CAPITOL POLICE **REORGANIZATION** Department of Public Safety POST 16

Do you presently provide security for the whole Capitol Complex?

Yes. Security, plus much more, is provided by Post 16 to the capitol complex, to Terrace Hill, and to the Governor's office. The Capitol Police Division of the Department of Public Safety was created in 1976 when the legislature moved the Capitol Security Force from the Department of General Services to the Department of Public Safety. The Capitol Police were required to meet all the sworn personnel requirements of the Department of Public Safety except age. The Capitol Police were responsible for taking reports of crimes, assisting motorist when necessary, arresting persons who committed crimes on the capitol complex, providing medical assistance when necessary, and assuring the protection of employees and buildings. Post 16 emphasis is placed on community policing on the capitol complex. This includes not only taking reports of crimes but actually conducting the investigations (assistance will be requested from the Division of Criminal Investigation if necessary). It also involves specific assignment areas to patrol on foot or by car; working with the personnel within these areas to assure safety and solve problems identified by the personnel. The duties also involve developing intelligence information on potential risks to the Capitol complex and Terrace Hill as well as routine policing activities (patrol of grounds; medical assistance; motorist assist; to name a few).

How will this affect cost or reversion and morale?

The only **costs** to this point are uniform **costs** shown below **(\$20,410.50)** While this **cost** may seem high, **we** would have been buying new uniforms for those **academy** graduates **coming** to this division anyway. Additional personnel were assigned to the Governor's security detail. This assignment would have occurred regardless of the reorganization. We provided a **copy** of the Proposed Capitol Police Reorganization that was sent (via e-mail) to all members of the Department of Public Safety in July, 2000. I received no written comments or wncems on this proposal. The Commissioner, Executive Assistant, and Colonel of the Iowa State Patrol did travel the state and field any questions or wncems about this change. The primary wncerns expressed were:

- (1) we would have problems recruiting enough personnel if we limited the age to 22; (This has not occurred to date. The Commissioner is willing to consider a change in the age requirement if recruitment becomes a problem because of age.
- (2) the legislators might think we had too many troopers when they saw troopers patrolling the capitol complex; (It was explained that the legislators know the number of personnel allocated to the Department and would understand that these additional persons came from the Capitol Police Division. It was also explained that the change should benefit the Patrol when the legislators observed the professionalism of the Patrol firsthand.)
- (3) the Iowa State Patrol would lose equipment and personnel to Post 16. (It was explained that Post 16 equipment is purchased by the current Capitol Police budget. It was also noted that additional capitol police personnel were requested last year in the Department's budget request. None was requested this year as it is necessary to determine Post 16's needs under the new command structure. Additional personnel will be requested next year if necessary.)

To the best of our knowledge, this transfer has no detrimental effect on patrol morale and does not directly impact negatively on any operations or benefits of the members of the state patrol.

Who authorized this conversion and what was the reason?

Commissioner **Westfall** working with the Department's Command Staff, SPOC (the sworn personnel union) and Department of Personnel authorized this reorganization. This reorganization was approved after submitting the proposal to all personnel and to Senate and House Leadership in a letter dated July 15, 2000. Personnel response is noted above. No comments or concerns were received from the Senate and House

leadership. Section 80.17 Code 2001. General allocation of duties: "Nothing in the aforesaid allocation of duties shall be interpreted to prevent flexibility in interdepartmental operations or to forbid other divisional allocations of duties in the discretion of the commissioner of public safety."

The reasons for this reorganization are outlined in the Proposed Capitol Police Reorganization plan and letter to the Senate and House Leadership.

Do you think the Department of Public Safety is in compliance with the Code?

Chapter 80.17 provides that in general, the-allocation of duties of the department of public safety shall be as follows: Commissioner's **Office**; Division of statistics and records; Division of criminal investigation and bureau of identification; Division of the Iowa state patrol; Division of fire protection; Division of inspection; and Division of Capitol Security. Nothing in the aforementioned allocation of duties shall be interpreted to prevent flexibility in interdepartmental operations or to forbid other divisional allocations of duties in the discretion of the commissioner of public safety.

There was never been a division of capitol security. There are, in fact, several areas of Chapter 80 that need to be updated. Some of these changes were submitted at one time as a portion of the substantive code editor's bill but were not finally included in that bill. We do believe that we are in compliance with the Code as the duties were merely reallocated. The division of capitol security has not be eliminated.

