



SEATTLE CITY COUNCIL

Public Safety and Human Services Committee

Agenda

Tuesday, March 22, 2022

9:30 AM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

Lisa Herbold, Chair
Andrew J. Lewis, Vice-Chair
Teresa Mosqueda, Member
Sara Nelson, Member
Alex Pedersen, Member

Chair Info: 206-684-8801; Lisa.Herbold@seattle.gov

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Meeting Location:

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Committee Website:

<http://www.seattle.gov/council/committees/public-safety-and-human-services>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Pursuant to Washington State Governor's Proclamation No. 20-28.15 and Senate Concurrent Resolution 8402, this public meeting will be held remotely. Meeting participation is limited to access by the telephone number provided on the meeting agenda, and the meeting is accessible via telephone and Seattle Channel online.

Register online to speak during the Public Comment period at the 9:30 a.m. Public Safety and Human Services Committee meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the Public Safety and Human Services Committee meeting will begin two hours before the 9:30 a.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to Councilmember Herbold at Lisa.Herbold@seattle.gov

Sign-up to provide Public Comment at the meeting at <http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at <http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

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Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

(20 Minutes)

D. Items of Business

1. Adoption of the Office of Police Accountability (OPA) Director Search Process

Supporting Documents:

[OPA Director Search Process Memo](#)
[Proposed OPA Director Search Process](#)

Briefing and Discussion (5 minutes)

Presenter: Greg Doss, Council Central Staff

2. Office of Emergency Management (OEM) 2021 Race and Social Justice Initiative (RSJI) Report

Supporting Documents:

[OEM 2021 RSJI Accomplishments](#)

Briefing and Discussion (25 minutes)

Presenters: Curry Mayer, Director, Lucia Schmit, and Tey Thach, Office of Emergency Management

3. **Seattle Police Department (SPD) Strategic Plan**

Supporting Documents: [SPD 2022 Strategic Plan](#)

Briefing and Discussion (20 minutes)

Presenters: Chief Adrian Diaz and Brian Maxey, Seattle Police Department

4. [CB 120280](#) **AN ORDINANCE relating to the 2022 Budget; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to various departments and budget control levels; adding provisos; and ratifying and confirming certain prior acts.**

Supporting Documents: [Summary and Fiscal Note](#)
[Summary Att A - 2022 SPD UASI Projects](#)
[Proposed Amendment 1](#)
[Central Staff Memo \(3/7/22\)](#)

Briefing, Discussion, and Possible Vote (30 minutes)

Presenter: Greg Doss, Council Central Staff

E. Adjournment



Legislation Text

File #: Inf 2027, **Version:** 1

Adoption of the Office of Police Accountability (OPA) Director Search Process



SEATTLE CITY COUNCIL

Public Safety and Human Services Committee

March 22, 2022

From: Public Safety and Human Service Committee Members
RE: Adoption of the OPA Director Search Process

Section 3.29.115 of the Accountability Ordinance (Ordinance 125315) governs the appointment and removal of the Office of Police Accountability (OPA) Director. Upon any vacancy in the Director position, the Ordinance requires the Mayor to make an appointment in accordance with the process described in Section 3.29.115, with such appointment being subject to a confirmation by a majority vote of the full Council. The Ordinance indicates that the Mayor has 90 days to make an appointment. If the Mayor does not make an appointment within 90 days of the first day of the expiration of a term, of a vacancy, or of a rejection by the Council, the public safety committee shall appoint the OPA Director.

In the March 8, 2022 meeting of the Public Safety and Human Services Committee, Senior Deputy Mayor Harrell indicated that the Mayor would not make an appointment in 90 days and articulated a rationale for a longer search timeline that would produce a higher quality candidate. Instead, the Mayor desired to follow the process and timeline established in Attachment A. Pursuant to its requirements under the Accountability Ordinance, the Public Safety and Human Services Committee formally approves as its own appointment process the timeline and process established in Attachment A.

Attachment A – Proposed OPA Director Search Process

Proposed OPA Director Search Process

Nomination Due Date June 30, 2022



Stage 1		Complete By: May 27, 2022
<input type="checkbox"/>	March 11, 2022	(1) Retain search firm
<input type="checkbox"/>	March 25, 2022	(1) Form Search Committee (2) Required composition: a. One fourth of the search committee must be CPC commissioners b. Council representation c. SPD representation (3) Additional composition a. Mayor's Office b. Community representation (4) Review job description
<input type="checkbox"/>	April 1, 2022	(1) Update job description
<input type="checkbox"/>	April 8, 2022	(1) Post position
<input type="checkbox"/>	May 13, 2022	(1) Resume submittal cutoff (2) Begin review process
<input type="checkbox"/>	May 27, 2022	(1) Pick panel interviewers (2) Suggested 4-6 candidates



Stage 2 Complete by: June 30, 2022

<input type="checkbox"/>	May 30, 2022	<ul style="list-style-type: none"> (1) Provide written assessment question to interviewees <ul style="list-style-type: none"> a. What would you do in your first 100 days at OPA? b. How would you gain and maintain community trust while remaining objective and acting in accordance with law and policy?
<input type="checkbox"/>	June 8, 2022	<ul style="list-style-type: none"> (1) Receive assessments (2) Begin review of assessments
<input type="checkbox"/>	June 17, 2022	<ul style="list-style-type: none"> (1) Complete and grade writing assessments (2) Finalize panel interview questions for candidates
<input type="checkbox"/>	June 20-22, 2022	<ul style="list-style-type: none"> (1) Conduct panel interviews (2) Conduct one-on-one interviews with SDM Harrell (3) Social media searches and reference checks
<input type="checkbox"/>	June 23, 2022	<ul style="list-style-type: none"> (1) Recommend three finalists to the Mayor (2) Public forum(s) with three finalists
<input type="checkbox"/>	June 30, 2022	<ul style="list-style-type: none"> (1) Mayor makes nomination from three finalists (2) Notify City Council of the nomination (3) In the alternative, notify City Council that a new search will be commenced



Legislation Text

File #: Inf 2017, **Version:** 1

Office of Emergency Management (OEM) 2021 Race and Social Justice Initiative (RSJI) Report

Office of Emergency Management

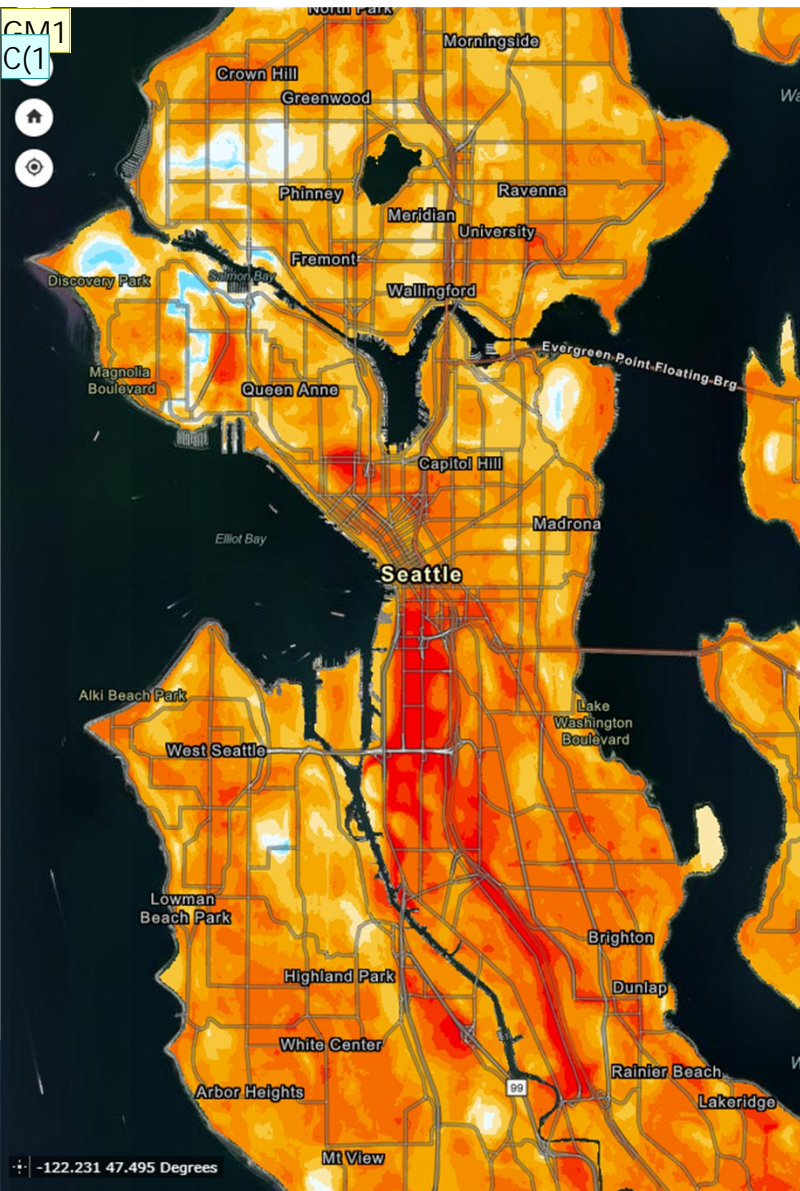
2021 Race and Social Justice Accomplishments



City of Seattle

OEM Race and Social Justice Strategy

- Align our activities and programs with racial and social justice principles, so we can help all communities in Seattle build resilience, with intentional focus on those most impacted by structural racism.
- Assist communities with resilience building by listening to their perspectives and seeking to understand what their critical needs are and what preparedness and mitigation actions will be most meaningful for them.



RSJ Challenges in Emergency Management

- Equitable engagement requires dedicated funding
- Disasters amplify existing inequity
- BIPOC communities impacted by natural disasters at a higher rate than their white counterparts.
 - Less individual/family wealth for "just-in-case" preparedness
 - Higher concentration of BIPOC communities in areas of elevated vulnerability
- Emergency management = consequence management
 - Root causes need to be addressed for substantive change to occur.
- Mitigating risk in the physical environment expensive & grant requirements complex
- Unequal access into communities due to lack of trust, culture, resources

GM1 Should we mention anything about restricted funding for STB.?(Having to focus on mass casualties versus education at an individual level)

Gerardo, Mary, 2/10/2022

C(1) [@Gerardo, Mary] my opinion is that part of the underrepresentation of certain pops is the UNDERFUNDING which creates access restrictions, and so on

Crow, Consuelo (OEM), 2/11/2022

Highlight on 2021 Projects

- Emergency Management Planning Policy
- Workforce Rallying Points
- Stop the Bleed
- Community Safety Ambassadors



Planning Policy

Racial Equity Outcome: Emergency planning that centers community input so that the City provides socio-economically and culturally informed services during disaster response.

