



Police Department

Proposing Additional Personnel and Resources City Council Report

September 21, 2021

Andy Hwang, Chief of Police

Steve Groom, Finance Director



Overview

- Changes in Public Safety
- Historical Staffing Background
- Police Chief's Recommendations



Changes in Public Safety

- The United States is experiencing an increase in gun violence, and the greater Seattle-Tacoma region is caught up in it. Recently in Federal Way we experienced several shootings in a short span of time.
- In Washington State, there were **302** murders in 2020 in comparison to **206** in 2019, an increase of **46%**. In King County, there were **102** murders in 2020, and **69** fatal shooting victims, an increase of **27%**.
- In the first six months of 2021, there has been **42** fatal shooting victims in King County, which is up **46%**. In Federal Way, we have experienced six murders year to date. Violent crime is on the rise in Washington and in King County.
- One of my responsibilities as your law enforcement leader is to inform you, the elected policy makers and our residents, why this is happening. Second, you have a right to expect me to recommend strategies to keep our community safe.



Changes in Public Safety (cont'd)

- Changes in our public environment compel us to commit more resources to public safety now in order to ensure Federal Way remains a safe place to live, work, shop and play. Significant changes include a rising population, rising violence throughout the region, and reduced offender accountability.
- As of April 2020 (U.S. Census), City of Federal Way population was **101,030**. Based on that figure, our police officer ratio is **1.36** per 1,000 residents. There was rapid growth of nearly 5,000 people in a single year (96,289 people in 2019).
- With other significant developments underway, the rapid growth will continue in the foreseeable future. Major projects such as Light Rail and The Commons will significantly bring more visitors and residents to our downtown area.



Changes in Public Safety (cont'd)

- Less accountability for criminal offenses creates more feelings of immunity among offenders, emboldening their actions to harm others. Crimes are becoming increasingly more brazen and frequent.
- King County has jurisdiction over felonies and juvenile crimes. With funding reduced at the prosecutor's office, many felonies and crimes by juveniles are simply not prosecuted.
- Jails are accepting fewer arrestees and judges are quicker to release them. The same is true of our state prisons.



Changes in Public Safety (cont'd)

- Significant new policing reform laws in the state add to this mixture (HB 1054 and HB 1310). More offenders are, literally, getting away with crime. These bills have “tied our hands” from doing good police work and now we are starting to see its impacts.
- One of the impacts to the community is the new state law on police tactics (HB 1054), which changed the requirements for vehicle pursuits by police officers. The restrictions virtually eliminate police pursuits in Washington State. Since its effective date (July 25, 2021), the Federal Way Police Department has recorded 17 criminal escapes (as of September 15) due to non-pursuit.
- When police emergency lights were activated, the suspects fled and the officers could not legally pursue them. Our former ability to pursue, particularly in the middle of the night, was a deterrent to fleeing in the first place; now criminals are more willing to simply drive away.



Changes in Public Safety (cont'd)

- Stealing a vehicle is often a precursor for committing violent crimes. Apprehending car thieves was a powerful method for preventing violence and apprehending dangerous offenders. Now, however, we cannot legally pursue stolen vehicles.
- Earlier this year the Washington legislature passed ESB 5476, which essentially de-criminalized possession of dangerous drugs (including heroin, cocaine, meth, Fentanyl and so forth).
- Drug use is more rampant and blatant than ever. Previously, physical arrest initiated a process in which courts could compel treatment. Now, police officers are virtually prohibited from making arrests for drug use or possession.
- Offenders walk away with a referral card in their pocket, with no obligation to take any corrective action. Fatal overdose is an increasing plague to Washington's communities.



Changes in Public Safety (cont'd)

- Much of gun violence in Federal Way has nexus to drugs. Shootings often stem from drug use, drug transactions and drug rips. Drug activity is a primary contributing factor for gun violence and other crimes in our community.
- Auto theft numbers are significantly increasing in King County: June 805; July 981; August 1,154. In Federal Way: June 48; July 54; August 66. We are projected to between 80 and 90 auto thefts in September.
- There are several factors as to why certain crimes are on the increase, but in regards to auto theft, one of the factors is directly correlated to the new state reform law. It is the offenders belief that they will not be apprehended and held accountable.



