

CITY OF BELLEVUE
CITY COUNCIL

Summary Minutes of Study Session

October 16, 2017
6:00 p.m.

Council Conference Room
Bellevue, Washington

PRESENT: Mayor Stokes, Deputy Mayor Chelminiak, and Councilmembers Lee, Robertson, Robinson, Simas¹, and Wallace

ABSENT: None.

1. Executive Session

The meeting was called to order at 6:06, with Mayor Stokes presiding. There was no Executive Session.

2. Study Session

- (a) Review of Transportation Development Code Requirements for Transportation Management Program (TMP) at Large Real Estate Developments

Mayor Stokes introduced discussion regarding Transportation Management Program (TMP) requirements.

City Manager Brad Miyake recalled that the current requirements were adopted in 1995. Last year, staff asked the Transportation Commission to review the current requirements and to evaluate their effectiveness.

Mr. Miyake noted that the Council received a briefing from staff and the Transportation Commission in September regarding the initial review phase. At that time, the Council directed staff and the Commission to proceed with detailing the code revisions and developing the administrative guidance to advance the recommended changes. Mr. Miyake said the work has been completed, including public outreach. The Transportation Commission voted unanimously to recommend the code revisions to be presented this evening.

¹ Councilmember Simas arrived at 6:46 p.m.

Mike Ingram, Senior Transportation Planner, presented the recommendations for code revisions to the Transportation Management Program (TMP) requirements. He said a TMP is an agreement established at the time of a real estate development project's permitting that obligates the project owner/manager to limit or reduce project impacts on transportation. A transportation coordinator is typically designated for the building and is responsible for posting information about transit and ride sharing opportunities, facilitating ride matching, designating preferred spaces for carpools and vanpools, establishing a subsidy for employees who use transit or carpool/vanpool, and establishing a guaranteed ride home program. He said the agreements typically extend for the life of the building or development.

Mr. Ingram said there are similar requirements for large employers through the Commute Trip Reduction (CTR) program. There are currently 57 work sites in the program citywide. He said the framework for the program was updated in 2008, and it is more flexible than the TMP. He said there is some overlap in the two programs. However, there are 11,000 employees in buildings with TMP agreements who do not work for large employers with CTR programs.

A survey of employees in TMP buildings was conducted April-May 2016, and an online open house was held during the summer of 2016. Following the Council briefing in September 2016, staff worked with an informal stakeholder group for four meetings. A second online open house was held this summer, followed by a public hearing before the Transportation Commission in September.

Mr. Ingram described six recommended changes to the TMP code: 1) fix elements that are outdated or ineffective, 2) revise the performance goal applicable to buildings in the Downtown Office (O) district, 3) extend the performance goal to Office uses citywide, 4) add flexibility to implementation measures, while maintaining minimum requirements, 5) develop and maintain a TMP Implementation Guidelines document, and 6) increase building size thresholds for minimum TMP requirements.

The current performance goal for trip reduction requires reducing the drive-alone rate by 35 percent over 10 years. Mr. Ingram said this can result in significant disparity between buildings in which buildings that start out with a fairly low drive-alone rate end up with a very aggressive goal. He said the City also found that the 35 percent goal is unrealistic over a 10-year timeframe.

Vic Bishop, Transportation Commission Chair, spoke regarding the code revisions to provide consistent requirements for office uses citywide, set the performance goal by zones (Downtown versus outside of the Downtown), and to provide options for implementation activities. He said the proposed change to apply consistent requirements to office uses citywide addresses performance goals, measurement surveys, and parking costs itemized in building leases. It also recommends eliminating provisions that are outdated. For example, information on alternative travel modes can be posted online versus posting physical notices in buildings.

Mr. Bishop noted the proposed revision to the performance goal to change the requirement for reducing single-occupancy vehicle usage by 35 percent over 10 years, to a goal that is applied by

zone (Downtown versus outside of the Downtown). The purpose is to link the performance goal to the average performance accomplished at Commute Trip Reduction (CTR) worksites.