- Previous over-reliance on predominantly white volunteer groups for community input
 - Results in underused services and unaddressed needs
- Planning Policy approved in early 2021
- Now defines engagement practices for developing both internal and external plans, policies and procedures
- Aligns with equitable engagement practices in OEM's Outreach Plan



Planning Policy—RSJ Benefits

- Increases transparency into process and codifies community engagement into emergency planning
- Pilot Focus Groups for Evacuation Annex to identify expectations, needs and barriers
- Currently planning focus groups for extreme heat
- Workforce Rallying Points
- Importance of reimbursing community partners for their time
- Have not previously budgeted/used UASI/one time funding

GM2 I believe [@Thach, Tey] has a couple photos from a focus group if you want to include one
Gerardo, Mary, 2/22/2022

Workforce Rallying Points

- Racial Equity Outcome: Community-based empowerment and impact reporting to ensure culturally relevant community response
- Part of City's catastrophic earthquake planning
- Support decentralized city response
- Focuses on empowering and supporting community-based response.



Stop the Bleed

- Outcome: BIPOC and underserved community members are prepared to respond to mass-casualty event/incident
- Prepares the public to save lives
- Provides hands on training in bleeding control
- Partnering with nonprofit organizations
- Taught 621 people from 10/2018 to 2/2022
- Due to COVID, 54 taught in 2021
- 85 kits purchased to distribute to organization



Stop the Bleed

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Community Safety Ambassadors

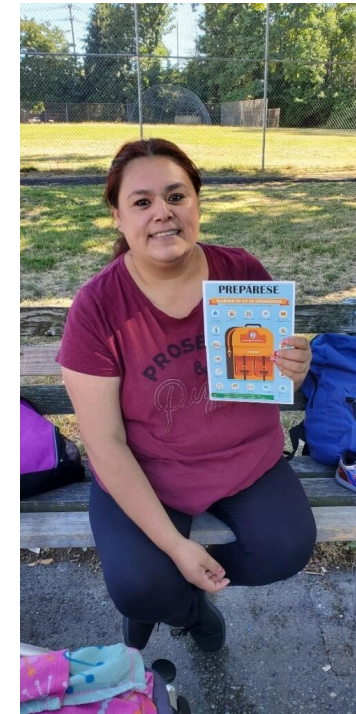
Outcome: LEP and underserved BIPOC populations are equipped and empowered with critical with critical life-saving preparedness skills

- Community Safety Ambassadors are multilingual ambassadors trained in disaster preparedness, providing outreach and engagement to their language community,
- CSAs provide outreach and engagement in 12 languages .

SL6 [@Thach, Tey] Can you include a few high-level bullets about the CSAs are?
Schmit, Lucia, 2/20/2022

SL7 Also, do you have any good photos of CSAs at work?
Schmit, Lucia, 2/20/2022

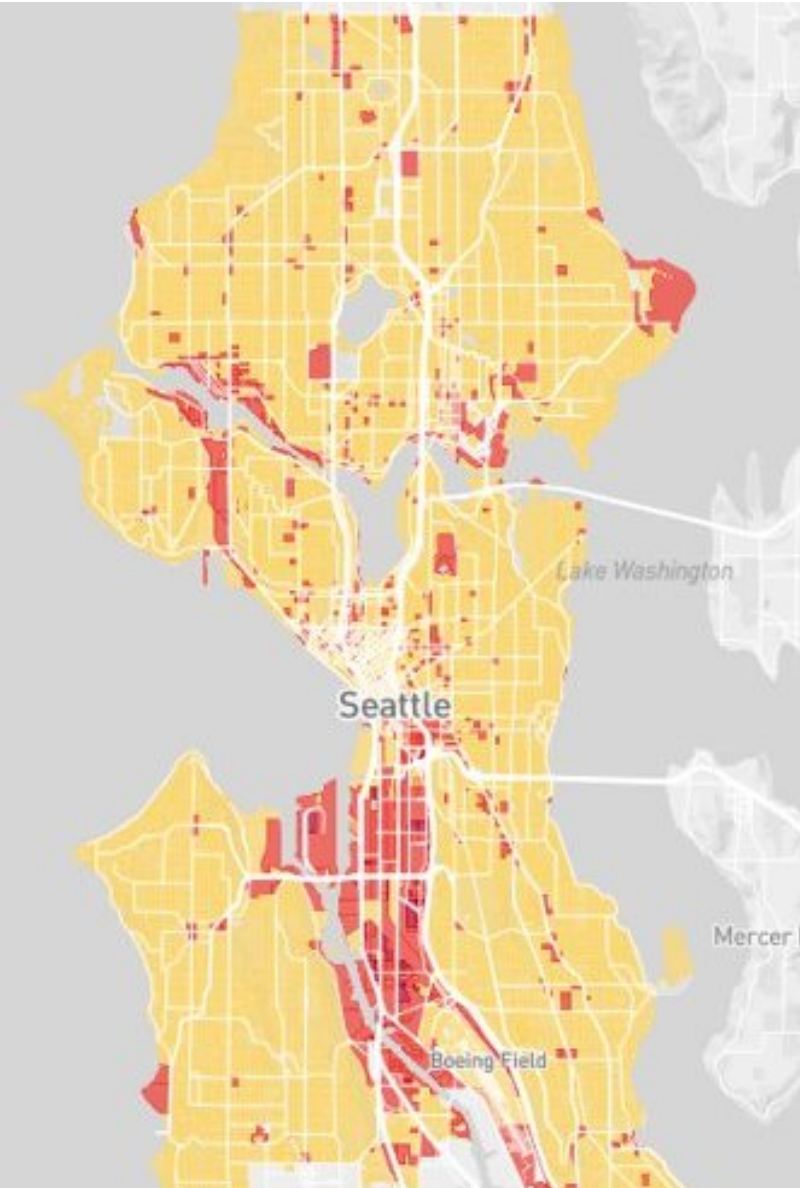
CSAs in Action



Community Safety Ambassadors—additional detail

- Topics: Disaster Preparedness, Heat and Winter Preparedness, AlertSeattle Education, CPR Education, 9-1-1 Education, Disaster Skills Classes
- Communities: Limited English Proficiency Communities, BIPOC Communities, Elderly Communities, Low Income Communities
- Partnerships with Villa Comunitaria, International Rescue Committee, Pacific Islander Community of WA
- CSA and outreach activities are funded by the UASI grant





RSJ Accomplishments in 2021

SL4
TT1
SL8

- Realigning staffing for equitable engagement
- Planning Policy codified engagement practices
- Pilot focus groups
- Equity analysis of earthquake impacts
- Afghani community outreach
- Low barrier application process for partner organizations
- Seismic retrofit of Bremer apartments



City of Seattle

- SL4 [@Thach, Tey] I don't remember if there were new CSA language hires--would be good to include something about CSAs as the last bullet to hammer home how much we need that funding
Schmit, Lucia, 2/20/2022
- TT1 [@Schmit, Lucia] i added (CSA program) in the two bullet points about outreach because that work does fall under CSA program. Does that work?
Thach, Tey, 2/28/2022
- SL8 [@Thach, Tey] sorry--this was an old comment. I think it was good before.
Schmit, Lucia, 2/28/2022

QUESTIONS?



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Seattle
Office of Emergency
Management



Thank You





Legislation Text

File #: Inf 2016, **Version:** 1

Seattle Police Department (SPD) Strategic Plan



POLICING AND PUBLIC SAFETY

A VISION AND PLAN FOR THE FUTURE



SPD STRATEGIC PLAN 2022

Seattle Police Department

Leading Change

Forward by Chief Adrian Diaz

The Seattle Police Department (SPD) is at its best when we listen to both the community and the dedicated members of the Department. Together, we have a demonstrated history of solving complicated problems, crafting innovative approaches to community safety, and launching community policing initiatives that have become international models of how to do this work.

It is no secret that recent events, locally and across the nation, have strained these relationships. It will take hard work – and new ideas – to repair, rebuild, and for some, newly form these bonds. I want to ensure all of you, as Chief, you have my commitment that the Seattle Police Department is going to do the necessary work to support these relationships and on-going success.

I believe the path forward is grounded in a more comprehensive model of Community Policing known as Relational Policing. Relational Policing, or Relationship-based policing, is a concept that draws its philosophy from other interpersonal fields where interactions can be seen as simply transactions, or as opportunities to build relationships. It calls on officers to not see their work as a function, but rather as a skill grounded in human and relational factors. At its core, Relational Policing means officers, detectives, commanders, and command staff are all committed to establishing real, meaningful connections with the community we serve. In practice, this means SPD sharing more with the community and taking the lead from community. The experienced employees of SPD know strategies which can prevent and reduce crime and victimization, but we also must share our authority with community and partner with them to implement strategies they advocate for in their neighborhoods.

This plan is the start of the work we will do. As always, there will be other projects and crises that arise, but this is the open commitment we make as a Department. I hope you take the time to review the entire document, but I want to highlight some key promises:

- Launch a pre-academy training for recruits connecting them to community and providing a foundation of trauma-informed care, social-emotional learning, and principles of de-escalation - the core components of relational policing
- Deploy a call dispatching protocol designed to minimize risk and harm in calls for service
- Focus on Community, Analytics, Prevention, Environment, and Enforcement (CAPE) to reduce current levels of violent crime
- Complete the Office of Inspector General's Sentinel Event Review process and implement viable recommendations for further adjusting our approach to facilitating peaceful demonstrations
- Continue to invest in members of the Department through enhanced officer wellness programs, supporting supervisors in their critical role, and hiring and retaining amazing, qualified officers

This is not a closed plan. We – I – need your help. We need your ideas. We need your engagement. Policing cannot, and will not, be a service that only meets the community in moments of crisis. We are friends. We are neighbors. We are coaches. We love this city, and we love its people. Together, we will create true public safety for all.



