

PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE

LISA HERBOLD, CHAIR

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DEPARTMENT OVERSIGHT

Community Police Commission; Community Safety and Communications Center; Office of Emergency Management; Fire Department; Human Services Department; Office of Inspector General; Law Department; Municipal Court; Office of Police Accountability; Police Department; Public Health - Seattle and King County

ALTERNATIVES TO CURRENT 911 RESPONSE

CRISIS RESPONSE

Monitor programs and investments related to crisis response, including the staffing and service provision of behavioral health crisis response programs and the availability of non-City funding for such programs, the Crisis Connections OneCall program, implementation of the 988-crisis response line, continued gaps in providing services, and ensure crisis response is coordinated with human services and behavioral health supports.

MONITOR DEVELOPMENT OF ALTERNATIVE 9-1-1 RESPONSE

Monitor the Seattle Police Department, Seattle Fire Department and Seattle Community and Communications Center inter-departmental workgroup risk assessment analysis for alternative response to some 9-1-1 calls; monitor the Executive’s progress and spending to support the implementation of a dual dispatch program, as described in Council Budget Action CSCC-002-B-001-2023, that augments current 9-1-1 response to calls with a mental/behavioral health nexus. Council understands a dual dispatch program to mean one that involves the simultaneous dispatch of an SPD response unit and a non-police unit staffed by responders with specialized training in mental/behavioral health crisis, with SPD participating in on-scene response only when there is a law enforcement concern. Work with Executive staff to plan and scope Committee presentations about dual dispatch program implementation and service delivery.

Monitor the potential expansion of SPD Community Service Officer (CSO) duties to include response to a subset of Priority 3 and Priority 4 service calls; understand the costs, dependencies, required cross-departmental coordination, and implementation timeline of any such expansion.

SPD 911 CALL ANALYSIS

Hold quarterly public hearings on the recommendations resulting from Statement of Legislative Intent SPD-302-A-001 on SPD's Risk Management Demand (RMD) Analysis, which classified calls into four "Tiers," each of which identified a different level of potential danger to civilian alternative responders. The hearings will examine:

(1) Whether the department is planning to request that external experts and/or the public review the specific call classifications that were recommended by the RMD algorithm or SPD staff, (2) A briefing on the Call Classifier technology, (3) The status of fully integrating SPD and Seattle Fire Department call management system data (e.g., Computer Aided Dispatch (CAD) data), (4) The status of SPD's work with the Community Safety and Communications Center (CSCC) to reduce the scale and redundant nature of the call types; (5) Identification of the system go-live date and specific milestones for the project; (6) identification of any preliminary findings that may be affecting the deployment of alternative 911 responders; and (7) Progress toward using the data to create an alternative response staffing model. SPD will submit reports on this project per the following schedule: by January 31, 2023, a report that covers items 1-4 above; by May 1, 2023, a report that covers item 5; and by September 1, 2023, a report that covers items 6-7.

COMMUNITY SAFETY AND COMMUNICATIONS CENTER**AGENCY START UP**

Monitor ongoing implementation of new Community Safety and Communications Center, including appointment of a permanent director and potential additional civilian public safety functions; and consider any related legislation. Monitor OIG's audit of the transition of the 911 call center to the CSCC, to include consideration of areas such as call assignment, dispatch protocols, response times, crisis and equity training, and disparate impact analysis.

Monitor the intent of the Executive with respect to the creation of a new non-police agency to support and enhance the provision of public safety, understanding that the Council's expectation is that any such agency will be located within the CSCC; monitor any financial planning and/or expenditures associated with the creation of this agency.

911 CALL-TAKING AND DISPATCH FUNCTIONS

Monitor the CSCC's development of new dispatch protocols, its Criteria Assisted Research Evaluation and Screening (CARES) project, and consideration of potential additional dispatch functions, which may include alternatives to police response.

9-1-1 EXCISE TAX REVENUES

Monitor the balance and use of these revenues, which are held in a King County escrow account. Monitor and participate in any discussions that would establish guidelines, policies, timelines, or a prioritization scheme related to expenditures from these revenues.

E911 STRATEGIC PLAN

Monitor implementation of the King County Regional E911 Strategic Plan, including the Platform Modernization Project and other issues related to governance, technology and finance.

