

Consent Package for CB 119825 – 2020 Budget Revisions Ordinance

No.	Dept.	Amendment	Sponsor
16	SPD	General Reduction of Sworn Personnel	LG, LH, TJM, TM
17	SPD	Mounted Unit Reduction	LG, LH, TJM, TM
18	SPD	Community Outreach Reduction	LG, LH, TJM, TM
19	SPD	School Resource Officer Reduction	LG, LH, TJM, TM
20	SPD	Reducing Sworn Staff by Recognizing Unplanned Attrition	LG, LH, TJM, TM
21	SPD	Public Affairs Unit Reduction	LG, LH, TJM, TM
22	SPD	Homeland Security Reduction	LG, LH, TJM, TM
23	SPD	Community Outreach Administration Reduction	LG, LH, TJM, TM
24	SPD	Harbor Patrol Reduction	LG, LH, TJM, TM
25	SPD	SWAT Team Reduction	LG, LH, TJM, TM
46	SPD	SPD Civilianization Proviso	Strauss
47	SPD	SPD Fiscal Reporting Proviso	Herbold, Strauss
49	HSD	Add \$50,000 General Fund to HSD, cut \$50,000 General Fund from FAS, and impose a proviso to contract with a community-based organization for development of a 911 response alternative	Lewis

Amendment 16

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

Co-Sponsors: CM Sawant, CM Strauss

General Reduction of Sworn Personnel - Impose a Proviso Restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$533,312 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 32.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department from spending \$533,312 from the Patrol Operations BSL without additional authority provided by the City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 32.0 FTEs.

Assumptions: Public Safety Civil Service Commission (PSCSC) Rule 15 notes that the order of SPD layoffs shall be as follows: (1) Provisional appointees; (2) temporary or intermittent employees; (3) Probationers; (4) Regular employees in the order of their length of service, the one with the least service being laid off first. Rule 15 also indicates that layoff out of the regular order can be granted

upon showing by the appointing authority of “a necessity ... in the interest of efficient operation of his or her department, after giving any employee or employees affected an opportunity to be heard.”

In adopting this proviso, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$533,312 amount reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines that a different dollar restriction would more appropriately reflect the Council’s intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: Independent of other amendments under consideration by the Council, this amendment would reduce the size of the sworn force through 32 layoffs (sworn officers, recruits or student officers). The most recent SPD staffing plan transmitted to Council shows a July 2020 projection of 54 recruits, 42 officers in field training, and 1,332 fully trained officers for a total of 1,428 positions.

According to PSCSC Rule 15, the recruits would be the first personnel subject to layoff. While the layoff of 32 recruits would not immediately affect the number of SPD officers that are deployed in Patrol and other functions, this action combined with the current sworn hiring freeze and ongoing sworn retirements and resignations would reduce the size of the Seattle Police Department. The staffing plan projects that by December 31, 2020 there will be approximately 25 separations (fully trained sworn retirements and resignations as well as recruit and student officer resignations). The Chief has charter authority to deploy her sworn personnel as she sees fit. Chief Best has indicated a policy intent to preserve officers that answer 9-1-1 calls or provide other patrol functions. Without more information from the Chief, it is unknown how the reduction of 32 positions will be allocated throughout the Department.

Amendment 17

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

Co-Sponsors: CM Lewis, CM Sawant

Mounted Unit Reduction - Impose a Proviso restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$84,164 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 4.0 officer recruit or sworn officer FTEs and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests the Chief realign deployment of sworn personnel to implement a 4.0 FTE reduction in the personnel assigned to the Mounted Unit; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force. Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department from spending \$84,164 from the Patrol Operations BSL without additional authority provided by the Council.

Intent: In adopting this amendment, the Council is making a programmatic decision to reduce the overall size of the City's sworn police force by 4.0 FTE. The Council recognizes the Charter authority of the Chief to deploy her forces and requests she reduce the Mounted Unit from 4 sworn FTEs to 0 FTE.

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

In adopting this proviso against the Patrol Operations Budget Summary Level appropriation, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$84,164 includes two months of salary and benefits costs for lower paid sworn personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines that a different dollar restriction would more appropriately reflect the Council's intent, then Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: The Mounted Unit is a specialty unit that focuses on community engagement and outreach. SPD indicates that eliminating the unit would impact the department's ability to build trust with the community. Paragraph 3 of the Consent Decree states: "Effective and constitutional policing requires a partnership between the Seattle Police Department, its officers, community members, and public officials."

