

Seattle Police Department

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Budget Summary (\$ in 000s)

	2020 Adopted	2021 Proposed	% Change
Appropriations by BSL			
Chief of Police	\$10,268	\$7,630	(26%)
Office of Police Accountability	\$4,694	\$4,824	3%
Leadership and Administration	\$70,026	\$89,982	28%
Patrol Operations	\$147,827	\$10,083	(93%)
North Precinct	\$0	\$32,420	n/a
South Precinct	\$0	\$20,984	n/a
East Precinct	\$0	\$22,762	n/a
West Precinct	\$0	\$28,457	n/a
SW Precinct	\$0	\$17,621	n/a
Professional Standards Bureau	\$4,611	\$4,648	1%
Special Operations	\$57,636	\$43,180	(25%)
Collaborative Policing	\$13,132	\$13,041	(1%)
Criminal Investigations	\$59,696	\$56,754	(5%)
Administrative Operations	\$39,091	\$5,234	(87%)
Camera Program	\$2,131	\$2,131	0%
Total Appropriations¹	\$409,112	\$359,751	(12%)
Total FTEs	2,187	1,853	(15%)
Revenues			
General Fund	\$406,980	\$357,620	
Other Sources	\$2,131	\$2,131	
Total Revenues	n/a	n/a	

¹ Numbers may not add up due to rounding.

I. Background

The Seattle Police Department (SPD) provides law enforcement services throughout the City. SPD precincts are organized into five geographical areas: East, West, North, South, and Southwest. Primary duties include patrol; harbor patrol; criminal investigations; the 911 Communications Center (fields calls for police, fire and medical emergencies in the City); traffic and parking enforcement; and specialty units, such as Special Weapons and Tactics (SWAT) and the Gang Unit. The Office of Emergency Management (OEM) is a division within SPD, with the Director of the Office appointed by the Mayor and reporting directly to the Chief of Police.

SPD Budget Overview: The SPD proposed budget primarily funds personnel expenses (salary and benefits), which consist of 81 percent or about \$291 million of the overall proposed budget. This funding would support approximately 1,400 sworn and 384 civilian FTEs. The

next largest budget category is Interfund Charges (e.g., facility costs, allocated costs from Seattle Information Technology and the Seattle Department of Human resources), which is about 15 percent of the budget. Together, these budget categories make up 96 percent of SPD's Budget or \$346 million. The remaining four percent or \$14 million is for operating supplies (e.g., fuel), equipment, and discretionary purchases.

Table 1: Overview of SPD Budget (\$ in 000s)

Expenditure Category	2021 Proposed Budget	% of 2021 Proposed Budget
1. Personnel (excluding OT, including funding for temporary staff of \$412,578)	\$265,961	73.9%
2. Overtime	\$24,894	6.9%
3. Interfund Charges (FAS, ITD, HR & Judgement Claims)	\$55,090	15.3%
4. Discretionary Purchase Accounts (e.g., operating equipment and office supplies)	\$4,404	1.2%
5. Professional Services	\$5,273	1.5%
6. Travel & Training	\$1,062	0.3%
7. Other Costs (e.g., fuel, utilities, etc.)	\$3,043	0.8%
8. Capital	\$23	0.0%
Total	\$359,751	100.0%
All Personnel - including OT (rows 1 and 2 above)	\$290,855	81%

Compared to the 2020 Adopted Budget, the 2021 Proposed Budget includes technical changes, sworn and civilian salary reductions, sworn position reductions, overtime reductions and a number of section transfers that begin a transformation in the way public safety services are delivered. The budget also includes adds for an Office of Professional Accountability Supervisor position and an expansion of the Automated Enforcement Program. Specifically, the Proposed Budget includes the following changes:

- Sworn and Civilian Salary Reductions – (\$22.4 million)**

The 2021 Proposed Budget would reduce sworn position funding from 1,497 sworn positions (in the 2020 Adopted Budget) to 1,400 sworn positions (in 2021) for savings of \$15.7 million. This action would also reduce civilian position funding from 550 civilian positions to 510 positions for savings of \$4.1 million. Finally, SPD's proposed budget would reduce \$2.7 million in emphasis patrol overtime and Special Events overtime funding that will no longer be needed because of continued COVID restrictions on public gatherings.
- Position Reduction – (47.0 FTEs)**

The 2021 Proposed Budget would eliminate vacant 47 sworn officer positions and decrease the number of sworn positions from 1,497 positions to 1,450 positions. SPD proposes to retain 1,450 positions, of which 1,400 FTEs are funded and 50 are unfunded and vacant. The 2021 Proposed Budget does not eliminate any civilian positions. The 40 unfunded positions are left vacant and will not be filled in 2021.
- Transfer Parking Enforcement to Seattle Department of Transportation – (\$14.9 million and 120.0 FTEs)**

The 2021 Proposed Budget would transfer the Parking Enforcement Officers (PEOs) unit

from the SPD to the Seattle Department of Transportation (SDOT). The transfer would include all budget, personnel costs and staff associated with the unit, including all support staff, overhead costs, and overtime funding. This item would also include \$803,000 in overtime funding for special events that is normally performed by PEOs.

- **Transfer Office of Emergency Management out of Seattle Police Department – (\$2.5 million and 15.0 FTEs)**

The 2021 Proposed Budget would transfer the Office of Emergency Management (OEM) from SPD to a new, independent department. The transfer would include all budget, personnel costs and staff associated with the unit, including support staff, overhead costs and overtime funding.

- **Transfer the 911 Call Center out of Seattle Police Department and create Seattle the Emergency Communications Center (SECC) – (\$18.5 million and 142.0 FTEs)**

The 2021 Proposed Budget would transfer the 911 Call Center from SPD to a new, independent department, the SECC. The transfer includes all budget, personnel costs and staff associated with the unit, including support staff, overhead costs and overtime funding.

- **Back Office Support for Parking Enforcement, Emergency Management and Emergency Communications Center Expenditures – (\$1.4 million and 3.5 FTEs)**

The 2021 Proposed Budget would transfer funding to cover back office support for Parking Enforcement, the Office of Emergency Management (OEM), and the Seattle Emergency Communications Center (SECC). Parking Enforcement support would be transferred to SDOT; and OEM and SECC support would be transferred into new, independent departments. This action would also eliminate 3.5 civilian vacant positions from SPD that would not be transferred to other departments.

- **OPA Investigations Supervisor – \$167,493 and 1.0 FTEs**

The 2021 Proposed Budget would add a second full-time civilian investigation supervisor to the Office of Police Accountability (OPA), an independent office whose budget resides within the SPD budget. OPA is currently budgeted for nine sworn investigators and two civilian investigators, with only one supervisor, which presents workload and span of control challenges. This position will ensure compliance with mandated deadlines for review, investigation, classification and distribution of case files with the appropriate support and supervision levels.

- **Automated Enforcement – \$750,000**

The 2021 Proposed Budget would add overtime resources to SPD to support additional use of automated traffic safety cameras. This program is a pilot program through 2023 to permit enforcement of the following traffic violations: stopping at intersection or crosswalk, stopping when traffic obstructed, transit-only lane violations, and stopping or traveling in restricted lanes (including Lower West Seattle Bridge during restricted hours).

II. Issue Identification

1. Police Staffing (pg. 4)
2. Overtime Reductions – Special Events and Emphasis Patrols (**\$2.7 million**) (pg. 9)
3. 2020 Mid-year Budget Revisions (pg. 11)
4. SECC: Potential Economies of Scale for E-911 Dispatch (pg. 13)
5. OEM: Consistency with Existing Seattle Municipal Code (pg. 15)

1. Sworn Staffing

With a Proposed Budget of \$360 million and 1,853 FTEs, SPD has one of the largest workforces of all City departments. About three quarters are sworn officers, including about 677 sworn positions assigned to Patrol and distributed throughout the five precincts.¹

Appendix A (Patrol Staffing) provides information on the distribution of SPD officers assigned to the precincts; and Appendix B (Sworn Officer Allocation) provides a breakout showing how officers and sergeants are distributed across department functions.

