



SEATTLE CITY COUNCIL

Public Safety Committee

Agenda

Tuesday, June 9, 2026

9:30 AM

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

Robert Kettle, Chair
Rob Saka, Vice-Chair
Debora Juarez, Member
Eddie Lin, Member
Maritza Rivera, Member

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

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Council Chamber Listen Line: 206-684-8566

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June 9, 2026 - 9:30 AM

Meeting Location:

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

Committee Website:

<https://seattle.gov/council/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. Please register in advance in order to be recognized by the Chair. Details on how to register for 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.

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.

Please submit written comments no later than four business hours prior to the start of the meeting to ensure that they are distributed to Councilmembers prior to the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Business hours are considered 8 a.m. - 5 p.m. Comments received after that time will be distributed after the meeting to Councilmembers and included as part of the public record.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

Members of the public may address items on the agenda and matters within the purview of the committee. Please register in advance to be recognized by the Chair.

D. Items of Business

1. Overview of the Draft CARE Department Update Ordinance

Supporting Documents:

[Crisis Responder Duties Draft Ordinance](#)

Briefing and Discussion (20 minutes)

Presenter: Tamaso Johnson, Council Central Staff

2. Seattle Neighborhood Impact Framework

Supporting Documents:

[Presentation](#)

Briefing and Discussion (45 minutes)

Presenters: Sam Wolff, Purpose. Dignity. Action.; Marcus Johnson, U-District Partnership; Mike Stewart, Ballard Alliance; Elena Arakaki, Friends of Little Saigon; Paige Killinger and Karen Salinas, REACH

3. **Seattle Police Department (SPD) 2026 Q1 Sworn Staffing,
Overtime and Performance Metrics Report**

Supporting
Documents: [Presentation](#)

Briefing and Discussion (30 minutes)

Presenter: Greg Doss, Council Central Staff

E. Adjournment



Legislation Text

File #: Inf 2906, **Version:** 1

Overview of the Draft CARE Department Update Ordinance

The City of Seattle

Ordinance _____

Council Bill _____

..title

An ordinance relating to the operations of the Community Assisted Response and Engagement Department; describing the duties of the Community Crisis Responder team; amending Section 3.15.060 of the Seattle Municipal Code; and adding a new Section 3.15.064 to the Seattle Municipal Code.

..body

Recitals:

The City of Seattle (City) reaffirms its belief in the importance of providing a diversified public safety response that appropriately allocates City personnel and resources to efficiently and effectively meet the needs of persons in crisis and others requiring assistance.

The Community Assisted Response and Engagement (CARE) Department, established by the City via Ordinance 126954, is a vital part of the City's public safety response, alongside the Seattle Police Department and Seattle Fire Department.

The CARE Department supports Seattle's public safety response system in two primary ways: 1) operation of the 9-1-1 Communications Center, which fields all 9-1-1 and non-emergency line calls within the City and coordinates dispatch of relevant responding agencies; and 2) fielding the Community Crisis Responder (CCR)

team, qualified behavioral health professionals trained to provide support and resources to persons experiencing crisis.

The City has made significant investments in the CARE CCR team in recent years, including through the 2026 Adopted Budget, to properly resource and staff the department for expanded citywide availability of the CCR team.

As the CARE Department has grown since its creation in 2023, and the CCR team has continued to expand, it is necessary to update the Seattle Municipal Code to reflect the investments and commitment of the City to a public safety response involving the CCR team as an integral component. Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. Section 3.15.060 of the Seattle Municipal Code, last amended by Ordinance 126954, is amended as follows:

3.15.060 Community Assisted Response and Engagement Department

There is created within the Executive Department a Community Assisted Response and Engagement (CARE) Department to provide timely, accurate, and vital information to the City's first responders, service providers, and the public, and to provide non-police and community-based services and solutions to community safety challenges. The CARE Department's mission is to improve health and safety services by unifying and aligning the City's community-focused, non-police public safety investments and services to address behavioral abuse, substance abuse, and non-emergent, low-risk calls for service through diversified programs that are equitable, innovative, evidence-based, ~~((compassionate, and))~~ effective, and accountable and that conform to any interlocal agreement and/or applicable contract in effect between The City of Seattle

and King County regarding public health. The functions of the Community Assisted Response and Engagement Department are as follows:

A. Act as the city's Primary Public Safety Answering Point (PSAP), providing 24-hour public safety communication and dispatch services for 9-1-1 calls regarding incidents in Seattle.