Why were no Code changes proposed for Chapter 803

The department previously submitted proposed legislative changes to update Chapter 80 but no changes we're made. The Department is certainly willing to draft the necessary changes to update Chapter 80 if the committee requests that it be done.

What are the job duties of the four officers who were not eligible to be converted to trooper status **d** to age? What are the job duties of the officer who is not going through the DPS Academy? Does this place the Iowa State Patrol in jeopardy?

Please see the Proposed Capitol Police Reorganization for initial proposal. The matter has been discussed further during negotiations and changes have been agreed upon. The officers who are under 22 years of age will perform the same duties as others assigned to Post 16. The officer who did not attend the DPS Academy is currently on medical leave and appears will not return to work. We see nothing in this reorganization that would jeopardize the Iowa State Patrol in any manner.

In the process of this conversion, are there any job duties being performed that are presently being neglected?

All duties formerly performed continue to be performed. In addition, there is an increased emphasis on "community policing"... i.e. working to resolve issues, security and otherwise, with all entities on the capitol complex. The reorganization helps to address the need raised by legislative committees for a more focused approach to capitol complex security.

The Department has received several comments from employees, citizens, and legislators noting improved performance by the Post 16 personnel.

Presently, the "former" Capitol Police are wearing state trooper uniforms and capitol security badges. What is the reason for this? Are they going to switch over to state trooper badges and if so, when?

Job classifications and title changes are matters that must be negotiated between SPOC and the Department of Personnel. Assignment of duties and uniforms are management responsibilities. The personnel and duties were assigned to Post 16 effective November **16**, **2000**. The job titles and **classification could** not be changed until completion of negotiations between SPOC and the Department of Personnel. All agreement has been reached and will be presented to the membership for ratification. Those who are

ineligible to be troopers (age, training), will remain as capitol police officers. The others will be issued trooper badges on the effective date of the agreed upon contract.

The Department is converting 22 **FTE's...not** 27 and there are five new hires. What are the ages of the new hires? The five academy graduates will replace the five who were promoted to other areas. (Two went to the state patrol, one went to the Fire Marshal, one retired, and one is on medical leave). Why were two promoted to the state patrol when there was a conversion taking place?

The Department of Public Safety reorganization plan included all of the approved positions in the Division of Capitol Police. The total allocated **FTE's** are needed to assure adequate coverage of the Capitol Complex. Not all positions are filled at this time due to needs in other areas of the Department (including the Iowa State Patrol). All vacant positions will be filled upon completion of the next Academy beginning in March, 2001. No one under twenty-two years of age is being considered for the March Academy.

With this move, how is the department of public safety organized? (Where did the former supervisor of the Capitol Police division go?)

The Department will be organized as follows: Commissioner's **Office** and Bureaus Administrative Services Division of Criminal Investigation Division of Narcotics Enforcement Division of State Fire Marshal Iowa State Patrol

This organization (less the Capitol Police Division) has been in effect for many years.

The former Major in charge of Capitol Police is still responsible for the policing of the Capitol Complex and Terrace Hill. The newly appointed Lieutenant is responsible for the day-today activities. The Lieutenant reports to the Major who reports to the Colonel. The Colonel is responsible to the Commissioner. The Major has indicated his intention to retire this year. The Major position will not be replaced at that time. Rather the Lieutenant will report to the Area Captain who reports to the Major over Field Operations who reports to the Colonel. This is the normal chain of command in the Iowa State Patrol.

What is the cost of this move?

The only cost created by this reorganization to this point are uniform costs which are outlined below. There are two additional sergeants that were appointed initially to the Governor's detail. Those appointments would have been made regardless of the reorganization plans. There are two additional temporary assignments to Post 16 that are currently allowing the sergeants additional time for managerial duties of Post 16. Further assessment is being conducted to determine if these positions will become permanent. There were 4 sergeants allotted to Capitol Police and 4 to the Governor's detail before the reorganization. There are only six sergeants planned for Post 16. Salary is part of the contractual agreement yet to be ratified.

Are the capitol police receiving any new cars? If so, will patrol be shorted?

Capitol Police has 2 vehicles, neither of which is new. It is the same number of vehicles they have had in the recent past. The major factor affecting the purchase of new state patrol vehicles is a shortage of funds in the departments and the patrol's depreciation fund. With the increasing **cost** of vehicles, the zeroing of the depreciation funds balances several years ago (legislative action), and the present allowance for depreciation, there are insufficient funds to purchase the number of vehicles we had planned. This factor is not related in any way to the capitol police reorganization.

