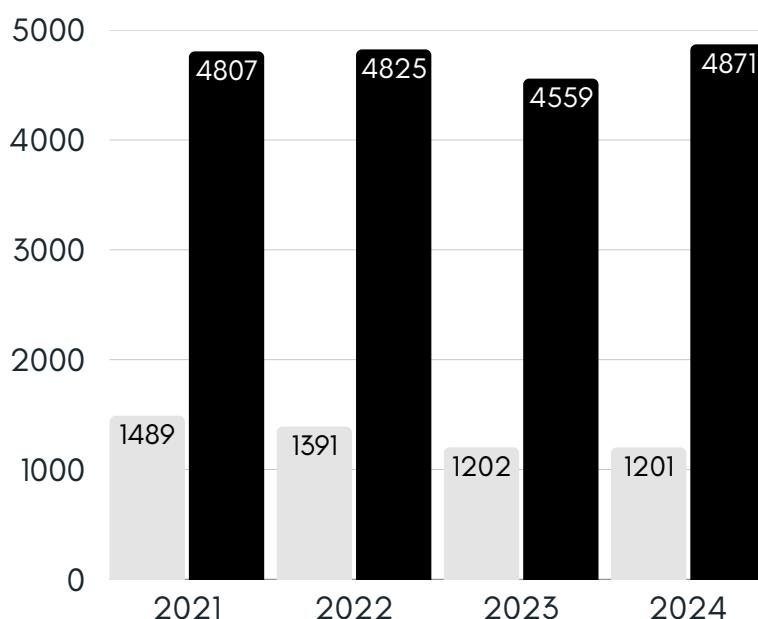
ISP Troopers provide additional resources to partner safety agencies, including 6,569 requests for assistance in 2024.

In 2024, more than 1,200 impaired drivers were removed from Idaho highways, making them safer for individuals and families.

ISP Troopers also assist local law enforcement with major incidents, including evacuations for fires or gas leaks



Crashes Investigated & Impaired Driving Arrests



Criminal Investigations

The Idaho State Police Investigations Division conducts complex criminal investigations throughout our state. Their work helps identify and bring to justice those who commit homicides and other violent crimes. They also conduct drug and human trafficking investigations, as well as financial and other criminal investigations.

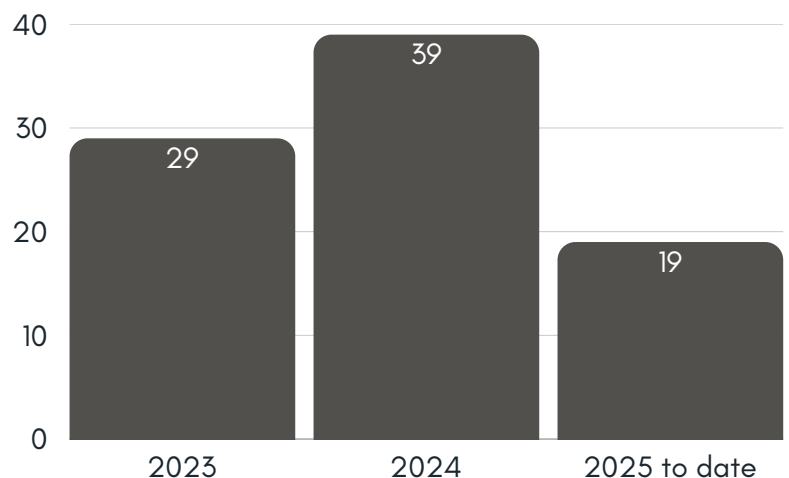
Assisting other agencies

ISP Investigators also assist other agencies throughout Idaho with conflict and large-scale investigations. Some of these include:

- Kohberger Homicide Investigation and Prosecution
- Idaho Department of Corrections Escapee and Homicide Investigations
- Homicides involving firefighters in Kootenai County



Conflict Investigations by Year



Forensic Services

The ISP Forensic Services Section uses cutting-edge technology and highly trained professionals to identify those who commit crimes in Idaho and help bring them to justice.

In 2024, ISP's Forensic Scientists analyzed over 28,000 pieces of evidence from law enforcement agencies across Idaho.

