



SEATTLE CITY COUNCIL

Public Safety Committee

Agenda

Tuesday, May 28, 2024

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Robert Kettle, Chair
Rob Saka, Vice-Chair
Joy Hollingsworth, Member
Cathy Moore, Member
Sara Nelson, Member

Chair Info: 206-684-8807; Robert.Kettle@seattle.gov

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Agenda

May 28, 2024 - 9:30 AM

Meeting Location:

Council Chamber, City Hall , 600 4th Avenue , Seattle, WA 98104

Committee Website:

<https://www.seattle.gov/council/committees/public-safety>

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.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at

<https://www.seattle.gov/council/committees/public-comment>

Online registration to speak will begin one hour before the 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.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. 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.

Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

Submit written comments to Councilmembers at Council@seattle.gov.

Please Note: Times listed are estimated

A. Call To Order**B. Approval of the Agenda****C. Public Comment****D. Items of Business**

1. [Appt 02851](#) **Reappointment of Patricia L. Hunter as member, Community Police Commission, for a term to December 31, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (5 minutes)

Presenter: Committee Chair Kettle

2. [Appt 02852](#) **Reappointment of Lynne Wilson as member, Community Police Commission, for a term to December 31, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (5 minutes)

Presenter: Committee Chair Kettle

3. **Seattle Police Department 2024 Staffing and Performance Metrics Report**

Supporting Documents: [Presentation](#)

Briefing and Discussion (40 minutes)

Presenter: Greg Doss, Council Central Staff

4. **Seattle Police Department 30x30 Initiative Overview**

Supporting Documents: [Presentation](#)

Briefing and Discussion (30 minutes)

Presenters: Rebecca Boatright, General Counsel, and Beth Wareing, Detective, Seattle Police Department; Tanya Meisenholder, 30x30 Steering Committee

E. Adjournment



Legislation Text


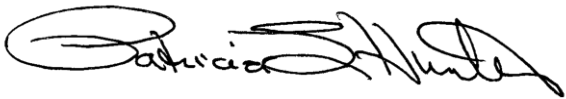
File #: Appt 02851, **Version:** 1

Reappointment of Patricia L. Hunter as member, Community Police Commission, for a term to December 31, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Reverend Patricia L Hunter		
Board/Commission Name: Community Police Commission		Position Title: Co-Chair
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: Community Police Commission	Date Appointed: mm/dd/yy. 1/1/21	Term of Position: * 1/1/2024 to 12/31/2027 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: North Beacon Hill	Zip Code: 98144	Contact Phone No.: [REDACTED]
Background: Reverend Patricia Hunter serves as Minister for Outreach and Education at Seattle First Baptist Church, and Minister of Worship at Mount Zion Baptist Church. Both congregations are advocates for social justice, marginalized communities, and police accountability. She has advocated for justice in sacred and secular institutions for decades, including the financial planning industry. As an African American clergy lesbian, she has experienced oppressions based on race, gender, class, sexual orientation and sexual identity. She is also a Certified Financial Planner, and served as Financial Wellness Program Director and Planning Manager for the Ministers and Missionaries Benefit Board before retirement in June 2020. She has a Doctor of Ministry degree from Saint Paul School of Theology and a Master of Divinity from Colgate Rochester Crozer Divinity School. She previously served on the Seattle Women's Commission.		
Authorizing Signature (original signature): 	Appointing Signatory: Joel C. Merkel Community Police Commission Co-Chair	
Authorizing Signature (original signature): 	Appointing Signatory: Rev Patricia L Hunter Community Police Commission Co-Chair	

*Term begin and end date is fixed and tied to the position and not appointment date.

The Reverend Dr. Patricia L. Hunter, CFP®



Education

- CERTIFIED FINANCIAL PLANNER™ May 2008, Thirty units of continuing education required biennially to maintain designation. CFP® Designation is current.
- Doctor of Ministry- Saint Paul School of Theology Kansas City, Missouri, May 1997 Specialization: Womanist Theology and Evangelism
- Master of Divinity- Colgate Rochester Crozer Divinity School, Rochester, New York, May 1981
- Bachelor of Arts- Seattle University Albers School of Business, Seattle, Washington, June 1978

Ministry History

Mount Zion Baptist Church, Seattle, WA

Current position- Minister of Worship for the Interim, June 2020-Present

- Secure and coordinate preachers for Sunday morning worship
- Be responsible for the quality and content of worship
- Make certain worship is consistent with the Church calendar and Mount Zion special days
- Make certain all aspects of worship are coordinated, including but not exclusive to, preachers, worship participants, audio visual ministry, and music ministry
- Make certain those who lead worship for special occasions are versed in how online worship is done.
- Hold monthly meetings for worship coordinators, including Mount Zion preachers
- Meet regularly with the chairperson of the Diaconate Ministry

Additional Pastoral Activities

- Served on Mount Zion Leadership Team
- Seven Last Words, Good Friday worship at Seattle First AME 2021, 2022
- Lenten Bible Study, Sermon on the Mount, 2022
- Christmas Zoom Fellowship 2020
- Watchnight Service Zoom, 2021
- Officiated and eulogized several MZ members in the past 16 months.
- Thanksgiving Open House, Zoom 2022
- Christmas Eve, preacher Seattle First AME, 2021

Assistant Pastor Mount Zion 1981-1988, Dr. Samuel B. McKinney, Pastor

Ordained by Mount Zion June 1981, Dr. Samuel B. McKinney, Pastor
Member of Mount Zion over 40 years

Seattle First Baptist Church, Seattle, WA 2015-2022

Minister for Outreach and Education,

- Sunday morning preaching
- Worship coordination
- Congregational care
- Bible study
- Weekly prayer time facilitator
- Godly Play® children's ministry leader

Theologian in Residence, September 2016-December 2019

Interim Associate Pastor, July 2015- September 2016

The Ministers and Missionaries Benefit Board (MMBB Financial Services), New York, NY

June 1987-2020 (retired)

Final position-Financial Wellness Program Director and Financial Planning Manager

Responsibilities:

- Educate pastors and lay employees in areas of personal finance
- Encourage retirement plan members on their journey toward financial wellness
- Develop financial plans for all our members who desire to know more about their personal finances and desire an action plan for their financial future.

MMBB Financial Services Work Highlights

- Lilly Endowment Grant Recipient- Received four \$1 million grants from Lilly to educate pastoral leaders and congregants on the economic challenges facing pastoral leaders. Financial Wellness Program Director position, was funded by Lilly Endowment, Inc.
- Annual workshops on Financial Planning at Congress of Christian Education, National Baptist Convention, USA Inc.
- Annual workshops on Financial Planning at African American Leadership Conference, American Baptist Churches, Inc.