FWPD Historical Background

- **October 2006** the population of Federal Way was 86,350.
 - FWPD had **15 records** specialists and **118 police officers**.
- **November 2006**, Proposition #1 (Public and Community Safety Service Improvement Package) added **18 police officers (to 136 total)** and one additional records specialist.
 - Prop 1 brought the officer ratio to **1.59 officers** per 1,000 residents, an increase from **1.37**.
- **Recession 2008-2011**
 - May 2009 the police department stopped filling vacancies. Staffing dropped to **122 police officers**.
 - Eliminated criminal intelligence detective, some regular detectives, two pro-act officers, traffic officers (from 8 to 3), and records personnel (15 to 10).
 - Accordingly, some police services were de-prioritized.
- **Since 2014** we have steadily increased the officer numbers:
 - **137** police officers
 - Records remains at **10**



Police Chief's Recommendation

Changes in our public environment compel us to commit more resources. Providing the Police Department with additional staffing and resources will enhance public safety to impact gun violence and other crimes. These enhancements will send a strong message to our community that public safety is a priority and criminal conduct will not be tolerated.

- Police force of **150** police officers
 - **13** new positions will give us **1.49** officers per 1,000 residents
 - 13 police vehicles added to our fleet to accommodate each new position.
- Police force of **12** records specialists
 - Two new positions
- **15** additional police vehicles
 - Recruiting new-hires, retaining tenured officers.



Deployment Enhancements

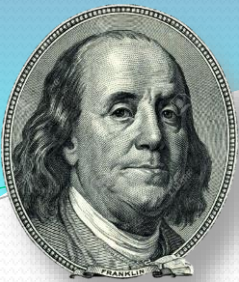
Deployment of 13 Officers:

- 6 patrol officers, one to each squad
- 4 pro-act officers
- 2 officers to SOU
- 1 officer to Traffic



Estimated Costs

- Salary + benefits for 13 police officers:
\$1,275,378 per year
- Salary + benefits for two records specialists:
\$126,386 per year
- Equipment & uniforms + BLEA registration:
\$183,000 one-time
- Hiring bonuses:
\$98,000 one-time
- 28 equipped patrol vehicles:
\$2,072,000 initially, \$259,000 per year replacement

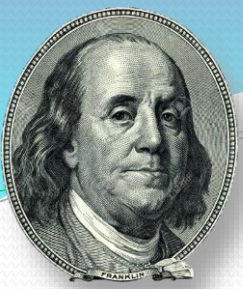


Can We Fund It?

Yes we can, but . . .

. . . four questions should be answered . . .

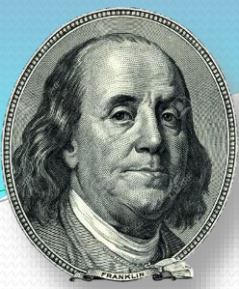
. . . two feasible options emerge



Questions to Answer

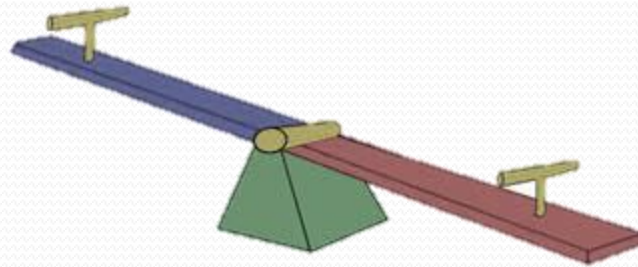
1. How do we find “extra money?”

- No such thing as “extra money”
- The formal budget process allocates all our resources to our top priorities
- Intermediate course correction obligations must contemplate citywide needs and consider future budget consequences



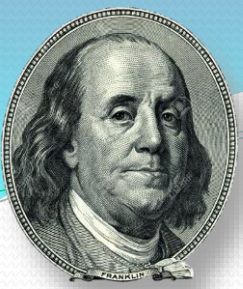
Budget Integrity

(A Policy-level Balancing Act)



Budget Integrity vs. Course Corrections

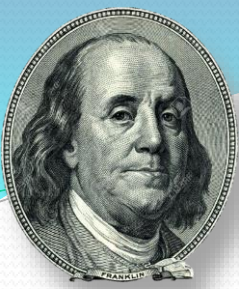
Our adopted, fully-vetted budget
allocates our limited resources
to our highest priorities