Table 2: Sworn Officer Funding and Hiring History

Year	Funded FTE	New Hires	Separations	Net New Officers	Fully Trained ¹
2012	1,300	32	36	(4)	1,272
2013	1,315	85	39	46	1,264
2014	1,359	81	59	22	1,297
2015	1,375	96	72	24	1,308
2016	1,422	107	67	40	1,340
2017	1,457	102	79	23	1,359
2018	1,457	68	109	(41)	1,344
2019 ²	1,467	108	92	16	1,331
2020 ³ Original Plan	1,497	104	91	13	1,359
2020 Revised Plan	1,422	51	130	(79)	1,295
Proposed 2021 ⁴	1,400	114	89	25	1,311
Planned 2022	1,400	99	90	9	1,329
	= Projected Numbers				

Source: SPD Draft Sworn Hiring Projections with Actuals through September 2020, 10/9/20

¹ Fully Trained Officers: total count of sworn personnel who have successfully completed Phase II-Field Training

² Includes new officer positions added in 2019.

³ Includes new officer positions added in 2020. Because of delays in hiring, SPD was only budget ed for 1,422 FTE.

⁴ 2021 Baseline was 1,497 FTE. Includes cut of funded 97 FTE and 47 pockets in 2021 Proposed Budget.

Table 2 shows an eight-year history of sworn officer funding and hiring. “Funded FTE” includes all Fully Trained Officers, Student Officers and Recruits. “Fully Trained” officers are those that have completed Phase II Field Training and can be deployed through the Computer Aided Dispatch (CAD) system as individual 911 responders or can serve in other specialty functions in the department.

¹ The 677 does not include leadership (Lieutenants and above), which are listed under Leadership in Appendix A.

Over the last eight years, the City has steadily increased SPD's funded FTEs (Full Time Equivalents) in an effort to boost hiring and increase the Department's number of fully trained officers. Most recently, the City added funding for 10 new FTEs in 2019 and 30 new FTEs in 2020 (see "2020 Original Plan" row in Table 2)². These efforts have produced mixed results. While the City has seen some increases in recruit hiring, it has also seen a larger (and larger than anticipated) number of separations. The net effect has been a swing between small gains (e.g., 16 net FTE gain in 2019) and large losses (e.g., 41 net FTE loss in 2018).

In 2020, SPD reduced its internal budget allocations for sworn FTEs from 1,497 to 1,422 and in mid-2020 SPD instituted a five-month hiring freeze as a result of:

1. SPD hiring faster than expected/planned; and
2. the need to free up future funding to address significant unforeseen overtime costs stemming from the George Floyd and Black Lives Matter demonstrations (see "2020 Revised Plan" row in Table 2).

SPD's latest staffing projections indicate that the department will incur a net hiring loss of 79 FTEs in 2020. The latest projections also show that SPD expects a significant increase in attrition, which will increase from 91 separations (original projection) to 130 separations (updated projection).

The increase in attrition projections are largely driven by a spike in September's separations (39 total). This one-month separation total approximates 43 percent of what the department normally experiences in an entire year. SPD has done an analysis on separations in 2020 (see Appendix E) and has found that about 75 percent of all separations are coming out of Patrol Positions.³

SPD also found that year-to-date resignations are running slightly higher than retirements (53 resignations, 50 retirements) and, unlike historic patterns of resignations, these resignations are disproportionately occurring among newer, younger officers. About half (53 percent) of resignations were among officers with less than five years of service. The resignations included 14 FTEs who were either Student Officers or Recruits. Another 23 percent of separating officers were between five and ten years of service. Among all resignations, 25 percent were people of color.

Mayor's Proposed Budget: The 2021 Proposed Budget would further reduce the number of funded FTEs from 1,422 (in the 2020 Revisions) to 1,400. Although it should be noted that the reduction in funding would not translate to fewer net hires in 2021. In fact, the 2021-22 staffing plan projects a net hiring increase of 25 FTEs in 2021 and nine FTEs in 2022. This disparity exists because the large net hiring loss in 2020 moved SPD's staffing levels below

² Full funding was not provided for these FTE in the 2019 Adopted Budget. Pending the Department's progress toward hiring the officers, the Council expressed its intent to add back the funding.

³ Patrol positions also encompassing a "Human Resources" category that includes Student Officers and Recruits.

its funding levels and thereby allows some room for growth in the next two years. Under the Mayor’s staffing plan, SPD’s sworn staffing levels will eventually catch up with its funding levels and, in the years beyond 2022, may require another funding boost to sustain increased officer salaries as new hires move through the ranks from Recruit, to Student Officer, to fully trained officers.

As can be seen in Chart 1, the Mayor’s staffing plan will eventually return the department’s number of fully trained officers to approximate last year’s (2019) levels. This is a reasonable path for a status quo budget that reflects the same requirements / demands for SPD sworn services. However, the Council expressed through its 2020 mid-year budget (CB 119825) a policy preference for a smaller police department that provides fewer services and relies more on community providers to address issues of homelessness, mental illness, and other non-criminal matters.

Finally, the 2021 Proposed Budget and staffing plan was submitted to the Council before the September 2020 spike in attrition. Therefore, the budget continues to reflect a funded level of 1,400 FTEs in 2021. The newest projections show that SPD will only reach an average level of 1,357 filled FTEs in 2021. Therefore, the Council may wish to reduce SPD’s sworn funding levels; otherwise, SPD seems to have more salary funding than needed to implement its staffing plan in 2021. If the Council pursues this option, it might also consider whether the department will need additional overtime to backfill for vacancies and maintain response times.

Chart 1: Fully Trained Officer Changes in the 2021 Proposed Budget and under a 1-year Hiring Freeze (starting on January 1, 2021 and ending on December 31, 2021)

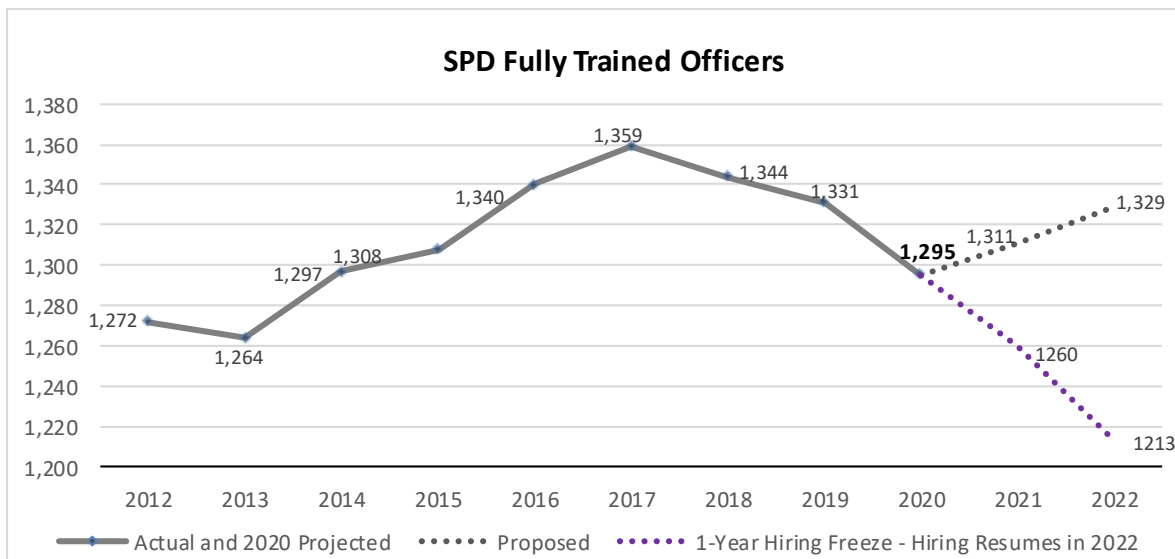


Chart 1 shows:

1. An eight-year history of SPD’s fully trained officers (2012 through 2020);
2. The effect of the Mayor’s 2021 Proposed Budget and 2021-22 Staffing Plan; and
3. The effect of a one-year hiring freeze on SPD’s number of fully trained officers.

Shrinking the Sworn Force: At the request of Central Staff, SPD staff prepared a one-year hiring freeze scenario to show the effect on SPD's fully trained officers in 2021 and 2022. This scenario may help inform Council deliberations on shrinking the size of the SPD sworn force. As can be seen in Chart 1, the out-year (2022) difference between the Mayor's Proposed Budget and a one-year hiring freeze scenario is a difference of 116 fully trained officers (1,329 under the Mayor's Proposed Budget and 1,213 under a one-year hiring freeze).

It should be noted that a one-year hiring freeze will lead to two consecutive years of reductions in the number of SPD's fully trained officers. The second-year reductions occur because SPD's number of fully trained officers will decline through normal attrition over 24 months but will not be replenished/replaced until the 2023 after the new hires in 2022 move through a full year's worth of academy and field training.

