

**PUBLIC SAFETY
COMMITTEE**

**February 13, 2024
3:30 p.m.**

AGENDA



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Council Committees are primarily concerned with legislative/policy matters. They formulate and convey recommendations to the full council for action (BLMC 2.04.090).

The public is invited to attend Public Safety Committee Meetings in person or over the internet. The information for attending is provided below.

Public Safety Committee Meetings attendance options:

In-Person: Bonney Lake Justice & Municipal Center, 9002 Main ST E, Ste 200, Bonney Lake

By internet: Chrome- Microsoft Teams [Click here to join the meeting](#)

- A. CALL TO ORDER – Leslie Harris, Assistant to the City Administrator**
- B. ROLL CALL:** Councilmember Angela Baldwin, Councilmember Kerri Hubler, and Councilmember Dan Roach
- C. APPOINTMENT OF COMMITTEE CHAIR**
- p.3 **D. APPROVAL OF MINUTES: December 12, 2023**
- E. DEPARTMENT REPORTS/PRESENTATIONS:**
 - p.5 1. East Pierce Fire & Rescue Monthly Report
 - p.11 2. Bonney Lake Police Department Monthly Report
 - p.15 3. Prosecutor’s Office Monthly Report
 - p.21 4. Code Enforcement 2023 Q4 Quarterly Report
- F. DISCUSSION/ACTION ITEMS:**
 - p.25 1. **AB24-14 – Ordinance D24-14** – Ordinance Amending Bonney Lake Municipal Code 6.04
 - p.31 2. **AB24-16 – Ordinance D24-16** – Ordinance Amending Bonney Lake Municipal Code 10.33
 - p.39 3. **AB24-17 – Ordinance D24-17** – Ordinance Amending Bonney Lake Municipal Code 14.130
 - p.45 4. **AB24-18 – Resolution 3199** – Lateral Bonus Program

G. OPEN COMMITTEE DISCUSSION:

H. PUBLIC COMMENTS:

Public comments can be made in-person, by phone or virtually during this portion of the meeting. Comments are limited to 5 minutes. Those planning to comment via phone or virtually will need to sign up prior to the meeting in order to comment. When signing up, please provide your name, your screen name, and phone number (for callers) either by email to lambersonb@cobl.us or by phone at 253-447-4356. Virtual and call in registrations need to be received by 2:30 p.m. the day of the meeting. During the meeting, your name will be called when it is your turn. Your microphone will be activated, and you will be able to comment. Those physically appearing at the Public Safety Committee meeting to speak during citizen comments do not need to sign up but will be asked to state their name and address for the meeting record.

I. ADJOURNMENT

**PUBLIC SAFETY
COMMITTEE**

**December 12, 2023
3:30 P.M.**



www.ci.bonney-lake.wa.us

DRAFT MINUTES

Location: Justice & Municipal Center, 9002 Main Street East, Bonney Lake, Washington.

Audio starts at:
03:34:00

A. CALL TO ORDER – Councilmember Justin Evans, Chair, called the meeting to order at 3:34 p.m.

B. ROLL CALL: Councilmember Justin Evans, Councilmember Tom Watson, and Councilmember Gwendolyn Fullerton.

Staff members in attendance at the physical location were City Administrator John Vodopich, Chief of Police Mark Berry, Fire Chief, Jon Parkinson, Assistant/Management Analyst Leslie Harris, Prosecuting Attorney, Dena Burke, and Administrative Specialist III Brandy Lamberson.

Staff members in attendance virtually were Administrative Services Director Chuck McEwen.

Audio starts at:
03:34:00

C. APPROVAL OF MINUTES:

Minutes from the November 14, 2023 Public Safety Committee Meeting were approved.

D. DEPARTMENT REPORTS/PRESENTATIONS:

Audio starts at:
03:35:00

1. East Pierce Fire & Rescue Monthly Report

East Pierce Fire & Rescue Monthly Report. Presented the uploaded monthly report, general updates, fire station updates and employment updates.

Audio starts at:
03:41:00

2. Bonney Lake Police Department Monthly Report – Chief of Police Mark Berry

Chief of Police Berry presented Bonney Lake Police Department Monthly Report. Presented the uploaded monthly report, general updates, and staffing updates.

Audio starts at:
03:55:00

3. Prosecutor’s Office Monthly Report – Emergency Manager Raejean Kreel

Emergency Manager Kreel presented Prosecutor’s Office Monthly Report. Presented the uploaded monthly report.

E. DISCUSSION/ACTION ITEMS:

Audio starts at:
04:04:00

- 1. **AB23-152 – Ordinance D23-152** – Ordinance Amending Bonney Lake Municipal Code Section 6.04 – Prosecuting Attorney Dena Burke.

Prosecuting Attorney Burke presented Ordinance Amending Bonney Lake Municipal Code Section 6.04. Proposed ordinance to update code about a loose pet.

The Committee agreed to forward to next Safety Committee.

F. OPEN COMMITTEE DISCUSSION: NONE

G. PUBLIC COMMENTS: None. *For efficient use of city resources, comments will be a short summary and not verbatim. Video recordings will be uploaded to the city’s YouTube channel and an audio recording to the state digital archives if needing a complete review of comments.*

Audio starts at:
04:16:00

H. ADJOURNMENT

Councilmember Justin Evans adjourned the meeting at 04:16 pm.

