

Community Police Commission

Brandy Grant, Interim Executive Director

(206) 256-5545

<http://www.seattle.gov/policecommission/>

Department Overview

The Office of the Community Police Commission (CPC) is the administrative and policy support entity of the Community Police Commission. The CPC is charged with providing community oversight and input on the police reform efforts that are the subject of a Settlement Agreement between the City and the U.S. Department of Justice regarding police practices. Membership of the CPC was modified in 2017 through legislation addressing changes in civilian oversight of the police ([Ordinance 125315](#)). A 21-member board appointed by the Mayor, the City Council and the Community Police Commission governs the CPC. Each commissioner serves a three-year term.

The CPC provides an independent forum for dialogue and widespread input on the reform efforts embodied in the Settlement Agreement and Memorandum of Understanding established by the Department of Justice. Ongoing community input is a critical component of achieving and maintaining effective and constitutional policing.

The CPC leverages the ideas, talent, experience and expertise of the people of Seattle to ensure police services:

- fully comply with the Constitution of the United States;
- ensure public and officer safety; and
- promote public confidence in the Seattle Police Department and its officers.

In 2017, the CPC's role was further refined through legislation addressing changes in the civilian oversight of the police ([Ordinance 125315](#)). The CPC is still charged with fulfilling and prioritizing the responsibilities as specified under the Consent Decree and Memorandum of Understanding and its role now includes:

- reviewing and providing input to many city partners on the police accountability system, police services and the Seattle Police Department's policies and practices;
- engaging in community outreach to obtain the perspectives of the community on police-community relations, the police accountability system, police services, policies and practices and providing that input to other City departments;
- maintaining connections with representatives of disenfranchised communities and community groups; and
- advocating for reforms to state law that will enhance public trust and confidence in policing and the criminal justice system.

Budget Snapshot

| | 2019 Actuals | 2020 Adopted | 2021 Adopted |
|-----------------------------|------------------|------------------|------------------|
| Department Support | | | |
| General Fund Support | 1,545,691 | 1,847,285 | 1,712,564 |
| Total Operations | 1,545,691 | 1,847,285 | 1,712,564 |
| Total Appropriations | 1,545,691 | 1,847,285 | 1,712,564 |
| Full-Time Equivalent Total* | 9.00 | 9.00 | 9.00 |

* FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here

Community Police Commission

Budget Overview

The Community Police Commission (CPC) staffing was expanded in 2017 to meet the increased role described in the Police Accountability Ordinance. The 2021 Adopted Budget for the CPC includes salary adjustments for positions that were added and/or reclassified as part of that transition. The budget was also adjusted for minor Citywide technical changes which are described below. Funding is reserved in the City Attorney's office's adopted budget for future external legal fees, estimated at \$80,000, as determined by CPC leadership.

In 2021, the City Budget Office will be undertaking a study to examine opportunities for shared coordination of resources across the three police accountability entities, the Community Police Commission, the Office of the Inspector General and the Office of Police Accountability. This study will make recommendations regarding coordination of community engagement, communications, administrative support (e.g. accounting, human resources) or other functions. The recommendations could lead to budget or operational efficiencies but will ensure the independence of each entity.

City Council Changes to the Proposed Budget

The Council made no changes to the 2021 Proposed Budget.

Incremental Budget Changes

Community Police Commission

| | Dollars | FTE |
|--|--------------------|-------------|
| 2020 Adopted Budget | 1,847,285 | 9.00 |
| Proposed Operating | | |
| Increase salary and benefits for reclassification of positions | 108,751 | - |
| Proposed Technical | | |
| Adjustment for One-Time Budget Changes | (280,000) | - |
| Citywide Adjustments for Standard Cost Changes | 29,464 | - |
| Baseline Adjustments for Personnel Costs | 7,064 | - |
| Total Incremental Changes | \$(134,721) | - |
| Total 2021 Adopted Budget | \$1,712,564 | 9.00 |

Description of Incremental Budget Changes

Proposed Operating

Increase salary and benefits for reclassification of positions

| | |
|---------------------|-----------|
| Expenditures | \$108,751 |
| Position Allocation | - |

This change increases the salary and related fringe benefits for the reclassification of positions that CPC has done

Community Police Commission

over the last three years. The following changes were made:

- Strategic Advisor 2, Exempt to an Executive 3
- Strategic Advisor 1, Exempt to a Strategic Advisor 2, Exempt
- Public Relations, Sr to a Strategic Advisor 1, Exempt
- Planning and Development, Supervising to a Strategic Advisor 1, Exempt

Proposed Technical

Adjustment for One-Time Budget Changes

Expenditures \$(280,000)

This item includes budget adjustments for one-time changes in the 2020 Adopted Budget including external legal fees and funding for CPC's 2020 workplan items including a strategic plan, an executive search, a complainant appeals task force, and organizational development.

Citywide Adjustments for Standard Cost Changes

Expenditures \$29,464

Citywide technical adjustments made in the baseline phase reflect changes to internal services costs, including rates from the Department of Finance & Administrative Services, Seattle Information Technology Department, Seattle Department of Human Resources, and for healthcare, retirement and industrial insurance charges for the department. These adjustments reflect initial assumptions about these costs and inflators early in the budget process.

Baseline Adjustments for Personnel Costs

Expenditures \$7,064

This centrally administered change adjusts appropriations to reflect an annual wage increase, as outlined in the agreements between the City and the Coalition of Unions, for personnel costs included in this department's baseline budget. This includes increases to salary, FICA, Medicare, family medical leave, retirement, overtime and temporary labor. There is no increase assumed from 2021 to 2022. This does not include a 2021 salary increase for non-represented Executives, Managers and Strategic Advisors.

Expenditure Overview

| Appropriations | 2019 Actuals | 2020 Adopted | 2021 Adopted |
|--|------------------|------------------|------------------|
| CPC - BO-CP-X1P00 - Office of the Community Police Commission | | | |
| 00100 - General Fund | 1,545,691 | 1,847,285 | 1,712,564 |
| Total for BSL: BO-CP-X1P00 | 1,545,691 | 1,847,285 | 1,712,564 |
| Department Total | 1,545,691 | 1,847,285 | 1,712,564 |
| Department Full-Time Equivalents Total* | 9.00 | 9.00 | 9.00 |

** FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here*

Community Police Commission

Budget Summary by Fund Community Police Commission

| | 2019 Actuals | 2020 Adopted | 2021 Adopted |
|------------------------------|------------------|------------------|------------------|
| 00100 - General Fund | 1,545,691 | 1,847,285 | 1,712,564 |
| Budget Totals for CPC | 1,545,691 | 1,847,285 | 1,712,564 |

Appropriations by Budget Summary Level and Program

CPC - BO-CP-X1P00 - Office of the Community Police Commission

The purpose of the Office of the Community Police Commission Budget Summary Level is to leverage the ideas, talents, experience, and expertise of the community to provide ongoing community input into the development of the Seattle Police Department reforms, the establishment of police priorities, and facilitation of police/community relationships necessary to promote public safety.

| Program Expenditures | 2019 Actuals | 2020 Adopted | 2021 Adopted |
|--------------------------------|-------------------------|-------------------------|-------------------------|
| Office of the Community Police | 1,545,691 | 1,847,285 | 1,712,564 |
| Total | 1,545,691 | 1,847,285 | 1,712,564 |
| Full-time Equivalents Total* | 9.00 | 9.00 | 9.00 |

**FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here*