The Mounted Unit currently consists of 4 sworn FTE and 1 civilian FTE. If the Chief chooses to redeploy 4 sworn personnel consistent with Council's intent it will eliminate the Chief's ability to use the Mounted Unit for community relations or for demonstration management. The cut of \$84,164 will likely result in the layoff of the civilian employee, who assists with the Mounted Unit.

Amendment 18

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

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

Community Outreach Reduction: Impose a Proviso restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$83,330 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 5.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests that the Chief realign deployment of sworn personnel to implement a 5.0 FTE reduction in the personnel assigned to the Community Outreach Unit; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department from spending \$83,330 from the Patrol Operations BSL without additional authority provided by the City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 5.0 FTEs. The Council recognizes the Charter authority of the Chief to deploy her forces and requests that she reduce the size of the Community Outreach Unit from 11 FTEs to 7 FTEs.

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

In adopting this proviso against the Patrol Operations Budget Summary Level appropriation, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$83,330 reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines that a different dollar restriction would more appropriately reflect the Council's intent, then the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: The Department has indicated that the sworn officers in this unit serve a variety of functions intended to build trust between police and the people of Seattle. These include "living room conversations," precinct picnics, youth outreach through sports and in schools, community liaisons, demographic advisory councils and the community police academy. It also includes a False Alarms Detective, who reviews false alarm calls per Seattle Municipal Code. SPD indicates if this unit were cut, it would impact the department's ability to prevent crime, support survivors, and build trust through communication with the community at large.

The Community Outreach Unit currently consists of 11 sworn FTE and has 4 vacancies, which are effectively unfunded in 2020 due to COVID related reductions initiated by the Mayor and included in CB 119825. If the Chief chooses to redeploy five personnel consistent with Council's intent, and in addition to the vacancies maintained by SPD, there may be a further loss of capacity to perform the tasks noted by the Department.

Amendment 19

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

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

School Resource Officer Reduction - Impose a Proviso Restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$83,330 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 5.0 officer recruit or sworn officer FTEs and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso prohibiting the Seattle Police Department (SPD) from spending \$83,330 from its Patrol Operations BSL without additional authority provided by the Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 5.0 FTE.

Assumptions: Public Safety Civil Service Commission (PSCSC) Rule 15 notes that the order of SPD layoffs shall be as follows: (1) Provisional appointees; (2) temporary or intermittent employees; (3) Probationers; (4) Regular employees in the order of their length of service, the one with the least

service being laid off first. Rule 15 also indicates that layoff out of the regular order can be granted upon showing by the appointing authority of “a necessity ... in the interest of efficient operation of his or her department, after giving any employee or employees affected an opportunity to be heard.”

In adopting this proviso, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$83,330 amount includes two months of salary and benefits costs for lower paid sworn personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines a different dollar restriction would more appropriately reflect the Council’s intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: SPD formerly deployed 5.0 FTE as School Resource Officers to work in Seattle School District middle schools and high schools. The program was recently discontinued, and the officers have been reassigned to other duties.

Amendment 20

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

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

Reducing Sworn Staff by Recognizing Unplanned Attrition - Impose a Proviso Restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$499,980 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force by capturing attrition savings that might otherwise be used to hire new officers.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department (SPD) from spending \$499,980 from the Patrol Operations BSL without additional authority provided by City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 30.0 FTEs by capturing attrition savings that might otherwise be used to hire new officers.

Assumptions: Council assumes that there will be 30 unplanned resignations from SPD between now and December 31, 2020. Each unplanned resignation is costed at \$16,666 or approximately one month of salary and benefits for a newer officer. If the City Budget Office determines a different dollar restriction would more appropriately reflect Council's intent, Council may through a subsequent action change the amount of funding restricted by this proviso. Or if the attrition

assumption is not realized, then Council may through a subsequent action change the amount of funding restricted by this proviso.

Background and Potential Outcomes: The most recent SPD staffing plan transmitted to Council shows a July 2020 projection of 54 recruits, 42 officers in field training and 1,332 fully trained officers for a total of 1,428 positions in the SPD. The staffing plan projects that by December 31, 2020 there will be approximately 25 separations (fully trained sworn retirements and resignations as well as recruit and student officer resignations that occur between Aug and Dec). SPD projections are informed by prior history and resignation paperwork that has been received by the Human Resources Unit.

SPD staff has indicated that attrition has slowed over the last few months, potentially related to the COVID fiscal recession. It seems plausible that the potential for layoffs at SPD would motivate some newer officers to apply with other law enforcement agencies. It is not possible for staff or the Department to predict whether the additional 30 separations will occur.

Amendment 21

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

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

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

Public Affairs Unit Reduction - Impose a Proviso Restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$50,000 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 4.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests that the Chief realign deployment of sworn personnel to implement a 4.0 FTE reduction in the personnel assigned to the Public Affairs Unit; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department from spending \$50,000 from the Patrol Operations BSL without additional authority provided by City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 4.0 FTE. Council recognizes the Charter authority of the Chief to deploy her forces and requests that she reduce the Public Affairs Unit from 4 sworn FTEs to 0 FTE.

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

In adopting this proviso, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$50,000 includes two months of salary and benefits costs for lower paid sworn personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines that a different dollar restriction would more appropriately reflect the Council’s intent, then the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: SPD has indicated that its Public Affairs Unit answers media questions, in addition to publishing information on the department’s social media channels and website. If this Unit was cut, media outlets would have no direct access to SPD and transparency would suffer. SPD also indicated that if the Unit were cut, the media would be required to make requests through the Public Disclosure Unit, which has a backlog of over 2,000 public disclosure requests.

The sworn portion of the Public Affairs Unit currently consists of 4 sworn FTEs and has 1 vacancy, which is effectively unfunded in 2020 due to COVID related reductions initiated by the Mayor and included in CB 119825. If the Chief chooses to redeploy four sworn personnel consistent with Council’s intent, there may be a reduction of capacity to perform the media tasks noted. It should also be noted that the unit has a civilian laborer that will be subject to layoff.

Amendment 22

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

Co-Sponsors: CM Juarez, CM Sawant, CM Strauss

Homeland Security Reduction - Impose a Proviso restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$16,666 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 1.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests that the Chief realign deployment of sworn personnel to implement a 1.0 FTE reduction in the personnel assigned to the Homeland Security unit; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department (SPD) from spending \$16,666 from the Patrol Operations BSL without additional authority provided by the Seattle City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 1.0 FTE. The Council recognizes the Charter authority of the Chief to deploy her forces and requests that she reduce the size of the Homeland Security Unit from 11 sworn FTE to 10 sworn FTE.

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

In adopting this proviso, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$16,666 reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines that a different dollar restriction would more appropriately reflect the Council's intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: On July 21, 2020, the SPD Chief indicated in a letter to the City Council that indicates that this unit coordinates security at all major events in the city and cutting it would lead to issues staffing these events.

The Homeland Security Unit currently consists of 11 sworn FTEs and has 3 vacancies, which are effectively unfunded in 2020 due to COVID related reductions initiated by the Mayor and included in CB 119825. If the Chief chooses to redeploy one sworn officer consistent with Council's intent, and in addition to the vacancies maintained by SPD, there may be a further reduction of capacity to perform the tasks noted by the Chief.

Amendment 23

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

Co-Sponsors: CM Juarez, CM Sawant, CM Strauss

Community Outreach Administration Reduction - Impose a Proviso restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$16,666 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 1.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests that the Chief realign deployment of sworn personnel to implement a 1.0 FTE reduction in the sworn personnel assigned to the Community Outreach Administration section; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department (SPD) from spending \$16,666 from the Patrol Operations BSL without additional authority provided by the Seattle City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 1.0 FTE.

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

In adopting this proviso, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$16,666 reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines that a different dollar restriction would more appropriately reflect the Council's intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: The Community Outreach Administration unit consists of one Captain that oversees the [redacted] sworn officers of the Community Outreach Unit. The Captain provides leadership, policy guidance, and direction to employees that perform a variety of outreach functions including, SPD Advisory Groups, the False Alarm Unit and the officers assigned to the Seattle Youth Violence Prevention Initiative.

If the Chief chooses to redeploy 1.0 sworn FTE consistent with Council's intent, the SPD may need to find other leadership for the Unit or consolidate the sections under a different unit.

Amendment 24

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

Sponsor: CM Herbold, CM González, CM Morales, CM Mosqueda

Co-Sponsors: CM Juarez, CM Sawant

Harbor Patrol Reduction - Impose a Proviso restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$33,332 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 2.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests that the Chief realign deployment of sworn personnel to implement a 2.0 FTE reduction in the personnel assigned to the Harbor Patrol; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso that prohibits the Seattle Police Department (SPD) from spending \$33,332 from the Patrol Operations BSL without additional authority provided by the City Council.