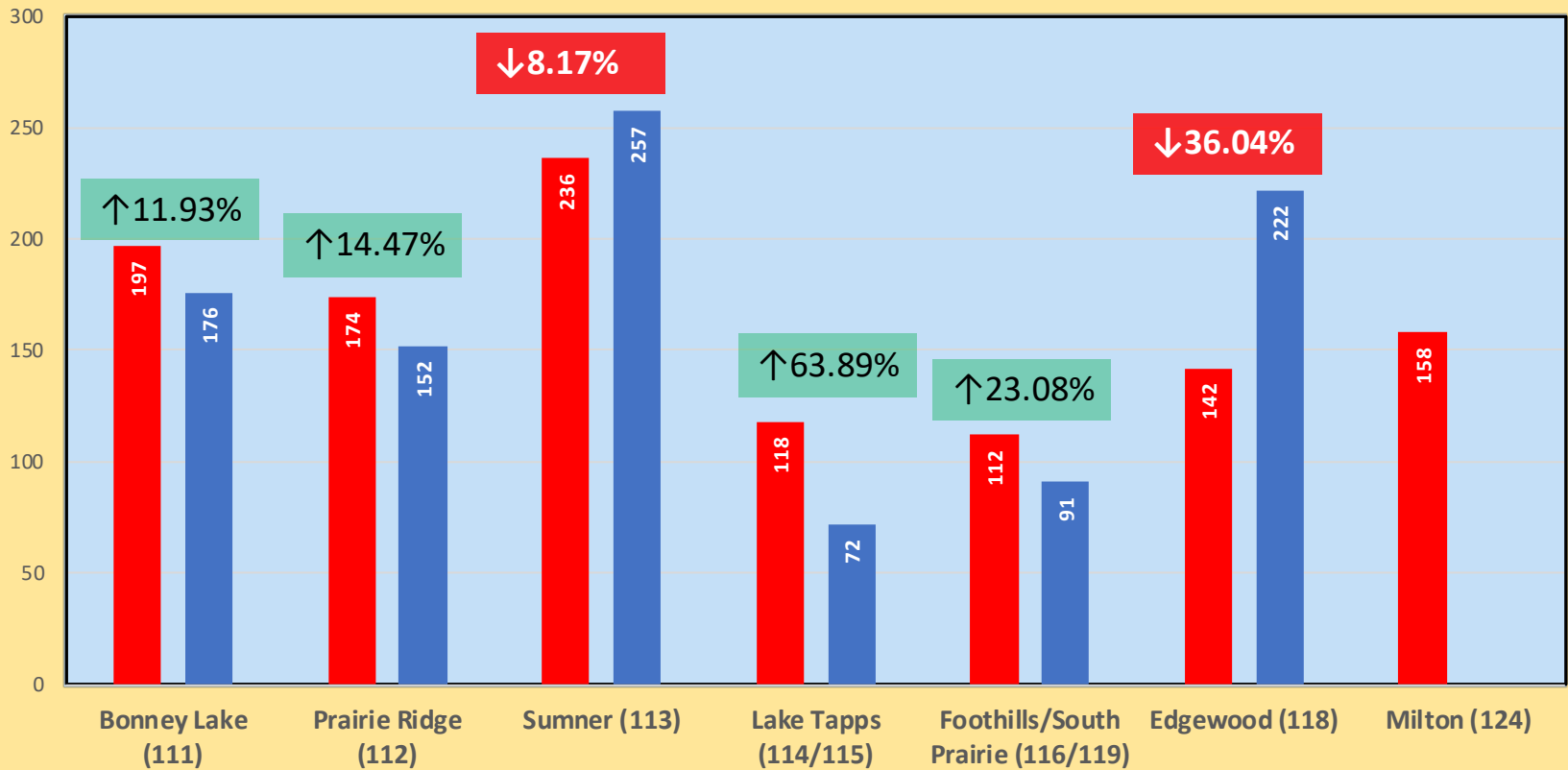
Brandy Lamberson

Brandy Lamberson, Public Safety Committee Clerk

Incident Count by Station Area—2024

167 more calls YTD than YTD 2023 an increase of 15.26%

Severe weather event January 12-17 accounted for much of the increase



No comparable data for 2023 for Station 124

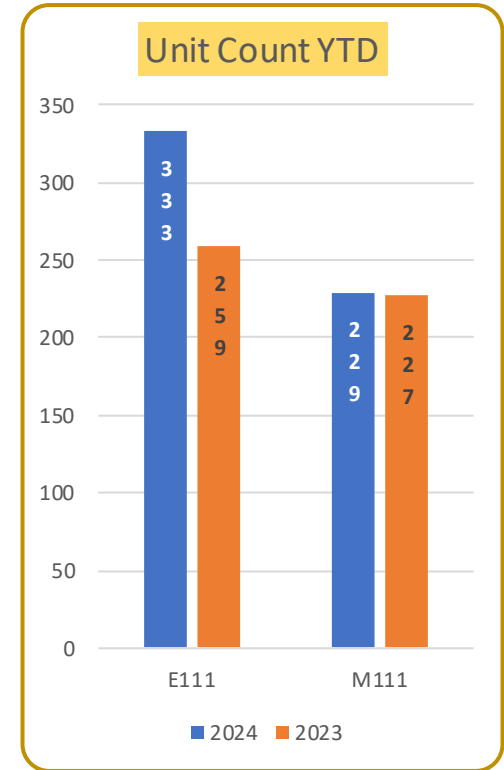
■ 2024 YTD ■ 2023 YTD TOTAL

Bonney Lake—YTD thru 1/31/2024

Station 111 First-Due area			
Response		2023	2024
Priority	Count	74	75
	Travel Time-90th%	7:53	8:34
	50 percentile response	5:51	6:42
	90 percentile response	9:09	9:38
All Responses	Count	159	200
	Travel Time-90th%	9:06	9:54
	50 percentile response	6:27	7:07
	90 percentile response	11:12	11:48

Station 111 (Bonney Lake) Reliability		
Station	Responses	Percent
Bonney Lake (111)	58	77%
Prairie Ridge (112)	6	8%
Foothills (116)	5	7%
Sumner (113)	3	4%
Lake Tapps (114)	3	4%

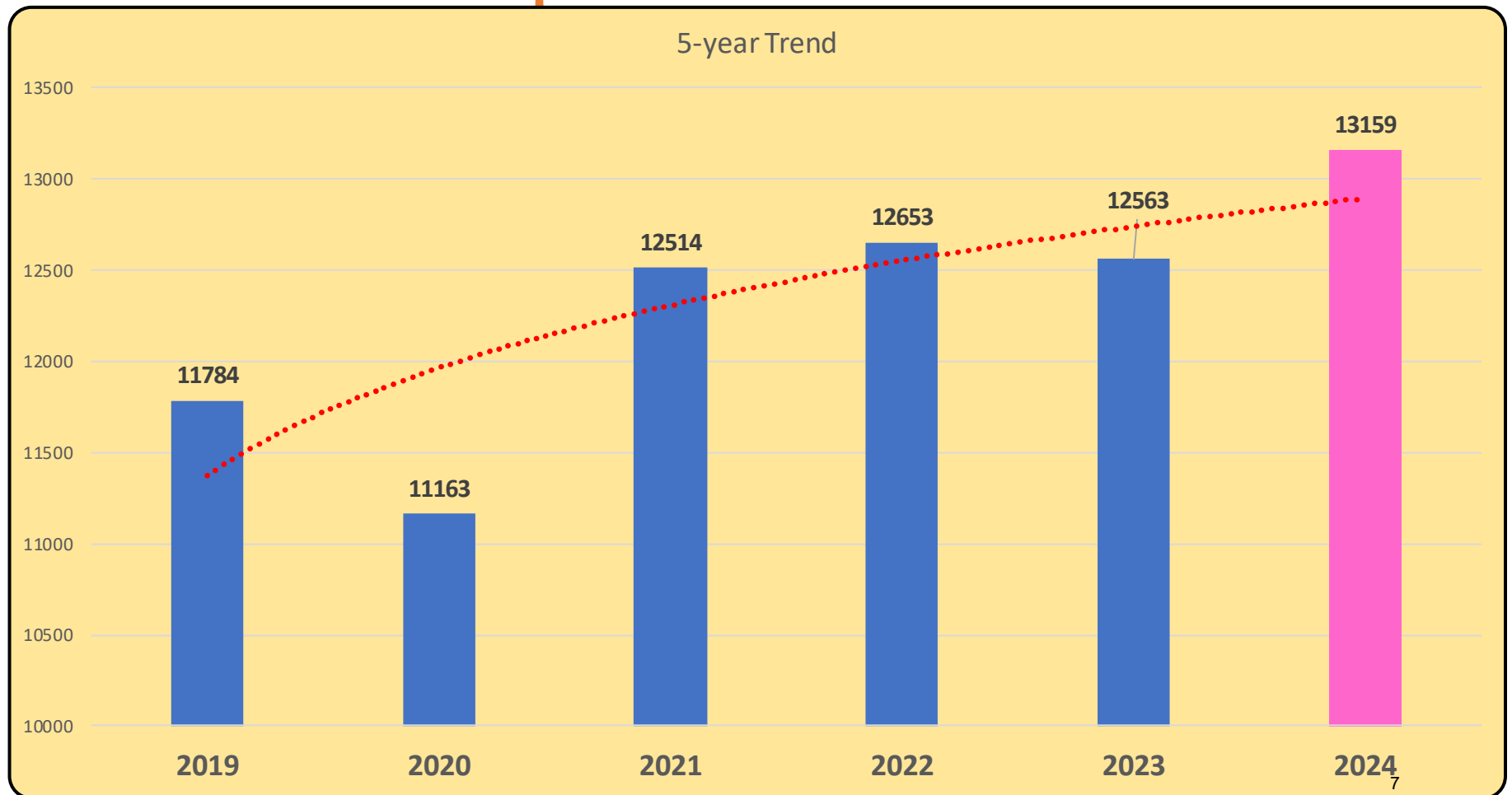
City of Bonney Lake			
Response		2023	2024
Priority	Count	91	91
	Travel Time-90th%	6:45	8:16
	50 percentile response	5:51	6:18
	90 percentile response	8:05	9:22
All Responses	Count	188	226
	Travel Time-90th%	8:25	9:49
	50 percentile response	6:20	6:53
	90 percentile response	9:58	11:44



E111 showed an increase of 28.6% over last year. M111 showed increase of 0.9% over last year