	U	nit	Units	Total	
	cc	ost	Ordered	cost	
Trousers	\$	76.50	88	\$	5049.00
Summer Shirts	\$	83.95	66	\$	41220.70
Winter Shirts	\$	73.50	88	\$	4,851.00
Belt Buckle	\$	2.00	22	\$	44.00
Campaign Hat	\$	100.00	22	\$	2,200.00
Hat Badge	\$	50.00	22	\$	1,100.00
Winter Coat	\$	100.00	22	\$	2,200.00
Name Tag	\$	18.90	22	\$	415.80
Baton End Cap	\$	15.00	22	\$	330.00
				\$	20,410.50

Costs of Post 16 Transfers Equipment Costs



Department of Public Safety STATE OF IOWA

Commissioner E.A. "Penny" Westfall E.A. "Penny" July 15, 2000

TO:

FROM:

DATE:

RE: Proposed Reorganization of the Capitol Police Division

Background

I wanted to take this opportunity to provide you with an overview of the proposed reorganization of the Capitol Police Division.

Since its inception in 1976, the division of Capitol Police has been a part of the Iowa Department of Public Safety. Although not a component of the Iowa State Patrol, it has always been under the direction of a supervisory member of the Patrol. Candidates for the Division of Capitol Police must meet the same rigorous standards set for all officers of the Officers applying for the Division of Capitol Police are considered for Department. employment at the age of 18, while all other divisions require officers attain the age of 22 before consideration for employment.

There are currently two facets of security on the capitol complex: capitol police officers, who provide security in the capitol and for the extended complex and Terrace Hill; and Troopers from the Iowa State Patrol who comprise the Governor's Security Detail, who provide dignitary protection as well as capitol complex security.

In 1999, an internal inspection was conducted with respect to the operations and administration of the Division of Capitol Police. From this study, we determined that an organizational change would enhance the overall structure of the Department and provide additional benefits to the security of the capitol complex.

Officers currently assigned to the Governor's Security Detail will become the first line supervisors for the capitol complex and Terrace Hill security. These supervisors will also maintain their duties of dignitary protection and continue to report to the Iowa State Patrol. All capitol complex officers will be assigned to and report through the organizational structure of the lowa State Patrol. We propose that they be designated as District 16.

The job classifications of current and future officers are being reviewed by the lowa Department of Personnel, the Department of Management, and the State Police Offic Council (SPOC).

Benefits to the Capitol Complex

Incidents of violence have been occurring more frequently at governmental and judicial buildings. The executive department directors on the capitol complex as well as legislative leadership have been reviewing the apparent "openness" of the buildings and potential threats to personnel on the capitol complex. Several studies have been undertaken, both by executive departments and by the U.S. Secret Service (pending), as well as several legislative responses provided in past years. A renewed focus and expertise in security matters and community policing techniques has been one of the factors most discussed.

We believe the proposed reorganization will fulfill the vision for an enforcement division with expertise in security and community policing. Additional training and leadership in community policing issues and development of educational policies such as work force violence, protection for employees from victimization, assaults, and more involvement in investigative duties will be emphasized as part of a more proactive enforcement effort.

Additionally, we expect that the reorganization will provide more maturity to the organization; more stability, better on-site and expeditious supervision, more cross-training of personnel, and enhanced transfer ability among current members of the state patrol.

If you have questions regarding this proposed reorganization, please do not hesitate ω contact me.

Cc: Senator Stewart Iverson, Majority Leader Speaker Brent Siegrist, Speaker of the House of Representatives Senator Michael Gronstal, Minority Leader Representative David Schrader, Minority Leader Representative Teresa Garman, Chair Senator Gene Maddox, Chair Representative Paul Bell, Ranking Member Senator Robert Dvorsky, Ranking Member Caucus Staff Directors

PROPOSED CAPITOL POLICE REORGANIZATION

History

The Capitol Police Division of the Department of Public Safety was created in 1976 when the legislature moved the Capitol Security Force from the Department of General Services to the Department of Public Safety. The Capitol Police were made a separate division within the Department of Public Safety under the directions of a Captain within the Iowa State Patrol. The Capitol Police were required to meet all the sworn personnel requirements of the Department of Public Safety except age. Those applying to this division can be eighteen years of age while all other sworn personnel must be at least twenty-two years of age.