Responding to Councilmember Robinson, Mr. Bishop said the current CTR averages are 53 percent SOV usage in the Downtown and 72 percent SOV usage outside of the Downtown.

Responding to Mayor Stokes, Mr. Ingram said the performance goal was one of the TMP areas that is not working well, and there are areas that can be improved. Mayor Stokes said the new performance goals are not clear in the agenda materials or the presentation so far. Mr. Ingram said that the performance goals or target levels are in the implementation guidelines.

Mr. Bishop said the current CTR averages of 53 percent SOV usage in the Downtown and 72 percent SOV usage outside of the Downtown are the new performance goals. He said some buildings are already meeting the goals.

Responding to Councilmember Lee, Mr. Bishop confirmed that the CTR program is a state program. Mr. Bishop said the CTR program applies citywide, and the TMP currently applies only to the Downtown. Mr. Lee questioned whether the City has talked to property owners about the change in the performance goal. Mr. Ingram said the TMP conditions are set at the time of the original development, and they only apply to new buildings. In further response, Mr. Ingram said the new performance goals are consistent with current CTR performance levels.

Mr. Lee questioned why the goals are not higher than current performance. Mr. Bishop said the new goals are more challenging because it applies to mixed use and not just large employers. Mr. Ingram said some buildings will need to work toward the goals for a number of years.

Councilmember Robinson said the proposed change appears to be less strict than the current performance goal. She questioned how the proposed code changes align with efforts to reduce carbon emissions. Mr. Ingram said the proposal is to continue to require the same level of activity as provided in the current code, but to allow for more flexibility. The current code requires the building owner to ensure that individuals using non-SOV transportation receive a \$15 subsidy. The proposal going forward is to update the subsidy and to provide additional options including providing a shuttle service to and from a transit hub or adjusting parking provisions for the building.

Ms. Robinson noted the proposed change that raises the threshold for meeting TMP requirements. Mr. Ingram said staff and the Transportation Commission do not see it as a relaxation of the requirements in substantive terms. In further response to Ms. Robinson, Mr. Ingram said impact fees do not directly relate to TMP requirements.

Councilmember Robertson said the purpose of the TMP is to address the traffic impacts of new large buildings. Referring to Ms. Robinson's comments, Ms. Robertson stated her understanding that the issue of greenhouse gas emissions is not a component of transportation mitigation. Ms. Robertson said emission levels are a measurable impact that is handled through SEPA (State

Environmental Policy Act) review and land use permits. It is not dealt with in the transportation mitigation package. Mr. Ingram confirmed that understanding.

Continuing, Mr. Bishop said the overall requirements for the level of implementation are set at the same level as the current code, but there is flexibility under the proposed code revision. Building owners and managers can select what is appropriate for their site to achieve the goal.

Responding to Councilmember Wallace, Mr. Bishop said a building owner or manager will be able to choose measures to achieve a more attainable goal for their site. Mr. Bishop said the goals are based on CTR performance because they are seen as more reasonable. He said the CTR goals are substantially higher than the requirements in the Land Use Code or Comprehensive Plan. He said there is room for improvement.

Mr. Bishop said the building owner is accountable, and the penalty for not meeting the performance goal is the insurance bond. Under the code, if a building owner or manager is not making any attempts to comply with TMP requirements, the City could ask them to post an insurance bond and force them to do certain things. Mr. Bishop said that system has been in place for 25 years and it has never been implemented. The proposed change is intended to make the building owner or manager accountable for making a good faith effort. Mr. Ingram said “good faith effort” is defined in the code and has been effective.

Continuing, Mr. Bishop described a table showing the proposed changes to the thresholds for meeting TMP requirements based on the size of the building. Those requirements relate to posting and distributing information and providing a transportation coordinator. Mr. Ingram said transportation information is now readily available online.

