

SPD Officer Hiring Incentives

Seattle Police Department

SEATTLE
CITY HALL

Objective

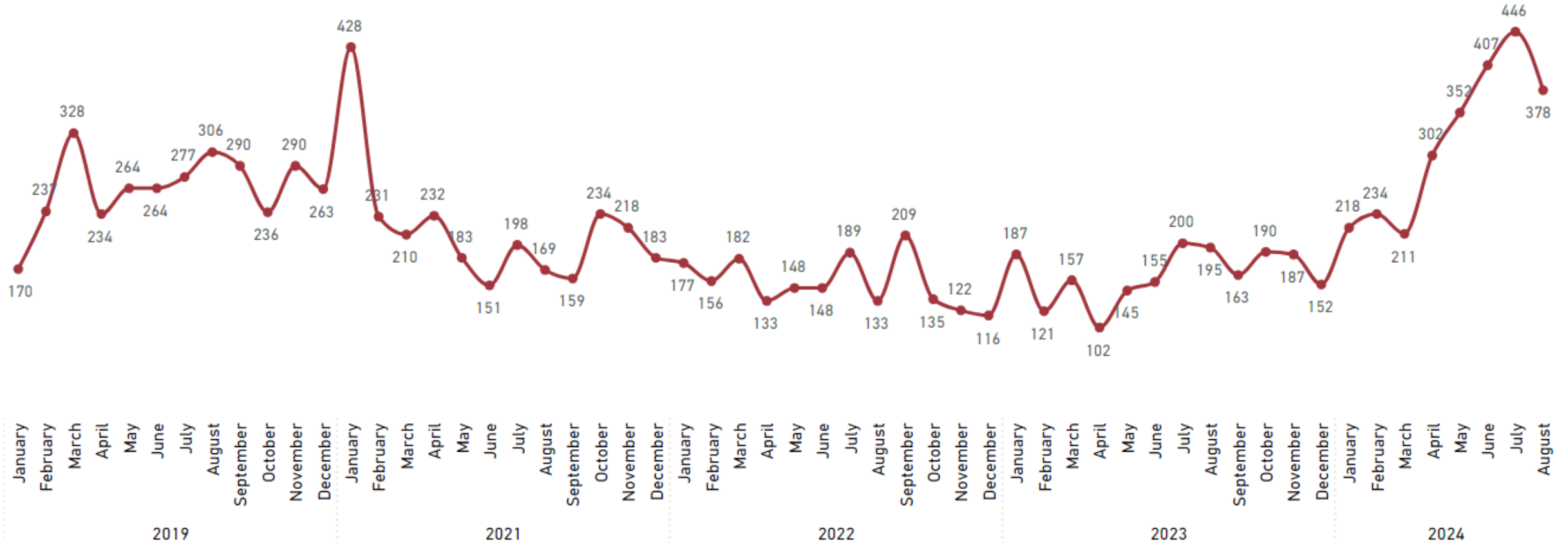
To continue to address the SPD staffing issues, the City needs every available resource to continue recruitment and retention of qualified police officers.

This legislation:

- 1 Continues the \$7,500 incentive for entry-level recruits
- 2 Increases the lateral officer incentive to \$50,000
- 3 Makes the officer hiring incentive and employee referral program permanent.