Questions to Answer

2. Are there any current-year savings?

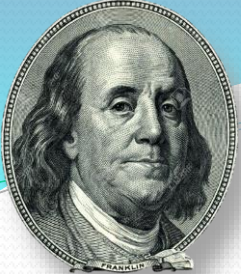
- 2021-2022 estimated jail cost savings \$1.5 million
 - \$1.0 million in 2021
 - \$0.5 million in 2022
- Existing vacancies \$123,000 (2022 forecast)
 - Savings decline as openings are filled
- Savings will actually fund most of 2022 cost



Questions to Answer

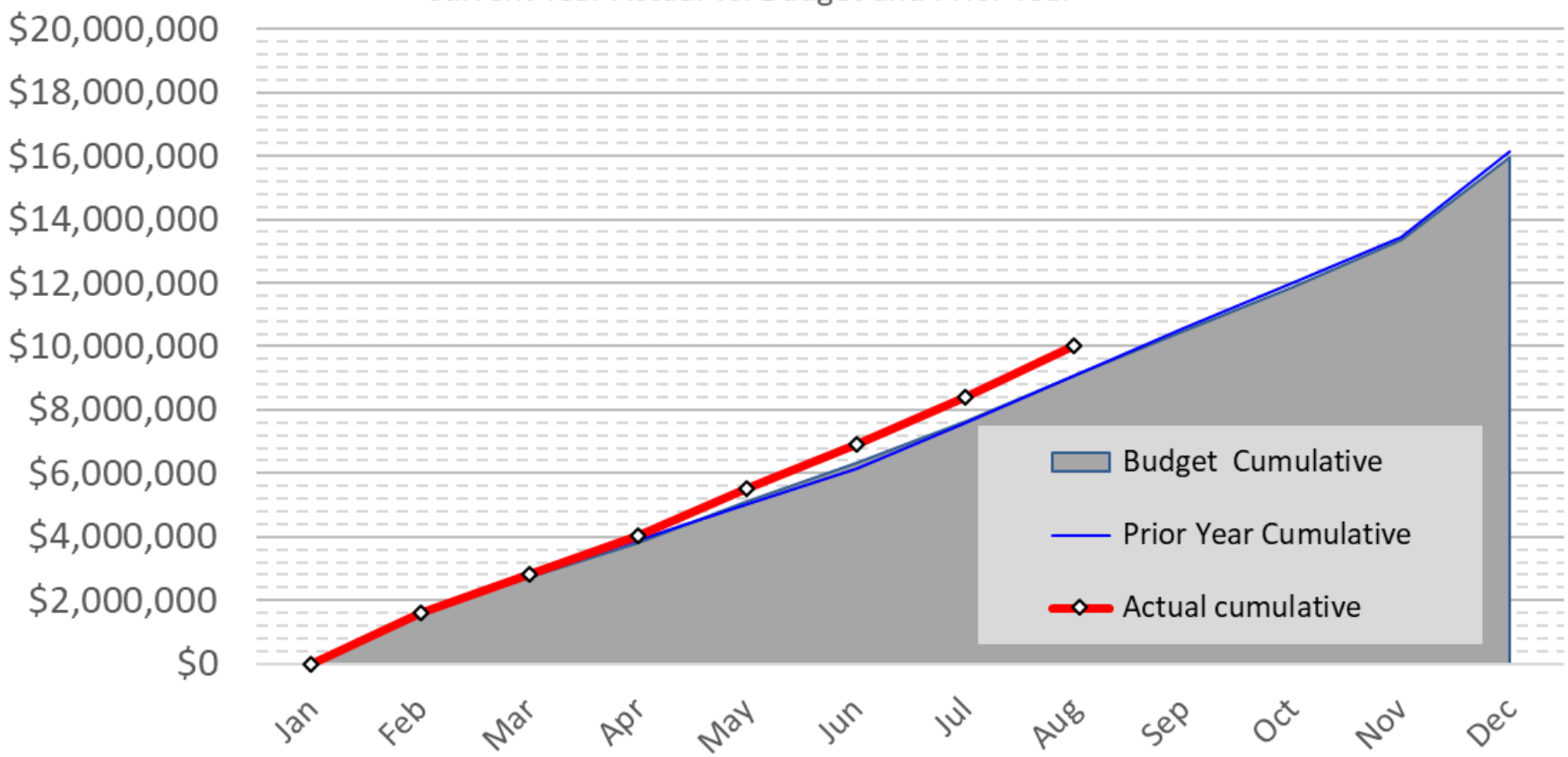
3. Is there any new revenue?

