

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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** 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.*

1. BILL SUMMARY

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

Summary and background of the Legislation: The lateral officer hiring incentive provides an enhanced hiring process and retention of experienced police officers in a competitive environment. SPD has had great success historically in hiring experienced officers from other law enforcement agencies. Recently, the competition among other local agencies for the same experienced officers has increased. In response, many local agencies began to offer prospective lateral officers cash incentives (as much as \$16,000) and there has been a marked decrease in SPD’s successful recruitment of lateral officers. In order to compete in the current environment for the scarce resource of experienced police officers, the SPD HR Director proposed this compensation incentive to attract and retain lateral officers.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes ___X___ 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?

This legislation will cost the City up to an estimated maximum of \$450,000 each year – depending on the number of lateral hires – over the course of implementation. The Seattle Police Department will cover this cost with salary and other cost and time savings (e.g., training, retention, etc.).

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 lateral 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.
- 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?**
No.
- 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 lateral police officer incentive that is designed to strengthen the department's ability to attract and retain lateral 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.

List attachments/exhibits below: