

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 lateral Police Officer applications since 2016; and

WHEREAS, the costs of on-boarding lateral Police Officers are far lower than hiring new recruits, as the Equivalency Academy at the Criminal Justice Training Commission is free and lateral Police Officer hires are deployed to patrol five months earlier, which realizes significant salary savings; 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 who are candidates for lateral hires a hiring incentive of up to \$15,000 to be paid after beginning employment with The City of Seattle.

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 Section 4.20.530 of the Seattle Municipal Code, enacted by Ordinance 95256, is repealed:

~~((4.20.530 Police holidays.~~

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

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 Section 4.20.540 of the Seattle Municipal Code, enacted by Ordinance 88419, is repealed:

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

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

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 Section 4.20.550 of the Seattle Municipal Code, enacted by Ordinance 80528, is repealed:

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

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

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

Passed by the City Council the _____ day of _____, 2019, and signed by me in open session in authentication of its passage this _____ day of _____, 2019.

President _____ of the City Council

Approved by me this _____ day of _____, 2019.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2019.

Monica Martinez Simmons, City Clerk

(Seal)