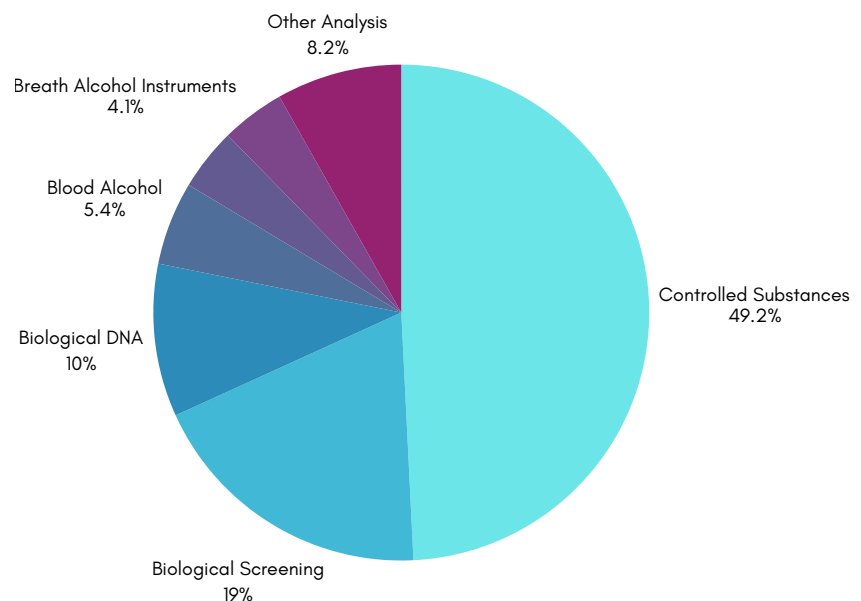
ISP Forensic Services Scientists support agencies across Idaho:

- 114 Local County and Tribal Law Enforcement Agencies
- 44 Idaho Prosecutor's Offices
- 14 State Public Defender Offices
- 44 Idaho Coroners

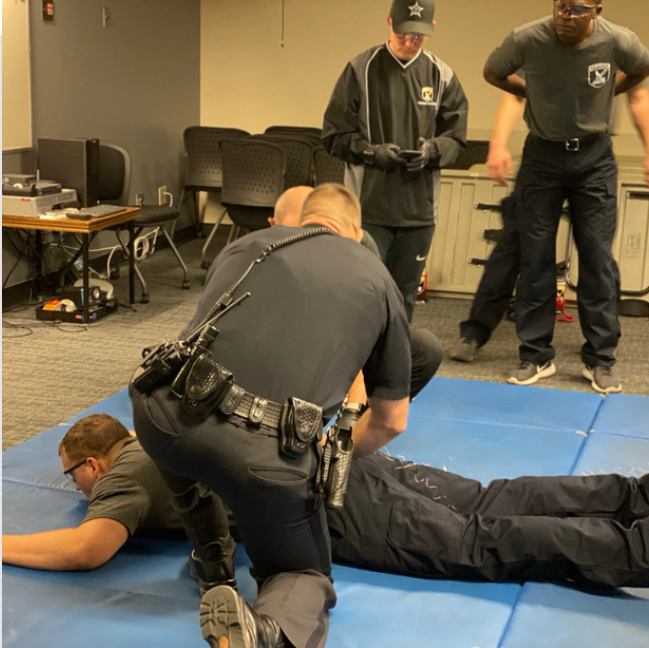
In 2024, scientists with ISP Forensic Services responded to 34 crime scenes to collect and process criminal evidence.



2024 Evidence Analysis



Law Enforcement Training



Training is the foundation of effective law enforcement. At the Meridian campus, a combination of rigorous instruction and high standards prepares officers to serve not only with the ISP, but with agencies across the state.

This commitment to quality training ensures that law enforcement professionals are ready to meet the evolving challenges of public safety and serve Idaho's communities with integrity and skill.

"High-quality training is a critical part of keeping Idahoans safe."

-Colonel Gardiner



Additional Training Completed by ISP Troopers in FY 2024

- Human Trafficking Investigations Training
- Federal Immigration Transport Training
- Basic Narcotics Investigations Training- "Top Gun"
- Advanced Surveillance Tactics

Criminal Identification Systems

The ISP Bureau of Criminal Identification supports law enforcement agencies across Idaho and helps keep people and communities safe.

The men and women who serve in the Bureau of Criminal Identification provide these vital services:

- Fingerprinting and fingerprint records for law enforcement agencies and Idaho businesses.**

- Sex Offender Registry Records and required updates**

- Critical law enforcement information, including criminal history and other sensitive data, helps law enforcement officers statewide with criminal and other investigations.**



Capitol, Legislative, and Judicial Security



ISP Capitol Protective Services

ISP Capitol Protective Services ensures the safety of both elected officials and visitors to Idaho's Capitol. They also provide security for judicial agencies, including the Idaho Supreme Court.

