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Budget Action Title: Proviso spending on new patrol officer hiring until multilingual preference

points are implemented

Ongoing: Yes

Has CIP Amendment: No Has Budget Proviso: Yes

Primary Sponsor: Herbold, Lisa

Councilmembers:

Staff Analyst: Amy Tsai

Council Bill or Resolution:

Budget Committee Vote:

Date	Result	SB	ТВ	LG	ВН	LH	RJ	DJ	МО	KS
11/16/2016	Fail 3-6	N	N	N	N	Υ	N	N	Υ	Υ

Budget Action description:

This green sheet imposes the following proviso:

"Of the 2017 appropriations in the Seattle Police Department (SPD), none shall be spent on the hiring of any new police officer unless that officer has been hired using a preference points system that includes preference points for applicants who are multi-lingual. This proviso shall not apply to any new SPD police officer applicant who has progressed past the point at which preference points are applied as of April 14, 2017.

The City may take steps to evaluate and prepare a multilingual preference points process, but shall not institute the requirement unless the U.S. District Court for the Western District of Washington provides the City with the Court's response to the draft accountability legislation filed with the Court on October 7, 2016 and that response indicates that multilingual preference points are consistent with the terms and spirit of the consent decree, or otherwise agrees to an amendment of the consent decree to that effect. If the Court has not so indicated by January 16, 2017, this proviso shall lapse.

The benefits of using preference points to address disparities in hiring and to draw candidates with skills needed by SPD have been previously highlighted by the Office of Professional Accountability Auditor (July-Dec 2013 Semi-Annual Report), the Gender Equity in Pay Task Force (2014 report on Gender Equity in Pay at the City of Seattle), and the Community Police Commission (Accountability System Recommendations adopted April 23, 2014). Draft accountability legislation filed with the federal Court on October 7, 2016, as part of the Seattle Police Department consent decree process contained proposed preference points language for a variety of categories including multilingualism.

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An October 2016 U.S. Department of Justice and Equal Employment Opportunity Commission report, "Advancing Diversity in Law Enforcement," stated that "while greater workforce diversity alone cannot ensure fair and effective policing, a significant - and growing - body of evidence suggests that diversity can have a positive influence on specific activities and practices of law enforcement agencies." And specifically, "law enforcement agencies that have multi-lingual officers are able to provide improved services to individuals with limited English proficiency (LEP). Thus, for example, the Department of Justice, in its efforts to implement the terms of a consent decree with the New Orleans Police Department, worked with that law enforcement agency to strengthen its relationship with LEP communities by increasing the number of officers who speak languages other than English."

The intent of this proviso is to provide sufficient time for the establishment of multi-lingual preference points in the SPD hiring process without impacting SPD timelines for the hiring of new officers in 2017, while respecting the Court's authority to review the draft accountability legislation that is currently before it.