

Amendment A to CB 120389 – SPD Recruitment and Retention

Sponsor: Councilmember Herbold

Sunset Date and Evaluation Requirements

Effect: This amendment would add a sunset date of December 31, 2024 to the SPD hiring incentive program and add evaluation requirements that mirror the evaluation requirements in Ordinance 125784, the legislation that authorized a one-year SPD hiring incentive program that commenced in June 2019 and sunsetted in June 2020.

1. On page 5, amend Section 6 as follows:

On paragraph 1, strike “Beginning on July 13, 2022” and replace with “From July 13, 2022 to December 31, 2024”.

2. On page 5, amend Section 6, subsection E as shown below:

E. Beginning October 1, 2022, and occurring every three months thereafter for the duration of this program, the Seattle Police Department will provide a quarterly report to the Mayor and City Council on the use of hiring incentives. The report shall include the number and amount of new and lateral incentives paid as well as the number and amount of new and lateral incentives pending completion of the requirements of subsection 6.B of this ordinance. The Seattle Police Department and the City Budget Office Innovation and Performance Team shall also conduct an evaluation of the city’s use of hiring incentives authorized in subsection 6.A of this ordinance that shall include, but not be limited to, the following information:

1. How the incentive compares with similar incentives offered by other local and state law enforcement agencies;
2. Responses to survey questions that specifically identify:

- a. Whether the hiring incentive contributed to a new recruit's decision to work in policing versus another profession;
 - b. Whether the incentive resulted in a new recruit's or lateral officer's decision to work for the Seattle Police Department versus another local or state law enforcement agency;
 - c. How the recruit or lateral officer learned about the hiring incentive; and
 - d. Whether the incentive was effective than other recruitment tactics, such as being contacted by a member of the Seattle Police Department or meeting Department representatives at a career fair or other event;
3. A demographic and race and social justice analysis of the information collected pursuant to subsection E; and
 4. An analysis of costs and benefits 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.

The Seattle Police Department shall begin collecting data required for the evaluation at the same time that it begins providing the hiring incentives authorized in subsection 6.A of this ordinance and will endeavor to analyze and disclose one full year of data in the evaluation. The evaluation shall be transmitted to the City Clerk; the Chair of the Public Safety and Human Services Committee or successor committee, and the Central Staff Director no later than 15 months after the Department begins to offer the hiring incentives.