STAFFING LEVELS

Monitor staffing-related issues at the Community Safety and Communications Center, including vacancy levels and overtime policies and practices. Monitor response to Statement of Legislative Intent CSCC-300-B-001-2023, requesting a report on various dimensions of staffing and call answering. Monitor the hiring process for 2.0 FTE 9-1-1 Communications Dispatcher II, which were added in Council Budget Action 600-A-001-2023.

CRIMINAL LEGAL SYSTEM POLICY REFORM FOR BETTER PUBLIC SAFETY OUTCOMES**DOMESTIC VIOLENCE WORKGROUP**

Consider recommendations to be issued in 2023 from a work group convened by the Office for Civil Rights regarding alternatives to incarceration for individuals accused of misdemeanor domestic violence, as described in Council Budget Action OCR-002-A-001 and recommended by the Community Task Force report on the Criminal Legal System issued in 2021.

ENTHEOGENS

Monitor progress of State psilocybin work group, which Senate Bill 5693 (2022) directed the Washington State Health Care Authority to create for the purpose of assessing current cannabis regulations and investigating whether state-sanctioned psilocybin services are appropriate for Washington adults. Monitor progress and implications of any state legislation related to entheogens; work with the City Attorney's Office and other departments to reflect any new RCW in the SMC and to scope the City's implementation and administration of any new regulatory requirements. Monitor, assess, and provide updates on SPD's actions in response to Resolution 32021. Consider legislation that would establish entheogen-related offenses among the City's lowest law enforcement priorities, incorporating the disposition of Senate Bill 5263 (2023).

HATE AND BIAS CRIMES

Monitor data on the incidence of hate and bias crimes, the evolution of best practices to address them, and funding to organizations working on community safety initiatives related to hate and bias crimes. Monitor funding awards to groups supporting Asian/Pacific Islander communities affected by anti-Asian hate crimes.

KING COUNTY JAIL

Monitor and participate in efforts to reinvest jail funding in supporting people most impacted by incarceration and an internal jail contract advisory group, including reviewing the response needed to lift the proviso in FAS-003-A-002-2023. Evaluate King County Jail contracts and consider all recommendations for improvements in jail operations, the charges and fees paid by individuals during their incarceration, and the services provided to incarcerated individuals, including any recommendations from the Public Health - Seattle & King County Cities & Counties for Fine and Fee Justice (CCFJ) work group.

LESS LETHAL WEAPONS

Monitor the Executive's implementation of Ordinance 126422, restricting the use of less lethal weapons, including compliance with the consent decree process. Monitor OIG audit of taser effectiveness, which will assess the historical effectiveness of tasers as a less lethal tool.

EMERGENCY MANAGEMENT

EXTREME WEATHER EVENTS

Monitor the Executive's planning for extreme weather events, including OEM's development of a citywide Extreme Heat Plan targeted for completion in 2023 and a three-year Regional Catastrophic Planning project to create a plan for all-hazard resilience hubs throughout Seattle. Monitor the role of City departments in responding to these events and serving those affected by them, including the evolving role of HSD staff.

CLIMATE-RELATED FLOODING

Monitor the City's response to the December 2022 flooding in South Park, including OEM's findings from an After-Action Report for the incident. Seek to establish a departmental lead for climate change-related flooding.

PLANNING AND PREPAREDNESS

Monitor progress on the citywide emergency management Strategic Plan update. Monitor Seattle Hazard Identification and Vulnerability Assessment update and citywide tsunami preparedness planning.

UNREINFORCED MASONRY BUILDINGS

Monitor quarterly reports requested by Resolution 32033 from SDCI, OEM, and other City departments on City progress toward implementation of a mandatory URM seismic retrofit program.

GENERAL COMMITTEE RESPONSIBILITIES

BOARDS AND COMMISSIONS

Monitor and make recommendations on appointments including the Community Police Commission, Public Safety Civil Service Commission and Fire Code Advisory Board. Support the local Board of Health in recruiting diverse and skilled members to meet revised state requirements for Board of Health membership.

