



SEATTLE CITY COUNCIL

Public Safety and Human Services Committee

Agenda

Tuesday, April 27, 2021

9:30 AM

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

Lisa Herbold, Chair
M. Lorena González, Vice-Chair
Andrew J. Lewis, Member
Tammy J. Morales, Member
Kshama Sawant, Member
Alex Pedersen, Alternate

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

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206-684-8888 (TTY Relay 7-1-1), email CouncilAgenda@Seattle.gov, or visit
<http://seattle.gov/cityclerk/accommodations>.



SEATTLE CITY COUNCIL
Public Safety and Human Services Committee
Agenda
April 27, 2021 - 9:30 AM

Meeting Location:

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

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.

In-person attendance is currently prohibited per Washington State Governor's Proclamation 20-28.15, until the COVID-19 State of Emergency is terminated or Proclamation 20-28 is rescinded by the Governor or State legislature. Meeting participation is limited to access by telephone conference line and online by the Seattle Channel.

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 Lisa 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

One Tap Mobile No. US: +12532158782,,5864169164#

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. Interdepartmental Team on Policing and Community Safety

Supporting
Documents: [Presentation](#)

Briefing and Discussion (45 minutes)

Presenters: Chris Lombard, Acting Director, Community Safety and Communication Center; Julie Kline and Sonny Nguyen, Mayor's Office; Chris Fisher, Seattle Police Department; Jaqueline Helfgot, Seattle University

2. Seattle Police Department Quarterly Finance and Staffing Report

Attachments: [Presentation](#)

Briefing and Discussion (45 minutes)

Presenters: Greg Doss and Aly Pennucci, Council Central Staff

3. **Human Services Department Update on Safe and Thriving
Communities and Victim Advocate Transfer**

Supporting
Documents: [Presentation](#)

Briefing and Discussion (30 minutes)

Presenters: Tanya Kim, Acting Deputy Director, and Dana Lockhart,
Human Services Department

E. Adjournment



Legislation Text

File #: Inf 1801, **Version:** 1

Interdepartmental Team on Policing and Community Safety

Reimagining Community Safety in Seattle

Public Safety and Human Services Committee Meeting
April 27, 2021



City of Seattle 6

AGENDA

- Reimagining Community Safety Overview
- Reinvesting in Community Safety Services
- Updates on Unit Transfers
- Seattle University Public Safety Survey
- Community Outreach & Engagement
- Exploring New Models of Community Safety
- What Works Cities Sprint

Dr. Chris Fisher, SPD

Julie Kline, Mayor's
Public Safety Advisor

Interim Director
Lombard, CSCC

Jacqueline B. Helfgott,
PhD, Seattle University
Department of Criminal
Justice

Sonny Nguyen, Mayor's
Office Senior External
Affairs Liaison

REIMAGINING COMMUNITY SAFETY MILESTONES



SPD Reforms

- SPD Patrol Ops
- State Legislative Changes
- Monitoring Team Collaboration
- Expert Partners

Community Investments

- HSD Investments
- Community Safety Workgroup
- Equitable Communities Investment Task Force
- Participatory Budgeting

Community Safety

Functional Transformation

- SPD Staffing/Personnel Analysis
- SPD Functional Analysis
- 911 Call Analysis
- Expert Partners

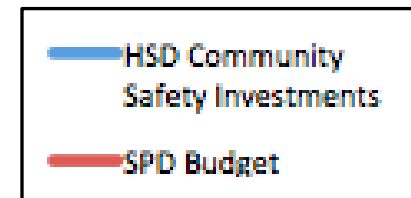
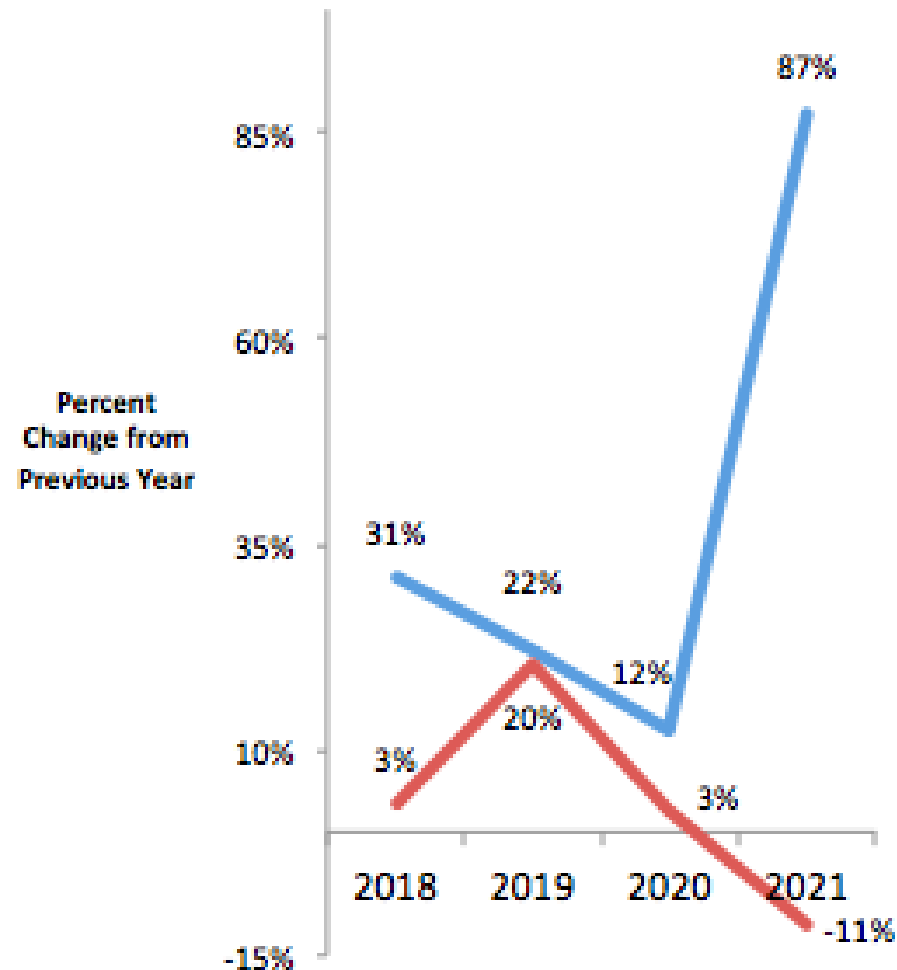
Fiscal Transparency

- SPD Fiscal Analysis
- SPD Minimum Staffing
- Officer Overtime

REVIEW & ANALYSIS OF SPD

Executive Order 2020-10 Analysis	Related Council Reports
Monthly Status Report Memos: Nov.-Jan. 2021	Monthly Staffing, OT and pay reports
SPD Fiscal Analysis	Monthly Financial Reporting
SPD 9-1-1 Call Analysis (NICJR)	Dispatch of 911 calls to alternates (PEOs, MHPs)
SPD Functional Assessment	Civilianization Report; Consolidation of Comms/Harbor
SPD Workforce Assessment (Including Consent Decree)	Impacts of force reduction; Inc. PEOs duties
Final Report – May 2021	Reports on equipment and travel/training
	Racial disparities related to traffic stops

REINVESTING IN COMMUNITY SAFETY SERVICES



	2018	2019	2020	2021
SPD Budget	\$331,321,865*	\$398,561,697	\$409,111,751	\$363,000,000
HSD CS	\$13,200,590	\$16,104,096	\$18,089,001	\$33,910,741

*Does not include SPOG retro adjustment

TRANSFERS TO HSD: *SAFE & THRIVING COMMUNITIES DIV.* **FOR MORE DETAILS SEE HSD PRESENTATION*

Item	Program	2021 Budget Change	FTE Change
Transfer Victim Advocate Team from SPD to HSD	Victim Advocacy	\$1.28m	11
Transfer Budget & FTEs from Navigation Team to Safe Communities	Safe Communities Division Administration	\$901k	4
Transfer Budget for from Preparing Youth for Success (Safety contracts) to Safe Communities	Community Safety & Safe Communities Division Administration	\$7.06m	2

911 Communications Center - CSCC

Initial months of CSCC formation: securing continuity of basic functions and operations

- Initial size-up of operations in immediate needs
- Securing a new ORI number
- Identifying and hiring temporary staff to assist with the transition.
- Transfer of back-office support:
- Negotiations with the dispatchers' union (SPOG) and city labor relations

Upcoming: identifying & addressing strategic needs

- Analyzing continuing staffing, budget and IT needs to ensure a successful transition to an independent organization.
- What Works Cities Sprint: participate in work group identifying and utilizing alternatives to police dispatch
- Awaiting Council action on Executive's PEO transfer legislation

PUBLIC SAFETY OBLIGATIONS

Given record staffing shortages and the staffing needed to satisfy Consent Decree requirements, there will inevitably be conflicts for SPD in trying to meet fundamental obligations to Seattle residents and the Court:

- SPD's overarching charter obligation to, "Maintain adequate police protection in each district of the City."
- Due to the cascading impacts of COVID-19, threats of lay-offs, and recent budget reductions, SPD is experiencing extreme staffing shortages, the future effects of which are not fully known.
- The department is committed to operating within its reduced overtime budget in 2021. Additional revenue-backed appropriations will be needed to support the COVID-19 vaccination effort, special events and service contracts.

The Seattle Police Department's Micro-Community Policing Plans 2020 Seattle Public Safety Survey Results

Jacqueline B. Helfgott, PhD | William Parkin, PhD

MCPP RAs: Katelyn Yep (North), Rachel Deckard (West)/Southwest), Cierrah Loveness (South/Southwest), Alex Dvorsky (West), Jane Park

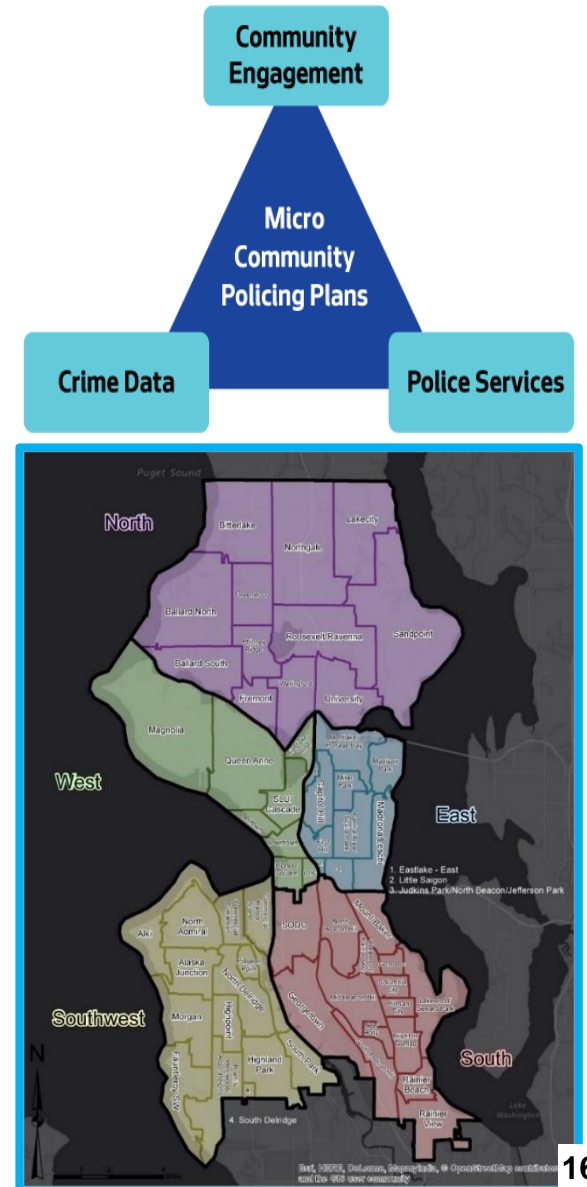
SEATTLEU

Crime and Justice Research Center



MCPP and the Seattle Public Safety Survey

- The **SEATTLE PUBLIC SAFETY SURVEY** has been administered annually through a collaboration between SPD and Seattle University since 2015 to measure public safety concerns at the micro-community level as part of the SPD's Micro-Community Policing Plans (MCPP) to enhance police-community engagement.
- The survey is supplemented with **COMMUNITY FOCUS GROUPS/DIALOGUES** held in all micro-communities in between survey administrations.
- Data from annual results are available on the **PUBLIC-FACING SPD MCPP WEBSITE**.



Seattle Public Safety Survey

PUBLICSAFETYSURVEY.ORG

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西雅图公共安全调查
Seattle Public Safety Survey
시애틀 공공 안전 설문조사
Xogururinta Ammaanka Dadweynaha Seattle
Encuesta sobre la seguridad pública en Seattle
Khảo sát về An toàn Công cộng Seattle

- Administered October 15-November 30, 2015-2020
- 11 Languages: Amharic, Arabic, Chinese, English, Korean, Oromo Somali, Spanish, Tagalog, Tigrinya, and Vietnamese

- **2015:** 7286 completed responses and 3753 narrative comments
- **2016:** 8524 completed responses and 3471 narrative comments
- **2017:** 6454 completed responses and 2999 narrative comments
- **2018:** 6544 completed responses and 3117 narrative comments
- **2019:** 5065 completed responses and 2345 narrative comments
- **2020:** 11,410 completed responses and 6287 narrative comments

Note – Responses reflect completed surveys where neighborhood was identified

PUBLICSAFETYSURVEY.ORG

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西雅图公共安全调查
Seattle Public Safety Survey

Dear Community Members, please visit publicsafetyseattle.org to take part in the 2016 Seattle Public Safety Survey. The purpose of the survey is to solicit feedback from those who live and/or work in Seattle to increase public safety and security in your neighborhood. Through the survey results we will provide detailed reports on the safety concerns of each neighborhood to our partner, the Seattle Police Department, who will use that information to alter their community policing plans in your neighborhood to address the concerns of your community. The survey is accessible from **October 15th through November 30th** and is available in Amharic, Chinese, English, Korean, Somali, Spanish and Vietnamese. Please tell your friends, family, co-workers and community members about the Seattle Public Safety Survey and feel free to post the survey link on your social media. Public safety and security are community concerns. Please make sure your voice is heard by completing the public safety survey today.