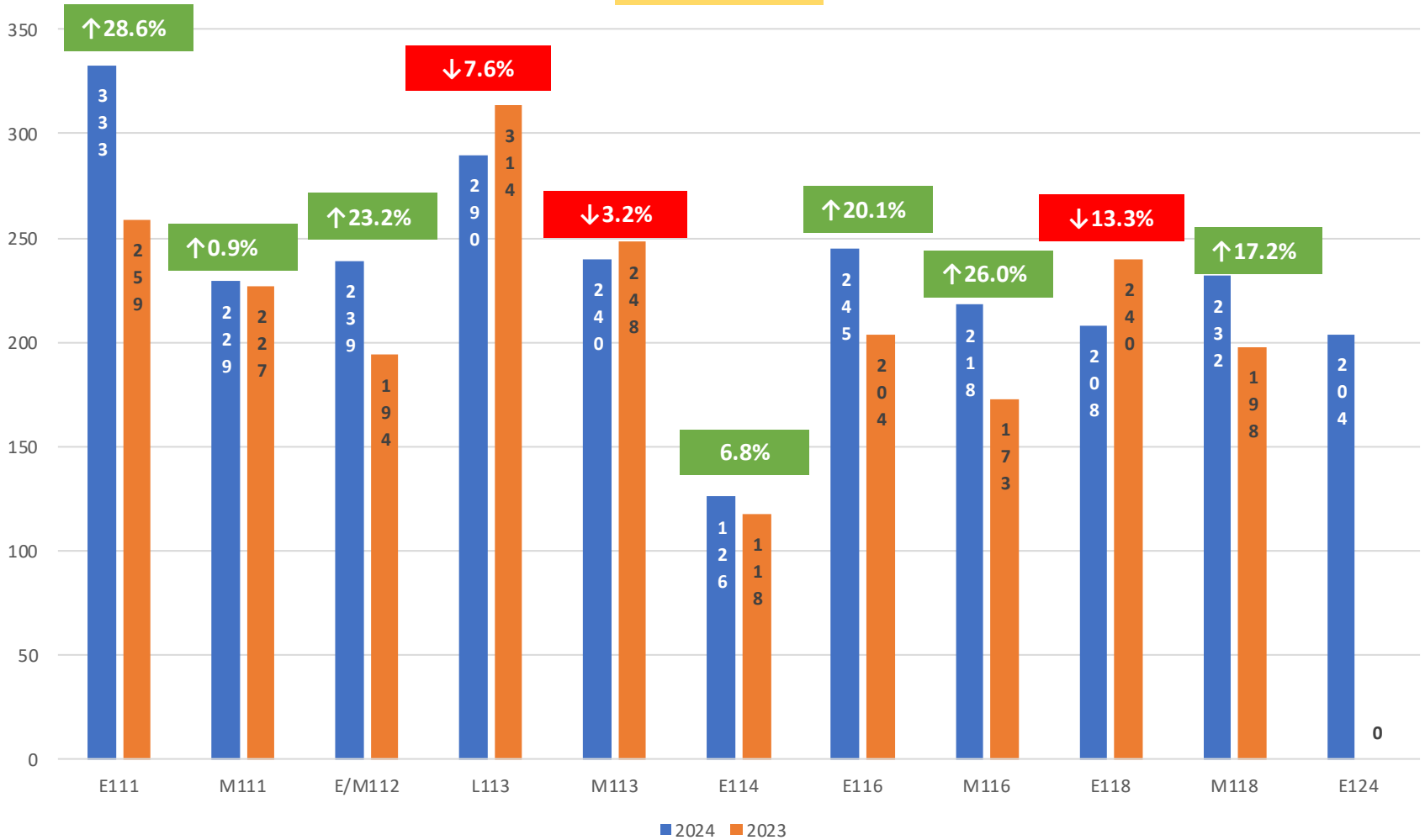
5-Year Trend

- Projected end of year total using MS Forecast based on month-to-month numbers starting 1/1/2019 thru 1/1/2024. Projected total is 13159±1523. Increase of 4.74% from 2023.



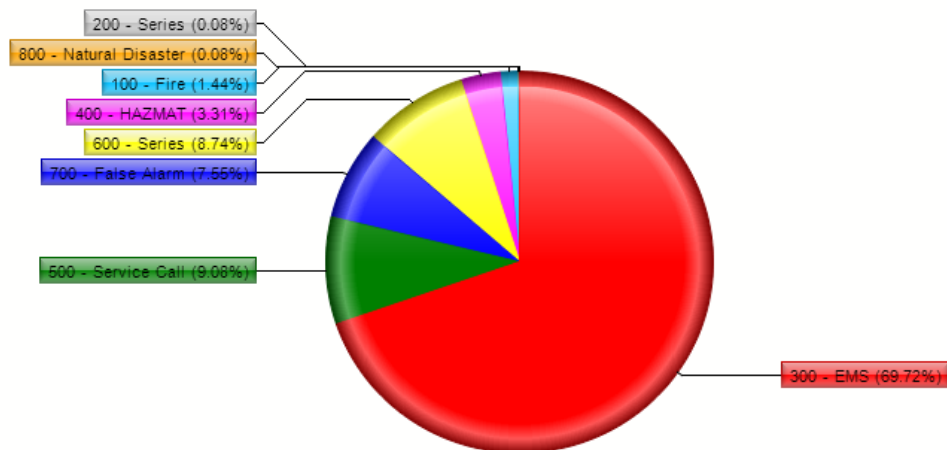
Total Counts by Unit—2024

Unit Count YTD



Incidents by Type—2023

Incident Type Group	2023	Total
100 - Fire	17	1.44%
200 - Overpressure, Rupture, Explosion—No fire	1	0.08%
300 - EMS	822	69.72%
400 - HAZMAT	39	3.31%
500 - Service Call	107	9.08%
600 - Good intent—Includes wrong location, controlled burn, patient already transported...	103	8.74%
700 - False Alarm	89	7.55%
800 - Natural Disaster	1	0.08%
900 - Special Incident	0	0
Annual Total	1179	



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Public Safety Report

Bonney Lake Police Department

January 2024

PATROL ACTIVITY*January 1st—January 8th*

Security Check @ Cedar Ridge Assisted Living—Employee reported that a unknown male in his 30's was inside the building and going to different rooms asking residents if "they needed help". The employees did not have access to the camera system and was unable to tell if he had left or not. No crime had been reported but it was very unusual. Staff is going to look into it more and call back in police services are needed.

Person W/A Weapon & Shoplift @ Ben Franklin Crafts—Report of a male walking around with a machete. Officers arrived and located the machete and backpack unattended in front of Ben Franklin. The items were put in a patrol vehicle for safety. Officers proceeded into the business as the subject was being escorted out by employees. Staff advised that the subject attempted to shoplift, and merchandise was recovered, but it was believed he still had merchandise in his sweatshirt. Staff declined prosecution. Staff proceeded to contact the manager who advised he wished to prosecute, but subject had already left on foot. Officers conducted an area check for the subject w/negative results.

Shoplift @ O'Reilly Auto Parts—Manager at O'Reilly Auto Parts reported a subject had concealed merchandise on his person and exited the store. He left going eastbound through the parking lot. The vehicle was located turning south onto 214th Ave E from west bound 410. P.C was established for shoplift and the suspect and vehicle were contacted in the 10200 block of 214th Ave E. Search incident to arrest.

January 8th—January 15th

DOA @ 17XXX 106th St E—Originally reported for EPF&R as CPR in progress. 59 yr old male with extensive medical history did not survive despite extensive effort by medics. ME declined to respond. Investigations responded to the scene and body was released to family for funeral home.

Vehicle Recovery @ 9XXX 198th Ave E—Enterprise Rent-A-Car called to report that GPS on one of their vehicles, reported stolen to Auburn, after the renter failed to return the vehicle. Vehicle was found at the location and no one at the south side of the duplex wanted to answer the door and talk to the Police. Vehicle was impounded to Cascade Towing.

Traffic Stop @ 20XXX S. Prairie Rd E.—Officer located a vehicle with switched plates and attempted to stop it. Vehicle continued at a slow pace of 9-10 MPH, possibly impaired. Vehicle eventually came to stop on 210th Ave E off S. Prairie Rd E and found the elderly female was confused and did not know where she was. Officers located a phone number for her son who advised she had Alzheimer's and shouldn't have been driving. Son came to the stop and took custody of the vehicle and his mother.

PATROL ACTIVITY Cont.

January 15th - January 22nd

Found Property @ 17XXX 108th St Ct E.—RP reported finding a firearm out in the alley behind her house. Firearm was determined to be a an actual loaded firearm. Records checks determined that the firearm belongs to a nearby resident. Firearm retained by Officer and charges forthcoming.

Burglary @ Glamour Nails—Officer observed a suspicious vehicle parked near the dumpsters. Officer attempted contact and a male fled on foot E/B on 410. Further investigation revealed the suspect had broken into Glamour Nails and was loading the stolen property into a rental car. The suspect was not located. The vehicle was impounded pending issuance of a search warrant.

DUI Collision @ 18XXX Bonney Lake BLVD—Three-car collision, the causing driver was impaired by alcohol. A blood warrant was applied for and received. After the blood draw, the suspect was medically cleared and booked into jail.

January 22nd—January 29th

Fraud/Purse Theft @ WalMart—RP who had her purse stolen from the WalMart yesterday called to advise that one of her credit cards was attempted to be used at Jacksons in Sumner last night. This confirmed the purse was not misplaced. Report for the theft of the purse. RP returned later in the day after finding the purse on OfferUp for sale and that information was provided to investigations for follow up.

Weapons Violation @ BLHS—SRO was advised of some students possibly with knives on school grounds. Students were contacted and knives were located by school staff. Student's were emergency expelled. Weapons taken by SRO and charges to be forwarded.

MVC (Car v. Pedestrian) @ 9900 block of 214th Ave. E. – Vehicle struck a pedestrian in the roadway. The pedestrian was injured and transported to Tacoma General Hospital. MCRT responded to conduct the investigation. Grave cars were called in early to assist.



