

# **CITY OF SHORELINE**

## **SHORELINE CITY COUNCIL SUMMARY MINUTES OF WORKSHOP DINNER MEETING**

Monday, April 23, 2018  
5:45 p.m.

Conference Room 303 - Shoreline City Hall  
17500 Midvale Avenue North

**PRESENT:** Mayor Hall, Deputy Mayor Salomon, Councilmembers McGlashan, Scully, McConnell, Chang, and Roberts

**ABSENT:** None

**STAFF:** Debbie Tarry, City Manager; John Norris, Assistant City Manager; Shawn Ledford, Police Chief; Mark Konoske, Police Captain; Pat Raftis, Police Captain; and Bonita Roznos, Deputy City Clerk

**GUESTS:** King County Sheriff Mitzi Johanknecht and King County Undersheriff Scott Somers

At 5:45 p.m., the meeting was called to order by Mayor Hall.

Councilmembers spoke about the positive partnership with the King County Sheriff's Office and how it supports Council Goal 5 - *Promote and enhance the City's safe community and neighborhood programs and initiatives*. They expressed appreciation for Shoreline Police Officers' commitment to the community.

Deputy Mayor Salomon arrived to the meeting at 5:47 p.m., and Councilmember McConnell arrived at 5:55 p.m.

Sheriff Johanknecht and Undersheriff Somers spoke about the Sheriff Office's Long-Term Strategic Plan, and shared it was developed in 2011 but was not implemented due to a change in leadership. They stated that the Plan is still viable and is being implemented starting with an internal audit of employees. They will also be reaching out to stakeholders and contract partners for feedback to help inform a SWOT (strength, weaknesses, opportunities, and threats) analysis to help build and sustain public support and safety. They acknowledged challenges in their hiring process, and shared that they are hiring personnel to expedite the background check process, adding a fulltime recruiter, a civilian engagement staff member, and other administrative positions. Ms. Tarry said that the City can provide data from Shoreline Citizen Satisfaction Survey results to assist with their SWOT analysis.

Councilmembers asked how contract cities can provide assistance with the Long-Term Strategic Plan; about hiring police officers that reflect the Community's diversity; and when will their diversity and inclusion efforts be reflected in officer personnel. They inquired about the hiring process, vacant positions, how to inspire people to be police officers, and training programs to

help police work with youth. Sheriff Johanknecht responded that it will take three to four years to see diversity and inclusion efforts reflected in personnel. She shared that the goal is to hire 60-90 new officers this year, and that it takes approximately nine months to hire a new officer, and less for lateral positions. She stressed the importance of having one on one conversations with youth, and addressing barriers for youth, like not having a positive connection with law enforcement. She said there are School Resource Officers, but no specific training programs for interacting with youth. Undersheriff Somers discussed a need for system infrastructure changes to recruit a diverse staff, and shared challenges related to hiring people of color. He talked about the need to recruit young people and find what opens the heart of someone to have the ability to serve and protect the community.

Councilmembers spoke about the importance of retaining the RADAR (Risk Awareness, De-escalation, and Referral) Program and inquired about its status. Chief Ledford responded that King County Councilmember Dembowski supports the program and that they are looking for sustainable funding for the program.

Councilmembers expressed concern about changing from the Uniform Crime Reporting (UCR) System to the new National Incident-Based Reporting System (NIBRS), and how it will show an increase in crime rates. They asked if historical crime data or some type of parallel reporting can be offered to reflect what would have been reported by the UCR System. Sheriff Johanknecht stated that they have been manually collecting data since January 2018 and the go live date for the reporting system transition is July 2018. Undersheriff Somers added that there is not the ability to extract both points of data on the new system. Ms. Tarry shared that the City has been informing the Shoreline community about the new reporting system.

Councilmembers inquired about the Sheriff's approach to discipline. Sheriff Johanknecht replied that she approaches the matter fairly, consistently, with dignity and respect, and holds people accountable to standards and rules.

At 6:47 p.m. the meeting adjourned.

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Bonita Roznos, Deputy City Clerk