시애틀 공공 안전 설문조사
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西雅图公共安全调查
Seattle Public Safety Survey

**Take the Seattle Public Safety Survey
October 15-November 30, 2016**

시애틀 공공 안전 설문조사
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Encuesta sobre la seguridad pública en Seattle
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Seattle Public Safety Survey
CITYWIDE Demographics - 2020

Variable	Responses	2020 Unweighted		2020 Weighted	
		% Valid	N	% Valid	N
Connection	Live	22.6	2573	19.7	2447
	Work	9.9	1132	10.3	1283
	Live/Work	67.5	7705	70	8686
Age	< 20	.4	42	.5	56
	20-29	12.3	1402	15.1	1878
	30-39	24.3	2767	28.2	3501
	40-49	20.7	2363	23.4	2904
	50-59	18.7	2130	15.4	1912
	60-69	15.1	1718	11.2	1394
	70-79	7.6	864	5.4	671
	80-89	1.0	111	.7	86
	> 90	.1	9	.1	8
Race*	American Indian/ Alaskan Native	1.9	222	4.2	517
	Asian	8.0	916	17	2113
	Black/ African American	3.1	357	6.6	821
	Pacific Islander	.7	75	1.4	171
	White	84.8	9678	72.8	9040
Ethnicity	Hispanic	4.9	558	10.4	1289
Gender*	Female	50	5708	47	5833
	Male	45.5	5191	48.2	5988
	Transgender	1.3	148	1.5	189
	Other	3.2	369	3.6	442
Marital Status	Divorced	6.3	712	5.2	641
	Married/ Domestic Partnership	60.2	6828	59	7295
	Single	30.7	3481	33.3	4110
	Widowed	2.2	252	1.8	222
Education	No High School Diploma	.4	43	.4	54
	High School Diploma	2.8	322	3.1	379
	Some College	12.7	1445	13.1	1614
	Associate's Degree	6.3	720	6.5	800
	Bachelor's Degree	43.7	4960	43.8	5411
	Graduate Degree	34.1	3870	33.2	4107
Household Income	\$0- \$39,999	10.1	1105	10.6	1276
	\$40,000- \$79,999	19.0	2086	18.8	2259

Drugs & Alcohol

- Alcohol use in public
- Discarded needles / Drug paraphernalia
- Drug houses
- Drug use in public
- Marijuana use in public
- Open air drug markets
- Public intoxication

Homelessness

- Aggressive panhandling
- Car/RV camping
- Homeless encampments (non-regulated)
- Squatting
- Transient Camps

Police Capacity

- Delayed police response to emergency calls
- Delayed police response to non-emergency calls
- Inadequate police staffing
- Lack of police follow-up
- Not enough police in the neighborhood

Community & Public Safety Capacity

- Delay in answering emergency calls
- Delay in answering non-emergency calls
- Issues with 9-1-1 dispatchers
- Lack of crime prevention education
- Lack of resources for individuals with mental illness
- Lack of resources related to social services

- No block watch or safety related neighborhood group
- Not enough public safety resources in the neighborhood

Property Crime

- Auto theft
- Car prowls (something stolen from within your car)
- Commercial burglary
- Non-residential property crime
- Property crime – general
- Property damage
- Residential burglary
- Theft
- Vandalism

Public Order Crime

- Disorderly Behavior
- Fireworks
- Graffiti
- Illegal sex work
- Illegal street vending
- Indecent exposure
- Public Order Crime – general
- Trespassing
- Youth intimidation or criminal activity

Quality of Life

- Civility issues - general
- Crowd Behavior
- Dogs off-leash
- Dogs on the Beach
- General community safety and quality of life issues
- Issues in the Parks
- Littering/dumping

- Loitering
- Noise levels
- Problem/nuisance properties
- Soliciting
- Sporting event issues (or other large events)
- Too many police in the neighborhood

Traffic Safety

- Bicycle safety
- Drag racing
- Parking issues
- Pedestrian safety
- Safety issues at bus stops
- Traffic safety
- Unsafe driving / Speeding

Violent Crime

- Assault
- Domestic violence
- Gang activity
- Gun violence
- Homicide
- Robbery
- Sexual assault
- Shots fired
- Violent crime - general

Identified in Seattle Public Safety Survey Narrative Comments

Behavioral Crisis

City Politics

- City Politics Decreasing Public Safety
- City Politicians not Adequately Addressing Homelessness
- Unsupportive of City Council

Drug Activity

- Drugs Are a Public Health Issue
- Drugs Are a Public Safety Issue

Homelessness

- Bring Back Navigation Team
- Encampments Are Decreasing Public Safety
- Homelessness is a Public Health Issue
- Homelessness is a Public Safety Issue
- RV & Car Camping Decrease Public Safety

Lawlessness

- Crime is on the Rise
- Lawlessness general
- Moving out of Seattle Due to Crime / Public Safety

Police Capacity

- More Foot and Bicycle Police Needed
- More Police Community Outreach Needed
- More Police Needed
- Slow or No Police Response

- Unsupportive of Defunding Police

Police Legitimacy

- Concerns about Selective Enforcement / Racial Bias
- Concerns about Use of Force / Excessive Use of Force
- Lack of Police Accountability
- Lack of Police Professionalism
- Lack of Trust in Police, generally
- Lack of Trust in SPD, specifically
- Organizational Culture/Stability in Leadership
- Unsupportive of SPD

Police Reform

- Demilitarize Police
- Lack of Adequate Police Training
- Review of SPD's Crowd Management Practices Needed

Property Crime

Protests

Public Order Crime

Public Safety & Community Capacity

- Issues with 911 Dispatch
- Lack of Prosecution, Returning Offenders to Street
- More City Services / Resources Needed to Respond to Behavioral Crises

- More City Services / Resources Needed to Respond to Homelessness
- Police are Being Prevented from Doing Their Job
- Public Parks are Unsafe
- Public Spaces are Unsafe
- Supportive of Defunding Police

SPD Supportive

- SPD Doing a Great Job
- Supportive of SPD

Traffic Safety

Violent Crime

Seattle Public Safety Survey Results 2020- *Citywide Concerns*

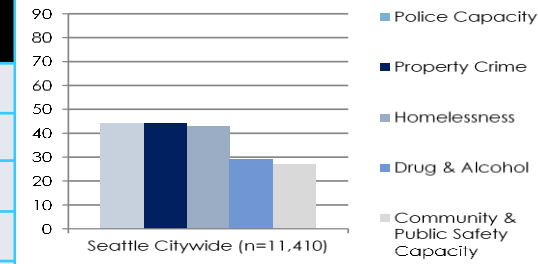
Seattle – Citywide (2020 N=11410)

2020 Top Public Safety Concerns

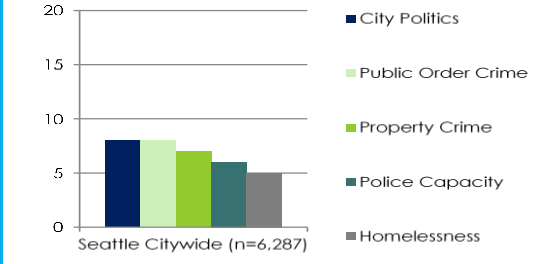
2020 Most Prominent Themes in Narrative Comments

1-Police Capacity	1-City Politics
2-Property Crime	2-Public Order Crime
3-Homelessness	3-Property Crime
4-Drug & Alcohol	4-Police Capacity
5-Community & Public Safety Capacity	5-Homelessness

2020 Percentage of Respondents who Selected Top Concerns

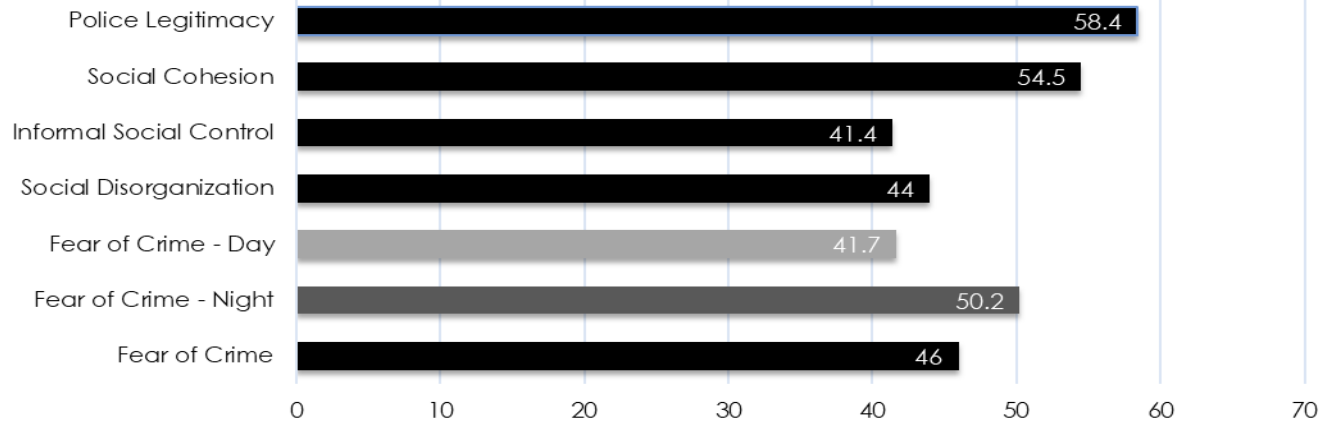


2020 Average Percentage of Respondent Comments Coded for Prominent Themes

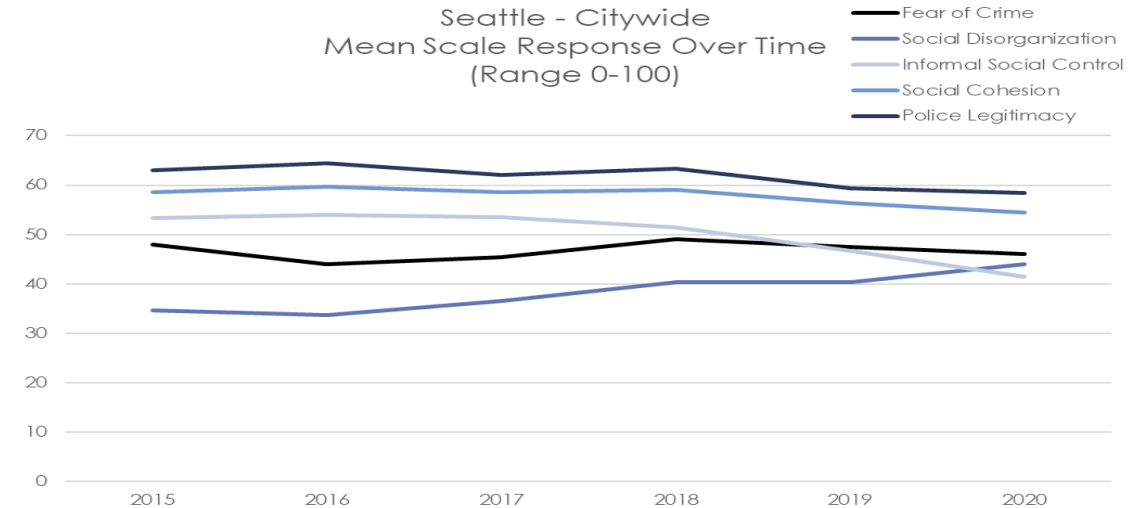


Seattle - Citywide 2020

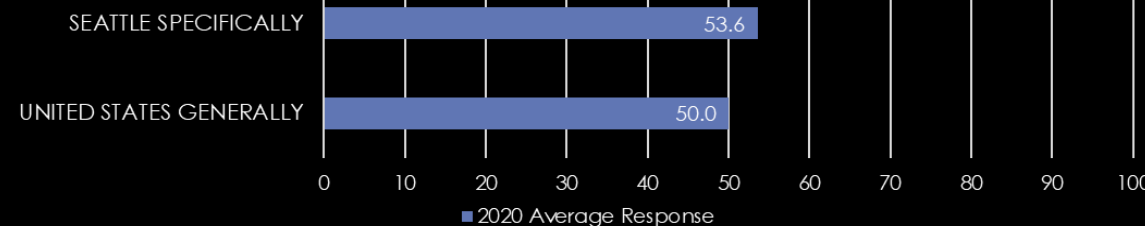
Mean Scale Responses (Range 0-100)



Seattle - Citywide Mean Scale Response Over Time (Range 0-100)



Seattle - Citywide 2020 View of Policing (Range 0-100)



Seattle Public Safety Survey Results 2020 - *Precinct Concerns*

Seattle – **Citywide** (2020 N=11410)

2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Police Capacity	1-City Politics
2-Property Crime	2-Public Order Crime
3-Homelessness	3-Property Crime
4-Drug & Alcohol	4-Police Capacity
5-Community & Public Safety Capacity	5-Homelessness

Seattle – **East** Precinct (2020 N=2238)

2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Police Capacity	1-Police Legitimacy
2-Property Crime	2-Public Order Crime
3-Homelessness	3-Public Safety & Community Capacity
4-Community & Public Safety Capacity	4-City Politics
5-Drugs & Alcohol	5-Property Crime

Seattle – **North** Precinct (2020 N=4176)

2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Homelessness	1-Property Crime
2-Property Crime	2-Public Order Crime
3-Police Capacity	3-City Politics
4-Drug & Alcohol	4-Homelessness
5-Public Safety & Community Capacity	5-Police Capacity

Seattle – **South** Precinct (2020 N=940)

2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Police Capacity	1-City Politics
2-Property Crime	2-Police Capacity
3-Homelessness	3-Violent Crime
4-Traffic Safety	4-Public Order Crime
5-Community & Police Safety Capacity	5-Public Safety & Community Capacity