Bonney Lake Police Department
2023 NIBRS & Crime Report

NIBRS Offenses	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	YTD 2023	YTD 2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	2	2	0	0	0	0	0	2	0	1	1	8	9
Robbery	1	0	1	0	2	1	0	1	1	2	2	0	11	13
Aggravated Assault	2	1	4	0	1	3	1	1	2	2	2	3	22	34
Simple Assault	6	6	12	5	14	14	10	6	5	7	9	6	100	122
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Non-Force Sex Offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kidnapping	0	0	0	1	0	0	0	0	0	0	0	0	1	4
Human Trafficking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	7	4	5	4	3	4	5	5	4	3	6	4	54	85
Arson	0	0	0	0	0	0	1	1	1	0	0	0	3	2
Larceny	20	25	30	26	31	21	31	23	15	28	31	25	306	535
Motor Vehicle Theft	6	4	9	11	6	4	11	6	3	2	1	5	68	74
Extortion/Blackmail	2	0	1	0	0	0	0	0	3	1	1	0	8	3
Counterfeiting/Forgery	0	1	1	0	1	0	0	0	0	0	0	0	3	10
Fraud	7	5	7	5	7	7	1	7	4	7	8	6	71	84
Embezzlement	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stolen Property Offenses	3	5	4	4	4	0	1	2	3	2	1	1	30	30
Destruction of Property/Vandalism	15	15	18	16	15	9	19	5	7	6	6	5	136	207
Drugs/Narcotics Offenses	0	1	0	1	1	0	1	1	1	1	1	0	8	15
Pornography/Obscene Material	0	0	0	0	0	0	1	0	0	0	0	0	1	0
Gambling Offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prostitution Offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Violation No Contact Order	2	2	0	3	1	2	2	2	2	5	3	6	30	49
Bribery	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapon Law Violations	1	2	2	2	2	0	1	0	0	1	0	1	12	14
TOTAL NIBRS OFFENSES	72	73	96	78	88	65	85	60	53	67	72	63	872	1293
Other	YTD 2023												YTD 2022	
Domestic Violence Offenses	15	8	12	14	11	15	9	10	7	8	10	10	129	135
Suicide	0	0	0	1	0	0	1	0	0	0	0	2	4	3
Attempted Suicide	0	0	0	0	0	2	1	1	0	1	1	0	6	4
TOTAL OTHER	15	8	12	15	11	17	11	11	7	9	11	12	139	142
Arrests (Misdemeanor & Felony)	YTD 2023												YTD 2022	
Adult Group A	16	17	27	19	31	19	25	26	22	18	23	19	262	352
Adult Group B	23	21	10	14	17	12	3	9	8	9	12	17	155	196
<i>Total Adult Arrests</i>	39	38	37	33	48	31	28	35	30	27	35	36	417	548
Juvenile Group A	1	1	2	2	5	0	1	5	1	1	2	0	21	11
Juvenile Group B	0	0	0	0	1	2	0	1	0	2	1	2	9	5
<i>Total Juvenile Arrests</i>	1	1	2	2	6	2	1	6	1	3	3	2	30	16
TOTAL ARRESTS	40	39	39	35	54	33	29	41	31	30	38	38	447	564
Traffic	YTD 2023												YTD 2022	
Motor Vehicle Collisions	27	24	19	20	18	29	29	26	22	40	24	42	320	333
Traffic Infractions Filed	84	38	30	91	121	55	62	31	50	35	32	33	662	531
Traffic Violations Charged	128	56	43	101	154	75	82	41	67	46	37	39	869	740
Non-Traffic Infractions Filed	1	4	1	0	1	1	6	9	0	0	0	2	25	21
Non-Traffic Violations Charged	1	5	1	0	2	2	6	11	0	0	0	2	30	28
DUI Citations	6	2	7	5	8	3	1	8	2	3	3	8	56	42
Traffic Misdemeanors - Citations Filed	53	17	19	12	16	10	16	7	10	11	16	5	192	191
Traffic Misdemeanors - Violations Chrgd.	67	19	24	13	23	11	21	10	13	14	17	6	238	253
Sector Tickets Issued	118	89	68	112	174	114	119	87	48	74	70	45	1118	1103
Paper Tickets Issued	0	4	1	1	67	10	16	3	0	0	1	1	104	54
TOTAL TRAFFIC	485	258	213	355	584	310	358	233	212	223	200	183	3614	3296
Calls for Service & Reports	YTD 2023												YTD 2022	
Calls for Service	1570	1355	1569	1534	1775	1565	1709	1410	1425	1494	1747	1511	18664	21638
Calls w/ Reports	156	147	148	128	161	179	210	158	130	170	161	173	1921	2154



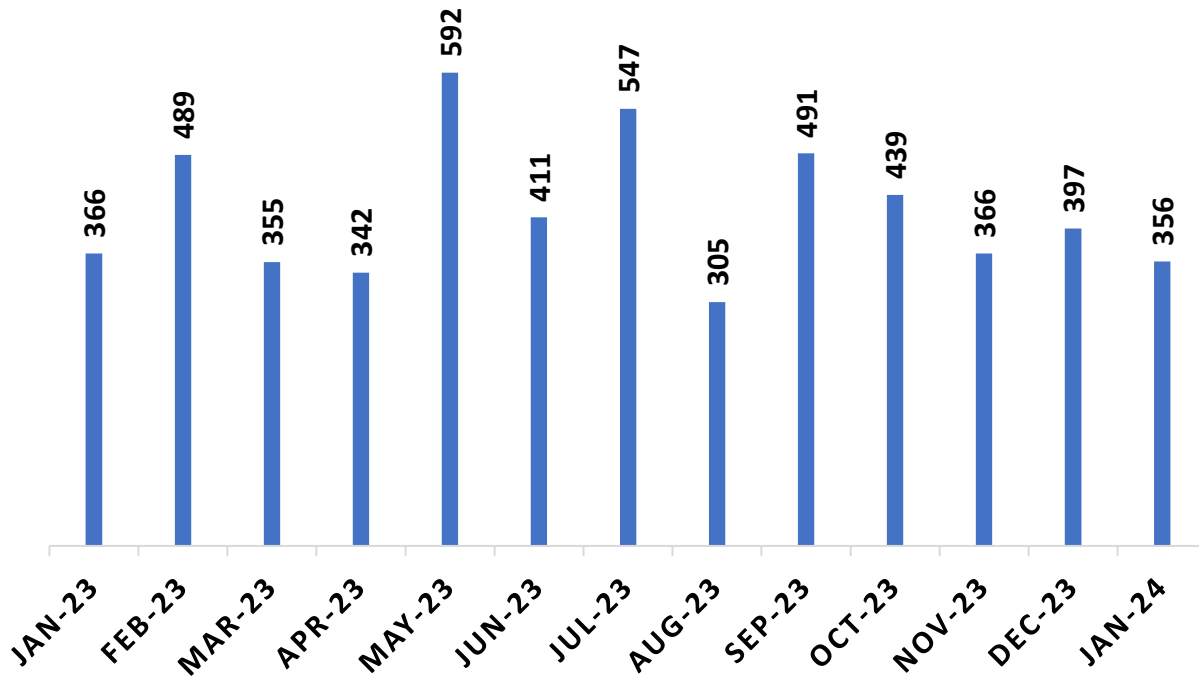
OFFICE OF THE PROSECUTING ATTORNEY
JUSTICE CENTER
9002 MAIN STREET EAST – SUITE 200
BONNEY LAKE, WA 98391
PHONE: (253) 447-3288 FAX: (253) 862-8538

