



AGENDA

Public Safety Committee Regular Meeting

3:00 PM - Wednesday, September 26, 2018

City Hall Executive Briefing Room - Plaza 111, Sammamish, WA

Page		Estimated Time
	CALL TO ORDER	3:00 pm
	PUBLIC COMMENT	
	APPROVAL OF THE MINUTES	
3 - 5	1. June 20, 2018 Regular Meeting View Minutes	
	TOPICS	3:10 pm
6 - 36	2. Police Services Study View Memo View Presentation	
	3. Discussion: Sammamish Landing Parking & Crosswalk Safety	
	FUTURE MEETING TOPICS	
	TBD	
	NEXT MEETING DATE(S)	
	TBD	
	ADJOURNMENT	4:00 pm

Public Comment Guidelines:

This is an opportunity for the public to address the Committee. Three (3) minutes are granted per person, or five (5) minutes if representing the official position of a recognized community organization.

If you are submitting written material, please supply a minimum of seven (7) copies (three (3) for the Committee; three (3) for Staff; one (1) for the record). If you would like to show a video or give a presentation, please contact Tammy Mueller (tmueller@sammamish.us; 425-295-0514) to determine whether the meeting room is equipped to accommodate your needs. Digital files must be submitted or emailed by 5:00pm the day prior to the meeting to Tammy Mueller.

Please be aware that all materials submitted will become part of the public record.

Meeting Accessibility:

Committee meetings are wheelchair accessible. American Sign Language (ASL) interpretation is available upon request. Assisted Listening Devices are also available upon request. Please call (425) 295-0500 at least 48-hours in advance to request assistance.

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MINUTES

Public Safety Committee Regular Meeting

9:30 AM - June 20, 2018

City Hall Executive Briefing Room - Plaza 111, Sammamish, WA

Committee Members Present: Councilmember Ramiro Valderrama
Deputy Mayor Karen Moran
Councilmember Chris Ross

Committee Members Absent:

Staff Present: Director of Community Development Jeff Thomas
Management Analyst Mike Sugg
Emergency Manager Andrew Stevens
Senior Management Analyst David Goodman
Deputy Fire Chief Jon Parkinson
Police Chief Michelle Bennett
Administrative Assistant Tammy Mueller

CALL TO ORDER

Chair Ramiro Valderrama called the Public Safety Committee meeting to order at 9:30 a.m.

PUBLIC COMMENT

No public comment was made.

REVIEW OF THE MINUTES

April 5, 2018 Regular Meeting

MOTION: Deputy Mayor Karen Moran moved to approve the minutes as distributed. Councilmember Ramiro Valderrama seconded. Motion carried unanimously 3-0.

TOPICS

King County District Court ILA Update

Senior Management Analyst David Goodman provided the Committee with an overview of the topic utilizing a [presentation](#). Bob Dowd, East Division Director of the King County District Court (KCDC), was also present and provided additional details to the Committee. Discussion followed.

- The Committee requested clarification regarding the difference between the KCDC's costs to

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the City and the revenue generated by cases. The data provided to the Committee showed a deficit trend. Staff explained that criminal cases do not generate enough revenue to compensate for the cost of processing the case while others, like parking infractions, do. Criminal cases are increasing in Sammamish while parking and other infractions are not keeping pace. In addition, not everyone pays their dues.

- The Committee asked whether less than fully certified officers could be responsible for court transports rather than certified officers. Staff responded that neighboring cities employ limited commission police support officers to fulfill this role. It is an option available to Sammamish.
- The Committee requested the timeline for the initiation of video hearings at Issaquah jail. Staff responded that it is likely to pilot within six months. The Committee requested Staff to follow up with Issaquah jail and keep them apprised.

Police Services Study Project Update

BERK consultants Kristen Mardt and Brian Murphy provided the Committee with an update of the Police Services Study utilizing a [presentation](#). Discussion followed.

- The Committee requested the following changes to the presentation before it is presented to the full City Council:
 - Reflect that the Human Services Commission was represented in the stakeholder engagement process.
 - Share the comments behind the statistics of 'comfort calling Sammamish police,' 'confidence in ability of Sammamish police,' and 'adequacy of Sammamish police presence.'
 - Include the demographic composition of respondents.
- The Committee asked and Staff confirmed that Klahanie is still paying for patrols of off-duty officers. Post-annexation, they also receive Sammamish police services. This means that Klahanie has more police representation than elsewhere in the City, which may skew results of the surveys.
- The Committee acknowledged that the Sammamish Youth Board's input was valuable to the study but it is a skewed sample of Sammamish youth overall and may not be fully representative of all Sammamish youth's opinions.
- The Committee requested consideration of alternative, cost-saving strategies when investigating ways to address police service needs fueled by increasing growth in Sammamish alongside the traditional methods of hiring additional officers, changing the administrative model, and other cost-incurring strategies.