Community Work

Seattle Community Police Commission, March 2021-Present

The Seattle Community Police Commission amplifies voices within the Seattle community as we advocate for justice in communities that often experience biased policing

- Currently Co-chair of the Seattle Community Police Commission

Faith Matters Network Nashville, TN,

Faith Matters Network equips community organizers, faith leaders, and activists with resources for connection, spiritual sustainability, and accompaniment.

- Board member and Treasurer June 2021-Present
- Mentor/ Elder of staff August 2020-November 2020

Seattle Times Newspaper

- Columnist- Faith and Values 2005-2014, wrote columns related to issues of faith, the church, and current events

Community Police Commission

16 Members: Pursuant to Ordinance 125315, all members subject to City Council confirmation, 3-year terms:

- 5 City Council- appointed
- 6 Mayor- appointed
- 5 Other Appointing Authority: Commission

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Lars Erickson	1/1/23	12/31/25	1	Mayor
			2.	Member	Patricia L. Hunter	1/1/24	12/31/27	2	City Council
			3.	Public Defense	Vacant				CPC
2	F		4.	Member	Suzette Dickerson	1/1/21	12/31/23	2	Mayor
			6.	Civil Liberties	Lynne Wilson	1/1/24	12/31/27	2	CPC
	F		7.	Member	Raven Nicole Tyler	1/1/22	12/31/24	1	Mayor
			8.	Member	Vacant				City Council
2	F		10.	Member	Harriett Walden	1/1/19	12/31/21	3	Mayor
			11.	Member	Joel Merkel	1/1/22	12/31/24	1	City Council
7	M		12.	Member	Philip Sanchez	1/1/23	12/31/25	1	CPC
			14.	Member	Le'Jayah Washington	1/1/22	12/31/24	2	City Council
2	M		15.	SPOG	Mark Mullens	1/1/23	12/31/25	3	CPC
			18.	SPMA	Anthony Gaedcke	1/1/23	12/31/25	1	Mayor
			19.	Member	Jeremy Wood	1/1/22	12/31/23	1	Mayor
			20.	Member	Tascha R. Johnson	1/1/23	12/31/25	2	City Council
2	F		21.	Member	Erica Newman	1/1/23	12/31/25	2	CPC

SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Male	Female	Transgender	NB/O/U	Asian	Black/African American	Hispanic/Latino	American Indian/Alaska Native	Other	Caucasian/Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	3				3		1		2			

Council	3	1				3				1		
Other	2	2			1	2	1			1	1	1
Total	8	6			1	8	1	1		4	1	1

Key:

***D** List the corresponding *Diversity Chart* number (1 through 9)

****G** List *gender*, **M**= Male, **F**= Female, **T**= Transgender, **NB**= Non-Binary, **O**= Other, **U**= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 02852, **Version:** 1

Reappointment of Lynne Wilson as member, Community Police Commission, for a term to December 31, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Lynne Wilson</i>		
Board/Commission Name: <i>Community Police Commission</i>		Position Title: <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input type="checkbox"/> City Council <input type="checkbox"/> Mayor <input checked="" type="checkbox"/> Other: <i>Community Police Commission</i>	Term of Position: * 1/1/2024 to 12/31/2027 <input type="checkbox"/> Serving remaining term of a vacant position	
Residential Neighborhood: <i>Capitol Hill</i>	Zip Code: <i>98102</i>	Contact Phone No.: [REDACTED]
Background: Lynne Wilson is a semi-retired civil rights attorney who has practiced in Seattle for thirty-five years. Her professional background includes police misconduct, prisoner civil rights, and personal injury litigation in state and federal courts. She graduated cum laude from Seattle University Law School after previously working as a journalist. Ms. Wilson served on the board of Mothers for Police Accountability for 27 years and on the ACLU Legal Committee for ten years in the 1990s. In 1999, she was a founding member of the National Lawyers Guild’s Police Accountability Project. In 2013, she helped launch the Northwest Police Misconduct Attorneys group and currently serves as a co-facilitator.		
Authorizing Signature (original signature): <i>Joel C. Merkel, Jr.</i> Date Signed (appointed): 5/14/24	Appointing Signatory: <i>Joel C. Merkel</i> <i>Community Police Commission Co-Chair</i>	
Authorizing Signature (original signature): <i>Patricia Hunter</i> Date Signed (appointed): 5/14/24	Appointing Signatory: <i>Reverend Patricia Hunter</i> <i>Community Police Commission Co-Chair</i>	

*Term begin and end date is fixed and tied to the position and not the appointment date.

LYNNE WILSON

Attorney at Law

PROFESSIONAL EXPERIENCE & SKILLS

Substantial civil litigation experience in personal injury and federal civil rights cases. Experience covers all aspects of discovery, taking and defending depositions, summary judgments, motions, trial briefs, research memos, jury instructions, settlement demands, meditations, appeals. Significant experience as a Superior Court arbitrator in tort cases. Federal experience includes Ninth Circuit appeals. Civil Rights experience includes police excessive force, search and seizure violations, racial profiling, solitary confinement policies, child abuse investigation techniques.

EMPLOYMENT HISTORY

2001- 2023 Solo Practice. Focus on personal injury and civil rights cases. Contract work areas include employment, tribal law, real estate, family law, elder law, criminal, commercial, insurance defense. Worked full-time in 2011 for *Reeve Shima*, a workers compensation law firm. Civil Rights caes: *Releford v. City of Tukwila* [multiple tasing]; *Penwell v. King County* [changing King County Jail policy to allow group worship for those in solitary confinement]

1999-2000 Litigation Associate: *Reaugh, Fischnaller, Oettinger, Merker & Luppert.* Responsible for all aspects of plaintiff tort, employment & real estate litigation, including intake, discovery, depositions, motions, arbitrations, settlement & appeals.

1996-1999 Solo Practice. Focus on personal injury & civil rights cases. Contract work included: (1) *Sinsheimer & Meltzer*: Successfully represented plaintiff in civil rights lawsuit arising out of Wenatchee child sexual abuse prosecutions [*Doggett v. Perez*]; (2) *Northcraft & Tierney*: Complex civil rights litigation on behalf of municipalities & school districts including successful appeal of federal religious freedom case [*Truth vs Kent School District* (upholding district disapproval of discriminatory after-school bible club)]

1991-1995 Litigation Associate: *Sinsheimer & Meltzer.* Plaintiff litigation with emphasis on complex civil rights & personal injury claims. All aspects of litigation including depositions, discovery, motions, mediations, arbitrations, trials & appeals. Personal Injury: *Sorenson v. Udderberg* [changing premises liability for owner of icy parking lot]

1988-1990 Contract Attorney: Entry-level work included: (1) *Thomas J. Chambers*: Settlement demands and one appeal in complex personal injury cases; (2) *Deborah Senn*: Wrote briefs in Illinois utility rate cases representing Illinois Citizens Utility Board.

