



Criminal Justice Reinvestment Oversight Committee

Sen. Todd Lakey
Co-Chair

Rep. Greg Chaney
Co-Chair

2021 FINAL REPORT

Members of the Committee

Senator Todd Lakey, Co-Chair
Senator Patti Anne Lodge
Senator Jeff Agenbroad
Senator Grant Burgoyne
Senator Melissa Wintrow

Representative Greg Chaney, Co-Chair
Representative James Holtzclaw
Representative Bruce Skaug
Representative John McCrostie
Representative Colin Nash

Staff

Ryan Bush, Principal Legislative Research Analyst
Grace King, Secretary

January 12, 2022

I. Committee Charge

The Criminal Justice Reinvestment Oversight Committee was authorized in 2014 by Section 67-456, Idaho Code. The purpose of the committee is to monitor, study and guide analysis and policy development in all aspects of the criminal justice system in Idaho including, but not limited to, monitoring performance and outcome measures as set forth in the Justice Reinvestment Act (JRI) and studying the data-driven justice reinvestment and resource allocation approach and policies to improve public safety, reduce recidivism and reduce spending on corrections in Idaho.

II. Meetings

The committee held a meeting remotely on Friday, September 17.

III. Updates Provided to the Committee

The committee held a meeting on September 17 where it heard a presentation from Director Josh Tewalt of the Idaho Department of Correction (see Appendix). In his presentation, Director Tewalt gave an update on IDOC's total population, current staffing shortages, the resulting negative impacts of a staffing shortage, and the recruiting tactics they are using to address these shortages. Director Tewalt stated that they are seeing a successful increase in staffing with their recruiting tactics that include retention and signing bonuses and competitive wages, and he discussed their future plans to recruit and retain IDOC staff.

Appendix

Appendix A:



Presentation to the JRI Oversight Committee

September 17, 2021

Josh Tewalt, Director, Idaho Dept. of Correction

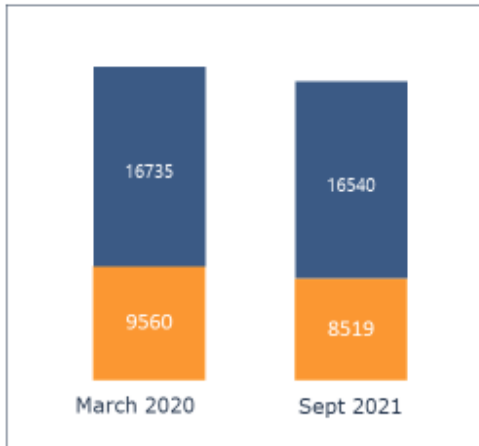


Agenda

1. Population Update
2. Critical Staffing Needs
3. Moving Forward



IDOC's total population decreased by >1,000



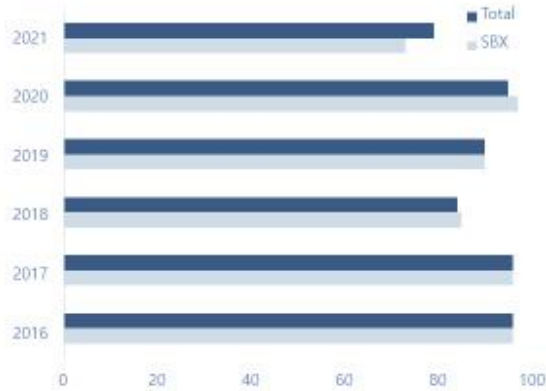
02

CRITICAL STAFFING NEEDS



215 current CO vacancies statewide

Statewide, the CO fill rate is 79% as of 9/13/21.



Negative impacts of reduced staffing

Reduced staffing has a variety of negative impacts on staff and residents, with the most critical being a reduction in safety and security in the facilities.



IDOC faces a variety of recruiting challenges

COMPETITIVE WAGES

- IDOC correctional officer starting pay \$16.75/hour
- Oregon Snake River facility is \$22.64/hour
- Comparable entry level employers (e.g., county detention deputies) starting new hires at \$19.50/hour

LABOR SUPPLY

- Nearly all industries are short-staffed and needing more workers.

NEW COMPETITION

- Working from home more viable post-COVID.
- Amazon and other big employers in the area

PUBLIC PERCEPTION

- Recent nationwide events have portrayed law enforcement positions in a negative light.

Strategies to address current CO shortages



Recruiting tactics



Our investments in staff are generating results

Since August 27th pay change announcement:



Over 130 new applicants

Improved retention



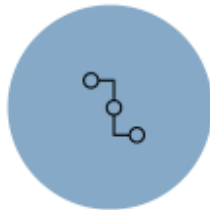
03

MOVING FORWARD

Assessing and overhauling our recruiting and retention efforts



**Targeted
Recruitment**



**Improved
Systems**



**Enhanced
Analytics**



Future Concerns



Emerging concerns in Probation & Parole

- FY 2023 Budget Request



Inequities created between security/non-security positions.



Housing – Staff unable to afford housing in close proximity to work sites.



Childcare – Disruption in schools and constraints on childcare capacity and expense.



Continued **competitiveness with compensation** in a rapidly evolving economy.

13



THANK YOU

 Idaho Department of Correction

 IDOC.alert -twitter

 @Idcorrections