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Mark Christopher Misiorek	
Alexandra B. Harris	



Executive Summary

The past year and a half marked a period of unpredictable social change. With great change comes opportunity, and each of these recent events pushed the Seattle Police Department to improve, innovate, and adapt to better meet the expectations and needs of our community and employees. There always is more work to be done – we are committed to a culture of continuous improvement and innovation – but amidst the challenges it is important to recognize the significant work that has been done by the members of the SPD, often in partnership with city partners, as well as with the support and collaboration of the community we serve.

Throughout the COVID-19 pandemic officers and professional employees in the SPD have continued to serve this community. Officers remain on the street answering calls and investigating crimes, while working to keep everyone, including themselves, well. This once-in-a-generation event led to incredible examples of innovation and dedication by SPD employees:

- Worked with Seattle Fire and UW Medicine to establish the country's first, first responder COVID testing site to keep these public servants healthy and able to assist the community
- Community Service Officers and police officers distributed food and supplies to vulnerable populations
- Launched the new ABLE (Active Bystandership for Law Enforcement) training to give employees tools and skills to intervene in misconduct

The events of the summer of 2020, in response to the murder of George Floyd, remain fresh enough to not need retelling. As Chief, I have publicly apologized for the impact that these events had on the community. Amidst those tense days, and during more structured reviews of the events and responses to them, SPD has been an open and engaged participant in community safety transformation efforts:

- Changed policies and tactics for crowd management and protecting first amendment rights, resulting in more than a year without the use of crowd management tools
- Worked with accountability partners, the Department of Justice, and the Federal Monitor to revise use of force and crowd management policies, and had them approved by the federal court
- Undertook a comprehensive review of existing and promising less-lethal tools and uniforms to ensure the Department is using the most effective and safe options
- Continued as an active participant in the Office of Inspector General's Sentinel Event Review process
- Participated in the Mayor's inter-departmental team examining opportunities for reimagining public safety, and are now leading the data-driven process to critically identify types of 911 calls that can safely have an alternative response
- Planned and participated in over a dozen reconciliation sessions and peace dialogues to hear directly how the events of the summer impacted affected communities

All of this work not only took place in the context of a pandemic and a civil rights reawakening, but it also took place in the face of an historic loss of personnel. Between 2020 and November 2021, SPD has seen over 325 officers leave the Department. Given pandemic budget concerns, this was matched by lower than usual hiring, meaning SPD, today, has over 200 fewer officers than it did before the pandemic. In the face of these staffing constraints, the Department has identified new approaches to recruitment and retention of qualified officers, all while continuing to address crime and build public safety with community.



- Shifted recruitment, testing, and initial backgrounding to online platforms to increase reach and decrease wait time
- Launched direct recruitment strategy to maintain record levels of diversity and quality in hiring
- Increased commitment to the Wellness Unit, including expanded access to mental health professionals, peer support, and physical wellness
- Reassigned over 100 personnel to 911 patrol duties and created the Community Response Group to better respond to 911 calls and large-scale events
- Focused on violent crime, including gun violence, amidst a historic surge, and achieved a 75% clearance rate for homicides, bringing some measure of justice to families, while exceeding the average clearance rate of similar departments
- Removed over 1,000 guns from the street in 2020, and on pace to do so again in 2021
- Use of force is at historic lows, down 28% compared to 2019 levels, and down 15% when responding to a person in crisis
- Launched a formal EMT officer program to further improve and increase the life-saving interventions of officers at scenes
- Seized over a half million fentanyl pills, almost five pounds of fentanyl, 13 pounds of cocaine, 110 pounds of methamphetamine, and nearly 27 pounds of heroin – saving lives and disrupting violent illegal trafficking networks

Moving forward, SPD is committed to collaborative and comprehensive public safety. We will continue to follow best practices, pursue research partnerships, engage community, listen to employees, and work with our accountability partners. We have already started many of these efforts – and new needs and opportunities will present themselves. The work is never done, and we will continue to make this Department better:

- Reorienting the Department in a Relational Policing framework. Relational Policing means a Department that creates public safety with community through real, meaningful relationships
- Starting a new pre-academy, community-focused training for new recruits
- Designing and implementing a first-of-its-kind supervisor support system – OATH (Officer Accountability & Trust Hub) – focused on officer wellness and performance
- Launching policing’s first CompStat style meeting focused on equity and quality policing –Equality Accountability & Quality (EAQ)
- Addressing the historic uptick in gun violence and homicide through a focus on Community, Analytics, Prevention, Environment, and Enforcement (CAPE)
- Grounding the overall strategic direction of the department in an Enterprise Risk Management (ERM) model to ensure decision, policies, trainings, wellness efforts, and tactics all are aligned to ensure public safety, while protecting the safety of everyone
- Implementing and evaluating a data-informed risk-based model of 911 call response, where calls with a low risk of harm or enforcement receive an alternative response. The first effort being the Triage teams proposed by the Mayor and approved by Council

The accomplishments of the past 18 months, as well as the plans we have for the immediate and long-term future of public safety in this city, are the direct result of the dedication of the members of the SPD and our partners in the community and city government. Challenges persist, but I truly believe we are on solid ground to build a new approach to public safety – grounded in equitable and fair policing, supported by comprehensive resources and participation from the broader community. Together, we can accomplish these bold goals.

2020 and 2021 Major Accomplishments

SPD pivoted in the midst of the COVID-19 pandemic, allowing non-frontline workers the ability to work remotely, establishing cleaning procedures, and tracking and testing procedures. Fortunately, no one from SPD was lost to the virus

Active Bystander Training for Law Enforcement (ABLE) delivered to all SPD Officers

Effectively managed Department within budget

Created the Community Response Group (CRG) at the end of September 2020

SPD adjusted tactics for facilitating demonstrations

Gained an understanding the importance of overall health for SPD, continued to invest in and expand the Officer Wellness Unit

Fostered improved community relationships and developed reconciliation sessions with the community



2020 – 2021 Achievements and Advancements

Community

SPD is committed to community engagement, working with community to solve problems, and partnering with the community to understand ways in which the police and community can better collaborate. Going forward, SPD will remain focused on community relationships and ensuring the community feels heard, seen, safe and protected.

Community Engagement

- SPD implemented Reconciliation Circles in February 2021. Families of people shot by police, police officers, and community members participate in moderated meetings. The meetings occur 2 hours a week for 4 weeks and work to foster understanding
- SPD continues to support strong relationships with Seattle youth via the Seattle Police Activities League (SEPAL). This proactive, prevention-oriented strategy relies on the cooperation, coordination, and building of relationships between youth ages 5-18, police, and the community through recreation and cultural enrichment
- SPD continues to expand the Safe Place program:
 - » Launched five additional languages: Chinese, Korean, Spanish, Vietnamese, and Somali
 - » Added 52 locations in 2020 – Lower than expected due to COVID, on-going demonstrations, and staffing shortages
 - » Added 147 new locations to date in 2021 with COVID restrictions starting to lift and community and police coming back together





Seattle Police Activities League (SEPAL) focuses on providing youth 5-18 years of age the opportunity to be a part of a variety of programming activities with police officers serving as coaches, mentors, and role models.



- Micro-Community Policing Plans (MCPP) - Seattle University conducted its 2020 annual survey. As part of the MCPP, Seattle University held virtual community-police dialogues that involved conversations between Seattle community members and personnel from the Seattle Police Department. The purpose of the dialogue is to give people who live and work in Seattle the opportunity to engage in conversation with Seattle police officers to discuss concerns about public safety and security at the micro-community (neighborhood) level



Trust and Reconciliation

During the events of 2020, some lost trust in SPD's ability to appropriately manage crowds. Much work has gone into adapting our approach to facilitating large demonstrations, including:

- Purchased a long-range speaker system that allows for better communication with crowds
- SPD now sends media members out to crowds to broadcast clearly what is happening in real-time on social media to support clear and continuous communication with the public
- SPD took part in self-evaluation to listen to feedback from the community. They made necessary changes to support people expressing their 1st Amendment rights. SPD seeks to keep public and police safe while holding bad actors accountable
 - » In response to these events, and based on recommendations from the Office of the Inspector General and direct community feedback, SPD revised and changed its use of less-lethal tools





- Enacted the Mayor’s Executive Order (issued June 9, 2020) that directed SPD officers to record body-worn video during all protests. This was in response to the previous policy, co-generated with the community, that did not allow recording at demonstrations unless there was unlawful activity taking place
- Consent Decree Update – Across almost 10 years of court-guided reform, SPD developed leading policies in crowd management, crisis intervention, de-escalation, external oversight, and use of force. The City Attorney filed a motion to terminate which was placed on the Judge’s desk to sign in January 2020. This motion was retracted following the events of June 2020. The current Monitoring Plan requires a report at the end of 2021 to determine if the city remains in compliance

Community Collaboration

SPD expects every member of its force to work to restore and strengthen community relations. In addition to the ongoing programmatic work of the Collaborative Policing Bureau, in 2020 and 2021 SPD developed new initiatives and trainings built around the principles of relational policing and transparency.