EDUCATION

SEATTLE UNIVERSITY LAW SCHOOL, J.D., *cum laude*, 1987, Law Review Articles Editor
UNIVERSITY OF WASHINGTON, B.A. Comparative Literature, 1971

PUBLISHED ARTICLES

1. Crisis Intervention and the Limits of De-Escalation, Police Misconduct and Civil Rights Law Report [PMCRLR], Vol. 12 No. 7, January/February 2018
2. Police Body Camera Policies, Privacy and Community Trust, PMCRLR, Vol. 11 No. 14, March/April 2016
3. Prisoner’s Religious Freedom Case Succeeds in Changing Solitary Confinement Policy, Federal Bar Association (W.D.Wash.) News, Vol. 35 No. 2 (December 2013)
4. Canadian Aboriginal Woodcarver’s Death Triggers Federal Oversight of Seattle Police, PMCRLR, Vol. 10 No. 14, March/April 2013
5. The Implications of Taser Failure to Warn Liability for Police Misconduct Suits, PMCRLR, Vol. 10 No. 6, November/December 2011
6. The Anatomy of a Post-Tasering Death, PMCRLR, Vol. 9 No. 18, Nov/Dec 2010
7. Canadian Commission Recommends Restraint on Police Use of Tasers, PMCRLR, Vol. 9 No. 13, January/February 2010
8. Beyond Graham: Defining Deadly Force in Non-Firearm Cases, PMCRLR, Vol. 8 No. 5, September/October 2005
9. Police Prone Restraint Methods and Taser-Related Deaths, PMCRLR, Vol. 8 No. 1, January/February 2005
10. Equal Protection and the Future of Racial Profiling, PMCRLR, Vol. 7 No. 14, March/April 2004
11. Mass Protest Litigation in the Post-9/11 Era, PMCRLR, Vol. 7 No. 11, September/October 2003
12. Counterterrorism and the Demise of Posse Comitatus, PMCRLR, Vol. 7 No. 4, July/August 2002
13. Less Lethal Weapons & the Fourth Amendment, PMCRLR, Vol. 7 No. 1, Jan/Feb 2002
14. Fighting the Collateral Estoppel Defense in Section 1983 Litigation, PMCRLR, Vol. 6 No. 13, January/February 2001
15. Law Enforcement Liability for Coercive Child Sex Abuse Investigations, PMCRLR, Vol. 6 No. 5, Sept/Oct 1999
16. Posse Comitatus, Drugs, and the Militarization of Local Police, PMCRLR, Vol. 6 No. 1, January/February 1999

PUBLISHED ARTICLES (Cont'd)

17. Private Police Violence and the Scope of Section 1983, PMCRLR, Vol. 5 No. 15, May/June 1998
18. The Downsizing of Qualified Immunity in Private Prison Litigation Under 42 U.S.C. §1983, PMCRLR, Vol. 5 No 11, September/October 1997
19. The Use and Abuse of Pepper Spray, PMCRLR, Vol. 5 No. 8, March/April 1997
20. Democracy vs. Collective Bargaining: Countering the Police Union Attack on Citizen Review, PMCRLR, Vol. 5 No. 5, September/October 1996
21. The Limits of Local Police Involvement in the Enforcement of Immigration Laws, PMCRLR, Vol. 4 No. 16, July/August 1995
22. Malicious Prosecution Counterclaims and the Right of Petition in Police Misconduct Suits, PMCRLR, Vol. 4 No 11, September/October 1994
23. The Public's Right of Access to Police Misconduct Files, PMCRLR, Vol. 4 No. 7, January/February 1994

PROFESSIONAL ACTIVITIES

1. Pro Bono Award, Federal Bar Association, Western District of Washington, October 2023
2. Panel Speaker, Washington State Bar Association World Peace through Law Section, "Using International Law in Domestic Practice," April 2019
3. Co-Facilitator, Northwest Police Misconduct Attorneys, 2013-Present
4. King County Superior Court Ex Parte Pro Tem Commissioner, 2013-2014
5. Volunteer of the Month Award, King County Bar Association, March 2013
6. Speaker, Washington Association of Justice CLE, "Police Misconduct: From Ferguson to Pasco," Presentation on Current Status of Qualified Immunity, March 2015
7. Volunteer of the Month Award, King County Bar Association, March 2013
8. Modest Means Program Panel Attorney, Washington State Bar Association, 2011 to 2017
9. Pro Bono Civil Rights Litigation Panel, Federal Bar Association of Western District of Washington, 2009 to 2023
10. Speaker, "Police Accountability in Seattle," Social Justice Tuesday, University of Washington School of Law, February 1, 2011

PROFESSIONAL ACTIVITIES (Cont'd)

11. Appointed Member, Seattle City Council Police Accountability Review Panel, October 2007 to June 2008.
12. Speaker, “Tasers, Torture and Technology” Workshop, National Coalition on Police Accountability Conference [Portland, OR], October 16, 2004
13. Speaker, Police Litigation Workshop, National Lawyers Guild Regional Meeting [Olympia, WA], April 4, 2004.
14. Seminar Keynote Speaker, “Police Associations and Community Conflict,” National Coalition of Public Safety Officers, San Diego, CA, September 3, 2003
15. 2002 Lawyer of the Year Award, Mothers for Police Accountability, Seattle, WA.
16. Speaker, How Do We Get Police Accountability, First African Methodist Episcopal Church, Public Discussion with Seattle Community Leaders, October 26, 2001.
17. Expert Testimony Regarding Police Unions, Amnesty International USA Public Hearing Regarding Anti-WTO Protests, Town Hall Center, Seattle, WA, March 30, 2000.
18. Keynote Speaker, 1998 World Conference of the International Association for Civilian Oversight of Law Enforcement, Seattle, WA, October 19, 1998.
19. Advisory Board, National Lawyers Guild National Police Accountability Project, 1997-2004.
20. Executive Board, Mothers for Police Accountability, 1994 to 2021
21. Legal Observer for International Association of Democratic Lawyers, Truth and Reconciliation Commission Hearings, East London, South Africa, April 1996.
22. Member, ACLU of Washington Police Practices and Legal Committees, 1995-2004.
23. Appointed Member, Seattle City Council Community-Police Relations Task Force, 1993-1995.

