

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to recruitment and retention of police officers in the Seattle Police Department (SPD); transferring positions from Seattle Department of Human Resources (SDHR) to SPD; creating in SPD a recruitment and retention program; amending Ordinance 126955, which adopted the 2024 Budget; changing appropriations to various departments and budget control levels, and from various funds in the Budget; amending Section 4.08.070 of the Seattle Municipal Code; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation recognizes that the Council, the Executive and Public Safety Civil Service Commission (PSCSC) share a goal of continuous improvement to the SPD Recruitment and Retention Initiative. In furtherance of this goal, the Executive, SPD and PSCSC are currently working together to (1) improve inter-departmental communication by physically relocating SDHR recruitment personnel to SPD; (2) increasing the speed and frequency of entry level police officer exams and the publication of candidate registers (i.e., a list of those who have taken and passed the exam); and (3) examining the entry level police officer candidate test to ensure that it maximizes flexibility of applicants to apply both with SPD and other law enforcement agencies located in the Puget Sound region.

This legislation would encourage PSCSC to take the following actions:

1. When preparing or administering exams for entry level police officer candidates, the Commission should seek to use a public safety testing service that is also used by law enforcement agencies operating in King County, and geographically contiguous counties, and that provides greater access to candidates who wish to make multiple applications with such local law enforcement agencies; provided that any such exam is consistent with the goals of the Consent Decree and the City's Accountability Ordinance (Ordinance 125315).
2. 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 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 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.

3. The Commission is encouraged to keep entry level police officer position registers current by endeavoring to provide an updated register every two weeks.

The legislation would also transfer from SDHR to SPD \$310,000 and three recruitment positions that were created in SDHR via Ordinance 126654 (2.0 FTE Personnel Specialist, 1.0 FTE Manager 2). These positions would be solely dedicated to recruiting new sworn employees and retaining existing sworn employees for SPD. The ordinance established duties and reporting requirements for the positions.

When created in Ordinance 126654 in August 2022, the full cost of the three positions was \$465,000. This Council Bill transfers from SDHR \$310,000 of this funding to support the three positions for eight months of salary and benefit costs in SPD. The \$155,000 of budget authority remaining in SDHR is sufficient to support: (1) year-to-date expenses for the single filled recruiter position in the unit (Jan-April) and (2) partial year funding (May-Dec) of a new Personnel Analyst Sr. position that the legislation creates for PSCSC.

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

The legislation would transfer 3.0 FTE positions and \$310,000 in General Fund authority between SDHR and SPD. Given that this is just a transfer of funding, there is no net change in overall appropriation authority. The legislation would also create a new 1.0 FTE Personnel Analyst Sr. position within SDHR.

	General Fund \$		Other \$	
	2023	2024	2023	2024
Appropriation change (\$):	\$0	\$0	\$0	\$0
	Revenue to General Fund		Revenue to Other Funds	
	2023	2024	2023	2024
Estimated revenue change (\$):	\$0	\$0	\$0	\$0
	No. of Positions		Total FTE Change	
	2023	2024	2023	2024
Positions affected:	0	1.0 FTE	0	1.0 FTE

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?

Yes. Going forward, the net addition of one new position will add an on-going General Fund cost of approximately \$146,000, which be made through additional appropriations to SDHR and SPD in the 2025 Annual Budget.

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

Yes. Potential improvements to the SPD Recruitment and Retention program and PSCSC testing processes include more effective and timely hiring practices, and better management of retention strategies. Without such improvements, the City may forgo an opportunity to maximize sworn officer staffing increases.

If there are no changes to appropriations, revenues, or positions, please delete sections 3.a., 3.b., and 3.c. and answer the questions in Section 4.

3.a. Appropriations

YES. This legislation adds, changes, or deletes appropriations.

Fund Name and Number	Department	Budget Summary Level	2024 Estimated Appropriation Change
General Fund (00100)	Seattle Police Department	Leadership and Administration (00100-BO-SP-P1600)	\$310,000
General Fund (00100)	Seattle Human Resources Department	HR Services (00100-BO-HR-N6000)	(\$310,000)
Total			\$0

3.b. Revenues/Reimbursements

NO. This legislation adds, changes, or deletes revenues or reimbursements.

3.c. Positions

YES. This legislation adds, changes, or deletes positions.

Total Regular Positions Created, Modified, or Abrogated through This Legislation, Including FTE Impact:

Position Numbers	Position Title & Department	Fund Name and Number	Program & BSL	PT/FT	2024 Positions	2024 FTE	Sunset?
10007452	Manager 2, General Government	General Fund (00100)	HR Services (00100-BO-HR-N6000)	FT	(1.0)	(1.0)	No
10007452	Manager 2, General Government	General Fund (00100)	Leadership and Administration (00100-BO-SP-P1600)	FT	1.0	1.0	No
10007453	Personnel Specialist	General Fund (00100)	HR Services (00100-BO-HR-N6000)	FT	(1.0)	(1.0)	No
10007453	Personnel Specialist	General Fund (00100)	Leadership and Administration (00100-BO-SP-P1600)	FT	1.0	1.0	No
10007454	Personnel Specialist	General Fund (00100)	HR Services (00100-BO-HR-N6000)	FT	(1.0)	(1.0)	No
10007454	Personnel Specialist	General Fund (00100)	Leadership and Administration (00100-BO-SP-P1600)	FT	1.0	1.0	No
New Position	Personnel Analyst, Sr	General Fund (00100)	HR Services (00100-BO-HR-N6000)	FT	1.0	1.0	No
Total					1.0	1.0	No

4. OTHER IMPLICATIONS

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

The Seattle Police Department has realized a net loss of 337 fully trained police officers since 2020. Consequently, 911 response times have increased, and many of Seattle's elected officials have indicated that police hiring is a priority for the City.

This legislation has the potential to increase the speed and efficacy of SPD and the PSCSC's police officer recruitment, retention and testing processes. To the extent that the legislation can create changes that improve these processes, the City may realize more sworn officer hires than it would have absent the adoption of the legislation.

In the last five years, SPD has put greater effort into recruiting people of color and has seen an increase in BIPOC hires from 37% to a high of 55%. If SPD continues to be successful in its efforts to recruit people of color, it will have an effect of diversifying the sworn force. This legislation has a potential to assist with the department's goals in this area.

Additional sworn officer hires would increase the size of the Seattle Police Department sworn force and, depending on how any additional officers are used and deployed, could increase the incidence of arrests and for individuals' entry into a criminal legal system that has historically had disproportionate impacts on vulnerable and historically disadvantaged communities. Elected leaders and police command staff must consider the potential for reducing these harms as SPD replenishes its officer numbers to prior levels.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

Seattle will see an increase in carbon emissions as SPD nears its historical deployment rates and expands its existing/ current use of fossil fuels that support its patrol fleet.

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.

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)?

See Seattle Police Department Micro Policing Plans at:
<https://www.seattle.gov/police/information-and-data/data/mcpp-about>

Summary Attachments (if any):