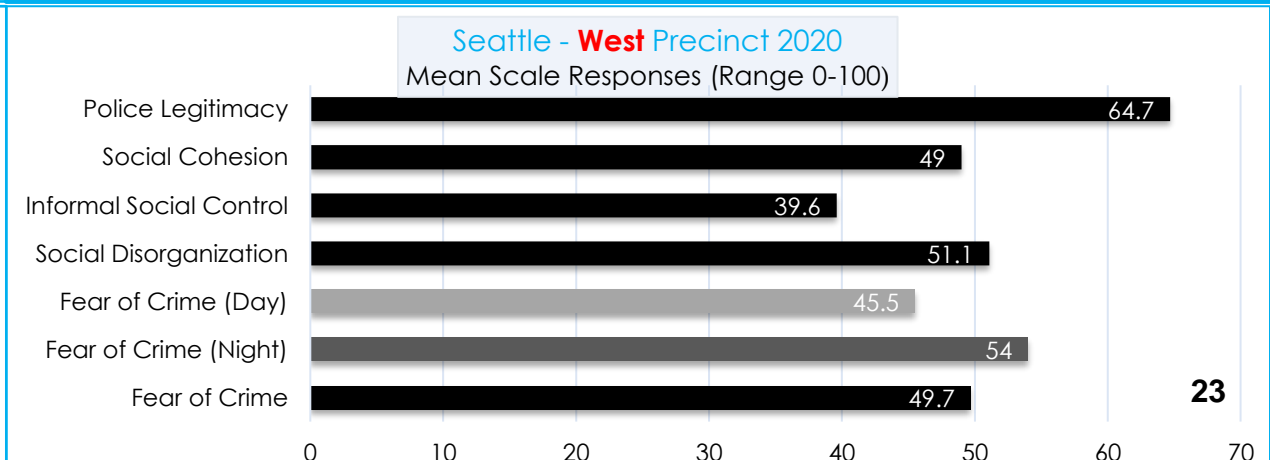
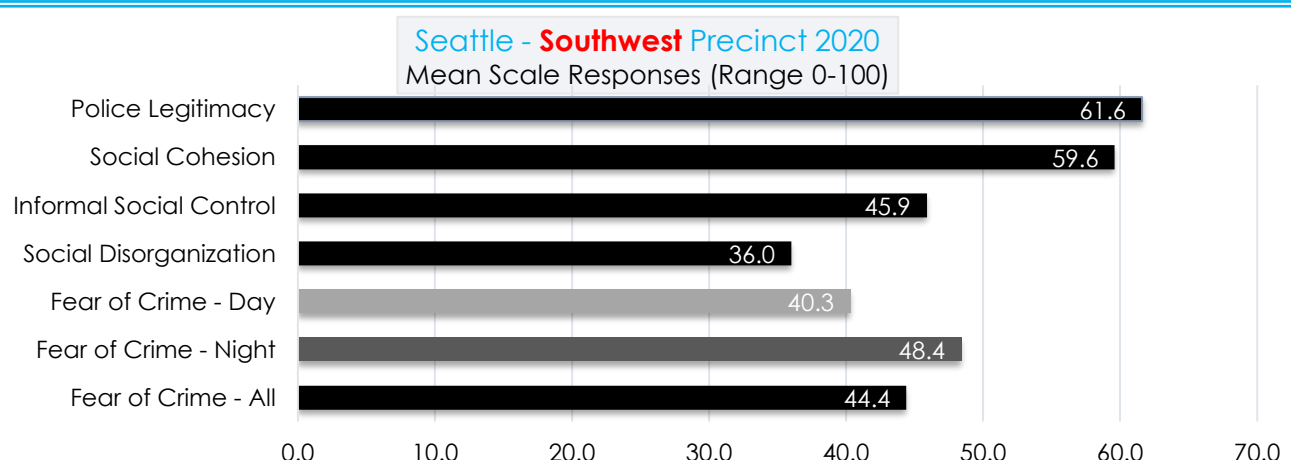
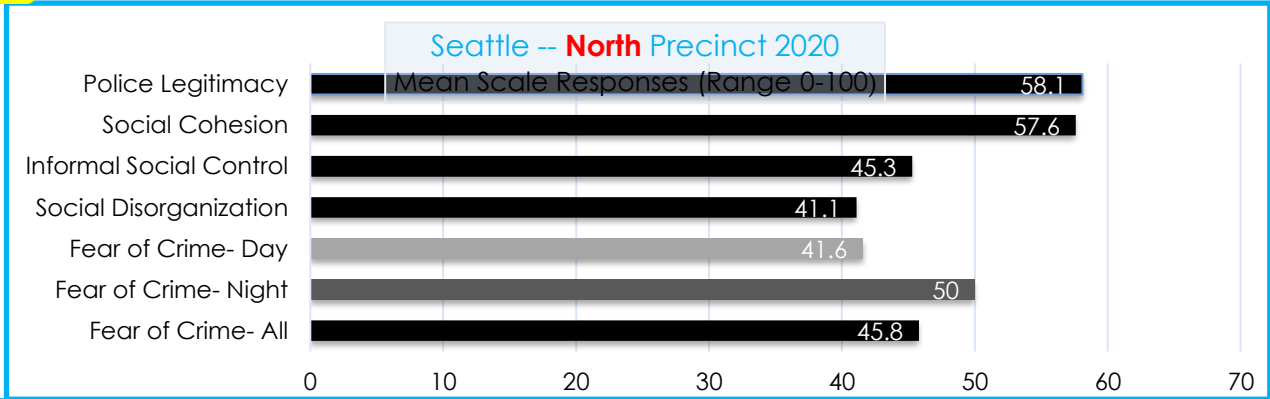
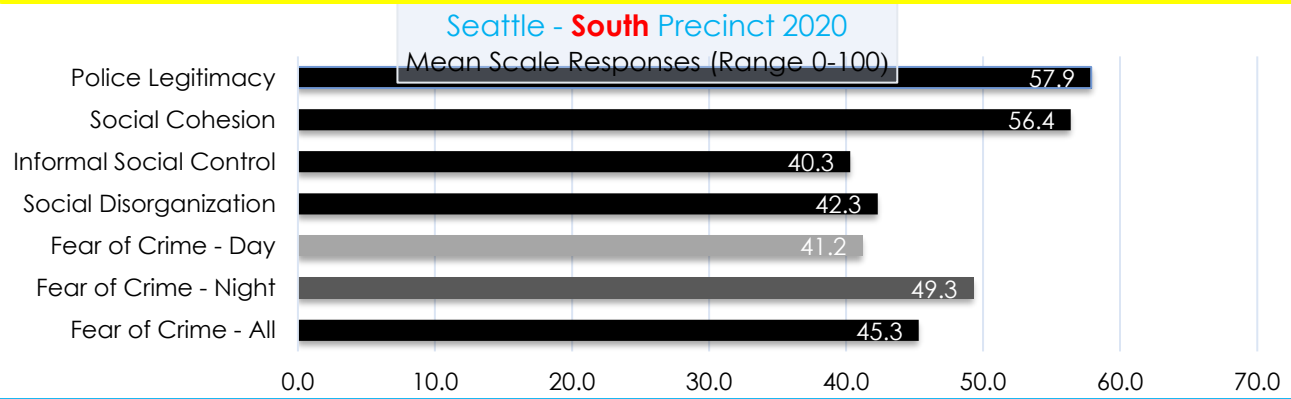
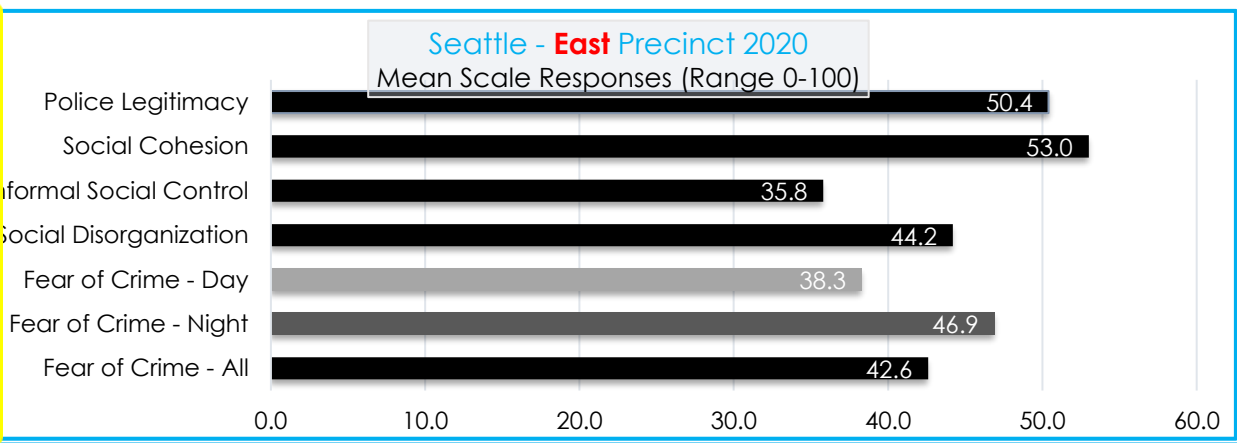
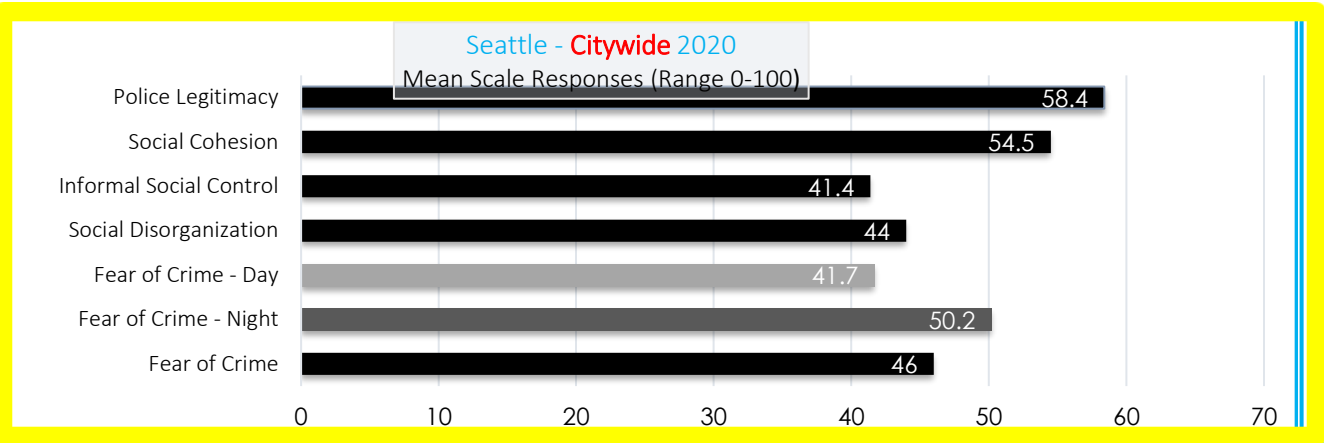
Seattle – **Southwest** Precinct (2020 N=1121)

2020 Public Safety Concerns	2020 Prominent Themes in Narrative Comments
1-Police Capacity	1-City Politics
2-Property Crime	2-Police Capacity
3-Homelessness	3-Property Crime
4-Traffic Safety	4-Traffic Safety
5-Public Safety & Community Capacity	5-Public Order Crime

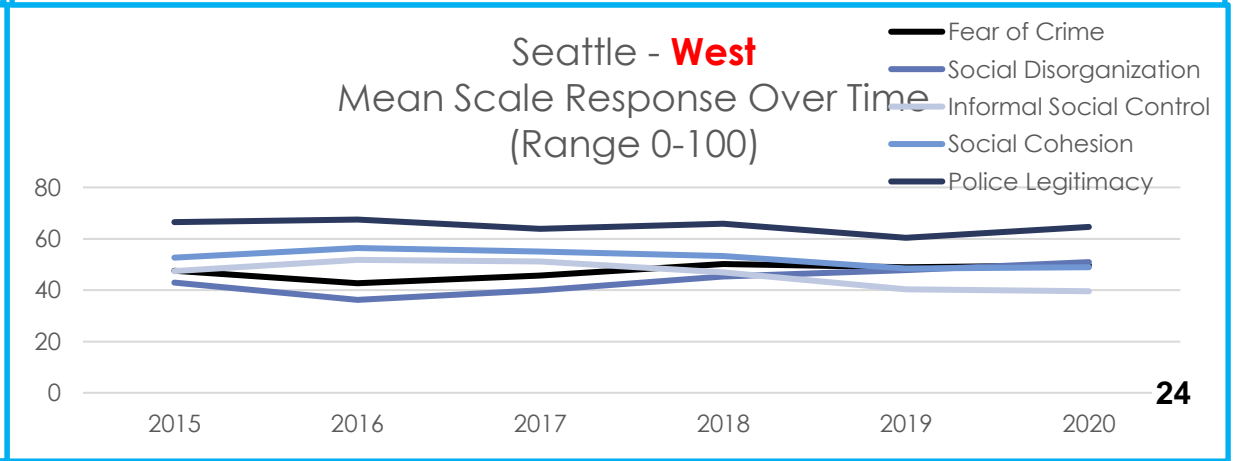
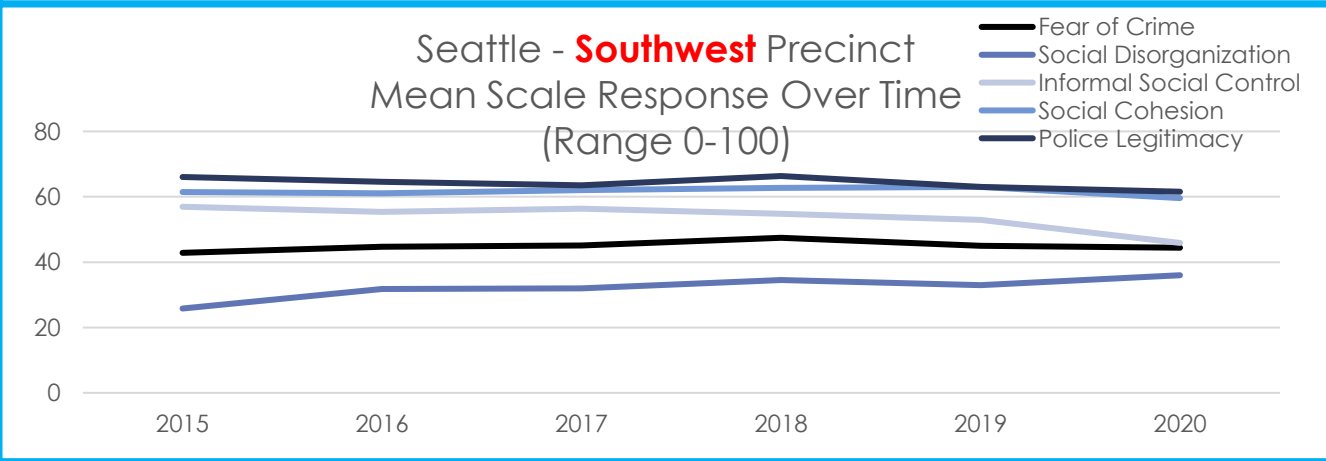
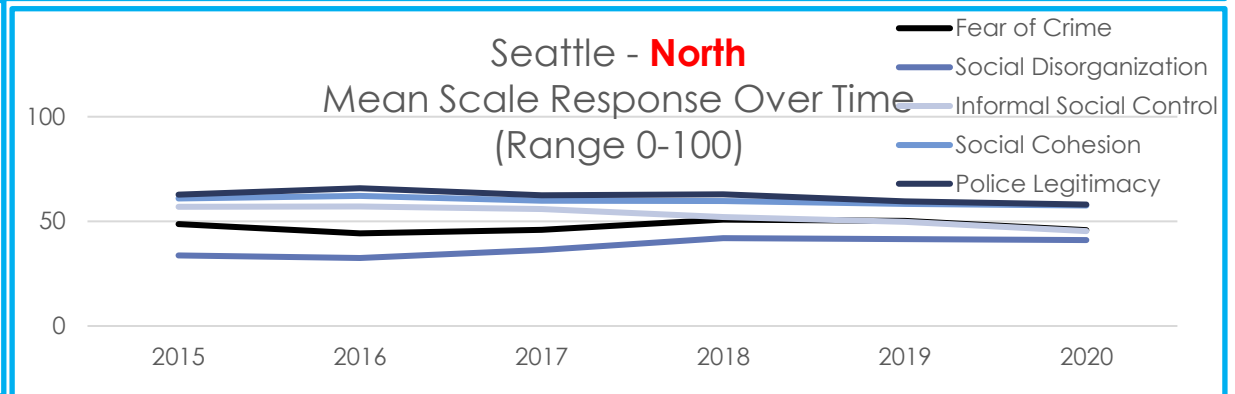
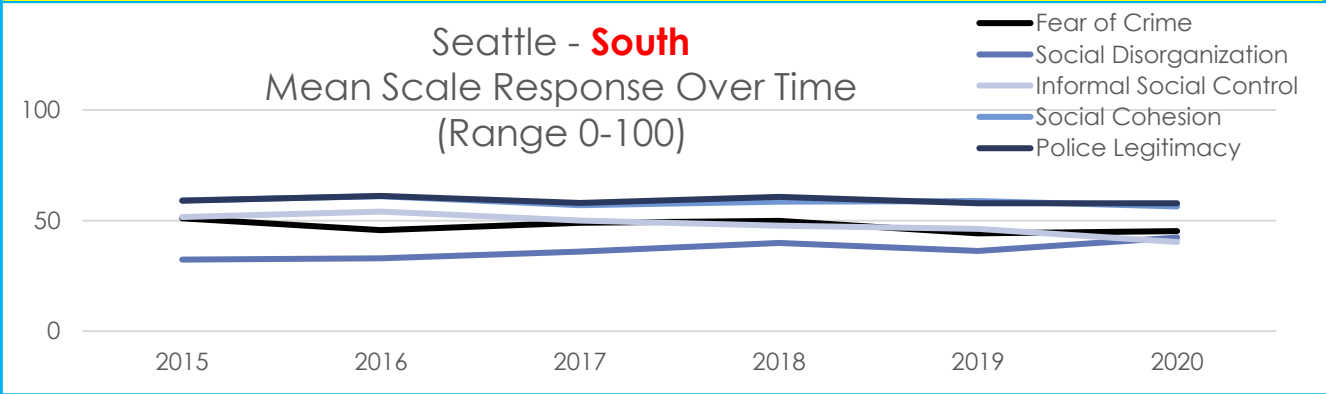
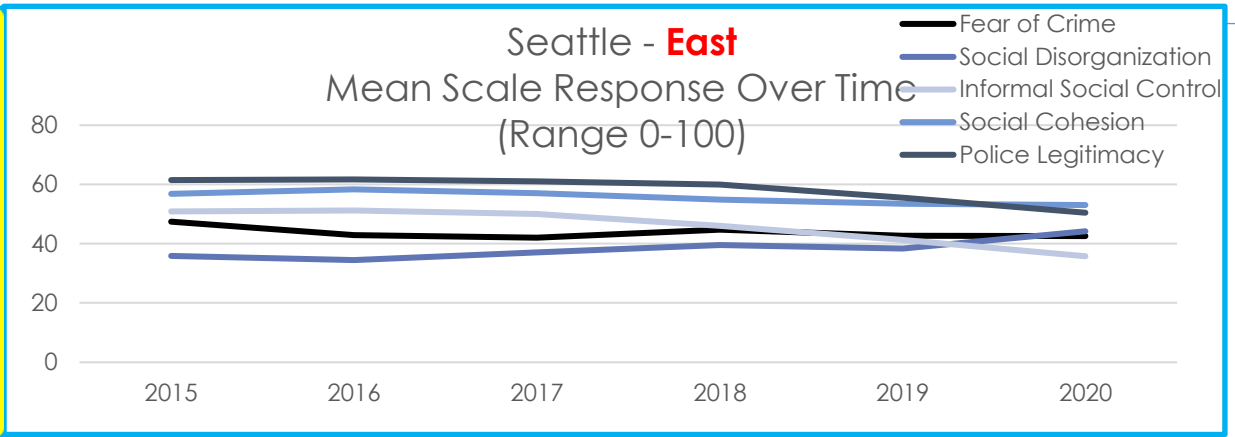
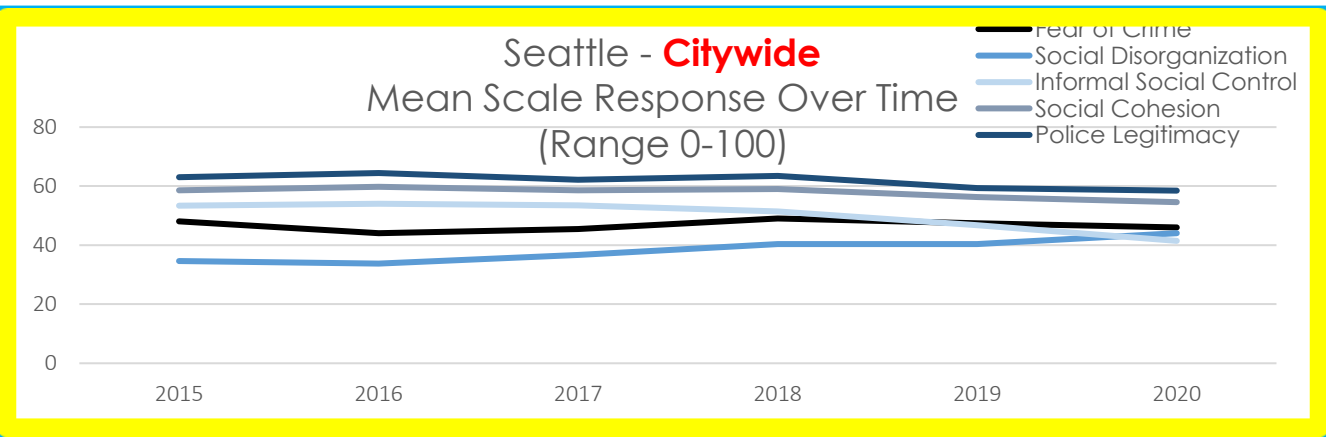
Seattle – **West** Precinct (2020 N=2935)