PRE-LAWYER RELEVANT EXPERIENCE

- | | |
|-----------|--|
| 1974-1978 | Intake Specialist, Seattle-King County Office of Citizen Compliants (Ombudsman) |
| 1978-1979 | Writer on Criminal Justice Issues, <i>Seattle Weekly</i> |
| 1979-1987 | Complex Litigation Paralegal & Law Clerk, <i>Houghton Cluck Coughlin & Riley</i> |

Community Police Commission

16 Members: Pursuant to Ordinance 125315, all members subject to City Council confirmation, 3-year terms:

- 5 City Council- appointed
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Mayor	3	3				3		1		2			

Council	3	1				3				1		
Other	2	2			1	2	1			1	1	1
Total	8	6			1	8	1	1		4	1	1

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RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Inf 2480, **Version:** 1

Seattle Police Department 2024 Staffing and Performance Metrics Report



Seattle Police Department (SPD) 2024 Q1 Sworn Staffing, Overtime and Performance Metrics Report

GREG DOSS, SUPERVISING ANALYST

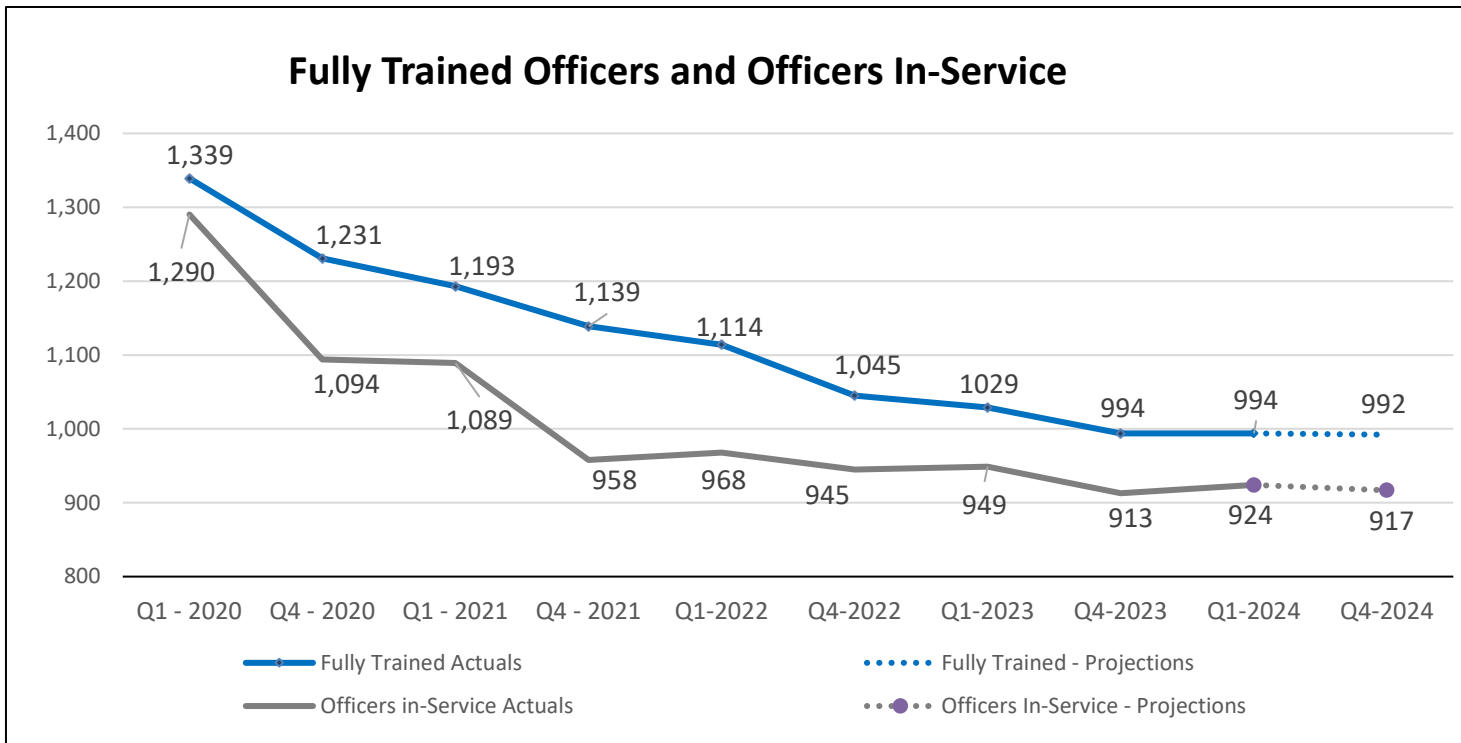
PUBLIC SAFETY COMMITTEE
MAY 28, 2023

1. SPD Staffing

Slides 3- 6

Sworn Staffing

SPD Staffing Plan – Actuals through Q1 and projections through Dec 2024



2024 Q1 SPD Actuals

Jan-March Actuals:

- Hires Planned: 31
Actual Hires Achieved: 11
- Separations Planned: 27
Separations Realized: 22

2024 SPD Annual Projections (Revised)

SPD Original Hiring Projection: 120

SPD Original Separation Projection: 105

SPD Revised Hiring Projection: 100

SPD Revised Separation Projection: 100

Sworn Staffing

Analysis of staffing and salary impacts

	Year-End 2023 Staff Report	Q1 2024 – New Estimates	Difference
Average Annual FTE (Budget v. Estimates)	1,074	1,053	(21)
Fully Trained Officers at Year-End (YE) 2024	1002	992	(10)
Officers-in-Service at YE 2024*	927	917	(10)
New Hires Projected in 2024	120	100	(20)
Assumed Separations in 2024	105	100	(5)

- SPD’s original 2024 Staffing Plan assumed 120 hires and 105 separations. SPD is now planning for 20 fewer hires and five fewer separations in 2024. The new projections reflect the changes realized in the first quarter. The projections are not adjusted for future months (April-Dec 2024), which are likely to produce fewer hires than previously planned.
- These differences will leave SPD with 21 fewer Annual Average FTE than are funded in the 2024 Adopted Budget. The FTE disparity will continue to grow if SPD cannot begin hiring more officers.
- The 21 Average Annual FTE difference (Adopted Budget vs new estimates above) will create approximately \$3.0 million in salary savings throughout 2024. The \$3.0m in salary savings assumes that the department achieves its new / revised hiring plan (100 hires and 100 separations). The revised hiring projection of 100 officers may be difficult to achieve.

* Adjusted to reflect a change in the department’s assumed number of officers on long-term leave. YE Staff Report assumed 100, Q1 Staff Report assumes 75. The numbers above both assume 75.

SPD Precinct Staffing (1/2)

As of March 31, 2024

Job Category	PRECINCT												Total
	Citywide		East		North		South		Southwest		West		
	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	
911	5	19	10	70	18	100	11	74	10	52	18	92	479
Bikes	-	-	-	-	-	-	-	-	-	-	1	6	7
Seattle Center	-	-	-	-	-	-	-	-	-	-	1	3	4
Totals	5	19	10	70	18	100	11	74	10	52	20	101	490

SPD Precinct Staffing (2/2)

Recent History of 911 Response and Patrol Officer Staffing

Date	All of Patrol (incl Seattle Center and Bike Squad)	911 Response Only	
		Officers	Sergeants
August 2020	677	495*	68*
September 2020	694	591	77
December 2020	605	511	77
December 2021	541	463	71
December 2023	500	415	74
March 2024	490	407	72

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

*Chief Diaz moved 100 officers from Investigative and Specialty Units into 911 Response

2. SPD Overtime Monitoring

Slides 8-11

SPD Overtime Monitoring

Overtime Spending Since 2022

Year	Annual Budget	Q1 Spending	Percent of Budget
2022	\$26,359,544	\$6,221,871	24%
2023	\$31,267,261	\$8,672,853	28%
2024	\$37,712,090	\$8,864,212	24%

- Between 2022 and 2024, SPD's overtime budget grew by \$11.3 million, a 43% increase.
- Last year, the department spent \$39.6 million on overtime. Salary savings from vacant sworn officer positions was used to cover the budget /spending deficit.
- Overtime is seasonal and Jan-March are the slowest months. If the budget is 24% expended in Q1, then the department's spending is likely on track to exceed its 2024 overtime budget.

SPD Overtime Monitoring

Chart 1 – Overtime Categories with fewer than 7,000 Hours



- The Metropolitan Bureau is down because there are fewer Community Response Group Officers and the PEOs are working fewer overtime hours for special events.
- Special Operations OT is up due to Arson/Bomb and SWAT trainings.
- Chief of Police, Technical Services and Chief Operating Officer are all down. These units are primarily staffed with civilians.

SPD Overtime Monitoring

Chart 2 – Overtime Categories with more than 7,000 Hours



- Nearly all of Patrol Operations overtime is recorded at the individual police precincts under the code “Minimum Staffing Levels.” This coding had allowed SPD to determine the number of overtime hours that were needed to support precinct deployment.
- In Sept 2023, SPD started recording its proactive policing overtime – previously recorded under “Emphasis Patrols” – as “Minimum Staffing Level” overtime. This makes it impossible to understand how much overtime SPD uses for minimum staffing or proactive policing.

SPD Overtime Monitoring

Chart 2 – Overtime Categories with more than 7,000 Hours



- While Sporting Events overtime is down, citywide Event spending is up by 23% over last year. This increase can also be seen in the hours used to staff regularly occurring / annual events.
- Overtime in the Violent Crimes Unit is driving the increases in the Criminal Investigations overtime.
- Professional Standards (Training Section) is using more overtime for trainers because it is more difficult to schedule straight-time training on the new four-10s work schedule.

3. Response Times and Call Triage

Slides 13 - 14

Citywide Response Times and Z-Disposition Calls

Q1 2024 Response Time (in minutes)

PRIORITY	Avg. RT (minutes)	Median RT (minutes)
1	11.4	7.9
2	75.7	33.1
3	154.5	81.8

Q1 2024 “Z Disposition” Call Response

Calls that do not receive an in-person response from SPD	CALL VOLUME	%
Calls that receive no in-person response	208	0.3%
Did get a response	78,689	99.7%

- SPD’s response time goal is a 7-minute median time, although the department notes that there is value in reporting both the average and the median.
- SPD also reports on the number of calls that receive a response within 7 minutes. For Jan-March 2024, a total of 44% of all Priority 1 calls received a response in less than 7 minutes. This is a reduction from the 48% rate reported in the 2023 Q1 SLI report.
- SPD indicates that not every call necessitates contact between the police and caller/complainant. Some callers report issues and then go about their day. If noted in a call log, such circumstances are considered when calls are being cleared with a ‘Z’ code.

Response Time by Precinct (Jan-Mar 2021-2024)

2024 Q1 1ST Unit Response Time¹

2021-2024 Q1 First Unit Response Time (in minutes)

PCT	Year	P1		P2		P3	
		Avg. RT	Median RT	Avg. RT	Median RT	Avg. RT	Median RT
EAST	2021	8.0	6.0	32.3	15.0	63.7	35.4
	2022	9.5	6.3	44.3	19.9	79.5	44.5
	2023	9.6	6.2	59.2	25.8	118.4	63.8
	2024	10.9	6.6	90.4	44.8	186.2	103.5
NORTH	2021	11.1	8.5	46.4	22.0	88.0	49.1
	2022	11.3	8.5	54.9	24.5	108.9	58.0
	2023	12.2	9.1	62.6	28.4	124.3	62.9
	2024	13.8	9.8	83.2	39.9	176.6	97.2
SOUTH	2021	9.5	7.1	33.5	15.0	55.1	27.1
	2022	10.9	7.6	45.7	20.3	80.0	42.6
	2023	10.4	7.6	48.3	21.0	88.4	48.1
	2024	11.3	8.2	68.6	29.4	123.1	64.4
SW	2021	9.9	7.9	31.5	15.0	62.6	32.3
	2022	11.1	8.6	44.7	19.9	75.4	42.6
	2023	10.1	7.8	41.7	17.3	75.1	38.9
	2024	10.8	8.2	40.1	17.0	76.8	44.1
WEST	2021	8.0	5.5	34.1	14.3	70.3	35.3
	2022	9.2	5.9	59.1	26.8	117.0	63.5
	2023	9.0	5.9	53.2	20.9	105.6	56.0
	2024	9.4	6.3	75.5	31.5	160.3	90.4

SPD Data-Driven Analysis:

- In comparing the first quarter of 2024 against the same period last year, all five precincts lagged behind their 2023 average and median response times for Priority 1 (P1) and Priority 3 (P3) calls.
- The response times for Priority 2 (P2) calls saw increases in all precincts except Southwest, which saw a slight improvement in 2024. Consistent with the 2023 metrics, the North precinct continues to have the highest response times out of all the precincts for priority 1 calls.

