



SEATTLE CITY COUNCIL

Legislative Summary

CB 119468

Record No.: CB 119468

Type: Ordinance (Ord)

Status: Passed

Version: 3

Ord. no: Ord 125784

In Control: City Clerk

File Created: 02/19/2019

Final Action: 03/12/2019

Title: AN ORDINANCE relating to the Seattle Police Department; creating an incentive program for hiring police officers; and repealing obsolete Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: González

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: Emilia.Sanchez@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Council President's Office	02/21/2019	sent for review	Gender Equity, Safe Communities, New Americans, and Education Committee			
Action Text: The Council Bill (CB) was sent for review. to the Gender Equity, Safe Communities, New Americans, and Education Committee							
Notes:							
1	City Council	02/25/2019	referred	Gender Equity, Safe Communities, New Americans, and Education Committee			

- 1 Gender Equity, Safe 02/27/2019 pass as amended Pass
Communities, New
Americans, and
Education Committee

Action Text: The Committee recommends that City Council pass as amended the Council Bill (CB).
In Favor: 3 Chair González , Vice Chair Mosqueda, Member Johnson
Opposed: 0

- 2 City Council 03/04/2019 passed as amended Pass

Action Text: The Motion carried, the Council Bill (CB) was passed as amended by the following vote, and the President signed the Bill:

Notes: ACTION 1:

Motion was made by Councilmember González, duly seconded and carried, to amend Council Bill 119468, by substituting version 3 for version 2.

Councilmember Bagshaw left the Council Chamber at 4:19 p.m.

Councilmember Bagshaw entered the Council Chamber at 4:21 p.m.

ACTION 2:

Motion was made and duly seconded to pass Council Bill 119468 as amended.

In Favor: 7 Councilmember Bagshaw, Councilmember González , Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember Mosqueda, Councilmember O'Brien
Opposed: 1 Councilmember Sawant

- 3 City Clerk 03/07/2019 submitted for Mayor
Mayor's signature
Action Text: The Council Bill (CB) was submitted for Mayor's signature. to the Mayor
Notes:

- 3 Mayor 03/11/2019 Signed
Action Text: The Council Bill (CB) was Signed.
Notes:

- 3 Mayor 03/12/2019 returned City Clerk

- 3 City Clerk 03/12/2019 attested by City Clerk
Action Text: The Ordinance (Ord) was attested by City Clerk.
Notes:

Text of Legislative File CB 119468

CITY OF SEATTLE

ORDINANCE

125784

COUNCIL BILL

119468

AN ORDINANCE relating to the Seattle Police Department; creating an incentive program for hiring police officers; and repealing obsolete Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code.

WHEREAS, the Seattle Police Department strives to maintain a highly qualified, diverse, and engaged police service to meet the complex demands of the Seattle communities; and

WHEREAS, the Seattle Police Department has successfully increased the hiring of people of color from 22 percent in 2014 to 36 percent in 2018; and

WHEREAS, The City of Seattle and the Seattle Police Department have recognized the need to hire additional officers responsibly and quickly to meet community expectations; and

WHEREAS, the Seattle Police Department has seen an increase in competition for qualified applicants for the position of police officer due, in part, to regional and national hiring incentives at law enforcement agencies; and

WHEREAS, the Seattle Police Department has seen a significant decrease in the number of police officer applications since 2016; and

WHEREAS, Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code are obsolete; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The Seattle Police Department may offer police officers candidates a hiring incentive of up to \$15,000, to be paid after beginning employment with The City of Seattle.

A. Incentives provided to lateral police officer hires shall not exceed \$15,000 per hire. Incentives provided to new recruit hires shall be provided one time and shall not exceed

1 \$7,500 per hire. If an employee who has received this incentive leaves the department, that
2 person may not receive an incentive to return.

3 B. The Seattle Police Department and the City Budget Office Innovation and
4 Performance Team shall conduct a review of the City's use of hiring incentives authorized in
5 Section 1 of this ordinance and shall transmit to the City Clerk; Chair of the Gender Equity, Safe
6 Communities, New Americans and Education Committee; and Central Staff Director by
7 September 23, 2019, an interim status report that shall include, but not be limited to, the
8 following information:

9 1. How the incentive compares with similar incentives offered by other local
10 and state law enforcement agencies; and

11 2. An update on survey responses received to date. Survey questions will
12 focus on Seattle police applicants and will specifically identify:

13 a. Whether the hiring incentive contributed to a new recruit's
14 decision to work in policing versus another profession; and

15 b. Whether the incentive resulted in a new recruit's or lateral officer's
16 decision to work for the Seattle Police Department versus another local or state law enforcement
17 agency; and

18 c. How the recruit or lateral officer learned about the hiring incentive;
19 and

20 d. Whether the incentive was more or less effective than other
21 recruitment tactics, such as being contacted by a member of the Seattle Police Department or
22 meeting Department representatives at a career fair or other event.