There have only been two division directors of the Capitol Police during its history. Both Directors have been part of the Iowa State Patrol. The position was promoted to that of a major in late 1998. The Capitol Police Division Director reports directly to the Commissioner of the Department of Public Safety bypassing the normal chain of command for the Iowa State Patrol. The normal chain of command is Major reporting to Colonel who then reports to the Commissioner. The Capitol Police Division Director wears the Iowa State Patrol uniform while the Capitol Police personnel wear a different uniform.

The Iowa State Patrol division assigns personnel to the Governor's Security Detail. These personnel report to the Division Director of the Capitol Police. The Governor's Security Detail wear the Iowa State Patrol uniform; however, they are not always seen as part of the Iowa State Patrol team because they report outside the normal chain of command. This assignment has been historically seen as a "favorite son" position that leads automatically to promotion without the individual needing to prove leadership ability in the field. There is no perceived connection between the Capitol Police Division and the Governor's Security Detail even though both are responsible for the security of the Governor and Lt. Governor and the Capitol (for the Governor's Security Detail this currently includes the Governor's/ Lt. Governor's offices and staff).

A field staff inspection of the Capitol Police was ordered by the Commissioner's **Office** in late 1999 due to a perceived increase in complaints involving and by the Capitol Police Division personnel. The inspection primarily focused on the administration of the Capitol Police and its effects on past and present personnel assigned there. Morale, officer duties, and supervisory duties were examined. Morale was found to be a problem. The morale concerns particularly involved a feeling of being inferior sworn personnel within the Department of Public Safety. Many of the Capitol Police division believed they were seen more as security personnel rather than law enforcement officers. Many of the personnel had no intention of remaining with the Capitol Police division at the time they were hired but merely "put in their time" until they could transfer out to the Iowa State Patrol. Commitment to the Capitol Police division

appeared to be lacking. There was also concern about training, equipment, and supervision issues. One of the final recommendations from the staff inspection was that there be a re-organization of the Capitol Police division. This recommendation was made after several meetings with the Professional Responsibility staff, the Capitol Police division Major, the Iowa State Patrol Colonel, the Commissioner's executive assistant and the Commissioner. Two possible solutions were suggested. The first was that the Capitol Police division become a part of the Iowa State Patrol division as a new Post. The second recommendation was that the division director be required to wear the same uniform as the division and that the uniforms be changed to reflect a new Capitol Police force. The first solution was selected.

The Proposed Solution

The vision for the Capitol Police Division is an unit that is proud and has expertise in all security matters and community policing techniques. The strategy to accomplish this vision is re-organization of the Capitol Police Division.

It is proposed that the Capitol Police division become part of the Iowa State Patrol as Post 16. The Capitol Police division director will report directly to the Colonel of the Iowa State Patrol. A lieutenant will be added to assist the major and to oversee the Governor's Security Detail and the Capitol Complex enforcement personnel. This will provide needed support to the major and will allow additional time to provide leadership to the personnel. The position of major will be eliminated once the current division director retires. The assigned lieutenant will report to the area captain who reports to the Operations Major once the major position is eliminated. The is the normal chain of command for post assignments.

Persons serving on the Governor's Security Detail will be at the rank of sergeant. The Governor's Security Detail will be increased by two personnel. Trooper Wright will be promoted to sergeant. The two personnel to be added to the Governor's Security Detail will be selected following the normal promotional process. One of the Governor's Security Detail will act as the day-time trooper, capitol complex sergeant overseeing the day-to-day operation of the capitol complex/Terrace Hill policing. There will be an off-duty on call list for night trooper, capitol complex sergeant duties. These supervisory assignments will be rotated among the six sergeants serving on the Governor's Security Detail. This will give the Governor's Security Detail an opportunity to perform supervisory duties and to prepare them for other supervisory duties within the Iowa State Patrol.

Emphasis will be placed on community policing on the capitol complex. Job descriptions within Post 16 will include the following: Capitol Security Officer; Capitol Police Officer; Trooper, Capitol Complex I; and Trooper, Capitol Complex II. Trooper, patrol is the proposed new title for current Iowa State Patrol troopers. Troopers from Post 1 may be temporarily assigned to the capitol complex when security needs demand.

Trooper, Capitol Complex II will be allowed to perform patrol duties in Post 1 when staffing requirements allow.