¹ Response time is the time taken from the CAD event queued until the first unit arrives. Only dispatched, fielded CAD events are included.

6. Summary

Slide 16



Key Takeaways

1. Police staffing challenges have completely shifted - salary savings is now accruing from shortfalls in recruiting as opposed to the unanticipated officer separations that SPD has seen in the past three years. Separations are more accurately projected and have been steadily slowing.
2. At present, SPD is on track for hiring even fewer recruits than it did last year. The impact of CB 120776 (SPD Recruitment and Retention) will not be felt until the civilian recruiting positions are all filled and the PSCSC speeds up its publication of registers. These changes need to occur quickly as SPD's response time metrics are worsening.
3. SPD has spent 24% of its overtime budget through Q1. There are indicators that the department will overspend its 2024 overtime budget and will likely need sworn salary savings to balance overtime overspending. The department's current hiring challenges are providing such salary savings. However, this dynamic may change in the next several months if overtime spending increases and hiring improves.

Questions?



Legislation Text

File #: Inf 2481, **Version:** 1

Seattle Police Department 30x30 Initiative Overview

30 > 30

ADVANCING WOMEN IN POLICING
May 2024

HISTORY OF 30x30

THE POWER OF ONE VOICE

2019 – Ivonne Roman, Ted Fellow

How Policewomen Make Communities Safer

* 2 million views



NATIONAL INSTITUTE OF JUSTICE SPECIAL REPORT
**WOMEN IN POLICING:
BREAKING BARRIERS
AND BLAZING A PATH**

July 2018

NIJ.GOV | National Institute
of Justice
STRATEGIC SCIENCE. BOLDNESS. JUSTICE.

2018 – US Department of Justice, National Institute of Justice
National Research Summit

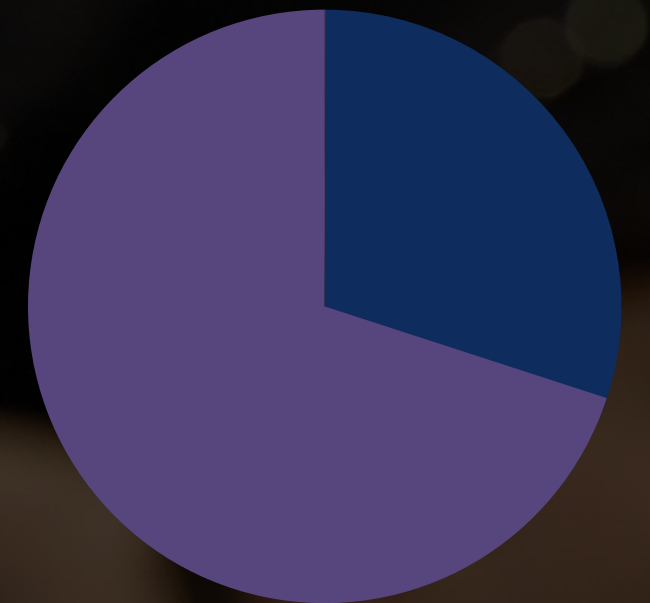
Women in Policing: Breaking Barriers and Blazing a Path

WHAT IS 30X30

30x30 is a grassroots coalition of researchers, police leaders, and professional organizations aiming to increase the number of **women in all police recruit classes to 30% by the year 2030.**

Research shows that 30% representation empowers a group to influence an organization's culture.

30% is where change begins to happen



THE 30X30 INITIATIVE

What is the representation of sworn women in US law enforcement?

In positions of leadership?

WHY 30>X30?

Women currently comprise
≈13% of sworn officers.

Among leadership ranks,
women are 3%.

Yet, decades of research
show **women often produce
better public safety
outcomes** — in many of the
areas we care about most.

Research indicates

WOMEN OFFICERS

- use force less often, and less excessive force
- use their discretion to make fewer arrests for non-violent, low-level offenses
- see better outcomes for crime victims, especially of sexual assault
- conduct fewer searches during traffic stops but are more likely to find contraband when they do
- are perceived as being more honest and compassionate
- are named less often in complaints and lawsuits, with some research suggesting they cost between 2.5x – 5.5x less than male officers
- fire their service weapon less often in the line of duty

If there was a training that produced these results, every department in the country would be clamoring for that training.

But this isn't about training. It's about thinking differently around who we hire and what we value in the police profession.

NATIONAL LISTENING SESSIONS

30X30



WOMEN IN BLUE

NATIONAL LISTENING SESSIONS

There is no universal experience of being a woman in law enforcement.

Each of a woman officer's identities — race and ethnicity, gender, sexual orientation, religion, ability, and more — defines her experience, and often multiplies her exposure to discrimination.

NATIONAL LISTENING SESSIONS - TOPLINES

- **Support for parents and caregivers**
- **Training, equipment, and uniforms**
- **Preconceived notions and conformity**
- **Sacrifice**
- **Scarcity and Competition (crabs in a bucket)**
- **Latitude for mistakes/held to higher standards**
- **Advocacy fatigue**
- **Culture of disrespect**
- **Lack of accountability – harassment**
- **Isolation/lack of support/Exclusionary networks**

WHAT WE'RE ABOUT



Northampton MA Police Department's first all-female midnight patrol shift, June 2021

POLICY. A) Remove inherent bias from policing agency assessments and policies, and B) Ensure women's specific needs are met.

CULTURE. Transform agency culture to support and celebrate the value of diverse and under-represented officers.

ULTIMATE GOAL: Increase the number of women police recruits nationally to 30% by 2030.

WHAT WE'RE **NOT** ABOUT



Tokenism/Favoritism

Gender stereotypes

Lowering standards

**Removing men from
policing**

**Only engaging women in
creating change**

THE 30X30 INITIATIVE

WHAT IT COMES DOWN TO

Qualified women deserve **equitable access** to the job and the ability to thrive within it.

AND

Policing is an inherently difficult job. It should be **no more difficult** for an officer just because they are a woman.

THE 30X30 INITIATIVE

Why is the representation of women so low?

Why is representation of women so low...

Despite many concerted attempts to improve it?

