



SEATTLE CITY COUNCIL

Legislative Summary

CB 119468

Record No.: CB 119468

Type: Ordinance (Ord)

Status: Passed

Version: 3

Ord. no: Ord 125784

In Control: City Clerk

File Created: 02/19/2019

Final Action: 03/12/2019

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.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: González

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: Emilia.Sanchez@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

Yes

No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Council President's Office	02/21/2019	sent for review	Gender Equity, Safe Communities, New Americans, and Education Committee			
	Action Text: The Council Bill (CB) was sent for review. to the Gender Equity, Safe Communities, New Americans, and Education Committee						
	Notes:						
1	City Council	02/25/2019	referred	Gender Equity, Safe Communities, New Americans, and Education Committee			

1 Gender Equity, Safe 02/27/2019 pass as amended Pass
Communities, New
Americans, and
Education Committee
Action Text: The Committee recommends that City Council pass as amended the Council Bill (CB).
In Favor: 3 Chair González , Vice Chair Mosqueda, Member Johnson
Opposed: 0

2 City Council 03/04/2019 passed as amended Pass
Action Text: The Motion carried, the Council Bill (CB) was passed as amended by the following vote, and the
President signed the Bill:
Notes: ACTION 1:

Motion was made by Councilmember González, duly seconded and carried, to amend Council Bill 119468, by substituting version 3 for version 2.

Councilmember Bagshaw left the Council Chamber at 4:19 p.m.

Councilmember Bagshaw entered the Council Chamber at 4:21 p.m.

ACTION 2:

Motion was made and duly seconded to pass Council Bill 119468 as amended.
In Favor: 7 Councilmember Bagshaw, Councilmember González , Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember Mosqueda, Councilmember O'Brien
Opposed: 1 Councilmember Sawant

3 City Clerk 03/07/2019 submitted for Mayor
Mayor's signature
Action Text: The Council Bill (CB) was submitted for Mayor's signature. to the Mayor
Notes:

3 Mayor 03/11/2019 Signed
Action Text: The Council Bill (CB) was Signed.
Notes:

3 Mayor 03/12/2019 returned City Clerk

3 City Clerk 03/12/2019 attested by City Clerk
Action Text: The Ordinance (Ord) was attested by City Clerk.
Notes:

Text of Legislative File CB 119468

CITY OF SEATTLE

ORDINANCE 125784

COUNCIL BILL 119468

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.

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 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 not exceed \$15,000 per hire. Incentives provided to new recruit hires shall be provided one time and shall not exceed

1 \$7,500 per hire. If an employee who has received this incentive leaves the department, that
2 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 the 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:

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

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

18 c. How the recruit or lateral officer learned about the hiring incentive;
19 and

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

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

3 4. An analysis of costs and benefits of the City’s use of hiring incentives and
4 a recommendation about whether the City should continue the use of incentives as an ongoing
5 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 Department shall, in conjunction with the quarterly
9 recruiting reports required under Statement of Legislative Intent 38-6-A-1-2019, provide regular
10 updates on the information it is collecting pursuant to subsection B.2 of this section.

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

18 E. The Seattle Police Department and City Budget Office’s Innovation and
19 Performance Team shall work with the City Attorney’s Office to determine a method, such as an
20 agreement, that would ensure that recruits and lateral officers who accept a hiring incentive make
21 a commitment to the Department that lasts no fewer than three years. All recruits or lateral hires
22 must enter such agreement before receiving the hiring incentives authorized in this section.

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

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

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

8 ~~((4.20.530 Police holidays.~~

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

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

13 ~~((4.20.540 Police working special events or emergency situations.~~

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

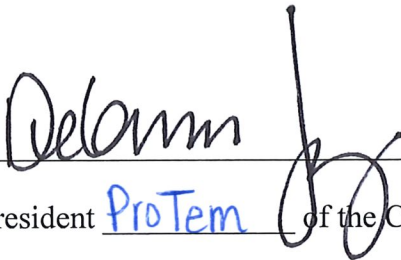
17 Section 4. Section 4.20.550 of the Seattle Municipal Code, enacted by Ordinance 80528,
18 is repealed:

19 ~~((4.20.550 Days off for police officers and firefighters.~~

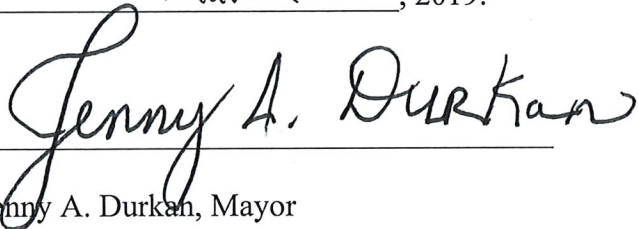
20 ~~Police officers shall be allowed two (2) days off in eight (8) with pay and police officers and
21 firefighters shall be allowed an additional nine (9) days off with pay per year at the convenience
22 of the respective department heads.))~~

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.

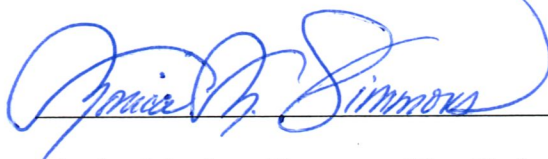
4 Passed by the City Council the 4th day of March, 2019,
5 and signed by me in open session in authentication of its passage this 4th day of
6 March, 2019.

7 
8 President Pro Tem of the City Council

9 Approved by me this 11th day of March, 2019.

10 
11 Jenny A. Durkan, Mayor

12 Filed by me this 12th day of March, 2019.

13 
14 Monica Martinez Simmons, City Clerk

15 (Seal)