

2015 CRC Recommendations/Responses

Police	Recommendations	Department Response/Action Taken
	Increase of three sworn officer slots this coming year and additional slots the following year to bring the organization to, at least, the same level as 2009, or higher	Agree: Plan to pursue. During the budget process, Council made recommendation to hire in advance of retirements keeping current staffing levels.
	Increase of two slots for dispatch and one additional slot for Information Technology.	Agree: Plan to pursue
	Budgets for training, ammunition, etc. should be increased commensurate with need	Agree: Plan to pursue
	More police input into the budgeting process allowing direct discussions from all levels of police so that the City Council understands the tradeoffs it may be making with budget considerations and the risks associated to the police.	Agree: Plan to pursue. Part of this recommendation is directed toward council. Staff is involved in budget discussion. Division directors seek input from staff before presenting their budget request to the Department Director.
	Fill vacancies in the patrol and dispatch organizations	Agree: The police department continually works with HR on recruiting, posting job announcements and filling open positions.
	implement a creative task force to reduce the time it takes to get an officer hired and on the street. Develop changes that will allow and attract qualified/certified officers to be hired in a substantially shorter time period. The task force should include civilians.	Agree: Plan to pursue. Public relations officer met with recent applicants as a test group to determine effectiveness of current recruiting tools.
	Continue discussions across the state to reduce the wait time for the police officer academy by having much of the training performed at the regional/more local level. This would also shorten the hiring process time	Agree: Plan to pursue. ISU is planning on offering a regional 15 week academy as well as their 10 month certificate degree program. This academy will open up more options to academy and certification attendance and pursuits.
	Begin the hiring process early (e.g. 'hiring ahead' of anticipated job openings, using historic and known turnover, rather than beginning the process after the opening occurs). This concept will pay for itself through 'overtime' dollar savings	Agree: Plan to pursue. Council members presented this concept during FY 2016 budget process.
	Eliminate Civil Service from the police officer employment process. This will allow IFPD to have a greater chance to hire experienced officers. This will also shorten the lengthy hiring process because experienced officers require less training time.	Agree: This has been discussed with HR and City Attorney. They are tasked with reviewing the current Civil Service rules and making recommendation for consideration to the current city policy that would guarantee employee protections currently in place in the civil service rules.
	To replace the employee protections found in the Civil Service Rules, IFPD should establish a written personnel policy with a 'fair treatment' / 'just cause' standard to govern personnel actions. Included in the policy would be the establishment of an independent review board of five individuals that consists of three selected IFPD personnel, and two non-employee civilians to review all disciplinary personnel matters.	Agree: Plan to pursue. The personnel policy should reflect similar protections, appeals processes, and reviews for all city employees. HR and the City Attorney will become an integral part of this design.
	IFPD must implement a physical fitness program as soon as possible to improve the safety, performance, and professionalism of the department. This policy change should be phased in with the details to be worked out with a designated group of internal stakeholders	Agree: Plan to pursue. Many officers understand that being physically fit is important to the safety of themselves and others in this profession and take advantage of the workout facilities and opportunities afforded by this agency. The IFPD has discussed implementing an ongoing physical fitness standard during the tenure of the past four Chief's of Police. Each implementation was abandoned because of lack of employee compensation. This discussion will occur again under this administration.
	IFPD must implement an ongoing drug testing program. This policy change should cover pre-employment, and also include an ongoing policy covering 'for cause' drug tests, or 'random' drug tests, with the details to be worked out with a designated group of internal stakeholders	Agree: Plan to pursue. A recent change to City policy addresses drug testing. A discussion with the City Attorney and HR to determine if and how such a policy could be implemented will take place.
	CRC recommends that the Chief and Captains foster their responsibility in Community-Oriented Policing by actively and personally meeting with all staff on a regular basis. This will allow the Chief and Captains to understand staff concerns while at the same time actively demonstrating their commitment to the Community-Oriented Policing model.	Agree: Plan to pursue. Each division commander meets with their staff on a regular basis allowing employees to express their concerns and ideas. The Chief personally meets with employees at shift briefing throughout the year, giving employees this same opportunity.

Police Officers take advantage of these personal meetings to voice concerns before they become problems. Implementing additional personal meetings with staff will allow staff to ask questions to understand why this, and other, policy changes are needed

Agree: Plan to pursue. Refer to above item # 16.

