



## **King County**

**Shannon Braddock**

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104

**206-296-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

September 30, 2025

The Honorable Girmay Zahilay  
Chair, King County Council  
Room 1200  
King County Courthouse

Dear Chair Zahilay:

This letter transmits information prepared by the King County Sheriff's Office (KCSO) regarding existing staffing levels and scope, schedule, and budget for an aspirational staffing plan, as required by Ordinance 19956, Section 10, Proviso P2.

### **A. Inventory of Current Staffing Levels**

*Proviso Requirement A: An inventory of current staffing levels including, total FTE authority, the number of filled FTE positions, the number of vacant FTE positions, the number of FTE positions covered through overtime hours, the number of deputies in nondeployable status, and the number officers currently in phase 1 and 2 of training, across all divisions, contract partners, and the unincorporated area.*

KCSO Response: As of September 22, 2025:

- Total FTE authority: 1,227.5 (includes AFIS)
- Filled FTE positions: 1,093
- 203.5 represents all commissioned and non-commissioned positions that are vacant, deputies in phases 1 or 2, and personnel who are non-deployable.
- 203.5 does not represent overtime hours to backfill non-vacant FTEs' work for leave including for comp time, vacation, and sick leave.

- Deputies in nondeployable<sup>1</sup> status: 28
- Number of Officers by training phases:<sup>2</sup>
  - Phase 1 is 20
  - Phase 2 is 17
- Between vacancies, nondeployable officers, and officers in training, KCSO has about 200 fewer FTEs available for assignment than budgeted. KCSO backfills for these FTEs with overtime as needed to fill critical posts and maintain agency operations and levels of service.

## **B. Scoping Letter**

Proviso Requirement B: *The scope, schedule, and budget necessary to provide:*

1. *A comparison between current sheriff's office staffing levels and the staffing levels of law enforcement agencies serving counties of comparable size and population;*
2. *A gap analysis between current staffing levels and staffing levels in each sheriff's office division necessary for a well-staffed and supported sheriff's office, including estimated costs; and*
3. *A description of aspirational staff levels necessary to achieve division and program service improvements, including estimated costs;*

## KCSO Response:

### Scope of Work

The KCSO report would include:

- A comparison of KCSO's staffing levels to comparable agencies.
- Discussion related to levels of service, gaps analysis comparing existing staffing to different levels of service, estimated costs, and a description of aspirational staffing levels to achieve division and program service improvements with estimated costs.
- Review of existing level of service for both external and internal supportive services. focusing on non- or partially revenue-backed regional and unincorporated services.
- Inventory of KCSO services by division/unit.
- For non-revenue or partially revenue-backed cost centers:
  - Summary and analysis of existing operations
  - Identification and discussion of existing and alternative levels of service (LOS)
  - Gap analysis of existing and alternative levels of service

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<sup>1</sup> "Nondeployable" means employees that are commissioned deputies or limited commissioned marshals who are unavailable for duty due to being on leave of absence for any reason (medical, administrative, approved leave without pay, etc.), transitional duty, or military leave.

<sup>2</sup> Phase 1 is training that occurs before a deputy enters the Basic Law Enforcement Academy (BLEA), during BLEA, and just after BLEA. Phase 2 is Patrol Training Officer (PTO), when a deputy receives training in the field with a trainer.

- Aspirational staffing levels based on KCSO's preferred LOS Alternatives for non-revenue or partially revenue backed cost centers

Schedule

KCSO would use internal staff through a special duty assignment (SDA) or temporary limited term (TLT) employee as a full-time project manager with the following estimated schedule:

- 01/02/26 to 05/01/26                      Gather and synthesize data
- 05/01/26 to 08/01/26                      Analyze alternatives and impacts
- 09/01/26 to 09/30/26                      Submit draft report to King County Executive's Office
- 10/01/26    Executive transmits report to King County Council

Budget

The estimated budget for the SDA or TLT full-time is \$275,000. The cost includes the direct position cost and the pay differentials and OT for backfill for an SDA or TLT being shifted from other duties for up to one year.

If your staff have any questions, please contact Sheriff Patti Cole-Tindall at 206-263-2555.

Sincerely,



for

Shannon Braddock  
King County Executive

Enclosure

cc:     King County Councilmembers  
         ATTN: Stephanie Cirkovich, Chief of Staff, King County Council  
         Melani Hay, Clerk of the Council  
         Karan Gill, Deputy Executive, Chief of Staff, Office of the Executive  
         Stephanie Pure, Council Relations Director, Office of the Executive  
         Patricia Cole-Tindall, Sheriff, King County  
         Geoffrey Thomas, Chief of Staff, King County Sheriff's Office