Intent: In adopting this amendment, the Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 2.0 FTE. Council recognizes the Charter authority of the Chief to deploy her forces and requests that she reduce the size of the Harbor Patrol from 30 FTEs to 28 FTEs.

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

In adopting this proviso against the Patrol Operations Budget Summary Level appropriation, the Council recognizes that lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$33,332 reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines a different dollar restriction would more appropriately reflect the Council's intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: The City Budget Office has indicated that Harbor Patrol Officers are responsible for generally maintaining safe waterways around Seattle and perform a variety of functions that include: boating safety inspections, accident reports and investigations on injuries or deaths, Involuntary Treatment Acts (ITAs) for individuals in crisis that happen to be in the water, speed enforcement, citation issuance, and life-safety calls.

Most life-safety calls involve surface rescues caused by collisions, suicide attempts, injuries or disabled boats. Harbor officers also respond to dive calls that involve recovering actual or reported bodies, collecting evidence, recovering vehicles in the water, reattaching buoy anchors and keeping waterways clear of deadheads (logs or heavy timber floating nearly vertically with little bulk visible above the surface).

The Harbor Patrol currently consists of 30 FTEs and has two vacancies, which are effectively unfunded in 2020 due to COVID related reductions initiated by the Mayor and included in CB 119825. If the Chief chooses to redeploy two personnel consistent with Council's intent, and in addition to the vacancies maintained by SPD, there may be a further reduction of capacity to perform the tasks noted by the CBO.

Amendment 25

to

CB 119825 - CBO 2020 Budget Revisions Ordinance

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

Co-Sponsors: CM Juarez, CM Sawant, CM Strauss

SWAT Team Reduction - Impose a Proviso Restricting expenditures in the Seattle Police Department

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

Section X. Of the appropriations in the 2020 Budget for the Patrol Operations Budget Summary Level (SPD-BO-SP-P1800) in the General Fund (00100), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$33,332 may not be spent until authorized by future ordinance. In adopting this proviso, the Council expresses its policy intent to reduce the overall size of the City's sworn police force. The Council requests that the Chief of the Seattle Police Department and the Director of the City's Office of Labor relations immediately issue layoff notices for 2.0 officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in accordance with the principles identified in Proposed Resolution 00000. The Council further requests the Chief realign deployment of sworn personnel to implement a 2.0 FTE reduction in the personnel assigned to the SWAT Team; however, this request shall not be interpreted to conflict with or supersede the primary intent to reduce the size of the overall sworn police force.

Renumber the following sections of the bill, as appropriate.

Effect: This amendment imposes a proviso prohibiting the Seattle Police Department (SPD) from spending \$33,332 from the Patrol Operations BSL without additional authority provided by Council.

Intent: In adopting this amendment, Council makes a programmatic decision to reduce the overall size of the City's sworn police force by 2.0 FTE. The Council recognizes the Charter authority of the Chief to deploy her forces and requests she reduce the size of the SWAT team from 29 FTEs to 27 FTEs.

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

In adopting this proviso, the Council recognizes lower paid officer recruits, student officers and less experienced officers are likely to be laid off before higher paid, more senior officers. The \$33,332 reflects two months of salary and benefits costs for lower paid personnel and assumes that layoffs will occur on November 1, 2020. If the PSCSC grants out-of-order layoffs in accordance with Resolution 00000, or the City Budget Office determines a different dollar restriction would more appropriately reflect Council's intent, the Council may through a subsequent action change the amount of funding restricted by this proviso.

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

Background and Potential Outcomes: On July 21, 2020, the SPD Chief indicated in a letter to the City Council that the SWAT Team primarily responds to barricaded subjects, active shooter incidents, dignitary protection, hostage rescue, and high-risk warrant services. The Chief also indicated that the elimination of this unit would result in lesser-trained and equipped officers having to respond to these events, increasing the risk to everyone involved. Finally, the Chief indicated that only sworn law enforcement officers can serve warrants and that SWAT is modeled after best practices that were developed in part upon recommendations promulgated following the stabbing death of a King County Deputy and subsequent stand-off in the 1980s.

The SWAT Team currently consists of 29 FTEs and has 4 vacancies, which are effectively unfunded in 2020 due to COVID related reductions initiated by the Mayor and included in CB 119825. If the Chief chooses to redeploy two personnel consistent with Council's intent, and in addition to the vacancies maintained by SPD, there may be a further loss of capacity to perform the tasks noted in the July 21 letter.