When considering a downsizing of the SPD sworn force, it is also important to recognize that the makeup of the force will change depending on the type of reductions that are made. In a hiring freeze scenario, the demographics of the officers leaving the department will reflect normal trends for attrition. Prior to the recent spike in separations, attrition trends were showing that 42 percent of attriting officers were leaving SPD to transfer to another law enforcement agency and 49 percent were leaving for retirement.⁴ Since 2017-18, officers that have been resigning have been disproportionately leaving patrol assignments, younger and with fewer years of service than those who remained.⁵

Targeted reductions could be achieved through officer layoffs, as contemplated in the 2020 mid-year budget actions, or incentive programs that offer cash buyouts or retirement benefits such as retiree enrollment in City-funded medical plans. Incentive programs may require bargaining.

Officer layoffs could target either:

1. very new and relatively newer officers (reverse seniority layoffs) as is outlined in [Public Safety Civil Service Commission \(PSCSC\) Rule 15\(a\)](#); or
2. a mix of experienced and less experienced officers under an out-of-order layoff scenario as is outlined in PSCSC Rule 15(b).

Councilmembers have expressed an intent for out-of-order layoffs and the City Attorney's Office is available to provide legal advice on potential issues associated with any kind of officer layoffs. Each type of reduction scenario – whether hiring freeze, incentive-based retirements, or layoffs – would create varying financial implications for the City and would have different effects on the demographics of the officers that remain on the force. More research would be needed to determine which kind of reduction method would most closely align with Councilmembers' goals.

⁴ SPD Hiring in 2019 and 2020; Public Safety and Human Services Committee 2-25-2020

⁵ Mayor's Recruitment and Retention Report

Impacts on Patrol Staffing: When confronting staffing situations where the separation rate outpaces hire, such as 2020, SPD has historically attempted to prioritize the Patrol force (officers that are responsible for responding to 911 calls and other interactions with the public such as ACT, CPT or Beats) above other functions such as investigations or specialty units such as the Canine Unit.

SPD's quarterly point-in-time counts of 911 responders, a good measure of Patrol strength, was 563 on August 31, 2020. This is up from 538 responders - the exact number of responders that was available at the same time last year (August 31, 2019) and at year-end 2018. Other Patrol categories (e.g., Anti-Crime Team (ACT), Community Police Team (CPT) and Foot and Bike Beats) are down by eight officers (see Appendix A for the April 2020 and August 2020 Patrol Reports).

Notable is that SPD's August 31, 2020 Patrol Report does not include the 39 September separations, which came disproportionately from Patrol positions. This likely affected Interim Chief Diaz's decision to move more than 100 officers and supervisors out of specialty units and into Patrol. The Chief has noted his goals of "improving response times to 911 calls, reducing the department's reliance on overtime pay and providing some stress relief to harried patrol officers who often spend their shifts racing from call to call."⁶ According to SPD, about 40 percent of the 100 officers who will be moved are "already providing similar functions, such as those assigned to the precincts' anti-crime, community policing and traffic-enforcement teams." Central Staff has requested a new patrol report that reflects the movement of the 100 officers but have been told that all moves are not reflected in the latest data.

Hiring Freeze: Effect on Patrol and Response Times: Chief Diaz has indicated that "for SPD to effectively and efficiently answer 911 calls, and to guarantee officer wellness at a level where officers can consistently meet the highest standard of service, SPD would still commit the same number of officers to Patrol throughout all of 2021 - except in the case of a successful shifting of substantial call demands to another response model - at around 750 sworn personnel."⁷

By the end of 2022, assigning 750 officers to Patrol would leave SPD with approximately 463 officers (about 82 less than currently available) to assign to the remaining specialty units. The Chief has indicated that "Based on best practice models for specific specialty units, these staffing levels would mean SPD would have to make significant initial and additional cuts to units, potentially including Harbor Patrol, Vice Investigations, Property Crimes Investigations, and Traffic. Specific moves would be based on real numbers, as the size of cuts would be part of the decision-making process about abrogating positions or entire units."

⁶ See [9-2-2020 Seattle Times](#)

⁷ The 750 Patrol staffing level reflects the addition of 100 officers made on September 2, 2020.

Options:

These options were developed by staff to assist the Council with its stated policy goal of reducing the size of the Police Department and are based on the technical information in this section, including the Mayor’s proposal to hire new officers and the fact that the hiring plan is currently overfunded.

- A. Reduce SPD budget to capture unneeded funding in Mayor’s Proposed Budget – Amount is being determined by staff. This is the difference between the 1,357-average filled FTE in 2021 and the 1,400 funded FTE in 2021.
- B. Reduce SPD’s 2021 Proposed Budget to reflect savings from a one-year hiring freeze.
- C. Reduce SPD’s 2021 Proposed Budget to reflect a reduction that targets a particular demographic (buyout, retirement incentive) through future separate legislation affecting 2021 staffing.
- D. Proviso SPD’s 2021 Proposed Budget to restrict spending money that not be needed if layoffs are implemented in 2021.
 - 1. Proviso restrictions that allow only out-of-order layoffs; or
 - 2. Seniority based layoffs.
- E. No Action

2. Overtime Reductions – Emphasis Patrols and Special Events (\$2.7 million)

Special Events: SPD uses overtime to increase staffing on a seasonal or as-needed basis, such as force augmentation to maintain response times, emphasis patrols, or traffic control staffing at special events.

In 2019, SPD spent:

- \$6.8 million in overtime funding to staff Events (general);
- \$342,000 on Seattle Center Events; and
- \$3.7 million on Sporting Events.

Contracts between the City and Seattle sporting teams provide near-cost reimbursement for traffic control worked near the stadiums. These contracts do not cover the additional deployments made by SPD for public safety purposes (e.g., pre-positioning of the bomb squad, additional DUI patrols). Other overtime hours worked at events (e.g., fun runs, parades and festivals) largely fall under the special events permit regulations in SMC 15.52. A 2017 study by the City Auditor found that cost recovery for permitted event overtime averaged around 27 percent.⁸

Table 3. SPD 2021 Projected / Estimated Overtime Allocations

Chief of Police Bureau	\$350,008
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⁸ [2017 Seattle Special Events Audit](#)

Patrol Operations Bureau	\$4,749,182
Criminal Investigations Bureau	\$3,392,686
Special Operations Bureau	\$2,161,467
Chief Operating Officer	\$317,927
Professional Standards Bureau	\$2,562,477
Collaborative Policing Bureau	\$286,216
Miscellaneous	\$11,074,281
Court	\$234,408
Events	\$5,829,838
Events - Seattle Center	\$307,152
Sporting Events	\$3,988,865
Unusual Occurrences	\$63,931
Emphasis Patrols	\$0
Executive Security	\$392,796
Youth Development (Late Night Rec)	\$257,291
Total	\$24,894,244

As shown in Table 3, SPD expects to spend approximately \$5.8 million in 2021 on overtime for Special Events, \$307,000 for Seattle Center Events, and approximately \$4.0 million for Sporting Events.⁹ SPD has indicated that these values are \$2.7 million lower (collectively) than would otherwise be the case because some 2021 events are expected to be cancelled due to COVID restrictions. To the extent that 2021 events are not cancelled, the City will collect some amount of revenue from permit fees and contracts at the rates discussed above.

Emphasis Patrols: All emphasis patrols are performed by officers on overtime. Emphasis patrols represent time spent over and above regular shiftwork and in addition to other strategic uses of overtime.

In 2019, the department used \$1.6 million to fund approximately 20,000 hours of overtime for emphasis patrols. Several neighborhoods received emphasis patrols in an effort to curb violence, property crime, and retail theft. Neighborhoods receiving emphasis patrols in 2019 included Alki, Pioneer Square, Sodo, Georgetown, South Park, Fremont and Ballard and the Pike & Pine corridor. These emphasis patrols occurred in addition to regular anti-violence emphasis patrols on Alki beach in the summer, in the downtown shopping district at Christmas and in Central and South Seattle when necessary to address gun violence.

The 2021 Proposed Budget eliminates all funding for emphasis patrols. SPD has indicated that it will continue to provide emphasis patrols to address emergent violent crime and will

⁹ The 2019 actual expenditures are not directly comparable to the 2021 budget allocations because the value of the overtime has been increased by wage related adjustments required by union contracts.

fund such patrols by reducing other overtime categories if necessary. However, the 2021 Proposed Budget included no explicit funding for regular emphasis patrols; and SPD does not plan to conduct any regular emphasis patrols in 2021 such as those that occurred in 2019 during summer months on Alki or during December in downtown.