- With an increased focus on Relational Policing, SPD is strengthening its commitment to community outreach, community mentorship, and race and social justice work
- Community Service Officers (CSOs) – In 2020, SPD reinstated CSOs to provide the Department with more resources to proactively engage the community and address non-criminal concerns. CSOs are civilian employees who help residents and businesses involved in non-criminal 911 calls navigate services, engage with communities and neighborhoods, and support programming for at-risk youth

SPD improved Communication and Transparency with the community through:

- In 2020 expanded the SPD Blotter to add daily Significant Incident Reports (SIRs) – reports generated for internal distribution for purposes of providing Command Staff with rapid notification of events, to inform supervisors and commanders of potential cross-precinct issues, and to make specific information about significant events directly and quickly available to officers. All SIRs are available to the public
- Updated SPD Facebook page postings to include short police video bios
- Released a public dashboard to show trends in arrests made

OFFICER
WELL-BEING

COMMUNITY
WELL-BEING





Community – 2021 and Beyond

Continue to build relationships with the Community

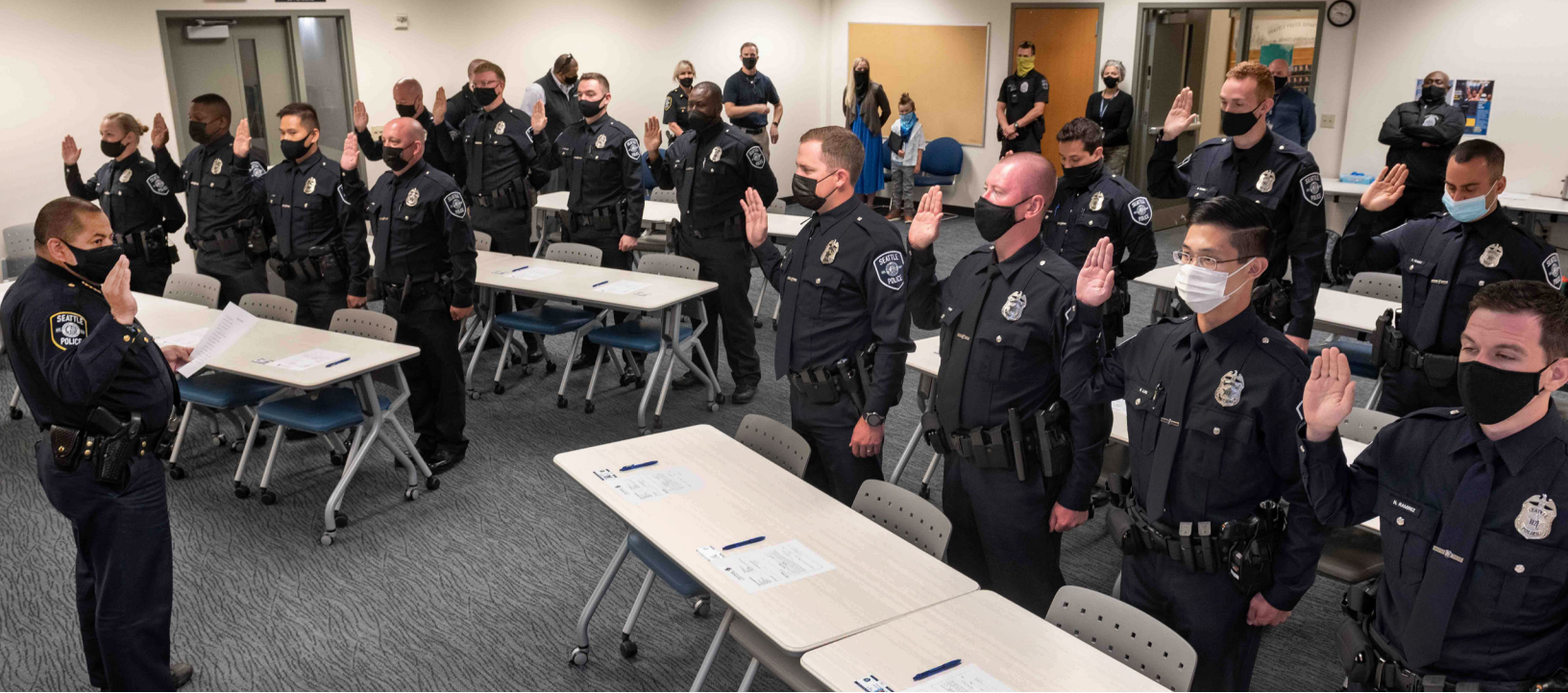
- Get officers engaged with the community
- Make contact with businesses and build relationships

Double the size of the non-commissioned Community Service Officer team, with a target date of 2022

Focus collaborative efforts working with Courts, Jails, and Service Providers to find a better solution for repeat misdemeanor offenders

Initiate Community Engagement Initiatives (e.g., Public Forums, Bike Clinics, and 'Day in the Life' Campaign)

Continue to expand the Safe Place Program (2022 and beyond)



People and Culture

Amidst challenging times and calls for reducing the size of the Department, SPD experienced an unprecedented exodus of officers to other jurisdictions, including many from SPD's newest, best trained, and most diverse recruit classes. This dropped SPD to its lowest deployable patrol staffing levels since the 1980s when Seattle's population was one-half of what it is today. From 2020 through November 2021, SPD lost over 325 officers. These converging challenges, each complex, are hallmarks of what is unquestionably a pivotal point for policing.

Recruitment

- **Hiring Diversity:** SPD has continued its commitment to recruiting and retaining a highly qualified sworn workforce that reflects the diversity of the community and that has the backgrounds and skillsets to meet the challenges of 21st Century policing. As a result of these ongoing efforts, SPD's officer hiring in recent years has been more diverse than Seattle as a whole – a trend that has continued in both 2020 and 2021. Persons of color represented nearly 40% of new officers, and women comprise a solid 20% of SPD's 2021 hiring to date – up from 13.73%
- Made the necessary pivot in 2020 towards more on-line advertising for new hires
- Established virtual hiring events and Q&A sessions to accommodate COVID-19 mandates
- Implemented new recruit on-line testing platform
- Equipping officers to lead the change with the right training, coaching, and talent processes



Retention

- Initiated Safety Officer Program to formally address officer safety and first aid training
- SPD has been working toward developing a model of Enterprise Risk Management (ERM) to drive business efficiencies and operationalize risk control post-Consent Decree. Critical to the success of this initiative are three distinct programs: Officer Wellness, Early Intervention, and Performance Analytics and Research
- Officer Wellness: In 2020, modeled on best practices, SPD stood up a Wellness Unit, under the guidance of a licensed clinical psychologist, which helps to coordinate and/or provide services ranging from peer support to substance abuse counseling, family counseling, acute crisis care, trauma response, and spiritual care
- Developed Retention Strategy focusing on engagement, as well as valuing and respecting employees
- Implemented Retaliation and Discrimination training and reporting
- Improved equipment, including first aid kits purchased by SPD, instead of officers supplying their own
- Advocated for moving patrol officers to a 4 day/10 hours per day, 3 day off shift





2021 - All female Lieutenant promotees

Training

- SPD implemented Active Bystandership for Law Enforcement (ABLE) training in 2021 with the support of the Office of the Inspector General, community and executive sponsorship. This training equips employees with skills, confidence, and expectation to intervene if another employee is acting inappropriately
- SPD authored a number of e-learning training classes, including Implicit Bias training, in response to COVID-19
- Implemented new Relational Policing Training Module covering concepts of relational policing inside the framework of Community Policing models, key factors of police-community interactions, understanding what individual practices can be done daily to increase public trust, programs sponsored within the Department that work toward community relations, and the work of the Community Service Officer program
- Law Enforcement Casualty Care Programs: Created by a Seattle officer, a military veteran, and an emergency-room doctor, the training deliberately stimulates the officers' stress response in order to hone their abilities to treat people injured in shootings, stabbings, and explosions
- Rolled out new crowd management, intervention, and control training for all sworn officers



People and Culture – 2021 and Beyond

SPD is re-envisioning policing from the inside out – starting by building healthy officers, meeting them where they are, and equipping them to thrive

Continued work on officer retention. Improve shifts and hours: moving from 4/9 and 2 days off to 4/10 and 3 days off (Fall 2021)

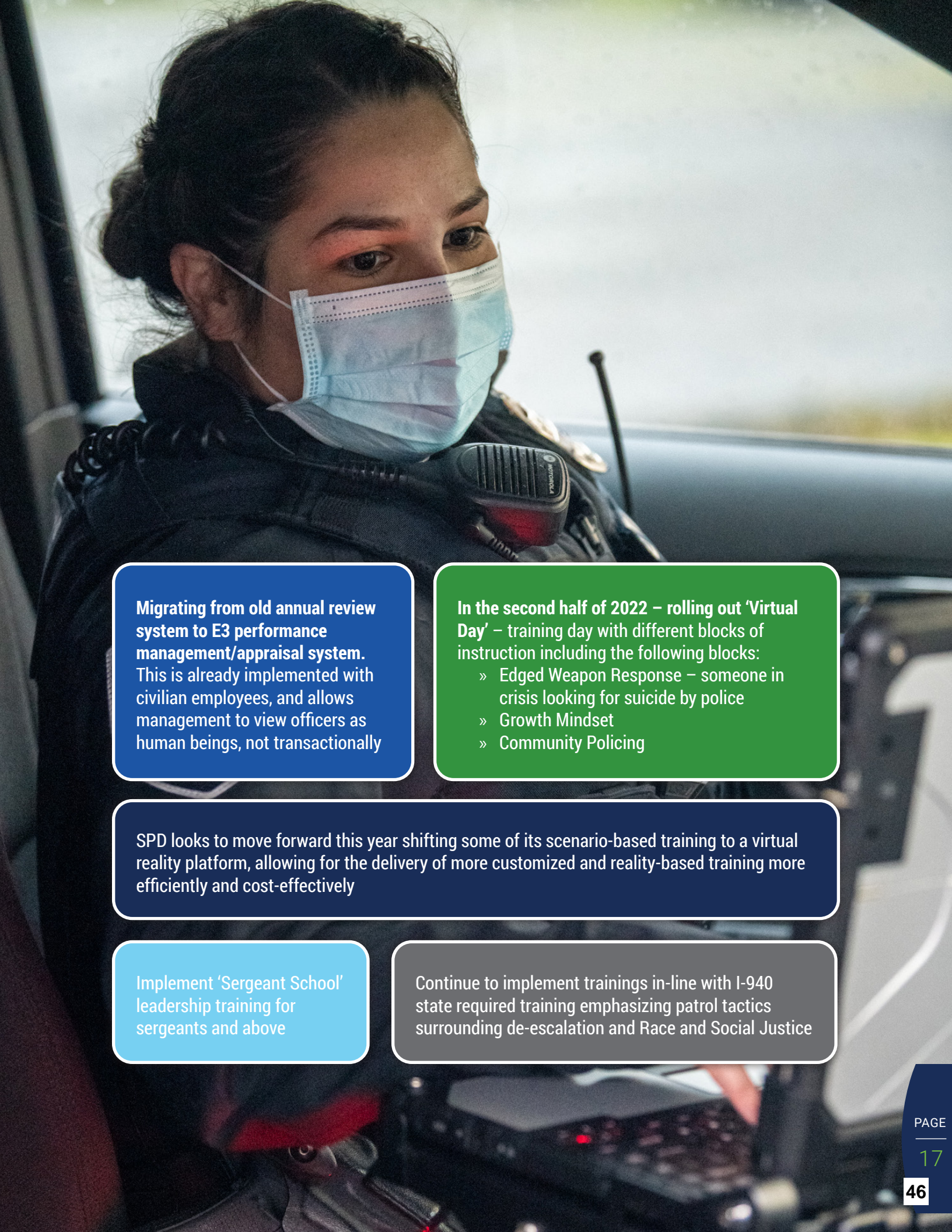
Increase number of Officers that are Emergency Medical Technicians (EMTs). There are approximately 40 officers; increased EMTs allow them to better establish medical care prior to arrival of the Fire Department