Amendment 46

to

CB 119825 – 2020 Budget Revisions Ordinance

Sponsor: CM Strauss

Co-Sponsor: CM González, CM Herbold, CM Juarez, CM Lewis, CM Morales, CM Mosqueda,
CM Pedersen, CM Sawant

SPD Civilianization Proviso

Add a new Section X to Council Bill 119825, as follows:

Section X. Beginning on September 30, 2020, none of the appropriations in the 2020 Budget for the Seattle Police Department (SPD) may be spent, notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, until the Council receives a report from the SPD or the Mayor's Office that identifies which functions of the department could be fully civilianized and/or removed from SPD, including but not limited to, an analysis of staffing and funding needed to support these functions in 2020 and anticipated for 2021. The report shall consider the following SPD functions:

- A. Administrative Services
 - 1. Data Center
 - 2. Criminal History Team
 - 3. Fiscal
 - 4. Fleet Control
 - 5. Grants & Contracts
 - 6. Quartermaster
 - 7. Records Files

- B. Budget & Finance
 - 1. Facilities
 - 2. Body Worn Video
 - 3. Red Light Camera Program
- C. Chief's Office
 - 1. Foundation
 - 2. Emergency Management
 - 3. Legal
 - a. Transparency & Privacy
 - b. Public Disclosure Unit
 - 4. Office of Police Accountability
 - 5. Strategy
- D. Collaborative Policing
 - 1. Public Affairs
 - 2. Directed Outreach
 - a. Navigation Team
 - 3. Crime Stoppers
 - 4. Crisis Response Team
 - 5. Community Outreach
 - 6. Mounted
- E. Criminal Investigations Bureau
 - 1. Vice
 - a. Prostitution

2. Forensic Support Services

- a. Automated Fingerprint Identification Systems (AFIS) Unit
- b. Crime Scenes Investigation (CSI) Unit
- c. Evidence (Warehouse, etc.) Unit
- d. Forensics & Digital Imaging Unit
- e. Ten & Latent Prints Unit
- f. Photo Unit
- g. Video Unit

3. Narcotics

- a. Drug Court Liaison

4. Special Victims

- a. Domestic Violence
- b. Sexual Assault & Child Abuse

5. Violent Crimes / Intelligence Unit

- a. Bias Crimes
- b. Polygraph
- c. Criminal Intelligence Unit
- d. Real Time Crime Center (RTCC)

F. Homeland Security/Special Operations Bureau

- 1. Seattle Police Operations Center (SPOC)
- 2. Harbor
- 3. Parking Enforcement
- 4. Traffic

- 5. Photo Enforcement Unit
- G. Human Resources
 - 1. Backgrounding
 - 2. Benefits
 - 3. Chaplain's Office
 - 4. Early Intervention
 - 5. Equal Employment Opportunity (EEO)
 - 6. Employment Services
 - 7. Payroll
 - 8. Recruiting
- I. Legal
- J. Operations
 - 1. Data-Driven Policing
 - 2. 911 / Communications Center
- K. Professional Standards Bureau
 - 1. Audit, Policy & Research Section (APRS)
 - 2. Force Investigation Team (FIT)
 - 3. Force review
 - 4. Training

Renumber the following sections of the bill, as appropriate.

Effect:

This amendment would impose a proviso beginning on September 30, 2020, on all funds for the Seattle Police Department (SPD) contingent upon the Council receiving a report from SPD or the Mayor's Office on which SPD functions could be fully civilianized and/or removed from SPD, including the anticipated budgetary impacts to the department. Should the report not be delivered by

Greg Doss/Yolanda Ho
Select Budget Committee
Date: August 5, 2020
Version: 2

September 30, this proviso would prevent SPD from expending any of its remaining funds for 2020 until the required report is provided to the Council.

Amendment 47

to

CB 119825 – 2020 Budget Revisions Ordinance

Sponsor: CM Strauss and CM Herbold

Co-Sponsor: CM Juarez, CM González, CM Mosqueda, CM Lewis, CM Pedersen, CM Sawant
SPD Fiscal Reporting Proviso

Add a new Section X to Council Bill 119825, as follows:

Section X. None of the appropriations in the 2020 Budget for the Seattle Police Department (SPD) may be spent, notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, until the Chairs of the Council's Public Safety & Human Services Committee and Select Budget Committee file a certification with the City Clerk that SPD or the Mayor's Office has submitted a report on or before the effective date of this ordinance, and every two weeks thereafter until December 31, 2020, detailing expenditures related to the following: grants and contracts; overtime; personnel contracts, including consultants; and training and travel, including conferences. The reports shall include, but not be limited to, year-to-date amounts shown as totals and percentages, and after the first report, changes from the prior report shown as totals and percentages. The reports shall include descriptions, including amounts, of any federal grants for which SPD has applied and/or been awarded.

