

SUMMARY and FISCAL NOTE

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
SPD	NA	NA

****This fiscal note was prepared by City Council Central Staff and has been forwarded to the City Budget Office for review. The estimates in this fiscal note may be adjusted as the City Budget Office works to determine more precise costs as well as any additional one-time and ongoing costs for program implementation.**

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to the Seattle Police Department; creating an incentive program for hiring police officers; and repealing obsolete Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code.¹

Summary of the Legislation: TMP 5127 authorizes the Seattle Police Department (SPD) to provide hiring incentives of up to \$15,000 for new recruit hires or lateral police hires “after beginning employment with The City of Seattle.” (Section 1).

This bill expands the hiring incentives as outlined in CB 119461 to include new recruits (not just lateral recruits). In order to mitigate recent challenges with hiring officers, the SPD Human Resources Director proposed a \$15,000 compensation incentive to attract and retain lateral officers. This proposal is reflected in [Council Bill 119461](#), which received a hearing on February 13, 2019, in the Gender Equity, Safe Communities, New Americans and Education (GESCNA-Ed) Committee. The Chair of the GESCNA-Ed Committee subsequently introduced TMP 5127.

Background: In 2018, the SPD experienced difficulty hiring new officers while also realizing a higher-than-normal separation rate of existing officers. This led to a net decrease of 41 officers. The decrease can be seen in Table 1 below.

¹ Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.

Table 1: SPD Police Officers Hired and Separated

Year	Number of Recruit Hires	Number of Lateral Hires	Separations (incl. dropouts)	Net New Hires
2012	25	7	-36	-4
2013	72	13	-39	46
2014	69	12	-59	22
2015	76	20	-72	24
2016	85	22	-67	40
2017	77	25	-79	23
2018	59	9	-109	-41
2019	84	20	-90	14
2020	84	20	-91	13

The SPD has indicated that the difficulty recruiting in 2018 has resulted from a combination of factors, including a national shortage in police recruit applications, incentives offered by other local jurisdictions (up to \$16,000 for an officer to lateral out of SPD), higher housing costs in the Seattle area and commute times, historically low unemployment, negative perceptions of policing, and that starting officer wages have remained relatively flat since January 2014.²

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? No

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

Should TMP 5127 be enacted, the level in which this program would be funded is at the discretion of SPD. Table 2 shows the costs of expanding the hiring incentive to lateral hires at \$15,000 and recruits at two different levels (\$5,000 and \$7,500). The table also shows costs should SPD increase its recruit and lateral pools by five percent (88 recruits and 21 laterals). These estimates reflect the costs of the hiring incentives, but do not reflect any additional one-time and ongoing costs for implementing the program. Additionally, the estimates do not reflect the costs of the four out-of-state recruiting trips that SPD has indicated that it is making in 2019. The Council has asked the Executive to provide an estimate of all funding that would be required to implement the programs, including the costs of the out-of-state recruitment trips. That information is forthcoming.

² The new Seattle Police Guild contract was signed and adopted by the City Council in November of 2018. Wages were adjusted to be the highest in the State of Washington.

Table 2: Hiring Incentive Options and Costs

		Recruit Hires (84)	Laterals (20)	Total Cost	Total Cost 88 Recruits 21 Laterals
Option 1	Lateral Hires @ \$15,000	NA	\$300,000	\$300,000	\$315,000
Option 2	Recruit Hires @ \$5,000	\$420,000	NA	\$420,000	\$441,000
Option 3	Recruit Hires @ \$7,500	\$630,000	NA	\$630,000	\$661,500
Option 4	Both @ \$15,000 and \$5,000	\$420,000	\$300,000	\$720,000	\$756,000
Option 5	Both @ \$15,000 and \$7,500	\$630,000	\$300,000	\$930,000	\$976,500

Use of Salary Savings for the Hiring Incentive Program: The department has indicated that there are 1,457 funded officer positions and 1,388 Sworn Officers³ in SPD. It should be noted that the department has always used some of its sworn position funding to pay for recruits that are in the academy but have not yet taken the sworn oath. Consequently, the number of sworn officers and funded positions will never be a precise match. When necessary, the department also diverts some sworn position funding to overtime funding for the purpose of providing additional, temporary staffing or emphasis patrols at the precincts. Finally, some of the sworn position funding that is realized as salary savings may be cut or repurposed for other uses. This latter category includes a \$1.4 million salary savings cut that Council made to the 2019 Adopted Budget⁴.

The department has indicated that it currently possesses enough salary savings to fund the \$300,000 that is needed for the lateral hire incentive program each year that it is implemented. Council Central Staff has asked the Executive whether there is enough salary / vacancy savings to expand the hiring incentive as contemplated in the options appearing in Table 2. The response to this question is still outstanding.

Is there financial cost or other impacts of *not* implementing the legislation? If this legislation is not implemented, the department’s ability to attract and retain police officer candidates may be hindered. There is no financial cost associated with not implementing the legislation.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?
 No.

³ Not all sworn officers are fully trained. Recruits that take the officer oath are sworn officers, but they still must undergo Phase II ride-along training.

⁴ Green Sheet 38-7-B-1 indicates that funding will be restored if the department is able to hire 10 net new officers in 2019 and 30 net new officers in 2020, as proposed by the Mayor’s 2019-20 Proposed Budget.

b. Is a public hearing required for this legislation?

No.

c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

No.

d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

e. Does this legislation affect a piece of property?

No.

f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?

It is possible that the hiring incentive could help attract more people of color as well as reduce barriers for those that have been hired, including those that are disproportionately affected by Seattle's increasing housing costs and commute times.

SPD has focused on making direct connections with communities historically underrepresented in policing with the explicit aim of recruiting officers who reflect the diversity of Seattle. This effort is consistent with a new Public Safety Civil Service Commission (PSCSC) rule that will allocate additional test points for multi-lingual candidates that sit for the police exam. It is also the focus of a 2017 report on recruiting made by the Community Police Commission, which contained nine recommendations that emphasized more connection with the community.

SPD has indicated that it has recently increased its hiring of people of color, which historically have belonged to vulnerable and disadvantaged communities. Racial diversity of SPD hires has increased from 14% of all police hires in 2013 to 42% of police hires in 2018. If this trend continues as the department grows its officer numbers, then SPD will further increase its racial diversity in absolute numbers and as a percentage of the sworn force.

It is also possible that any increase in the size of the police force may result in over policing of non-white neighborhoods. The City is addressing this issue by implementing bias police training and promoting connection with community to identify problems and solutions that do not perpetuate structural racism.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).

This legislation establishes a police officer incentive that is designed to strengthen the department's ability to attract and retain police officer candidates. The department is currently working to hire and train 40 new police officers above attrition by the end of 2020. The department monitors and reports on its progress towards its hiring goals, including lateral police officer hiring, and will continue to do so during the performance period.