

**2018 Seattle City Council Statement of Legislative Intent**

**Ready for Notebook**

Tab	Action	Option	Version
202	1	A	1

**Budget Action Title:** SPD Report on Overtime Policy Implementation

Ongoing: No

Primary Sponsor: Harris-Talley, Kirsten

Councilmembers: González; O'Brien; Sawant

Staff Analyst: Amy Tsai

Date		Total	SB	KH	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

**Statement of Legislative Intent:**

By March 31, 2018, the Seattle Police Department (SPD) is requested to provide a report to the Chair of the Gender Equity, Safe Communities, and New Americans Committee and the Council Central Staff Director on its implementation of SPD's overtime policies.

The report should include the following:

1. A crosswalk of the provisions of SPD's overtime policy (SPM 4.020) that respond to the Office of City Auditor's 2016 SPD Overtime Controls audit;
2. A description of the actions taken by SPD management or personnel to implement each provision of the overtime policy and where those required actions are documented;
3. A description of whether and how the department is ensuring compliance with each provision of its overtime policy;
4. An estimate of the onetime and ongoing monetary impacts each action from Item #2 has had in reducing overtime expenditures; and
5. Identification of any areas of SPD policy where there is additional work planned or ongoing to modify the policy to address the overtime audit's recommendations.

For example, under SPM 4.020, it is the responsibility of all supervisors to ensure that staff operates in a manner that minimizes the need for overtime; the report should detail what actions supervisors are taking to comply with that provision, where in SPD's policies and procedures those actions are defined, how compliance is documented, and how management is monitoring for compliance.

**Responsible Council Committee(s):** Gender Equity, Safe Communities and New Americans Committee

**Date Due to Council:** March 31, 2018