2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Homelessness	1-Public Order Crime
2-Property Crime	2-City Politics
3-Police Capacity	3-Property Crime
4-Drugs & Alcohol	4-Police Capacity
5-Community & Public Safety Capacity	5-Homelessness

Seattle Public Safety Survey Results 2020- *Precinct Scale Ratings*

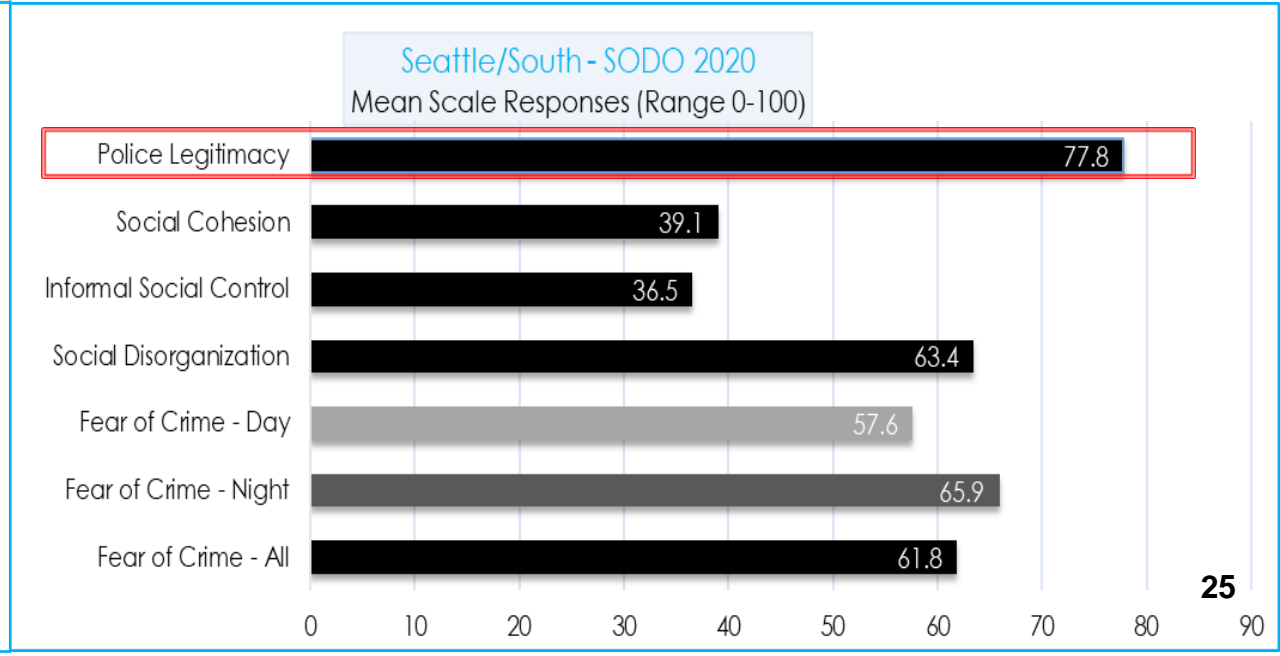
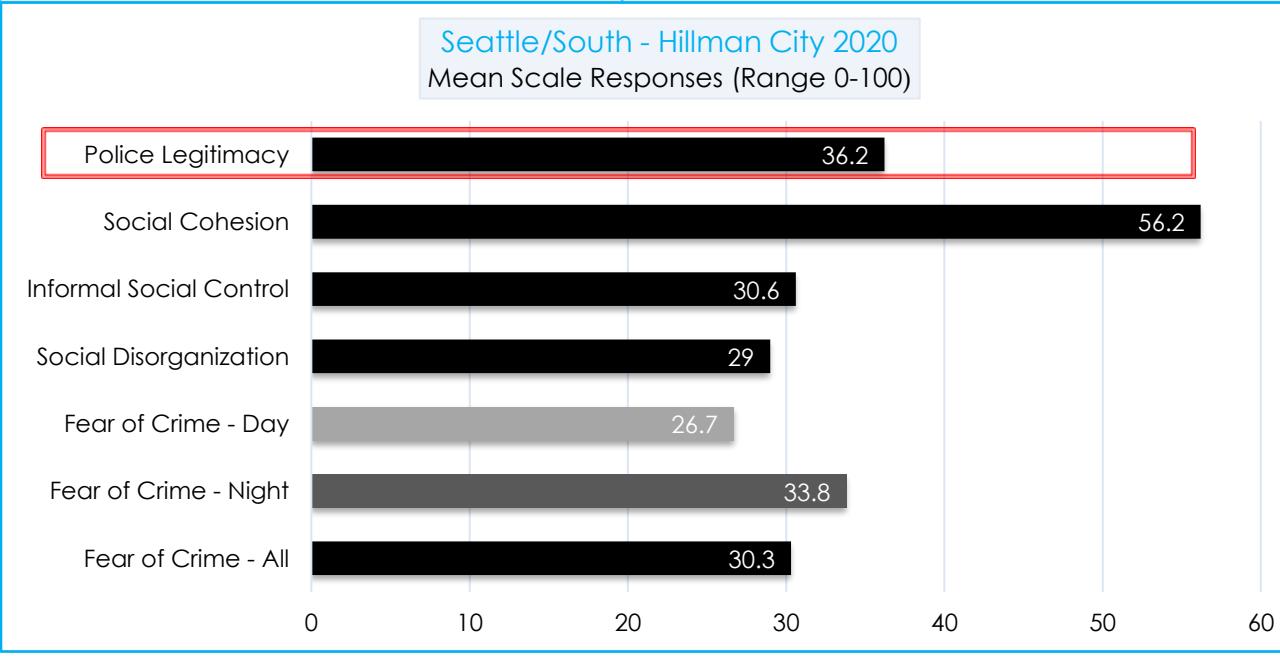


Seattle Public Safety Survey Results 2020- Precinct Scale Ratings Over Time

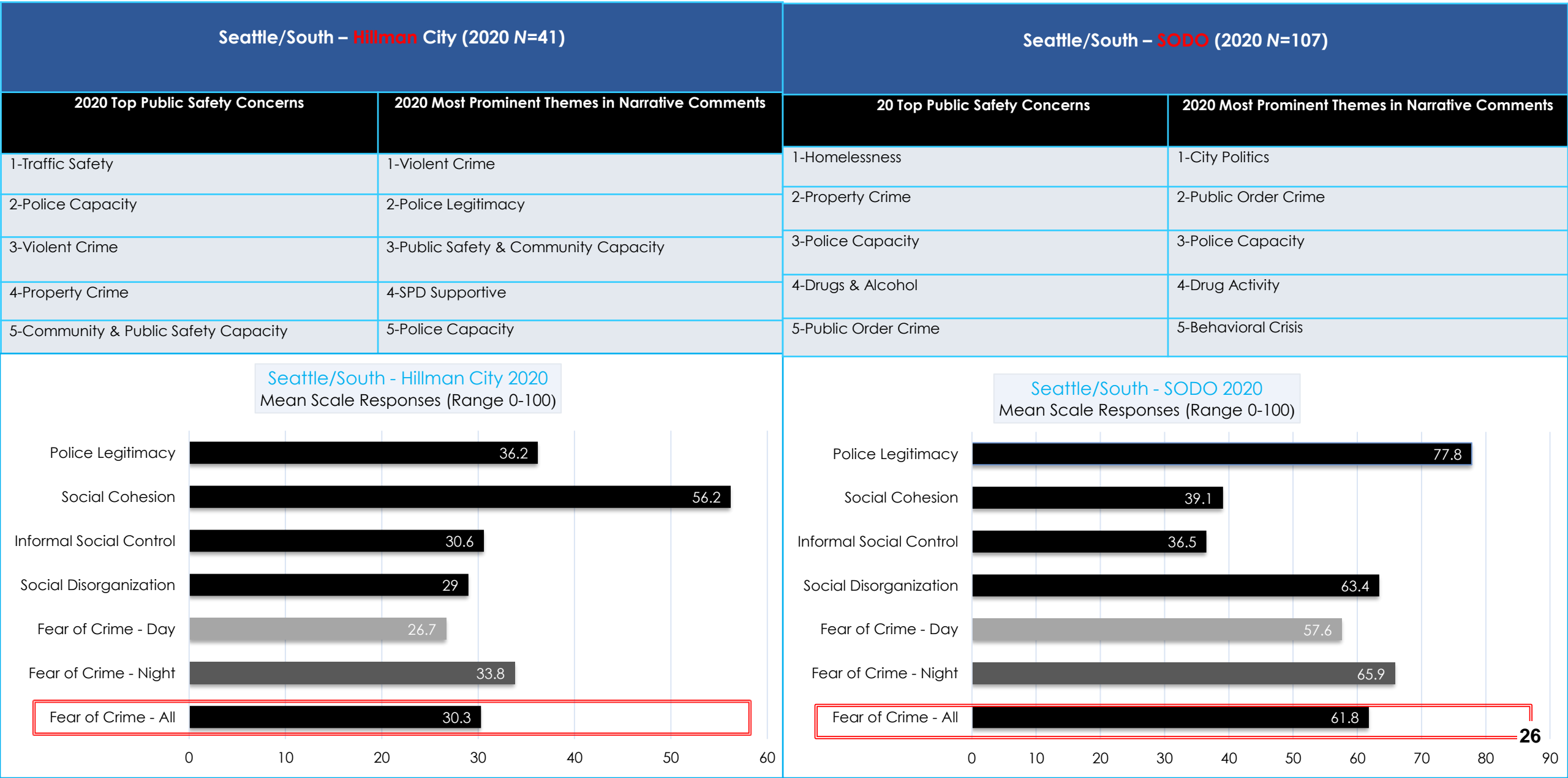


EXAMPLE -- Micro-Communities with low/high Police Legitimacy Ratings

Seattle/South – Hillman City (2020 N=41)		Seattle/South – SODO (2020 N=107)	
2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments	20 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Traffic Safety	1-Violent Crime	1-Homelessness	1-City Politics
2-Police Capacity	2-Police Legitimacy	2-Property Crime	2-Public Order Crime
3-Violent Crime	3-Public Safety & Community Capacity	3-Police Capacity	3-Police Capacity
4-Property Crime	4-SPD Supportive	4-Drugs & Alcohol	4-Drug Activity
5-Community & Public Safety Capacity	5-Police Capacity	5-Public Order Crime	5-Behavioral Crisis