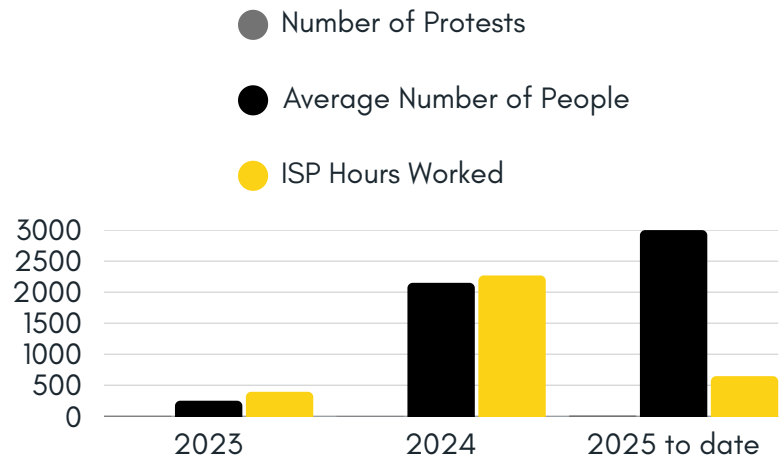
Safety at Idaho's Capitol Building

ISP Troopers protect the rights, safety, and lives of individuals visiting Idaho's State Capitol, including during protests and public events.

In 2024, Troopers helped ensure public safety during a months-long tent encampment on Capitol grounds in support of Palestine.

The six-month demonstration required significant ISP resources to maintain safety for participants, the public, and surrounding state property—underscoring our ongoing commitment to safeguarding peaceful expression and public order.

Protests at Idaho's Capitol



"As the number of protests at our Capitol continues to grow, so does the need for ISP Troopers to help keep everyone safe."
- Lt. Colonel Fritz Zweigart

Alcohol Regulation and Licensing



The Alcohol Beverage Control Section at ISP provides education and enforcement for restaurants and other businesses across Idaho that help them operate safely.

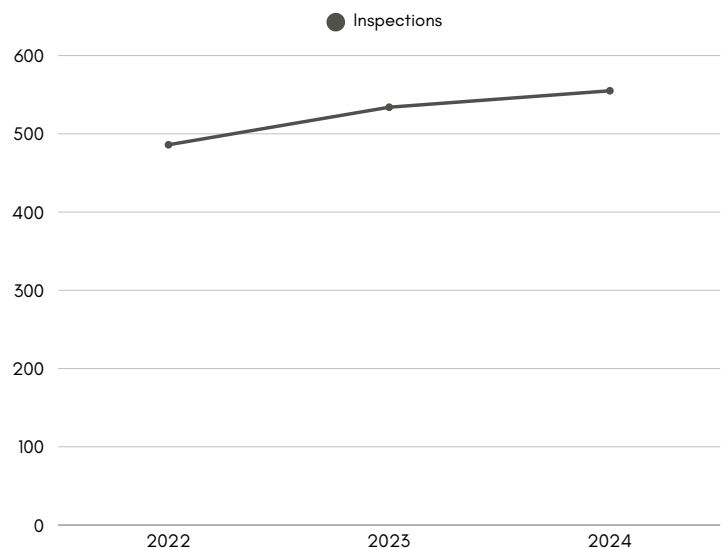
Helping Idaho Businesses

Investigators with the Alcohol Beverage Control Section support new bars and restaurants by conducting pre-licensing building inspections, a requirement before opening. They also provide education and technical assistance to help businesses operate legally and efficiently.

Permits Issued in 2024

↑ 29.5%

Pre-Licensing Building Inspections





Commercial Vehicle Safety

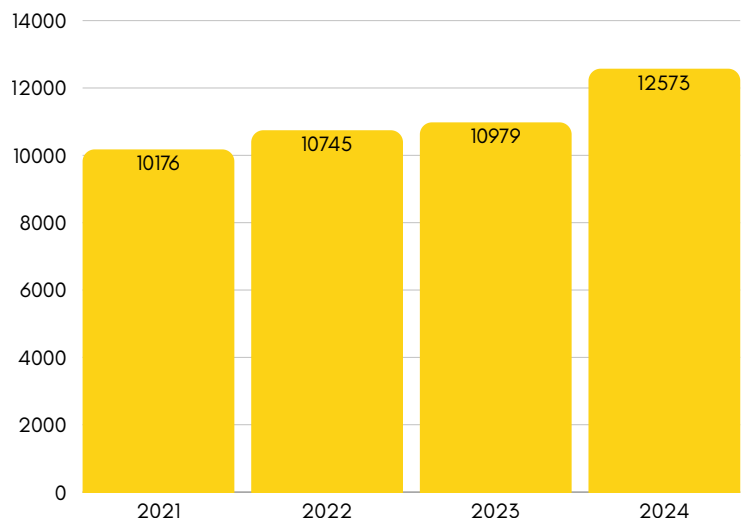
Keeping our roadways safe and our economy moving

The men and women who serve as Commercial Vehicle Safety Specialists with ISP are working every day to reduce the number of commercial vehicle crashes on Idaho roadways. They are also working with the commercial carrier industry to help keep commerce flowing safely on Idaho’s roads.

Commercial Vehicle Inspections Per Year

Commercial vehicle inspections help ensure commercial vehicles and drivers are safe to operate on Idaho roadways. Each year, CVS Specialists complete over 10,000 vehicle and driver inspections across Idaho.

Commercial Vehicle Inspections





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 staff.

Benchmark:

100% of all necessary training required for certification is completed annually.



Strategic and Long Term Goals



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

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.

Performance Measure:

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

Benchmark:

The needed tools and equipment are provided. Target 100% of all safety equipment and replacement items provided annually or as needed.



Strategic and Long Term Goals



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

Objective:

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

Performance Measure:

Use the ISP Domestic Highway Emphasis Team and other resources to reduce the amount of deadly and illegal drugs coming into our state.

Benchmark:

Use the ISP Domestic Highway Enforcement Team and other resources to complete a minimum of six emphasis operations during the upcoming fiscal year.



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

Objective:

Identify the mental and physical challenges first responders face while serving in law enforcement. Additionally, implement resources to educate and support the men and women who serve with ISP.



Performance Measure:

Maintain a healthy workforce with vacancy rates at or below 15% for all employees.

Benchmark:

Current rate 10%

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 are contacted during the fiscal year.

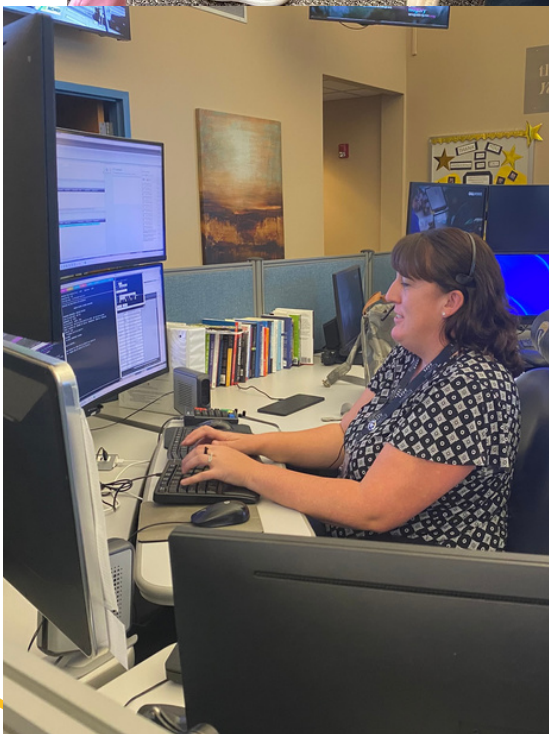


Goal: Continue building a culture of professionalism and service that warrants the highest degree of public trust.



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 misconduct allegations are investigated using the ISP Incident Review Process or the ISP Office of Professional Standards.



Strategic and Long Term Goals



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 all audits completed as scheduled. Implement changes within six months of identification.

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



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



Our commitment to protecting and serving Idaho is at the heart of everything we do. This strategic report offers a snapshot of how we serve—highlighting our progress, our ongoing efforts, and the challenges we continue to confront.

We've made important strides toward our goals, and we remain focused on implementing strategies that enhance public safety and deliver high-quality law enforcement services across the state. We are proud to share our progress with the Idaho Legislature and the citizens of our great state, and we are deeply grateful for the trust and support they continue to place in us. Together, through partnership, innovation, and accountability—we move forward.

This is how we serve: with courage, pride, and an unwavering commitment to the people of Idaho.



Idaho State Police Strategic Plan 2025