Wellness

- » In the second half of 2021, SPD will expand this program with the addition of Mental Health Practitioners (MHP) in each of its five precincts
- » Educate supervisors on signs and symptoms of PTSD and other mental health issues (Fall 2021)

Hiring Incentives. Leverage the Mayor's emergency order for additional hiring incentive of \$15,000 for laterals and \$7,500 for new recruits in order to recruit experienced officers to help meet 2021/2022 hiring goals

Supervisor and Manager Growth Mindset Training. Baking in Growth Mindset as part of how we do business. The growth mindset enables change and empowers progress to transform. It makes new behaviors and habits achievable



Migrating from old annual review system to E3 performance management/appraisal system. This is already implemented with civilian employees, and allows management to view officers as human beings, not transactionally

In the second half of 2022 – rolling out ‘Virtual Day’ – training day with different blocks of instruction including the following blocks:

- » Edged Weapon Response – someone in crisis looking for suicide by police
- » Growth Mindset
- » Community Policing

SPD looks to move forward this year shifting some of its scenario-based training to a virtual reality platform, allowing for the delivery of more customized and reality-based training more efficiently and cost-effectively

Implement ‘Sergeant School’ leadership training for sergeants and above

Continue to implement trainings in-line with I-940 state required training emphasizing patrol tactics surrounding de-escalation and Race and Social Justice



Preventing & Responding to Crime

Seattle, like most other major cities, experienced a marked increase in gun violence and homicides beginning in 2020 and continuing into 2021. Amidst discussions around creating alternative response models for 911 calls, service adjustments at other levels of the criminal justice system, and historic staffing losses, SPD continues to assess its operations on an ongoing basis to ensure it continues to provide effective and efficient public safety services.

Gun Violence and Violent Crimes



In 2020, amidst a recent record in homicides, **SPD solved 75% – among the highest** of similarly situated jurisdictions in the nation



SPD detectives continued to **respond to community concerns around increased levels of property crime**



In 2020, **SPD took over 1,000 guns off the street** making this the fourth straight year in a row

Property Crimes

In 2020 there was a significant uptick in property crime across Seattle.





Harm Reduction

SPD detectives were instrumental in recovering over 100 pounds of methamphetamine, over half a million fentanyl pills, disrupting a fentanyl pill manufacturing lab, and seizing over 100 illegally possessed firearms in the process.

Re-imagining Policing's Role in Public Safety

The number of sworn officers dropped significantly in 2020. SPD has initiated several steps to ensure adequacy and efficiency of patrol response, including:

- Developing the Community Response Group (CRG) to aid in staffing areas hit with staffing shortages, high call volumes, and demonstration management
- Redeploying 100 officers back to 911 response functions
- Expanding the online citizen reporting portal to include more crime categories
- Reinstated Community Service Officers to assist with non-criminal 911 calls, freeing up officers to handle more criminal calls

Public Safety – 2021 and Beyond

Implement PEACE interview training for Detectives providing them with a strong framework that allows for more effective interviews with victims, witnesses, and suspects

Continued focus on gun crimes and getting illegal guns off the street

Implement Axon Portal – allows civilians to upload videos – currently working with vendor

Continue to give feedback to the community on cases

Move to a Remote Evidence Room. Should be completed by Q4 2021

Continue focus on community in crime follow-up to increase satisfaction with SPD

Detectives and Patrol will work together to improve crime investigations. This effort includes Detectives training Patrol Officers on report writing

**SEATTLE
POLICE
ROBBERY UNIT**



Sustaining Transformation & Reform

In May of 2020, after eight years of comprehensive reform and a complete reorientation of the Seattle Police Department, the City of Seattle and the Department of Justice filed a motion to terminate the consent decree's sustainment plan. As the City awaited Judge Robart's assessment of the City's sustainment of the changes put in place during the consent decree, as well as the on-going commitment to continuous improvement and culture change, George Floyd was murdered in Minneapolis, Minnesota.

The demonstrations, protests, and in instances, violence, that followed, in Seattle and across the country, and even the world, led to confrontations between police and community. Amidst these events, the City of Seattle, hearing community concerns, withdrew the motion to terminate. In the more than a year since, the City, SPD, and its accountability partners, have worked tirelessly, with the new court-appointed monitoring team, to confirm that the City and SPD continue the compliance they had when the original motion was filed.

The events of the summer of 2020 pushed community relations to the brink – but the systems put in place during the consent decree continued to function under this enormous strain. Uses of force were reviewed. Policies were changed. Trainings were adapted. The Office of Police Accountability (OPA), the Office of the Inspector General (OIG), and the Community Police Commission (CPC), made numerous recommendations – most of which were implemented. Employees found to have violated policy and training were held accountable. The system worked.



In the days and weeks immediately following the summer of 2020, the SPD undertook several actions to respond to community concerns and to ensure it continued to adhere to the principles of the consent decree:

- Reviewed and revised use of force & crowd management policies and trainings
 - Reduced the role of SWAT in crowd management
 - Actively participated in the OIG’s Sentinel Event Review
 - Launched a series of community-based reconciliation and peace dialogues
 - Engaged international experts on alternative responses to partially violent demonstrations
 - Assessed and piloted new less-lethal options
 - Continued to report, in public dashboard and reports to the Monitor, on uses of force, Terry stops, interactions with individuals in crisis, and supervision metrics
 - Served as key team member supporting Mayor’s Executive Order to Reimagining Community Safety
- Creating the first CompStat-style meeting focused on equity, accountability and quality (EAQ) in police services – supported by novel technology assessing in real-time data on disparity, proportional police services, and professionalism
 - Launching a pre-academy, community-based training to ground new recruits in service, relationships, trauma-informed interactions, and social emotional learning, to contextualize their peace officer training
 - Continuing to actively participate in the OIG’s Sentinel Event Review
 - Ensuring the Data Analytics Platform (DAP), which was central to the ability to meet multiple consent decree requirements, remains up-to-date and continues to support innovation
 - Research and implement a risk-based dispatch protocol to match calls for service with the safest level of service response
 - Fully supporting all reporting to the Monitoring Team, as well as committing to publicly providing similar information absent the consent decree

While this responsive work was occurring, SPD also was continuing its work to set the national standard in transparency, research engagement, innovation, wellness, and accountability. In the summer of 2021, and moving into 2022, SPD has focused on:

- Designing & implementing, with technology partners, a new approach to officer wellness and supervision (known as OATH – Officer Accountability & Trust Hub)

The consent decree transformed the department into an agency organized around constant assessment of its operations, policies, and trainings. There is no one “plan” for what the department will do in the future to ensure it is providing effective, fair, and equitable police services, but these core goals establish a foundation for a department able to respond to any need or crisis in the future.

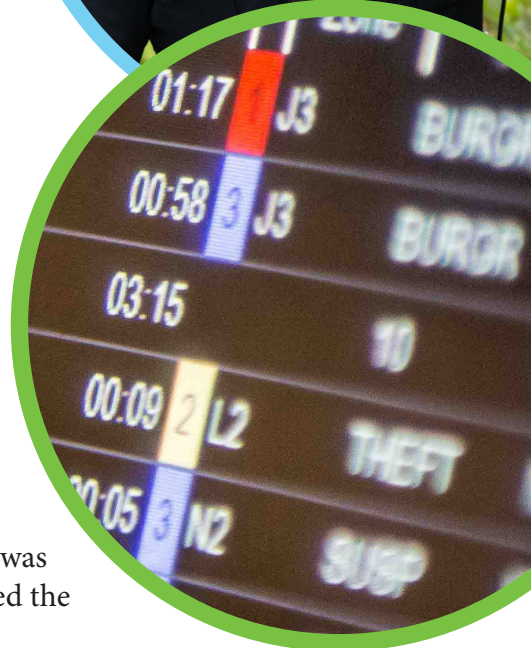


Modernization through Technology

Transforming how SPD operates through leveraging better processes, tools, and data analytics to drive more effective results and progress enables SPD to do more, and better, with less.

Technology Accomplishments

- Rolled out new civilian reporting capability through new portal
- Provided iPhones to all officers allowing improved efficiencies:
 - » Photography of evidence
 - » Recorded statements
- Rolled out new vehicle technology, allowing for the automation of body worn and in-car video. New technology also auto-logs case numbers to videos
- Upgraded body worn technology allowing for better microphones and improved audio fidelity
- AXON Capture Project: Automated with phone app to take photos, videos, and recordings and automatically updates the database (This was previously manual, with multiple hardware requirements and required the officer to be on-site to upload)
- Automated process for Traffic Warning Stops: Vehicle stopped, but only warning given. Consent Decree necessitated that all stops be documented. This is now tracked in the incident reporting system



Technology – 2021 and Beyond

Improve communication with follow-up investigators by expanding the online feedback tool to add automated updates to investigations statuses, as well as direct lines of communication between victims and their assigned investigator. This will keep the public better informed on developments with their cases