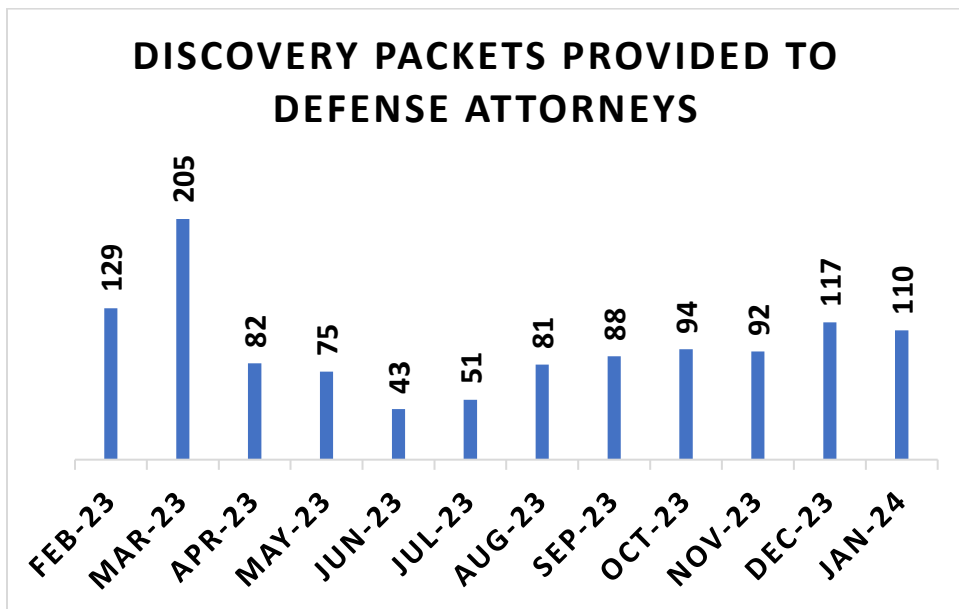
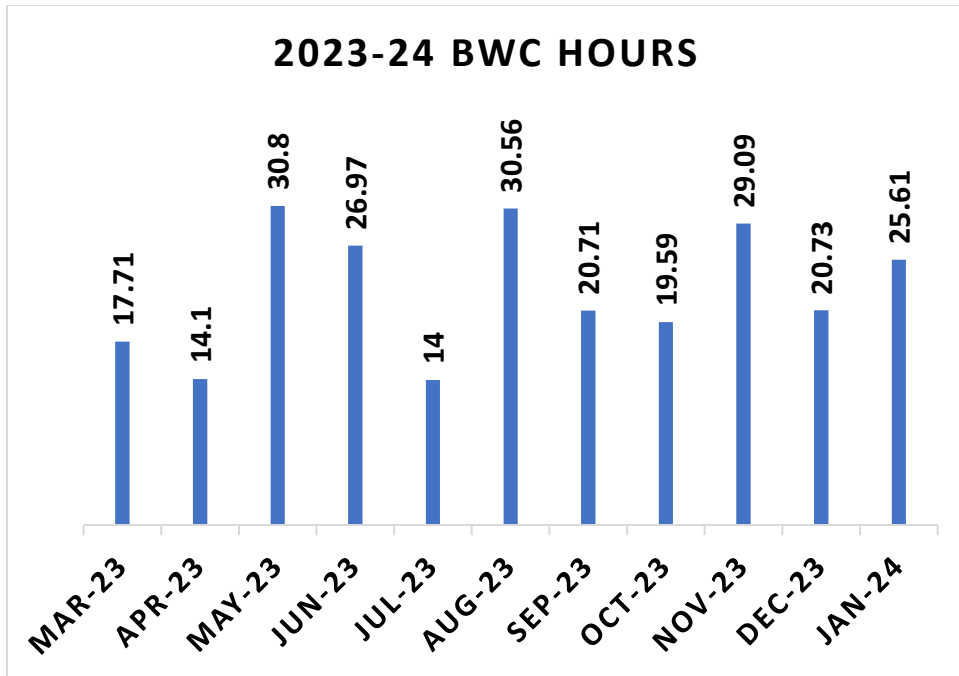
Prosecutor's Office Report December 2023 & January 2024

December 2023 Hearings	
Arraignments	49
Pre-Trial	111
Readiness	2
Sentencing	0
SOC Compliance	(Included in Sentence Compliance)
Sentence Compliance (Reviews)	148
Community Court Compliance	8
Community Court Pre-Opt	4
SCORE In Custody Hearings	14
Bench Warrant Quash	31
Expired Warrants	7
Infraction Contested	10
Infraction Mitigation	0
Parking	0
Trials	0
Motion Hearings	0
Restitution Hearings	0
Extreme Risk Protection Order Hearings	0
Blake Vacate/Dismiss	0
Other	13
Total Hearings	397

January 2024 Hearings	
Arraignments	38
Pre-Trial	87
Readiness	7
Sentencing	0
SOC Compliance	(Included in Sentence Compliance)
Sentence Compliance (Reviews)	106
Community Court Compliance	9
Community Court Pre-Opt	0
SCORE In Custody Hearings	29
Bench Warrant Quash	39
Expired Warrants	0
Infraction Contested	24
Infraction Mitigation	7
Parking	0
Trials	0
Motion Hearings	0
Restitution Hearings	0
Extreme Risk Protection Order Hearings	0
Blake Vacate/Dismiss	0
Other	10
Total Hearings	356

2023-24 COURT HEARINGS





Updates

“Fentanyl 101” City Training - The Prosecutor’s Office organized a “Fentanyl 101” training for City Staff put on by the Opioid Task Force Coordinator for the Tacoma Pierce County Health Department. This provided City staff with tools, training, and community resources for staff who interact with those experiencing addiction and potentially showing symptoms of current drug use. The training reviewed the increase of Fentanyl in our area, what it does to the body and mind, how people become addicted, what to do when interacting with someone who is currently high, and what to do if coming across drugs or drug paraphernalia in the field.



Teen Mock Trial Competition - Deputy City Attorney Burke and Prosecutor Candia were raters for the YMCA Regional Mock Trial Competition. Mock Trial is a competition where teens work with legal professionals in their community to develop an understanding of real-life case law and the role of the court system in a democratic society.

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Public Services Department Briefing Memorandum

Meeting Date: February 13, 2024
Memo Date: January 19, 2024
Staff Contact: Jason Sullivan
Action Type: Discussion
Agenda Title: Code Enforcement 2023 Q4 Quarterly Report

PURPOSE:

The purpose of this memo is to provide a quarterly update on the City’s Code Enforcement program.

ATTACHMENTS:

1. None

DISCUSSION:

Open Cases

In order to prioritize cases submitted to the City’s Code Enforcement Officer the City has established a Code Enforcement Prioritization Matrix (Attachment 1) as authorized in BLMC 14.130.040.G. This matrix assigns cases to four different levels and priorities based on the severity of the violation and its impact to public health., safety, and welfare. The matrix is in the process of being updated as the City transitions violations of the City’s water, sewer, and stormwater utility codes to Code Enforcement. In addition, the matrix will also need to be updated to reflect the addition of violations of the fire code identified by East Pierce Fire and Rescue during their annual inspection of commercial businesses pursuant to Resolution 2983. During this reporting period 30 new cases were opened. Below is a table showing the number of open cases based on the current matrix¹:

Priority	Notice of Violation (NOV)	Voluntary Compliance	Stop Work Order (SWO)	No Response	Appeal	Active Permits	Civil Penalties	Initial Site Visit	Not Started	TOTAL
High (2)	13	3	4	0	8	6	6	9	12	61
Medium (3)	9	5	4	0	3	3	1	6	5	36
Low (4)	4	1	1	0	0	0	1	8	7	22
Lowest (5)	5	0	1	0	1	0	0	5	2	14
Total Open	31	9	10	0	12	9	8	28	26	133

The City does not have Code Enforcement software, but is using Cityworks, an asset management software, to track open code enforcement cases as work orders. Due to the limitations of this software, the City cannot track and report via Priority.

Closed Cases

The Code Enforcement Officer has closed 41 cases during this reporting period. Below is a table showing the level of each case closed over that period.

Priority	Notice of Violation (NOV)	Finalized Permits	Abated	Civil Penalties	Duplicates	Recorded on Title	TOTAL
High (2)	0	14	4	0	2	1	21
Medium (3)	0	3	3	0	1	1	8
Low (4)	0	1	2	0	1	0	4
Lowest (5)	0	1	6	0	0	1	8
Total Closed	0	19	15	0	4	3	41

Civil Penalties

The City collected \$ 4,683.34 in civil penalties during the fourth quarter of 2023. There are currently \$25,000.00 in outstanding civil penalties to still be collected.

Appeals

Below are the current code enforcement appeals.

Cityworks 811, 4909 N. Island Dr.-Notice of Violation appeal, currently in abeyance.

Cityworks 812, 4914 N Island Dr.-Notice of Violation appeal, currently in abeyance.

Cityworks 625, 10001 192nd Ave. E.-Civil Penalties, currently in abeyance.

Cityworks 803, 18808 65th St. E.-Civil Penalties, currently in abeyance.

Cityworks 675, 9109 207th Ave. E.-Civil Penalties, scheduled for after 5pm on January 29, 2024.

Cityworks 788, 19512 56th St. E.-Civil Penalties scheduled for February 6, 2024.

Cityworks 798, 6340 S. Island Dr.-Civil Penalties, currently in abeyance.

Cityworks 896, 9908 205th Ave. E.-Notice of Violation appeal, to be scheduled for May 2024.

Cityworks 889, 9516 Angeline Rd. E.- Notice of Violation appeal, not yet scheduled.

Program Improvements

In addition to the improvements listed below, as of January 2024, the City now has two full time Code Enforcement Officers.

The City is currently in the process of developing a new Unified Enforcement Code in order to establish a uniform administrative system for addressing and resolving violations of the City's adopted ordinances. This Unified Enforcement Code creates a streamlined process by creating a single enforcement framework for violations of the City's Public Nuisance, Building/Fire, Zoning, Environmental, Stormwater, Water, and Sewer Codes. Staff plans to present this new unified framework to the City Council by the end of the year.