Mr. Ingram said staff is seeking Council direction to prepare an ordinance with the proposed code revisions for adoption during a future Council meeting.

Councilmember Wallace said he supports the recommendations. He said the issue arose because a property owner said the current code is vague and enforceable, and the City responded by reviewing and updating the TMP. He said the proposed changes reflect a good balance, and he likes the prescriptive aspect. Mr. Wallace said the different elements listed for larger properties, particularly office buildings, make good sense. For example, he likes that the code provides options such as pickup and drop-off locations. He believes that ride sharing will increase that need.

Mr. Wallace noted language that requires leases to separate parking costs and the rental of tenant space. He said developers are unlikely to check the TMP for their lease requirements. He wondered whether the code language should state that they cannot bundle the parking into the rent, whether or not that is stated in the lease. Mr. Wallace expressed concern about requiring the language in a lease.

Mr. Wallace noted language stating: “The minimum stall rate cannot be less than the cost of a transit pass, or a fraction thereof.” He questioned the definition of “a fraction thereof,” which he

suggested could be higher than one. He wants to be sure, if the City is going to tie parking to the transit pass cost, that it not be more than one.

Mr. Wallace said some thought should be given to tandem stalls, carpool stalls, electrical vehicle stalls, and other types of stalls where there might be a reason to incentivize lower costs or to provide free parking for those stalls.

Mr. Wallace suggested that, if a building chooses not to charge for parking on its property, the City should not be inadvertently requiring them to charge for parking under the TMP revisions.

Mr. Ingram said the end user aspect is not regulated. He said the challenge is how to extend the current requirements citywide when the actual performance is different. Currently, the Downtown stall price is not less. It should be, at a minimum, the cost of a two-zone transit pass. That is where the language regarding “fraction” comes in. At this time, the fraction is based on the cost of a two-zone transit pass. Mr. Ingram said that is based on the relationship between the tenant and the property owner. The charge to the end user is not directly addressed in the TMP.

Councilmember Wallace posed a scenario in which a developer builds an office building of 400,000 square feet and falls under all of the requirements. However, the building owner or manager does not want to charge everyone for parking. Mr. Wallace suggested that the City cannot then say that the building must comply with the TMP requirements and charge everyone for parking. Mr. Wallace said he is comfortable with requiring that, if monthly parking rates are charged, the cost cannot be lower than the cost of a transit pass. However, he does not want to prevent free parking for retail customers. Mr. Ingram said the revisions are not intended to effect the end user cost for parking.

Mr. Wallace expressed support for the proposal and for bringing an ordinance forward for Council action.

Councilmember Robinson thanked staff and the Transportation Commission for their work. She acknowledged that the City is not mitigating environmental impacts through the TMP. However, she questioned whether the King County-Cities Climate Collaboration (K4C) principles informed the performance goals. She would like to know that the TMP is consistent with K4C principles and goals related to reducing greenhouse gas emissions.

Mr. Ingram said yes, to the extent that there are trip reductions. He said the proposed activities appear to have a beneficial impact, based on the data, in reducing the number of trips. He said the regulations do advance transportation and environmental goals.

Councilmember Lee expressed support for Councilmember Wallace’s comments. Mr. Lee said he supports the proposed revisions to the TMP code.

Mayor Stokes concurred. He said transportation options are changing so quickly, and some of the current assumptions will need to be reviewed and potentially adjusted in the future. He opined

that the proposed code sets up a good framework and process for doing that and for addressing issues that might arise. He thanked the Commission and staff for their work.

Mayor Stokes noted a Council consensus to direct to staff to prepare an ordinance for Council action during a future meeting.

Councilmember Wallace said he would like a response to the issues he raised. He noted the threshold for apartment buildings of 200 units.