1. Identify, triage, and dispatch public safety service requests to first responders and other community resources most appropriate to quickly and safely respond and resolve the requested need.

2. Dispatch and provide continuous contact with responders, provide support functions for responding agencies, and coordinate responses between city departments and public safety agencies operating within Seattle.

3. Notify City departments, City leaders, and other stakeholders of emergency incidents.

4. Provide information and service referrals to non-emergency callers.

~~((5))~~ B. Provide diversified community-focused responses to ~~((911-calls))~~ incidents identified via 9-1-1 calls or other mechanisms as behavioral health, non-emergent, low-acuity, and low-risk.

1. Maintain a Community Crisis Responder team to serve as first responders supporting the City's response to persons experiencing clinical crisis and/or behavioral health challenges.

~~((6))~~ 2. Create a new initiative to integrate the City's violence intervention programs, using research and evidence-based strategies to reduce violence, including identifying specific and measurable outcomes. This initiative will focus initially on: (a)

gun violence prevention interventions; (b) community-based intervention programs, including violence interrupters; (c) youth-focused programs; and use evidence-based public safety strategies to measure program success and develop future solutions.

~~((7))~~3. Improve health and safety by unifying and aligning Seattle's community-focused, non-police public safety investments. This alignment shall include the provision of oversight, monitoring, and accountability for City contracts related to diversion and reentry services for those involved, or at risk of involvement, with the criminal justice system.

4. For all King County programs and initiatives related to clinical crisis and/or behavioral health challenges, serve as the City's point of contact for identifying, documenting, and planning to address the potential and actual public safety impacts of such programs and initiatives.

Section 2. A new Section 3.15.064 is added to the Seattle Municipal Code as follows:

3.15.064 Community Crisis Responder (CCR) team

A. CCRs shall be qualified behavioral health professionals possessing the requisite educational background and training to provide support and resources to people experiencing clinical crisis and/or behavioral health challenges in situations where there is no active threat of violence or medical emergency.

B. CCRs may respond to relevant incidents through dispatch via 9-1-1 call, requests initiated by the Seattle Police Department or the Seattle Fire Department, or other mechanisms approved by the Chief of the CARE Department.

C. CCRs may not engage in the enforcement of criminal law or issue citations of any kind.

D. CCRs may assist in the post-release coordination of care of people released from the King County Jail to clinical and/or behavioral service providers, including the direct introduction of a person to such provider or providers in real time.

This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council and signed in open session in authentication of its passage on _____.

President _____ of the City Council

_____ on _____.

Katie B. Wilson, Mayor

Attested on _____.

Scheereen Dedman, City Clerk

Seal



Legislation Text

File #: Inf 2882, **Version:** 1

Seattle Neighborhood Impact Framework

Seattle Neighborhood Impact Framework

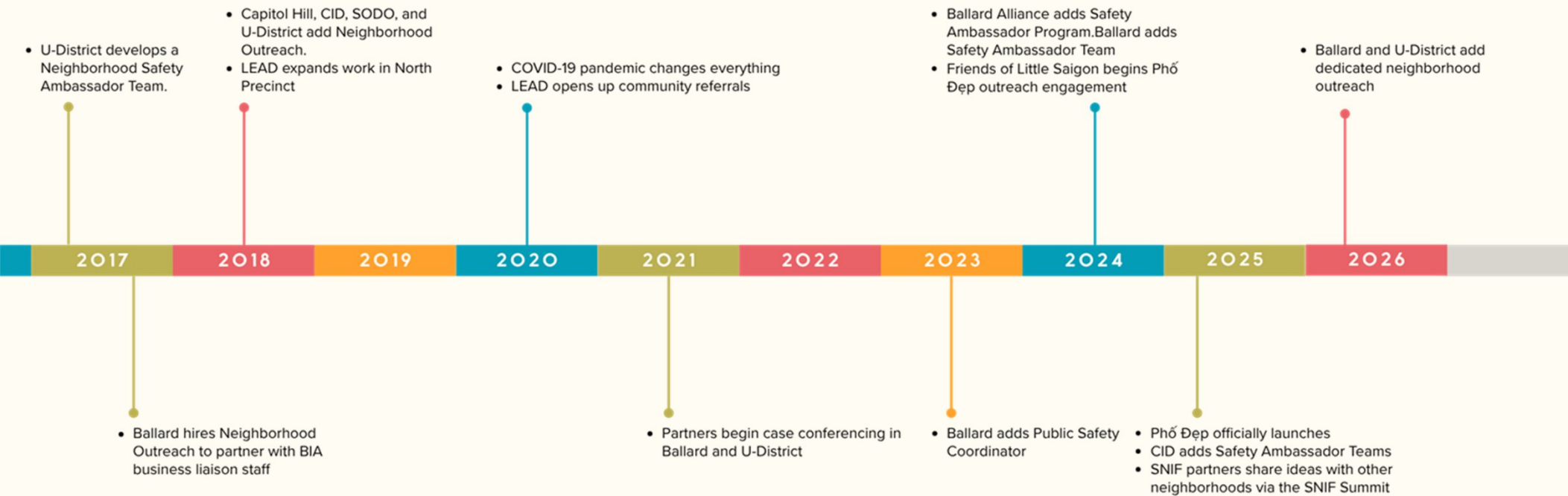
Presented By:



