

CRC recommendations:

The City Attorney's staff is very appreciative of the fair and solid effort of the CRC Legal Committee. The Legal Department agrees that the suggestions have merit and should be implemented, according to the wishes of the Mayor and Council.

Increase the budget for the Department to provide the ability to hire additional personnel; or institute a paid internship program, to help with the abnormally high caseload

The Department supports the recommendation to engage in a thorough discussion of staffing needs and appropriate salaries relative to Department case load. Although the current prosecution services case load appears to be higher than similar Idaho cities, it is unknown whether this is "abnormally" high or a reflection of police activities and philosophies in the community. The Department will continue to provide proficient and effective legal services in support of enforcement efforts.

Create a step-in-grade salary or other compensation within the Department to promote an interest in remaining in Idaho Falls and reduce the potential for future turnover

All City attorney members (except the City Attorney) are now in the step-and-grade salary process. The Department welcomes a continuing discussion about administrative and City employee salary structure and compensation in order to reduce the potential for turnover and encourage appropriate long-term staff consistency.

Institute increased flexibility between sick leave, personal leave and vacation time so that personnel have more options

The Department is supportive of a broad discussion of options relative to City employee sick leave, personal leave, and vacation time, and believes that all City employees would be benefitted by such a discussion.

Compensation, such as a stipend, for on-call personnel who aren't currently paid for their time

Attorneys who take "on-call" responsibilities are all exempt employees and receive for their services the salary established by the Council. The Department will discuss with Human Resources and Municipal Services departments whether adjustments need to be made pursuant to current law for such rotating "on-call" activities.

Improve department training on how to interact with domestic violence victims. Instead of sending letters to domestic violence victims and waiting on them to respond, we suggest the Department be more proactive in contacting the victims and pointing them toward resources

The Department staff welcomes the opportunity to receive additional training relative to interaction with domestic violence victims. This has been an ongoing interest of the Department. Staff members frequently attend locally sponsored domestic violence training and participate in committees and meetings that are designed to support victims. The Department follows current

Idaho law relative to the provision of prosecution and support services for domestic violence and other victims of crime, through the court notification system. The Department will continue to discuss with the Mayor and Council the needs and support services appropriate to victims of crime (including victims of domestic violence). Internally, the Department will make efforts to be even more proactive in the contact of victims and the provision of resources based upon current staffing levels.

Better communicate expectations for the City Attorney's Department with other departments

The Department agrees with the proposition that it could better communicate expectations regarding turnaround and provision of legal services to other departments. In-house legal counsel is relatively new to the City and interaction between the City Attorney's office and legal departments may require further training in order to be more efficient and effective. This effort will include discussion of memos, protocols, in-person training, and discussions in the Department Directors meeting chaired by the Mayor.

Wider career development experience, including possibly traveling to conferences and trainings outside Idaho

While the Department continues to be respectful and responsible with funds dedicated to travel and training, staff will explore ways to maximize opportunities for interaction and training from other regions and similar entities, including conferences and trainings outside of Idaho. The Department will also determine whether budget adjustments should be recommended to Council for travel and training.