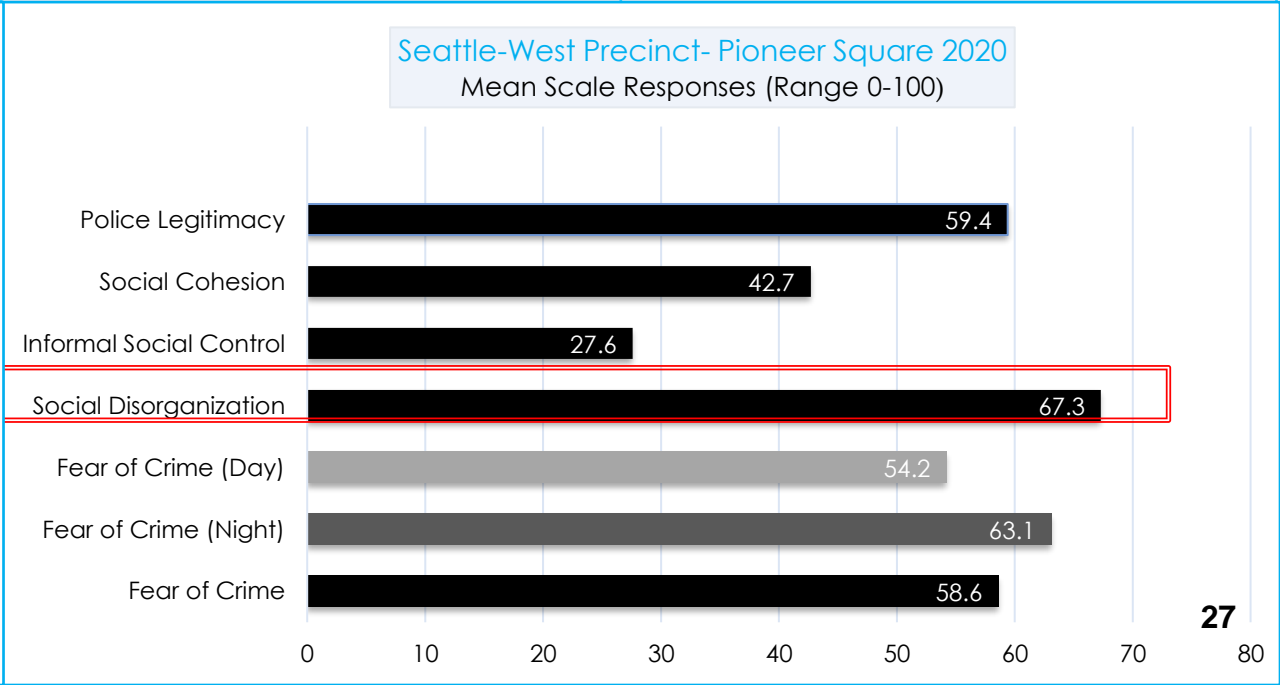
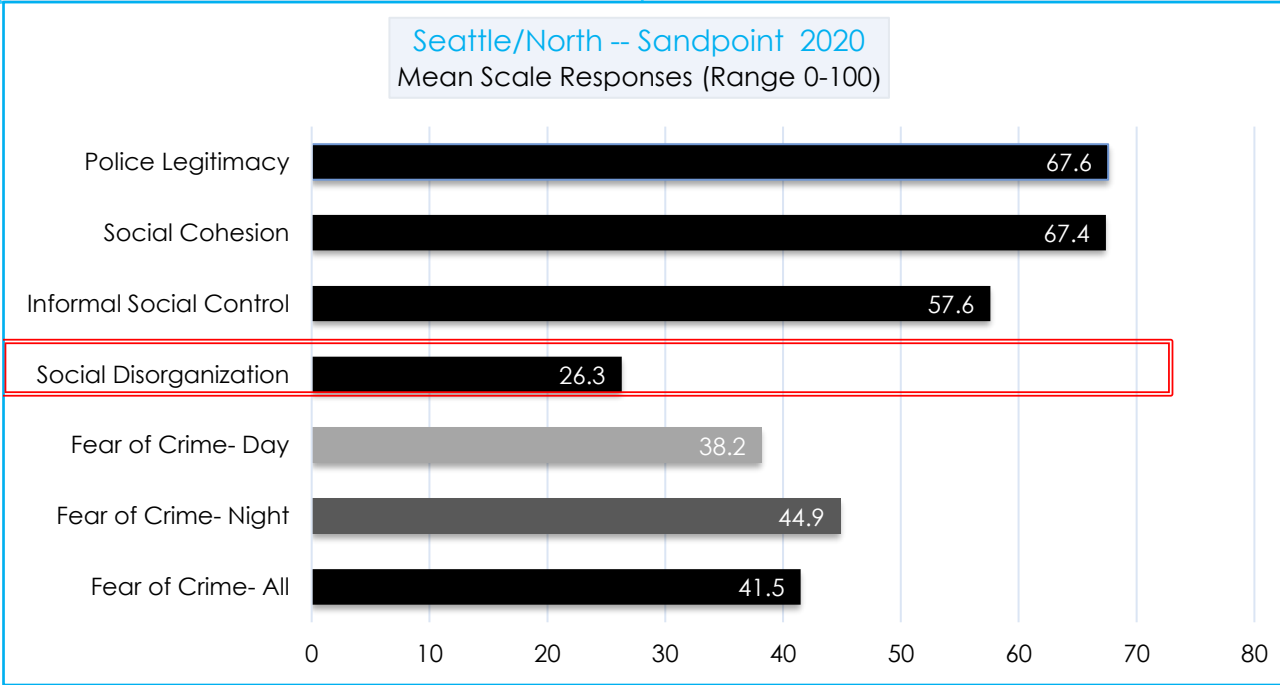


EXAMPLE -- Micro-Communities with low/high Fear of Crime Ratings



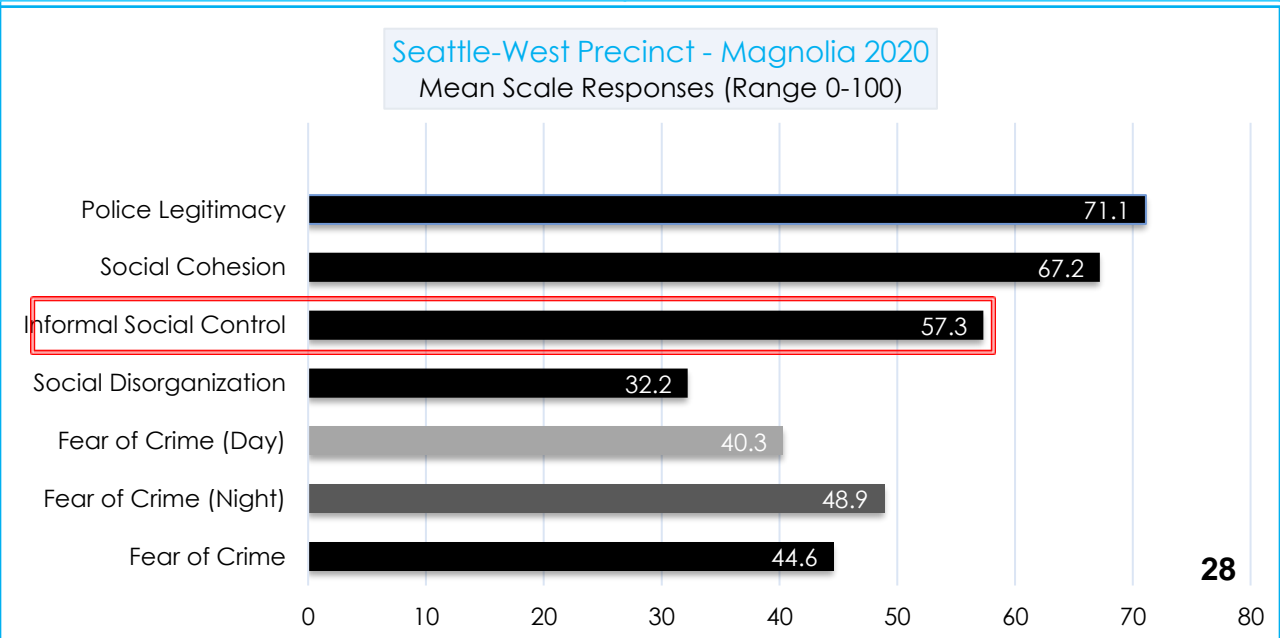
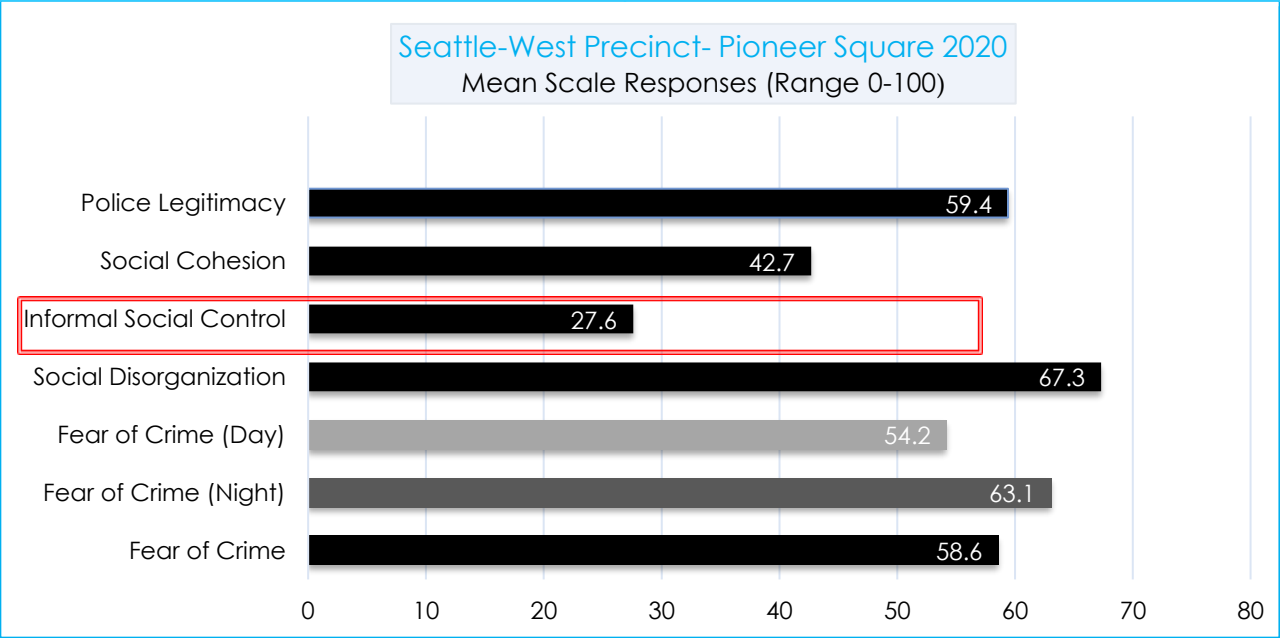
EXAMPLE -- Micro-Communities with low/high Social Disorganization Ratings

Seattle/North – Sandpoint (2020 N=308)		Seattle-West Precinct – Pioneer Square (2020 N=176)	
2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments	2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Police Capacity	1-Property Crime	1-Homelessness	1-Public Order Crime
2-Property Crime	2-City Politics	2-Police Capacity	2-Violent Crime
3-Homelessness	3-Police Capacity	3-Property Crime	3-City Politics
4-Traffic Safety	4-Public Order Crime	4-Drugs & Alcohol	4-Behavioral Crisis
5-Public Safety & Community Capacity	5-Homelessness	5-Violent Crime	5-Police Capacity



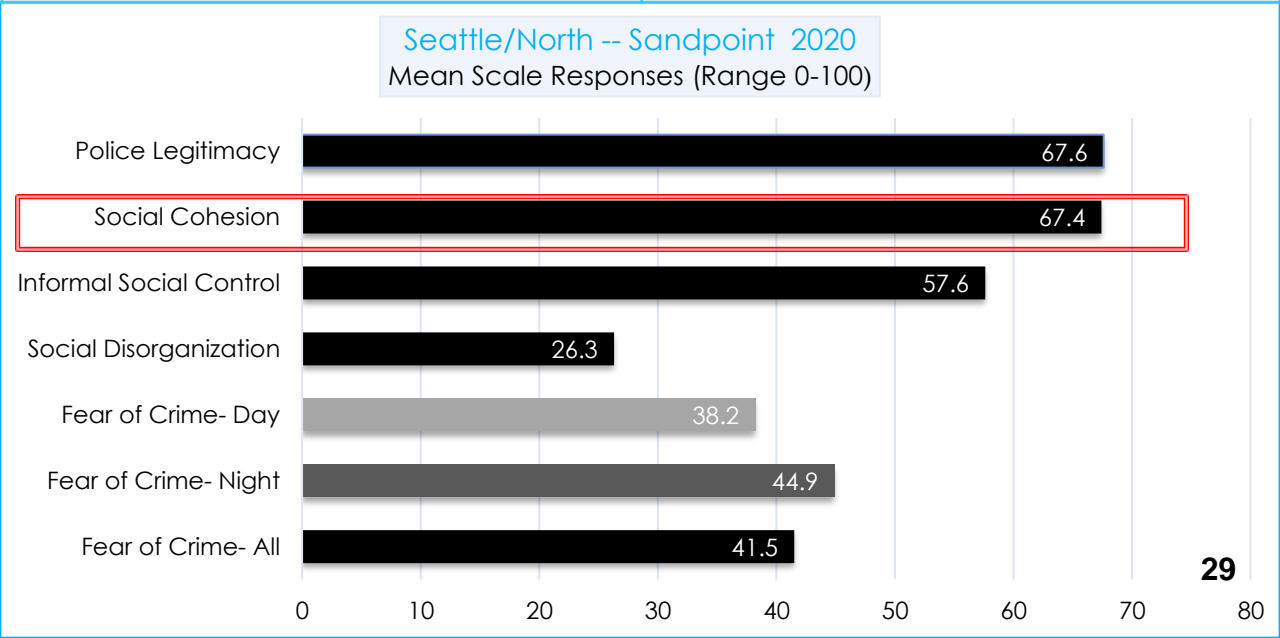
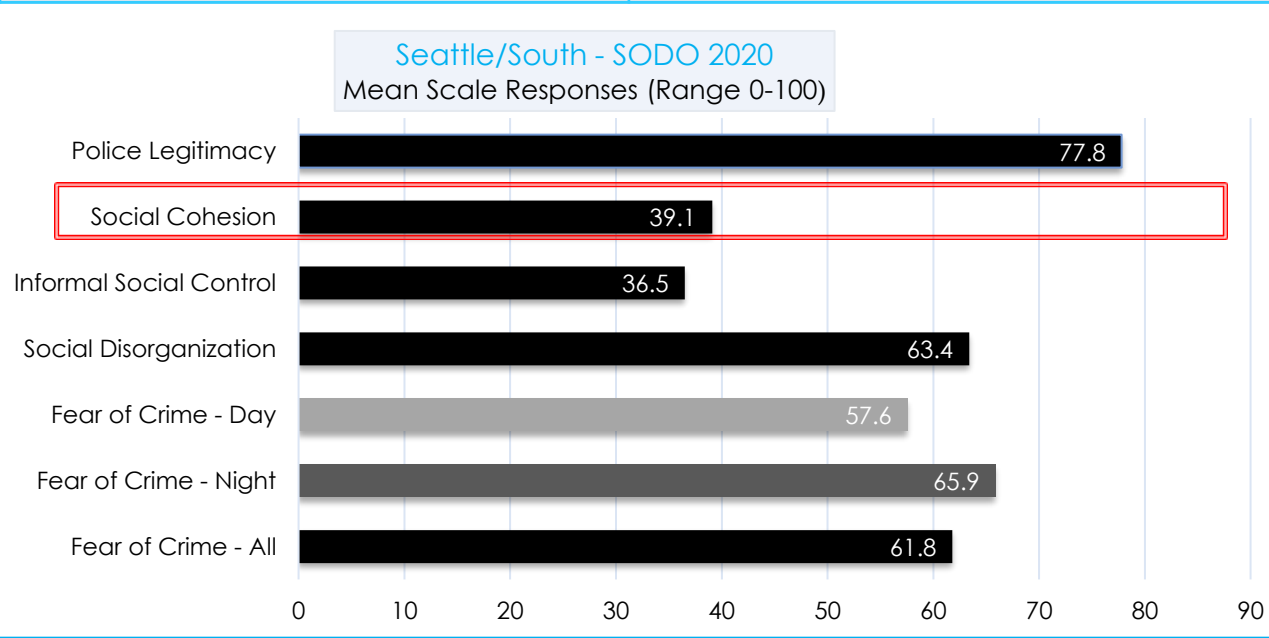
EXAMPLE -- Micro-Communities with low/high Informal Social Control Ratings

Seattle-West Precinct – Pioneer Square (2020 N=176)		Seattle-West Precinct – Magnolia (2020 N=423)	
2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments	2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Homelessness	1-Public Order Crime	1-Police Capacity	1-City Politics
2-Police Capacity	2-Violent Crime	2-Property Crime	2-Property Crime
3-Property Crime	3-City Politics	3-Homelessness	3-Homelessness
4-Drugs & Alcohol	4-Behavioral Crisis	4-Drugs & Alcohol	4-Police Capacity
5-Violent Crime	5-Police Capacity	5-Community & Public Safety Capacity	5-Public Order Crime



EXAMPLE -- Micro-Communities with low/high Social Cohesion Ratings

Seattle/South – SODO (2020 N=107)		Seattle/North – Sandpoint (2020 N=308)	
20 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments	2020 Top Public Safety Concerns	2020 Most Prominent Themes in Narrative Comments
1-Homelessness	1-City Politics	1-Police Capacity	1-Property Crime
2-Property Crime	2-Public Order Crime	2-Property Crime	2-City Politics
3-Police Capacity	3-Police Capacity	3-Homelessness	3-Police Capacity
4-Drugs & Alcohol	4-Drug Activity	4-Traffic Safety	4-Public Order Crime
5-Public Order Crime	5-Behavioral Crisis	5-Public Safety & Community Capacity	5-Homelessness



Next Steps – Community-Police Dialogues

CALL FOR PARTICIPANTS! Virtual Community-Police Dialogues



Seattle University has collaborated with the Seattle Police Department since 2015 to conduct the annual *Seattle Public Safety Survey* as part of the [Micro-Community Policing Plans \(MCP\)](#). This year, as part of the MCP, Seattle University will be holding virtual community-police dialogues that will involve conversations between Seattle community members and police personnel from the Seattle Police Department. The purpose of the dialogues is to give people who live and work in Seattle the opportunity to engage in conversation with Seattle police to discuss concerns about public safety and security at the micro-community (neighborhood) level.