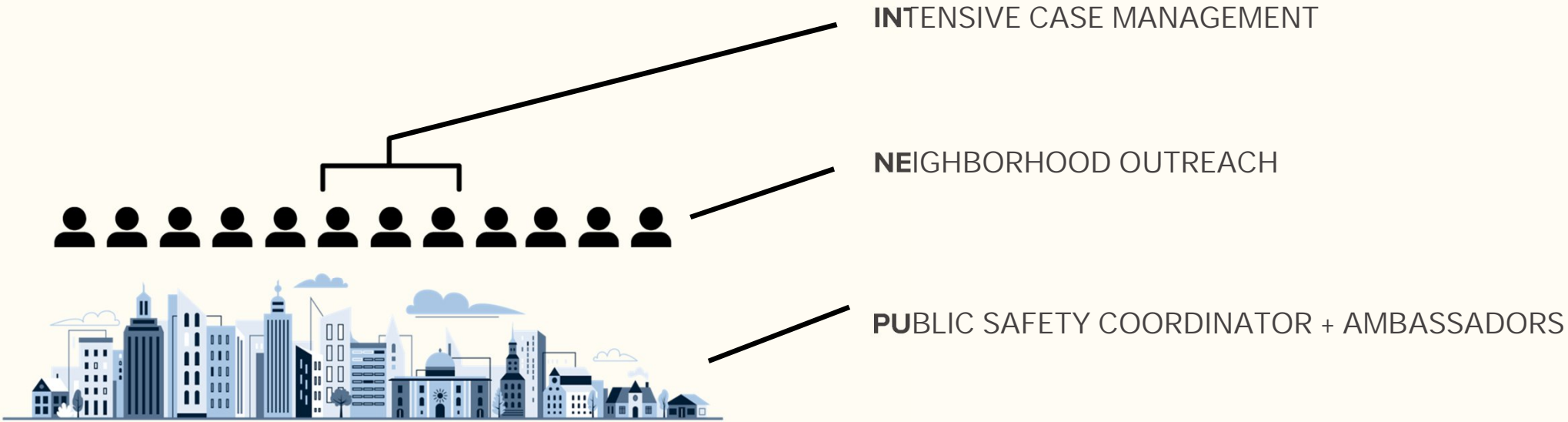
NEIGHBORHOOD IMPACT PRIORITIES

- Identifying and prioritizing perceived and actual public safety concerns
- Close coordination between SNIF partners to more effectively respond to concerns
- Create an efficient “front door” to long-term care strategies, allowing SNIF partners to prioritize scarce resources for issues of the greatest community concern

