

## Amendment 6, Version 1 to CB 120812 – CBO 2024 Mid-Year Supplemental Budget ORD

**Sponsor:** Councilmember Nelson

Request a Report from SPD on the Recruitment and Retention Program

**Effect:** This amendment requests that the Seattle Police Department (SPD) report on the Recruitment and Retention Program funded in the 2024 Adopted Budget.

Requested information should include data on spending and performance metrics, as well as qualitative information on the various elements of the program to include: (A) the use of hiring incentives; (B) technology initiatives that expedite the recruitment and hiring process such as automated case management; (C) outside backgrounding services; and (D) advertising and marketing services. The advertising and marketing information should include a month-by-month breakout of spending and specific information on purchased advertisements, by medium and program where applicable.

This information should be submitted no later than September 24, when the Council anticipates transmittal of the Executive's proposed 2024 Year-End Supplemental Budget Ordinance.

### **Background - SPD Recruitment and Retention Program**

In May 2022, the Council passed Resolution 32050, calling for the establishment of a hiring incentive program to provide bonuses for entry level and lateral police officer hires to better compete against regional jurisdictions offering the same. In August 2022, the Council passed Ordinance 120389, which authorized funding for police officer hiring bonuses and allocated funding towards a Recruitment and Retention Initiative for SPD officers. Initial funding for the Initiative was \$1.6 million. The 2023 Adopted Budget contained \$3.8 million for continued funding for the Initiative, including \$1.5 million for marketing and advertising, which has continued forward in the 2024 Adopted Budget adjustments.

Greg Doss  
Select Budget Committee  
August 7, 2024  
D1

Add a new Section 14 to CB 120812 as follows and renumber subsequent sections as appropriate:

Section 14. The City Council requests that the Seattle Police Department provide data on spending and performance metrics, as well as qualitative information on its Recruitment and Retention Program by September 24, 2024, to the Council President, that includes, at a minimum:

A. Use of hiring incentives;

B. Technology initiatives that expedite the recruitment and hiring process such as automated case management;

C. Use of outside background services; and

D. Advertising and marketing services. The advertising and marketing information should include a month-by-month breakout of spending and specific information on purchased advertisements, by medium and program where applicable.

Note: Multiple amendments may amend the same sections or subsections. Following Select Budget Committee action on all amendments, Central Staff will reconcile language and renumber and re-letter sections and subsections as needed in the amended bill.