

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to appropriations for the Seattle Police Department; amending a proviso imposed by Ordinance 126490, which adopted the 2022 Budget; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This ordinance provides authorization to use up to \$650,000 of the funds restricted by SPD-003-B-001: (1) for moving expenses for new police officer hires in 2022, provided that the Seattle Department of Human Resources (SDHR) amends the City’s Personnel Rules to allow greater flexibility for appointing authorities to offer moving assistance to a broader range of positions and circumstances; and (2) to pay for the salary and benefits for an additional recruiter in the Seattle Police Department (SPD).

The Council requests that SDHR complete a process to update the City’s personnel rules to provide appointing authorities greater flexibility to pay for moving expenses for new police hires and to extend those benefits to a broader range of positions. This could involve shortening the distance required to reimburse moving expenses from 50 miles (current personnel rule) to a yet-to-be determined standard.

Costs for moving reimbursements for police officers cannot be determined until the Seattle Department of Human Resources amends personnel rules to (1) specifically identify the positions that are eligible for reimbursements; and (2) determine whether to broaden the circumstances in which the city will reimburse moving expenses.

The half-year cost for a civilian recruiter is approximately \$55,000. The department will not need new appropriation authority for this position or to pay for moving expenses as it expects to use salary savings that were previously appropriated to pay for sworn officer salary and benefits. A partial proviso lift of SPD-003-B-001 is required. This ordinance lifts the proviso to a cap of \$650,000.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes No

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

SPD's budget is primarily supported by general fund (GF) resources. As has been discussed by the Council's Finance and Housing Committee, the City is currently facing a long-term structural budget issue, where GF expenditures are outpacing GF revenues. One of the potential strategies identified to address this structural budget issue in 2023 and 2024 is to use 2022 underspend, such as savings achieved through delayed hirings, for future year spending. If the proviso on SPD's salary saving remains in place and no other actions are taken to lift or modify the proviso, those GF resources are restricted, meaning the money cannot be spent and at the end of 2022 will lapse and revert to the GF – those funds would be assumed in the starting balance going into 2023. If a staffing incentive program is a priority for the Council that decision should be made in the context of knowing that it may mean reductions in spending in 2023 and 2024.

Are there financial costs or other impacts of *not* implementing the legislation?

No

3.a. Appropriations

X No This legislation adds, changes, or deletes appropriations.

As mentioned above, SPD will not need new appropriation authority for the recruiter position or to pay for the moving expenses as it expects to use salary savings that were previously appropriated to pay for sworn officer salary and benefits. A partial proviso lift of SPD-003-B-001 is required. If moving expenses are authorized for other departments, they could use salary savings if available provide the funds are not otherwise restricted by proviso.

3.b. Revenues/Reimbursements

X No This legislation adds, changes, or deletes revenues or reimbursements.

3.c. Positions

X No This legislation adds, changes, or deletes positions.

Future legislation will be required to add a permanent position to SPD to accommodate the civilian recruiter. It is possible that the position will be added in the city's mid-year supplemental budget.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

No

b. Is a public hearing required for this legislation?

No

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No

d. Does this legislation affect a piece of property?

No

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

It is possible that the moving cost reimbursements could help attract more people of color as well as reduce barriers for those that have been hired, including those that are disproportionately affected by Seattle's increasing housing costs and commute times.

SPD has focused on making direct connections with communities historically underrepresented in policing with the explicit aim of recruiting officers who reflect the diversity of Seattle. This effort is consistent with a new Public Safety Civil Service Commission (PSCSC) rule that will allocate additional test points for multi-lingual candidates that sit for the police exam. It is also the focus of a 2017 report on recruiting made by the Community Police Commission, which contained nine recommendations that emphasized more connection with the community.

SPD has indicated that it has recently increased its hiring of people of color, which historically have belonged to vulnerable and disadvantaged communities. Racial diversity of SPD hires has increased to approximately 40 percent in the last several years. If this trend continues as the department grows its officer numbers, then SPD will further increase its racial diversity in absolute numbers and as a percentage of the sworn force.

It is also possible that any increase in the size of the police force may result in over policing of non-white neighborhoods. The Center for Policing Equity, in a [study](#) completed in 2021, found that Black and native American pedestrians at a greater likelihood to be stopped by SPD than white pedestrians. Additionally, pedestrians of color are more likely to be searched than their white counterparts, despite being statistically less likely to carry weapons. The Department continues to provide anti bias training and report on bias indicators as part of its compliance with the 2012 Federal Consent Decree.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way? No

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects. No

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? N/A

Summary Attachments: None