BUDGET AND ROUTINE LEGISLATION

Oversee department budget and levies and consider routine legislation such as the annual legislation that updates the Municipal Code traffic and criminal titles for consistency with State law, as appropriate.

DEPARTMENT HEAD APPOINTMENT OR REAPPOINTMENT

Consistent with Resolution 31868, when appropriate, review qualifications of individual(s) nominated by the Mayor, including recommending confirmation of the appointments to City Council, as appropriate, for Seattle Municipal Court judges, the Human Services Department Director, the Public Health Director, the Seattle Police Department Chief, Seattle Fire Department Chief, Seattle Community Safety and Communications Center Director, Community Police Commission Executive Director, Office of Police Accountability Director, and Inspector General for Public Safety.

EXTERNAL COMMITTEES

Monitor and coordinate as appropriate with external committees that have subject matter overlap, including Regional Law and Justice Committee, Regional Domestic Violence Initiative and the Domestic Violence Prevention Council, the Advisory Council on Aging and Disability Services, and the Puget Sound Emergency Radio Network, funded by a countywide levy passed by voters in 2015.

RACE AND SOCIAL JUSTICE INITIATIVE

Review annual department RSJI reports for departments that fall within the Committee's subject matter area. Review reports identifying impacts of the criminal legal system and policing on communities of color/ vulnerable communities.

REGULAR REPORTING REQUIREMENTS

Review required annual reports for departments that fall within the Committee's subject matter area as well as regarding/related to (1) the review of reports regarding quarterly case outcomes, annual pre-filing diversion data, and scope of the LEAD positions as required by Ordinance 126520 and the monitoring of associated issues; (2) quarterly data regarding the use of subsidies for indigent individuals on electronic home monitoring in 2022; and (3) quarterly reports on sexual assault cases in the domestic violence unit of the City Attorney's Office as requested in Statement of Legislative Intent LAW-601-A-001-2023.

HUMAN SERVICES - LEADERSHIP AND ADMINISTRATION**DEPARTMENT OVERSIGHT**

Monitor the Human Services Department's operations, including the implementation of the recommendations from Alvarez and Marsal regarding staffing and technical improvements to the Human Services Department's (HSD's) financial and accounting practices, as well as recommending confirmation of Department directors to City Council, as appropriate.

TRACKING INVESTMENTS

Monitor status of HSD budget appropriations, including Council additions to the 2023 budget and recommendations of the Equitable Communities Initiative, including re-entry programs, Farm to Table, and culturally responsive and inclusive healthcare investments. Review funding processes and impacts for equitable outcomes.

HUMAN SERVICES WAGES

Monitor the impact of automatic annual contract escalation on provider wages and turnover. Monitor comparable worth analysis for human services providers funded through Council Budget Action HSD-002-B-001-2022 and wage parity for crisis responders funded through HSD-40-A-001-2023. Review the response to statement of Legislative Intent HSD-300-A-002-2023, due to the committee on June 20, 2023.

U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT - REQUIREMENTS

Consider legislation that lists the activities that the department proposes for the receipt of Community Development Block Grant (CDBG), Home Investments Partnerships Program (HOME), Housing Opportunities for People Living with AIDS (HOPWA), and Emergency Solutions Grant (ESG) federal funds in the coming year (HSD Annual Action Plan, which may be considered in the Finance and Housing Committee). Consider HSD's five-year Consolidated Plan, identifying housing and community development priorities that align with these programs.

HUMAN SERVICES AND PUBLIC HEALTH**AGE FRIENDLY SEATTLE**

Monitor HSD's action on the City's Age Friendly designation and provide grant-funded case management and home care services to Medicaid-eligible older adults, including investments in community living connections and community transportation. Follow up on impacts of Stay Connected Pilot Program and programs to address social isolation in seniors.

AREA AGENCY ON AGING

Monitor the Area Agency on Aging and the Seattle-King County Advisory Council on Aging and Disability Services.

ABORTION

Monitor the awarding by HSD of funds provided in 2023 for investment in an organization that funds abortion access and provides travel support. Council Budget Action HSD-004-B-001-2023 provided funding for this investment. Monitor the implementation and impacts of Ordinances 126634, 126649, 126650, and 126660. In partnership with the Law Department, continue to explore greater protections for individuals seeking reproductive health care.