(b) Update on the City's Diversity Advantage Initiative

City Manager Miyake introduced staff's update regarding the City of Bellevue Diversity Advantage Plan. He said the diversity team was moved to the City Manager's Office given the importance of diversity issues to the City. Many of the 2017 items have been completed or are underway. He said no action is being requested of the Council at this time.

Elaine Acacio, Diversity and Inclusion Administrator, said the purpose of tonight's agenda item is to provide an update on the 60 items in the Diversity Advantage Plan. She recalled that the plan was adopted in 2014. She thanked the Council for its vision of "Bellevue Welcomes the World" and "Diversity is our Strength." She said the Council's support has enabled staff to evaluate policies and practices and to work with the community. She said the diversity program focuses on a number of issues including how to enhance access to government and inclusion in City processes, and how to incorporate equity into decisions and planning.

Mark Manuel, Diversity Outreach and Engagement Administrator, recalled that the Diversity Advantage Plan was adopted in 2014 following a two-year process of working with the community, partners, and stakeholders. The 60 items contained in the plan fall into the following categories: human services, public safety, education, economic development, and civic engagement.

Ms. Acacio noted the initiative commitment to keep growing as a culturally competent organization and community. Issues include providing a safe and welcoming living and working environment, training and hiring culturally competent staff, and engaging cross-cultural community life. Ms. Acacio said staff identified the following areas of focus: 1) expanding impact, 2) programming, initiatives, and partnerships, and 3) training and development. She said the diversity team serves as the catalyst and driver for this work, pursuant to the leadership of the Council, City Manager, and department staff. She noted the importance of building the City's capacity through the creation of allies and teams.

Mr. Manuel said the Bellevue Diversity Advisory Network (BDAN) has been working to learn more about City departments and functions and attending public events. The network is developing ideas to improve outreach and engagement and will be connected within a total City team. As with the One City concept, the network's outcomes need to be in alignment with City functions. The network hosted an event called "Playing for Change." The group will begin to develop and implement a community-based cultural group mapping process.

He described the Volunteer Bridge pilot project, a partnership with the United Way of King County and the English Language Learners Alliance. The pilot program hosted 20 individuals from 16 countries with the objective of addressing civic engagement. Mr. Manuel said he consistently meets individuals who are interested in becoming involved.

Mr. Manuel described the City's efforts in collaborating with a number of organizations and coalitions including the Eastside Refugee Immigrant Coalition, Eastside Race and Leadership Coalition, Leadership Eastside, Eastside Human Services Forum, Eastside Pathways, and the King County Equity and Inclusion initiative. He noted the City's involvement in Welcoming Week, which was spearheaded by the Eastside Refugee Immigrant Coalition.

Ms. Acacio said the diversity program is expanding its impact through organizational teams composed of department diversity liaisons and Employee Resource Groups. The latter provide the opportunity to address collective and diverse ideas, experiences and perspectives, as well as the challenges of inclusion and enhanced shared leadership.

Moving to programming and initiatives, Mr. Manuel said the City is committed to providing opportunities for community members to explore, share and learn together. He noted the City's commitment to the concept of "Bellevue Welcomes the World," but said it is ultimately up to the community to determine whether the City is accomplishing that goal. He said the City is involved in 20 public programs annually to provide opportunities for involvement and engagement. He noted that a list of 2017 program highlights was provided to the Council.

Mr. Manuel said public safety and economic development are key focuses of the Diversity Advantage Plan. The Fire Department's Office of Emergency Management recently provided training focused on access and functional needs for vulnerable populations. The Police Department has been working with numerous community advisory boards of Latino, LGBT, African-American, Muslim, and Asian community members. An online reporting tool has been implemented to capture bias-related incidents. The Police Department is also reaching out to the community in several languages. He noted a video in Spanish developed by the Police Department Latino Advisory Board.

In the area of economic development, Mr. Manuel highlighted the Startup 425 workshops, whose attendees reflect 60.1 percent who identify as non-white, 74.5 percent who identify as female, 25.5 percent with less than a college degree, and 31.4 percent who earn less than \$51,000 annually. He noted that Bellevue's median income is estimated at \$113,000.