Fireworks Preparation Update

Police Chief Michelle Bennett updated the Committee on preparations for the Fourth on the Plateau event and firework violation enforcement.

FUTURE MEETING TOPICS

Police Services Study (Ongoing 2018)

NEXT MEETING DATE(S)

TBD

ADJOURNMENT

Councilmember Ramiro Valderrama moved to adjourn.

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The meeting adjourned at 10:28 am.



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MEMORANDUM

DATE: September 20, 2018

TO: City of Sammamish Public Safety Committee

FROM: Brian Murphy and Kristin Mardt

RE: Public Safety Committee meeting on September 26, 2018

With this transmittal memo, please find a slide deck for discussion during our meeting on September 26, 2018. Our agenda for this session is to:

- Provide a project update on the Police Services Study.
- Summarize our findings and recommendations related to our assessment of alternative service delivery mechanisms, principally the establishment of a municipal police department.
- Summarize key findings from our [Existing Conditions Report](#) and more recent analysis of projected call volumes associated with planned increases in City population and development.
- Explore future opportunities to strengthen the functioning of the Sammamish Police Department. We would like to ground this discussion in an exploration of potential Guiding Principles or Law Enforcement Priorities. We believe these Guiding Principles will guide Councilmembers and staff in finding the most appropriate use of limited resources. Following this discussion, we will solicit Committee member questions and feedback on potential strategies in the following areas:
 - Leveraging community resources.
 - Leveraging technology.
 - Increasing command capacity.
 - Increasing administrative capacity.
 - Increasing commissioned officer capacity.
 - Adopting a tiered policing model.
 - Increasing the Department's focus on community policing.
 - Strengthening the Department's culture and staff retention.
- Finally, we would appreciate Committee member suggestions for how to best bring key elements of this discussion before the full Council on October 16.

We are looking forward to our meeting with you on the 26th.



City of Sammamish Police Services Study

Public Safety Committee Meeting

Brian Murphy and Kristin Maitt

September 26, 2018

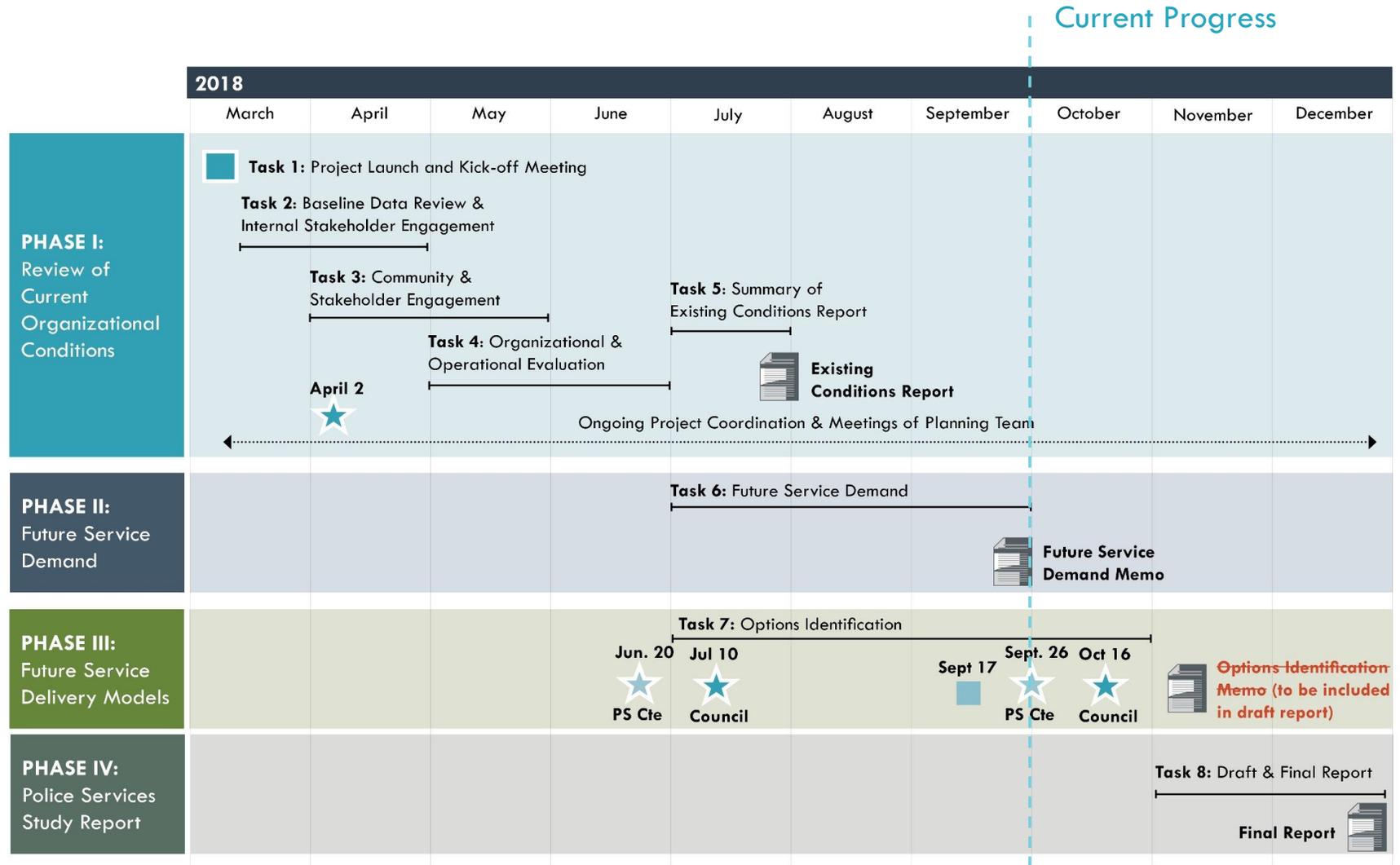


Today's Briefing

- I. Project Update
- II. Alternative Service Delivery Model Assessment
- III. Summary of Key Findings from Existing Conditions Report & Future Conditions Analysis
- IV. Future Opportunities for the Sammamish Police Department
- V. Considerations for Council Briefing & Next Steps

I. Project Update

Project Schedule



Last updated 9/20/18

■ = Staff Workshop

★ = City Council & Public Safety Committee Briefings



Project Status

- External Stakeholder Engagement
 - Details in next section
 - Internal Stakeholder Engagement
 - Police Department Deputies, Sergeants, Police Chief, and admin
 - City staff – Parks, Public Works, Finance, and Risk Management
 - City partners – Eastside Fire and Rescue Fire Chief
 - Initial Baseline Data, Organizational, and Operational Review
- Existing Conditions Report ([link](#))**
-
- Consideration of:
 - Assessment of alternative service delivery models
 - Future service demand
 - Opportunities to strengthen functioning of the Department
- Focus of current work**

II. Alternative Service Delivery Model Assessment

Scope and Recommendation

- We were asked to consider – at a high level – alternative service delivery options for delivery of law enforcement services within Sammamish.
 - Slides [in the Appendix](#) compare the current model with the development of an independent municipal police department.
 - Other options – contracting with a neighboring city or partnering with multiple cities – are not fully considered here but could be given additional analysis if desired. As the eastside region continues to grow in population and density over the coming decade or so, a regional approach to police services may make sense.

Recommendation

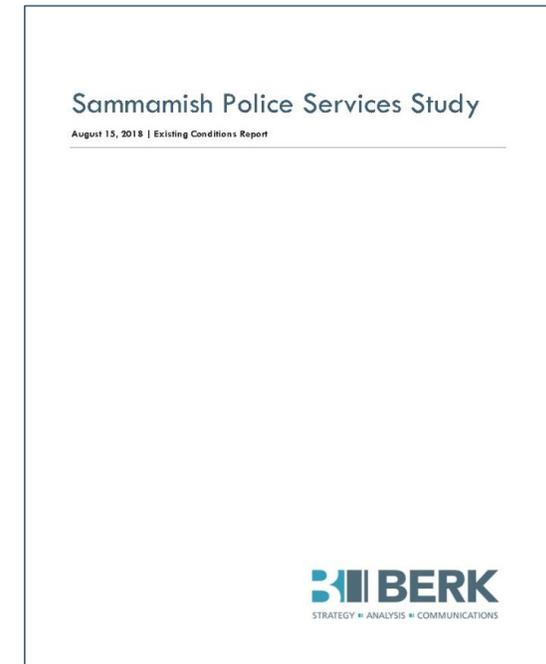
Based on our assessment of the pros and cons of alternative service delivery models, we recommend that the City of Sammamish continue to contract with KCSO for service, with a focus on:

- Strategies to improve functioning of the Department (described on following slides).
- Strategies to refine contract with KCSO.
- Consideration of regional contracting or partnerships over the coming decade