ADDICTION TREATMENT

Monitor, receive and review Statement of Legislative Intent 605-A-001-2023, which requests that the Mayor's Office and HSD collaborate on a plan to develop a Request for Qualifications process that would result in the award of funding for addiction treatment, using a portion of Seattle's anticipated \$14.1 million in proceeds from the settlement against opioid medication distributors.

BEHAVIORAL HEALTH

Explore ways to expand the availability and accessibility of mental health and substance use disorder services to support ongoing healing and recovery and prevent behavioral health crises, including steps to address the shadow pandemic of mental crises and violence, services for children and youth, services that specialize in serving the LGBTQ population, crisis stabilization services, and supporting the Neighborhood Safety Model. Monitor the work of the King County Department of Community and Human Services to develop a spending plan for anticipated Crisis Care Centers Levy funds.

HUMAN SERVICES - YOUTH AND FAMILY EMPOWERMENT**PUBLIC HEALTH**

Monitor the ongoing response to the COVID pandemic, other diseases, and emerging public health concerns, such as actions to address the disproportionate effects of the pandemic on communities of color; expenditure of federal funds to offset the effects of the pandemic; continuing efforts to build culturally-informed testing, vaccination, treatment, and other health system structures; stabilizing and bolstering the healthcare system; helmet enforcement policies; and trends and responses to drug overdoses.

SWEETENED BEVERAGE TAX (SBT) FUNDING

Monitor and review HSD programs funded by SBT.

UTILITY DISCOUNT PROGRAM

Monitor policies and strategies to increase enrollment in the Utility Discount Program. Review program changes implemented in 2020 and 2021 and their impacts on enrollment. Monitor implementation of the City-wide affordability portal.

PAY-UP CAMPAIGN

Develop policies and consider legislation to establish labor standards for app-based workers, such as protections against unwarranted deactivations.

HUMAN SERVICES – SAFE AND THRIVING COMMUNITIES

SAFETY INVESTMENTS

Monitor establishment of the Safe and Thriving Communities Division, including investments in community safety programs, such as the Seattle Community Safety Initiative, Community Safety Capacity Investments, and the Regional Peacekeepers Collective. Specifically examine Community Safety Initiative work including deescalating hotspots or critical incidents through rapid response; providing mediation to resolve conflicts peacefully; providing immediate support, connection to services, and case management; and tracking data on deployment that leads decreased involvement in violence and crime and increased feelings of safety.

GENDER-BASED VIOLENCE

Monitor the Human Services Department's domestic violence and sexual assault prevention work plan and the Gender-Based Violence Victim Services and Legal Services Requests for Proposals. Monitor implementation of the domestic violence firearms forfeiture program. Participate in the regional Domestic Violence Initiative and the Domestic Violence Prevention Council and actions that result from their quarterly meetings. Draft legislation and provide policy guidance, as appropriate. Consider legislation that lifts the proviso imposed by CBA-HSD-021-A-002, which provided funding for services for women who have experienced sexual exploitation.

GUN SAFETY

Advance the conversation on gun safety and interlocal coordination and gun trace data; monitor State legislative activity. Participate on King County Gun Violence Prevention Leadership Group and monitor recommendations for future implementation in City policy. Explore legislation to pursue improvements in gun safety. Should the State Legislature fail to pass meaningful reform of gun restrictions at public events statewide but provide local municipalities authority to enact restrictions, consider City legislation that would improve gun safety.

GUN VIOLENCE REDUCTION

Monitor the development and implementation, by the Regional Peacekeepers Collective (RPKC), of a new gun-violence reduction program that employs the RPKC's existing response model and provides care and services targeted to men aged 25-40. Council Budget Action HSD-039-B-001-2023 provided one-time funding to develop and launch this program. Monitor the activities of Public Health – Seattle & King County that seek to reduce gun violence and the County's regular reporting on this subject.

