

Idaho Criminal Justice Commission
Regular Meeting
May 26, 2023

Location: In Person – 3100 S. Vista Ave. Ste. 200 Boise, ID

Time: 9 a.m.–12 p.m.

Idaho Criminal Justice Commission Members Present:

Eric Fredericksen, Chair, SAPD	Jeff Nye, Idaho Attorney General’s Office
Dave Jeppesen, Health & Welfare	Bruce Skaug, House Jud & Rules Admin
Melissa Wintrow, Senate Judiciary & Rules	Jared Larsen, Office of the Governor
Kedrick Wills, Idaho State Police	Denton Darrington, Public Member
Thomas Sullivan, Judge, Magistrate Court	Marianne King, Office of Drug Policy

Monty Prow, IDJC
Josh Tewalt, Department of Correction
Seth Grigg, Idaho Association of Counties

Comprising a quorum of Idaho Criminal Justice Commission (Commission)

Idaho Criminal Justice Commission Members Absent:

Ashley Dowell, Comm of Pardons & Parole	Todd Lakey, Senate Judiciary & Rules Chairman
Kathleen Elliott, Public Defense Commission	Joshua Hurwit, U.S. Attorney, District of Idaho
Bernadette LaSarte, Public Member	Sara Omundson, Idaho Supreme Court
Jonathon Brody, Judge, District Court	Grant Loeb, Prosecuting Attorneys Assoc.
Tracy Basterrechea, Chiefs of Police Association	Kieran Donahue, Idaho Sheriffs Association
Greg Wilson, Department of Education	Darren Simpson, Judge, District Court
Chris Mathias, House Jud, Rules & Admin	
Daniel Chadwick, Public Member	

Others Present:

Shelly Anzuoni, COPP
Dan Estes, Idaho Hospital Association
Tanea Parmenter, ISP/MMIP
Doug Hart, Canyon County Deputy Sheriff
Justin Walcott, U.S. Attorney’s office
Mike Steen, U.S. Attorney’s office
Thomas Strauss, ISP
Courtney Rogers, ISP

Agenda <i>Who's Responsible</i>		Meeting Outcomes/Decisions Reached	Due Date
9:00 am (5 min)	Call to Order– <i>Chair Eric Fredericksen</i> <ul style="list-style-type: none"> Welcome and Roll Call— <i>Chair Eric Fredericksen</i> Review Commission's Vision and Mission Statement and Values—<i>Commission Members</i> 		
Commission Management			
9:05 am (10 min)	Action Item – Approve February 2023 Minutes <u>Subcommittee Reports</u> <ul style="list-style-type: none"> Human Trafficking Sex Offense MMIP 	<p><i>There was a motion to approve the minutes from February 2023 by Jared Larsen, Josh Tewalt seconded. Motion carried.</i></p> <p>Human Trafficking – Did not meet during the legislative session but will be meeting in June. There was legislation that passed during the session. That legislation directed ICJC to work with the U.S. Attorney's office on this topic.</p> <p>Sex Offense – no report currently.</p> <p>MMIP – Met this week. Engaging on training for MMIP.</p>	
Promote Well-Informed Policy Decisions			
9:20 am (30 min)	Employee Hiring and Retention – <i>Josh Tewalt, IDOC</i>	<p>Idaho has been a little immune to staffing shortages. Idaho maintained staffing at about 97% during the covid times.</p> <p><u>Timeline</u> July 2021 - There were reported to BOC 180 security vacancies (record low). IDOC learned quickly it doesn't matter the vacancy rate when you have worked more than you should. Aug. 2021 – IDOC increased starting wages to \$19/hr and also initiated a contract with Gibraltar consulting. We were able to get an increase outside of the legislative process. Oct. 2021 – IDOC created teams to problem solve around recruitment, retention, and data. (Initiated task force). March 2022 – IDOC also created the “resistance” team to help with marketing, recruiting, and retention.</p> <p><u>Third Parties</u> All-Star – They were to drive up new leads. They deployed new marketing campaigns and facilitated IDOC virtual career fairs. They found that we had the single most challenging labor markets with a top funnel problem.</p>	

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	<p>Bateh Group (recruiting) –The people we were looking at required more hand holding. They engaged clients from the moment they showed interest. The state hiring process is not an easy process. This group also created new dashboard to monitor key metrics. They automated a lot of things also. This created better communication with the clients. They deployed recruiters to increase communication. There was a piloted texting platform to increase contact. This allowed for a 70% increase in follow through.</p> <p>Carden Group (retention) – They were to increase retention.</p> <p>Pandemic influenced world – several factors. We had four of the six most inflated components to the labor market. This included negative perceptions of work. There wasn't a lot of positive news/media at the time and still to this day. The labor market felt this negative perception. Needed to tailor approach to work around this. Compensation was also a huge factor. The whole state saw wages be an issue for employment.</p> <p><u>Marketing</u> We were able to get our marketing out in front of the people we couldn't reach before. We have used all of our social media. Using these platforms, we can utilize the data and tailor even further.</p> <p><u>Improvements</u> Did a lot of outreaches to staff and candidates to find out why they dropped out or what kept them going. We went from 90 day from application to offer letter to 23 days.</p> <p><u>Recruiting results</u> From April to June there was a significant jump in leads. We ended up with a delay in renewing the contract with all-star and you can see this in September's numbers. These leads led to more applications as well.</p> <p>Hired 269 new correctional officers in 2022, nearly 100 more than the previous year. Vacancy rate is 15%.</p>	