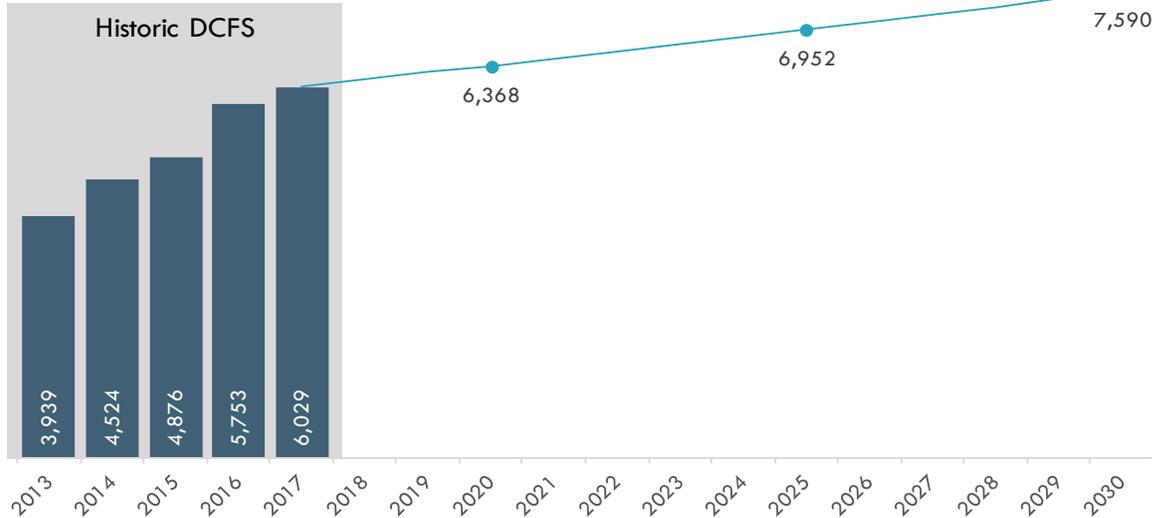
III. Summary of Key Findings from Existing Conditions Report & Future Conditions Analysis

Summary of Existing Conditions

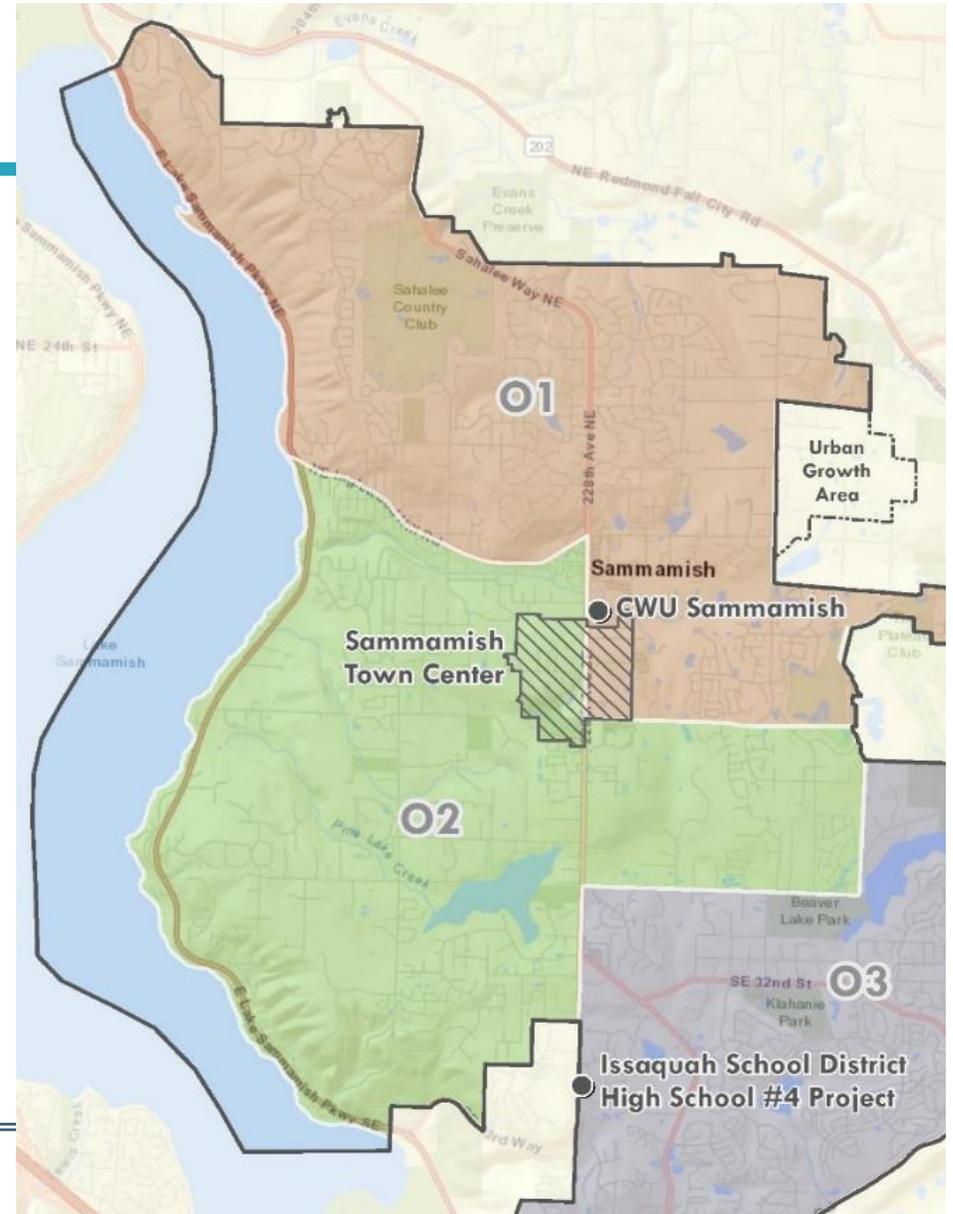
- The Sammamish PD is well-managed and performing well.
- Residents feel safe and supported by their police department.
 - It is important to maintain this strong position through preventive investment. It would be costly and time consuming to catch up if either rating slips.
- Residents would like increased community policing presence.
- The City is largely happy with services provided through the KCSO contract.
- Compared to peers, Sammamish:
 - Pays less per capita for police services
 - Has a lower number of commissioned police officers per 1,000 residents
 - Has a lower crime rate than peer KCSO contract cities
 - Has a higher officer turnover rate



