

**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

..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.

..body

WHEREAS, the Seattle Police Department strives to maintain a highly qualified, diverse, and engaged police service to meet the complex demands of the Seattle communities; and

WHEREAS, the Seattle Police Department has successfully increased the hiring of people of color from 22 percent in 2014 to ~~40~~ 36 percent in 2018; and

WHEREAS, The City of Seattle and the Seattle Police Department have recognized the need to hire additional officers responsibly and quickly to meet community expectations; and

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

WHEREAS, the Seattle Police Department has seen a significant decrease in the number of police officer applications since 2016; and

WHEREAS, Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code are obsolete; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. The Seattle Police Department may offer police officers candidates a hiring incentive of up to \$15,000, to be paid after beginning employment with The City of Seattle.

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

1 time and shall not exceed \$7,500 per hire. If an employee who has received this incentive leaves  
2 the department that person may not receive an incentive to return.

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

9 1. How that incentive compares with similar incentives offered by other local  
10 and state law enforcement agencies; and

11 2. An update on survey responses received to date. Survey questions will  
12 focus on Seattle police applicants and will specifically identify: Survey responses that indicate

13 a. ~~\_\_\_\_\_~~ ~~w~~Whether the hiring incentive contributed to a new recruit's decision to  
14 work in policing versus another profession; and

15 ~~b3.~~ ~~Survey responses that indicate~~ ~~w~~Whether the incentive resulted in a new  
16 recruit or lateral officer's decision to work for the Seattle Police Department versus another local  
17 or state law enforcement agency; and

18 ~~c4.~~ ~~Survey responses that indicate~~ ~~h~~How the recruit or lateral officer learned  
19 about the hiring incentive; and

20 d. ~~\_\_\_\_\_~~ ~~w~~Whether the incentive was more or less effective than other recruitment  
21 tactics, such as being contacted by a member of the ~~department~~ Seattle Police Department or  
22 meeting ~~d~~Department representatives at a career fair or other event. ~~;~~ ~~and~~

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

3                   46.     An analysis of costs and benefits ~~cost-benefit analysis~~ of the eCity's use of  
4 hiring incentives and a recommendation about whether the City should continue the use of  
5 incentives as an ongoing recruitment strategy.

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

12           D.     The authority provided in Section 1 of this ordinance shall lapse on ~~December 31,~~  
13 ~~2019~~ June 30, 2020 and shall require the City Council to affirmatively renew the authorization of  
14 the incentive program. The Seattle Police Department shall provide a follow-up report with  
15 information gathered throughout the execution of the hiring incentive on the topics outlined in  
16 subsections B.1 through B.4 of this section and shall transmit the report to the City Clerk, Chair  
17 of the Gender Equity, Safe Communities, New Americans and Education Committee, and  
18 Central Staff Director by March 31, 2020.

19           E.     The Seattle Police Department and City Budget Office's Innovation and  
20 Performance Team shall work with the City Attorney's Office to determine a method, such as an  
21 ~~contract or other~~ agreement, that would ensure that recruits and lateral officers who accept a  
22 hiring incentive make a commitment to the ~~d~~D department that lasts no fewer than ~~five~~ three years.  
23 All recruits or lateral hires must sign the contract or enter such agreement before receiving the

1 hiring incentives authorized in this section. Failure to meet the three-year commitment will  
2 result in the recruit or lateral hire having to pay back the hiring incentive on a pro rata basis as  
3 calculated against the three-year commitment.

4 F. Half of the hiring incentive authorized pursuant to Section 1 of this ordinance will  
5 be paid in the first paycheck and the second half upon completion of any probationary period  
6 established by law.

7 Section 2. Section 4.20.530 of the Seattle Municipal Code, enacted by Ordinance 95256,  
8 is repealed:

9 ~~((4.20.530 Police holidays.~~

10 ~~Uniformed Police personnel shall be allowed nine (9) holidays off per year with pay, or nine (9)~~  
11 ~~days off in lieu thereof, at the discretion of the Chief of Police.))~~

12 Section 3. Section 4.20.540 of the Seattle Municipal Code, enacted by Ordinance 88419,  
13 is repealed:

14 ~~((4.20.540 Police working special events or emergency situations.~~

15 ~~Payment on a straight time basis is authorized for overtime ordered and worked by police~~  
16 ~~personnel during special events or emergency situations, as determined by the Chief of Police~~  
17 ~~and approved by the Chairman of the Finance Committee.))~~

18 Section 4. Section 4.20.550 of the Seattle Municipal Code, enacted by Ordinance 80528,  
19 is repealed:

20 ~~((4.20.550 Days off for police officers and firefighters.~~

21 ~~Police officers shall be allowed two (2) days off in eight (8) with pay and police officers and~~  
22 ~~firefighters shall be allowed an additional nine (9) days off with pay per year at the convenience~~  
23 ~~of the respective department heads.))~~

1 Section 5. This ordinance shall take effect and be in force 30 days after its approval by  
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it  
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2019,  
5 and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of  
6 \_\_\_\_\_, 2019.

7 \_\_\_\_\_  
8 President \_\_\_\_\_ of the City Council

9 Approved by me this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

10 \_\_\_\_\_  
11 Jenny A. Durkan, Mayor

12 Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

13 \_\_\_\_\_  
14 Monica Martinez Simmons, City Clerk

15 (Seal)