

**CITY OF SEATTLE**

**RESOLUTION \_\_\_\_\_**

..title

A RESOLUTION relating to the Seattle Police Department; stating the Council’s intent to lift a proviso on anticipated 2022 salary and benefits savings to fund staffing incentives for uniformed police officers.

..body

WHEREAS, the Charter of the City of Seattle is the Law of the City for the purpose of

protecting and enhancing the health, safety, environment, and general welfare of the people; and

WHEREAS, Article VI Section 1 of the Charter of the City of Seattle states, “There shall be maintained adequate police protection in each district in the City”; and

WHEREAS, according to the Seattle Police Department 2021 Year-End Crime Report, incidents of violent crime increased by 20 percent, including a 24 percent increase in aggravated assaults, compared to 2020 totals; and

WHEREAS, according to the Seattle Police Department 2021 Year-End Crime Report, incidents of property crime increased by nine percent, including a 31 percent in incidents of arson, compared to 2020 totals; and

WHEREAS, according to the Seattle Police Department 2021 Year-End Crime Report, there were 612 verified criminal shootings and incidents of shots fired, which in the aggregate represent a 40 percent increase compared to the 2020 total and an 80 percent increase compared to the 2019 total; and

WHEREAS, there has been a reduction of 332 in-service officers since January 2020, representing a 26 percent reduction of in-service officer staff; and

WHEREAS, the response time to a given service call will be longer when fewer officers are available to respond to these calls in the aggregate; and

1 WHEREAS, the current median response time to Priority 1 9-1-1 calls is 7.5 minutes, the current  
2 median response time to Priority 2 9-1-1 calls is 23.8 minutes, and currently officers are  
3 not dispatched to Priority 3 and Priority 4 9-1-1 calls; and

4 WHEREAS, since the summer of 2021, non-patrol officers, including investigators, have been  
5 redeployed to 9-1-1 response, diminishing the Seattle Police Department's ability to  
6 prevent and investigate crime; and

7 WHEREAS, despite this redeployment, the Seattle Police Department needs to augment per-  
8 watch staffing 90 percent of the time to meet its established minimum staffing standards;  
9 and

10 WHEREAS, in 2021 the Seattle Police Department hired 81 officers and 171 officers separated  
11 from service due to retirement or resignation, resulting in a net loss of 90 officers; and

12 WHEREAS, at the end of 2021 the Seattle Police Department employed 958 in-service officers,  
13 down from 1,290 in January 2020, with the greatest quarterly decline in force having  
14 occurred in the last quarter of 2020, reflecting a reduction of 114 officers between  
15 September and December; and

16 WHEREAS, 2022 Council Budget Action SPD-003-B-001 imposed a proviso restricting the  
17 Seattle Police Department's use of anticipated 2022 salary and benefits savings unless  
18 authorized by a future ordinance; and

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

22 WHEREAS, current labor shortages constrain the ability of municipalities across the Puget  
23 Sound region to hire needed officers; and

1 WHEREAS, to provide adequate police protection across Seattle, the Council believes SPD must  
2 accelerate the replacement of officers lost to separations; NOW, THEREFORE,

3 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

4 Section 1. The Council supports the Seattle Police Department’s development of a  
5 staffing incentives program to enhance its provision of an adequate number of fully trained,  
6 deployable officers to prevent, respond to, and investigate crime in Seattle.

7 Section 2. The Council intends to lift by ordinance the proviso imposed by Council  
8 Budget Action SPD-003-B-001 in order to fund staffing incentives at the Seattle Police  
9 Department, at a level not to exceed anticipated 2022 salary and benefits savings and any  
10 additional funding available for this purpose.

11 Section 3. The Council intends to pass an ordinance that would allow the implementation  
12 of a staffing incentives program at the Seattle Police Department.