PROGRAMS OF THE PUBLIC DEFENDER ASSOCIATION

Monitor, assess, and provide updates on HSD’s work with the Public Defender Association (PDA) to understand the impact of incremental funding on LEAD program growth and how increased funding affects service provision to LEAD clients, consistent with Council Budget Action HSD-038-C-001-2023. Work with HSD to understand the discrete mission of PDA programs that incorporate the LEAD model and the budget and performance metrics associated with each of them; work with HSD to scope and develop a Committee presentation from the PDA when its 2023 contract with HSD has been signed, responsive to changes in that contract. Work with HSD and the PDA to understand the cost and potential implementation timeline of funding the LEAD criminal legal system diversion program to scale. Monitor HSD’s implementation of the shift of the current hotel-based service model for CoLEAD to the approach described in Change Request HSD-146 (2023).

MAYOR’S EXECUTIVE ORDER ON SEXUAL ASSAULT INVESTIGATIONS AND VICTIM ADVOCACY STAFFING

Monitor the work and consider the recommendations of the Mayor’s Advisory Panel on Sexual Assault and System Reform. Monitor the hiring and onboarding of new 2023 FTE added in support of Executive Order 2022-05, including 2.0 FTE Crime Victim Advocates (CVAs) to support victims of SPD assigned sexual assault cases. Monitor the caseloads of all HSD CVAs. Monitor the impacts of the pre-file CVA’s ability to provide updates on case assignment and status and on the addition of a bilingual CVA. Understand HSD’s future language priorities for this job classification.

VICTIM COMPENSATION FUND

Review progress and participate, as appropriate, in efforts to stand up the Victim Compensation Fund provided in the 2022 Adopted Budget, including funding for outreach and administration and for the community to convene to determine a longer-term restorative justice response to the criminal legal system.

PRE-FILING DIVERSION

Monitor and participate as appropriate in efforts to contract with providers of diversion services for the expansion of the pre-filing diversion program in the City Attorney’s Office to individuals 25 and older.

SEATTLE CITY ATTORNEY

CLIENT SERVICES

Monitor implementation of the pre-filing diversion program by the City Attorney’s Office and monitor associated issues. Monitor expansion of pre-filing diversion program to individuals 25 and over. Monitor progress of any recommendations from the City Attorney’s Office to implement expansion of pre-filing diversion opportunities to those over the age of 25 based on the 2021 results of the racial equity toolkit.

DOMESTIC VIOLENCE PROSECUTION

Review the results of the racial equity toolkit requested in Statement of Legislative Intent LAW-301-A-001-2023 about domestic violence prosecutions and reporting on whether and how the City Attorney’s Office will implement recommendations of the workgroup reporting on alternatives to incarceration accused of misdemeanor domestic violence.

FIRST RESPONDERS

OFFICER AND FIREFIGHTER RECRUITMENT DIVERSITY

Monitor SFD and SPD diversity recruitment efforts. Also monitor the work and impacts of each department's efforts to improve retention rates among BIPOC and/or women recruit candidates. For SFD, monitor the work of the Strategic Advisor 2 position added in 2021 "to enhance diversity in the department through recruiting and outreach efforts and workforce development" and, to the extent possible, the impacts of this work.

USE OF CAUTION NOTES IN 9-1-1 RESPONSE SYSTEMS

Review CSCC and SFD guidelines around the use of person-based and address-based caution notes that alert call takers and first responders to potential risk. Understand the types of risk that these guidelines are intended to mitigate, the decision process that precedes the creation of a caution note, the audit process that ensures caution notes are current and relevant, and the Executive's understanding of the cost-benefit analysis of caution notes.

SEATTLE FIRE DEPARTMENT

FIREFIGHTER SAFETY

Consider legislation that would prohibit individuals from interfering with or harming a Firefighter who is providing emergency medical services, protecting property through a fire and rescue response or providing fire prevention services.

Examine issues affecting the health, mental health, and safety of SFD first responders and staffing needs for safe and effective working conditions. To the extent possible, monitor the impacts of trauma-informed counseling services and other training and programs that are made available through Local 27's contract with a behavioral health coordinator.

HEALTH ONE PROGRAM MONITORING

Clarify and document the data classifications that SFD uses in this program and understand how these may change as alternate dispatch protocols are implemented. Clarify and document the department's understanding of dispatched responses vs. non-dispatched responses vs. outreach vs. on-scene education for high utilizers of the 9-1-1 system vs. assistance with the Vulnerable Adult program vs. the provision of transportation. Monitor SFD's efforts to provide enhanced service to individuals calling with lower acuity complaints.