FRAMEWORK ORIGINS

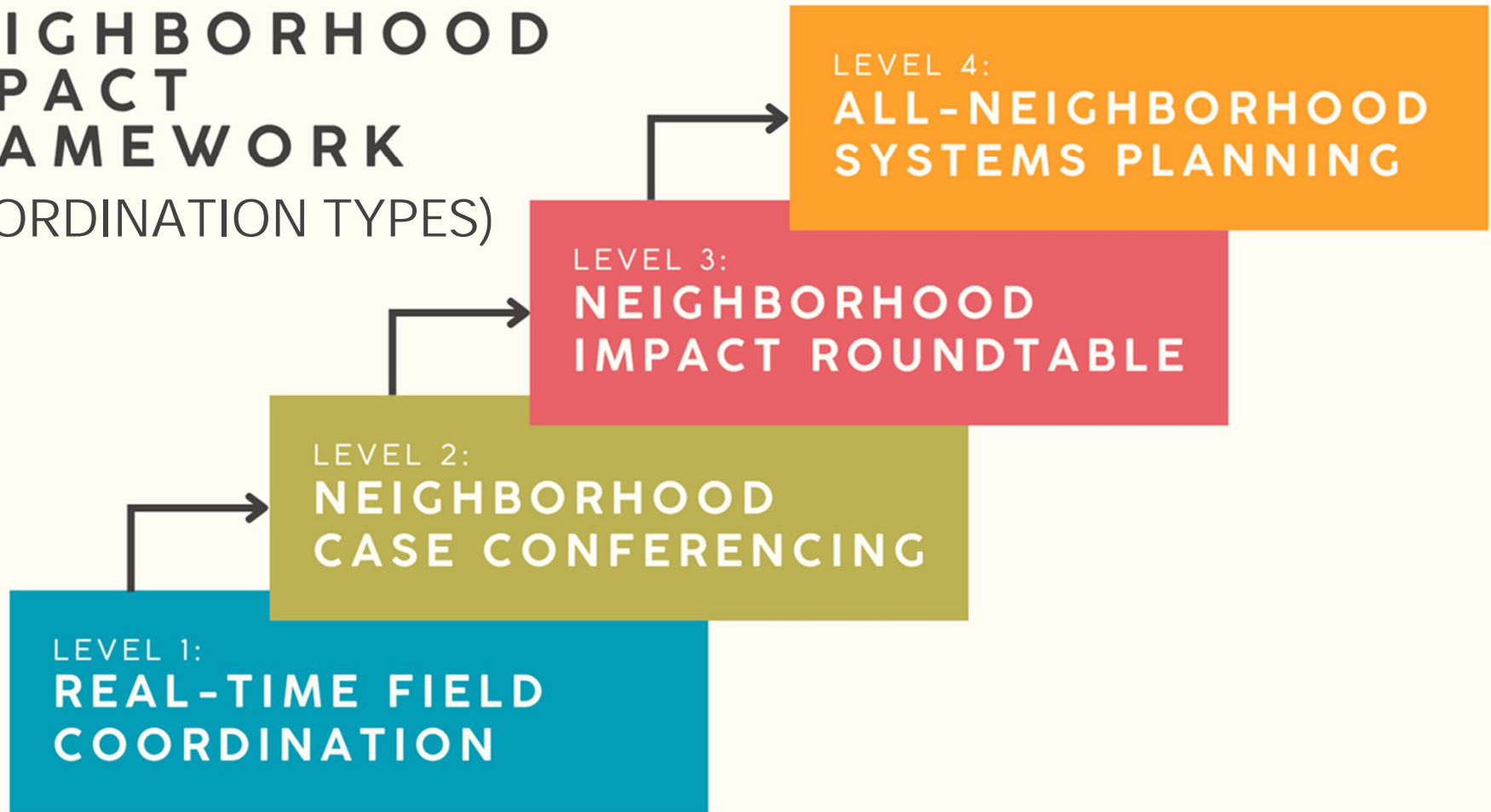


CRITICAL COMPONENTS



***PROJECT MANAGEMENT** facilitates coordination framework

NEIGHBORHOOD IMPACT FRAMEWORK (COORDINATION TYPES)



CASE STUDY: CHINATOWN-INTERNATIONAL DISTRICT

- In the Chinatown-International District, Ambassador teams have encountered over 1100 unique individuals
- A relatively small number of individuals comprise a disproportionate number of encounters



CASE STUDY: CHINATOWN-INTERNATIONAL DISTRICT

- 41 individuals connected to CoLEAD high-support shelter during Summer 2025
 - Identified via SNIF partner input
 - Selected based on visibility and impact in neighborhood and assessed for resource match suitability
- Since placement...
 - 95% have achieved recovery-related outcomes
 - 90% have achieved housing-related outcomes
 - Over a 50% decrease in Ambassador encounters for this cohort

