

2017 - 2018 Seattle City Council Green Sheet

Ready for Notebook

Tab	Action	Option	Version
204	1	A	2

Budget Action Title: Proviso spending on new patrol officer hiring

Ongoing: Yes

Has CIP Amendment: No Has Budget Proviso: Yes

Primary Sponsor: Herbold, Lisa

Councilmembers: Harrell; O'Brien

Staff Analyst: Amy Tsai

Council Bill or Resolution:

Date		Total	SB	TB	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Budget Action description:

This budget action would impose a proviso on funds used to hire additional police officers, requiring that a preference points system be used for initial hiring of Seattle Police Department officers that takes into account work experience reflective of the types of skills needed in policing, as described in the proviso below.

This green sheet imposes the following proviso:

"Of the 2017 appropriations in the Seattle Police Department, none shall be spent on the hiring of any new police officer unless that officer has been hired using a preference points system that includes preference points for applicants who are multi-lingual and/or have work experience or educational background providing important skills needed in modern policing, such as experience working with diverse communities, and social work, mental health or domestic violence counseling, Peace Corps, AmeriCorps, or other similar work or community service backgrounds."

The benefits of using preference points to address disparities in hiring and to draw candidates with skills needed by SPD have been previously highlighted by the Office of Professional Accountability Auditor (July-Dec 2013 Semi-Annual Report), the Gender Equity in Pay Task Force (2014 report on Gender Equity in Pay at the City of Seattle), and the Community Police Commission (Accountability System Recommendations adopted April 23, 2014).