

CITY OF MARYSVILLE AGENDA BILL

EXECUTIVE SUMMARY FOR ACTION

CITY COUNCIL MEETING DATE: 6/22/19

AGENDA ITEM:	
New position and Budget Amendment– Training Sergeant in Police Department	
PREPARED BY:	DIRECTOR APPROVAL:
Gloria Hirashima, Chief Administrative Officer Richard Smith, Police Chief	
DEPARTMENT:	
Executive	
ATTACHMENTS:	
1. List of Washington state accredited agencies	
BUDGET CODE:	AMOUNT:
	\$74,855 (2019) and \$185,479 (2020)
SUMMARY:	

The Marysville Police Department is pursuing department accreditation. The department originally received accreditation in 2001. Accreditation lapsed around 2005. In 2007, Washington Association of Sheriff and Police Chief’s (WASPC) updated the standards and streamlined the process as it had been difficult for police departments to attain and maintain accreditation. Many area agencies are currently accredited (see attached list):

WASPC oversees accreditation for agencies within Washington State. The following are excerpts from the WASPC website describing accreditation:

Accreditation Overview

The purpose of law enforcement agency accreditation is to professionalize the law enforcement industry by providing a review process for agencies to be certified as operating under industry best practices and standards. In 1976 the Association was directed by the Washington State Legislature to develop standards and goals for Washington State Law Enforcement. The Association has maintained an operational accreditation program since that time.

The current accreditation program was updated in 2007 and is continually updated as needed. The program is overseen by the WASPC Professional Services Committee, Accreditation Commission, and Board of Directors. The membership wanted the program to reflect the highest professional standards of policing yet be financially accessible to any member agency that desired to earn it.

The Accreditation Committee is responsible for maintaining accreditation standards, directing assigned WASPC staff and oversight of the program. The Accreditation Commission is responsible for reviewing accreditation on-site reports and making recommendations to the Board of Directors on whether an agency should receive WASPC Accreditation. The Board of Directors is responsible for conferring accreditation.

Benefits of Accreditation Include

- To increase public confidence in the agency;
- To increase credibility;
- To provide systemized agency self-assessment;
- To broaden perspectives;
- To intensify administrative and operational effectiveness;
- To ensure recruitment, selection, and promotion processes are fair and equitable;

- To strengthen understanding of agency policies and procedures by agency personnel;
- To improve agency morale and pride;
- To decrease susceptibility to litigation and costly civil court settlements;
- To potentially reduce liability insurance costs;
- To provide state and local recognition of professional competence.

The department has been working on this assignment for the past two years. Unfortunately, progress has been hindered by lack of focused staff to attain this goal. It has been determined that dedicated staff are required to achieve initial accreditation. Reaccreditation occurs every 4 years thereafter and is not as time-consuming as the initial process, as all department policies will be reviewed/updated in the initial accreditation. The accreditation process is anticipated to take 12-18 months, depending on ability of staff to commit time to this effort and the extent of policy updates needed to meet the accreditation standard for best practices.

Additional needs that justify this position are driven by the retirement of key staff over the past few years in the training division who take with them decades of institutional knowledge and capacity. Creating a sergeant position in the Training division (which currently consists of 1 police officer reporting to a Commander responsible for Training, Background, Recruitment, Policy/Procedures and IA's), will boost capacity for other assignments; provide opportunity for greater oversight and separation of background & training functions; and enable the department to actively pursue accreditation. Accreditation will be the initial priority for this position.

OFFICER OR SGT	SGT				
8/2019 Hire		Y/N	2019	2020	
Commissioned Officer	PS3				
Total Salaries			52,390	132,022	
Total Benefits			20,466	53,097	
Total Overhead			2,000	360	
TOTAL ON-GOING COSTS			74,855	185,479	
Number of Positions		1	\$ 74,855	\$ 185,479	

RECOMMENDED ACTION: Staff recommends that Council authorize the additional Sergeant position and funding for the remainder of the 2019-2020 biennial budget.

RECOMMENDED MOTION: I move to authorize the addition of a Sergeant position and related funding for the 2019-2020 budget.

Washington State Accredited Agencies

Agency	Award Date	Re-Accred Date
• Algona	05-18	2022
• Anacortes	05-19	2023
• Auburn	11-16	2020
• Bainbridge Island	05-17	2021
• Battle Ground	05-14	2022
• Bellingham	05-16	2020
• Bothell	05-19	2023
• Bremerton	11-14	2022
• Camas	05-17	2021
• Chehalis	11-17	2021
• Clallam County	05-16	2020
• Clallam County Jail	11-17	2021
• Des Moines	05-19	2023
• DuPont PD	05-16	2020
• Edmonds	11-17	2021
• Ellensburg	11-17	2020
• Ephrata	11-18	2022
• Everett	05-17	2021
• Fife	05-16	2020
• Franklin County	05-16	2020
• Grant County	05-18	2022
• Grays Harbor County	11-16	2020
• Hoquiam	11-17	2021
• Issaquah	11-16	2020
• Kennewick	05-18	2022
• Kent	11-15	2019
• Kent Jail	11-17	2021
• Kirkland	05-16	2020
• Kitsap County SO	11-18	2022
• Lacey	05-16	2020
• Lake Forest Park	11-16	2020
• Lakewood	11-14	2022
• Lynnwood	11-17	2021
• Mason County	05-15	2019
• Medina	05-16	2020
• Mercer Island	05-17	2021
• Mountlake Terrace	11-15	2019

- Office of the Insurance Commissioner CIU 11-16 2020
- Othello PD 05-16 2020
- Pasco 11-16 2020
- Port Angeles 11-15 2019
- Redmond PD 05-18 2022
- Sequim PD 11-16 2020
- South Correctional Entity 05-16 2020
- Snohomish County 05-17 2021
- Spokane Police 05-14 2022
- Spokane Valley 11-15 2019
- Sumner 05-17 2021
- University of Washington 11-17 2021 (CALEA)
- WA Gambling Commission 05-18 2022
- Walla Walla PD 05-19 2023