Evaluate additional technology that will support officers

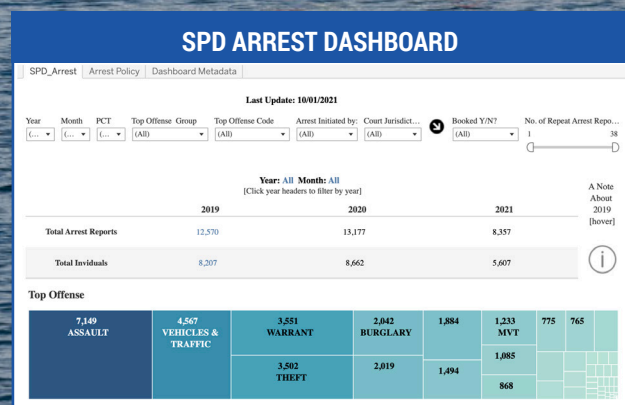
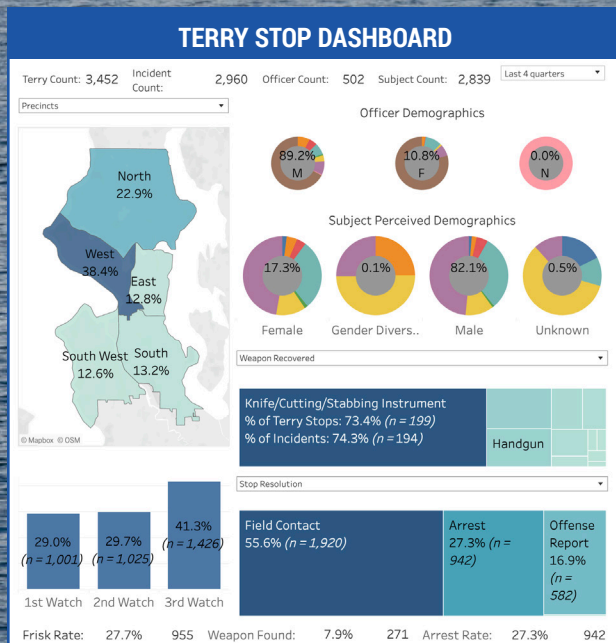
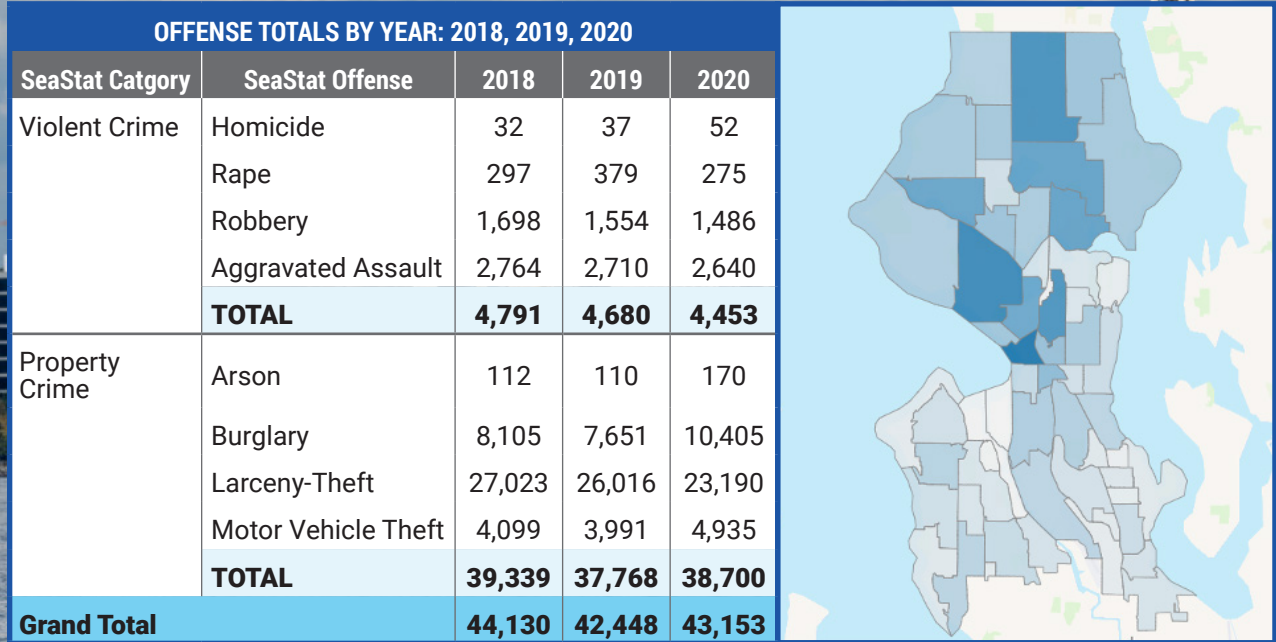
Implement Virtual Reality for training that will include the following benefits:

- » Reduced facility demands
- » Allows more training locally (decreased use of OT and travel)
- » More representative of what the officers see on the streets

Continue groundbreaking work on the SPD Data Analytics Platform (DAP), modernize technologies, and increase transparency to promote greater accountability with a wellness-based approach for more innovative policing

Complete implementation of work force scheduling and time keeping system. This will allow for complete tracking of all work completed off-duty for a more complete picture of total hours worked

Sample SPD Dashboards



Examples of Public Dashboards available at www.seattle.gov/police/

Recognition & Continued Partnerships

In 2021, in accordance with broad movements to reshape community safety in the City of Seattle, the City Council and the Mayor agreed on shifting some civilian responsibilities out of the Seattle Police Department's budgetary and management authority. The whole of SPD knows we will continue to rely on and recognize the amazing talents of these individuals even as they continue officially separate from the department.

The **911 Call Center** – staffed primarily by highly-trained and dedicated call takers and dispatchers – was moved out of SPD and converted to the **Community Safety and Communications Center**. The SPD has always thought of these team members as family, and we will continue to recognize and honor the vital work they do to facilitate public safety in this city.

The SPD's **Domestic Violence Victim Support Team** and **Crime Victim Advocates** were transferred to the Human Services Department as the **Crime Survivor's Services** team. These individuals were part of a unique partnership between community and police, some parts of which have been in place for 30 years. These caring, talented, and essential individuals are still co-located withing SPD's investigative units, though they are hired, managed, and included in the budget of Human Services.

The **Parking Enforcement Officers** were transferred to the Department of Transportation. These individuals have been a vital part of the SPD, providing traffic safety, covering most parking issues, and in many instances being a key part of significant investigations thanks to their vigilance while doing their work across the city and notifying police officers of vehicles of interest. At times they have faced real danger, and police officers were always there to have their backs. SPD will continue to support the work of these tireless employees.

The **Office of Emergency Management (OEM)** – long a cabinet-level agency – officially had its budget authority moved from the SPD to a fully independent agency. SPD, along with other frontline agencies, continues to work hand-in-hand with the OEM team and partner agencies.

Thank you all for the work you have done and will continue to do to ensure public safety for everyone in Seattle.



In Memoriam



Mark Christopher Misiorek: July 27, 2020

Sadly, SPD lost one of their own in 2020, Detective Mark Christopher Misiorek. Mark died unexpectedly on July 27, 2020 in Woodinville, WA after being fatally struck by a motor vehicle while riding his bike off-duty.

Mark grew up in Cheltenham, MD, the youngest of three boys. Mark followed in his father's steps and enlisted in the US Marine Corps, serving 8 years and achieving the rank of Sergeant while stationed at MCAS New River, Jacksonville and MCAS Futenma, Okinawa, Japan. It was in Okinawa that he met his future wife, Susan who was there teaching English. Together they moved to Jacksonville, NC to start their life. In 1999, they welcomed their only son, Wil Graeme. Mark loved being a father and always attended Wil's sports, music, or school activities.

After being honorably discharged from USMC, Mark joined the Durham Police. Then in 2004, the family drove cross country and moved to Bothell, WA after Mark was recruited to join the Seattle Police.

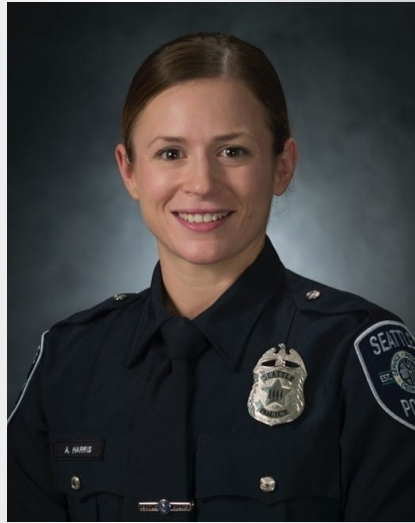
During his 16-year career with SPD, Mark worked in many units, including East ACT, Community Policing, SPOC, and ICAC. Mark was a beloved and respected colleague at SPD and was dedicated to his work.

He was known for his twisted sense of humor, unsuspecting pranks, and bringing out a smile in everyone he met. Mark, Susan, and Wil loved to travel and made memorable trips to Hawaii, Mexico, Toronto, Montreal, and, most recently, Ireland.

Most of all, Mark loved being with family and friends, both new and old. He had the ability to connect with people and brought light to so many.

Mark is survived by his wife Susan (Dyson) and son Wil of Woodinville, WA; father Wally of Cheltenham, MD; brothers Walt (Naoko) of North Beach, MD, Greg (Shannon) of Huntington, MD and bonus brother Raymond (Joannah) of Jacksonville, FL; and many dear friends.

In Memoriam



Alexandra B. Harris – End of Watch: June 13, 2021

Sadly, SPD lost one of its own this year, Officer Alexandra (Lexi) Harris.

On Sunday, June 13, 2021, Officer Alexandra B. Harris was driving home after finishing her shift when she came upon a multi-vehicle collision on Interstate 5, near South Forest Street.

Even out of uniform Officer Harris remained committed to the Seattle Police Department’s mission of community caretaking and pulled over to check on the motorists involved in the collision. As Officer Harris was outside of her vehicle, another passing motorist struck and killed her.

Officer Harris—known as Lexi by her friends and colleagues—served at SPD’s West Precinct, in the Department’s Wellness Unit, and mostly recently with the Community Response Group. She grew up in North Seattle and came from a family dedicated to public service in Washington State.

Lexi leaves behind a tight-knit family, including her fiancé and his daughters. One colleague said Lexi adored the girls and referred to them as her “bonus daughters.”

Lexi will be remembered for her commitment to her colleagues, wellness, and physical training, and as a co-host of the podcast *The Leaderist*, focused on improving the relationships between police and the communities they serve.

“Officer Harris embodied everything the Seattle Police Department is working to become,” said Chief Diaz. “Her dedication to the people of this city is an example to every member of our department, and all those who will come after her.”





Legislation Text

File #: CB 120280, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to the 2022 Budget; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to various departments and budget control levels; adding provisos; and ratifying and confirming certain prior acts.