All who live and/or work in Seattle are eligible to participate in the virtual community-police dialogues. There will be three community-police dialogues held in each of the five police precincts - East, North, South, Southwest, and West (a total of 15 dialogues) on designated Thursday Nights 5:30-7:30pm via Zoom video conferencing from mid-May through August 2021.

If you live and/or work in Seattle and are interested in participating on one of the upcoming community-police dialogues, go to PUBLICSAFETYSURVEY.ORG

For questions, contact:

Dr. Jacqueline B. Helfgott, Director Seattle University Crime & Justice Research Center

Email: jhelfgot@seattleu.edu

Phone: (206) 295-5477

SEATTLEU

CALL FOR SEATTLE POLICE PERSONNEL PARTICIPANTS! Virtual Community-Police Dialogues



Seattle University has collaborated with the Seattle Police Department since 2015 to conduct the annual *Seattle Public Safety Survey* as part of the [Micro-Community Policing Plans \(MCP\)](#). This year, as part of the MCP, Seattle University will be holding virtual community-police dialogues that will involve conversations between Seattle community members and police personnel from the Seattle Police Department. The purpose of the dialogues is to give people who live and work in Seattle the opportunity to engage in conversation with Seattle police to discuss concerns about public safety and security at the micro-community (neighborhood) level.

Seattle Police personnel from all ranks from each of the SPD precincts are needed for the virtual community-police dialogues. There will be three community-police dialogues held in each of the five police precincts - East, North, South, Southwest, and West (a total of 15 dialogues) on designated Thursday nights 5:30-7:30pm via Zoom video conferencing from mid-May through August 26 2021. The goal is to have a minimum of three SPD personnel in each of the dialogue sessions with SPD personnel assigned to each precinct participating in precinct-specific dialogue sessions.

If you and are interested in participating on one of the upcoming community-police dialogues, go to PUBLICSAFETYSURVEY.ORG

For questions, contact:

Dr. Jacqueline B. Helfgott, Director Seattle University Crime & Justice Research Center

Email: jhelfgot@seattleu.edu

Phone: (206) 295-5477

SEATTLEU

MCPP Research Analysts

2015-17

Mathew Thomas/Shannon Ro-East
Karmen Schuur/Jessica Chandler-North
Grace Goodwin/Brooke Bray-South
Jennifer Danner/Joseph Singer-Southwest
Zhanna Kachurina/Chase Yap- West
Joseph Singer-General RA

2017-18

Susan Nemhard-East
Michael Sowby-North
Mon-Cherie Barnes-South
Puao Savusa- Southwest
Mathew Todd- West
Haley Gilford – General RA

2018-19

Katlynn McDaniels-East
Anastasiya Shevchek-North
Hannah Traktmann/Cassie St. Cyr-South
Tiana Lee/Taylor Lowery Southwest
Heather Chestnut- West
Ashley Catanyag – General RA

2019-20

Alex Dvorsky-East
Anastasiya Shevchuk-North
Cierrah Loveness-South
Taylor Lowery-Southwest

2020-21

Katelyn Yep-North
Alex Dvorsky-East
Cierrah Loveness-South/SW
Rachel Deckard-West-SW
Jane Park-General RA

29 students have been employed as SPD MCPP RAs since 2015



Contact

Jacqueline Helfgott, PhD

Professor

Seattle University Department of Criminal Justice

jhelfgot@seattleu.edu

206-954-5132



William Parkin, PhD

Associate Professor

Seattle University Department of Criminal Justice

parkinw@seattleu.edu

206-220-8263



COMMUNITY ENGAGEMENT: GOALS

- **Demystify SPD's Budget** to allow for transparent and fruitful conversations around our current public safety system.
- **Support community partners in identifying areas for development within SPD's service functions** via focus groups and listening sessions, working primarily with populations most impacted by the current criminalization system.
- **Focus on departmental change as opposed to replicating and undermining ongoing outreach** conducted by the Black Brilliance Research Project, Equitable Investments Community Task Force, participatory budgeting, and other efforts.

Community Engagement: City Boards and Commissions

- Seattle Human Rights Commission
- Seattle LGBTQ Commission
- Seattle Disabilities Commission
- Seattle Renters' Commission
- Seattle Youth Commission
- Immigrant and Refugee Commission
- Mayor's Council on African American Elders
- Community Involvement Commission
- Seattle Women's Commission
- Community Police Commission

Major Themes:

1. City must conduct deep outreach for each office/division set to be transferred out of SPD to ensure those services maintain functionality while also being reimagined.
2. Officers should be trained further in cultural competency and humility, disabilities, and nonviolent tactics of de-escalation.
3. Remove SPD's presence in Navigation Team.

Community Engagement: Listening Sessions, Focus Groups

- Youth gun violence prevention partners
- Asian American partner organizations to address hate crimes
- Immigrant and refugee support organizations
- Neighborhood-based public safety organizations
- BIAs and business support groups
- Black-led, Black-centered support organizations
- More being scheduled

Major Themes:

1. Care should be taken while considering transfers of civilian units so that the City does not create additional bureaucracy that damages efficacy.
2. While building additional entries into our community safety network, City should establish opportunities for organizations to collaborate with SPD as well as other departments (integrative, as opposed to distinctly parallel)

Community Engagement: Continuing Engagement

- Continue listening sessions and focus groups, developing iterative presentations as new information becomes available
- Consult labor partners, including City staff on proposed transfers and ongoing reimagining work
- Share expert partners' reports and data with stakeholders and offer opportunities for feedback before submitting recommendations in final report

FUNCTIONAL ANALYSIS & EXPLORING NEW MODELS OF COMMUNITY SAFETY

Center for Policing Equity:

- Collect and analyze data to identify racial disparities and burdensome policing in Seattle.
- Use the data to develop evidence-based strategies and recommendations intended to reduce disparities/burdensome policing

National Institute for Criminal Justice Reform (NICJR):

- Conduct a 911 call analysis considering type, call category/location/time, response time, etc.
- Develop recommendations that identify potential alternative responses to a certain calls

Accenture:

- Develop an Innovation Blueprint - a roadmap to achieve a new model of community safety
- Develop a Police Capacity Planning Tool, which will complement work done by NICJR and allow SPD to fully understand the impact of changing demands.

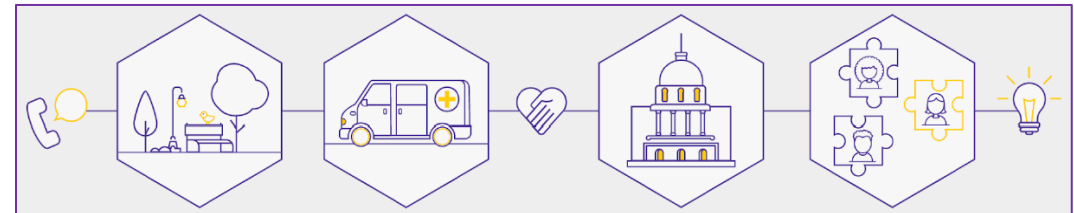
WHAT WORKS CITIES SPRINT:

EXPLORING ALTERNATIVE EMERGENCY RESPONSE MODELS

What Works Cities, City Solutions: Working to accelerate the adoption of programs, policies, and practices that have previously demonstrated success in helping cities solve their most difficult challenges. The City Solutions team is the lead facilitators of the Sprint.

White Bird Clinic: White Bird Clinic, is a non-profit health center based in Eugene Oregon and is a key agency in the continuum of care for the community, and leads CAHOOTS, the Mobile Crisis and Medic response team for Eugene-Springfield's Public Safety System for over 30 years.

Everytown for Gun Safety: Everytown for Gun Safety is the largest gun violence prevention organization in the country that is fighting for common-sense gun safety measures that can help save lives.



WHAT WORKS CITIES SPRINT:

NON-EXHAUSTIVE LIST OF SEATTLE COHORT MEMBERS

Asian Counseling & Referral Service	King County DCHS
Central Staff	Mayor's Office
City Budget Office	National Alliance on Mental Illness
CM Herbold's Office	Office of Inspector General
CM Lewis' Office	Public Defenders Association
Community Safety & Comms Center (911)	Rep. Orwall, HD 33
DESC	Seattle Police Department
Human Services Department	Tubman Center for Health & Freedom
Seattle Fire Department	Swedish Providence

WHAT WORKS CITIES SPRINT SERIES

Session 1:

Introduction, Building a Cohort Charter

Session 2:

Racial Equity and Effects of Over-Policing

Session 3:

**What Does the Evidence Show:
Analysis of Crisis Response Models**

Session 4:

**Case Studies and Testimony:
Lessons from the Field**

Session 5:

**911 Dispatch:
The Gatekeepers**

Session 6:

Community-Informed Design

Session 7:

Making Decisions with Data

Session 8:

**How Does this Really Work? Risk Mitigation,
Responder and Patient Safety, and more.**

QUESTIONS



Legislation Text

File #: Inf 1799, **Version:** 1

Seattle Police Department Quarterly Finance and Staffing Report



SEATTLE CITY COUNCIL
CENTRAL STAFF

Q1 SPD Budget and Staffing Report

GREG DOSS, CENTRAL STAFF ANALYST

PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE
APRIL 27, 2021

2021 Statements of Legislative Intent:

Requested reports on SPD finances, overtime, staffing and 911 response times

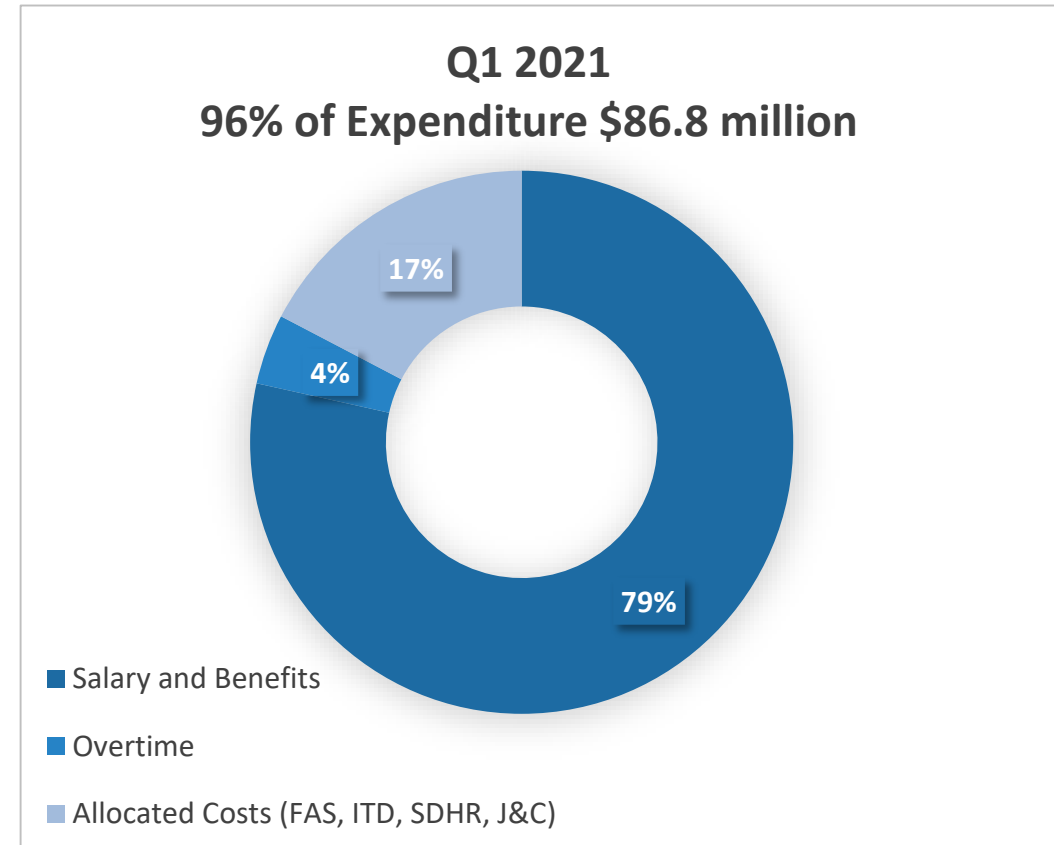
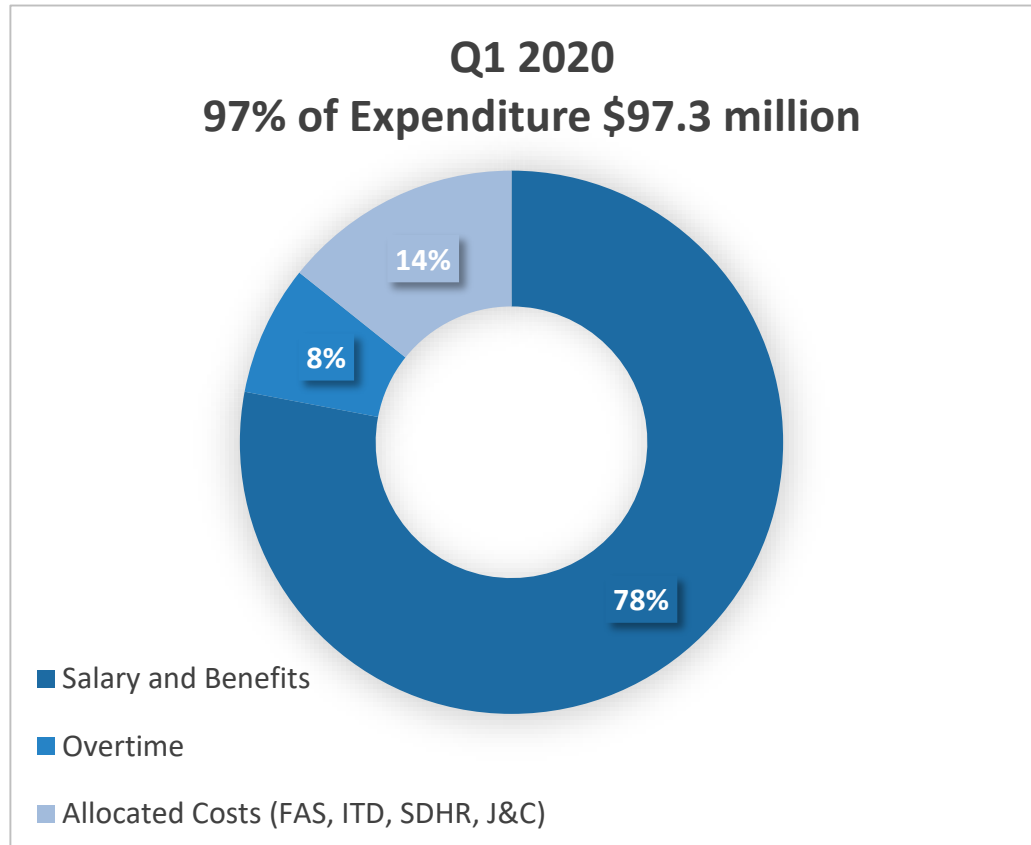
1. **SPD-001-A-003:** Request SPD to provide reports requested in Ordinance 126148 and Resolution 31962, including: (1) Financial reporting; and (2) Excess pay reporting.
2. **SPD-002-B-003:** Request SPD to provide: (1) monthly reports on its use of overtime; and (2) reports that provide updates on SPD's progress in implementing recommendations from the City Auditor's SPD overtime and special events reports.
3. **SPD-003-A-003:** Request SPD to provide monthly staffing reports that include: (1) The "SPD Sworn Staffing Model;" (2) The "Precinct Staffing Report;" and (3) Demographic data on hires and separations.
4. **SPD-006-A-003:** Request SPD to provide quarterly reports that identify the response time impact on SPD's ability to answer 911 emergency police calls (Priority One calls only) in 2021.

