

Amendment 1 to CB 120766 – SPD Recruitment and Retention

Sponsor: Councilmember Nelson

Technical Corrections

Effect: This amendment would correct several non-substantive drafting errors in the introduced bill. It would also make clarifying terminological changes, and it would rearrange the elements of a list and format them in numerical order. This amendment would not have any fiscal or operational impacts.

1. Amend recitals as follows:

WHEREAS, the Executive has transferred into SPD two of the three recruitment positions that were created in Ordinance 126654, and has entered into ~~((an))~~ a Memorandum of Understanding that repurposes the third position, a Manager 2 position, for other duties at the Public Safety Civil Service Commission (PSCSC); and

WHEREAS, the PSCSC is statutorily responsible for civil service examinations for sworn positions in the public safety civil service system, including entry level and lateral police officer positions, creation of an eligibility register, and the certification of names of persons who pass civil service examinations; and

2. Amend Section 2 as follows:

B. Seattle's ~~((measures on industry standards))~~ civil service exam metrics such as:

1. The number of entry applicants per day;

2. The apply-to-eligible rate;

3. The number of applicants who participate in the exam and the percentages of applicants who participate in the exam by type of applicant; and

4. The ((the)) exam pass rates by type of applicant. ((the number of applicants who sit for an exam, the entry applications per day, and the apply to eligible rate, and a measure of applicants who end up on the Register)).

Seattle's ~~((rates on these standards))~~ metrics shall be displayed alongside ~~((similar rates))~~ available data for competing law enforcement organizations both regionally and nationally and any available industry standards.

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D. Pre-exam and post-exam survey data that is used to guide~~((ing))~~ marketing campaigns, ensure that more candidates sit for the exam, and provide an opportunity for continuous improvement on messaging and outreach strategies.

3. Amend Section 6 as follows:

Section 6. The position created in Section 5 of this ordinance shall assist Public Safety Civil Service Commission staff as they endeavor to increase ~~((entry and lateral police register))~~ publication of the open-graded register for Police Officer from seven times a year to every two weeks (26 times a year), and to endeavor to transition to a continuous examination process for Entry and Lateral Police officers. The position will also assist Commission staff as they endeavor to do the following as it relates to the Seattle Police Department:

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B. Post-exam. Personally contacting and supporting each candidate who passes the exam with notification of next steps and facilitating contact with SPD recruiters, and contacting candidates who do not pass the exam to encourage re-application~~((;))~~.

4. Amend Section 8 as follows:

Section 8. Section 4.08.070 of the Seattle Municipal Code, last amended by Ordinance 125315, is amended as follows:

4.08.070 Powers and duties of Commission

The Commission shall:

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D. With the support of the Seattle Human Resources Director, examinations for all classes shall be timely prepared and administered by the Commission so as to provide at all times current registers for all classifications. The Commission is encouraged to keep ~~entry level police officer position registers~~ the open-graded register for Police Officer current by endeavoring to provide an updated register every two weeks if there are police officer vacancies. Eligible registers shall remain in effect for a time determined by the Commission; provided, that no eligible register shall remain in effect for more than two years.

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F. Endeavor to personally contact ~~entry level and lateral exam~~ police officer applicants for the Seattle Police Department within two business days of application submittal to offer assistance and support for completing the exam. Commission staff ~~shall~~ also endeavor to personally contact, within two business days of their completion of the exam, candidates who have successfully completed the exam, to discuss next steps and answer questions. The goal of the personal contacts should be to improve the candidate experience and to facilitate contact

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with Seattle Police Department recruiters, so that Seattle Police Department recruitment personnel may contact candidates in a manner that is consistent, equitable and that conforms with employment law.