As a matter of ongoing practice, the IFPD should have as many employees as practical be involved and participate before implementing changes to any policy and procedure. This will allow for the joint resolution of grievances and problems

Agree: Plan to pursue. Committees are used to make recommendation for major policy decisions. Command staff discusses changes with employees at briefings as well as staff meeting minutes are sent to each employee providing updated information.

It is recommended the Chief conduct regular quarterly meetings with a set of designated employee representatives (including, but not limited to, the local Fraternal Order of Police / FOP).

Agree: Plan to pursue. Command staff will review and consider the necessity of additional meetings.

It is recommended the Chief and Captains conduct a semi-annual series of 'question and answer' meetings with all staff to explain what is happening, answer questions, respond to problems, etc.)

Agree: Plan to pursue. Command staff will review and consider the necessity of additional meetings.

For the Mayor/ City Council, the CRC recommends conducting direct meetings with IFPD staff including 'question and answer' sessions. As part of these meetings, present information about how decisions are made so that decisions do not seem arbitrary. Framing information around how decisions support the Community-Oriented Policing model would be useful.

The police chief cannot direct the Mayor and Council in their duties.

It is recommended that management training be conducted to move the organization to a style of management that includes internal and external openness.

Agree: Plan to pursue. Continued management and supervisor training takes place as prioritized by training dollars and needs.

For external communications with the community, the CRC recommends that citizens be included in all review panels, boards, task force, etc. There should be a specific effort to determine the costs of re-implementing the reserve police officer program. The CRC understands that re-starting the reserve police officer program with require 120 hours of volunteer training.

Agree: Plan to pursue. Citizens are included in use of force review panels which includes pursuits. A committee is reviewing and making recommendation with the use of force policy on the make up of review committees; by following IACP and DOJ recommendations. The reserve program will be discussed with command staff for viability, and cost for implementation.

Despite the urging of the IFPD CRC and the various inspections, a comprehensive industrial hygiene inspection has not occurred. This inspection is imperative in order to protect the city and county from liability as well as protect the health and safety of building occupants.

Agree: Plan to pursue.

The building is still likely in 'code violation' as fire detection and sprinkler systems were not in service. If fire protection devices are still not working, this needs corrected immediately.

Agree: Plan to pursue. The IFPD has complied with the fire marshall recommendations that apply and are under the purvue of their tenant/landlord relationship. Some areas of concern are not are not in the area occupied by the IFPD and are not within our purvue.

It is unclear what government agency has responsibility for outside health and safety inspections on a county or city building. The answer to this question needs to be determined so a working relationship can be developed between the city/county and state inspection agency so the neglected building conditions do not occur again.

Agree: Plan to pursue. This task was initiated by the Mayor months before the review committee was established and is in the works.

One specific position in the city should be assigned responsibility for city-wide health and safety, so these dismal, neglected, and perhaps unhealthy building conditions never occur again anywhere in the city.

The police chief cannot direct the Mayor and Council in their duties, but will ensure they are aware of the committees recommendation.

The city fire marshal reports fire trucks cannot get close to the building or fire hydrants due to a parking lot addition. This situation needs to be satisfactorily addressed.

This is an issue that would need to be addressed by the fire marshall and refers to city/county relationships described in item # 26.

The IFPD office building does not have the space where there are separate interview rooms far enough apart from the victims of the crime and the alleged perpetrators. This needs to change soon, even with the current size/ layout of the present building.

Agree: Plan to pursue. This needs to be prioritized on the City's capital improvement plan.

