

Amendment B to CB 120389 – SPD Recruitment and Retention

Sponsor: Councilmember Herbold

*Eligibility for hiring incentives*

**Effect:** This amendment would provide clarity about the groups of police officer candidates that are eligible for hiring incentives.

On page 4, amend Section 6 of CB 120389 as shown below:

Section 6. Beginning on July 13, 2022, the Seattle Police Department may offer certain police officer candidates, including new recruits and new lateral officers, a hiring incentive to be paid after beginning employment with The City of Seattle. Public Safety Civil Service Commission (PSCSC) Rule 10.03 describes the process by which former officers may request and receive reinstatement to a sworn SPD position with the approval of the Chief of Police and the Executive Director of the PSCSC, and officers so appointed are neither new recruits nor new lateral officers. The Council recognizes that former officers who are re-hired by SPD require minimal training and can immediately bolster the department's 9-1-1 response ability or provision of investigative services. The Council also recognizes that the Seattle Police Officers Guild collective bargaining agreement provides that former officers who leave SPD and are re-hired in the same classification within the next two years return to their previous salary step and benefit accrual rates and that this return constitutes an economic benefit. For these reasons, eligibility for the hiring incentive shall be extended to former officers who are reinstated to SPD after two years or more or who do not otherwise receive the economic benefit of a return to their previous salary step and benefit accrual rates.

A. Incentives provided to lateral police officer hires and to officers who are reinstated to SPD after two years or more shall be paid one incentive per employee, and be based on market demand, which shall not exceed \$30,000 per hire. Incentives paid to new recruit hires shall be one-time per employee and be based on market demand not to exceed \$7,500 per hire. If an employee who has received this incentive leaves the department, that person may not receive an incentive to return.

B. Half of the hiring incentive will be paid in the first paycheck and the second half upon completion of any probationary period established by the Public Safety Civil Service Rules.

C. Hiring incentives paid to new recruits, ~~and~~ lateral transfers, and reinstated officers who leave Seattle Police Department employment before five years of completed service must be paid back to the City.

D. Current City employees, with the exception of recruiters in the Seattle Department of Human Resources, recruiters in the Seattle Police Department, and employees of the Public Safety Civil Service Commission, who make a referral of a lateral hire or new recruit hire are eligible to receive a referral incentive of up to \$1,000, payable when the applicant graduates from the state police academy and begins police officer field training with SPD.

E. Beginning October 1, 2022, and occurring every three months thereafter for the duration of this program, the Seattle Police Department will provide a quarterly report to the Mayor and City Council on the use of hiring incentives. The report shall include the number and amount of new, ~~and~~ lateral, and reinstated incentives paid as well as the number and amount of new and lateral incentives pending completion of the requirements of subsection 6.B of this ordinance.

Ann Gorman  
City Council  
August 16, 2022  
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Section 7. Any action consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.