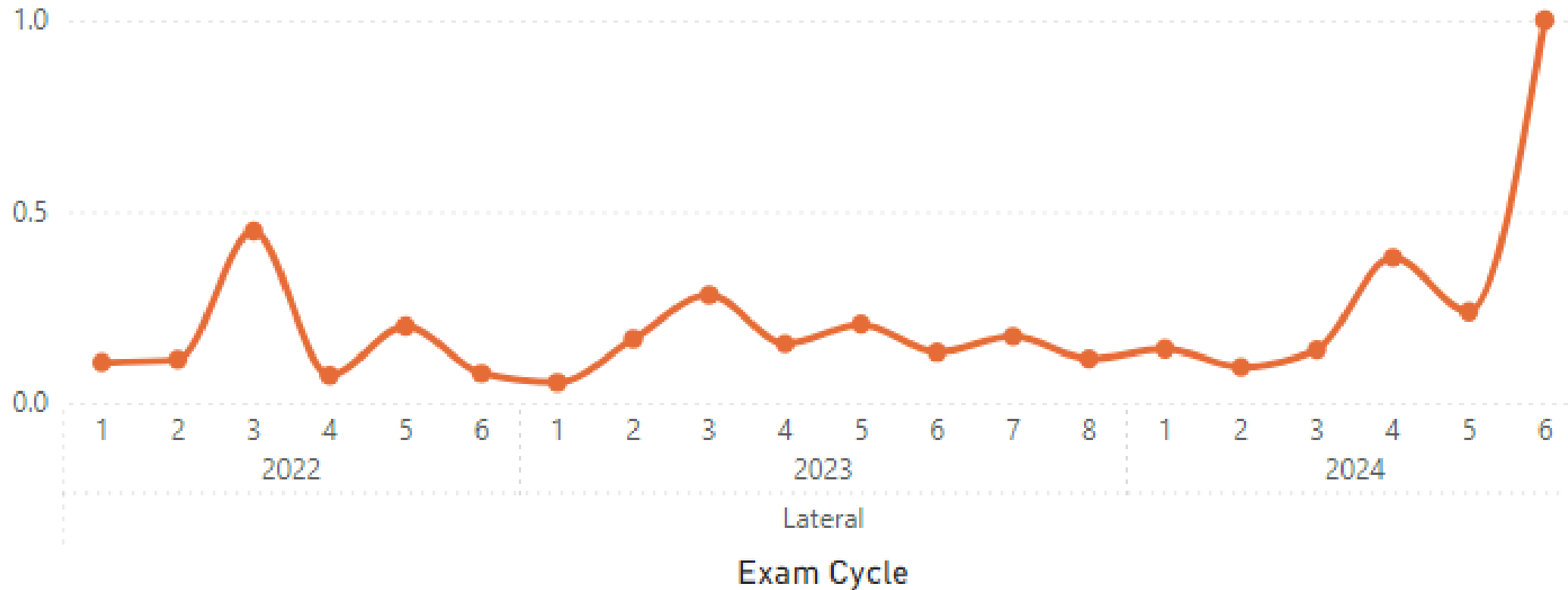
Update on Total SPD Applications

Entry Police Applications by Month



Update on Lateral Applications

LATERAL Qualified Applications Per Day by Exam Cycle



Incentive Program:

SPD faces increased hiring competition due, in part, to regional hiring incentives paid by other law enforcement agencies.

Agency	Incentives Recruits	Incentives Lateral
	2024	
1. Redmond	None	None
2. Kent	\$10,000	\$25,000
3. Bellevue	\$2,000	\$16,000
4. Everett	\$15,000	\$30,000
5. Edmonds	None	\$25,000
6. Bothell	None	None
7. Tukwila	None	\$25,000
8. Auburn	\$5,000	\$20,000
9. Lynnwood	\$5,000	\$25,000
10. Port of Seattle	None	\$10,000
11. Bellingham	\$2,000	None
12. Renton	\$1,000	\$20,000
13. King County	\$7,500	\$15,000
14. Pierce County	\$10,000	\$25,000
15. Seattle	\$7,500	\$50,000*
16. Federal Way	\$5,000	\$30,000
17. Tacoma	None	\$25,000
18. Lakewood	None	None
19. WA State Patrol	\$10,000	\$20,000
20. Des Moines	Not available	\$40,000
21. Mercer Island	Not available	\$40,000

Incentive Program: New Hire Survey

- The City conducted a Hiring, Recruitment, and Retention Survey for new hires (60 respondents).
- **All but two hires** selected incentive pay as having some level of importance in their decision to become a police officer.
- Of these respondents, 23% ranked incentive pay first or second in importance, 41% ranked it as third, and 36% ranked it as fourth or fifth.