1. RECRUITMENT CONTENT & STRATEGIES

- a. Who is represented
- b. What they're represented doing
- c. Who is targeted

2. HIRING ASSESSMENTS & PROCESSES

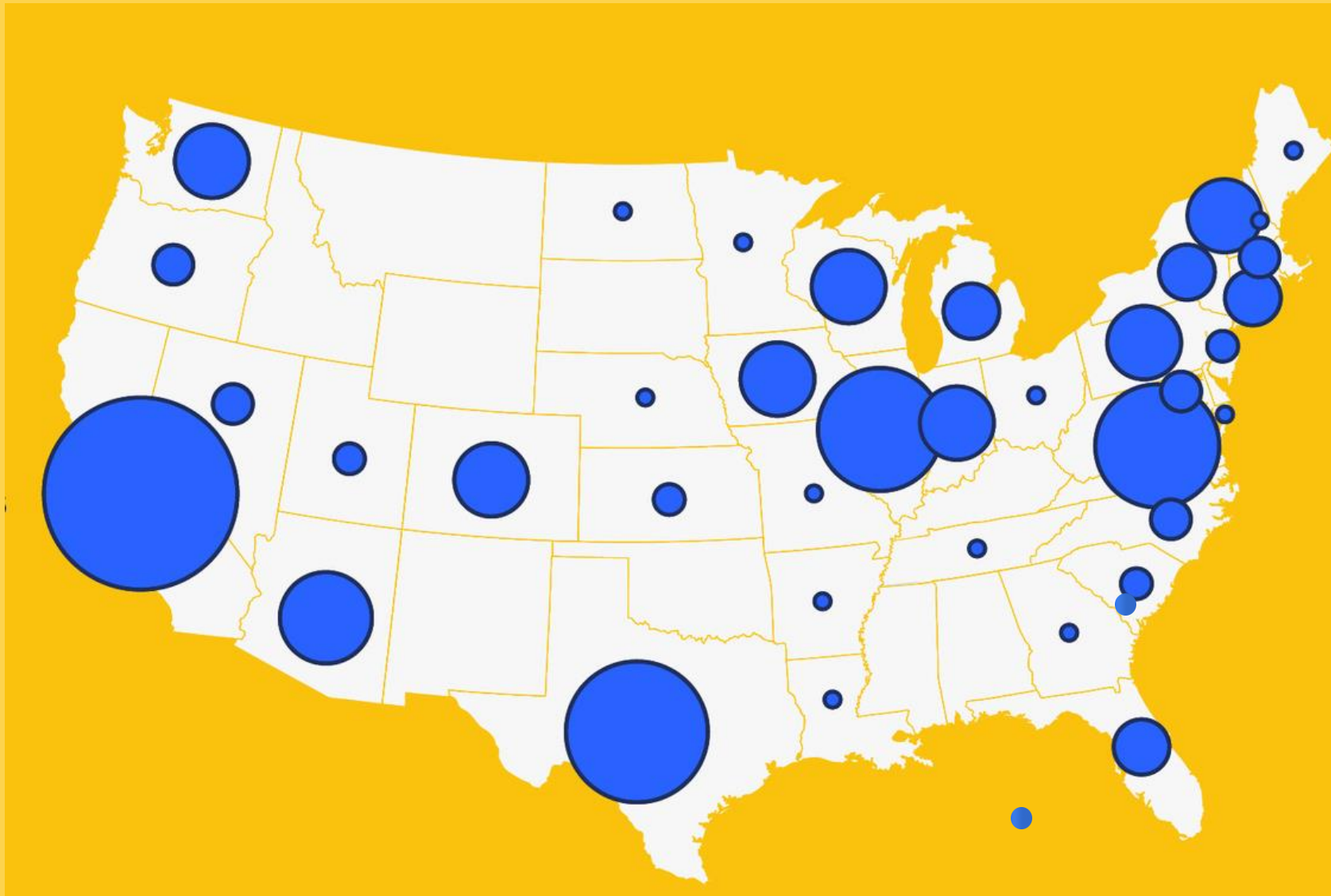
- a. Lack of validation and disparate outcomes
- b. Subjectivity in the hiring and promotional process
- c. Unnecessary barriers to entry

3. STATUS QUO IS MALE-ORIENTED

- a. Women's specific needs are not met – e.g., uniforms, PPE, nursing policies

4. CULTURE

30X30 HAS THE VISION, THE PLAN AND THE MOMENTUM



- Over [370](#) participating state and local law enforcement agencies, and federal agencies.
- Departments range from small and rural to major metropolises serving over 8 million
- Partnerships with police professional organizations, private industry, and the US Department of Justice

Change is already happening across the country

TO ADVANCE WOMEN IN POLICING

PROGRESS

- Establishment of childcare centers for children of sworn officers.
- Revised recruitment strategies to reach under-represented groups.
- Improved data collection to diagnose disparities and reduce bias.
- Improved assessment processes to increase accuracy and reduce subjectivity.
- Establishment of regional mentoring and networking partnerships.

With some agencies already reporting 30% women in recruit classes!

SHIFT TO STATE-LEVEL AND FEDERAL STRATEGIES

With **18,000+** law enforcement agencies, department-level interventions will only get us so far.

STATE AND FEDERAL LEGISLATION

- E.g., Job-sharing and part-time options (Washington State)
- Supporting Women Cops Act (Federal)
- Providing Childcare for Police Act (Federal)

STATE AND FEDERAL STANDARDS

- Validated assessments and shared definitions of the KSAs associated with good policing
- Streamlined application processes

STATE AND FEDERAL GRANTMAKING

- Recruitment
- Wellness
- Mentorship programs
- Research and data

TO ADVANCE WOMEN IN POLICING

30X30 PARTNERS

- Policing Project at New York University School of Law
- National Association of Women Law Enforcement Executives (NAWLEE)
- Women in Federal Law Enforcement (WIFLE)
- International Association of Women Police (IAWP)
- Police Executive Research Forum (PERF)
- National Policing Institute (NPI)
- Law Enforcement Action Partnership (LEAP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- American Society of Evidence-Based Policing (ASEBP)
- International Association of Directors of Law Enforcement Standards and Training (IADLEST)
- Crime and Justice Institute (CJI)
- International Association of Campus Law Enforcement Administrators (IACLEA)
- New Blue
- University of Alabama at Birmingham

SPD'S 30X30 COMMITMENT

March 25, 2021: SPD Letter of Commitment

Phase I (Quantitative): Snapshot as of October 1, 2022

- 156 of 1,073 sworn personnel identified as female
- 5 of 52 successful recruits between 10/1/2021 and 10/1/2022 identified as female
- SPD compliant with Phase I Immediate Actions
 - Strategic priorities around gender diversity in hiring, retention, and promotion
 - “Zero tolerance” EEO practices
 - Private, sanitary space for nursing mothers including refrigeration, seating, cleaning, and electrical outlets
 - Nursing accommodation for returning mothers
 - Appropriate equipment (uniforms, firearms, ballistic vests) for women.