SNIF Implementation Spectrum

Building the front door

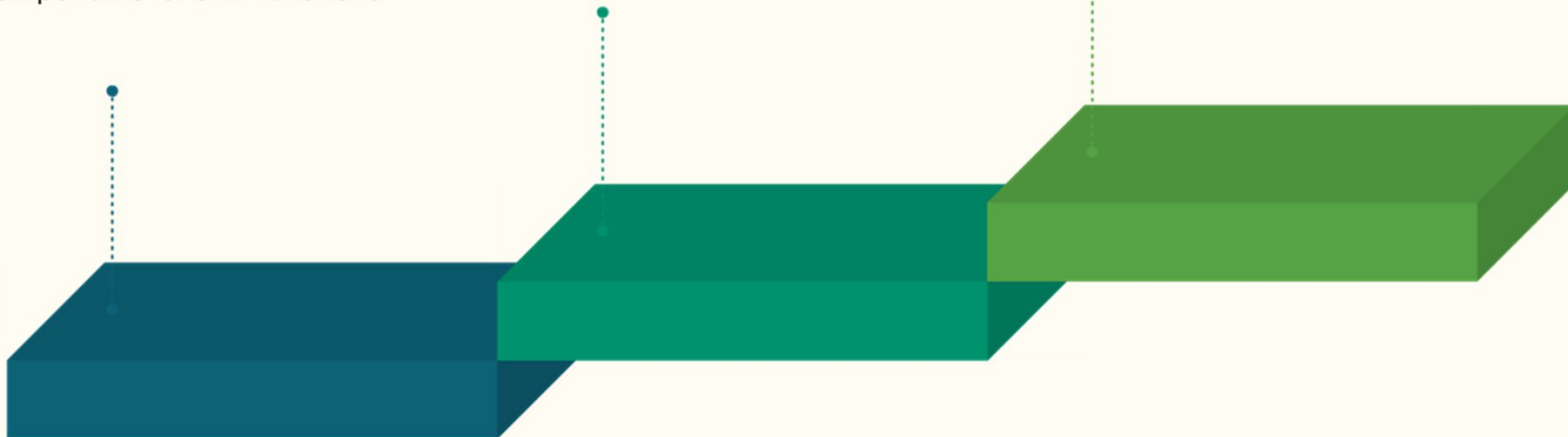
Neighborhoods building basic core components for SNIF functions

Filling in the gaps

Neighborhoods with operating SNIF frameworks, but which need additional pieces to achieve full fidelity

Functioning at fidelity

Neighborhoods with pieces in place, whose remaining limitations stem from lack of access to long-term care resources like mobile behavioral health supports, intensive case management, or low-barrier/high-support shelter



NEXT STEPS

BUILD NEIGHBORHOOD IMPACT FRAMEWORKS

- Building and maintaining core SNIF components in Seattle neighborhoods

ALIGN WITH LONG-TERM CARE

- Invest in long-term care strategies, including
 - Low-barrier/high-support shelter units
 - Mobile behavioral health support
 - Intensive case management
- Align long-term care strategies with SNIF framework to maximize felt impact



Legislation Text

File #: Inf 2907, **Version:** 1

Seattle Police Department (SPD) 2026 Q1 Sworn Staffing, Overtime and Performance Metrics Report



SEATTLE CITY COUNCIL
CENTRAL STAFF

Seattle Police Department (SPD) 2026 Q1 Sworn Staffing, Overtime and Performance Metrics Report