1. SPD Finance Monitoring

Slides 2 - 6

SPD Financing Monitoring

Largest expenditures by category



SPD Finance Monitoring

Largest expenditures against budget

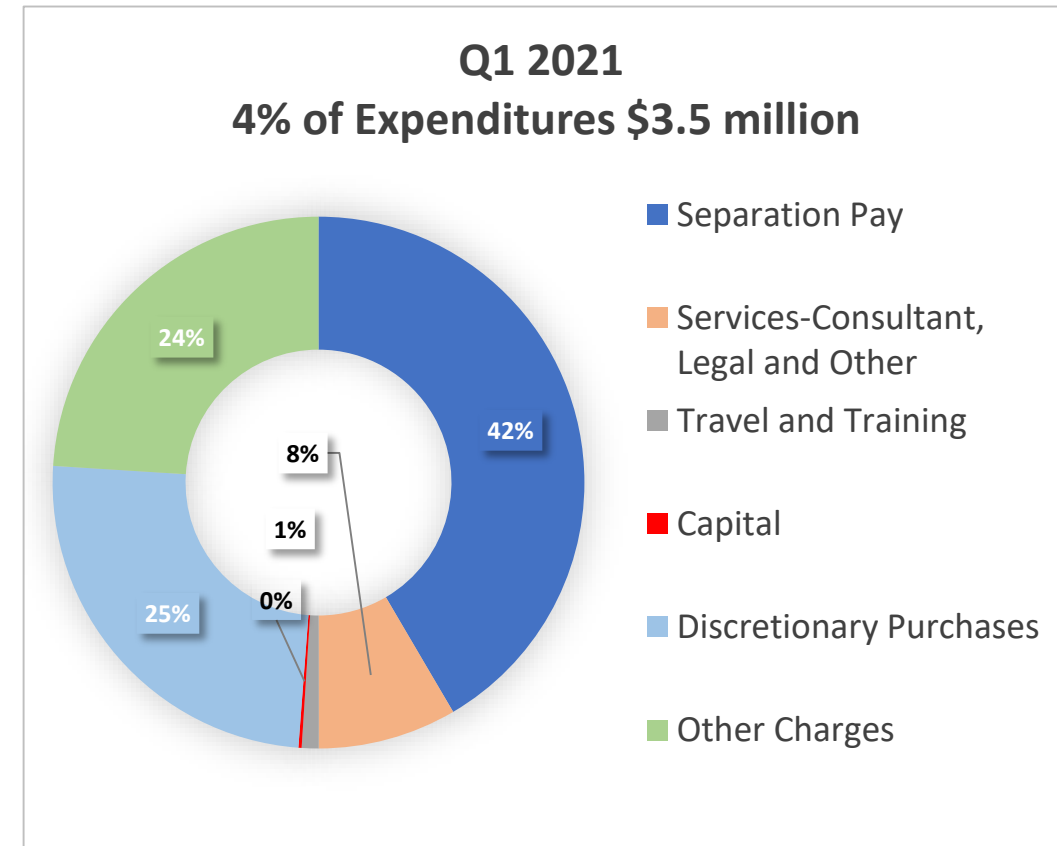
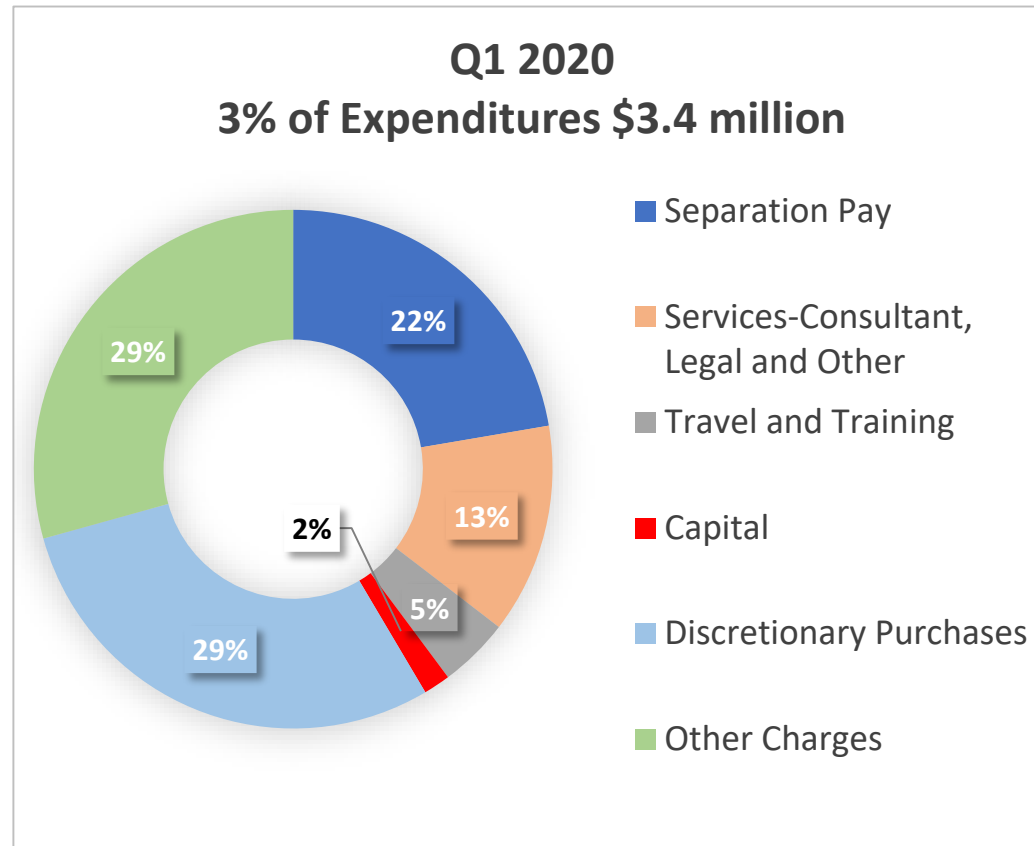
Expense Category	Q1: 2020 Adopted Budget		Q1: 2021 Adopted Budget	
	Expenditures	% of Adopted Budget	Expenditures	% of Adopted Budget
Salary and Benefits	\$75,864,994	25%	\$68,127,731	25%
Overtime	\$7,545,293	25%	\$3,636,243	17%
Allocated Costs (FAS, ITD, SDHR)	\$13,876,758	25%	\$15,040,315	27%
Subtotal:	\$97,287,045		\$86,804,289	

- **Salary and benefit spending to date is under budget**
Based on City pay cycles, would expect 27% of SPD's budget for salary and benefits expended by 3/31/2021
- **Overtime spending in Q1 2021 significantly decreased compared to Q1 2020 (less than half)**
Notable because the 2020 Adopted Budget for overtime was \$29.8M compared to \$21.2M in 2021*

**2021 overtime budget reduced in 2021 consistent with reductions made by both the Executive and Council midyear in 2020*

SPD Finance Monitoring:

Other expenditures



SPD Finance Monitoring

Other expenditures against budget

Expense Category	Q1: 2020 Adopted Budget		Q1: 2021 Adopted Budget	
	Expenditures	% of Adopted Budget	Expenditures	% of Adopted Budget
Separation Pay	\$750,072	78%	\$1,469,059	164%
Services-Consultant, Legal and Other	\$440,507	10%	\$298,384	9%
Travel and Training	\$147,770	14%	\$36,253	4%
Capital	\$56,200	240%	\$6,927	30%
Discretionary Purchases	\$981,375	20%	\$876,683	21%
Other Charges	\$985,316	20%	\$848,516	19%
Subtotal:	\$3,361,240		\$3,535,823	

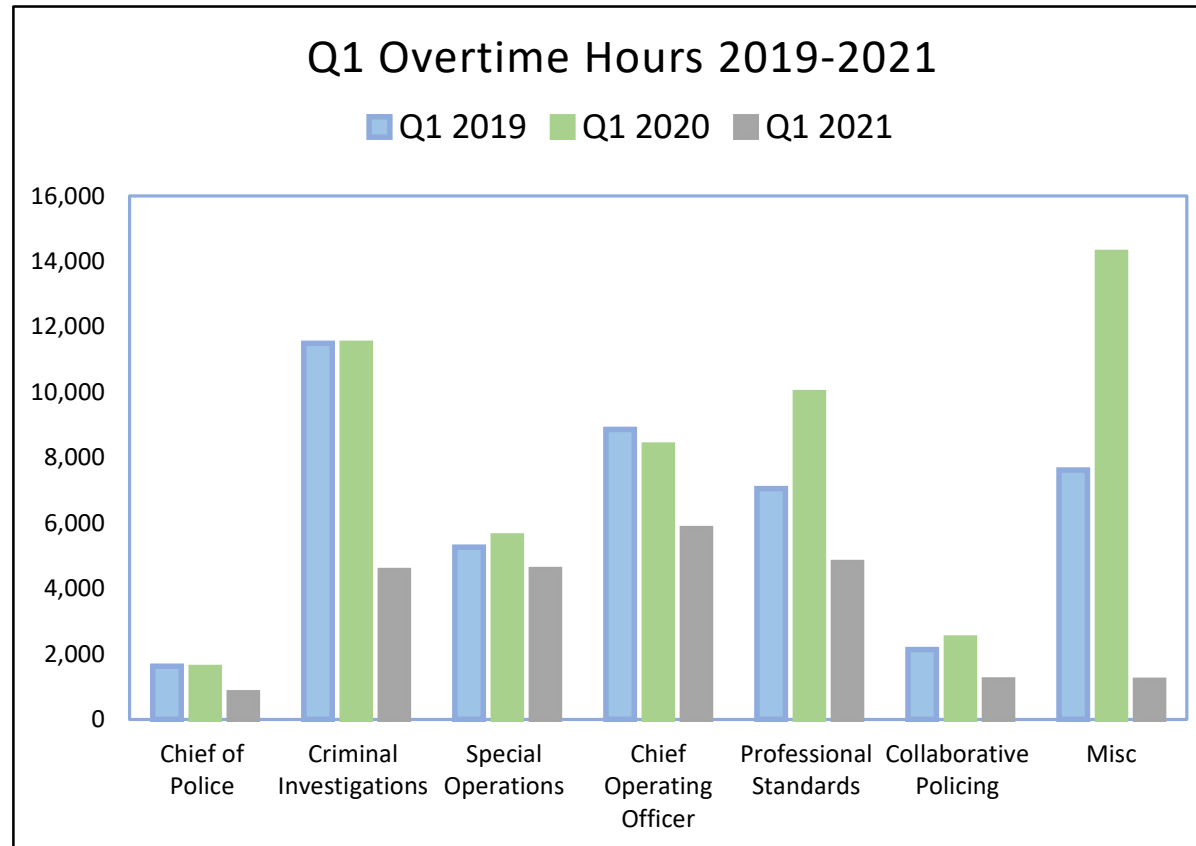
- **Separation pay has already exceeded budget**
2021 budget for separation pay = \$898,000; Last year, SPD spent \$3.7 million, largely in the last six months of 2020
- **All other spending is down compared to 2020**
potentially showing adherence to reduced budgets.

2. SPD Overtime Monitoring

Slides 7 - 9

SPD Overtime Monitoring

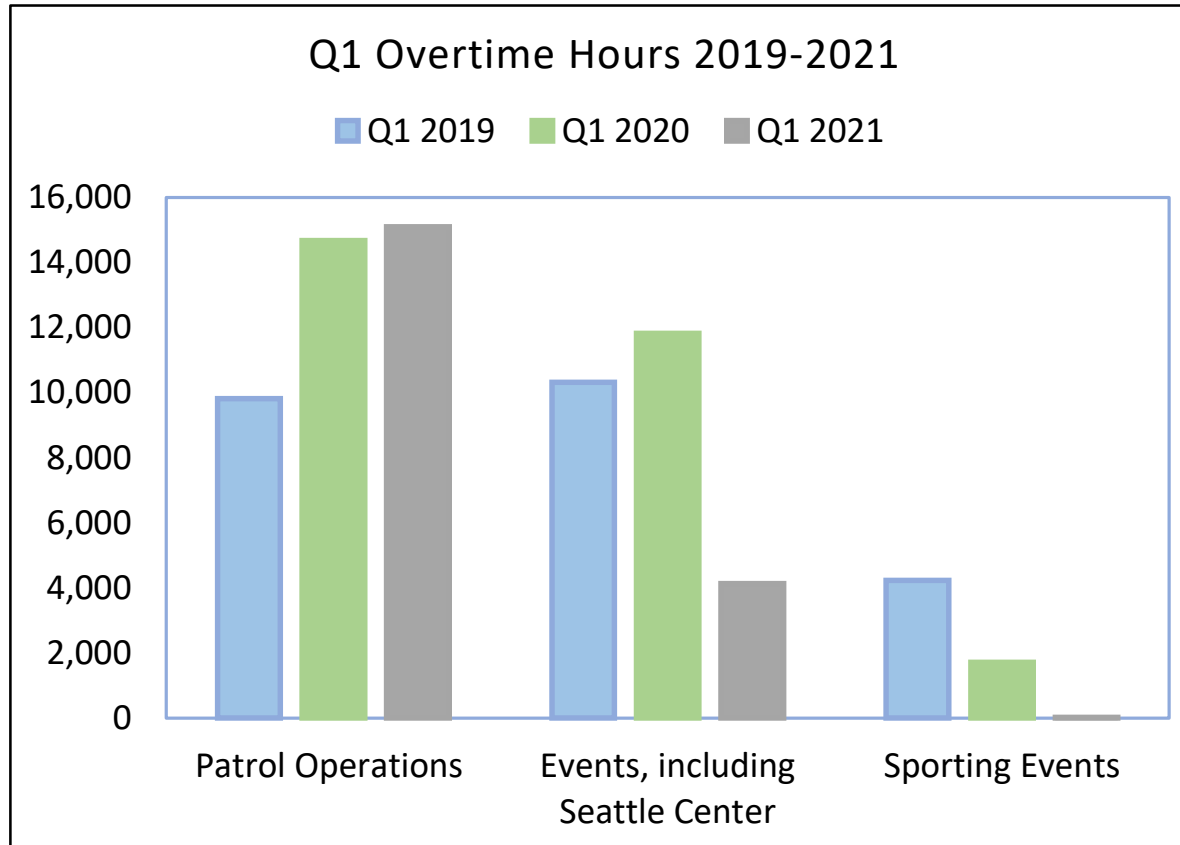
Overtime Hours by Category



- Overtime hours in 2021 are down compared to 2019 and 2020
- While 2021 OT hours are down in nearly every category, hours are disproportionately low in the Criminal Investigations and Professional Standards Bureaus

SPD Overtime Monitoring:

Overtime hours by category



- Patrol Operation's most significant overtime expenditure is for minimum staffing / patrol augmentation.
- The Events category includes demonstration expenditures, including for demonstrations that occurred in Jan 2021

