REDMOND CITY COUNCIL PUBLIC SAFETY COMMITTEE MEETING

Public Safety Media Conference Room 8701 160th Avenue NE Redmond, Washington

> Wednesday, March 10, 2010 4 p.m.

Council

David Carson Richard Cole (attending Councilmember) Hank Myers, Chair John Stilin

Mayor

John Marchione

Staff

Michael E. Bailey, Finance and Information Systems Director

Tim Fuller, Interim Police Chief Bob Oliver, Acting Fire Chief

Jane Christenson, Deputy City Administrator Malisa Files, Financial Planning Manager

Larry Gainer, Deputy Police Chief Russell Albertson, Fire Lieutenant Mark Hagreen, Police Commander

Anisha Hathiramani, Senior Financial Analyst Joseph McGrath, Senior Financial Analyst

Nina Rivkin, Chief Policy Advisor Shari Shovlin, Police Commander Elizabeth Adkisson, Deputy City Clerk

Meeting Summary

Convened: 3:58 p.m. Adjourned: 5:07 p.m.

Chair Hank Myers opened the meeting.

Police and Fire Overtime

Ms. Malisa Files, Financial Planning Manager, introduced Ms. Anisha Hathiramani, and Mr. Joseph McGrath, Senior Financial Analysts, who presented information on Redmond Police and Fire Departments Overtime:

Review of 2009 Overtime Expenditures:

- 86% of citywide expenditures are attributable to Public Safety
- Public Safety overtime expenditures equal 93% of general overtime (including levy funds)
- Citywide overtime costs decreased 16% in 2009 from the prior year (2008)

Major Contributors to Overtime:

- staffing model
- contractual issues
- Fire specific:
 - o sick and family leave
 - o off-duty injury
- Police specific:
 - o case completion
 - o field training
 - o 911 communications center

Management efforts to reduce overtime:

- Fire:
 - o instituted Fire management plan
 - o union collaboration helping to create qualified depth
 - o reviewed injuries and accidents to take corrective measures
 - o continued use of personal protective equipment (PPE)
- Police:
 - o managed staffing shortages and leave time requests
 - o scrutinized training requests
 - o continued work on dispatch overtime related to FLSA (Fair Labor Standards Act)

Comparison Jurisdiction Survey

- Cities surveyed based on neighboring jurisdictions and Economic Development Report
- not a direct comparison to Redmond due to:
 - o overtime is influenced by operating and staffing structures
 - o labor contract stipulations
 - o unique circumstances to each City/departments

Councilmembers discussed the reasoning for the topic – to aid with the upcoming budget cycle offers, to better understand where the overtime costs are coming from now that the department is fully staffed; and discussed level of service in relation to overtime costs.

Ms. Files asked for any questions in regards to the Public Safety Report previously distributed on March 30, 2010. General discussion ensued regarding the types of overtime hours worked, the utilization of floating officers and drivers, the concept of "acting up" a position of authority to fill voids (and how this fits into the overtime discussion), and the expected further decrease in overtime costs in the near future.

Councilmembers expressed appreciation for the analysis presented, and requested regular reports on overtime at future committee meetings.

Ms. Files stated that Public Safety Overtime is on the study session agenda for Tuesday, March 30, 2010.*

*Clerk's Note: Public Safety Overtime was rescheduled to the Redmond City Council Study Session Agenda for Tuesday, March 23, 2010.

Taser and Non-Lethal Weapons

Police Commander Mark Hagreen presented information on the use of tasers and non-lethal weapons by Redmond officers:

- there is a written training plan and usage policy in effect for all tools;
- there are three classes of tools:
 - 1) non-lethal
 - 2) less-lethal
 - 3) lethal
- tasers fall into the non-lethal tool category;
- the City has utilized these tools since 2000;
- each officer must pass the annual taser training and recertification exam;
- other tools utilized include "OC"/pepper spray (non-lethal);
- taser training is now included in Washington police academies so all hired officers have already undergone training for use prior to hire;
- benefits of cities using tasers include:
 - o 70% less claims for worker's compensation;
 - o 90% less claims related to officer injuries; and
 - o 70% less claims related to suspect injuries
- tasers are 90% effective usage brings a confrontation to an end without injuries to the officer and suspect;
- the current model used shoots darts up to 20 feet, incapacitating the subject, and thus bringing them into compliance without further injury;
- the average usage is 5-6 times a year, and only used when necessary; and
- the best tool an officer has is communication other tools utilized only when other options have been exhausted.

General discussion ensued regarding other non-, less-, and lethal tools used by Redmond Police Officers, situations in which an officer would utilize different tools, and the specifics of taser usage and effects.

Animal Control Services

Ms. Nina Rivkin, Chief Policy Advisor, presented information on Animal Control Services in the City of Redmond:

Background:

- animal care and control services provided by King County;
- this is not a mandated regional service;
- current Interlocal Agreement provides the following animal services to Redmond:
 - o shelter
 - o animal control/field services
 - o animal licensing
- cities do not provide a direct payment for services as the County retains animal license revenues and user fee revenues, including pet adoption and impound fees;
- recent audits were highly critical of shelter services/operations;

- new County policy parameters adopted in November 2009:
 - o shelter services discontinued as of January 31, 2010;
 - o discontinue animal control and licensing services (goal date: April 1, 2010, deadline: June 30, 2010), unless cities enter into full cost recovery contract with the County;
- parameters amended to provide additional time for development of a regional model to provide services and a transition strategy:
 - o shelter services provided through June 30, 2010;
 - o animal control and licensing services provided through June 30, 2010; and
- a regional County/Cities work group was created to discuss transition and restructuring of animal services.

Animal Services in the City of Redmond:

- the City has legal authority to establish an animal services program, however it is not required to provide such a program;
- the current interlocal agreement with King County includes:
 - o field services:
 - o shelter services:
 - o licensing services;

Regional Model for Animal Services:

- Regional Animal Services Work Group established to develop a regional model;
- Consists of staff from the King County Executive's Office and the Cities of Shoreline, Lake Forest Park, Redmond, Sammamish, Bellevue, SeaTac, Tukwila, and Kent;
- Group has been meeting since late January, and has developed Working Principles, a Purpose and Scope Statement, and an Interest Statement;
- Timeline:
 - o March 31, 2010: develop a recommended agreement in principle and process for developing a contract;
 - o May 15, 2010: contract developed to include service expectations, costs for services, and cost allocations; and
 - July 1, 2010: each interested city to approve contract in order to continue to receive services from King County;

City of Redmond Options of Animal Services:

- Regional model enter into agreement with King County;
- Sub-Regional Model staff from Redmond, Bellevue, and Kirkland are exploring a sub-regional option for:
 - o shelter services (possible collaboration with the Seattle Humane Society);
 - o animal control (provide sub-regionally, developing a cost and service model); and
 - o licensing services (Bellevue has issued a Request for Proposal (RFP) to gather information and offers from private companies for this service on behalf of eastside cities):

Next Steps:

• provide an update to Council in May in regards to the regional model contract and evaluation of all other options.

General discussion ensued regarding the specific number of calls for service in Redmond, pet licensing compliance in Redmond, and King County continued animal services coverage of unincorporated areas of county.