



# Meeting Agenda

City Hall  
601 4th Avenue E  
Olympia, WA 98501

## Community Livability and Public Safety Committee

Information: 360.753.8499

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Wednesday, May 6, 2026

5:30 PM

Council Chambers, Online and Via  
Phone

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Special Meeting. Register to attend:

[https://us02web.zoom.us/webinar/register/WN\\_EUUQorv6Qv6TluljH8sJvQ](https://us02web.zoom.us/webinar/register/WN_EUUQorv6Qv6TluljH8sJvQ)

1. **CALL TO ORDER**

2. **ROLL CALL**

3. **APPROVAL OF AGENDA**

4. **PUBLIC COMMENT**

*(Estimated Time: 0-15 Minutes)*

*During this portion of the meeting, community members may address the Committee for up to two (2) minutes regarding the Committee's business meeting topics.*

5. **APPROVAL OF MINUTES**

- 5.A [26-0247](#) Approval of March 25, 2026 Community Livability and Public Safety Committee Meeting Minutes

Attachments: [Minutes](#)

6. **COMMITTEE BUSINESS**

- 6.A [26-0325](#) Olympia Police Department Public Safety Update

7. **REPORTS AND UPDATES**

8. **ADJOURNMENT**

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City Hall  
601 4th Avenue E.  
Olympia, WA 98501  
360-753-8244

## Community Livability and Public Safety Committee

### Approval of March 25, 2026 Community Livability and Public Safety Committee Meeting Minutes

**Agenda Date:** 5/6/2026  
**Agenda Item Number:** 5.A  
**File Number:**26-0247

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**Type:** minutes **Version:** 1 **Status:** In Committee

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**Title**

Approval of March 25, 2026 Community Livability and Public Safety Committee Meeting Minutes



# Meeting Minutes - Draft

## Community Livability and Public Safety Committee

City Hall  
601 4th Avenue E  
Olympia, WA 98501  
Information: 360.753.8499

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Wednesday, March 25, 2026

5:30 PM

Room 112, Online and Via Phone

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Register to Attend:

[https://us02web.zoom.us/webinar/register/WN\\_oBGJQrwtQMaJA1CsDzrZrA](https://us02web.zoom.us/webinar/register/WN_oBGJQrwtQMaJA1CsDzrZrA)

1. **CALL TO ORDER**

Chair Madrone called the meeting to order at 5:30 p.m.

2. **ROLL CALL**

**Present:** 3 - Chair Dani Madrone, Committee member Kelly Green and Committee member Yến Huỳnh

3. **APPROVAL OF AGENDA**

The agenda was approved.

4. **PUBLIC COMMENT - None**

5. **APPROVAL OF MINUTES**

The minutes were approved.

5.A [26-0171](#) Approval of February 25, 2026 Community Livability and Public Safety Committee Meeting Minutes

5.B [26-0199](#) Approval of March 4, 2026 Community Livability and Public Safety Committee Meeting Minutes

5.C [26-0200](#) Approval of March 5, 2026 Community Livability and Public Safety Committee Meeting Minutes

6. **COMMITTEE BUSINESS**

6.A [26-0221](#) Approval of the Parking and Business Improvement Area Phase I Findings and Discussion of Phase II

Economic Development Director Jennica Machado, Uncommon Bridges Founding Partner Brian Scott and Uncommon Bridges Project Associate AshLee Day presented an overview of the Parking and Business Improvement Area Phase 1 findings and discussion on the direction for moving forward to Phase 2.

The Committee discussed and asked clarifying questions.

**Committee Member Huynh, seconded by Committee Member Green moved to approve the Parking and Business Improvement Area (PBIA) Phase I findings, move forward with Phase II, and forward to the full Council for consideration. The motion passed with the following vote:**

**Aye:** 3 - Chair Madrone, Committee member Green and Committee member Huynh

**6.B** [26-0233](#) Approval of the Civilian Police Auditor 2026 Work Plan

Community Engagement Program Specialist Margo Morales and OIR Group Civilian Police Auditor Stephen Connolly presented the Civilian Police Auditor 2026 work plan.

The Committee discussed and asked clarifying questions.

**Committee Member Green, seconded by Committee Member Huynh moved to approve the Civilian Police Auditor 2026 work plan and forward to the full City Council for approval. The motion passed with the following vote:**

**Aye:** 3 - Chair Madrone, Committee member Green and Committee member Huynh

**6.C** [26-0232](#) Approval of City Council Appointed Advisory Body 2026 Work Plans

Assistant City Manager, Stacey Ray and Community Engagement Program Specialist Margo Morales presented the Council appointed Advisory Bodies 2026 work plans.

The Committee discussed and asked clarifying questions.

**Committee Member Huynh, seconded by Committee Member Green moved to approve the City Council appointed advisory body 2026 work plans for 2026 and forward to the full City Council for approval. The motion passed with the following vote:**

**Aye:** 3 - Chair Madrone, Committee member Green and Committee member Huynh

**7. REPORTS AND UPDATES**

Assistant City Manager Debbie Sullivan reminded the Committee Members that there is no April Committee Meeting, and there is a special meeting on May 6, 2026.