Advocates of emphasis patrols would posit that an additional police presence has a deterrent effect on crime and allows officers to build better connections with community (community policing) to help prevent crime. Opponents note that emphasis patrols are an example of over-policing that typically result in the disproportionate targeting of people of color and ultimately result as an entry into a criminal justice system that ruins lives, promotes economic injustice and perpetuates structural racism. [A 2019 review of SPD stops and detentions](#) has shown that officers more regularly stop and draw their weapons on people of color, even though guns are more likely to be found on white people that are stopped. This data would seem to support a conclusion that emphasis patrols could disproportionately draw people of color into the criminal justice system.

Options:

- A. Consistent with the Council’s stated policy to reduce the size of the Police Department, further reduce SPD’s overtime budget for special events to shrink SPD’s footprint at Seattle events and improve cost recovery.
- B. Increase SPD’s overtime budget for emphasis patrols to reinstate seasonal patrols (e.g., Alki in summer and downtown at Christmas) or for targeted anti-violence (e.g., gun violence).
- C. No Action

3. 2020 Mid-year Revisions

In July 2020, the Council made approximately \$3 million in reductions to the Police Department’s 2020 Adopted Budget. Some of the reductions were made as direct cuts to budget appropriations. Other reductions were made through provisos that restricted SPD’s ability to spend appropriations without further authorization. In each case, some Councilmembers indicated that the cuts may be annualized and continued in the 2021 Adopted Budget. The cuts are detailed below.

Personnel Reductions: The Council expressed its intent to eliminate 100 sworn positions through layoffs targeted at specific units or personnel (38 positions in total), general layoffs (32 positions in total), and an assumption that attrition would exceed Executive projections (30 positions in total). The 2020 reductions were made via provisos in CB 119825 that restricted spending authority until a future Council authorization. The Council took this approach, instead of a direct cut to appropriations, in recognition of the possibility that the layoffs might not occur in 2020 due timing and process considerations involved in layoffs. The provisos withheld approximately two months of 2020 salary and benefits under the assumption that layoff notices would be issued in early August 2020 and actual layoffs could be effective by November 1,

2020. If the layoffs did not occur as anticipated, the Council would have the option to pass legislation lifting the proviso, which would have the effect of restoring the full funding authority. It seems clear that layoffs will not be achieved on the originally anticipated schedule. The Executive has indicated her intent to transmit proposed legislation that would lift the provisos.

Table 3. Personnel Reductions (Provisos) in CB 119825, annualized for 2021¹⁰

Council Specified Reduction	Sworn FTE	Estimated amount (Under PSCSC Rule 15)
2020 Sworn Reductions Annualized in 2021		
Eliminate police staffing on the Navigation Team	14	\$1,400,000
Eliminate School Resource Officers	5	\$500,000
Eliminate Mounted Unit ¹¹	4	\$505,000
Eliminate 2.0 SWAT FTE	2	\$200,000
Eliminate 1.0 Homeland Security FTE	1	\$100,000
Reduce Sworn Officers – Community Outreach – Collaborative Policing Bureau by 50 percent	5	\$500,000
Reduce Sworn Officers – Community Outreach Admin – Collaborative Policing Bureau by 50 percent	1	\$100,000
Eliminate 32 FTE Sworn Officers (Patrol)	32	\$3,200,000
Eliminate 4.0 FTE Sworn Officers – Public Affairs	4	\$400,000
Eliminate 2.0 FTE Harbor Patrol	2	\$200,000
Sworn Attrition Reduction	30	\$3,000,000
Total	100	\$10,105,000

The value of the salary and benefits specified in Table 3 is based on the assumption that layoffs will be made consistent with PSCSC Rule 15(a), which provides that layoffs are made in reverse seniority order.¹² As such, Table anticipates costs from layoffs that occur among lower ranking sworn personnel, student officers and recruits; and Table 3 therefore assumes that there will be \$100,000 in annualized cost savings for each such layoff.

While adopting a conservative estimate for the salary and benefit reductions in 2020, Council also expressed its preferred intent to seek targeted reductions via PSCSC rule 15(b), which allows the Chief to request out-of-order layoffs for reasons of “efficient operation” of the department. This intent is reflected in the language of the layoff provisos.

Layoff Proviso

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 [number of FTEs reduced] layoff notices for officer recruit or sworn officer FTE and petition the Public Safety Civil Service Commission to authorize out-of-order layoffs in

¹⁰ Annualized costs do not reflect labor adjustments made for the 2021 budget.

¹¹ This reduction also requested layoff of a civilian laborer. The costs for the civilian FTE are included in the reduction column, but the FTE is not listed in the “Sworn FTE” column.

accordance with the principles identified in Proposed Resolution 31962. The Council further requests that the Chief realign deployment of sworn personnel to implement a reduction in the personnel assigned to the [section targeted for reduction]; 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.

Other Mid-summer budget changes included:

- \$800,000 reduction to the City’s recruitment and retention initiative, which included \$200,000 for hiring bonuses that would not be needed until 2021;
- \$50,000 reduction to the department’s travel budget;
- \$345,000 reduction to Command Staff salaries or elsewhere in SPD’s budget via proviso;
- \$80,000 reduction to free up funding to be used for the Green New Deal Oversight Board; and
- \$378,000 transfer SPD’s victim advocates from SPD to the Human Services Department.

Options:

These options were developed by staff to assist the Council with its stated policy goal of reducing the size of the Police Department.

- A. Enact provisos or cuts in 2021 based on the approaches taken in CB 119825:
 - 1. Cut the SPD budget with an assumption that additional attrition will occur.
 - 2. Proviso SPD Budget to restrict money that may not be needed if layoffs are affected in 2021.
 - a. Proviso restrictions that specify out-of-order layoffs
 - b. Proviso restrictions that specify reverse seniority layoffs
- B. Reduce SPD’s travel budget and professional services budget to annualize or expand the cuts made in CB 119825.
- C. Reduce command staff salaries to annualize the cuts made in CB 119825.
- D. No Action.

4. SECC: Potential Economies of Scale

The Executive has proposed legislation that would remove the existing SPD 911 dispatch center from the Seattle Police Department and establish it as an independent entity in the Executive Department. The legislation provides that the Mayor would propose and Council would confirm the Director. Creation of the new Seattle Emergency Communications Center is one of three functions that the Mayor proposes to transfer out of SPD to help reframe how the City provides for community safety. The dispatch center transfer would begin once

the City obtains a new Originating Agency Identifier (ORI) number from the State, required of all criminal justice agencies or agencies supporting a criminal justice agency.

The SPD dispatch center is the City's primary Public Safety Answering Point (PSAP) for emergency 911 calls placed within the City of Seattle. Calls requiring a fire or medical response are forwarded to and conferenced with the Seattle Fire Department's PSAP. Each PSAP takes and evaluates calls and then dispatches the appropriate responders; the radio dispatcher may also coordinate the response of specialty units such as the Special Weapons and Tactics (SWAT) unit, mutual aid air support and detectives. Seattle's PSAPs are among the 12 PSAPs that comprise King County's regional E-911 system. A countywide Regional E-911 Strategic Plan, published in December 2017, found that the system's level of spending was not sustainable with projected revenues and faces a negative fund balance in 2023. The system also faces challenges in collectively adapting call center technology and protocols for the use of emerging "next generation" E911 technologies, such as video and telematics (transmission of computerized information, including GPS tracking). City staff participate on the Regional E911 Advisory Governance Board, created in response to the Strategic Plan's recommendations.

The Mayor's Executive Order 2010, creating a Community Safety Work Group and SPD Functional Analysis Interdepartmental Team (IDT), directed the IDT to make recommendations by March 2021 on multiple topics, including the feasibility, timeline, and costs associated with "pursuing a long-term vision of a creating a unified emergency communications, dispatch, and information/service referral center."

Central Staff notes that there are potential economies of scale for E-911 Dispatch. The City of Seattle operates 2 of the 12 PSAPs in King County: one for Police and one for Fire. Potential economies of scale and fiscal pressures on the state and countywide system associated with upgrading to "Next Generation 911" technology may support consideration of co-locating or merging Seattle's two PSAPs.

Options:

- A. Direct the Executive to report by a date certain on potential economies of scale and other benefits and costs associated with either merging or co-locating the SPD and SFD dispatch centers in an independent SECC.
- B. Require the Executive to establish by a date certain a timeline by which the two call centers are co-located or merged into the SECC.
- C. No action - adopt the ordinance as proposed.