Monitor SFD's plans, decisions, and actions regarding the expansion of the Health One program, in particular to increase its hours of operation. Review report referenced in Council Budget Action SFD-003-A-001-2023, which imposed a proviso on SFD grant funding to fund ARNP consultant services to the Health One program and requested that the department describe the effectiveness and outcomes of these services.

NEW RESPONSE RESOURCES

Monitor, assess, and provide updates on response time by the ladder truck at Fire Station 37 and the medic unit at Fire Station 26. Council Budget Action SFD-002-A-002-2023 added funding to make these resources permanent and described associated costs that would be incurred beyond 2024. Monitor, assess, and provide updates on any changes to the Executive's planned approach to staffing the ladder truck and medic unit; the progress of firefighters through the paramedic training program to staff the medic unit, and the anticipated costs and delivery dates of required additional resources.

NURSE NAVIGATION PROGRAM

Monitor the implementation of and the impacts and insight gained from the Nurse Navigation Program and the program's impact on SFD first responders. Review the regular reports that SFD staff compile on the program.

SAFETY SYSTEMS

Examine the steps SFD has been taking to boost inspection completion rates, including moving high-rise inspections to the Fire Prevention Division (FPD), implementing a nuisance alarm reduction program, and an IT systems replacement project to move toward mobile inspections. Monitor legislation that created citation authority for SFD to provide additional tools regarding compliance and violations.

SEAPLANE PUBLIC SAFETY CAMPAIGN

Monitor SFD's work to secure a contract with a recreational boating association to perform onshore safety and awareness work related to seaplane activity and the floatplane zone in Lake Union; subsequently monitor the work of the contracted organization.

SFD STAFFING LEVELS AND THEIR IMPACTS

Monitor the planned work of SFD and CBO to update and refine SFD's forecasting model for firefighter vacancies. Monitor, assess, and provide updates on SFD firefighter staffing levels as reported and forecast by the department and the impacts of these levels, including any potential or actual service brownouts, trends in firefighter use of paid leave, payouts to retiring firefighters and the net potential liability for this expense, and the progress of recruits through 2023 training classes.

SFD STAFFING, OVERTIME, FINANCES, AND SERVICE METRICS

Hold quarterly public hearings on the responses to Statement of Legislative Intent SFD-300-A-001-2023, which requests reports that include the following:

- Staffing data including demographic data on hires and separations
- Overtime data including two years of actual and planned expenditures, and an accounting of both dollars spent and hours worked
- Financial data including three years of General Fund expenditures for: (a) salary and benefits and (b) overtime
- Performance data including 911 call response time metrics.

Reports are due on April 15, July 15, and October 5, 2023.

STAFFING, PAYROLL AND TIMEKEEPING SYSTEM IMPLEMENTATION

Monitor SFD's ongoing implementation and troubleshooting of the Orion staffing/payroll system and the volume and disposition of filed grievances related to this new system. Monitor the cost, personnel, and labor impacts and implementation timeline should a formal decision be made, in partnership with Seattle IT, to abandon the Orion implementation and initiate a new Request for Proposal process.

SEATTLE MUNICIPAL COURT**CAPITAL OVERSIGHT**

Oversee progress related to replacement of the Seattle Municipal Court Information System.

CLIENT SERVICES

Monitor, review, and analyze the criminal legal system, including implementation of Seattle Municipal Court programs such as domestic violence court, and mental health court, as well as the Community Resource Center. Consider legislation to enhance assistance to persons involved with the criminal legal system pre- adjudication and post-adjudication, including bail reform and civil legal defense.

COMMUNITY COURT

Monitor whether SMC Community Court is achieving the outcomes intended, including exiting people with misdemeanor charges from the criminal legal system, reducing time in jail both pre-trial and in sentencing, and referring them to services within the community to address root causes of the behavior driving commission of misdemeanors.

