

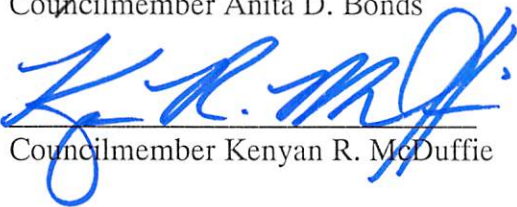


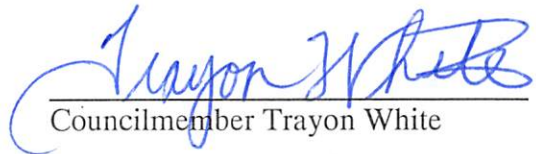
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Councilmember Jack Evans

  
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Councilmember Anita D. Bonds

  
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Councilmember Kenyan R. McDuffie

  
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Councilmember Vincent C. Gray

  
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Councilmember Trayon White

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A BILL

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IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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To declare the existence of an emergency with respect to the need to dedicate \$63.8 million in available non-recurring revenue and fund balance for salary increases and retention incentives for the Fraternal Order of Police MPD Labor Committee (Compensation Unit 3) that will allow the District of Columbia to stabilize its police force by retaining MPD Officers eligible for retirement; rebuild its force to 4,000 sworn officers; and then increase the number of sworn officers to 4,200.

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RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this

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resolution may be cited as the "Force of 4,200 - Police Officer Recruitment and Retention Emergency Declaration Resolution of 2017".

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Sec. 2. (a) There was a dramatic spike in homicides and other violent crime in 2015. While citywide violent crime was down slightly in 2016 from 2015 levels, it still remains well above levels from the previous four years.

1 (b) In the past two years the number of sworn MPD officers in the District has fallen by  
2 nearly 300 to approximately 3,700 officers.

3 (c) In 2011, former Police Chief Cathy Lanier publicly stated that “we’re going to have  
4 trouble” if the police force fell below 3,800. She was very concerned that a thinly stretched  
5 police force would lack of adequate police presence in our neighborhoods. She recommended a  
6 target number of 4,000 sworn officers.

7 (d) In 2014, Chief Lanier recommended that the target number of sworn officers should  
8 be raised to 4,200; this increase would address the public safety needs associated with the  
9 population increase and new development that was occurring throughout the city.

10 (e) The two sections of MPD that have seen the most dramatic losses are Patrol Services  
11 and Investigative Services. These are arguably the two most important MPD divisions. Patrol  
12 Services are the police officers seen on a daily basis, patrolling neighborhoods and responding to  
13 911 calls. Investigative Services are the District’s detectives and specialized detective units that  
14 investigate all crimes to include the violent crimes plaguing our neighborhood.

15 (f) The immediate solution to reversing the crisis of our dwindling police force is to  
16 approve more generous financial incentives to convince officers eligible for retirement to delay  
17 retirement until the level of the force can be stabilized. Such measures will not solve the  
18 problem over the long term, but will reduce attrition in the short-term until the staffing crisis can  
19 be averted.

20 (g) There must be significant pay increases for our sworn officers that boost their salaries  
21 to among the highest in the country. The current labor contract with the Fraternal Order of  
22 Police expires on October 1, 2017. We need to allocate new money in the District’s Workforce  
23 Investment Account, dedicated specifically for raises for police officers. By raising officer

1 salaries to among the highest in the country, the District can effectively recruit new officers,  
2 convince officers to transfer from other jurisdictions, and retain officers in the middle of their  
3 careers, who might otherwise consider transferring elsewhere.

4 (h) The Office of the Chief Financial Officer projected, on October 5, 2016, that the  
5 Fiscal Year 2018 Current Services Funding Level budget reflects a surplus of \$125.9 million  
6 compared to the Fiscal Year 2018 Local funds revenue estimate published in September 2016.  
7 This surplus ensures that there will be significant funds for technical adjustments and Executive  
8 Branch policy initiatives.

9 (i) In September 2016 and December 2016, the Chief Financial Officer also revised  
10 revenue upward by: \$102.3 million in Fiscal Year 2017, \$84.8 million in Fiscal Year 2018, \$79.9  
11 million in Fiscal Year 2019, and \$75.6 million in Fiscal Year 2020. After removing recurring  
12 revenue for the implementation of tax relief triggers there remains additional non-recurring  
13 certified local revenue in the following amounts: \$36.4 million in Fiscal Year 2017, \$15.4  
14 million in Fiscal Year 2018, and \$7.0 million in Fiscal Year 2019.

15 (j) The Force of 4,200 – Police Officer Recruitment and Retention Emergency Act of  
16 2017 converts local revenue from fines associated with automated traffic enforcement fines to  
17 special purpose revenue in the following amounts: \$36.4 million in Fiscal Year 2017, \$15.4  
18 million in Fiscal Year 2018, and \$7.0 million in Fiscal Year 2019. Additionally, \$5 million in  
19 fund balance is re-designated from the Commodity Cost Reserve Fund to the MPD Workforce  
20 Investment Fund. These actions can be initiated by the Council and take effect immediately,  
21 because they only involve re-designating revenue and fund balance, and they do not involve  
22 budget, spending, or appropriations.

1           (k) However, having these funds available in the MPD Workforce Investment Fund will  
2 immediately allow officers, who would have otherwise retired or transferred, to consider  
3 extending their service with the District of Columbia to take advantage of retention bonuses.  
4 Additionally, funds will be available for the Mayor to have available in contract negotiations  
5 with Compensation Unit 3. These funds can later receive appropriation authority through the  
6 Fiscal Year 2018 budget process.

7           Sec. 3. The Council of the District of Columbia determines that the circumstances  
8 enumerated in section 2 constitute emergency circumstances making it necessary that the Force  
9 of 4,200 – Police Officer Recruitment and Retention Emergency Act of 2017 be adopted after a  
10 single reading.

11           Sec. 4. This resolution shall take effect immediately.