5. Office of Emergency Management (OEM)

The Executive has proposed legislation that would remove the existing Office of Emergency Management (OEM) from the Seattle Police Department and establish it as a separate Office in the Executive Department. The legislation provides that the Mayor would propose and Council would confirm the Director. The Executive is

currently midstream in a recruitment process to fill the vacant Director’s position by the end of 2020. OEM’s responsibilities are currently prescribed in SMC 10.02.045 and 10.02.047 of the [Seattle Municipal Code](#) and by [RCW 38.52.070](#), which provides authority and direction for political subdivisions in Washington State to establish a local organization for an emergency management program and plan.

OEM is responsible for organizing the efforts of all City departments, in concert with regional partners, to prepare for, mitigate against, respond to, and recover from all types of hazards, both natural and human-caused.¹³ In conjunction with City departments and the Mayor’s Office, OEM develops and maintains an extensive portfolio of plans and procedures to support its mission, many of which are the components of the City’s Comprehensive Emergency Management Plan that Council approves by resolution. OEM also manages a number of large state and federal emergency management grants and facilitates cost recovery when the scope of an incident triggers federal assistance eligibility.

Issues for Consideration:

1. Annual Report to Council. The proposed Ordinance removes policy guidance requiring an annual report to Council on receipts and disbursements from the Emergency Management Sub Fund.

Options:

- A. Amend the proposed ordinance to restore the requirement of an annual report to Council on receipts and disbursements from the Emergency Management Sub Fund.
 - B. Amend the proposed ordinance as needed to maintain and not exceed OEM’s existing statutory authority.
 - C. Amend the proposed ordinance to expand OEM’s existing statutory authority in some, but not all, of the areas addressed in the proposed ordinance.
 - D. Adopt the ordinance as proposed.
2. Consistency with Existing Seattle Municipal Code. The proposed ordinance codifies several emergency management-related functions not previously included in the Seattle Municipal Code (SMC) and omits some requirements currently in the SMC. Council may wish to consider the amendment options noted below.

Options:

- A. Remove policies that govern internal departmental operations. Recognizing that Seattle was the first Northwest city to achieve accreditation, OEM’s policy

¹³ The Seattle region is subject to a variety of hazards with a range of probable occurrence and potential impacts. These include geophysical hazards, such as earthquakes and landslides; weather and climate hazards, such as storms and flooding; biological hazards, such as disease and/or pandemics; and intentional hazards, such as terrorism. +

to ensure compliance with Emergency Management Accreditation Program (EMAP) standards is nevertheless an internal policy and as such, may not be necessary to include in the SMC, thereby allowing the code to stay as current as possible.

- B. Accurately define OEM's roles and responsibilities. Consistent with current SMC, OEM's role in hazard mitigation is more accurately defined as using knowledge of hazards "to inform mitigation of known hazards..." than to directly mitigate known hazards, as may be suggested by the proposed ordinance. Similarly, OEM's role is more appropriately described as to train responders, volunteers and the community, rather than to ensure all of these groups are trained.
- C. Retain Council review and approval of the Comprehensive Emergency Management Plan. The SMC calls for Council to approve by resolution "plans and programs for executing emergency powers, and proposed amendments to these plans and programs." This language would replace the proposed ordinance section that describes OEM's planning functions but does not require Council approval of any plans. (SMC 10.02.010 establishes Council's role in the event of proclamation of civil emergency.)

III. Budget Actions and Statements of Legislative Intent (SLIs) Proposed by Councilmembers as of October 8, 2020

- 1. Expand the function of and rename the Seattle Emergency Communications Center (Councilmember Herbold)** – This proposal would add Parking Enforcement Officers, potentially with expanded roles which may include red light camera and school zone enforcement, response to non-injury collisions, response to and reporting on minor thefts and car-break-ins, and traffic control. This proposal would also rename SECC the Seattle Community Safety and Communications Center.
- 2. SPD overtime spending (Councilmember Herbold)** – This proposal would request that SPD report overtime spending to Council on a monthly basis. SPD's reports would include monthly spending, and total year to date spending.
- 3. Reductions in SPD vacancies and unfilled positions (Councilmember Herbold)** – This proposal would abrogate 16 funded vacant Police Officer positions and 75 unfunded vacant Police Officer positions but does not reduce or cut funding associated with any of the positions. If adopted, this amendment would leave 1,406 filled, funded Police Officer positions in the Seattle Police Department. Implementing this proposal may require bargaining.
- 4. Increasing the Office of Police Accountability's independence (Councilmember Pedersen)** – This proposal would impose a proviso until Council is provided with a detailed process for transferring the Office of Police Accountability (OPA) out of the Seattle Police Department (SPD). It asks that the Executive's plan describe what measures, data, and agreements would be needed for the transfer as well as the likely costs and cost savings.

- 5. Report on using non-SPD officers for special event traffic control (Councilmember Pedersen)** – This proposal would request that the Executive produce a report calculating the cost savings if Parking Enforcement Officers or other non-SPD officers replaced SPD sworn officers for traffic control during special events.
- 6. Impact on response times to 911 emergency police calls (Councilmember Pedersen)** – This proposal would request that the Executive report on the potential impact to Priority One and Priority Two 911 emergency police calls following (1) expected police officer attrition in 2020 and 2021; and (2) patrol/deployment changes implemented in the 4th Quarter of 2020 and as proposed for 2021.
- 7. Reducing costs in the Seattle Police Officers Guild (SPOG) contract (Councilmember Pedersen)** – This proposal would request the Executive to provide options to reduce the cost of the City’s contract with SPOG including, but not limited to, quantifying the most impactful cost drivers, such as overtime use and pay, premium pay (including to wear body cameras), the quantify of paid vacations for longer-serving officers, and taxpayer contributions to the union's deferred comp program.
- 8. Reduce SPD’s budget and invest in BIPOC Communities (Councilmember Morales)** – This proposal would reduce SPD’s budget for personnel, overtime or other discretionary expenditures and direct funds to Finance General for participatory budgeting in order to invest in BIPOC Communities.
- 9. Transferring the Community Service Officer (CSO) program to the Department of Neighborhoods (DON) (Councilmember Sawant)** – This proposal would transfer the CSO program by cutting funds and FTEs from SPD and adding corresponding funds and FTEs to DON.
- 10. Transferring some Harbor Patrol functions to the Seattle Fire Department (SFD) (Councilmember Herbold)** – This proposal would transfer certain aspects and functions of Harbor Patrol from SPD to SFD, consistent with Resolution 31962.
- 11. Defunding SPD’s budget by 50 percent (Councilmember Sawant)** – This proposal would reduce \$170.3 million in general fund appropriations to SPD and would make a corresponding amount available to fund community priorities.
- 12. Reintroducing reductions to SPD budget from 2020 supplemental (Councilmember Herbold)** – This proposal would reintroduce reductions to the SPD budget which were originally sponsored by CM Herbold in the 2020 summer budget rebalancing. This includes proposals for out of order layoff reductions in sworn officers, reductions of patrol staff working in specialty units, and reduction of overtime and travel. Implementing some of these elements may require bargaining.

- 13. Transfer the SPD Performance, Analytics & Research (PAR) unit to the Office of the Inspector General for Public Safety (Council President González)** – This proposal would transfer the PAR unit of SPD to OIG. The PAR Section is focused on the department’s internal performance and evaluation and possesses advanced research methods capabilities, developed to demonstrate compliance with a federal Consent Decree. This unit of SPD is more closely assigned with the mission and work of the Inspector General for Public Safety as articulated in the City’s 2017 Accountability Ordinance. Additionally, a reporting structure that includes the civilian OIG would eliminate potential conflicts of interest in cases where the Department is evaluating its own policies and performance.
- 14. Eliminate unfunded sworn positions (Council President González)** – This proposal would abrogate the 50 remaining unfunded positions as they are not needed in the SPD 2021 staffing plan. The 2021 Proposed Budget reduced SPD’s sworn position authority by eliminating 47 positions and funding for another 50 positions. Under the Proposed Budget, the Department would have 1,400 funded FTE and 1,450 sworn positions.
- 15. Eliminate funded sworn positions that are unneeded in the SPD staffing plan (Council President González)** - This budget action would abrogate the unnecessary position authority and eliminate any associated funding if the staffing plan indicates that fewer than 1,400 FTEs will be employed by SPD in 2020. The 2021 Proposed Budget would fund the Department for an average of 1,400 FTE, which includes funding for all the recruits, student officers and fully trained officers that will be employed in 2021.
- 16. Prohibit SPD from removing encampments unless certain conditions are satisfied (Councilmember Sawant)** -This proposal would place a proviso on the budget of the Seattle Police Department (SPD) that states: "No funds in the budget of the Seattle Police Department may be used to support the removal of unauthorized encampments until all residents of the encampment either have accepted placement in shelter or housing, or have been clearly directed to a different location no farther than 1/2 mile away where the residents can reestablish unauthorized encampment with reduced harm to themselves and other community members, or at a City-sanctioned encampment with garbage removal and portable toilets. No funds in the budget of the Seattle Police Department may be used to support the removal of unauthorized encampments whose residents have been directed to that location during a previous encampment removal without the authorization of further Council Action."
- 17. Reinstate Council funding and (a) reverse cut of Fire exams and (b) reverse cut of 20 firefighters from SFD recruit class (Councilmember Herbold)** - This proposal would allow SFD to maintain current hiring and testing capacity. The hiring freeze instituted by the Mayor only effects civilian employees and therefore the SFD should maintain its ability to test and recruit new firefighters. The Seattle Fire Department has recently seen an increase in firefighter separations, and if the same attrition pattern on average over the last five years (38 separations) continues in 2021, SFD could have 75 vacancies with an additional 412 eligible for retirement. The City should continue its testing and hiring to ensure that the increase in separations, if continued, does not affect SFD operations.

- 18. Add funding or FTE to expand capacity of the Office of the Inspector General to audit new public safety entities (Council President González)** – This proposal would explore the potential need for additional resources as a prerequisite to an amendment that would add new resources to the 2021 Adopted Budget. The creation of new independent public safety entities for the 911 Center, the Office of Emergency Management and the HSD Safe and Thriving Communities Division, may create a burden for the OIG as it may need to develop new systems for obtaining from the new entities data necessary for public safety audits.
- 19. Proviso SPD Budget to ensure that officers receive training on how to appropriately engage with sex workers (Council President González)** – This proposal would continue into 2021 the proviso in the 2020 Adopted Budget that restricted \$200,000 of SPD appropriation authority so that it could only be used to fund training related to appropriate engagement with sex workers. This action would not be required if the appropriate training was provided in 2020. More research is required.

Appendices:

- A. Precinct Staffing (p.20)
- B. Sworn Officer Allocation (p.21)
- C. 911 Response Times (p. 22)
- D. Crisis Intervention Unit and CIT Trained Officers (p.23)
- E. Analysis of 2020 Separations (p.24)
- F. Department Diversity (p.25)

Appendix A – Patrol Staffing Reports

April 2020 | August 2020

Precinct Staffing Report as of 4/30/20 | S = Sergeant | O = Officer

Job Categories	EAST		NORTH		SOUTH		SOUTHWEST		WEST		Grand Total
	S	O	S	O	S	O	S	O	S	O	
911	12	82	22	133	14	101	8	63	14	114	563
ACT	1	5	1	5	1	5	1	6	1	4	30
Beats	2	8	1	5			1	4	5	29	55
CPT	1	5	1	9	1	3		3	1	7	31
Precinct Support						1					1
Seattle Center									1	2	3
Stationmaster								1		1	2
Grand Total	16	100	25	152	16	110	10	77	22	157	685

Precinct Staffing Report as of 8/31/20

Job Categories	EAST		NORTH		SOUTH		SOUTHWEST		WEST		Grand Total
	S	O	S	O	S	O	S	O	S	O	
911	11	79	22	134	13	99	8	66	14	117	563
ACT		4	1	5	1	5		6	1	4	27
Beats	2	7		6					4	34	53
CPT	1	5	1	8	1	3		3	1	5	28
Precinct Support						1					1
Seattle Center									1	2	3
Stationmaster				1				1			2
Grand Total	14	95	24	154	15	108	8	76	21	162	677

These reports include the following:

- Personnel who are unavailable due to vacation, training, limited duty, or short-term illness or injury, which is addressed by shift relief analysis;
- Half time officers;
- Officers in acting sergeant assignments (counted as sergeants); and
- Phase III student officers, who have completed all officer training yet remain in probationary status.

These reports exclude the following:

- Phase I (recruits) and Phase II student officers;
- Precinct detectives; and
- Personnel who are on extended sick leave or activated military leave.

Appendix B - Sworn Officer Allocation

As of August 31, 2019, the allocation of sworn positions was distributed as follows:

Sworn Personnel	% of Sworn
911 Responders	35.9%
Other Precinct-Based Patrol Officers	6.9%
Sergeants Supervising Patrol	5.9%
Non-Patrol Personnel:	
Investigative Units	16.2%
Specialty Units	9.0%
Operations Support	15.2%
Leadership	6.7%
Administrative	4.1%
Total Sworn*	100.0%

Source: DAP, Reporting Hierarchy (as of 8/31/20)

Sworn position assignments are based on training, tenure, business needs, and contractual obligations. The department projects total sworn staffing but does not project where personnel will be assigned. SPD is in the process of reallocating sworn personnel to ensure minimum staffing for public safety.

*The Total Sworn count above may differ slightly from the total sworn count in the Precinct Report (Appendix A). The SPD Precinct Report is used for budgeting and planning purposes only. The calculated fields used to estimate staffing levels in current and future months are based on a series of assumptions that may result in slight deviations from actual staff counts.

Appendix C – 911 Call Answering and Response Times

Call Answering:

The King County E-911 Program Office stipulates the 90% of 911 calls be answered within 10 seconds, 80% of the time, measured hourly. SPD’s dispatch call answering performance is as follows:

Year	Hourly Service Level Percentage	% Answered Within 10 Seconds
2014	86.4%	94.94%
2015	78.4%	92.61%
2016	73.5%	93.19%
2017	91.4%	96.70%
2018	94.8%	97.51%
2019	91.61%	96.47%
2020*	88.34%	95.52%

*Through 9/15/20

SPD Officer Response Times:

Emergency Call Response Time		
Year	Median Response Time	Average Response Time
2016	6.34	9.27
2017	6.19	8.87
2018	6.34	9.03
2019	6.19	8.89
2020*	6.48	9.39

*Through 9/17/20

Appendix D – Crisis Response Unit (CRU) and Crisis Intervention Trained (CIT) Officers

Narrative provided by SPD Staff:

Since April 2017, the CRU has also been responsible for serving Extreme Risk Protection Orders (ERPO's) – an increasingly larger body of work. ERPO's allow law enforcement (and immediate family members) to petition the court for a surrender of firearms and a suspension of firearm eligibility rights; based upon the violent or threatening behavior of an individual and their nexus to firearms. ERPO's include a due process element and can last up to 1-year. To date, the CRU has vetted nearly 250 individuals for a potential ERPO; and successfully petitioned in nearly 90 of those cases. Approximately 70% of ERPO's petitioned by CRU reflect individuals expressing suicidal intentions; with only 15% indication harm toward others. The CRU has secured nearly 200 firearms to date and saw a 22% increase from 2018 to 2019.

In 2019, the CRU responded to assist patrol on nearly 1,200 in-progress calls for service, conducted 327 Field Outreach Assessments, and met with Service Providers on 562 occasions. CRU staff followed-up on nearly 250 cases – approximately 45% of those involved individuals exhibiting active suicidality & over 40% involved persons armed with either a firearm or an edged weapon. The CRU also issued 23 individually tailored Crisis Response Plans. Between September 1, 2018 and September 1, 2019, the SPD has had 10,653 contacts with persons in behavioral crisis (an average of 29/day), with 7,323 distinct individuals identified. SPD does not track the number of times the CRU was specifically requested, did respond, or was unable to respond – either due to staffing or workload. The CRU is in high demand and well received as a resource by Patrol, the clientele and service providers alike; collectively assisting with 8-10 calls per day – either in person or via radio.

The work of the Mental Health Professionals (MHP) is integral to the efforts of this team. Demonstrating a wealth of knowledge, skills, and abilities in working with persons in crisis, the MHP is uniquely positioned to help officers peacefully resolve situations, help SPD personnel navigate through the complex mental health system, access lesser-known resources, and provide immediate mental health care information that can prove vital in an emergency. The MHP's also provides direct outreach to high utilizers of the 911 system to limit the impact on the Communications Section and Patrol Operations.