The Capitol Security Officer will be **nonsworn** personnel. The personnel will be assigned to specific buildings on the capitol complex to assure the safety of the building's occupants. The people filling these positions will include individuals wanting to attend the next Department of Public Safety academy. The Department of Public Safety currently has one academy class per year. Many good persons are lost because they need a job and cannot wait a year for the opportunity to become part of the department. This would allow the person the opportunity to join the department. It would give the person and the department an opportunity to assess each other. It would increase the security on the capitol complex. There currently is no funding for this position. The position would be created as funding becomes available.

It would not be possible for some of the personnel to automatically transfer to the Iowa State Patrol. These personnel would remain in the status of Capitol Police Officer. This job classification will eventually be eliminated. Persons not yet twenty-two years of age are not able to transfer. These persons would transfer upon reaching twenty-two years of age. Two of the current personnel have not attended the DPS academy. These persons would have the opportunity to attend the DPS academy if they wished to do so. The Capitol Police Officer primary duties would include developing community policing education for the capitol complex personnel (i.e. work force violence, how to protect yourself from thefts, assaults, etc.) and providing security.

The Trooper, Capitol Complex I job classification would include all the current personnel who are eligible to transfer to the Iowa State Patrol. The primary duties of this job classification will include community policing and providing security.

The Trooper, Capitol Complex II job classification primary duties include community policing, investigations of crimes occurring on the capitol complex (similar to detective assignment), and lead worker when needed. These personnel may also patrol with Post 1 personnel during the off legislative session and when manpower needs allow. All current personnel will be given the opportunity to be promoted to the Trooper, Capitol Complex II position. The required number of personnel assigned in this position will be determined once the re-organization has occurred.

Pros and Cons

There are many positives for this re-organization. There will be an automatic increase in public respect and morale once the division becomes part of the Iowa State Patrol. There will be an increased ability to transfer within the Iowa State Patrol. For example, the older patrol trooper will be given an opportunity to transfer to the Capitol Complex Trooper II positions. It will be possible to cross train personnel and allow the Capitol Complex Trooper II to perform patrol duties when staffing allows. Only person twenty-two years of age will be hired. This will increase the maturity of the personnel in

this assignment. There will be greater emphasis on community policing on the capitol complex. Leadership experience will be provided to the Governor's Security Detail. Adding a lieutenant will allow more time for leadership/supervisory duties to be accomplished. The unit with this new direction will be seen as the police unit for the capitol complex. Additional training and leadership will make the unit experts in security matters and community policing techniques. This will provide a greater sense of security to the capitol complex. All of this should give a greater stability to the capitol complex personnel.

The negatives affect only a few persons. First, four persons will lose their current ranks (Captain and three sergeants). Two of the current personnel will not be able to transfer to the Iowa State Patrol because they have not attended the DPS academy. They will be given the opportunity to attend the academy or to stay in their current positions. One of these persons is close to retirement. A few of the personnel are under twenty-two years of age and will not be able to transfer at this time. These persons will be transferred when reaching twenty-two. It is believed that the positives greatly outweigh any negatives from this re-organization.

Time Table

It is necessary to work with the Iowa Department of Personnel to obtain the new job classification. It is also necessary to **notify** SPOC twenty to thirty days in advance of the re-organization. It is important to work with SPOC and the involved personnel for input of their ideas concerning how to make the proposed re-organization work. Communication of this proposed re-organization will be made as soon as possible to the current Capitol Police command staff and Capitol Police personnel. The proposal will also be communicated via e-mail to all departmental personnel. It is planned that this can all be accomplished by no later than September 1, 2000.

Conclusion

The security of the Governor and Lt. Governor and the Capitol Complex is imperative. The proposed re-organization can fulfill the vision for an enforcement division with expertise in security and community policing. The re-organization will increase the morale of the personnel, will improve the perceived perception of the unit, and will result in more effective use of our current resources.

Please direct any questions, suggestions, or comments to Captain Bacus or Commissioner Westfall.