WHEREAS, Ordinance 126469, passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million US Department of Homeland Security - Urban Areas Security Initiative (UASI) grant that is administered by the Emergency Management Division of the Washington State Military Department; and

WHEREAS, Ordinance 126470, passed by the Council on November 22, 2021, appropriated to the Seattle Fire Department (SFD) \$750,000 of UASI grant funding to assist SFD in its efforts to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism; and

WHEREAS, members of the Select Budget Committee indicated in November 2021 their intent to accept all UASI grant funding for the federal fiscal year 2021-22, and to appropriate to the Seattle Fire Department its \$750,000 share of the \$3.08 million UASI grant, but to delay appropriation of the Seattle Police Department's (SPD's) \$2.3 million share of the \$3.08 million UASI grant until the members of the Council's Public Safety and Human Services Committee could conduct a more detailed analysis of SPD's plan to spend the UASI funds; and

WHEREAS, the Seattle Police Department has indicated that it will use the UASI funds for: program management and sustainment; citizen preparedness and outreach; contract analysts; equipment and

training to respond to acts of terrorism; and mass care shelter planning with the Human Services Department; and

WHEREAS, Public Safety and Human Service Committee members have received information on the specific equipment purchases that will be made with UASI grant funds, NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. On November 22, 2021, the City Council passed Council Bill 120220; item 1.48 authorized the City to accept \$3,075,000 in non-City funding from the Department of Washington State Military Department - Emergency Management Division. The bill became Ordinance 126469 after being signed by the Mayor on December 2, 2021.

Section 2. The appropriations for the following items in the 2022 Budget are increased from the funds shown, as follows:

Item	Fund	Department	Budget Summary Level	Amount
2.1	General Fund (00100)	Seattle Police Department (SPD)	Special Operations (00100-BO-SP-P3400)	\$2,325,000
Total				\$2,325,000

Section 3. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is ratified and confirmed.

Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2022, and signed by me in open session in authentication of its passage this _____ day of _____, 2022.

President _____ of the City Council

Approved / returned unsigned / vetoed this ____ day of _____, 2022.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2022.

Monica Martinez Simmons, City Clerk

(Seal)

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Police Department	Angela Socci / 206-615-1230	Sarah Burtner / 206-233-5044

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to the 2022 Budget; amending Ordinance 126490, which adopted the 2022 Budget; changing appropriations to various departments and budget control levels; adding provisos; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation appropriates \$2.3 million to the Seattle Police Department (SPD) in funding from the US Department of Homeland Security - Urban Areas Security Initiative (UASI) grant, which is administered by the Emergency Management Division of the Washington State Military Department. No City matching funds are required. The term of the grant extends for the 2021-22 Federal Fiscal Year.

Ordinance 126469, passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million UASI grant from the Department of Homeland Security. The 2022 Adopted Budget (Ordinance 126470), passed on the same day, appropriated \$750,000 of UASI grant funding to the Seattle Fire Department (SFD) to assist SFD in its efforts to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism.

Through these actions, the Council accepted all UASI grant funding for the federal fiscal year 2021-22, but only authorized spending the SFD's portion (\$750,000), delaying decisions about authorizing the remaining \$2.3 million of spending that was proposed for the SPD's budget, until the members of the Council's Public Safety and Human Services Committee could conduct a more detailed analysis of SPD's plan to spend the UASI funds.

SPD has indicated that it will use the UASI funds for: program management and sustainment; citizen preparedness and outreach; contract analysts; equipment and training to respond to acts of terrorism; and mass care shelter planning with the Human Services Department. A summary of the items are included in Summary Attachment A.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes No

Appropriation change (\$):	General Fund \$		Other \$	
	2022	2023	2022	2023
	\$2,325,000			
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2022	2023	2022	2023
Positions affected:	No. of Positions		Total FTE Change	
	2022	2023	2022	2023
	N/A			

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

Yes. Equipment or training purchased with UASI funds cannot be sustained over the longer term without a cost to the City’s General Fund. The exact costs are indeterminate at this time.

Are there financial costs or other impacts of *not* implementing the legislation?

Yes. The City of Seattle may be less prepared to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism.

3.a. Appropriations

X This legislation adds, changes, or deletes appropriations.

Fund Name and Number	Dept	Budget Control Level Name/#*	2022 Appropriation Change	2023 Estimated Appropriation Change
General Fund (00100)	SPD	Special Operations (00100-BO-SP-P3400)	\$2,325,000	0
TOTAL				

Is this change one-time or ongoing? This is a one-time appropriation of grant funds.

Appropriations Notes: Ordinance 126469, passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million UASI grant. The appropriation in this ordinance, as well as a \$750,000 appropriation made to SFD in Ordinance 126470, is revenue backed by the grant accepted in Ordinance 126469.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department? No.

- b. Is a public hearing required for this legislation?** No.
- c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?** No.
- d. Does this legislation affect a piece of property?** No.
- e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

It is well accepted that law enforcement agencies over-surveil communities of color. In Seattle, a recent [Center for Policing Equity study](#) found that between 2015 and 2019 the Seattle Police Department was more likely to stop and search Black and Native American persons, even though their White counterparts were more likely to be found with a weapon than any other group.

To the extent that UASI grant funds are used to purchase equipment that allows for greater surveillance of vulnerable communities, there is a potential that SPD could perpetuate a system where disparities in arrests and incarceration create devastating consequences on Seattle's communities of color; including the continuation of a cycle of poverty caused by exposure to the criminal justice system.

- f. Climate Change Implications**
 - 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?** No.
 - 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.** No.
- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?** NA.

Summary Attachments:

Summary Attachment A – 2022 SPD UASI Projects

Investment	Sub-Project Title	Total	Description	Beneficiaries
Seattle UASI Enduring Security Needs	Planning	\$ 240,000.00	This funding provides for the management of the UASI program and project development, including participation as an active member of an UASI subcommittee, contribution to the Seattle UASI regional THIRA and SPR, and the coordination of projects across the Seattle Urban Area.	All Seattle Urban Area jurisdictions
Seattle UASI Enduring Security Needs	Regional Law Enforcement Program Manager	\$ 147,000.00	The Regional Law Enforcement Program Manager generally manages the UASI program, including coordination of regional equipment purchases and training curriculum, and works to improve communication across UASI law enforcement partners.	All Seattle Urban Area jurisdictions
Seattle UASI Enduring Security Needs	Regional Law Enforcement Training	\$ 100,000.00	There is a need to support Regional Law Enforcement training in situation awareness, command leadership, tactical planning, terrain analysis, equipment interoperability, target assessment, and counter terrorism response and mitigation. This funding will be used to coordinate and conduct at least one large training event (chosen from the Seattle UASI Regional Law Enforcement Training Plan) for the Seattle Urban Area.	All Seattle Urban Area jurisdictions
Seattle UASI Enduring Security Needs	Regional Law Enforcement Enhanced Ballistic Protection	\$ 175,000.00	There is a need to build ballistic protection capabilities for officer safety in the Seattle UASI Region. Advanced ballistic protection is necessary for active shooter response. This funding will be used to procure and distribute ballistic protection equipment for the region, as well as to inventory the equipment (asset management).	SPD will retain one (1) Level IIIA Shield (\$31,000) and one (1) Level IV Handheld Shield (\$14,500). All other items are either allocated to other jurisdictions or are flagged as regional assets.
Seattle UASI Enduring Security Needs	Regional Screening, Search, and Detection	\$ 100,000.00	There is a need to support the maintenance of equipment purchased with Homeland Security Grant funds. This funding will be used to: (1) Identify and conduct maintenance/repair of Homeland Security Grant funded equipment. (2) Procure and distribute breaching kits and a variety of specialized tactical breaching tools. Breaching kits to enter a barricaded structure, school, residence, or buildings are needed across the Seattle Urban Area. (3) Inventory the equipment (asset management). All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). Per SPD policy (SPD Manual 6.180), police officers may only make searches pursuant to a search warrant, unless a specific exception applies.	SPD will retain 10 kits. The other 40 kits will be distributed amongst other regional partners.
Seattle UASI Enduring Security Needs	Maintenance and Administration	\$ 63,000.00	Maintenance and Administration for Enduring Needs Investment items (4.17% of total)	N/A
National Priority Projects: Soft Targets and Crowded Places	Regional Vehicle Barricades	\$ 300,000.00	This project will fund the purchase of readily deployable vehicle barricades to be used to protect soft targets in the Urban Area as follows: three 8 Barrier Trailer Kits that each include 24 barriers, 3 trailers, and other accessories. In addition, it will fund the purchase of five Archer 1200 Barriers, 1 hauler, a tow bar, and cover training costs. A "soft target" is a person, thing or location that is easily accessible to the general public and relatively unprotected, making it vulnerable to attack. The barricades will mostly be used for large events to protect spectators from high speed vehicle attack.	SPD will not retain any of these items. They will be distributed amongst Bellevue PD, Everett PD, and Tacoma PD.