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	<p><u>Retention results</u> In 2021 we averaged 19 separations per month (this includes retirements). In 2022, the average was 14 per month. The vast majority that are separating now are new hires. This came from the frenzy of hiring and now we can take a harder look at who is being hired to begin with.</p> <p><u>PURPOSE in action</u> Working with line level supervisors. These are the people that have the most impact on all levels of staff. We want to ensure that everyone understand the direction of IDOC and ensure that staff has clarity on their duties.</p> <p><u>Pay</u> There have been historic salary increases over the last 5 years. That is a 53% increase since 2019. We are now at \$23/hr. There remains an arm's race to keep this going. We need to reward our staff for their impact on our population.</p> <p><u>Takeaways</u></p> <ul style="list-style-type: none"> - Importance of data. - Being willing to review every step of the process. - Found that we were more successful when we do not centralize recruitment. - We gave more ownership to our facilities for hiring. <p>Word of mouth from the current staff has helped to be the more successful in recruitment/retention. We have a referral process now and those leads stick with us better.</p> <p>Do you see regional differences? We see differences in how the staff react to lower staffing rates. When staffing is at 70% one facility may be thinking they are in crisis and other facilities react as if it is just another day. We do need to use different strategies in different areas. Housing is an issue in some parts of the state.</p>	

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		<p>How much of a factor is advancement in the hiring process? It's a factor but the dynamic of our prisons is different from it was historically. Advancement comes quicker than it used to.</p> <p>How do you find those that are more mission driven than salary driven? It all starts with our state leadership. It also comes back to our marketing. We have tailored it in a few different ways to showcase the job versus the salary and benefits. We needed to focus on how our marketing show how the job impacts people.</p>	
9:50 am (30 min)	Employee Hiring and Retention – <i>Kieran Donahue, ISA; Doug Hart, Canyon County</i>	<p>We shouldn't underestimate the staffing crisis we are in. There has been a 44% increase in retirements in LE and 18% of separations across the country.</p> <p>Canyon County has about 170 deputies. We engaged in an analysis with staff about the high turnover rates. In two years, the separation rate was 28%. The majority of these were voluntary separations. That's about 48 people we had to replace in a short amount of time. Our report showed that wages was the first driver. Third challenge was background checks. We are surrounded by states that have marijuana that is legalized. We also can't get people to pass a polygraph test. The conversion rates a little lower because we won't back down from standards.</p> <p>We are looking at the cost of what it costs to bring on an individual. For detention it is about \$54K and about \$80K for patrol. It is estimated that at about one year we are \$108K into an individual. Staffing for patrol has remained at the same rate for quite some time. The county population has increased by 85% since then. We went to the BOCC and explained the cost and showed a wage step program. By year five, if they are still around, they are at \$85,000. The BOCC adopted this and we have had 100% retention since then. We will be full in patrol and the jail in about 25 years.</p> <p>The quality of our applicants has increased substantially. About 40% of the new recruits have been college graduates. We haven't needed to engage in a marketing campaign because we have been able to pay adequately. We have requested 16 new positions. Money isn't the only solution to this problem.</p>	

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		<p>There is a cost to being understaffed and there is a cost to not having qualified candidates.</p> <p>To build this wage and compensation program, we did a complete analysis of all the agencies in the valley.</p>	
10:20 am <i>(10 min)</i>	Break		
10:30 am <i>(30 min)</i>	School Resource Officers – <i>Monty Prow, IDJC</i>	<p>Prevention and intervention. We need to have long term investments in these. We know that these investments have great impacts.</p> <p>We have started to realize the great impacts of SROs. Over the last 3 years, ICJC has heard many reports as to how SCOs make great impacts to our schools and this shows in our low juvenile rates.</p> <p>School-based law enforcement in Idaho and others are saying the same thing. We need definitions and resources. The definition of an SRO is all over the place. The contracts across the state are all vastly different.</p> <p>Example: smoking in the school. Does a student need to be referred out or could it have been handled in the school. School based issues could also be handled by the SROs.</p> <p>We may be bringing future legislation and may ask for ICJC support.</p> <p>School based law enforcement in Idaho – this was done with grant funding. IDJC has been working on refining some of the questions from this report and ISP has been asked to complete a new report. ISP is just waiting for funding approval. The funding request from a new grant is for \$75,000.</p> <p>Found 7 years ago that the partnership with the education system and the training were not on the same page. Principals didn't really know what the SROs were actually doing during their day. If we are investing in this, we should know what they are doing. There was a disconnect between the vision and mission. We</p>	

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		<p>don't have any standardized training for SROs. Officers have been requesting this training. We will be looking at what role the state can play in this. Everyone should know what is expected from them.</p> <p>Why we have SROs. They are law enforcers, mentors, and educators. We need to understand why we have them there and how they got there. This will help us understand if they need to continue to be there. What does their presence do? Things to consider is they are there to help children be more comfortable working with LE so they are not intimidated to work with them later in life if they need it and they are also there to do threat assessments.</p> <p>Since March 2020 we have contracted a SRO coordinator to help with this.</p>	
11:00 am	Other ICJC Business – Grant Council vote (Jamie Sullivan, Boise City Prosecutor) – Action Item	<p><i>Seth Grigg made a motion to approve Jamie Sullivan to the Grant Council, Josh Tewalt seconded. Motion carried.</i></p> <p>Rep. Skaug mentioned he is working on some possible legislation for the next legislative session.</p>	
12:00 am	Adjournment		

Next regularly scheduled meeting to be held in Boise, Friday, June 30, 2023

“Collaborating for a Safer Idaho”