**8. ADJOURNMENT**

The meeting was adjourned at 7:00 p.m.



## Community Livability and Public Safety Committee

### Olympia Police Department Public Safety Update

**Agenda Date:** 5/6/2026  
**Agenda Item Number:** 6.A  
**File Number:**26-0325

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**Type:** report **Version:** 1 **Status:** In Committee

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#### **Title**

Olympia Police Department Public Safety Update

#### **Recommended Action**

##### **Committee Recommendation:**

Not referred to a committee

##### **City Manager Recommendation:**

Receive an Olympia Police Department public safety update

#### **Report**

##### **Issue:**

Whether to receive an Olympia Police Department public safety update

##### **Staff Contact:**

Shelby Parker, Police Chief, Olympia Police Department. 360.753.8147

##### **Presenter(s):**

Shelby Parker, Police Chief

#### **Background and Analysis:**

During this presentation, Police Chief Shelby Parker will provide an update on 2025 crime data, staffing levels, hiring and recruitment efforts, and Department-specific wellness programs.

The Olympia Police Department regularly uses data to track and respond to crime trends in the community. Recent service delivery data shows continued high demand for police services. In 2025, the Department responded to 53,664 calls for service requiring an officer, completed 6,642 reports, and conducted 5,904 Crisis Response Unit (CRU) contacts, reflecting a sustained need for both traditional policing and behavioral health response.

Crime and arrest data also continue to inform deployment strategies and resource allocation, including trends over time.

The Department currently includes approximately 129 total full-time employees, including 88 commissioned personnel and 41 non-commissioned staff. Additionally, the Department supports the community through volunteers, including VIPS (Volunteers in Police Service), Police Explorers (youth), and Police Chaplains.

As of late 2025, the Department experienced significant staffing challenges, including vacancies across commissioned and non-commissioned positions. As of April 2026, the Department has 13 commissioned vacancies. However, staffing trends are improving. The Department has hired 6 new members this year (3 officers and 3 CRU staff), is utilizing hiring incentives to strengthen recruitment outcomes, and has additional candidates progressing through the hiring process, with several expected to be hired in the second quarter of 2026. This forward momentum reflects a strengthening hiring pipeline and a positive trajectory toward increased staffing stability.

Staffing shortages continue to impact operations. Attrition and extended hiring timelines require the Department to carefully manage personnel resources. Officers currently in the hiring and training pipeline include academy recruits and members in field training, with staggered timelines before they can work independently and contribute to staffing levels. These delays create ongoing gaps in service capacity.

As a result, staffing shortages have required the Department to prioritize patrol staffing by temporarily reassigning personnel from specialty units to ensure a consistent response to calls for service. While this supports core operations, it reduces capacity for proactive policing and specialized services and increases organizational strain. These staffing dynamics have also affected the Department's capacity for proactive and community engagement, though this is expected to improve as staffing levels stabilize. Sustained workload demands also contribute to employee fatigue and an increased risk of burnout, underscoring the importance of retention and wellness strategies.

Police departments across the country continue to face similar hiring challenges, including reduced applicant pools and increased attrition. Washington State remains among the lowest in the nation for officers per capita, and recruitment timelines remain lengthy due to training requirements and limited candidate availability.

Wellness programs are a key component of the Olympia Police Department's strategy to support its workforce and strengthen long-term retention. The Department utilizes several initiatives, including peer support, The Counseling Team International, SIGMA Tactical Wellness cardiovascular screening, Ready Rebound for rapid access to medical care, and targeted training, to provide employees with practical tools for managing occupational stress and exposure to trauma.

These programs support early intervention, reduce stigma, provide confidential crisis support, and improve access to medical and mental health resources. Collectively, they help reduce the risk of burnout, shorten recovery time from injury or stress, and improve overall employee resilience.

In addition to supporting employee well-being, these efforts reinforce the City's investment in its workforce. Employees who feel supported and prepared are more likely to remain with the organization, preserving institutional knowledge and reducing the operational and financial impacts of turnover. Maintaining a strong wellness framework helps stabilize staffing and ensures consistent service delivery to the community.

Together, these efforts reflect a balanced approach that invests in people, strengthens service delivery, and builds a more sustainable and responsive public safety system for the Olympia community.

**Climate Analysis:**

This update does not create any new activities that would affect the climate. It is only a report on staffing, crime data, service levels, and wellness programs, so there are no climate impacts to consider.

**Equity Analysis:**

This update supports equity by helping the Department maintain consistent service levels across all neighborhoods. Data-driven deployment and CRU staffing help ensure appropriate responses to community needs, including behavioral health calls. Wellness programs also support a healthy workforce capable of providing fair and reliable service to all community members. No negative equity impacts are expected.

**Neighborhood/Community Interests (if known):**

Community members are interested in crime trends, response times, staffing levels, and the Department's ability to respond to calls for service. This update provides transparency regarding current service demands, staffing challenges, and efforts to maintain public safety and employee well-being.

**Financial Impact:**

None

**Options:**

Discussion Only - No Action Required

**Attachments:**

None