The CRU is currently composed of 1 Sergeant, 5 sworn officers and 5 full-time Mental Health Professionals (MHP) who are contracted employees from the Downtown Emergency Service Center (DESC). Four of the five MHPs were added in January 2020 because a 2019 Q3 Supplemental Budget addition. This has allowed the department to create the 5 co-responder teams; corresponding to our 5 Precincts. Each team focuses on a precinct, triaging the next 'tier' of community members exhibiting escalating behavior. The goal is to take a holistic approach; assisting clientele in accessing community supports and, ideally, prevent them from entering acute behavioral crisis levels or engaging in behaviors which require costly 911 (SPD or SFD) responses. The additional MHPs have expanded the CRU's City-wide impact, increasing

capacity to reach the most at-risk individuals. While the team has collectively battled access to services and coordination of resources for clientele during the health limitations imposed by COVID, the CRU has experienced a dramatic growth in the ability to contact a greater number of individuals with additional 4 MHP's.

Many of the calls the CRU responds to involve non-criminal incidents. Individuals experiencing both chronic and acute behavioral health issues are more likely to be victims of crimes rather than perpetrators; but frequently generate 911 calls regarding their behavior. The vast majority of those 911 calls are 'disturbances' involving those individuals, or public concerns about their perceived words, actions or behaviors. When CRU is responding to these types of calls, the primary role of the Officer is to ensure overall 'scene safety' and then often defer to the MHP's for verbal engagement. While there are a large number of 911 calls daily that would fit this model, the CRU does not currently have the staffing resources to expand their call response.

Crisis Intervention Trained Officers:

Beginning in 2015, all sworn members of the SPD were required to attend 8-hours of Crisis Intervention annually.

Officers can volunteer to attend the 40-hour CIT Training, which is hosted by the Washington State Criminal Justice Training Commission and funded by the King County MIDD fund, in order to be certified as a "CI-Trained" officer. Seats are limited as it is a class that all law enforcement officers in King County can elect to attend. Some neighboring agencies have mandated that all sworn members of their department attend the 40-hour class. The SPD maintains that participation in the 40-hour CIT program be a voluntary program reserved for officers who wish to participate and show an aptitude to be able to perform the CIT mission well. In 2019, the SPD had 50 officers attend this training. Note that, due to COVID restrictions, there have been no 40-hour CIT Trainings at WSJCTC since February 2020. An analysis of our deployment data from February 2020 shows that 67% of patrol officers are CIT certified. Of the 601 officers assigned to Patrol Operations, 403 of them are CIT certified. This is broken out by precinct in the tables below:

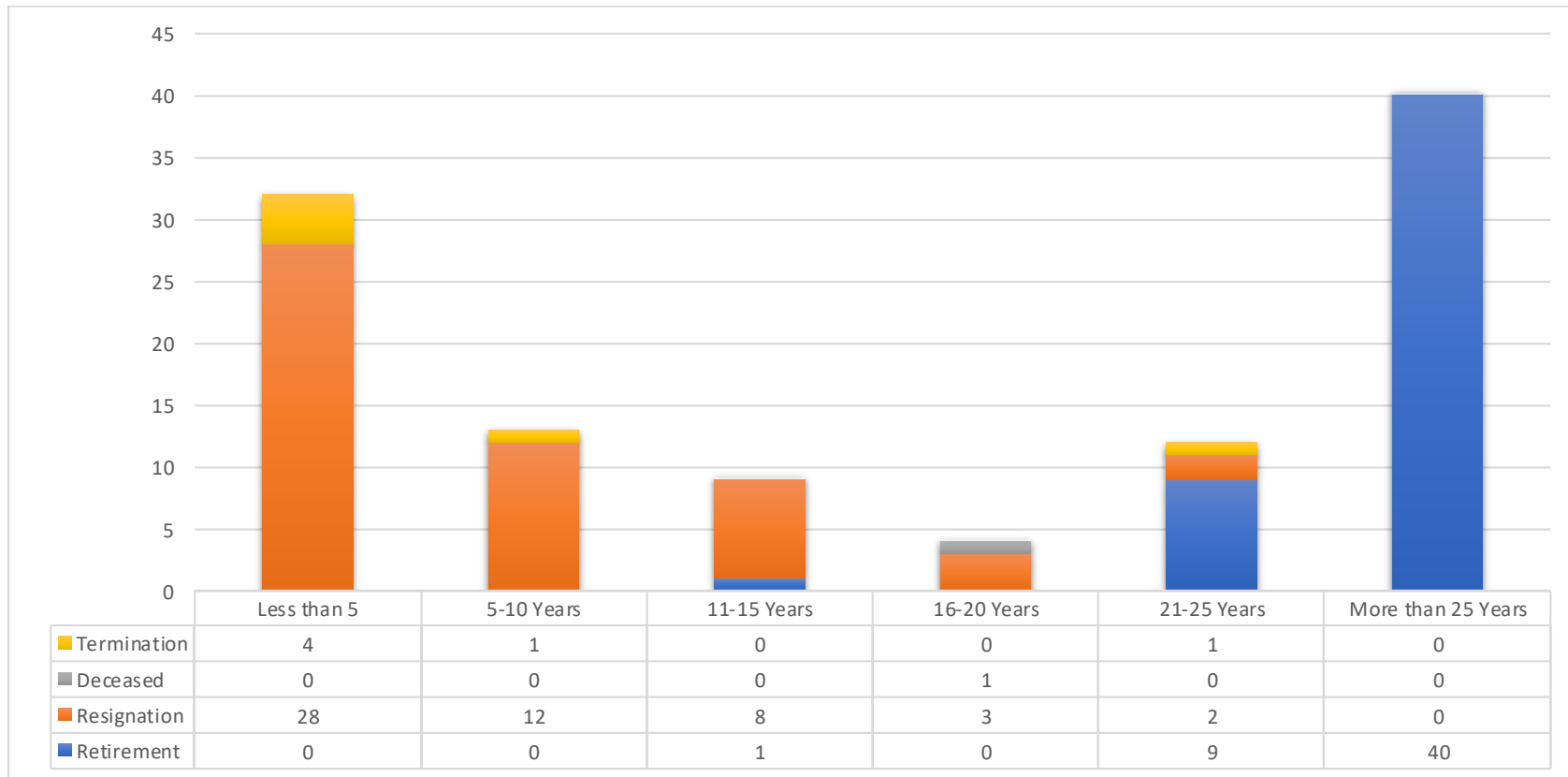
Precinct	% Certified
West	63%
East	60%
North	65%
South	81%
Southwest	65%
Department Total	67%

According to national models, a 20-30% certification rate amongst patrol operations personnel is encouraged. SPD patrol operations are certified at more than double that that rate.