1 3. A demographic and race and social justice analysis of the information
2 collected pursuant to this subsection, and

3 4. An analysis of costs and benefits of the City's use of hiring incentives and
4 a recommendation about whether the City should continue the use of incentives as an ongoing
5 recruitment strategy.

6 C. The Seattle Police Department shall begin collecting the information required in
7 subsection B.2 of this section at the same time that it begins providing the hiring incentives
8 authorized in Section 1 of this ordinance. The Department shall, in conjunction with the quarterly
9 recruiting reports required under Statement of Legislative Intent 38-6-A-1-2019, provide regular
10 updates on the information it is collecting pursuant to subsection B.2 of this section.

11 D. The authority provided in Section 1 of this ordinance shall lapse on June 30, 2020,
12 and shall require the City Council to affirmatively renew the authorization of the incentive
13 program. The Seattle Police Department shall provide a follow-up report with information
14 gathered throughout the execution of the hiring incentive on the topics outlined in subsections
15 B.1 through B.4 of this section and shall transmit the report to the City Clerk; Chair of the
16 Gender Equity, Safe Communities, New Americans and Education Committee; and Central Staff
17 Director by March 31, 2020.

18 E. The Seattle Police Department and City Budget Office's Innovation and
19 Performance Team shall work with the City Attorney's Office to determine a method, such as an
20 agreement, that would ensure that recruits and lateral officers who accept a hiring incentive make
21 a commitment to the Department that lasts no fewer than three years. All recruits or lateral hires
22 must enter such agreement before receiving the hiring incentives authorized in this section.

1 Failure to meet the three-year commitment will result in the recruit or lateral hire having to pay
2 back the hiring incentive on a pro rata basis as calculated against the three-year commitment.

3 F. Half of the hiring incentive authorized pursuant to Section 1 of this ordinance will
4 be paid in the first paycheck and the second half upon completion of any probationary period
5 established by law.

6 Section 2. Section 4.20.530 of the Seattle Municipal Code, enacted by Ordinance 95256,
7 is repealed:

8 ~~((4.20.530 Police holidays.~~

9 ~~Uniformed Police personnel shall be allowed nine (9) holidays off per year with pay, or nine (9)~~
10 ~~days off in lieu thereof, at the discretion of the Chief of Police.))~~

11 Section 3. Section 4.20.540 of the Seattle Municipal Code, enacted by Ordinance 88419,
12 is repealed:

13 ~~((4.20.540 Police working special events or emergency situations.~~

14 ~~Payment on a straight-time basis is authorized for overtime ordered and worked by police~~
15 ~~personnel during special events or emergency situations, as determined by the Chief of Police~~
16 ~~and approved by the Chairman of the Finance Committee.))~~

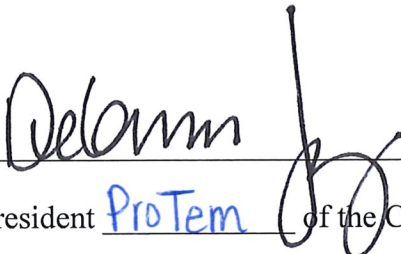
17 Section 4. Section 4.20.550 of the Seattle Municipal Code, enacted by Ordinance 80528,
18 is repealed:

19 ~~((4.20.550 Days off for police officers and firefighters.~~

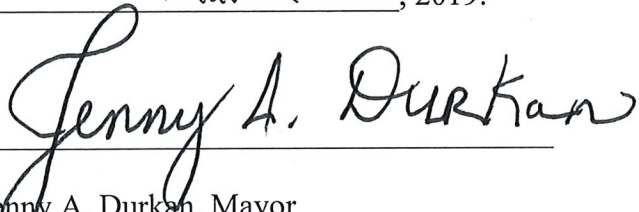
20 ~~Police officers shall be allowed two (2) days off in eight (8) with pay and police officers and~~
21 ~~firefighters shall be allowed an additional nine (9) days off with pay per year at the convenience~~
22 ~~of the respective department heads.))~~

Section 5. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

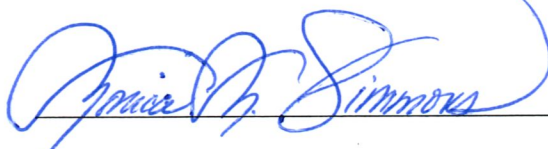
Passed by the City Council the 4th day of March, 2019,
and signed by me in open session in authentication of its passage this 4th day of
March, 2019.


President ProTem of the City Council

Approved by me this 11th day of March, 2019.


Jenny A. Durkan, Mayor

Filed by me this 12th day of March, 2019.