Ms. Acacio described the Diversity Talent Hiring Initiative involving the Human Resources Department. The focus of the program is how to train hiring managers in new processes and how to make diversity hiring a priority. The Human Resources Department and the diversity team developed the Hiring for Equity Manual to assist recruiting and hiring managers. This initiative includes the Supported Employment Program which provides opportunities for individuals living with cognitive disabilities, with the support of a job coach. The program was implemented approximately 18 months ago, and eight employees are working in five different departments.

Ms. Acacio said the City was nominated by the Governor's Committee on Disability Issues for the Governor's 2017 Employer Award.

Ms. Acacio described the Procurement Diversity and Inclusion Plan (PDI), which is a partnership with the Finance Department's procurement and contracting processes. The plan includes three components: outreach and engagement, inclusion opportunities, and process improvement through assistance with the request for proposal (RFP) application process and evaluative criteria. As part of the first two components, Ms. Acacio said staff is working to host its first diverse vendor fair on December 9, which will provide concurrent workshops on the procurement process.

The Diversity Advantage Plan includes a language access component to respond to the 99 different languages being spoken in Bellevue homes. She noted citywide efforts for the translation of written materials, interpretation services at meetings, and physical access to meetings and programs. She said there are language navigators at City Hall and the Mini City Hall, and the City maintains a list of third-party vendors that provide interpretation and translation services. Ms. Acacio said the diversity program continues to create resources and training related to Title VI and ADA (Americans with Disabilities Act) requirements.

Ms. Acacio said the departmental three-year diversity work plans allow department team members to better understand their roles in moving the Diversity Advantage Plan forward. Representatives from each department participated in a four-hour visioning workshop to review the plan's recommendations and to introduce an equity lens. The departmental work plans will further drive the attainment of the 60 recommendations in the Diversity Advantage Plan. Ms. Acacio thanked the City Manager for setting expectations regarding the need for those conversations. She said a staff event was held this summer after the protests in Charlottesville, Virginia, to discuss the implications for us as individuals and as public servants. Ms. Acacio said one of the tenets of cultural competence is how to have effective interactions between cultures. One of the key lessons of the event was the importance of learning from each other.

Mr. Manuel spoke about training and development in the areas of human services, public safety, education, economic development, and civic engagement. Training and development for the community includes racial equity training for human services agencies and community presentations for organizations, classes, and events. Ms. Acacio said training and development within the organization has resulted in 47 percent of City staff undergoing Cultural Competence training from 2015 to 2017. This is strong progress toward the goal of training at least 50 percent of the organization within five years of the adoption of the Diversity Advantage Plan. Additional training addresses implicit bias.

Mr. Manuel highlighted the 2018 priorities for staff's work with the community: 1) completion of the Bellevue Diversity Institute Public Outreach and Program Study, 2) increased coordination with Eastside cities regarding diversity initiatives, 3) continued work by the Bellevue Diversity Advisory Network (BDAN), and 4) culturally based community group mapping. An internal staff team completed the RFP for the Bellevue Diversity Institute study and anticipates hiring a consultant within the next week to complete this work over approximately six months.

Ms. Acacio said the 2018 organizational priorities are: 1) continued development of staff efforts and teams, 2) training (i.e., implicit bias awareness, cross-cultural communication), 3) adoption of the ADA Transition Plan, 4) initiatives described earlier (i.e., Procurement Diversity Inclusion Plan, language access related to customer service, and Title VI), and 5) continued development of systemic change through the 2018-2020 departmental work plans. The City is in the process of hiring the ADA coordinator.

Councilmember Simas questioned the Startup 425 workshop outreach and participants. Mr. Manuel said the diversity team's role has been to support economic development staff's efforts by providing education materials at community events and through the dissemination of information online and through the diversity distribution list, the latter of which reaches 2,500 individuals.

