



SEATTLE CITY COUNCIL  
**CENTRAL STAFF**

# **CB 120766: SPD Recruitment and Retention**

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GOVERNANCE, ACCOUNTABILITY & ECONOMIC DEVELOPMENT

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# CB 120766: Background

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- SPD has lost almost 340 (net) fully trained officers since 2019, force is now at lowest staffing level since late 1990s
- In May 2022, Council Resolution 32050 (May 2022) called for the establishment of a hiring incentive program in SPD, including bonuses
- In July 2022, Mayor Harrell announced a new comprehensive recruitment initiative, including
  - Hiring bonuses
  - Elimination of travel requirements for Physical Agility Test and Oral Boards
  - Collaboration with colleges and universities
- Ordinance 126654 (August 2022) authorized and allocated funding for the plan and created four positions in SDHR (1 manager, 2 recruiters, 1 personnel analyst) to launch it
- There has not been an appreciable increase in SPD officer hiring.
- In a March 12 meeting of the Public Safety Committee, bill sponsors advocated process improvements, namely
  - Reorganize the recruitment initiative, follow best practices, and institute accountability measures
  - Improve the efficiency of the middle phase of the officer hiring process

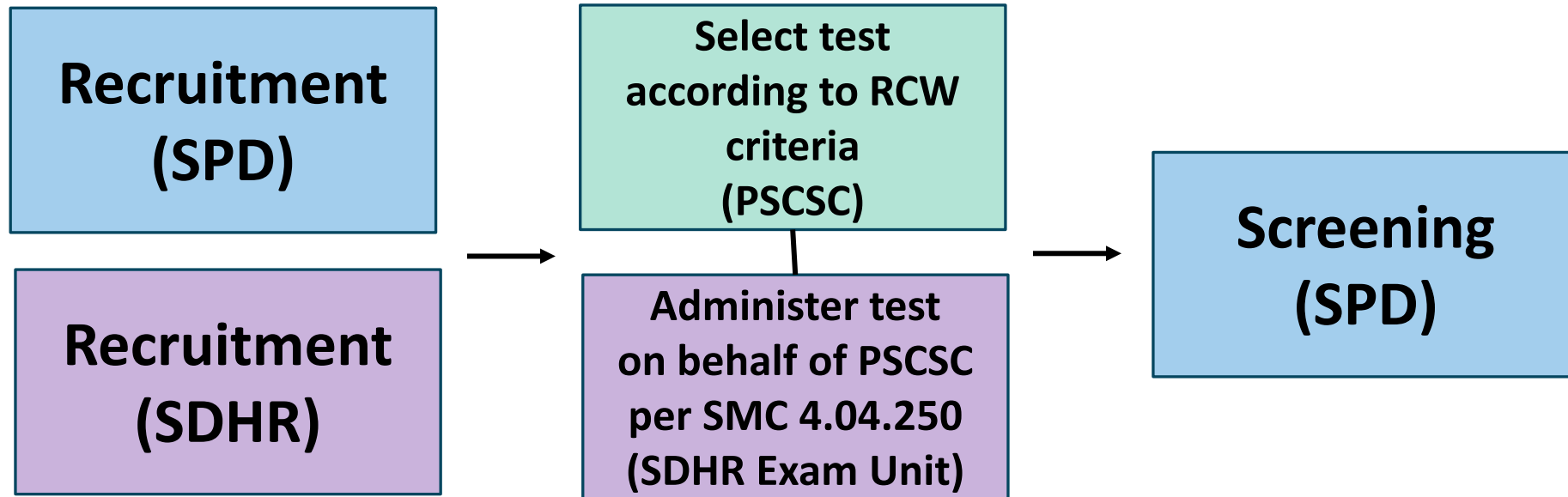
# CB 120766 Stakeholders

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- **Council**
- **Executive**
- **Public Safety Civil Service Commission (PSCSC)**
  - Statutory role includes police officer test selection
- **Seattle Department of Human Resources (SDHR)**
  - Fire and Police Exams Unit is located and supervised in SDHR
- **Seattle Police Department (SPD)**
  - Has lost almost 340 (net) fully trained police officers since 2019
  - Competes with many regional agencies to hire from a shrinking applicant pool

# SPD Hiring Process and Changes in CB 120766

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Council added 3 Recruitment positions to SDHR in August 2022.

*These positions would be transferred to SPD, where they would staff a new recruitment and retention program.*

Council added 1 Exam Unit position to SDHR in August 2022.

*A new position would be added.*

# SPD Hiring Process and Changes in CB 120766

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1. In SPD, create a new Recruitment and Retention program, to be staffed by three positions transferred from SDHR
2. In SDHR, add a new position (a personnel analyst in the Exams Unit) to support PSCSC registry publication and enhance outreach to SPD officer candidates
3. Encourage the PSCSC to:
  - Use an entry-level police exam that is currently in use by multiple regional competitor agencies
  - Increase the frequency of its publication of police officer eligibility registers
  - Increase candidate contacts

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# Next Steps, Ongoing Analysis

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- The GAED Committee will discuss and vote on CB 120766 at its next meeting on May 9.
- A technical amendment has already been drafted and approved by Law.
- PSCSC has requested a new personnel analyst position to help it certify and publish the police officer register more frequently and to increase outreach to candidates.

# Questions?