GREG DOSS, ANALYST

PUBLIC SAFETY COMMITTEE

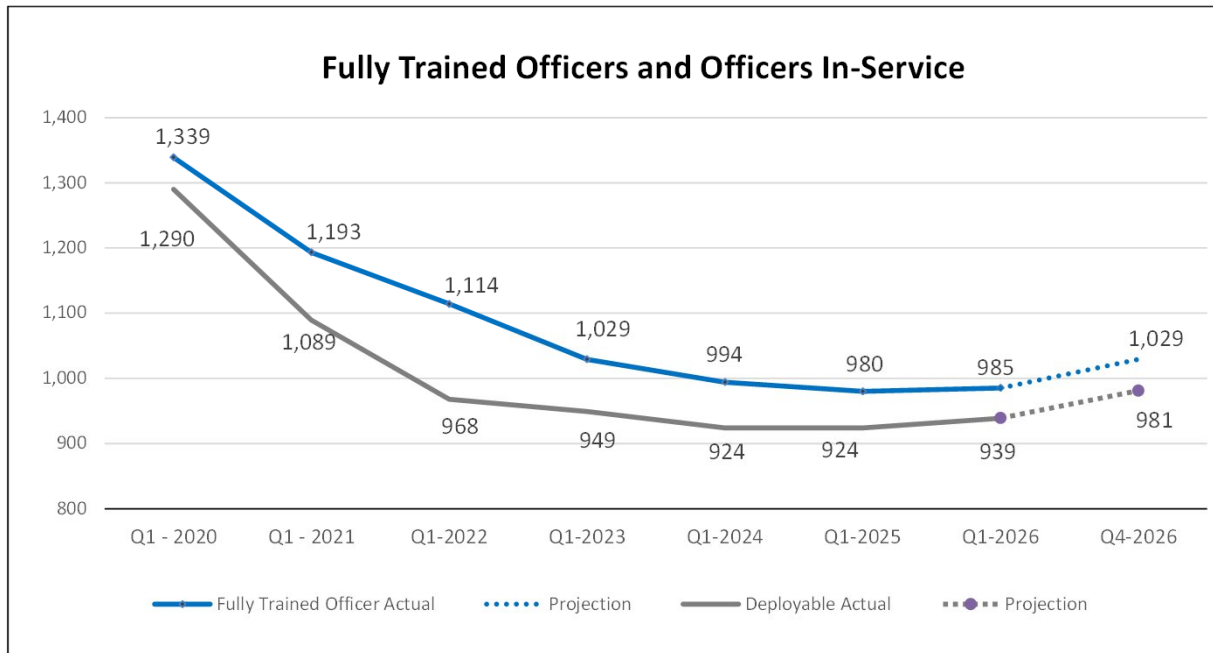
JUNE 9, 2026

1. SPD Staffing

Slides 3- 8

Sworn Staffing

SPD Staffing Plan – Actuals through March 2026 and projections through Dec 2026



2026 Jan-Mar Actuals v. Original Staffing Plan

- Q1 Hires Planned: 42
Q1 Actual Hires Achieved: 41
- Q1 Separations Planned: 21
Q1 Separations Realized: 19
- Net Change from Plan: +1
(1 fewer hires and 2 fewer separations)

2026 SPD Annual Projections (Revised)

SPD Original Hiring Projection: 168
SPD Original Separation Projection: 82

SPD Revised Hiring Projection: 167
SPD Revised Separation Projection: 80

Sworn Staffing

Analysis of staffing and salary impacts

(1/2)

- Separations are slowing:

In the last two quarters, SPD has realized 13 fewer separations and five fewer hires than previously projected/planned. The result is that SPD is now running eight FTE ahead of its current staffing plan.

- This new trend is putting pressure on the SPD budget:

Due to the changes above, and if current projections hold true, SPD will have reached an annual average of 1,192 FTE at year-end 2026. The 2026 Adopted Budget contains funding for 1,184 FTE. The FTE differences (2026 projected vs 2026 funded) will create unfunded salary costs that will reach \$1.7 million by year-end 2026.

- SPD may need to slow hiring to live within its budget:

SPD will, if necessary, slow hiring to ensure that it does not surpass its funded level of FTE, which had been expected to support a net of 174 new hires over the 2025-2026 period. A significant portion of the funding needed for recruit hires comes from the salary savings created from departing officers (vacancy savings). Because it is more expensive to retain an existing higher-salaried officer than to hire a lower-salaried recruit, low separation rates can have an outsized impact on the department's ability to hire recruits and expand its ranks.

Sworn Staffing

Analysis of staffing and salary impacts

(2/2)

-
- A bottleneck in student officer field training is affecting SPD's ability to add officers to its patrol ranks.

In April, SPD had 135 student officers in field training, 21 of which were awaiting instructor availability. The Staffing Plan assumes that SPD will have 154 officers in field training at year-end.

The staffing plan also assumes that SPD will graduate from field training 10 student officers per month. In prior years, SPD has graduated from field training approximately 6-7 officers per month. It is unlikely that SPD will reach its projections without a significant influx of additional training officers.

