

Proposed Amendment 1 To Council Bill 119468,
Version 3

Amendment Name: Accountability Provisions

Sponsor: CM González

Effects Statement: Establishes a process for the Seattle Police Department and City Budget Office to determine the success of recruitment incentives given to lateral and new recruit police hires, and adopts parameters for institution of a recruitment incentive program.

Proposed Amendment:

On page 1, line 24 after “Seattle.” insert:

“A. Incentives provided to lateral police officer hires shall be provided one time and shall not exceed \$15,000 per hire. Incentives provided to new recruit hires shall be provided one time and shall not exceed \$7,500 per hire.

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

1. How that incentive compares with similar incentives offered by other local and state law enforcement agencies; and
2. Survey responses that indicate whether the hiring incentive contributed to a new recruit’s decision to work in policing versus another profession; and
3. Survey responses that indicate whether the incentive resulted in a new recruit or lateral officer’s decision to work for the Seattle Police Department versus another local or state law enforcement agency; and

4. Survey responses that indicate how the recruit or lateral officer learned about the hiring incentive and whether the incentive was more or less effective than other recruitment tactics, such as being contacted by a member of the department or meeting department representatives at a career fair or other event; and

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

6. A cost-benefit analysis of the city's use of hiring incentives and a recommendation about whether the City should continue the use of incentives as an ongoing recruitment strategy.

C. The Seattle Police Department shall begin collecting the information required in subsections B.2 through B.4 of this section at the same time that it begins providing the hiring incentives authorized in Section 1 of this ordinance. The department shall, in conjunction with the quarterly recruiting reports required under Statement of Legislative Intent 38-6-A-1-2019, provide regular updates on the information it is collecting pursuant to subsection B of this section.

D. The authority provided in Section 1 of this ordinance shall lapse on December 31, 2019 and shall require the City Council to affirmatively renew the authorization of the incentive program.

E. The Seattle Police Department and City Budget Office's Innovation and Performance Team shall work with the City Attorney's Office to determine a method, such as a contract or other agreement, that would ensure that recruits and lateral officers who accept a hiring incentive make a commitment to the department that lasts no fewer than five years."