Projected Pop. and Call Volume Growth



- Projected DCFS modeled based on historic population growth and current call volumes. A significant portion of expected population growth will be associated with Town Center.
- Increase could be greater if new developments drive more calls for service than seen historically



Pressures for Additional Capacity

- The City budgets leanly for law enforcement services and there are different and **interrelated pressures for additional capacity**, including:
 - **Limitations of current staffing model.**
 - The Department staffs to minimums: 3 officers assigned to 3 shifts.
 - With no shift relief factor, the City relies on KCSO backfill for vacation, sick, or trainings.
 - This model carries some risk and potential for a lower level of service.
 - **Pressures on staff in some positions.**
 - The Police Chief and administrative support in particular feel overextended.
 - **Pending population growth and density will increase demand for service and bring new resources.**
 - The City must plan for capacity increases well in advance: it takes up to 18 months to get new officers through the Academy and into uniform.
 - **Community desires greater community policing presence.**

IV. Future Opportunities for the Sammamish Police Department

Guiding Principles and Law Enforcement Priorities

- **Guiding Principles (the City of Sammamish “law enforcement model”) would help prioritize current and potential investments.**
- These principles would be used to prioritize investment of limited resources in the following areas, all of which would benefit from additional resources, recognizing that investment in one area may benefit another:
 - ❑ Command capacity.
 - ❑ Administrative capacity.
 - ❑ Patrol capacity.
 - ❑ Community policing.

Potential Guiding Principles and Law Enforcement Priorities

Based on input from community and Council members, potential Guiding Principles might include those at right, each of which comes with investments and benefits.

Which do you agree or disagree with? Which are most important?

The following slides delve into potential implications in more detail.

We value...	Potential Implications
Fundamental safety , ensuring Sammamish residents retain a high quality of life without fear of crime	<ul style="list-style-type: none"> • Technology • Command capacity • Commissioned officer capacity • Community policing
Maintaining a high level of service for Sammamish residents, business owners, and visitors as we grow as a community	<ul style="list-style-type: none"> • Command capacity • Commissioned officer capacity • Community policing
Managing risk	<ul style="list-style-type: none"> • Command capacity • Commissioned officer capacity • Administrative capacity
Community policing to maintain a positive and collaborative relationship with community members	<ul style="list-style-type: none"> • Command capacity • Tiered policing model • Staff retention
Efficient use of public resources	<ul style="list-style-type: none"> • Community resources • Tiered policing model • Technology
The law enforcement professionals who serve the Sammamish community.	<ul style="list-style-type: none"> • Command capacity • Commissioned officer capacity • Connection to community • Department culture and staff retention
Other?	



Options: Leverage Community Resources

- Develop a robust **volunteer and community partner program**.
 - ❑ Increase use of volunteers for **special events** (parades, outdoor movies, Halloween, extreme weather).
 - ❑ Develop **volunteer opportunities for high school students** and encourage a career in public safety.
 - ❑ Provide **CPTED** (Crime Prevention Through Environmental Design) information to residents and businesses.
 - ❑ Increase and formalize coordination with **private security**.
 - ❑ Leverage **CWU's Department of Law and Justice** for community policing plans, other initiatives.
 - ❑ Create Crime Analysis capacity beyond that provided by central KCSO resources, working in partnership with Tableau or Microsoft to create timely visualizations of crime data for public and internal use.
- Consider **new revenue sources**.
 - ❑ **Consider leveraging traditional municipal funding sources** such as a utility tax or using banked property tax capacity.
 - ❑ Create a **Sammamish [Police Foundation](#)**.
 - ❑ Consider **fees for some services**: house checks, or house checks beyond a certain number per year, are a good candidate.