Sworn Staffing

SPD Sworn Hires by gender
2023 – April 2026

	2023	2024	2025	2026*
Sworn Hires	Male 54	Male 72	Male 148	Male 37
	Female 7	Female 12	Female 17	Female 4

*2026 data through March 26

- According to the DOJ, in 2022, eighty percent of all starting state and local police recruits were male and twenty percent were female.
- SPD has hired 185 male and 21 female recruits during its recent hiring surge (Jan 2025-Mar 2026), resulting in a 10% hiring rate of female candidates.
- The number of male and female test eligible applicants doubled between 2023 and 2024 and has been holding steady through May 2026. Last year, there were 660 test eligible female applicants, which made up 14.6% of all applicants.

SPD Precinct Staffing (1/2)

As of March 31, 2026

Job Category	PRECINCT												Total
	Citywide		East		North		South		Southwest		West		
	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	
911	3	15	9	70	15	106	12	69	10	53	17	97	476
Beats													
Bikes	-	-	-	-	-	-	-	-	-	-	1	8	9
Seattle Center	-	-	-	-	-	-	-	-	-	-	1	3	4
Totals	3	15	9	70	15	106	12	69	10	53	19	108	489

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
September 2020	694	591	77
March 2021	594	501	77
March 2022	535	469	69
March 2023	530	455	72
March 2024	490	407	72
March 2025	490	403	75
March 2026	489	410	66

2. SPD Overtime Monitoring

Slides 10 & 11

SPD Overtime Monitoring

Overtime Spending Since 2022

Year	Annual <u>Original</u> OT 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	23%
2025	\$53,100,000	\$10,900,000	21%
2026	\$55,800,000	\$18,700,000	*34%

* After adjusting retroactive contract payments, the department has spent 24% of its overtime budget through the first quarter.

The 2026 budget and expenditure totals above include \$6.8 million for SPOG contract retro payments. The front-loading of these dollars into Q1 creates an outsized / disproportionate impact on the Q1 Percent of Budget calculation. Expected revenues from FIFA and the NFL will further mitigate the impact of SPD's Q1 overtime spending. At its current spending rates, and assuming revenue reimbursements, SPD is likely on track to finish the year without requiring additional support from the City's General Fund.

- Between 2022 and 2026, SPD's overtime budget grew by \$29 million, a 112% increase.

Much of this increase can be attributed to recent agreements with the Seattle Police Officer's Guild (SPOG):

1. A three-year 24% salary adjustment made in the City's Interim Agreement (IA) with the Seattle Police Officer's Guild (SPOG) for 2020-2023; and
2. A four-year 17% salary adjustment made in the City's 2024-2027 Collective Bargaining agreement (CBA) with SPOG.
3. An MOU that provides a \$250 premium for each special events overtime shift.

- Last year, the department largely stayed within its overtime budget.

In 2025, SPD spent \$55 million on overtime, which is about \$1.4 million over its revised overtime budget. Some of the spending over the revised budget was for FIFA activities that will ultimately be reimbursed in 2026.

Overtime hours by Bureau

Bureaus with more than 7,000 overtime hours



- Overtime used at the Patrol Precincts is down by 29%, which SPD indicates is due to fewer hours being used to staff special operations such as counter-narcotic or retail theft emphases.
- Events hours are higher due to the Super Bowl parade. SPD spent \$849,000 on staffing for the parade, including mutual aid. All parade expenses are being reimbursed by the NFL.
- Department training – delivered out of the Professional Standards Bureau – is up by 63% or about 7,250 hours. SPD indicates that some of these hours are attributable to preparations for the World Cup games and that some of the hours are reimbursable by FIFA.

3. Response Times

Slides 13 & 14

Citywide Response Times and Z-Disposition Calls

Q2 2026 Response Time (in minutes)

PRIORITY	Q1 2025		Q1 2026	
	Avg. RT (minutes)	Median RT (minutes)	Avg. RT (minutes)	Median RT (minutes)
1	10.3	7	10.1	7
2	70.2	28.4	56.9	24.3
3	152.5	75.3	159.9	75.7

Q2 2026 "Z Disposition" Call Response

Calls that do not receive an in-person response from SPD	CALL VOLUME	%
Calls that receive no in-person response	36	0.1%
Did get a response	39,343	99.9%

- SPD's response time goal is a 7-minute median time.
- For Jan-March 2026, half of all Priority 1 calls received a response in less than seven minutes. This rate is unchanged from last year.
- SPD patrol officers maintained a 7-minute median response time despite a 12% volume increase. Priority 2 calls had a 4% volume decrease and a substantial reduction in response times.

