

Idaho Department of Fish and Game Capacity for Nighttime Security for Watercraft Inspection Stations: October 17, 2016

(Hwy 93, Cotterell, Malad, Franklin, Bear Lake stations in IDFG Magic Valley and Southeast Regions)

History of Assistance:

IDFG has provided a list of Conservation Officers and contact phone numbers to Watercraft Inspections Stations for emergency assistance.

Assumptions for Workload Analysis:

- 6 hours onsite + travel
- 7 days a week operation of Watercraft Inspection Stations
- March through September duration; 30 weeks
- Duty requires peace officer to accommodate stop and arrest authority
- Minimum 1 officer (preferred nighttime safety protocol with 2 officers)
- If officers are hired, they must already be POST certified – timing and cost of POST certification is not viable for a 7 month temporary assignment
- Workload is untenable for a single officer; analysis reviews spreading the workload across multiple officers in the region

Key Policies to consider:

- Limitations to power and duty of conservation officers defined in Idaho Code 36-1301
- Limitations to use of hunting and fishing license funds defined in Idaho Code 36-1802 and 36-1803; IDFG cannot use license funds except for the purpose of the administration of the fish and game department for the protection, propagation, preservation and investigation of wildlife
- State and federal policy/procedures for night time check/stop

Workload Analysis, Magic Valley Region (Hwy 93 and Cotterell Watercraft Inspection Stations)

Including this activity into our current workload significantly challenges IDFG ability to meet our existing priority enforcement objectives pursuant to Title 36.

IDFG staffs ten Conservation Officers in this region but only three Conservation Officers are within 100 miles of the two check stations. Providing 42 hours per week of enforcement coverage for these two sites (84hr/wk) represents 67% of our officer availability for these three patrol areas not including travel time. Redirecting the majority of officer capacity for these patrol areas to nighttime security would severely impair IDFG enforcement capacity for this area. IDFG does not believe this is a feasible arrangement even with outside funding due to substantial work (examples - proactive enforcement, working with landowners to assist with depredation problems, nuisance and injured animals, assisting with biological surveys, assisting with hunter education, investigations, and calls for service) that would not get done.

Providing 42 hours per week (6 hours/night) at two watercraft inspection stations (84hr/wk) is analogous to more than two full time personnel of effort during the proposed seven month period, and represents 20% of our workforce during March through September if the workload is spread among the regional enforcement workforce. An increase in funds would be required to cover

additional travel time, mileage, and overtime. Accommodating this workload would reduce our current regional enforcement efforts by an estimated 20% and increase operating expenses because of increased officer mileage by 12,600 miles each (25,200 total = \$7,056.00) and per diem expenses by \$2,853.00 each (\$5,706.00 total).

Accommodating this additional workload will cause conservation officers to exceed their 40 hour work week because IDFG priorities and investigations must still be upheld and a temporary workforce is not available to meet these needs. For example, if one officer works 56 hours a week, 16 hours over the regular work week would need paid as overtime or it would result in 24 hours of compensatory time earned each week. Over the proposed time period this is 720 hours compensatory time for each officer that results in a total of 18 weeks off because employees can only burn 40 hours compensation time during a week. This creates further impediment to IDFG regional workloads and priorities.

In addition to current salaries for two officers during seven months (\$87,000.00), this effort creates an overtime cost of over \$36,000.00; minus travel and operating expenses. This does not include travel and operating expenses.

Workload Analysis: Southeast Region (Malad, Franklin, Bear Lake Watercraft Inspection Stations)

IDFG has nine Conservation Officers in the Southeast Region. Providing 42 hours per week (6 hours/night) at three check stations is analogous to more than three full time personnel of effort during the proposed seven month period, reflecting 33% of the total regional Conservation Officer workforce during March through September. Only five Conservation officers are within 100 miles of the three inspection stations. Montpelier is currently vacant. It will be December 2017 before it has a fully functional patrol officer available. Providing 42 hours per week of enforcement coverage for these three sites (126hr/wk) represents 60% of our officer availability for those five patrol areas, not including travel time, which is not tenable. Spreading the workload out among the entire regional enforcement work force would require increased funding to cover additional travel time and mileage. This option would reduce our current regional enforcement efforts by 33% and increase the mileage by 12,600 miles each (37,800 total = \$10,584.00) and per diem expenses by \$2,853.00 each (\$8,559.00 total).

Similar to the analysis for the Magic Valley Region, the bigger concern than the funding is accommodating this additional workload will likely mean conservation officers build substantial compensatory time creating challenges to the management of the IDFG Conservation Officer workforce to meet public demands.

In addition to current salaries for three officers for seven months (\$130,000.00), this effort will create an overtime cost of over \$54,000.00; minus travel and operating expenses. This does not include travel and operating expenses.

Adding Staff

Adding additional conservation officer capacity would facilitate spreading the workload of these five inspections stations, which would reduce the proportion of time allocated to the stations. Each officer added requires about \$75,000 in salary and benefits and \$25,000 in annual operating costs and training to fund a field officer. POST is only offered three times a year and it takes about 7 months between hiring and having a functional officer in the field.