ELECTRONIC HOME MONITORING

The quarterly electronic home monitoring (EHM) report requested in CBA SMC-003-A-001, is now available on the Court's website as a Tableau visualization and posted here:

<https://seattle.gov/courts/about/data-and-publications/court-performance-reports/electronic-home-monitoring>

Seattle Municipal Court will continue to update this data on a quarterly basis.

FINES AND FEES

Review response to Statement of Legislative Intent SMC-001-A-002 in the 2022 Adopted Budget, which requests that SMC provide a report on fines and fees related to an individual's involvement with the court. The report is anticipated by March 1, 2023.

PROBATION

Work with the Seattle Municipal Court to implement recommendations from the City Auditor's assessment of SMC probation's racial and ethnic proportionality and the findings of the 2020 Vera Report.

SEATTLE POLICE DEPARTMENT**CONSENT DECREE**

Monitor the Court-appointed Monitor's work to establish and file a 2023 Monitoring Plan, including community outreach in the areas of Crisis Intervention, Stops and Detentions and Use of Force, including Crowd Management. Should the Court grant release of the City from some provisions of the Consent Decree, then work with the Monitor and Office of the Inspector General for Public Safety (OIG) to determine whether some of the Monitor's oversight role can be transferred to OIG and the staff and resources that are necessary to support the additional workload that might accompany such a role.

SPD ONLINE REPORTING SYSTEM

Monitor SPD's efforts to improve its online crime reporting systems, which allows residents to file police reports related to low level crime such as graffiti, property destruction, physical theft or identify theft, lost property or other non-emergency criminal occurrences. The department has planned an update to allow better use of the system and potentially alleviate burden on its sworn force. Ensure that the department's planned update includes sufficient language access functionality.

COPPER WIRE

Monitor the City's ongoing efforts to implement an asset loss methodology and regulatory controls over copper wire recyclers as outlined in Statement of Legislative Intent SPD-9-A-2-2021 and SPD 10-A-2-2021. Monitor State legislative efforts to regulate recyclers who accept copper wire.

EVIDENCE STORAGE DISCLOSURE BACKLOG

Monitor the Executive's efforts to identify and secure additional evidence storage space. The Office of the Inspector General for Public Safety reported in December 2020 that overcrowding at SPD's evidence storage warehouse resulted in failed fire inspections in 2016 and 2017 and in the agency mistakenly destroying 107 DNA samples. Monitor the 2023 Adopted Budget add of \$500,000 for a lease for additional vehicle storage needs.

OFFICER RETENTION AND WELLNESS

Monitor department initiative to retain sworn personnel and ensure the wellness of SPD officers, including SPD's Precinct-based MHP Program, which contracts with a mental health professional (MHP) to coordinate the program, which provides services ranging from peer support to substance abuse counseling, family counseling, acute crisis care, trauma response, and spiritual care for police employees.

RELATIONAL POLICING PROGRAM

Monitor the development of SPD's Relational Policing Program funded in the 2023 Adopted Budget. The Relational Policing Program is a 45-day program to immerse recruits in community-based, peer-based, and introspective experiences that provides them a lens through which to receive their Academy training.

ANTI-VIOLENCE EMPHASIS PATROLS

Monitor SPD production and July 2023 submission of Statement of Legislative Intent SPD-303-A-001-2023, which requests information and analysis related to anti-violence emphasis patrols, which could include emphasis patrols located downtown on 3rd & Pine or in the International District at 12th & Jackson. The analysis should include an examination of all SPD data on emphasis patrols (e.g., on-view, CAD data etc.), desired and unforeseen outcomes and impacts with a focus on racial equity impacts, alternatives to emphasis patrols and the interaction between emphasis patrols and the City Attorney's High Utilizer List.

SPD BACKGROUNDING

Monitor SPD production and April submission of Statement of Legislative Intent SPD-304-A-001-2023, which requests that the department provide a report on its backgrounding services to include: (1) whether SPD's external backgrounding vendor includes, in its processes, questions about extremist organizations; and (2) whether SPD includes, in its processes, questions about extremist organizations.

SPD RECRUITMENT AND RETENTION PROGRAM

Monitor SPD's \$4.3 million program for police recruitment and retention initiatives, such as a hiring bonus program, new branding and marketing and advertising strategy, leadership training, third-party background and testing services, and automation of police candidate case management.