The first report shall also include:

A. Beginning with 2010, annual expenditures to date for contracts with law firms engaged to defend the City from claims brought against SPD or individual officers. The report shall provide detailed information by case, identifying the race of officers involved in the claims

Greg Doss/Yolanda Ho
Select Budget Committee
Date: August 5, 2020
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and the claimants, and the number of officers who have had more than one claim filed against them, including the number of claims, types of claims, and outcomes of these claims (e.g., settlement or judgment amounts, where applicable);

B. Detailed descriptions of weapons and equipment purchased to date in 2020; and

C. Beginning with 2015, descriptions and amounts of all federal grants received to date.

Renumber the following sections of the bill, as appropriate

Effect:

This amendment would impose a proviso on all funds for the Seattle Police Department (SPD) contingent upon the Chairs of the Public Safety & Human Services Committee and Select Budget Committee filing a certification with the City Clerk that the SPD or the Mayor's Office has submitted a report every two weeks that provides detailed departmental expenditures related to: grants and contracts; overtime; personnel contracts, including consultants; and travel and training, including conferences. The first report, due on or before the effective date of the legislation, would show year-to-date expenditures. Subsequent reports would show changes from the prior report. SPD would also report on any federal grants for which it has applied and/or been awarded. Should the Chairs not receive any of these reports and, as a result, not file a certification with the City Clerk, this proviso would prevent SPD from expending any of the department's remaining funds for 2020 until the report is submitted as required.

The first report would also require the following information: (1) annual expenditures since 2010 for contracts with law firms engaged to defend the City against claims related to the SPD or individual offices, with detailed information by case, identifying the race of officers involved in the claims and claimants, and information about officers who have had more than one claim filed against them; (2) detailed descriptions of weapons and equipment purchased to date in 2020; and (3) information on all federal grants received since 2015.

Amendment 49
 to
CB 119825 - CBO 2020 Budget Revisions Ordinance
Sponsor: CM Lewis

Co-Sponsor: CM Mosqueda, CM Juarez, CM Sawant, CM Morales, CM Strauss

Add \$50,000 General Fund to HSD, cut \$50,000 General Fund from FAS, and impose a proviso to contract with a community-based organization for development of a 911 response alternative

Amend Section 2 to CB 119825 as follows:

2.x	<u>Human Services Department</u>	<u>General Fund (00100)</u>	<u>Preparing Youth for Success (HSD-BO-HS-H2000)</u>	<u>\$50,000</u>
2.x	Finance and Administrative Services	<u>General Fund (00100)</u>	<u>FAS (BO-FA-JAILSVCS)</u>	<u>(\$50,000)</u>

Reconcile changes to appropriations in this amendment with other adopted amendments to CB 119825

Add a new Section to CB 119825 as follows:

Section X. Of the appropriations in the 2020 Budget for the Human Services Department' (HSD) Budget Summary Level (HSD-BO-HS-H2000), and notwithstanding powers provided to the Mayor by Section 3 of the Proclamation of Civil Emergency dated March 3, 2020, \$50,000 is appropriated solely to contract with a community-based organization to develop a plan for a community visioning process that will result in recommendations on how to scale a non-police 911 response system, as well as the identification of any new resources necessary to accomplish this work. The community visioning process shall incorporate culturally relevant expertise by

Carlos Lugo
Select Budget Committee
Date: August 5, 2020
Version: 2

social service organizations and individuals with direct lived experience to include persons experiencing homelessness, mental illness, and substance use disorders.

The contracted community-based organization shall possess expertise in harm reduction and alternative responses to the traditional criminal legal system, such as Decriminalize Seattle, King County Equity Now, or the Public Defender Association

Renumber the following sections of the bill, as appropriate.

Effect: This amendment would cut \$50,000 GF from FAS for jail contract services in anticipation of a potential extension of a waiver from King County that would reduce jail costs from October through December. This amendment would add \$50,000 General Fund to HSD's Preparing Youth for Success budget. The amendment would also impose a proviso on the HSD funds to develop a Plan for a community visioning process that will result in recommendations on scaling a non-police 911 response system. This Plan must identify any new funding necessary to carry out this work.

If the jail contract waiver is not extended from October through December, cutting funds from FAS for the contract may result in FAS having to find another source of funding to pay for this portion of the contract costs.