

Seattle Police Department

2022 Proposed Budget Overview

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City of Seattle

BUDGET SUMMARY

	2021 Adopted	2021 Revised		2022 Proposed	
General Fund Appropriation	\$360,858	\$359,213		\$363,312	
Change from 2021 Adopted		(\$1,645)	(0.5%)	\$2,455	0.7%
Change from 2021 Revised				\$4,100	1.1%
Other Appropriation	\$2,131	\$2,131		\$2,135	
Change from 2021 Adopted		\$0	0%	\$4	0.2%
Change from 2021 Revised				\$4	0.2%
Full-time Equivalents (FTEs)	2,020.1	1,762.1		1,766.1	
Change from 2021 Adopted		(258.0)	(12.7%)	(254.0)	(12.6%)
Change from 2021 Revised				4.0	0.2%

ADDS, REDUCTIONS & COST-SAVING MEASURES (\$000s) – 1/4

#	Program	Fund	Appropriation Change (from 2021 Adopted)		FTE Change	Council Priority
1	Community Safety Investments	General	(\$3,650)	(1%)	0	CB 120112
<p>This item reduces funding in SPD and reallocates it to the Seattle Fire Department and Human Services Department to fund community safety investments in the Triage Team (SFD) and the Regional Peacekeepers Collective (HSD).</p>						
2	Technology Investments	General	\$5,000*	100%*	0	
<p>This item transfers funding to the Leadership and Administration BSL from various BSLs with available budget for continued investment in technology solutions and infrastructure to advance department goals related to data governance, privacy and transparency, officer wellness, equity and accountability. This transfer allows for both the continuation of technology projects currently underway, and implementation of new solutions born out of collaborative research efforts.</p>						

*2022 funding supported by salary savings; overall net-zero impact to the Department

ADDS, REDUCTIONS & COST-SAVING MEASURES (\$000s) – 2/4

#	Program	Fund	Appropriation Change (from 2021 Adopted)		FTE Change	Council Priority
3	Community Service Officers	General	\$1,253*	47%*	6.0	
<p>This item adds one team of Community Service Officers (CSO) to SPD. The five officers and supervisor will expand the CSO team to a total of 24. CSOs are non-commissioned officers who work as liaisons between the community and SPD. They serve to bridge the service gap on non-criminal calls for service and perform a variety of public safety-related community service and outreach work that does not require the enforcement authority of a sworn officer. CSOs will also help augment the police force and potentially provide a pathway for individuals interested in policing but not ready to become a sworn officer.</p>						

*2022 funding supported by salary savings; overall net-zero impact to the Department

ADDS, REDUCTIONS & COST-SAVING MEASURES (\$000s) – 3/4

#	Program	Fund	Appropriation Change (from 2021 Adopted)		FTE Change	Council Priority
4	Hiring Incentives	General	\$1,088*	100%*	0	
<p>This item transfers funding to the Leadership and Administration BSL from various BSLs for hiring bonuses in 2022. Hiring skilled police officers is a high priority for SPD. Over the past 18 months, the department has seen record numbers of officers resign and retire. SPD is taking short-term actions to address the staffing shortage and retention issues, but longer-term strategies are needed to hire and train a sufficient number of police officers to meet the current service demand. Historically, the department has used a hiring incentive to attract lateral and entry level candidates. It is common practice in the region to offer a hiring bonus to police candidates. Reinstating the incentive program in Seattle will help SPD remain competitive in a challenging police hiring market.</p>						

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ADDS, REDUCTIONS & COST-SAVING MEASURES (\$000s) – 4/4

#	Program	Fund	Appropriation Change (from 2021 Adopted)		FTE Change	Council Priority
5	Police Accountability	General	\$157	3.2%	1.0	
<p>This request adds a full-time video content creator to the Office of Police Accountability (OPA), an independent office whose budget resides within the SPD budget. The position will be responsible for the creation of OPA investigation related videos for internal and external consumption. This includes analyzing and creating video/audio content that is specific to every applicable OPA case with video or audio (in-car video, body worn video, public video, 911 calls, etc.) that details the information used to make investigative decisions. Currently, some of this work is being completed by other staff, but the workload is too significant and requires a dedicated full-time employee to support transparency surrounding allegations of police misconduct.</p>						

RACIAL EQUITY

Assessments of the department's race and social justice efforts were primarily conducted on its existing budget, as only minor changes have been proposed in the 2022 mid-biennium.

Advancing Racial Equity

- Funding opportunities to engage with communities through various avenues (MCPPs, focus groups, community meetings, surveys, Demographic Advisory Councils, etc.) and using obtained insights to ensure Department priorities are aligned with public interests.
- Exploring alternative response models to policing by contracting with the National Institute for Criminal Justice Reform to analyze calls-for-service data in connection with the reimagining policing work.
- Investing in technology to conduct quantitative and qualitative data analyses of the disparate impacts of police services, and to promote transparency by maintaining public data sources for key police services.
- Actively searching for women- and minority-owned businesses when identifying vendors for purchases and consultant contracts.

Attracting / Retaining a Diverse and Inclusive Workforce

- Engaging in strategies to expand the potential applicant pool both demographically and geographically, by improving accessibility and visibility of open SPD positions.
- Providing employee trainings (Growth Mindset, Outward Mindset) to foster an organizational culture of growth and equity.

Recurring Funding Gaps and Limitations in Overall Budget

- Lack of certainty regarding the ability to obtain the necessary funding and/ or staffing to support RSJI-related programs and activities.
- Unusually high rates of attrition have caused ongoing staffing deficiencies, required the department to divert resources to critical public safety priorities.

QUESTIONS?