IOWA DEPARTMENT OF PUBLIC SAFETY VIOLENCE IN PUBLIC BUILDINGS

200 1	January	California State Capitol, Person drives truck into Capitol building		
1998	October	City Hall, Riverside, California, Gunman shoots 5 people		
1998	July	Capitol, Washington DC. Gunman shoots 2 uniformed officers in Capitol		
1995	April	Federal Building, Oklahoma City, Bomb explodes killing		
1986	December	City Hall, Mt. Pleasant, Iowa, Gunman shoots 3 people		
1983	November	Capitol, Washington DC, Bomb explodes		
1971	March	Capitol, Washington DC, Bomb explodes		
1954	March	Capitol, Washington DC, Gunman shoots 5 Congressman		
1947	July	Capitol, Washington DC, Gunman shoots at Senator		
1932	December	Capitol, Washington DC, man draws gun, no shots fired		
1915	July	Capitol, Washington DC, Bomb explodes		
1890	February	Capitol, Washington DC, Gunman shoots Representative		

Truck rams California Statehouse Driver killed as rig explodes in fireball

By CARL INGRAM and MIGUEL BUSTILLO

Venezifisteriz Sacramento, Calif. (Wednesday) — A speeding semitractor trailer with horn blaring renuned into Califor-nici's Capital in hare late Tuessiya and exploded into fames, killing the driver. Dawmakers inside were meeting on the energy crisis, authorities said. The building was evacuat-ed, and no one inside was injured.

injured. The driver apparently died instantly when the rig carry-ang evaporated dried milk ignited into flames spiraling

ignited into flumes spiraling four stories high, autorities and eyewitteeness said. "He was going 70 miles an hear and honking his born and accelerating all the way down. If h. Street," said Assembly aide Matt Zherg, "It seemed like some sort of saride bonthing." Police said the truck chr.¹ed

source bonthing. Police shid the track circled the Cantol Brock several times. Zherg shid the truck crassed a main highway on the south add of the capital against a red light, jumped a

curis, crossed the capitol lawn and climbed the granite steps, smashing into the portico and doorway of the Capitol, about 30 yards from the governor's office.

The truck became pestled slow the state Senate below the state. Senate chambers, The Senate was not in session.

The double trailer rig bore the name of the Dick Simon trucking company, Zberg said.

The California Highway Patrol ordered the Capitol evacuated, just as the Assembly was adjourning for the night. A building siren blared in the Assembly chambers

A state trooper newed through the Assembly telling

lawmakers (o get out. Metorist Michael Fahn did not see the truck run into the building but heard several

explations.) thought, 'My God, they are bombing the Capitol."

The bollougi the capacity Eahn of Secramento said. Lawmakers rushed from the halding and watched stunned as firefighters fought the blave

thought that one day he would be the leader in the New World Order, according to mental health work-ers. In 1959, when of itials sought

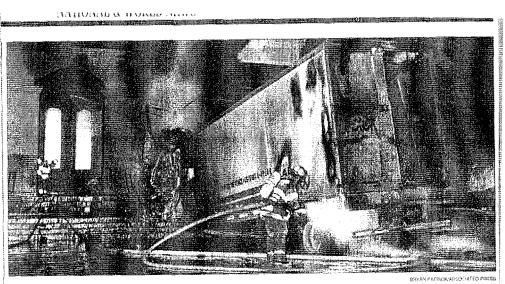
County jury released him. Wednesday, as teams of inves-tigators in Sacramento, including officials from the Bureau of Alco-hol, Tobocco and Firearms and the Federal Bureau of Investigation, combed through the charted rivkage of the truck, new details

began to emerge of the man who was behind the wheel. Witnesses said Bowers hit speeds of 70 mph before slamming into the building. Tuesday night --- just after lawmakers ended a late session on the

On Wednesday, the cab of the truck remained locked between two blackcored arches, just below the Senate chambers, while the cruppled and charred trailer sagged on the steps, investigators

removed the body of the driver Wednesday evening. Officials said it was clear that Bowers deliberately crashed the truck. Pulse said there was no evidence that Bowers was part of a larger conspiracy. Family members said that Bow-

ers juid a troubled post, but seemed to be moving forward with his life. He'd recently carned his commercultruck license and scorped content, they said.



California: A firefighter puts out flatves at the rear of a truck that crashed into the state Capitol in Sacrumento Tuesday night.

Truck driver had history of mental illness

By LORI ARATANI

Sacramento, Calif .-- The Scathern California man state officials believe drove his truck into the state Capitol was a sometimes violent parolee with a long history of mental illness who had been in and out of prisons and mental hospitals for more than a decade.

Michael Bowers, 37, had "delusions of grandeur and

to keep him in custody, a Riverside

state's power crisis.