

Amendment 2 to Amendment 8
Amending Amendment #8 to CB 120112 - 2021 Midyear Supplemental Budget ORD
Sponsor: Councilmember Herbold

Add \$68,000 for a Pre-Basic Law Enforcement Academy Coordinator Position.

Amend Amendment 8 to CB 120112 by adding \$68,000 in item 2.48 and adjusting the total for the table accordingly:¹

Section 2. In order to pay for necessary costs and expenses incurred or to be incurred in 2021, but for which insufficient appropriations were made due to causes that could not reasonably have been foreseen at the time of making the 2021 Budget, appropriations for the following items in the 2021 Budget are increased from the funds shown, as follows:

Item	Department	Fund	Budget Summary Level/ BCL Code	Amount
<u>2.48</u>	<u>Seattle Police Department</u>	<u>General Fund (00100)</u>	<u>Leadership and Administration (00100-BO- SP-P1600)</u>	<u>\$68,000</u>

Effect:

Amendment 8 to CB 120112 would cut \$68,000 in salary savings that SPD has indicated that it intends to use to fund a new Pre-Basic Law Enforcement Academy (BLEA) position that would perform the duties listed in Attachment A to this amendment. This amendment would restore the funding so that SPD could establish and hire the position.

LEGAL ANALYSIS ON THIS AMENDMENT IS PENDING.

¹The item #s in the table for Section 2 of CB 120112 may be updated if other amendments that modify the same table necessitate renumbering.

Greg Doss
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ATTACHMENT A



August 13th, 2021
Lisa Herbold, Chair – Public Safety and Human Services Committee
Seattle City Council
City Hall
600 Fourth Ave, 2nd Floor
Seattle, WA 98104

Re: Pre-BLEA Relational Policing Training

Dear Chairwoman Herbold –

In recent discussions with you and other members of council, I and my team have introduced what I believe will be a foundational element of the transformation of the quality and character of community policing in Seattle.

Grounded in the foremost of Sir Robert Peale’s principles of modern policing that “police are the community, and the community are the police”, SPD’s pre-BLEA program will be a 45-day initiative that pulls recruits out of traditional classroom training and immerses them in community-based, peer-based, and introspective experiences that will provide them both a lens through which to receive their BLEA training and a foundation upon which to build their careers as Seattle Police Officers.

This program, which is being developed under the guidance of a long-time Seattle educator and leverages an expanding network of new and existing relationships within Seattle’s many and diverse communities, is centered around three primary tenets: relational policing, officer wellness, and growth mindset.

Relational Policing: While community policing – partnering with community groups to build connections and address hyperlocal issues of concern – has long been a part of SPD practice (embodied, most visibly, in the micro-community policing programs developed in partnership with Seattle University), relational policing goes beyond a model of community partnership to build true, collaborative, individualized relationships – often with those most impacted by and critical of the criminal justice system. Very much aligned with recommendations that have flowed from the OIG’s sentinel event review, relational policing focuses on building bonds of trust that are built through

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authentic engagement, bringing these voices directly to the table as equal stakeholders in supporting communities that are safe for all.

Officer Wellness: Increasing bodies of evidence show the damage – emotional, neurophysiological, and behavioral – that results from the secondary trauma that officers and other first responders are exposed to as a routine part of their jobs. Recognizing the drivers of unmitigated trauma on downstream performance, SPD’s proposal for a [new early intervention system](#) provides one critical tool in breaking pathways between input and output by providing supervisors greater aggregated visibility into officer activities. During their pre-BLEA experience, SPD recruits will learn to listen to their own minds and bodies to recognize and identify stress indicators, not just in themselves but – very much in line with the ABLE training officers receive in-service – in each other as well, and healthy means of supporting themselves and each other throughout their careers.

Growth Mindset: Growth mindset accepts that setbacks are part of learning and from challenges emerge opportunities to learn and grow. Just as, organizationally, the consent decree engrained in SPD organizationally the commitment to iterative review and reform that is reflected, for example, in the policies and training developed responsive to lessons learned from the events of Summer 2020, SPD’s pre-BLEA program will provide recruits tools and strategies learn from their own experiences, empower them as stakeholders in the success of the department and the community, and – in building upon newly-launched mentorship programs within the department – prepare them as leaders in supporting recruit classes yet to come.

While some of this training will focus on in-class presentation and learning, the majority of this program will take place in the community. Paired with CSOs or officers within the Collaborative Policing Bureau, recruits will walk beats in each of the five precincts, develop relationships with community leaders, engage in youth dialogue, and focus on not only learning about issues specific to different areas of the city but on learning the skillsets necessary to carry principles of relational policing throughout their careers.

Sincerely,



Adrian Z. Diaz
Chief of Police
Seattle Police Department