

**2018 Seattle City Council Statement of Legislative Intent**

**Ready for Notebook**

Tab	Action	Option	Version
203	1	A	2

**Budget Action Title:** SPD Overtime Overexpenditure Workgroup

Ongoing: No

Primary Sponsor: Harris-Talley, Kirsten

Councilmembers: González; Herbold; O'Brien; Sawant

Staff Analyst: Amy Tsai

Date		Total	SB	KH	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

**Statement of Legislative Intent:**

The Council has been interested for some time in imposing greater fiscal oversight and controls upon the Seattle Police Department’s (SPD’s) overtime budget and management control systems. In June 2016, in response to overtime concerns expressed in the Gender Equity, Safe Communities, and New Americans Committee, the Council adopted, and the Mayor subsequently signed, Resolution 31675, requesting regular briefings from the Seattle Police Department (SPD) on progress made in responding to a 2016 City Auditor audit of SPD overtime.

While SPD’s response to the audit recommendations indicates improved overtime controls, it remains to be seen what impact such actions will have on SPD’s overtime budget. Furthermore, further understanding of the factors underlying SPD’s chronic overtime overexpenditures is needed in order for the Council to make informed policy choices about overtime in future budgetary actions, whether in departmental supplemental requests or in the fall budget adoption process.

By February 23, 2018, the Executive is requested to convene an interdepartmental team (IDT) comprised of representatives from the Mayor’s Office, City Budget Office, Seattle Police Department (SPD), Office of Police Accountability (OPA), Office of Inspector General for Public Safety (OIG), Council staff for the Chair of the committee responsible for public safety matters, and Council central staff, with the City Auditor and Community Police Commission (CPC) serving in an advisory capacity.

The purpose of the IDT is to examine the root causes of SPD's historical overtime overexpenditures and propose solutions. By July 31, 2018, the IDT is requested to submit to the Chair of the Gender Equity, Safe Communities, and New Americans Committee and the Council Central Staff Director a report that does the following:

1. Comprehensively describe SPD’s overtime policies and practices in relation to the findings and recommendations in the 2016 Office of City Auditor report on SPD overtime controls;

2. Identify the sources and root causes of the historical gap between SPD budgeted and actual overtime spending (overexpenditure gap) that accounts for factors such as service level needs, staffing levels, population growth, any shifts in systemic practices, and historical events, and that seeks to distinguish between legitimate overtime needs and unnecessary overtime;
3. Evaluate best practices in overtime across the country that may inform SPD's systems; and
4. Issue recommendations on (a) the most impactful strategies to reduce the overexpenditure gap and (b) strategic approaches to overtime budgeting and budget requests (supplemental and fall budgets) that will give Council a meaningful opportunity to review and approve or disapprove of anticipated overtime expenditures.

The work of the group shall be informed by, among other things, data gathered by the City Auditor during the 2016 SPD overtime audit. The work shall include an examination of appropriate levels of staffing for activities that incur overtime, such as planned demonstrations. In generating recommendations, the work shall consider public safety and also take into account the culture of accountability and maintaining of public trust that is at the heart of the work of the police oversight entities.

The advice of the CPC may include an examination of how SPD overtime policies and practices can be structured to increase community confidence in the Department, and helping to ensure that the determination of what constitutes appropriate overtime is informed by community relationships and sustainable dialogue with Seattle's diverse communities that promotes constitutional and bias-free policing.

It is recognized that the City is currently under a consent decree subject to the jurisdiction of the U.S. District Court for the Western District of Washington, and that Consent Decree sets forth duties of the CPC. If the Court indicates that the review function set forth for the CPC in this green sheet is inconsistent with the terms of the Consent Decree, the terms of this green sheet shall be null and void with respect to the specific aspects that are in conflict.

**Responsible Council Committee(s):** Gender Equity, Safe Communities and New Americans Committee

**Date Due to Council:** July 31, 2018