Monica Martinez Simmons, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
SPD	NA	NA

****This fiscal note was prepared by City Council Central Staff and has been forwarded to the City Budget Office for review. The estimates in this fiscal note may be adjusted as the City Budget Office works to determine more precise costs as well as any additional one-time and ongoing costs for program implementation.**

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to the Seattle Police Department; creating an incentive program for hiring police officers; and repealing obsolete Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code.¹

Summary of the Legislation: TMP 5127 authorizes the Seattle Police Department (SPD) to provide hiring incentives of up to \$15,000 for new recruit hires or lateral police hires “after beginning employment with The City of Seattle.” (Section 1).

This bill expands the hiring incentives as outlined in CB 119461 to include new recruits (not just lateral recruits). In order to mitigate recent challenges with hiring officers, the SPD Human Resources Director proposed a \$15,000 compensation incentive to attract and retain lateral officers. This proposal is reflected in [Council Bill 119461](#), which received a hearing on February 13, 2019, in the Gender Equity, Safe Communities, New Americans and Education (GESCNA-Ed) Committee. The Chair of the GESCNA-Ed Committee subsequently introduced TMP 5127.

Background: In 2018, the SPD experienced difficulty hiring new officers while also realizing a higher-than-normal separation rate of existing officers. This led to a net decrease of 41 officers. The decrease can be seen in Table 1 below.

¹ Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.

Table 1: SPD Police Officers Hired and Separated

Year	Number of Recruit Hires	Number of Lateral Hires	Separations (incl. dropouts)	Net New Hires
2012	25	7	-36	-4
2013	72	13	-39	46
2014	69	12	-59	22
2015	76	20	-72	24
2016	85	22	-67	40
2017	77	25	-79	23
2018	59	9	-109	-41
2019	84	20	-90	14
2020	84	20	-91	13

The SPD has indicated that the difficulty recruiting in 2018 has resulted from a combination of factors, including a national shortage in police recruit applications, incentives offered by other local jurisdictions (up to \$16,000 for an officer to lateral out of SPD), higher housing costs in the Seattle area and commute times, historically low unemployment, negative perceptions of policing, and that starting officer wages have remained relatively flat since January 2014.²

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? No

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

Should TMP 5127 be enacted, the level in which this program would be funded is at the discretion of SPD. Table 2 shows the costs of expanding the hiring incentive to lateral hires at \$15,000 and recruits at two different levels (\$5,000 and \$7,500). The table also shows costs should SPD increase its recruit and lateral pools by five percent (88 recruits and 21 laterals). These estimates reflect the costs of the hiring incentives, but do not reflect any additional one-time and ongoing costs for implementing the program. Additionally, the estimates do not reflect the costs of the four out-of-state recruiting trips that SPD has indicated that it is making in 2019. The Council has asked the Executive to provide an estimate of all funding that would be required to implement the programs, including the costs of the out-of-state recruitment trips. That information is forthcoming.

² The new Seattle Police Guild contract was signed and adopted by the City Council in November of 2018. Wages were adjusted to be the highest in the State of Washington.

Table 2: Hiring Incentive Options and Costs

				Total Cost 88 Recruits 21 Laterals
		Recruit Hires (84)	Laterals (20)	Total Cost
Option 1	Lateral Hires @ \$15,000	NA	\$300,000	\$300,000
Option 2	Recruit Hires @ \$5,000	\$420,000	NA	\$420,000
Option 3	Recruit Hires @ \$7,500	\$630,000	NA	\$630,000
Option 4	Both @ \$15,000 and \$5,000	\$420,000	\$300,000	\$720,000
Option 5	Both @ \$15,000 and \$7,500	\$630,000	\$300,000	\$930,000
				\$315,000
				\$441,000
				\$661,500
				\$756,000
				\$976,500

Use of Salary Savings for the Hiring Incentive Program: The department has indicated that there are 1,457 funded officer positions and 1,388 Sworn Officers³ in SPD. It should be noted that the department has always used some of its sworn position funding to pay for recruits that are in the academy but have not yet taken the sworn oath. Consequently, the number of sworn officers and funded positions will never be a precise match. When necessary, the department also diverts some sworn position funding to overtime funding for the purpose of providing additional, temporary staffing or emphasis patrols at the precincts. Finally, some of the sworn position funding that is realized as salary savings may be cut or repurposed for other uses. This latter category includes a \$1.4 million salary savings cut that Council made to the 2019 Adopted Budget⁴.

The department has indicated that it currently possesses enough salary savings to fund the \$300,000 that is needed for the lateral hire incentive program each year that it is implemented. Council Central Staff has asked the Executive whether there is enough salary / vacancy savings to expand the hiring incentive as contemplated in the options appearing in Table 2. The response to this question is still outstanding.

Is there financial cost or other impacts of *not* implementing the legislation? If this legislation is not implemented, the department's ability to attract and retain police officer candidates may be hindered. There is no financial cost associated with not implementing the legislation.