Options: Leverage Technology

- Continue to work with Issaquah to provide **video court services**.
- Encourage residents to use **online reporting** when appropriate.
 - ❑ Consider follow-up with a call or visit once initial report is filed and reviewed (may be done by non-commissioned personnel).
 - ❑ Provide online instructions and/or reporting advocates who can walk individuals through the process.
- Develop **inventory of homes and businesses with surveillance video** to facilitate retrieving evidence.
 - ❑ Organizing inventory and retrieving video can be done by non-commissioned staff.
- Deploy either mobile (mounted on vehicles) or strategically placed stationary **Automated License Plate Readers** to assist police in solving crimes and locating missing persons.
- *How comfortable would your community be with these options?*

Options: Increase Command Capacity

- **How would we know that increase in capacity is needed?**
 - Function of **demand** (not just calls for service, but also community expectations) and **span of control**.
 - See comparisons on next slide.
- **Current situation**
 - Sammamish has very limited command capacity as some duties cannot be delegated to sergeants.
 - Sammamish relies on KCSO precinct staff to provide supervision when the Chief is off duty.
- **Potential investments**
 - Move to a Major/Captain model. Incremental cost \$250,000.
 - Add additional sergeants to cover all shifts. Cost of \$220,000 per sergeant.
- **Potential benefits**
 - Relief for Chief.
 - Increased leadership capacity for supervision of and professional development planning for officers, participation in community events and community policing, special projects, administrative functions.
 - Retention of current and future leadership.
 - Succession management, with a Captain with experience and relationships in the City as a potential replacement for the Major.

KCSO Contract City Model Comparison

	2017 Calls for Service	Provide House Checks?	Population	Geography (square miles)	Patrol Districts	Commissioned FTE	Command Model
Newcastle	1,825	No	11,280	4.5	1	10	Sergeant Police Chief
Woodinville	3,561	Yes	11,660	5.6	5	15	Captain Police Chief
Maple Valley	4,157	No	24,900	5.9	1	20	Captain Police Chief
Kenmore	4,253	No	22,580	6.3	5	16	Captain Police Chief
Covington	5,493	Yes	19,850	6.0	1	18	Captain Police Chief
Sammamish	6,029	Yes	62,240	18.5	3	30*	Captain Police Chief
SeaTac	13,170	No	28,850	10.2	4	46*	Major Police Chief with 1 Captain
Shoreline	16,308	No	55,060	11.7	6	52	Major Police Chief with 2 Captains
Burien	20,648	No	50,680	13.2	6	52	Major Police Chief with 1 Captain

Note: *SeaTac and Sammamish FTE from 2018 KCSO Contract, Commissioned FTE in other cities from WASPC 2017 Commissioned total.



Options: Increase **Administrative Capacity**

■ **Current situation**

- ❑ Current administrative support position is a City employee.
- ❑ Time is split between administrative support for Chief and front desk/community interface.

■ **Potential investments**

- ❑ Hire another City position to support Department leadership.
 - City administrative position = \$72,400 salary + \$21,400 benefits = \$93,800 (in 2018 dollars)
- ❑ Develop a volunteer cadre who can be trained and assist with administrative duties.

■ **Potential benefits**

- ❑ New position would generate non-commissioned capacity for community policing.
- ❑ Would support Police Chief and relieve her of some administrative duties.
- ❑ Would help ensure administrative functions are performed properly, mitigating risk.
- ❑ Volunteers would serve as ambassadors to the community.

Options: Adopt a Tiered Policing Model

- Fully commissioned officers are the most expensive option for delivering public safety services. Some needs may not require fully-commissioned law enforcement officers.
- **City staff or limited- or non-commissioned police employees** who are specially trained in public safety could perform functions such as:
 - ❑ Vacation house checks.
 - ❑ Closing parks at night.
 - ❑ Parking enforcement.
 - ❑ Taking reports for lower-level crimes: graffiti, car break-ins, mail theft, fireworks, vandalism.
 - ❑ Follow up with residents who have contacted the police: share case status and/or take report.
 - ❑ Meetings with neighborhood groups, supported by uniformed officers when appropriate.
 - ❑ Crime analysis.
 - ❑ Representing the Police Department at City meetings.
- *What is your comfort with this approach and specific duties?*

Options: Increase Commissioned Officer Capacity

- **How would we know that increase in capacity is needed in patrol staff?**
 - Call for service volume is increasing.
 - Crime is increasing.
 - Complaints about police service are increasing.
 - Response times are not acceptable to the community.
 - Case follow-up is difficult or delayed.
 - KCSO is not able to provide backup resources when requested.
 - Insufficient permanent staffing for routine coverage or special community events.
 - Significant increase in overtime costs.
- **Potential investments**
 - Consider redrawing districts to have one focused on the urban core.
 - Add a fourth patrol district, increasing minimum staffing to 4 on-duty officers.
 - Maintain current districts and increase minimum staffing and/or have a roving officer to supplement existing on-duty officer in any location.

- **How would we know that increase in capacity is needed in detectives, traffic, etc.?**
 - Low case clearance rates
 - Inability to timely investigate cases because of volume.
 - Cases rejected by the prosecutor for inadequate investigation.
 - Increased criminal traffic activity and/or traffic accidents. (*Congestion* is not usually a police issue: it is an engineering issue.)
 - Increased vehicle accidents with bicycles and pedestrians.

Current Situation

- The Department staffs to minimums: 3 officers on 3 shifts.
- With no shift relief factor, the City relies on KCSO backfill for vacation, sick, or trainings. This carries some risk and potential for lower level of service.
- There is a lag of up to 18 months to get a new officer into uniform.

Options: Community Policing

■ Current situation

- ❑ The community desires more police presence/contact.
- ❑ Community policing can/should be done through combination of patrol capacity and dedicated community-focused staff (can be volunteers, limited/non-commissioned).

■ Potential investments

- ❑ Establish dedicated Community Resource Officer capacity.
- ❑ Invest in CPTED (Crime Prevention Through Environmental Design) resources.
- ❑ Coordinate with neighborhoods and other groups to craft [specific community policing plans](#) by geography or community (e.g. neighborhoods, retail owners, schools, LBGTQ, seniors, ethnic groups.)
- ❑ Increase info sharing via traditional and social media.
- ❑ Provide safe place for online purchase exchanges.
- ❑ Invest in storefront or satellite police stations.

School Safety

■ Current situation

- ❑ New Issaquah School District High School #4 planned.
- ❑ School districts each contribute about 40% of cost of existing SROs.
- ❑ Desire for additional SROs expressed by Council) including focus on middle schools.

❑ Potential investments

- ❑ Community Resource Officer (CRO) who includes school safety as part of overall duties.
- ❑ Additional SRO(s) (fully- or limited-commissioned staff), potentially jointly funded with school districts or through school impact fees.
- ❑ School-specific community policing plans.

Options: Strengthen Department Culture & Staff Retention

- Create a **5-year strategic plan** with the department.
- Increase **retention of officers and commitment** to the City. Lots of options:
 - ❑ Create individualized career and training plans for officers. Include training time in overall staffing estimates and provide appropriate backfill.
 - ❑ Separate out a dedicated training budget that will not be used for backfill.
 - ❑ Give officers opportunities for short sabbaticals to work in specialized units.
 - ❑ Pair police supervisors with a peer in another City Department.
 - ❑ Subsidize college credits at CWU or arrange for ability of PD employees to audit classes.
 - ❑ Subsidize specialized physical training options (such as cross fit or yoga) at the Sammamish Family YMCA or other nearby athletic facility.
 - ❑ Leverage a Sammamish Police Foundation to provide specialized equipment and/or training opportunities only available to Sammamish PD officers and staff.
 - ❑ Host Sammamish Police events – banquets, awards, family events.
 - ❑ Develop a regional expertise for that is unique to Sammamish PD and will draw attention and prestige to the agency.

V. Considerations for Council Briefing & Next Steps

Closing questions or suggestions?

- Draft report
- Council briefing October 16

Appendix: Alternative Service Delivery Options Analysis

	KCSO Contract = <i>Baseline</i>	Municipal Police Department = <i>Potential Change</i>
Dedicated Police Services		
<ul style="list-style-type: none"> ▪ Chief ▪ Sergeants/ Supervision ▪ Investigations ▪ Patrol ▪ Traffic emphasis ▪ School Resource Officers ▪ Others, TBD <p><i>Both options allow flexibility in staffing: commissioned officers + limited- or non-commissioned officers for appropriate positions, including City staff for admin position</i></p>	<p>Resources Required</p> <ul style="list-style-type: none"> ▪ 30 FTE + KCSO backfill ▪ \$4.5M 	<p>Resources Required</p> <ul style="list-style-type: none"> ▪ ~52-58 FTE¹ ▪ \$5.8M - \$8.3M² <p>Pros</p> <ul style="list-style-type: none"> ▪ Possible increased connection to community. ▪ Likely reduction in turnover; though replacing staff who leave will take more effort and time. <p>Cons</p> <ul style="list-style-type: none"> ▪ City must accept liability for employee conduct ▪ City must bring hiring and personnel processes in house ▪ Additional costs associated with increased staff count and higher cost/position for commissioned officer (though less for non-commissioned) ▪ Must create system for post-Academy Field Training and other required in-service training.

¹ Assumes continuation of 4-10 shift schedule; a Shift Relief Factor of 2.2, which is based on the current labor agreement for patrol deputies, allowing 10 holidays, 2 personal holidays, 20 vacation days, and 96 hours/year of sick time. This does not take into consideration average PTO used or bereavement, family care leave, military leave, or maternity/paternity leave; and existing levels of existing levels detectives and School Resource Officers. Low end assumes increased sergeants from 4 to 7 to ensure supervision coverage of all shifts but does not apply a shift relief factor. High end assumes a shift relief factor for sergeants.

² Assumes a low end of average pay of \$80,000 and benefits of \$35,000. For reference, places like Mercer Island, Snoqualmie, Issaquah, and Kirkland pay based on longevity and other specific qualifications, ranging from \$60k - \$95k. The high end assumes an average pay of \$143,062 (the current average pay + benefits in Sammamish).

