

## Amendment C to CB 120389 – SPD Recruitment and Retention

**Sponsor:** Councilmember Herbold

*Labor Acknowledgement and Wellness First Schedule*

**Effect:** This amendment would acknowledge that some provisions of CB 120389 may require collective bargaining before implementation. The amendment would also clarify that the department’s existing use of (4/10) schedules is the result of an agreement between the city and the unions for limited implementation within the Community Response Group (CRG) and that further implementation of (4/10) schedules may require bargaining.

1. On page 6, paragraph 2, add a new Section 7 as follows:

“The City acknowledges that some aspects of this ordinance may be subject to bargaining with our union partners and the City intends to do so in good faith.”

Renumber all sections and correct internal references accordingly.

2. On page 3, amend Section 1, as shown below:

Section 1. Council Budget Action SPD-003-B-001, approved in the 2022 Adopted Budget per Ordinance 126490, restricts the appropriations in the Seattle Police Department’s (SPD) budget for sworn salary and benefits to only be used to pay SPD’s recruits and sworn officers, unless authorized by future ordinance. This ordinance provides authorization to use up to ~~(((\$1,150,000))~~ \$1,571,309 of the funds restricted by SPD-003-B-001 as follows: (1) ~~((up to \$650,000))~~ for moving expenses for new police officer hires in 2022, ~~((provided that the Seattle Department of Human Resources (SDHR) amends the City’s Personnel Rules))~~ as authorized in Ordinance 126615 to allow greater flexibility for appointing authorities to offer moving assistance to a broader range of positions and circumstances and to pay for the salary and

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benefits for an additional recruiter in SPD; (2) ~~((up to \$350,000))~~ for a national ad campaign to market police officer positions to potential candidates; (3) for costs related to recruitment and retention of officers in SPD; all reimbursable expenses authorized by Ordinance 126615; contracting with outside agencies to help SPD develop a brand, materials, and advertising campaign to bolster recruitment; Improvements that can speed up the process of hiring new police officers, including technology costs and subscriptions; and hiring incentives in 2022 authorized by Section 5 of Council Bill 120389; and ~~((3))~~ (4) ~~((up to \$150,000))~~ to pay for a national search to hire a permanent Chief of Police. For the purpose of this ordinance, costs related to retention of officers in SPD mean expenditures that do not need to be bargained and that are associated with the Leave No Candidate behind program, the creation and support of Bureau Advisory Councils, the creation and support of the Develop Our People Leadership Academy, and the implementation of Wellness First (4/10) schedules. The implementation of Wellness First schedules for SPD's Community Response Group (CRG) does not need to be bargained because of an existing agreement between the unions and the city for limited implementation of the (4/10) schedules in the CRG and because the CRG is a voluntary program, with participation at individual officers' discretion. Further implementation of the Wellness First schedules in the department may require bargaining.