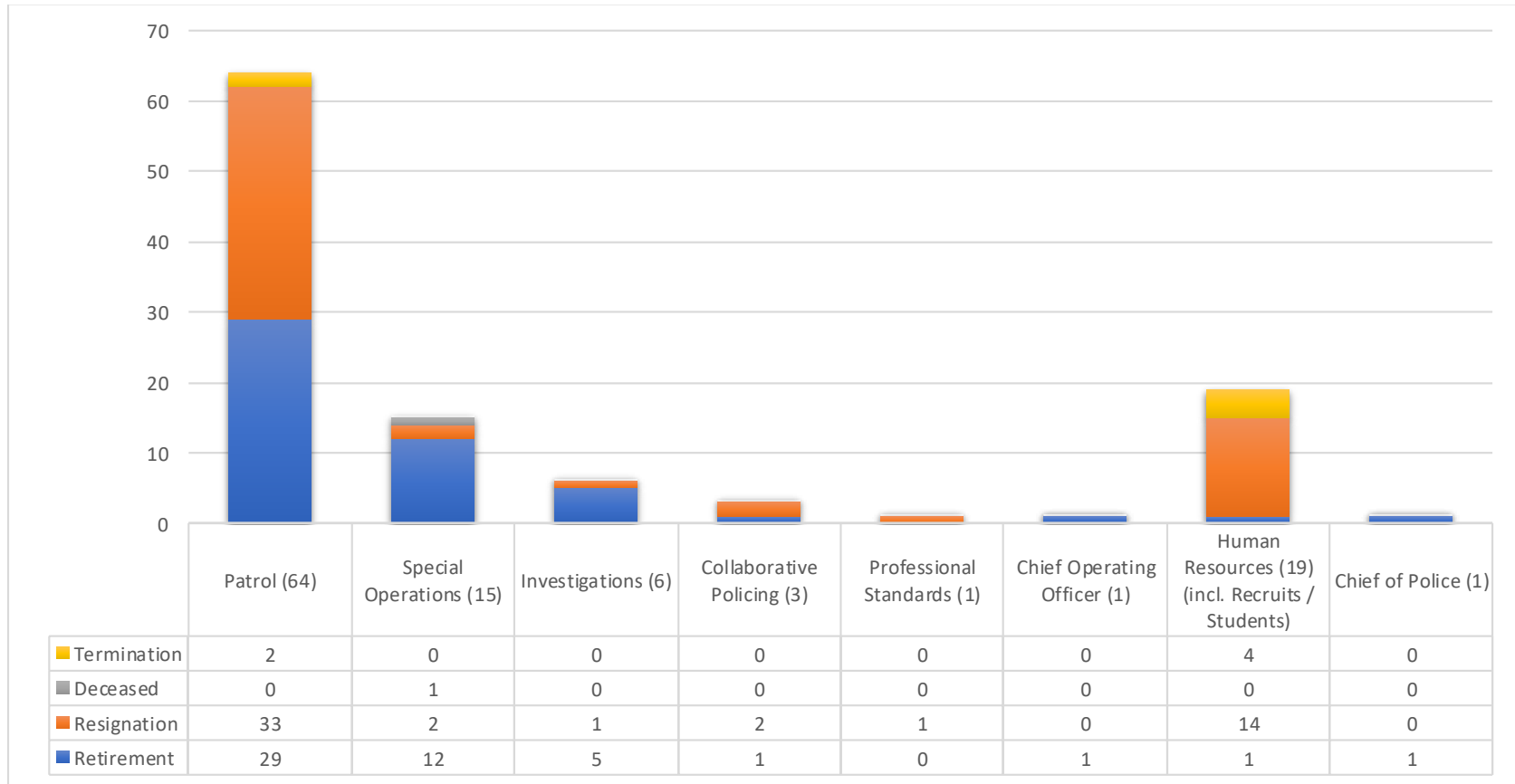
In addition to SPD training standards, RCW 43.101.427 requires all sworn peace officers to complete at least 8 hours of in-service CIT training by June 30, 2021. This requirement can be met in a variety of ways, to include: Completion of the Basic Law Enforcement Academy (BLEA), One of the 8-hr trainings available either taught or approved by WSCJTC, or completion of the 40-hr CIT program. Currently, SPD has approximately 97% compliance; with only 37 officers remaining to complete that requirement by June 2021.

Appendix E – 2020 YTD Separations Analysis
 1. Years of Service | 2. Bureau | 3. Race/Ethnicity

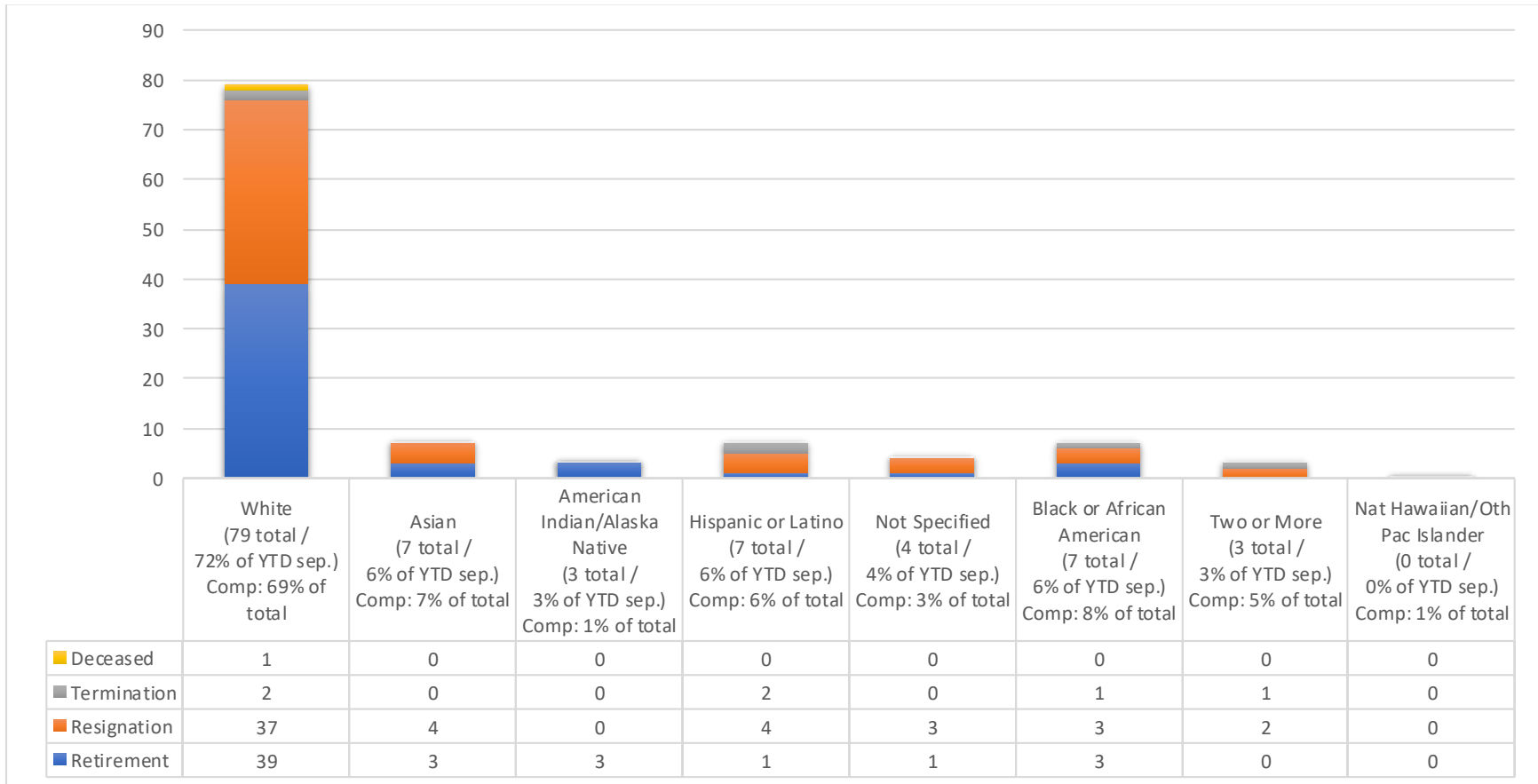
1. SPD Year-to-date Separations by Years of Service



2. SPD Year-to-date Separations by Bureau



3. SPD Year-to-date Separations by Race/Ethnicity



Appendix F – Hiring Diversity

Seattle Police Department Hiring Diversity

	2015	2015 % of Sworn Hires	2016	2016 % of Sworn Hires	2017	2017 % of Sworn Hires	2018	2018 % of Sworn Hires	2019	2019 % of Sworn Hires	2020 YTD	2020 % of Sworn Hires	2020 Department Wide Diversity
RACE/ETHNICITY													
American Indian/Alaska Native	1	1.03%	0	0.00%	1	0.98%	1	1.47%	0	0.00%	1	1.96%	1.45%
Asian	1	1.03%	7	6.54%	11	10.78%	2	2.94%	14	12.96%	3	5.88%	6.78%
Black or African American	9	9.28%	9	8.41%	5	4.90%	3	4.41%	10	9.26%	2	3.92%	7.61%
Hispanic or Latino	7	7.22%	9	8.41%	9	8.82%	1	1.47%	7	6.48%	9	17.65%	5.95%
Native Hawaiian/ Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	7	10.29%	0	0.00%	0	0.00%	0.97%
Not Specified	1	1.03%	4	3.74%	0	0.00%	2	2.94%	3	2.78%	2	3.92%	2.56%
Two or More Races	10	10.31%	5	4.67%	10	9.80%	10	14.71%	10	9.26%	4	7.84%	4.64%
White	68	70.10%	73	68.22%	66	64.71%	42	61.76%	64	59.26%	30	58.82%	70.03%
Grand Total	97	100%	107	100%	102	100%	68	100%	108	100%	51	100%	100%
GENDER													
Female	11	11.34%	9	8.41%	20	19.61%	15	22.06%	19	17.59%	7	13.73%	15.50%
Male	86	88.66%	98	91.59%	82	80.39%	53	77.94%	89	82.41%	44	86.27%	84.50%
Grand Total	97	100%	107	100%	102	100%	68	100%	108	100%	51	100%	100%

* as of 5/31/2020