Councilmember Robinson thanked the City Manager for his support and staff for their hard work on the Diversity Advantage Plan. Responding to Ms. Robinson, Mr. Manuel said the diversity team has engaged the Bellevue Network on Aging in its work. He said a member of the Bellevue Diversity Advisory Network is a representative of the Bellevue Network on Aging.

Ms. Robinson questioned whether the City's performance data measures residents' satisfaction with the City's diversity efforts. Mr. Miyake said it would be good to incorporate that into the next community survey.

In further response to Ms. Robinson, Ms. Acacio said the City recently finalized a service with a vendor to establish 800 numbers in the top 10 languages spoken in Bellevue to better assist the public.

Councilmember Lee expressed appreciation for the vision, targets, and accomplishments of the Diversity Advantage Plan. However, he feels that Councilmembers are completely left out of the process. He is pleased to have the City Manager's commitment to the work of the diversity team and other departmental staff. Mr. Lee asked staff to keep in mind that Councilmembers can be good assets in these efforts. He encouraged an approach to enhance the visibility of the City's efforts to the public. Mr. Lee noted his ongoing interest in establishing a multicultural center in Bellevue. He complimented staff for their efforts to enhance language access to City services, programs, and involvement.

Councilmember Lee recalled that he and Councilmember Slatter advocated for the Women and Minority Owned Business Enterprises (WMBE) program and for bringing in a consultant to work with City staff. He questioned the results in that area. Mr. Lee said he would like more information on the December diverse vendor fair.

Mr. Lee questioned the Startup 425 workshop series. Mayor Stokes noted that the workshops were discussed during the economic development update the previous week. Mr. Lee said he recalled that, but he requested more information regarding the relevance to the diversity program work.

City Manager Miyake concurred with the importance of the Council's visibility, noting that the Council's adoption of the Diversity Advantage Plan is widely recognized within the community. The Council's vision statement reflects the strong level of commitment as well, and staff welcomes further involvement by Councilmembers.

Councilmember Lee said the Council's involvement is more than a vote on supporting policies. He said there needs to be a continuing effective interaction.

Mayor Stokes noted the importance of the Council's policy decisions that start initiatives in motion. He said Councilmembers are invited to and participate in many cultural events throughout the community. However, Mr. Stokes said he was not sure whether it is necessary for Councilmembers to be closely involved in working with staff.

Councilmember Lee said he has been asking to be more involved for some time. He observed that he does not see any Councilmembers in the photos included in the presentation.

Councilmember Robinson said she participated in the Cultural Competence training. Mayor Stokes acknowledged Councilmember Lee's point.

Deputy Mayor Chelminiak agreed that Councilmembers are not always used well for certain opportunities. He recalled that, in 1993, the Council adopted a plan that was aimed at dealing with the problem of diversity. In recent years, the Council determined that the City needed to revisit and update that plan with the concept of diversity as an advantage. As a Councilmember, Mr. Chelminiak said he is proud of the Council's vision statement regarding diversity. He said it is a great example of Council leadership within the community over many years. He noted that every Councilmember has embraced the vision.

Mr. Chelminiak noted that he serves on the Bellevue Convention Center Authority (BCCA) Board for the Meydenbauer Convention Center and theatre. He said the use of the theatre has changed dramatically over the past several years to include more culturally diverse events, which are often targeted toward families. Mr. Chelminiak said those events are one venue for multicultural community events, which often involve individuals from other cities.

Mayor Stokes thanked City staff for providing a weekly list of upcoming events. He said he and Councilmember Lee, as well as City staff, attended the Ukrainian Festival for the past two years. Mr. Stokes noted the City's involvement in the Flavors of India event for several years. He reiterated that it is not necessary to have Councilmembers working directly with staff. However, Mr. Stokes encouraged a focus on raising awareness and enhancing involvement. He said he has heard from many that Bellevue is a regional leader in its efforts to address the benefits of diversity.

Councilmember Wallace expressed support for staff's work. He thanked Deputy Mayor Chelminiak for coining the phrase "Bellevue Welcomes the World." Mr. Wallace commended the benefits of the Diversity Advantage Plan's impact on policing in Bellevue as well. He said

the Council's role is to focus on policy and not to function as staff who implement the policies and objectives on a day-to-day basis.

Noting the time left in the Study Session, City Manager Miyake suggested addressing the City Manager's Report items from the Regular Session agenda.

3. City Manager's Report [*Regular Session Agenda Item 6*]

(a) Bellevue Police Department Tomorrows Program

City Manager Miyake noted that the Tomorrows Program is the Police Department's approach toward meeting its strategic goals to public safety.

Police Chief Steve Mylett described the Bellevue Police Department's Tomorrows Program. During his first six months with the City of Bellevue, he conducted an inventory and assessment of the Police Department. He found a department that was staffed with talented and dedicated employees who are eager to protect and serve the public. He identified opportunities to further professionalize the organization and to engage the community in a more comprehensive way. However, overall, the Police Department was functioning well and serving the community well.

Chief Mylett said the Police Department worked to establish the new vision statement: "We will strive to deliver the highest standard of police services to the public by working in partnership with the community, embracing diversity, building trust, and embodying transparency." The mission statement was modified as follows: "To provide a safe place to live, work, and visit through quality law enforcement practices delivered by dedicated professionals. We focus our efforts to reduce crime, reduce the fear of crime, and enhance the quality of life for all who call Bellevue home." He noted that certain police agencies do not focus on the goal of reducing the fear of crime, which can paralyze a community.

The Police Department's guiding principles address respect for all; integrity; accountability to the public, to the City, and to each other; and service to all regardless of who you are or where you are from. Chief Mylett said the department established a strategy to ensure it was contributing to achieving the Council's vision that "Bellevue Welcomes the World" and "Diversity is our Strength." The outcome of the strategy planning session was the foundation of the Tomorrows Program.

Chief Mylett described efforts to identify past successes, failures, and missed opportunities in order to better position the Police Department for success. He said staff scrutinized current conditions to ensure that lessons from the past inform future efforts.

The three components of the Tomorrows Program are: 1) community engagement and connectivity, 2) systems and process improvement, and 3) employee focus and recognition. Chief Mylett said it is essential to develop and maintain a strong relationship with the community. One action to establish relationships based on trust was the implementation of the Sector Captain Program, which provides one point of contact for citizens to access services from

the Police Department. Chief Mylett said the department has received a lot of positive feedback from the community regarding that program, and he is working to create a Sector Sergeant Program to augment the Sector Captain Program.

Chief Mylett said the Police Department is working closely with other City departments to build deeper diversity within the department. He said the department commissioned six advisory councils organized to focus on the African-American, Muslim, Asian Pacific Islander, LGBTQI, Latino, and interfaith communities. Their role is to advise, guide, and educate the Police Chief and the entire department. The department will establish an Eastern European Council and Student Advisory Council in the near future.

He described the Police Department's efforts to educate the community about crime, including the creation of video blogs to communicate information to interested individuals. Topics include what to do if you are contacted by a Police Officer (e.g., keep your hands on the steering wheel if stopped while in a vehicle) and how to avoid being a victim of a crime and scams. Chief Mylett said they receive great ideas from the public. The Police Department, in partnership with the advisory councils, conduct town hall forums and safety forums.

Chief Mylett said the department challenges its systems and processes on an ongoing basis to identify and implement improvements. Initiatives implemented to date include commissioning self-directed work teams, which include residents, the business community, faith-based groups, City employees, and subject matter experts. Topics addressed to date include recruitment, hiring, retention, and media relations. Chief Mylett said the Police Department worked with members of the media to help the department develop a close working relationship based on respect and trust. He said the Police Department's COMPSTAT (Compare Statistics) program will be opened to the public in the near future to share information and to develop strategies for the most effective deployment of resources. The COMPSTAT program enabled the Police Department to dismantle several large criminal organizations involved in property crimes.