<p>IFPD needs a different facility for current and anticipated future operational activities. The 'different facility' can take several approaches (e.g. remodel, moving to different location, etc.).</p>	<p>Agree: Plan to pursue. This needs to be prioritized on the City's capital improvement plan. The police department will continue to pursue this and develop strategies with the Mayor and Council to accomplish.</p>
<p>Regularly scheduled employment fairs targeted to females and minorities Establish a public committee made up of community female and minority citizen leaders to recommend positive actions.</p>	<p>Agree: Plan to pursue. In the past the police department has held employment seminars targeting divers populations. One was held prior to this last civil service test. Agree: Plan to pursue. A target group was established from the recent testing pool and recruiting seminars to judge the effectiveness of our recruiting efforts and to identify changes needed to recruit a more divers pool of applicants.</p>
<p>IFPD take the lead in recommending a state-wide review of the vertical leap standard and whether this part of the test is a necessary job requirement.</p>	<p>The physical standards are a legislated in IDAPA rules and are audited by recognized and certified occupational standards groups.</p>
<p>The committee believes there should be wage and benefit parity between Firemen and Police Officers. Therefore, it is recommended that a detailed fireman vs patrol officer pay and benefit survey be conducted (including a review of the current vacation differences).</p>	<p>Human resources is in the process and has employed a company to do a wage study analysis of all city employment positions. Once completed the results will be made available to Council and all employees.</p>
<p>A study be undertaken to weigh the pros and cons of offering incentive pay for those officers who acquire certifications for S.W.A.T, Bomb Squad, Accident Reconstruction, and Breath-a-lizer.</p>	<p>Agree: Plan to pursue. This is a part of the wage study analysis being conducted at this time.</p>
<p>The committee believes that the city's 11 step/20 year wage structure is too long for an employee to achieve the top pay step of their occupation. This is a political device to control costs but not an effective long-term compensation policy. It is recommended that a city-wide study be undertaken to weigh the pros and cons of modifying the wage structure, and determine the economic effects of modifying the system. The study should also include the pros and cons of adopting a plicy that allows for a "quality step increase."</p>	<p>Human resources is in the process and has employed a company to do a wage study analysis of all city employment positions. Once completed the results will be made available to Council and all employees.</p>
<p>A broad internal stakeholders study be undertaken to weigh the pros and cons of eliminating comp time, and instead pay overtime when it is earned.</p>	<p>Agree: Plan to pursue. This discussion should happen with the new Muncipal Services Director and inlcude all department directors.</p>
<p>In regards to secondary employment, the committee recommends a task force, including citizens, be organized and collectively develop a workable plan.</p>	<p>Agree: Plan to pursue. The city risk management team is addressing this issue along with the city insurance carrier.</p>
<p>Regarding the rise in juvenile repeat offenders, the committee endorses the idea of establishing an effective program with all parties working together in the spirit of community policing (community, officers, prosecutors, correctional facilities and judiciary).</p>	<p>Agree: Plan to pursue. This model is already established using specialty courts. A discussion on how the police department can more effectively be a part of this time is being researched and then will be presented for further discussion.</p>
<p>Regarding the concern of annual vacation accrual carry-over for all city employees, the recommendation is to discuss this issue with the City Finance Department and outside auditors to determine if this issue should be addressed during the annual budget process. Implement a city-wide light duty return to work program across all departments, establishing a uniform policy. This will safe workers' compensation dollars</p>	<p>Agree: Plan to pursue. This has always been a topic of discussion by the finance department and will be brought to the attention of the new Municipal Services Director. Agree: Plan to pursue. This issue will be brought to the attention of the Human Relations Department for review.</p>
<p>Combine the two meetings (P&L and Workers' Compensation), and add the City Directors as permanent members of the review committee. This will place those directly responsible for claims in a prevention mode rather than an after-the-fact reporting defense mode.</p>	<p>Agree: Plan to pursue. This issue will be brought to the attention of the Human Relations Department for review.</p>
<p>Determine what government agency has responsibility for outside health and safety inspections and develop a working relationship.</p>	<p>See items # 24, 27 above.</p>
<p>Off-leash animals are a continuing problem in both neighborhoods and public parks and the CRC would like to see fewer animals off-leash in Idaho Falls. The CRC recommends that the existing ordinaces be enforced more completely.</p>	<p>Agree: Plan to pursue. Animal services will be tasked to evaluate their staffing model for the most effective enforcment; but will continue to be given discession on how to educate and encourage the public about City Ordinances.</p>

The CRC recommends that Animal Services increase awareness of the existing leash ordinance through both the Post Register and local TV stations. Chief McBride and Captain Cawley should be part of this process in order to educate citizens about the authority of Animal Control Officers. Agree: Plan to pursue. Animal services are tasked to work with the PIO on community education.

The CRC generally agrees to allow Animal Services the option of giving an initial warning to those who are in violation of the leash ordinance. The CRC, however, strongly recommends that a simple system be implemented to record the name of the owner and animal when a warning is given. Any second offense by either an owner or animal should lead to a citation. Increase Animal Services patrols in problem neighborhoods, such as the numbered streets. Increase patrol on Sundays and Saturdays, both in public parks and neighborhoods. Agree: Plan to pursue.