Policy Development

Staff is also currently working on developing City policies to improve coordination of code enforcement related activities across the different City departments. The goal of these policies is to provide clear direction to staff so that staff can better assist residents in resolving open cases and addressing violations brought to the City's attention by residents.

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City of Bonney Lake, Washington
City Council Agenda Bill (AB)

Department/Staff Contact: Prosecutor's Office / Dena Burke - Deputy City Attorney- Prosecutor	Meeting/Workshop Date: 12 December 2023	Agenda Bill Number: AB24-14
Agenda Item Type: Ordinance	Ordinance/Resolution Number: D24-14	Sponsor:

Agenda Subject: Ordinance Amending BLMC 6.04

Full Title/Motion: An Ordinance Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, Amending Bonney Lake Municipal Code Sections 6.04.190 And 6.04.230.

Administrative Recommendation: Approve

Background Summary: When local cities contracted with Metro Animal Services, they sought to create more uniform respective city codes for licensing and keeping of potentially dangerous and dangerous dogs in 2020. In doing so, the Bonney Lake Municipal Code was amended such that the portion of the code that pertained to animals at large was restricted to only animals at large in certain public areas.

As the Bonney Lake Municipal Code is currently written, only animals at large in public places are in violation. This is different from other cities that also contract with Metro Animal Services. The proposed amendment includes language that is the same or similar to the other cities and creates a more uniform code in the interest of community health, safety, and welfare.

At the November 14 and December 12, 2023, Public Safety Committee Meeting, Councilmembers requested additional language be added to evince the legislative intent that the Prosecutor is encouraged to move for the Court to lower the fine owed in the interest of justice, such as, when it is an isolated incident for the animal/animal owner, the animal owner takes corrective action, an inquiry into the finances of the owner shows a hardship or inability to pay, or otherwise in the interests of justice. The recommended code change has been updated with this intent.

Attachments: Ordinance No.D24-14

BUDGET INFORMATION				
Budget Amount	Current Balance	Required Expenditure	Budget Balance	Fund Source
				<input type="checkbox"/> General <input type="checkbox"/> Utilities <input type="checkbox"/> Other
Budget Explanation: No direct budget impact				

COMMITTEE, BOARD & COMMISSION REVIEW				
Council Committee Review: Public Safety	<i>Approvals:</i>		Yes	No
Date: 13 February 2024	Chair/Councilmember	Angela Baldwin	<input type="checkbox"/>	<input type="checkbox"/>
	Councilmember	Dan Roach	<input type="checkbox"/>	<input type="checkbox"/>
	Councilmember	Kerri Hubler	<input type="checkbox"/>	<input type="checkbox"/>
Forward to: Council Meeting	Consent Agenda:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	
Commission/Board Review:				
Hearing Examiner Review:				

COUNCIL ACTION	
Workshop Date(s):	Public Hearing Date(s):
Meeting Date(s): 27 February 2024	Tabled to Date:

APPROVALS

Director:
JPV

Mayor:
MM

**Date Reviewed
by City Attorney:**
(if applicable)

ORDINANCE NO. D24-14

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AMENDING BONNEY LAKE MUNICIPAL CODE SECTIONS 6.04.190 AND 6.04.230

WHEREAS, the City Council desires to revise its code to more closely reflect that of other cities served by Metro Animal Services; and

WHEREAS, the current language of the code limits citing animals at large to only those animals that become at large in generally public places; and

WHEREAS, the City Council has determined that this ordinance is in the interest of community health, safety and welfare,

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON HEREBY DO ORDAIN AS FOLLOWS:

Section 1. Section 6.04.190 of the Bonney Lake Municipal Code is hereby amended to read as follows:

6.04.190 General Violations.

It shall be a violation of this chapter for any person or the owner of any animal to:

A. Permit any domesticated animal to become at large ~~whether licensed or not, in any park or on any public beach, pond, fountain, or stream therein, or upon any public playground or school ground;~~ provided, however, that this section shall not prohibit a person from walking or exercising a licensed animal in a public park or on any public beach, where permitted, when such animal is on a leash, tether or chain not to exceed eight feet in length. This section shall not apply to designated off-leash areas or a service animal if a leash would interfere with the service animal's work or the nature of the owner's or keeper's disability prevents use of a leash;

B. Permit any animal to be a nuisance;

C. Fail to keep any female dog or cat in heat confined in a building or secure enclosure in such a manner that such female dog or cat cannot come into contact with another animal except for planned breeding;

D. Fail to provide an animal with humane care and treatment and with sufficient and proper nutritional food for its species, sufficient water, proper shelter and protection from the weather, and veterinary care when needed to prevent suffering; and not amounting to animal cruelty under BLMC 6.04.140 or as defined in Chapter 16.52 RCW;

E. Leave an animal unattended for more than 24 consecutive hours without adequate care;

F. Abandon an animal;

G. Use any trap for the purpose of seizing domestic animals, except that humane traps may be used as approved by the discretion of the animal control officer for the purpose of capturing abandoned, at large and sick animals.

Section 2. Section 6.04.230 of the Bonney Lake Municipal Code is hereby amended to read as follows.

6.04.230 Violations – Penalties.

A. Unless otherwise specifically set forth herein, any person violating the provisions of this chapter shall be guilty of a misdemeanor, except those persons who permit animals to become at large (BLMC 6.04.190(A)), permit animals to be a nuisance (BLMC 6.04.010(P) and 6.04.190(B)), fail to keep animal in heat confined (BLMC 6.04.190(D)),

fail to provide animal with humane care as defined in BLMC 6.04.190, or fail to have and provide rabies vaccination as defined in BLMC 6.04.250 have committed a Class 1 civil infraction pursuant to RCW 7.80.120.

Persons charged with infractions shall be processed by the municipal court in the same manner as persons charged with traffic infractions. Persons failing to appear for hearings for violations of this chapter shall be subject to the penalties set forth in BLMC 1.16.030. (Ord. 1642 § 1, 2020; Ord. 1352 § 1, 2010).

B. The Prosecutor is encouraged to lower the fine amount for Class 1 civil infractions under this Chapter as permitted under Washington State law when one or more of the following circumstances exists:

1. There is no history of a similar incident for the animal, animal owner, or person in control of the animal;

2. There is no history of the animal engaging in behavior that threatens the safety of humans or domestic animals. Examples of such behavior includes, but are not limited to, the following: menacingly approaching; charging; attacking; or, inflicting or attempting to inflict a bite;

3. The person owning or in control of the animal takes corrective measures to prevent the animal to become at large in the future;

4. The person owning or in control of the animal provides an affidavit or sworn testimony to the court regarding a hardship or inability to pay the fine amount; or,

5. Other circumstances determined to be in the interest of justice.

Section 3. This Ordinance shall take effect and be in force thirty (30) days from and after its passage, approval and publication, as required by law.

PASSED BY THE CITY COUNCIL this 27th day of February 2024

Michael McCullough, Mayor

AUTHENTICATED:

Sadie A. Schaneman, CMC, City Clerk

AB_____
Passed:
Valid:
Published:
Effective Date:
This Ordinance totals _____ page(s)

City of Bonney Lake, Washington
City Council Agenda Bill (AB)

Department/Staff Contact: Prosecutor's Office / Dena Burke - Deputy City Attorney- Prosecutor	Meeting/Workshop Date: 13 February 2024	Agenda Bill Number: AB24-16
Agenda Item Type: Ordinance	Ordinance/Resolution Number: D24-16	Sponsor:

Agenda Subject: Ordinance Amending BLMC 10.33

Full Title/Motion: An Ordinance Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, Amending Bonney Lake Municipal Code Section 10.33.010.

Administrative Recommendation: Approve

Background Summary:

Senate Bill 5606 added and amended sections of RCW 46.55 and RCW 46.61 related to street racing and impoundment and forfeiture of vehicles when the driver is arrested for street racing.

Police can now impound vehicles when the driver is arrested for racing, even if no racing charge or conviction results from the incident. The vehicle may also be subject to forfeiture. Because of this update to state law regarding the impound and forfeiture of vehicles involved in racing, it is recommended to update the Bonney Lake Municipal Code Section 10.33.010 relating to vehicle impoundment.

Additional changes from the law included adding drifting - intentional vehicle oversteering that causes traction law - is now within the definitoin of racing. Also, the crime of aiding or abeting racing is added and has the same penalties as racing.

Attachments: Ordinance No.D24-16

BUDGET INFORMATION				
Budget Amount	Current Balance	Required Expenditure	Budget Balance	Fund Source
				<input type="checkbox"/> General <input type="checkbox"/> Utilities <input type="checkbox"/> Other
Budget Explanation: No direct budget impact				

COMMITTEE, BOARD & COMMISSION REVIEW			
Council Committee Review: Public Safety	<i>Approvals:</i>	Yes	No
Date: 13 February 2024	Chair/Councilmember Angela Baldwin	<input type="checkbox"/>	<input type="checkbox"/>
	Councilmember Kerri Hubler	<input type="checkbox"/>	<input type="checkbox"/>
	Councilmember Dan Roach	<input type="checkbox"/>	<input type="checkbox"/>
Forward to: Council Meeting	Consent Agenda:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Commission/Board Review:			
Hearing Examiner Review:			

COUNCIL ACTION	
Workshop Date(s):	Public Hearing Date(s):
Meeting Date(s): 27 February 2024	Tabled to Date:

APPROVALS

Director:
JPV

Mayor:
MM

**Date Reviewed
by City Attorney:**
(if applicable)

ORDINANCE NO. D24-16

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AMENDING BONNEY LAKE MUNICIPAL CODE SECTION 10.33.010

WHEREAS, the City Council desires to ensure safe streets free from dangerous street racing for Bonney Lake’s citizens, community, and visitors; and

WHEREAS, Senate Bill 5606 created RCW 46.61.748, which permits the impoundment and potential forfeiture of vehicles used in street racing; and

WHEREAS, the City Council desires that law enforcement has all methods available to keep the community of Bonney Lake safe;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON HEREBY DO ORDAIN AS FOLLOWS:

Section 1. Chapter 10.33.010 of the Bonney Lake Municipal Code is hereby amended to read as follows:

10.33.010 Removal by police officer.

A. Whenever the driver of a vehicle is arrested or cited for a violation of RCW 46.20.342, 46.20.345, 46.61.502, ~~or 46.61.504,~~ or illegal racing conduct under RCW 46.61.500 or 46.61.530 or a comparable municipal ordinance, which sections have been adopted as a part of the city’s Model Traffic Ordinance pursuant to Chapter 308-330 WAC as adopted through Chapter 10.04 BLMC, or subsequent amendments thereto, the vehicle may be subject to summary impoundment at the direction of a police officer. Any officer directing an impoundment pursuant to this chapter shall issue a uniform written notice clearly denoting the agency’s authorization to impound, the form of which shall be approved by the chief of police and may include a law enforcement notice of infraction or citation.

B. If the vehicle was impounded because the driver was arrested for a violation of driving while license suspended (DWLS) in the third degree, as defined in RCW 46.20.342(1)(c), and the records of the Washington State Department of Licensing (DOL) show the driver has no prior convictions of RCW 46.20.342 or other similar local ordinance, the impounded vehicle may be released as soon as all requirements of BLMC 10.33.030 and 10.33.050(A) are met.

C. If the vehicle was impounded because the driver was arrested for a violation of DWLS in the third degree, and the records of the DOL show that the driver has one or more prior convictions of a violation of RCW 46.20.342 or similar local ordinance within the past five years, the vehicle may be impounded for 30 days.

D. If the vehicle was impounded because the driver was arrested for DWLS in the first or second degree, as defined in RCW 46.20.342(1)(a) or (1)(b), and the records of the DOL show that the driver has no prior convictions for a violation of RCW 46.20.342 or similar local ordinance within the past five years, the vehicle may be impounded for 30 days.

E. If the vehicle was impounded because the driver was arrested for DWLS in the first or second degree, as defined in RCW 46.20.342(1)(a) or (1)(b), and the records of the DOL show that the driver has one prior conviction for a violation of RCW 46.20.342(1)(a) or (1)(b) or similar local ordinance within the past five years, the vehicle may be impounded for 60 days.

F. If the vehicle was impounded because the driver was arrested for DWLS in the first or second degree, as defined in RCW 46.20.342(1)(a) or (1)(b), and the records of the DOL show that the driver has two or more prior convictions for a violation of RCW 46.20.342(1)(a) or (1)(b) or similar local ordinance within the past five years, the vehicle may be impounded for 90 days.

G. When an arrest is made for a violation of RCW 46.20.342, if the vehicle is a commercial vehicle and the driver of the vehicle is not the owner of the vehicle, before the summary impoundment is directed, the police officer shall attempt in a reasonable and timely manner to contact the owner of the vehicle and may release the vehicle to the owner if the owner is reasonably available, as long as the owner was not in the vehicle at the time of the stop and arrest and the owner has not received a prior release under this subsection or under BLMC 10.33.050.

H. If a vehicle driver is arrested for a violation of RCW 46.61.502 or 46.61.504, driving under the influence or having physical control of a vehicle while under the influence, as adopted by the Model Traffic Ordinance in WAC 308-330-307 through Chapter 10.04 BLMC, the vehicle shall be impounded, unless the vehicle is a commercial vehicle or farm vehicle as identified in subsection J of this section.

I. A vehicle impounded pursuant to subsection H of this section may not be redeemed within a 12-hour period following the time the impounded vehicle arrives at the operator's storage facility, unless there are two or more registered owners of the vehicle or there is a

legal owner of the vehicle that is not the driver of the vehicle. A registered owner or legal owner who was not the driver of the vehicle at the time of arrest may redeem the impounded vehicle after it arrives at the facility. Any other party redeeming the vehicle may do so after the 12-hour period has elapsed and the party has complied with the requirements of BLMC 10.33.030 and 10.33.050(A). All other procedures for notice, redemption, storage, auction, and sale shall remain the same as for other impounded vehicles under this chapter.

J. When an arrest is made for a violation of RCW 46.61.502 or 46.61.504, if the vehicle is a commercial vehicle and the driver of the vehicle is not the owner of the vehicle, before the summary impoundment is directed, the police officer shall attempt in a reasonable and timely manner to contact the owner of the vehicle and may release the vehicle to the owner if the owner is reasonably available, as long as the owner was not in the vehicle at the time of the stop and arrest.

K. A police officer directing that a vehicle be impounded when the driver is arrested for a violation of RCW 46.61.502 or 46.61.504 may leave a vehicle after placing a completed impound order and inventory inside a vehicle and securing the vehicle by closing the windows and locking the doors if:

1. The officer has waited 30 minutes after contacting a dispatcher to request an operator and the responding tow truck operator has not arrived; or

2. The officer is presented with exigent circumstances, including being called to another incident or being required to return to patrol due to limited available resources.

The city and its officers shall not be liable for any damages to the vehicle or for any theft of the vehicle or its contents that occurs between the time the officer leaves the vehicle and the time that the tow truck operator takes custody of the vehicle.

L. A rental car business or a motor vehicle dealer or lender with a perfected security interest may immediately redeem a vehicle it owns that has been impounded pursuant to this section by payment of the costs of removal, towing and storage. Upon such payment the vehicle will not be held for the period of impoundment stated in this section.

M. When the driver is arrested for illegal racing conduct under RCW 46.61.500 or 46.61.530 or a comparable municipal ordinance, the vehicle is subject to impoundment and forfeiture as set forth in RCW 46.55.113, 46.55.360, 46.55.370, and 46.61.748.

Section 5. This Ordinance shall take effect and be in force thirty (30) days from and after its passage, approval and publication, as required by law.

PASSED BY THE CITY COUNCIL this 27th day of February 2024.

Michael McCullough, Mayor

AUTHENTICATED:

Sadie A. Schaneman, CMC, City Clerk

AB_____
Passed:
Valid:
Published:
Effective Date:
This Ordinance totals _____ page(s)

City of Bonney Lake, Washington
City Council Agenda Bill (AB)

Department/Staff Contact: Prosecutor's Office / Dena Burke - Deputy City Attorney- Prosecutor	Meeting/Workshop Date: 13 February 2024	Agenda Bill Number: AB24-17
Agenda Item Type: Ordinance	Ordinance/Resolution Number: D24-17	Sponsor:

Agenda Subject: Ordinance Amending BLMC 14.130

Full Title/Motion: An Ordinance Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, Amending Bonney Lake Municipal Code Section 14.130.040.

Administrative Recommendation: Approve

Background Summary: As the City creates a more robust Code Enforcement presence, we wish to ensure full protection of Code Enforcement Officers in the field. The proposed ordinance increases the crime of interfering or obstructing a Code Enforcement Officer from a misdemeanor to a gross misdemeanor. Increasing the penalty sends a message about the seriousness of the offense. This also provides the Prosecutor the ability to ask for increased jail time and fine. When a defendant is on probation and fails to comply with the requirements set forth, the Court will now have the ability to order an increased sanction, such as more jail time.

The maximum penalty for a misdemeanor is 90 days in jail and a \$1,000 fine. The maximum penalty for a gross misdemeanor is 364 days in jail and a \$5,000 fine.