The Police Department has been restructured in rank, position, unit, and division using the HPO (High Performance Organization) model to assist in creating an efficient and effective operation. With regard to the employees focus track, he said Bellevue consistently receives high ratings from the community regarding public safety, which is directly attributable to Police Department personnel. An employee recognition program was established to celebrate exceptional performance based on the department's guiding principles. Chief Mylett said the largest group of employees in the Police Department are first-line supervisors (sergeants), which is also the group of individuals who receive the least attention. He described the creation of development programs for supervisors, middle management, mentors, peer support, and organizational morale.

Chief Mylett summarized that the Tomorrows Program includes a series of initiatives designed to improve the Police Department's delivery of services to the community as it supports the Council's vision for the City of Bellevue.

Deputy Mayor Chelminiak thanked the Police Department for its work.

Councilmember Wallace thanked the Chief for the clear and thorough presentation, noting that it reflects the efficiency and effectiveness of the Police Department's structure and of Chief Mylett's leadership and talent.

Mr. Chelminiak expressed appreciation for the Police Department's work with the media and for the Sector Captain Program.

Councilmember Simas said he overheard a meeting of the Police Department and he was impressed with the Chief's approach to discuss both tactics and strategies and his ability to consider everyone in the discussion.

Chief Mylett thanked City Manager Miyake for the way he allows him as Police Chief, as well as all of the City's department directors, to manage their operations.

Mayor Stokes noted that he hears compliments about the Bellevue Police Department and Chief Mylett throughout the region. He thanked the Chief for working to improve relationships with other cities.

(b) 100th Avenue NE and Vicinity Complete Streets Project

Mr. Miyake noted the management brief in the meeting packet regarding the Complete Streets program.

Karen Gonzalez, Neighborhood Services Manager, Transportation Department, provided an overview of the 100th Avenue NE and Vicinity Complete Streets Project. The project developed over the past five to six years in response to concerns regarding vehicle speeds and pedestrian safety along 100th Avenue NE. She recalled that, last year, representatives of Clyde Hill Elementary School and residents submitted a petition requesting that the City study the crosswalks along 100th Avenue NE. As a result, the City developed a project to study 100th Avenue NE between NE 12th Street and NE 24th Street, as well as priority side streets in the vicinity.

Ms. Gonzalez said there are four schools within the study area, and the objective is to involve the broader community, users of all modes of transportation, and students. She said the City has received extensive input from the community regarding problems and suggestions. Staff will work with the community over the next six to nine months to develop a Complete Streets plan for the area.

Responding to Councilmember Robertson, Ms. Gonzalez said the priority side streets lie between Bellevue Way and 98th Avenue NE. The community will help staff determine which streets should be the priorities. Ms. Gonzalez said there is approximately \$1 million in the neighborhood transportation levy package to move forward with the project. She said staff will provide an update upon the completion of the study.

Deputy Mayor Chelminiak expressed his appreciation for the project, which is in his neighborhood. He said there are three elementary schools, two middle schools, and a high school within approximately one mile. He noted the high traffic speeds on 100th Avenue NE, as well as on NE 24th Street traveling east to Bellevue Way.

Councilmember Robinson questioned whether similar projects are planned in the vicinity of other elementary schools in the community. Ms. Gonzalez said there are a number of elementary schools in Bellevue that do not have good pedestrian facilities. She said this is the first effort of this type. She noted plans for education and enforcement actions around other schools, as well as small projects to focus on problem areas at this time.

At 7:58 p.m., Mayor Stokes declared recess to the Regular Session.

Kyle Stannert, CMC
City Clerk

/kaw