Investment	Sub-Project Title	Total	Description	Beneficiaries
National Priority Projects: Information and Intelligence Sharing	Washington State Fusion Center Sustainment	\$ 500,000.00	<p>The WA State Fusion Center's objective is to detect, deter, and prevent terrorist attacks. This is accomplished through open information sharing with appropriate stakeholders. This funding will support analysts that are dedicated to information sharing and analysis in the UA: (1) Salaries, benefits, training, and travel for one Lead Analyst. (2) Salaries, benefits, training, and travel for up to 4 UASI intelligence analysts that each support a dedicated focus area. (3) Overtime, training, and travel costs related to Fusion Center outreach. (4) Costs associated with purchase and implementation of Fusion Center IT and Cybersecurity hardware and software.</p> <p>The collection of information for law enforcement purposes is governed by Seattle Municipal Code 14.12. Additionally, all SPD personnel, including employees funded by federal grants such as UASI, are required to follow SPD's policy on Foreign Nationals which prohibits SPD employees from inquiring about a person's immigration status. The policy further prohibits SPD employees from contacting the Department of Homeland Security regarding foreign nationals without approval of chain of command. Since the grant has been accepted by Seattle, Fusion Center employees paid for by the grant are required to follow SPD's policies. If the grant is accepted by another city in the region, different policies could apply.</p>	All Seattle Urban Area jurisdictions
National Priority Projects: Domestic Violent Extremism	Regional Tactical Awareness Kit (TAK)	\$ 75,000.00	<p>With FY20 funding, the Urban Area began to build the capability of Android Team Awareness Kit (ATAK). ATAK has been rebranded to Tactical Awareness Kit (TAK) as the system now supports both Android and iOS technology platforms. This is a communication tool that provides interoperability to address radio and cell phone outages during large scale disasters or terrorist attacks. TAK is a situational awareness and common operating picture (COP) application that gives first responders access to dynamic open-source background information, data packages, on-site geospatial awareness, interoperable communication, real time data sharing, and mapping. Funding is intended to be used to purchase one Go Tenna package (or comparable technology) to support non-cellular interoperability but quantities may change due to actual costs. The Go Tenna package is an enhancement to the FY20 project which will allow TAK users to create and use a self-meshing data network in the absence of cellular, satellite, or wi-fi data services. Additionally, it will support TAK user training and covering travel to TAK trainings/conferences. Finally, funding will cover Information Technology (IT) support for TAK system servers (being purchased with FY20 UASI funding) such as high-speed data cables, installation, or programming requirements for the servers as needed.</p>	All Seattle Urban Area jurisdictions
National Priority Projects: Domestic Violent Extremism	Situational Awareness Tactical Electronics Package	\$ 135,000.00	<p>When dealing with radicalized domestic terrorists, special teams need information quickly to identify threats and locate victims to minimize further loss of life. To ensure the safety of personnel, they need to know what they are walking into and where their resources are located. Situational awareness tactical electronics orient special teams to the situation so they can adapt and quickly conform to the dangerous and rapidly evolving presence of terrorism and targeted violence. This project will fund the purchase of two under-door pole camera systems, one wall radar system, and six Forward-Looking Infrared (Radar) (FLIR) for LE special team situational awareness use. All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18).</p>	SPD will retain the wall radar system and one (1) FLIR. All other items are allocated to other jurisdictions.
National Priority Projects: Domestic Violent Extremism	Binocular Night Vision System Enhanced Clip-On Thermal Imager (ECOTI)	\$ 160,000.00	<p>When dealing with radicalized domestic terrorists, special teams need information quickly to identify threats and locate victims to minimize loss of life. To ensure the safety of personnel, they need to know what they are walking into and where their resources are located. Situational awareness tactical electronics orient special teams to the situation so they can adapt and quickly conform to the dangerous and rapidly evolving presence of terrorism and targeted violence regardless of the environment. This project will fund the purchase of approximately 20 Binocular Night Vision System Enhanced Clip-On Thermal Imager (ECOTI) with daytime viewing lenses. When paired with a daytime viewing lens the ECOTI becomes a handheld thermal imaging system which expands its capability into a daytime tactical tool that can enhance situational awareness, threat identification and mitigation. By identifying variations in temperature, special team personnel will gain the ability to identify and respond to threats which may be undetectable by other means.</p> <p>All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). All new technologies must also undergo a privacy assessment to ensure that the City is following its privacy principles and privacy policy, to incorporate the appropriate privacy practices into daily operations and build public trust.</p>	SPD will retain five (5) ECOTI. The remaining items are allocated to other jurisdictions.

Investment	Sub-Project Title	Total	Description	Beneficiaries
National Priority Projects: Emerging Threats	Digital Radiograph (DR) Panels X-Ray System	\$ 150,000.00	<p>This project will fund the purchase of two portable Digital Radiography Panel X-ray systems (DR X-ray) to screen suspicious items such as vehicles, backpacks, or containers that may contain explosives. One will be deployed to the City of Seattle and one to the City of Bellevue.</p> <p>All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). All new technologies must also undergo a privacy assessment to ensure that the City is following it's privacy principles and privacy policy, to incorporate the appropriate privacy practices into daily operations and build public trust.</p>	SPD will retain one (1) DR X-ray system. The other will be distributed to Bellevue PD.
National Priority Projects: Emerging Threats	Regional Tactical Robots	\$ 120,000.00	<p>This project will fund the purchase of two portable tactical robots equipped with manipulator arms and firing circuits. Deployed subject to a warrant, these robots can assist with opening doors, searching, placing charges, and providing situational awareness through audio and video feeds, mitigating risks to both department personnel and community members. "Firing circuits" are used to remotely detonate charges placed to gain entry into an area by a robot. By leveraging robots to detonate charges, rather than personnel, we reduce the risk of injury for operators. One robot will be deployed to the City of Seattle and one to the City of Tacoma.</p> <p>All new technologies that meet the criteria for surveillance are subject to review by City Council under the Seattle Surveillance Ordinance (SMC 14.18). All new technologies must also undergo a privacy assessment to ensure that the City is following it's privacy principles and privacy policy, to incorporate the appropriate privacy practices into daily operations and build public trust.</p>	SPD will retain one (1) tactical robot. The other will be distributed to Tacoma PD.
National Priority Projects	Maintenance and Administration	\$ 60,000.00	Maintenance and Administration for National Priority Projects Investment items (4.17% of total, including SFD Grant)	N/A
SPD Total		\$ 2,325,000.00		

Amendment 1
to
CB 120280 – Urban Area Security Initiative UASI Legislation

Sponsor: CM Herbold

Adds Section establishing that UASI projects must be subject to the City’s Surveillance Ordinance Review Process

1. On Page 2, Add a new Section 3 and renumber accordingly:

Section 3. Urban Areas Security Initiative (UASI) grant expenditures from appropriations made by this ordinance, when spent on equipment intended for use by the Seattle Police Department, are subject to Seattle Municipal Code Chapter 14.18, including a determination as to whether the equipment is surveillance technology.

Effect: This amendment establishes that any equipment that would be purchased with UASI funding is subject to Seattle Municipal Code Chapter 14.18 regarding acquisition of surveillance technologies. As such, any new, previously unauthorized equipment, would require a Privacy Impact Report to determine if the equipment met the City’s definition of Surveillance. If so, then the Seattle Police Department (SPD) would be required to complete a Surveillance Impact Report (SIR) for approval of use via ordinance by the Seattle City Council. Under the limitations of Chapter 14.18, the equipment could not be purchased by SPD until the City Council passed the ordinance that accepted the SIR.

March 8, 2022

MEMORANDUM

To: Public Safety and Human Services Committee
From: Greg Doss, Analyst
Subject: Council Bill (CB) 120280: Urban Area Security Initiative (UASI) Ordinance

On Tuesday, March 8, 2022, the Public Safety and Human Services Committee (PSHS) will discuss Council Bill (CB) 120280. The CB would appropriate \$2.3 million to the Seattle Police Department (SPD) in funding from the US Department of Homeland Security (DHS) for the UASI grant program. Members of SPD's Command Staff will be available at the March 8th meeting to address questions about the grant and associated expenditures. This memo provides background information for that discussion.

Background – Council history with 2021-22 UASI Grant

[Ordinance 126469](#), passed by the Council on November 22, 2021, accepted funding from non-City sources, including the acceptance of a \$3.08 million UASI grant from the Department of Homeland Security. The 2022 Adopted Budget ([Ordinance 126470](#)), passed on the same day, appropriated \$750,000 of UASI grant funding to the Seattle Fire Department (SFD) to assist SFD in its efforts to build and sustain the capabilities necessary to prevent, protect against, mitigate, respond to, and recover from acts of terrorism.

Through these actions, the Council accepted all UASI grant funding for the federal fiscal year 2021-22, but only authorized spending the SFD's portion (\$750,000). This delayed authorizing the remaining \$2.3 million of spending that was proposed for the SPD's budget, until the members of the Council's Public Safety and Human Services Committee could conduct a more detailed analysis of how SPD intends to spend the UASI funds.

SPD has indicated that it will use the UASI funds for: program management and sustainment; citizen preparedness and outreach; contract analysts; equipment and training to respond to acts of terrorism; and mass care shelter planning with the Human Services Department. SPD has also provided additional information on the specific equipment purchases that will be made by the department as well as partner agencies in the UASI region. This information was distributed previously to the Committee and is attached to the Committee agenda.

UASI Grant Program and UASI Region

The UASI grant is administered by the Emergency Management Division of the Washington State Military Department. No City matching funds are required for the UASI grant. The term

of the grant extends for the 2021-22 Federal Fiscal Year and funding must be spent by December 31, 2023.

The UASI grant funds projects and equipment are intended to support several jurisdictions throughout the Seattle urban area. Project funding decisions are made through a collaborative process involving multiple public safety emergency response agencies located throughout Snohomish, King, and Pierce Counties. SPD is the single conduit for all DHS funding that is then distributed to partner jurisdictions as SPD has the staff and processes in place to meet federal guidelines and audit requirements.

Potential impacts on vulnerable or historically disadvantaged communities

It is well accepted that law enforcement agencies over surveil communities of color. In Seattle, a recent Center for Policing Equity study found that between 2015 and 2019 that SPD was more likely to stop and search Black and Native American persons, even though their White counterparts were more likely to be found with a weapon than any other group.

To the extent that UASI grant funds are used to purchase equipment that allows for greater surveillance of vulnerable communities, there is a potential that SPD could perpetuate a system where disparities in arrests and incarceration create devastating consequences on Seattle's communities of color; including the continuation of a cycle of poverty caused by exposure to the criminal justice system.

Potential Amendments

If there are concerns about some or all of the proposed spending, the Council could consider imposing a proviso that would condition or restrict grant expenditures. This could include:

1. Prohibiting use of grant funds for specific projects or purchases; or
2. Conditioning use of grant funds to only be used in accordance with specified legislative intent.

Next Steps:

If the Committee votes on CB 120280 at the March 22, 2022, meeting, final action on the legislation could occur April 5, 2022.

If the Council does not authorize spending authority for specific equipment or projects, SPD indicated that they would attempt to shift that project funding to another agency to preserve the interoperability of the UASI program as a whole. It is possible that the department may request that the State Emergency Management Department distribute the funding directly to other agencies and thereby bypass SPD as the pass-through agent. The exact mechanics of such a change are unknown and may be complicated as the City has already accepted the UASI grant award and serves as the regional grant administrator. SPD noted that returning the UASI

grant award and/or transferring the administration of the grant program would have major consequences for the region. Assistant Chief Todd Kibbee and Chief Operating Officer Brian Maxey will be available to field any questions at the PSHS Committee meeting on March 8.

cc: Asha Venkataraman, Interim Lead Analyst,
Aly Pennucci, Deputy Director