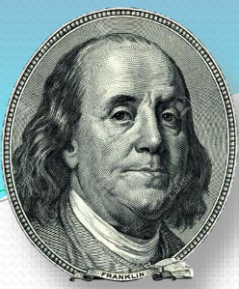
- Sales Tax revenue was forecast cautiously due to COVID and has been coming in favorably
- Committing \$478,000 in projected 2022 Sales Tax Revenue will fill that gap



Revenue

City of Federal Way - Sales Tax Revenue Received
Current Year Actual vs. Budget and Prior Year

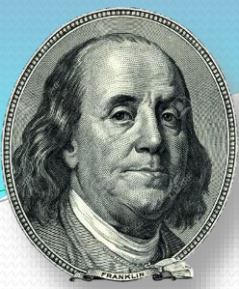




Questions to Answer

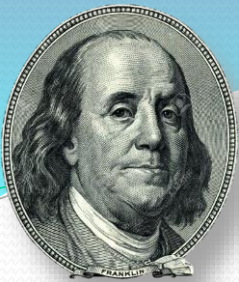
4. How are future years impacted?

- Adding *vehicles* increases annual reserve funding
- Adding *staff* increases annual budget commitment
- *Both* obligate future revenue – an estimated \$1,660,764 per year on-going



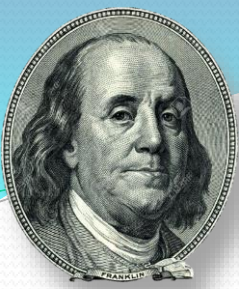
Two Options

- Without ARPA (the hard way)
 - Savings (already budgeted)
 - Sales Tax Revenue (budget amendment)
 - ARPA remains available for true one-time costs
 - Establishes trajectory now for future budgets
- With ARPA (the easier way)
 - Vehicle costs of \$2.1 million
(ARPA is already budgeted but not committed or restricted yet)
 - Sales Tax Revenue would be freed up for now



Two Options

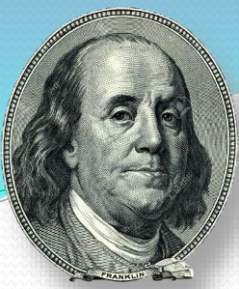
			Budget 2021-22	Budget 2022-23	Budget 2023-24
①	Option 1 - ARPA vehicles	Fund			
		GF	Commit ARPA revenue	\$ 1,702,000	\$ 370,000
		GF	Add'l Sales Tax Revenue	\$ 108,275	\$ 478,275
		Cap	Add'l Vehicle Cost	\$ 1,702,000	\$ 370,000
②	Option 2 - No ARPA	GF	Add'l Sales Tax Revenue	\$ 478,275	\$ 478,275
		Cap	Add'l Vehicle Cost	\$ 1,702,000	\$ 370,000



Finance Director's Recommendation

Either way, but with a “master plan”

- ARPA – every dollar spoken for
- General Fund Budget – every department, every program considered
- 2023-24 budget consequences

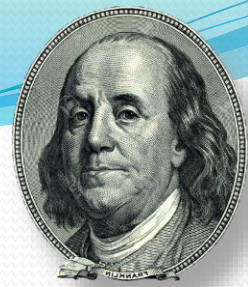


Next Steps

- Next Budget Amendment
 - Commit Increased Sales Tax Revenue
 - Increase expenditures – capital (vehicles), personnel, equipment equal offsetting amount

AND

- ARPA Master Planning Update



Conclusion

- ✓ Enhancing public safety
- ✓ Improving recruitment/retention
- ✓ Anticipating population growth

- ✓ Considering entire citywide budget
- ✓ Anticipating future priorities
- ✓ Spending within our means



End of Presentation

Questions?