RETAIL THEFT

Monitor SPD's efforts to deter and respond to retail theft in the downtown core and in neighborhood business centers. Monitor the City Auditor's audit of the City's approach to Organized Retail Crime (ORC) and highlight Auditor and community recommendations to combat retail theft and address upstream root causes of poverty-driven crimes.

REVIEW PUBLIC SAFETY AND CRIME TRENDS

Review public safety and crime trends, including data listed on the Seattle Police Department dashboards, including the Crime Dashboard, Computer-Aided Dispatch Dashboard, Arrest Dashboard, Crisis Contacts Dashboard and Bias Crimes Dashboard.

SEATTLE POLICE OFFICERS GUILD (SPOG) NEGOTIATIONS

A Central Staff member will attend and participate as a member of the City bargaining teams in Seattle Police Officers Guild (SPOG) negotiations to help achieve new bargaining agreements that are in the best interests of the City and advance police accountability and alternative 9-1-1 response. The Select Labor Committee will have primary responsibility for this work.

SPD STAFFING, OVERTIME, FINANCES, AND SERVICE METRICS

Hold quarterly committee briefings on the responses to Statement of Legislative Intent SPD-301-A-001-2023, which requests reports that include the following:

- Staffing data including demographic data on hires and separations
- Overtime data including two years of actual and planned expenditures, and an accounting of both dollars spent and hours worked
- Financial data including three years of General Fund expenditures for: (a) salary and benefits and (b) overtime
- Performance data including 911 call response time metrics
- An update on the Work Schedule and Timekeeping project

Reports are due in February, April, and July of 2023.

USE OF TECHNOLOGY

Monitor implementation, data collection and benefits derived from the Data Analytics Platform (DAP) sustainment support project; Proactive Integrated Support Model (PrISM) project; Risk Managed Demand and Research Triangle projects; and Transfer of Force Reporting & Assessment to Mark43 (Records Management System) project. In particular, assess the benefits that these projects have for improving officer wellness and helping SPD to determine which 911 calls should receive an alternative response. Continue to monitor the City's efforts to implement a scheduling and timekeeping system that facilitates more effective record keeping of overtime and would allow for city scheduling of off-duty work, pursuant to a City Auditor recommendation made in an audit on SPD's use of overtime.

SEATTLE POLICE DEPARTMENT - POLICE ACCOUNTABILITY

ACCOUNTABILITY ORDINANCE AND REPORTING REQUIREMENTS

Monitor and provide oversight of SPD, the Community Police Commission (CPC), the Office of Inspector General for Public Safety (OIG), and the Office of Police Accountability (OPA) when providing regular reports pursuant to the Accountability Ordinance (Ord. 125315), including annual reports and annual workplans. Continue monitoring and oversight of police accountability matters and legislation implementation. Consider legislation from policy recommendations from OPA, OIG, and CPC including results from the review of 2020 complaints of misconduct resulting from 2020 protests in wake of the murder of George Floyd and any potential updates on agency reorganization/realignment with the Ordinance.

CODIFICATION OF THE ACCOUNTABILITY ORDINANCE (ORD. 125315)

Central Staff and Committee members will work with the City Code Reviser and Labor Relations to codify sections of the Accountability Ordinance that are not dependent on collective bargaining, including sections that establish the Office of Police Accountability, Inspector General for Public Safety, and Community Police Commission and which govern the appointment and reporting processes therein.

COMMUNITY POLICE COMMISSION

Consider potential changes to Ordinance 125315 proposed by the Community Police Commission (CPC) regarding the organization and structure of the CPC, to enhance the ability of the CPC to fulfill its ability to be responsive to community and provide community-based feedback to OPA and OIG.

REVIEW OF ACCOUNTABILITY SYSTEM

Examine recommendations made by an independent consultant who will contract with the Seattle Monitor’s Office to perform a Sustainability Assessment of the City’s police accountability system. The assessment is intended to establish the extent to which the City of Seattle’s external accountability programs have optimal policies, structures, systems, processes, and human capital to adapt to community needs and sustainably deliver results. The assessment will take the form of a capacity audit and qualitative evaluation of the accountability triad, to include the OIG, the OPA, and the CPC.