

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
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Legislation Title: AN ORDINANCE relating to police department command staff hiring, amending Section 4.08.060 of the Seattle Municipal Code to allow for the appointment of individuals from outside the department for sworn positions above the rank of captain.

Summary of the Legislation: This legislation would allow appointments to positions in the police department above the rank of police captain to be made by appointment of a law-enforcement officer from outside of the department in addition to appointing from the ranks of captain and lieutenant within the department.

Individuals who are appointed from within the department shall, in the event of removal, revert to their former position as is the current practice. Individuals who are brought in from the outside serve at the sole discretion of the Chief of Police.

The legislation does not change current appointment practices in the Seattle Fire Department.

Background: Current Seattle Municipal Code language restricts the pool of candidates to positions above the rank of police captain (e.g. assistant and deputy chiefs) to only internal candidates. This hinders robust, healthy competition for these important positions and does not allow a chief hired from outside the department to bring trusted deputies with her or him.

Please check one of the following:

This legislation does not have any financial implications.

This legislation has financial implications.

Other Implications:

a) Does the legislation have indirect financial implications, or long-term implications?

Implementing this legislation would lead to more robust competition for vital positions in the police department command staff. It will also help attract top candidates in future police chief searches as it gives the Chief of Police more flexibility in choosing his or her top staff.

b) What is the financial cost of not implementing the legislation?

Not implementing the legislation keeps the number of candidates for positions in the police department command staff limited to a small pool of internal candidates. These vital positions directly manage and oversee the department's 1,300+ employees and \$286 million budget.

c) Does this legislation affect any departments besides the originating department?

No.

d) What are the possible alternatives to the legislation that could achieve the same or similar objectives?

Change to the Seattle Municipal Code is required to open up the pool of candidates for these positions.

e) Is a public hearing required for this legislation?

No.

f) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

g) Does this legislation affect a piece of property?

No.

h) Other Issues:

List attachments to the fiscal note below: