

Amendment 31

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM Gonzalez, CM Morales, CM Mosqueda

Co-Sponsors: CM Lewis, CM Pedersen, CM Sawant, CM Strauss

Impose a Proviso Restricting expenditures for the Navigation Team in the Seattle Police Department

Add a new Section X to CB 119825, as follows:

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$216,658 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 14.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution XXXX. The Council further requests that the Chief realign deployment of sworn personnel to implement a 14.0 FTE reduction in the personnel assigned to the Navigation Team; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department (SPD) from spending \$216,658 from the Patrol Operations BSL without additional authority provided by City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 14.0 FTEs.

Assumptions: Public Safety Civil Service Commission (PSCSC) Rule 15 notes that the order of SPD layoffs shall be as follows: (1) Provisional appointees; (2) temporary or intermittent employees; (3) Probationers; (4) Regular employees in the order of their length of service, the one with the least service being laid off first. Rule 15 also indicates that layoff out of the regular order can be granted upon showing by the appointing authority of "a necessity ... in the interest of efficient operation of his or her department, after giving any employee or employees affected an opportunity to be heard."

In adopting this proviso, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$216,658 reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines a different dollar restriction would more appropriately reflect the Council's intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

Layoffs of represented employees are likely to create significant labor issues. The Council recognizes that labor issues may ultimately prevent layoffs from occurring on November 1, 2020 and, if necessary, may release the provisoed funds to ensure the City does not violate judicial orders or the laws of the State of Washington.

Background and Potential Outcomes: SPD staff indicate that this unit cooperates with other City entities on the larger, city-wide Navigation Team—a specially trained team comprised of outreach workers paired with SPD personnel, to connect unsheltered people to housing and critical resources.

The sworn Navigation Team currently consists of 14 FTEs and has one vacancy, which is effectively unfunded in 2020 due to COVID related reductions initiated by the Mayor and included in CB 119825. If the Chief chooses to redeploy 14 personnel consistent with Council's intent, the SPD would no longer be able to provide Navigation Team services on a full-time basis.