	KCSO Contract = <i>Baseline</i>	Municipal Police Department = <i>Potential Change</i>
Additional Police Services		
Shared precinct services	Resources Required <ul style="list-style-type: none"> ▪ \$150k 	Resources Required <ul style="list-style-type: none"> ▪ N/A (see above) Pros <ul style="list-style-type: none"> ▪ In house capacity may provide customized service at all times of day to the community. Cons <ul style="list-style-type: none"> ▪ Additional capacity must be brought in house.
Dispatch	Resources Required <p>Contract includes dispatch through KCSO Communications Center</p> <ul style="list-style-type: none"> ▪ \$331k 	Resources Required <p>Contract with regional dispatch provider (KCSO, NORCOM, Issaquah)</p> <ul style="list-style-type: none"> ▪ \$300k-500k³ Pros <ul style="list-style-type: none"> ▪ Other dispatch centers may have greater knowledge of Sammamish community Cons <ul style="list-style-type: none"> ▪ Would have to set up and manage agreement with dispatch provider.
Shared special operations units, including: <ul style="list-style-type: none"> ▪ MARR ▪ Marine ▪ Major Crimes ▪ SWAT 	Resources Required <p>Pay based on actual usage.</p>	Resources Required <p>Provide some in-house or participate in regional partnerships on a contract basis</p> Pros <ul style="list-style-type: none"> ▪ Sammamish-dedicated resources if provided in-house ▪ Retention of officers with expanded opportunities Cons <ul style="list-style-type: none"> ▪ Lose economies of scale from sharing with KCSO and other contract cities ▪ Large start-up costs and training costs to maintain proficiency in seldom-used areas. K9 units and SWAT teams have expensive equipment and training requirements. Would likely incur stand-by costs (often set at 50% of the active rate) to keep internal resources available during off hours. ▪ Outsourcing specialty services with no opportunity for Sammamish police to participate could be bad for department morale and retention.

³ **Mercer Island** contracts with NORCOM for dispatch at a cost of \$632,000. Sammamish has half the call volume as Mercer Island. **North Bend** contracts with Issaquah for dispatch and records at a cost of \$495,000.

KCSO Contract
= *Baseline*

Municipal Police Department
= *Potential Change*

Support and Administrative Services

- Human Resources
- Labor Relations
- Internal investigations
- Payroll and budget
- Legal/risk pool
- Information Technology
- Crime analysis and crime lab
- Property and evidence
- Records and Public Disclosure
- Training

Resources Required
▪ \$945k in overhead

Resources Required
▪ ~6-10 FTE
▪ ~\$ 1.1M-\$1.6M

Pros

- More control over officers hired and ability to hire officers who want to be in Sammamish.
- Direct access to crime data and analysis.

Cons

- Increased workload for City resources (e.g. HR, IT) for hiring, background, promotional and grievance procedures. These functions are different for police than other municipal services and would require developing expertise.
- City will need to bargain new labor contracts with one or more police labor unions depending on proposed rank structure.
- Need to provide specialized legal resources to answer questions about police procedure and respond to subpoenas and other police legal matters.
- Increased staffing will be required for internal investigations and other internal control functions.
- City would be required to create a Civil Service Board.
- City will need to provide staffing to respond to and manage records and record requests.
- Sammamish would need to take over the risk/liability for automobile accidents, officer conduct, L & I, etc.
- City will need to manage training upon graduation from the Academy, through probation, and for yearly in-service training (24 hours per officer).
- City will need secure facility for firearms qualifications and to develop armorer expertise.



	KCSO Contract = <i>Baseline</i>	Municipal Police Department = <i>Potential Change</i>
Capital Needs		
<ul style="list-style-type: none"> ▪ Fleet ▪ Facility ▪ Equipment 	Resources Required <ul style="list-style-type: none"> ▪ Vehicles cost \$400k/year⁴ 	Resources Required <ul style="list-style-type: none"> ▪ ~\$630k⁵ vehicle purchase cost + annual maintenance, fuel, and replacement fund costs. Could be a savings, depending on fleet replacement policies. <p>Pros</p> <ul style="list-style-type: none"> ▪ Could eliminate cost of take-home vehicle privileges now extended to all KCSO deputies <p>Cons</p> <ul style="list-style-type: none"> ▪ City would have to purchase and outfit (or contract to obtain), maintain, and replace vehicles. ▪ City would provide fuel and parking for both the police vehicles and the officer's personal vehicles if the cars are not take-home vehicles. ▪ City would incur liability for police vehicle accidents. ▪ City will need to build out area for evidence storage, including storage for hazardous items and vehicles that are in evidence. ▪ City would need to provide uniform, cell phones, 800 MHZ radio, supplies, and other equipment. Likely no cost savings vs. contract.

⁴ Per 2018 Exhibit A.

⁵ Assumes \$45,000/vehicle. Six vehicles to cover overlapping shifts for 3 patrol districts, plus one car for each supervisor (sergeant, chief) and detectives for a total of 14 vehicles.