

Police Department Position Adds

In order to ensure the safety of our community and to support the ongoing development, the mid-biennium proposes two new positions in the police department general fund to better position the city to continue to deliver quality services to the citizens and facilitate the growing needs of the police department.

In 2017, City Manager Brad Miyake authorized the Police Department to hire Etico Solutions for a resource allocation study. The purpose of this analysis was to create a better understanding of our department's needs now and into the future.

The consultant took a careful look at all divisions within the department, using a variety of methods to evaluate staffing data and workload. In total, Etico indicated additional staff may be needed in order to keep pace with forecasted growth in the city. After reviewing this analysis, the Police Chief has recommended to the City Manager that the department should immediately move to create two positions: one in the Property & Evidence Unit and another in the Investigations Division.

The addition of a Detective in the Special Assault Unit (SAU) is due to increased investigations that are currently being assigned to the Bellevue Police Department. The addition of a Property Evidence Technician is to address the critical shortage of staffing in the Property Room, which mirrors the recommendation from an outside agency audit of the unit completed in 2013. The unit's ability to purge unneeded property through disposal and destruction cannot currently keep pace with the rate at which property is being added. There is an immediate danger of running out of room for property storage, which is over 90% full, which if it does reach 100% would necessitate the purchase/rental of more storage space.

The Police Department embarked on a two-year concentrated effort to fill all patrol vacancies – which was successful. An ongoing conversation within Police department leadership has been whether to add additional positions to the Patrol Division. While forecasted growth will certainly impact the department, after considering several factors, the Police Chief believes the two positions above will address the immediate needs of the Police department.

In the coming months and years, the Police department executive leadership team will continue to monitor department's workload and appropriate staffing levels and participate in citywide discussions about how to balance community needs across the entire spectrum of services. With these two added positions, the Police department is setup to succeed heading into 2020.