

Budget Savings Options 2025

Dollars in Thousands

Agency: OII- Office of Independent Investigations

Agency Priority H, M, L	Impact 1-5	Program/Activity	GF-S					Other Funds					FTE Change					Brief Description and Rationale	Effective Date (MM/YY)	Impacts of Reductions and Other Considerations	Law/Reg. Change Required (cite)	
			FY 25	FY 26	FY 27	FY28	FY 29	FY 25	FY 26	FY 27	FY28	FY 29	FY 25	FY 26	FY 27	FY28	FY 29					
M	1	Senior Organizational Development Advisor (EA: 01)		(29)	(29)	(29)	(29)							-0.20	-0.20	-0.20	-0.20	-0.20	Reduce Senior Organizational Development Advisor from a 40 hour work week to 32 hours (80% FTE). This is management position is a filled FTE and the incumbent volunteered for the reduction.	7/25	Decreased Organizational Development Capacity: With fewer hours, the Senior Organizational Development Advisor will have reduced capacity to engage in initiatives. Employee Engagement and Retention: Without continuous OD initiatives, employee morale and engagement could be affected. Long-Term Organizational Effectiveness: Reduced OD efforts lead to a less proactive approach to addressing challenges and opportunities within OII.	n/a
H	1	Investigative Operations Manager (EA: 3F)		-	(17)	(17)	(17)							-0.20	-0.20	-0.20	-0.20		Reduce Investigative Operations Manager from a 40-hour work week to 32 hours (80% FTE). This is management position is a filled FTE and the incumbent volunteered for the reduction.	7/26	Team Morale and Coordination Challenges: A reduction in hours will reduce consistent leadership and mentoring of evidence technicians and supervisors, which could impact team cohesion, communication, and overall morale. Responsibilities: This role has served as a subject matter expert in guiding policy, logistics and operational implementation since the evolution of this agency. Reducing this FTE will impact growth of OII's evidence facilities, mentorship of manager and staff, and quality assurance and standardization of work across the agency. OII will to seek to increase this to a full-time FTE in the future in order to become fully operational.	n/a
M	4	Cloud Applications Developer (EA: 01)		(163)	(163)	(163)	(163)							-1.00	-1.00	-1.00	-1.00	-1.00	Eliminate the vacant Cloud Applications Developer. OII has made the difficult decision to remove this position from the budget. However, this role remains critical, and while existing staff may assist with limited capacity in the short term, this is not a sustainable solution for the long-term growth and effectiveness of OII.	7/25	Increased Workload and Complexity with Growth: As OII grows, the complexity and volume of work continues to increase. The current staff, while dedicated, have their own responsibilities and will not be able to manage the added workload in the future without burnout or compromising the quality of work. Specialized Expertise for Future Needs: This position brings specialized knowledge and skills that cannot easily be replaced or sustained by temporary measures. As OII evolves, the need for this expertise will only intensify. As OII continues to expand, opening more offices and handling an increasing number of cases, this role becomes pivotal in ensuring effective coordination and support for OII's expanding needs.	n/a
H	4	Regional Investigator Supervisor (EA: 3F)		(163)	(163)	(163)	(163)							-1.00	-1.00	-1.00	-1.00	-1.00	Eliminate the vacant Regional Investigations Supervisor. While the position is necessary for OII's long-term expansion and operational strategy, it is being removed from the current biennium budget due to the timing of operationalizing our regional offices. However, the position is still a critical part of OII's growth plan, and it is anticipated that the role will be required as our last region becomes operational.	7/25	Leadership and Oversight for Regional Investigations: As OII grows and opens new regions, the Regional Investigator Supervisor is vital in managing the investigative team, ensuring that investigations are conducted thoroughly, and that all compliance standards are met. Establishing Best Practices :As Incident Scene Commander this role is crucial for setting up and implementing best practices for investigations in Region 4, ensuring that processes are standardized and aligned with OII's organizational goals. Team Development and Support: The supervisor is responsible for the recruitment, training, and development of investigators within Region 4, helping to establish a strong and capable team that can handle the demands of a growing caseload. OII will seek to re-establish this FTE in the future in order to become fully operational.	n/a
H	4	Operational Resources and Training (EA: 3G)		(717)	(805)	(755)	(750)												Due to the need to reduce cost, OII has decided to reduce funding in the 3G expenditure authority. The reduced funds will directly affect crime lab processing, training, contracted services for polygraph, background checks, personnel evaluations, software and other operational resources. Although these are critical for maintaining operational efficiency, OII is taking a measured approach to ensure that resources are allocated where they are most immediately needed.	7/25	Crime Lab Processing: With funding allocated for WSP crime lab processing in Expenditure Authority (EA) 3B, limited initial savings may be realized in 3G EA; crime lab processing (evidence processing unable to completed by WSP) as the agency moves forward to opening additional offices and increasing response to incidents. However, this reduction is not sustainable and critical to the functions of the agency. Training and Development: With funding allocated to Deadly Force and Death Investigation Training in EA 3D, limited savings may be realized in 3G EA; training and development. Through streamlining efforts and prioritizing training programs to focus on essential skills and immediate operational needs. Polygraphs, Background Checks: Streamline the screening process while maintaining necessary security protocols and optimizing resources during this phase of recruitment. Software Licensing: A review of software licenses will identify opportunities to reduce non-essential subscriptions, prioritizing core tools that are crucial for initial operations while ensuring the agency is positioned for future scalability as it grows. While current savings exist in this proviso'd fund, there is risk of impact to critical functions including: use of deadly force cases occurring where WSP is the involved agency, expansion of capacity to provide necessary training to new staff as continue to fill positions in order to meet statutory obligations, lack of necessary contracts and technology to perform the functions of the agency.	n/a

Total (1,071) (1,176) (1,126) (1,121) -2.20 -2.40 -2.40 -2.40 -2.40 (2,247) (2,247)

Priority:

L = Low priority agency activity or program
M = Medium priority agency activity or program
H = High priority agency activity or program

Impact:

1 = Allows continuation of the program/activity at a reduced level
2 = Eliminates the ability to perform program objectives
3 = Eliminates agency function
4 = Long term implications (moves the problem to next biennium)
5 = Short term (reduction to one time increase)