3. SPD Staffing

Slides 10 - 15

SPD Staffing

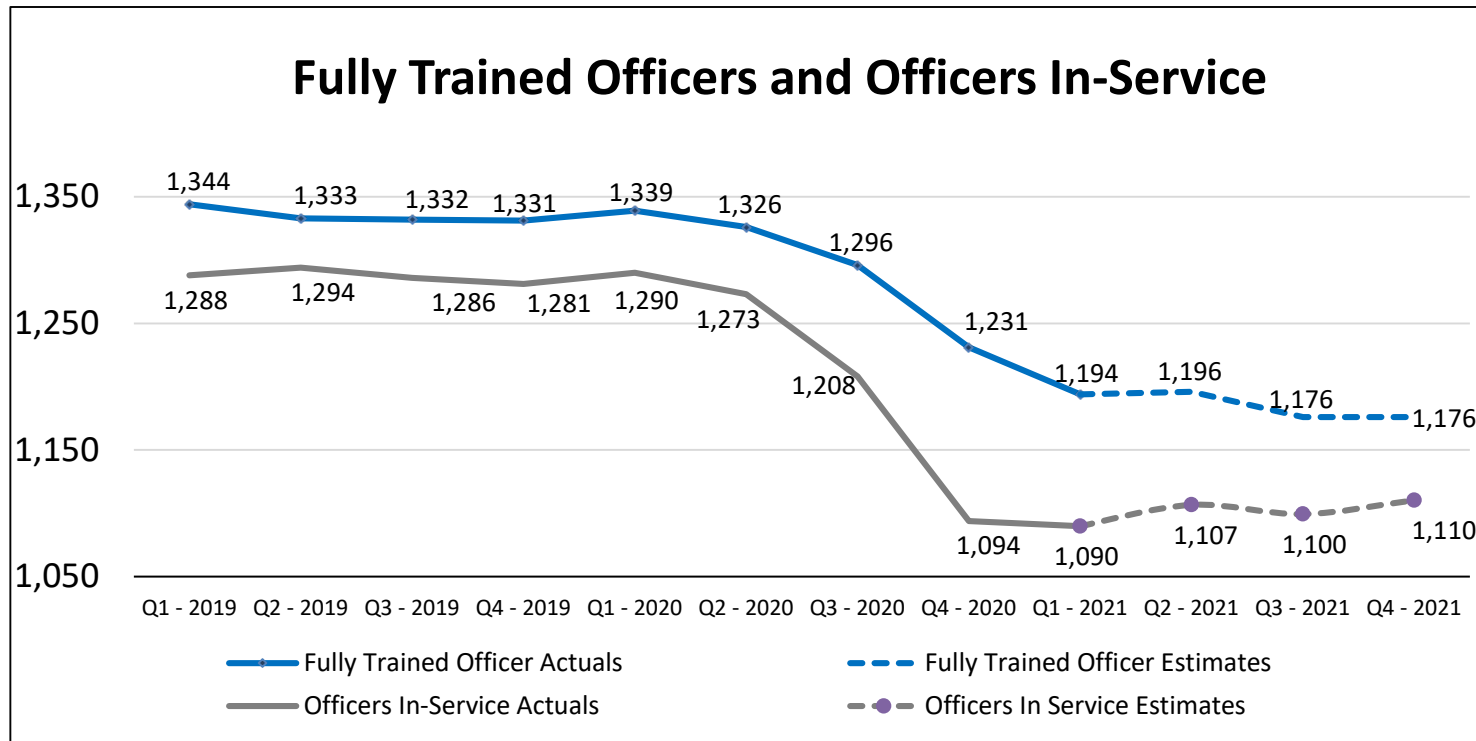
Assumptions informing updated 2021 Staffing Analysis

Central Staff's analysis of staffing and salary impacts in this presentation are based on:

- Actual separations and hires in January 2021 – March 2021
- Projections for April – December 2021 generally use the same assumptions in the 2021 Adopted Budget (as described in [SPD-025-B-002](#)) with a few adjustments. Specifically, April – December 2021 projections:
 - Assume eight hires per month, consistent with averages prior to 2020;
 - Assumed an average of nine separations per month, higher than pre-2020 historic norms but consistent with assumptions in adopted budget (SPD 025-B-002); and
 - Does not assume any laterals, rehires, recruit or student officer dropouts due to lack of information provided by SPD

SPD Staffing

Including Central Staff projections through the end of 2021



2021 Staffing

January - March Actuals:

- **Separations: 58**
52 Fully Trained Officers
- **Hires: 30**
21 in Seattle-Only Academy in January, reflects backup from last year

SPD Staffing

Central Staff analysis of staffing and salary impacts

	2021 Adopted Budget	April 2021: Central Staff Estimates*	Difference
Average annual FTE	1,343	1,251	(92)
Fully Trained Officers at Year-End (YE)	1,286	1,176	(110)
Officers-in-Service at YE	1,222	1,110	(112)
New Hires Projected in 2021	114	102	(12)
Assumed Separations in 2021	114	142	28

*Estimates reflect Q1 actuals; April - December estimates based on same assumptions described on slide 11

- 1,251 Average Annual FTE would result in about \$13.0 million of salary savings in 2021
- If separations return to historical levels (about 7 separations/month) SPD would realize about \$11.5 million in salary savings in 2021.

SPD Precinct Staffing (1/2)

As of March 31, 2021

Job Category	PRECINCT												Total
	Citywide		East		North		South		Southwest		West		
	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	
911	10	72	12	71	20	126	12	86	9	55	14	91	578
Beats	-	-	-	-	-	-	-	-	-	-	2	9	11
Seattle Center	-	-	-	-	-	-	-	-	-	-	1	2	3
Stationmaster	-	-	-	-	-	-	-	-	-	1	-	1	2
Totals	10	72	12	71	20	126	12	86	9	56	17	103	594

SPD Precinct Staffing (2/2)

Recent History of 911 Response and Patrol Officer Staffing

Date	Total Precinct Staffing	911 Response	
		Officers	Sergeants
August 2020	677	495*	68*
September 2020	694	591	77
December 2020	605	511	77
March 2021	594	501	80

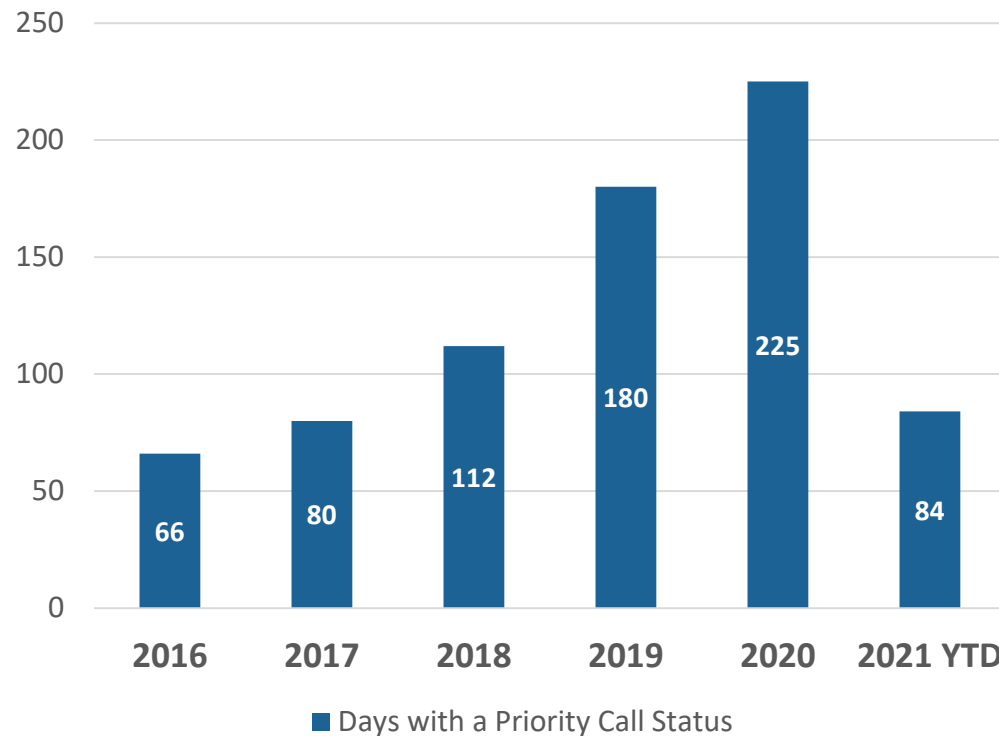
***Interim Chief Diaz moves 100 officers into 911 Response – Reduces Patrol Beats, CPT, ACT & Support**

3. Priority Response Call Handling

Slides 16 - 18

Priority Response Call Handling

Priority Call Handling: 2016 – 2021 YTD



SPD's Priority Call Response Policy:

1. Communications will dispatch to all Priority 1 and Priority 2 calls
2. Communications will also dispatch to the following types of calls regardless of priority:
 - Domestic Violence related calls; Missing /runaway persons;
 - Parking complaints if PEO's are available and the call is not near the scene of the incident;
 - Vehicle lockouts with engine running only with a human occupant (child or incapacitated.);
 - Sobering Unit Van calls when available; and Auto Theft calls.
3. Communications will NOT dispatch to:
 - Narcotic activity; Burglar alarms with no evidence of suspect on premise; Audible Residential panic alarms;
 - Priority 3 and Priority 4 calls and callers requiring officer to respond only for reports.
4. Callers shall be informed of the current situation causing the reduction in service and be advised to re-contact SPD with an approximate time when routine services will be restored.

Q1 Response Time by Precinct (2019-2021)

In Minutes – Data Supplied by SPD’s Data Driven Policing as of April 22, 2021

		Priority 1		Priority 2	
PCT	Year	Avg.	Median	Avg.	Median
EAST	2019	7.32	5.04	30.14	12.82
	2020	6.61	4.61	27.80	12.67
	2021	7.97	6.05	32.35	14.98
NORTH	2019	10.80	7.56	40.71	19.15
	2020	10.01	7.34	42.26	18.43
	2021	11.08	8.50	46.33	22.03
SOUTH	2019	9.46	6.48	37.73	16.42
	2020	9.50	6.48	32.32	14.04
	2021	9.48	7.06	33.50	14.98
SW	2019	8.39	6.34	29.31	12.67
	2020	8.43	6.48	26.65	12.67
	2021	9.85	7.85	31.61	15.12
WEST	2019	7.04	5.04	30.61	13.54
	2020	7.40	4.75	35.17	14.40
	2021	8.01	5.47	34.08	14.26

- 2021 Priority 1 response time increased slightly in East, North, SW and West, comparing to 2020 and 2019
- 2021 Priority 2 response time increased in each PCT, comparing to 2020 and 2019

5. Provisos

Slides 19 - 21

Provisos (1/2)

1. **Out of Order Layoff Proviso ([SPD-008-A-003](#))**: \$2.5 million may not be spent until authorized by future ordinance. Proviso requests the Chief and the Office of Labor Relations to petition the Public Safety Civil Service Commission to authorize 35 out-of-order layoffs in accordance with the principles identified in Resolution 31962.
2. **Salary Savings Proviso ([SPD-011-B-002](#))**: \$5 million may not be spent until authorized by future ordinance. Proviso establishes the Council's intent to "pass on a monthly or periodic basis legislation during 2021 that transfers up to \$5 million in accrued salary savings to Finance General and then to restrict this funding so that it may only be used to address recommendations made through Community's Participatory Budgeting process. As any such transfer or transfers are made, the Council will adjust accordingly the spending restriction imposed by this proviso."

Provisos (2/2)

3. **Harbor Patrol Proviso ([SPD-016-B-001](#))**: \$550,000 may not be spent until authorized by future ordinance. Proviso requests “a report that meets the requirements of Resolution 31962 regarding the SPD Harbor Patrol and functions that might be transferred to the Seattle Fire Department or the Community Safety and Communications Center. The Council requests that SPD submit a report no later than May 24, 2021.”
4. **Travel and Training Proviso ([SPD-013-B-002](#))**: Self Releasing Proviso on Travel and Training: “Of the appropriation in the 2021 budget for the Seattle Police Department (SPD), \$700,000 may not be spent until the Chair of the Council’s Public Safety Committee files a certification with the City Clerk that SPD has provided a report that details (1) each travel, and training expenditure made year-to-date; and (2) a projection for each travel and training expenditures that is planned through December 31, 2021. The Council requests that the report be transmitted before March 31, 2021.”

6. Summary

Slides 22 - 24

Key Takeaways (1/2)

- 1. Staffing Continues to Be a Challenge:** In the last year, Proactive Patrol Positions (ACT, CPT) have been eliminated. Beat Officers were reduced from 51 to 11. Priority Call Handling occurrences are trending upward. The Department continues to see higher than anticipated separations.
- 2. Nearly Every Category of Overtime and Discretionary Spending is Down Compared to 2020:** Exceptions are Patrol Augmentation Overtime and Separation Pay. In many areas, the percent spent against budget is lower. This is notable because many budgets were reduced from 2020 levels.

Key Takeaways (2/2)

3. **Salary Savings May Reach \$13 Million in 2021:** SPD staff have articulated a need to use salary savings for separation pay, new civilian positions and technology investments. SPD staff also note potential funding needs for patrol augmentation and event related overtime. The City Council has indicated an interest in repurposing some salary savings for participatory budgeting.
4. **Council Provisos are Impacting SPD's Ability to Use its Salary Savings:** Provisos on SPD's budget continue to restrict spending.

Questions?



Legislation Text

File #: Inf 1800, **Version:** 1

Human Services Department Update on Safe and Thriving Communities and Victim Advocate Transfer

Safe & Thriving Communities (STC) Division

Public Safety and Human Services Committee Meeting

April 27, 2021

Overview

1. Safe & Thriving Communities (STC) Division

- Background
- Description
- Contracts

2. Crime Survivor Services

- Background
- Victim Support Team
- Crime Victim Advocates

3. Question & Answer

Safe and Thriving Communities (STC)

Division: Background

- Existing and new safety-related efforts
- Includes ~30 staff
- Division functions as a
 - Funder
 - Direct service provider
 - Convener

STC Division: Description

- **Community Safety Investments** - Supports youth, adults and families harmed by the criminal legal system through various supports and services.
- **Mayor's Office on Domestic Violence and Sexual Assault** - Funds community-based organizations who provide gender-based violence (GBV) services; staffs the City's coordinated response to GBV
- **Crime Survivor Services** - Victim Support Team volunteers, at the request of officers, assist DV survivors and their children at crime scenes. Crime Victim Advocates work to ensure survivors have a voice in the criminal process, and their rights are protected.

STC Division: Contracts

Source	Amount
Community Safety (existing)	\$5.9M
Council Add: Seattle Community Safety Initiative	\$4M
Council Add: Community Safety Capacity Building	\$12M*
MODVSA Gender-based Violence (existing)	\$9.4M
TOTAL	\$31.3M

*Includes administrative rate

Crime Survivor Services (CSS): Background

- Legislation passed in August 2020 to transfer victim advocacy services from SPD to HSD
- Serves crime survivors of 11 different crime types
- Expertise in the complex trauma needs of each crime type
- Crime Victim Advocates are co-located within SPD Investigative Units

CSS: Victim Support Team (VST)

- 60+ community volunteers
 - Responds on weekends to DV and sexual assault crime scenes at SPD's request
 - Provides timely resources and emergency trauma support
- Case management (staff advocate) addresses survivors' basic needs and systems coordination

CSS: Crime Victim Advocates

- Follows-up with detectives and prosecutors, ensures victim bill of rights are upheld
- Ensures WA State statutory obligations are met related to timely notification to crime victims
- Attends critical hearings with, or on the behalf of, the family member and/or survivor
- Ongoing safety planning for survivors of coercive control
- Assists with mitigating the impact of the crime

Question and Answer