SPD'S 30X30 COMMITMENT

Phase II (Qualitative) Draft Report: September 2023

Survey distributed to all women in the Department – 97 of 143 completed.

Slider Question	Civilian		Sworn	
	Mean	Median	Mean	Median
I am satisfied with the representation of women at SPD.	48.8 (n=29)	49	50.4 (n=64)	49
I am satisfied with the representation of racial and ethnic minorities at SPD.	55.3 (n=29)	50	60 (n=65)	56
Women at SPD are respected by other women.	63.9 (n=29)	64	57.6 (n=66)	59.5
Male employees respect women SPD employees.	56.8 (n=29)	49	56 (n=64)	59.5
Supervisors respect women SPD employees.	59.6 (n=28)	49.5	59.5 (n=66)	62
Command staff respects women SPD employees.	52.3 (n=28)	49	56.1 (n=65)	53
As a woman, I would recommend the Seattle Police Department as a good place to work for other women.	66.6 (n=27)	66	60.5 (n=64)	62

SPD'S 30X30 COMMITMENT

Phase II (Qualitative) Draft Report: September 2023

Focus Groups – Conducted by Dr. Lois James (Washington State University)
August 7-9, 2023

Emergent Themes (the “push/pull”)

- Masculine Culture, Expectations for Women, Double Standards
- Generational Distinction
- Pregnancy and Childcare
- Promotion and Leadership
- Exclusion and Pigeonholing

Key Recommendations

- Awareness (Culture of Respect)
- Department Childcare Options
- Mentorship for Women

SPD'S 30X30 COMMITMENT

Phase III: Next Steps and Ongoing Work

2024: Internal 30x30 Workgroup Established

Employee-led, interest-based, non-exclusive, cross-rank and position.

Mission: To advocate for and implement measures to mitigate the documented external challenges that pull women out of the workplace, internal challenges that push women out of the workplace, and to create a healthy, safe, respectful, and equitable environment in which all members of SPD can grow and thrive.

June 3, 2024: SPD Welcomes Dr. Emily Hu, Executive Director of Employee Support Services.

SPD's Current Development Efforts Related to the 30 x 30 Initiative and Women in Policing

- »» Childcare
- »» Mentorship
- »» Benefits ~ Programs ~ Training
- »» Recruiting ~ Direct Outreach

»»» Mentorship

- **Pilot program for all sworn employees is under development**
- The City of Seattle's Career Quest Flash Mentorship Program will serve as the base
 - The program will be personalized to support employee needs
- Building of the mentor base is underway





Childcare Project

- **Consultations** with the Imagine Institute and the National Law Enforcement Foundation
- **Needs assessment survey, zip code analysis**
- Anticipated **research and development visit** to San Diego PD Childcare Center
- **Review of existing systems** in place for other shiftwork professions



Benefits ~ Programs ~ Training



- SPD's part-time program for patrol officers
- Family and Medical Leave Programs:
 - Paid parental leave ~ family and medical leave ~ military spouse leave of absence ~ donated sick leave program ~ sabbatical leave ~ et cetera
- City University – First responder 25% tuition scholarships
- City of Seattle Career Quest Program: Scholarships ~ Career development workshops ~ Mentorship

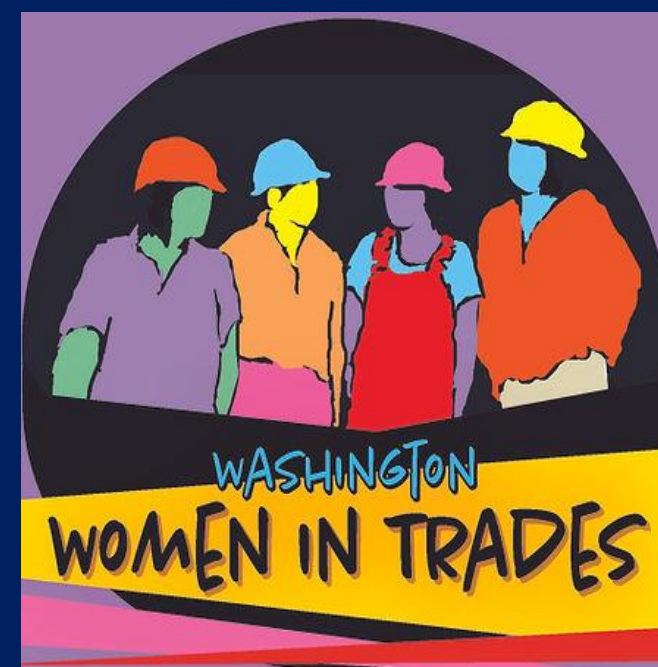
»»» Recruiting

- Focused advertisement and recruitment to historically underrepresented groups remains a top priority and part of the overall recruitment strategy
- Female-focused recruiting efforts
- DACA – Recent state legislation (SBB 6157)
 - June 2024 – The Seattle Police Department will begin welcoming Dreamers to law enforcement careers
 - Marketing, policy, and procedure are under development for this launch

»»» DIRECT OUTREACH EVENTS CONT'D



- Washington Women in Trades Fair
- Military bases
 - In-Person Recruitment
 - Monthly JBLM hiring events
 - "Hire GI" events (JBLM and Bangor)
 - Upcoming Camp Pendleton visit
 - Skill Bridge Program
 - SPD is poised to participate in the program
 - Service members will gain valuable work experience through specific industry training, apprenticeships, or internships during the last 180 days of service



»»» DIRECT OUTREACH EVENTS

- HBCU visits planned for Fall 2024
- Local Advisory Councils
- Community events
 - Juneteenth Celebration
 - Rainier Beach Back to School Event
 - Ethiopian Independence Day
 - Pista sa Nayon (Filipino Cultural Event)
- Diversity and Women in LE (Puyallup Fair)
- Women in Law and Justice Panel (CWU)
- NW Women's Show



Filipino Cultural Festival



»»» DIRECT OUTREACH EVENTS CONT'D

- BIPOC media outlets
- Community Centers
- Colleges/Universities
- High Schools
- Military Bases
- Female focused events

Upcoming Actions

- »» Systemic Assessment of Gender Disparity in Promotions and Assignments (Dr. Lois James, WSU)
- »» Mitigating Impact of Civil Service Strictures Around Promotion (e.g. Women's Leadership Mentoring Program)
- »» DEI Dashboard for Continual Assessment and Reporting

CONNECT



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**THANK
YOU!**