

Amendment 3B to CB 120112 - 2021 Midyear Supplemental Budget ORD

Sponsor: Councilmember Pedersen

Allocate SPD Salary Savings to Hiring Bonuses and a Retention Incentive Program

Amend Section 20 as follows:

Section 20. The Council expresses its intent that, by lifting the provisos in Section 19 of this ordinance, the Seattle Police Department will have sufficient non-restricted sworn salary savings to fund the following (see Attachment A to this ordinance for more details about this spending):

- Hiring Incentives: \$233,000
- Technology Updates: \$2,250,000
- Civilian Positions: \$1,086,000
- Work Scheduling Timekeeping Project: \$500,000
- NICJR Contract: \$50,000
- SPD Mental Health Provider Program: \$150,000
- Contract Background Services: \$110,000
- Separation Pay Shortfall: \$2,593,626
- Deferred Compensation Shortfall: \$602,020
- Paid Parental Leave: \$200,000

The Council requests that the City Budget Office provide to Council's Central Staff the information necessary to produce a technical amendment that would move sworn salary savings from the originating Budget Summary Levels (BSLs) to the BSLs that will be charged for the above expenditures.

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The Council further expresses its intent that the City increase its use of Parking Enforcement Officers (PEO) when providing staffing for special events, so that sworn officers can focus their time and energy on responding to 911 calls, as the Seattle Police Department has noted an increase in both response times and priority call response days. The Council also requests that the Director of the Seattle Department of Transportation (SDOT) notify the Council if SDOT needs more funding to increase PEO staffing of special events.

The Council is concerned that a December 2020 audit performed by the Office of the Inspector General for Public Safety (OIG) found that the “high capacity of the [evidence storage] warehouse and the 100 percent capacity of the vehicle storage facility presented risk” and recommended that “SPD should remedy the capacity issues at both storage facilities to ensure fire safety and proper evidence storage.” The Council finds that the Department of Finance and Administrative Services can begin to address storage capacity issues with an additional \$500,000 to dedicate towards additional leased space for SPD. The Council requests that the Seattle Police Department fully implement the recommendations and comments noted in the Audit as an immediate step toward remedying the non-facility issues noted by OIG.

The Council is concerned that a March 2015 Audit performed by the City Auditor found that staffing issues in SPD’s Public Disclosure unit hinder SPD’s ability to ensure accurate and timely responses, provide reasonable assurance of compliance with State law, and promote transparency and public trust. The Council agrees with the City Auditor’s recommendations and supports the SPD’s hiring of additional Administrative Staff Analysts to support Public Disclosure work. Additionally, the Council requests that SPD dedicate no fewer than 2.0 FTE Administrative Staff Analysts funded through the Office of Police Accountability to work on public records requests made of the Office of Police Accountability. The Council further supports the City Auditor’s recommendations through the addition of 1.0 FTE Information

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Technology Specialist position that is funded in the Seattle Information Technology Department but is dedicated to SPD public disclosure e-mail search and may be housed inside of the Seattle Police Department Headquarters Building.

The Council expresses its intent to provide the Seattle Police Department with sufficient appropriation authority to fully fund all contractual and revenue backed special events, including, but not limited to sporting events, citywide and neighborhood-based events, parades, and street fairs. If SPD budget staff believe that the Department has insufficient appropriation authority to provide such services, then the Council requests that the Department seek additional authority in the 2021 Year-End Supplemental Budget.

Add a new Section 21 to CB 120112 as follows and renumber subsequent sections as appropriate:

The Council expresses its intent that the Seattle Police Department use \$867,000 of its sworn salary savings as initial funding to develop an officer retention program, such as retention pay, or to supplement an existing program that addresses morale issues and stabilizes the force.

* * *

Effect:

CB 120112, as amended, includes a statement of intent acknowledging that SPD has sufficient salary savings to fund nine items identified in a 7/23/2021 memo titled "July budget Update" (see [Attachment A to CB 120112](#) for more details). This amendment would add one more item to the statement of intent included in Section 20 of CB 120112:

- Hiring Incentives: \$233,000

Additionally, this amendment would add a new section that specifies Council's intent for SPD to use \$867,000 of its sworn salary savings to develop an officer retention program, such as retention pay, or to supplement an existing program that addresses morale issues and stabilizes the force.

SPD staff indicated that the Hiring Incentives funding would provide \$7,500 hiring bonuses to new recruits and \$15,000 bonuses to lateral hires. SPD staff also indicated that the hiring bonuses would be retroactive to any hires made since January 1, 2021, and that the bonus program would cost \$520,000.

The Law Department has advised against providing retroactive hiring bonuses. Therefore, the hiring bonus program funding is adjusted to \$233,000 with the expectation that only officers hired in the last quarter of 2021 will receive the bonus. The Law Department also advised that authorizing

legislation would be required before the City could provide police officers with either a hiring bonus or a retention incentive that could include a cash bonus.

The amendment sponsor has drafted legislation to authorize both incentives and will seek introduction of the legislation on 9-13-2021.

Effect on SPD Budget: This amendment makes no changes to the amount that is cut by CB 120112, as amended (\$5.2 million). This amendment would only affect the salary savings that remains in SPD but is not currently identified for spending in Section 20. CB 120112, as amended, would leave \$1.1 million in such unprogrammed funds.

If this amendment is passed, and the Department spent its salary savings consistent with the modified intent noted in Section 20, and the new Section 21, then SPD would not have any remaining salary savings available to spend on some items that are identified in its July memo, including:

- Event Overtime: \$3.0 million requested by SPD, \$(1.5 million is authorized in CB 120112 as amended).
- New CSO Squad: \$120,000, (no funding specifically authorized in CB 120112 as amended).
- Potential COVID-Related Compensation: \$2.5 million, (no funding specifically authorized in CB 120112 as amended).

As of July 23rd, SPD staff indicated that “Preliminary estimates indicate an additional \$3M may be needed to cover unbudgeted event activities, many of which are revenue backed (e.g., scheduled regular season Seahawks games (9 remaining), Sounders games (10 remaining), Mariners games (32 remaining) and Kraken games (20 remaining)).” (See [Attachment A](#)).

If these estimates are correct, then SPD may require additional authority in the Year-End Supplemental Budget. A new intent section in Section 20 recognizes this potential and specifies the Council’s intent to fully fund all contractual and revenue backed special events.

If SPD salary savings are not used to fund labor settlements for COVID related compensation, then the City will need to fund such adjustments from its General Fund reserves, much as it does for other City Departments.