4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**
No.

³ Not all sworn officers are fully trained. Recruits that take the officer oath are sworn officers, but they still must undergo Phase II ride-along training.

⁴ Green Sheet 38-7-B-1 indicates that funding will be restored if the department is able to hire 10 net new officers in 2019 and 30 net new officers in 2020, as proposed by the Mayor's 2019-20 Proposed Budget.

- b. Is a public hearing required for this legislation?**
No.
- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**
No.
- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- e. Does this legislation affect a piece of property?**
No.
- f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**

It is possible that the hiring incentive could help attract more people of color as well as reduce barriers for those that have been hired, including those that are disproportionately affected by Seattle's increasing housing costs and commute times.

SPD has focused on making direct connections with communities historically underrepresented in policing with the explicit aim of recruiting officers who reflect the diversity of Seattle. This effort is consistent with a new Public Safety Civil Service Commission (PSCSC) rule that will allocate additional test points for multi-lingual candidates that sit for the police exam. It is also the focus of a 2017 report on recruiting made by the Community Police Commission, which contained nine recommendations that emphasized more connection with the community.

SPD has indicated that it has recently increased its hiring of people of color, which historically have belonged to vulnerable and disadvantaged communities. Racial diversity of SPD hires has increased from 14% of all police hires in 2013 to 42% of police hires in 2018. If this trend continues as the department grows its officer numbers, then SPD will further increase its racial diversity in absolute numbers and as a percentage of the sworn force.

It is also possible that any increase in the size of the police force may result in over policing of non-white neighborhoods. The City is addressing this issue by implementing bias police training and promoting connection with community to identify problems and solutions that do not perpetuate structural racism.

- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**

This legislation establishes a police officer incentive that is designed to strengthen the department's ability to attract and retain police officer candidates. The department is currently working to hire and train 40 new police officers above attrition by the end of 2020. The department monitors and reports on its progress towards its hiring goals, including lateral police officer hiring, and will continue to do so during the performance period.

STATE OF WASHINGTON -- KING COUNTY

--SS.

371865

No.

CITY OF SEATTLE, CLERKS OFFICE

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

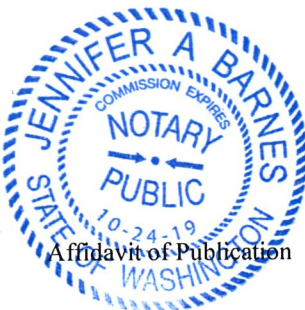
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

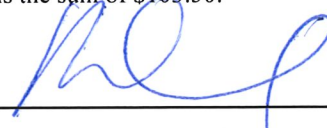
CT:125780-125784 TITLE

was published on

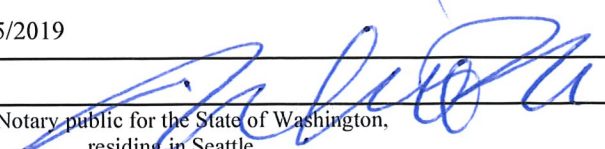
03/25/19

The amount of the fee charged for the foregoing publication is the sum of \$103.50.




Subscribed and sworn to before me on

03/25/2019


Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on March 04, 2019, and published below by title only, will be mailed upon request, or can be accessed at <http://seattle.legistar.com>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>.

Ordinance 125780

Council Bill 119470

AN ORDINANCE appropriating money to pay certain audited claims and ordering the payment thereof.

Ordinance 125781

Council Bill 119420

AN ORDINANCE relating to The City of Seattle's datum point; updating the vertical and horizontal reference datum for City of Seattle departments and outside entities as a standard elevation reference plane; requiring certain measurements for preliminary plats to be based on the updated vertical and horizontal datum; amending Chapter 1.20 of the Seattle Municipal Code; and amending Sections 23.22.020, 23.75.100, 25.06.030, 25.06.070, and 25.06.090 of the Seattle Municipal Code.

Ordinance 125782

Council Bill 119464

AN ORDINANCE authorizing the General Manager/CEO of Seattle Public Utilities to execute a contract with Waste Management of Washington for construction waste collection services; and ratifying and confirming certain prior acts.

Ordinance 125783

Council Bill 119467

AN ORDINANCE relating to historic preservation; imposing controls upon the Broad Street Substation, a landmark designated by the Landmarks Preservation Board under Chapter 25.12 of the Seattle Municipal Code, and adding it to the Table of Historical Landmarks contained in Chapter 25.32 of the Seattle Municipal Code.

Ordinance 125784

Council Bill 119468

AN ORDINANCE relating to the Seattle Police Department; creating an incentive program for hiring police officers; and repealing obsolete Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code.

Date of publication in the Seattle Daily Journal of Commerce, March 25, 2019.

3/25(371865)