

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
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Legislation Title:

AN ORDINANCE relating to City employment; establishing a compensation program for the Seattle Police Chief; specifying provisions for the administration of said compensation program; providing for reimbursement of relocation expenses for the 2014 Seattle Police Chief appointee; authorizing a severance agreement with the 2014 Seattle Police Chief appointee; and ratifying and confirming prior acts.

Summary of the Legislation:

This legislation creates a new compensation program for the City of Seattle’s Chief of Police. Effective June 23, 2014, Position #00005028, which is designated an “Executive 4” and filled by the person who is commonly known as the Chief of Police of the Seattle Police Department, will be retitled to “Seattle Police Chief.” The base pay provided by this legislation will be effective on June 23, 2014.

The legislation also authorizes reimbursement of moving expenses and severance pay for the 2014 Police Chief appointee. The City will reimburse the 2014 Police Chief appointee up to \$40,000 for reasonable moving expenses, including travel costs associated with securing permanent housing; temporary housing; and costs incurred for the purpose of relocating family and goods from the place of current residence to arrival to the City of Seattle. Should the 2014 appointee leave the Seattle Police Department prior to 24 months of employment, he or she will reimburse the department for all moving expenses paid. The City will also pay the 2014 appointee 12 months severance pay should the Mayor remove the appointee prior to December 31, 2017 for reasons other than cause.

Background:

In 2013, Seattle’s previous Police Chief John Diaz retired. On May 19, 2014, Mayor Ed Murray announced and appointed a new Police Chief. This appointment is the culmination of a national search; all finalists under consideration were living outside of Washington State.

Please check one of the following:

This legislation does not have any financial implications.

This legislation has financial implications.

Notes:

While this legislation provides adjustments to the pay program for the Police Chief, it does not request additional appropriation authority. Cost impacts associated with increases to the Police Chief's salary, as well as the one-time cost impact of the moving expense reimbursement and the unlikely event of the Police Chief's separation from the City, will be managed within the Seattle Police Department's existing budget. Supplemental or other budget changes will be requested only if necessary.

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
Cost impacts associated with this legislation will be managed within the Seattle Police Department's existing budget. Supplemental or other budget changes will be requested only if necessary.
- b) **What is the financial cost of not implementing the legislation?**
If this legislation is not implemented, the Police Chief will continue to receive compensation under the Executive 4 job title and will not be eligible for additional moving expenses reimbursement or for severance pay.
- c) **Does this legislation affect any departments besides the originating department?**
This legislation only directly impacts the Seattle Police Department.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
None.
- 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:** None.

List attachments to the fiscal note below: None.