PCT	Year	P1		P2		P3	
		Avg. RT	Median RT	Avg. RT	Median RT	Avg. RT	Median RT
EAST	2023	9.6	6.2	59.1	25.8	113	57.9
	2024	10.9	6.7	91	44.9	177.4	94.2
	2025	8.2	5.6	63.8	29	130.5	68.5
	2026	8.7	5.6	59.3	25.3	135.2	66.9
NORTH	2023	12.2	9.1	63	28.7	120.5	60.8
	2024	13.9	9.9	83.9	40.1	173.9	94.2
	2025	12.6	9.2	88.3	40.5	191.3	99.4
	2026	11.1	8.5	62.1	27	195.6	96.6
SOUTH	2023	10.4	7.6	48.4	21.1	86.1	45.3
	2024	11.3	8.2	68.7	29.5	121.7	61.9
	2025	9.1	6.9	50.4	18.4	98	51.2
	2026	10.2	7.3	46.5	19.6	100.8	55.7
SW	2023	10.1	7.8	41.9	17.3	74.8	38.2
	2024	10.8	8.2	40.3	17	75.9	43.1
	2025	9.7	7.3	37.9	17.1	78.8	43.9
	2026	10.6	7.9	42.7	19.2	94.6	47.6
WEST	2023	9	5.8	53.3	20.9	101	50.7
	2024	9.4	6.3	75.8	31.7	152.9	82.8
	2025	8.9	6.2	78.3	32.2	182.5	97
	2026	8.6	5.9	61	27	192.7	98.4

Response Time by Precinct (Jan-Mar 2023-2026)

- In comparing the first quarter of 2025 against the same period last year, some precincts had a reduction in response times while others had an increase.
- The North precinct continues to have the slowest response times out of all the precincts for priority 1 calls. Although, a significant improvement in P1 response times has closed the gap with other precincts.

P1 = Priority 1, P2 = Priority 2, P3 = Priority 3

4. Summary

Key Takeaways

- SPD is separating fewer officers than it has in past years. This change may affect the department's ability to hire new recruits and translate into a slower expansion of the force. It is possible that SPD may need to slow its hiring to meet budgetary restrictions.
- A significant influx of field training officers is needed to ensure that SPD can meet its goal of graduating 10 student officers per month. Even at this high graduation rate, the department expects to have 153 student officers in field training in December of 2026.
- SPD's rate of overtime spending does not currently suggest that there will be a year-end, budget-spending deficit. However, use of overtime at the precincts is down by 29% and this overtime use may increase as the department expands its emphases on crime hot spots.
- SPD's response time metrics are mixed, with some up and some down. A consistent, across-the-board reduction in SPD's 911 response times unlikely to occur until new officers begin to supplement patrol ranks. The number of patrol officers has consistently hovered at 490 since 2023.

Questions?

Sworn Staffing

Applicants who Passed Minimum Qualifications by gender 2023 – May 2026

Entry Level Police Officer

Applicants who Passed Minimum Qualifications (Eligible to Participate in the Exam)

2023 - 2026 (as of 5/15/2026)

Gender	2023		2024		2025		2026 (as of 5/15/26)		Seattle Demographics (2020)	King County Demographics (2020)
	n	%	n	%	n	%	n	%	%	%
Female	253	13.6%	542	13.7%	660	14.6%	338	14.6%	49.0%	49.3%
Male	1576	84.6%	3341	84.6%	3676	83.8%	1934	83.8%	51.0%	50.7%
Non Binary	11	0.6%	13	0.3%	13	0.3%	5	0.2%		
Transgender	5	0.3%	15	0.4%	25	0.5%	9	0.4%		
Undisclosed/Prefer Not to Respond	18	1.0%	37	0.9%	38	0.8%	22	1.0%		
Total	1863	100.0%	3948	100.0%	4412	100.0%	2308	100.0%		

The demographic groups reported above are based on the options provided to candidates in the city's applicant system (NEOGOV). Please note that data are available on non-binary and transgender candidates in the city's application system but not in 2020 census data.