Attachments: Ordinance No.D24-17

BUDGET INFORMATION				
Budget Amount	Current Balance	Required Expenditure	Budget Balance	Fund Source
				<input type="checkbox"/> General <input type="checkbox"/> Utilities <input type="checkbox"/> Other
Budget Explanation: No direct budget impact				

COMMITTEE, BOARD & COMMISSION REVIEW			
Council Committee Review: Public Safety	<i>Approvals:</i>		Yes No
Date: 13 February 2024	Chair/Councilmember	Angela Baldwin	<input type="checkbox"/> <input type="checkbox"/>
	Councilmember	Kerri Hubler	<input type="checkbox"/> <input type="checkbox"/>
	Councilmember	Dan Roach	<input type="checkbox"/> <input type="checkbox"/>
Forward to: Council Meeting	Consent Agenda:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Commission/Board Review:			
Hearing Examiner Review:			

COUNCIL ACTION	
Workshop Date(s):	Public Hearing Date(s):
Meeting Date(s): 27 February 2024	Tabled to Date:

APPROVALS		
Director: <i>JPV</i>	Mayor: <i>MM</i>	Date Reviewed by City Attorney: (if applicable)

ORDINANCE NO. D24-17

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AMENDING BONNEY LAKE MUNICIPAL CODE SECTION 14.130.040

WHEREAS, the City’s Code Enforcement Officers ensure the health, safety, and overall aesthetic of the City of Bonney Lake; and

WHEREAS, the City’s Code Enforcement Officers frequently work in the field and engage with members of the public, a small number of whom are combative and interfere with the Code Enforcement Officers’ performance of their work duties; and

WHEREAS, the City Council desires to demonstrate the importance of Code Enforcement duties and discourage, to the greatest extent possible, interference with Code Enforcement Officers as they perform their work duties;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON HEREBY DO ORDAIN AS FOLLOWS:

Section 1. Chapter 14.130.040 of the Bonney Lake Municipal Code is hereby amended to read as follows:

14.130.040 General provisions.

A. In the event a conflict exists between the enforcement provisions of this chapter and the enforcement provisions of any international or uniform code, statute, or regulation that is adopted in the Bonney Lake Municipal Code and subject to the enforcement provisions of this chapter, the enforcement provisions of this chapter will prevail, unless the enforcement provisions of this chapter are preempted or specifically modified by said code, statute, or regulation.

B. Responsibility for violations of the codes enforced under this chapter is joint and several, both as to duty to correct and to payment of monetary penalties and costs, and the city is not prohibited from taking action against a party where other persons may also be

potentially responsible for a violation, nor is the city required to take action against all persons potentially responsible for a violation.

C. In computing any period of time prescribed or allowed by this code, the day of the act, event or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be included unless it is a Saturday, Sunday, or legal holiday, in which event the period shall run until the end of the next day which is neither a Saturday, Sunday, nor legal holiday.

D. Any person who intentionally intimidates, obstructs, impedes, or interferes with any lawful attempt to serve a notice of violation, stop work order, or emergency order, or intentionally obstructs, impedes, or interferes with lawful attempts to correct a violation, shall be guilty of a gross misdemeanor.

E. A violation does not become legal by lapse of time. The responsibility established in subsection F of this section runs with the land and shall be binding on all parties having or acquiring any right, title, interest, or any part thereof the site, including the grantee, heirs, successors, and assigns. Every successive owner of the property or premises shall assume this duty and responsibility.

F. Every property owner has a duty to: maintain property in a lawful manner and free of violations; exercise reasonable diligence to ensure that the property remains free of violations; and ensure that no other person can cause or contribute to a violation on the

property. It is not a defense to this chapter that other persons may have caused or contributed to the violation.

G. The city of Bonney Lake prioritizes code enforcement issues as listed below in descending order of priority:

1. Enforcement of life, health, and safety violations;
2. Stop work orders for nonpermitted activity;
3. Violations within critical and shoreline areas;
4. Monitoring and enforcement of permit and approval conditions;
5. Other violations of the development code. (Ord. 1610 § 5, 2019).

Section 5. This Ordinance shall take effect and be in force thirty (30) days from and after its passage, approval and publication, as required by law.

PASSED BY THE CITY COUNCIL this 27th day of February 2024.

Michael McCullough, Mayor

AUTHENTICATED:

Sadie A. Schaneman, CMC, City Clerk

AB _____
Passed:
Valid:
Published:
Effective Date:
This Ordinance totals _____ page(s)

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City of Bonney Lake, Washington
City Council Agenda Bill (AB)

Department/Staff Contact: PD/Mark Berry	Meeting/Workshop Date: 13 February 2024	Agenda Bill Number: AB24-18
Agenda Item Type: Resolution	Ordinance/Resolution/ Motion Number: 3199	Sponsor:

Agenda Subject: Lateral Bonus Program

Full Title/Motion: A Resolution Of The City Council Of The City Of Bonney Lake, Pierce County, Washington, To Authorize a \$25,000 Hiring Bonus for Lateral Police Officers in 2024.

Administrative Recommendation: Approve.

Background Summary: Law Enforcement agencies throughout the region are offering Lateral Hiring bonuses for lateral candidates. This will bring BLPD into market competition. A lateral hire will be able to work as a solo officer in 3 months vs 12 months. This is an equivalent salary savings of \$360,000.
Attachments: Salary/Cost Savings Spreadsheet.

BUDGET INFORMATION				
Budget Amount	Current Balance	Required Expenditure	Budget Balance	Fund Source
		\$100,000		<input type="checkbox"/> General <input type="checkbox"/> Utilities <input type="checkbox"/> Other
Budget Explanation: There is a current coverage of approximately \$160,000 in salary and benefit savings from vacant FTE's in the Police Department budget. A portion of these existing funds would be used to pay up to 4 lateral hiring bonuses in 2024.				

COMMITTEE, BOARD & COMMISSION REVIEW			
Council Committee Review:	Date: 13 February 2024	<i>Approvals:</i>	Yes No
		Chair/Councilmember Angela Baldwin	<input type="checkbox"/> <input type="checkbox"/>
		Councilmember Dan Roach	<input type="checkbox"/> <input type="checkbox"/>
		Councilmember Kerri Hubler	<input type="checkbox"/> <input type="checkbox"/>
	Forward to: Full Council	Consent Agenda:	<input type="checkbox"/> Yes <input type="checkbox"/> No
Commission/Board Review:			
Hearing Examiner Review:			

COUNCIL ACTION	
Workshop Date(s):	Public Hearing Date(s):
Meeting Date(s): 2-27-2024	Tabled to Date:

APPROVALS		
Director: Mark Berry	Mayor: Michael McCullough	Date Reviewed by City Attorney: (if applicable)

RESOLUTION NO. 3199

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, PIERCE COUNTY, WASHINGTON, AUTHORIZING THE BONNEY LAKE POLICE DEPARTMENT TO IMPLEMENT A LATERAL HIRING PROGRAM FOR 2024.

WHEREAS, The Bonney Lake Police Department has 4 current police officer vacancies; and

WHEREAS, The Bonney Lake Police Department has identified Lateral Hire Police Officers can be on patrol 9 months sooner than entry level police officers, creating lower response times to citizen calls, increase crime deterrence with additional patrols, and increase safety to Bonney Lake Police Officers from available back up units; and

WHEREAS, the current police department budget will support this program without requesting supplemental funds; and

WHEREAS, authorizing a hiring bonus in 2024 resulting in the hiring of 4 lateral police officers will save the city the equivalent of \$360,000;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BONNEY LAKE, WASHINGTON DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The Bonney Lake Police Chief is authorized to use existing salary and benefit savings to implement a \$25,000 lateral hiring bonus for lateral police officers in 2024.

PASSED by the City Council this 13th day of February 2024.

Michael McCullough, Mayor

AUTHENTICATED:

Sadie A. Schaneman, CMC, City Clerk

Month	Vacant Police Officer FTE's	Average Montly Salary with Benefits	Salary Savings	
January 2024	6	\$10,000	\$60,000	
February 2024	6	\$10,000	\$60,000	
March 2024	4	\$10,000	\$40,000	
Total Salary/Benefits Savings			\$160,000	
Total FTE Cost Savings Expected				
Lateral Bonus	4	\$25,000	\$100,000	
Adjstuted Salary/Benefit Savings After Lateral Bonus			\$60,000	
Hiring Classification	# of New Hires	Months in Training Cycle	Average Montly Salary with Benefits	Training Cycle Cost
Entry Level	1	12	\$10,000	\$120,000
Lateral	1	3	\$10,000	\$30,000
Training Cycle Equivalent Savings Per Lateral Hire				\$90,000
Training Cycle Equivalent Savings for 4 Lateral Hires			4 @ \$90,000	\$360,000