

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to the Seattle Police Department; renewing an incentive program for hiring police officers; creating an incentive program for retaining police officers; and ratifying and confirming certain prior acts.

..body

WHEREAS, the Seattle Police Department strives to maintain a highly qualified, diverse, and engaged police service to meet the complex demands of the Seattle communities; and

WHEREAS, The City of Seattle and the Seattle Police Department have experienced historical attrition rates over the past 18 months resulting in a net loss of over 200 officers since the beginning of 2020; and

WHEREAS, The City of Seattle and the Seattle Police Department hiring has not kept pace, only hiring 38 officers thus far in 2021, which combined with a year-to-date loss of 101 officers has exacerbated the staffing shortage that began in 2020; and

WHEREAS, the aforementioned staffing shortage threatens public safety by increasing response times and threatens the safety and wellness of existing officers; and

WHEREAS, The City of Seattle is experiencing a year-to-date 40 percent increase compared to 2020 in shots fired incidents and a 55 percent increase year-to-date increase in shots fired compared to 2019, and also a 34 percent increase in non-fatal shootings year-to-date compared to 2020; and

WHEREAS, The City of Seattle and the Seattle Police Department have recognized the need to hire additional officers responsibly and quickly to meet community expectations; and

1 WHEREAS, the Seattle Police Department has seen an increase in competition for qualified
2 applicants for the position of police officer due, in part, to regional and national hiring
3 incentives at law enforcement agencies; and

4 WHEREAS, the Seattle Police Department currently has over 180 fewer deployable officers than
5 last year at this time resulting in a loss of over 300,000 service hours and a salary
6 underspend; and

7 WHEREAS, the Mayor and City Council wish to use those funds as an incentive to increase
8 hiring and retain officers in the Seattle Police Department to address emergent public
9 safety concerns; NOW, THEREFORE,

10 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

11 Section 1. The Seattle Police Department (SPD) may offer police officers candidates a
12 hiring incentive of up to \$15,000, to be paid upon beginning employment with The City of
13 Seattle.

14 A. Incentives provided to lateral police officer hires shall not exceed \$15,000 per hire.
15 Incentives provided to new recruit hires shall be provided one time and shall not exceed \$7,500
16 per hire. If an employee who has received this incentive leaves the department, that person may
17 not receive any hiring incentive if they are rehired by SPD.

18 B. Half of the hiring incentive will be paid in the first paycheck and the second half upon
19 completion of any probationary period established by law.

20 Section 2. SPD may offer police officers a retention incentive that consists of a
21 reasonable cash bonus to be paid in the last paycheck in December of 2021. SPD is authorized
22 to provide another reasonable cash bonus to be paid in the last paycheck of June 2022.

23 A. Retention incentives provided to police officers under this section shall not be

1 available to new recruit and lateral hires that receive hiring incentives under Section 1 of this
2 ordinance.

3 B. The retention incentives authorized in this section are subject to an appropriation that
4 is provided solely for the purpose of funding such incentives.

5 Section 3. The authority provided in Section 1 of this ordinance shall lapse on December
6 31, 2022 and shall require the City Council to affirmatively renew the authorization of the
7 incentive program.

8 Section 4. Provisions of this ordinance subject to the Public Employees' Collective
9 Bargaining Act, chapter 41.56 RCW, shall not be effective until and unless the City fulfills its
10 collective bargaining obligations. The City shall take whatever steps are necessary to fulfill all
11 legal prerequisites within 30 days of the effective date of this ordinance or as soon as practicable
12 thereafter, including negotiating with its police unions to update all affected collective
13 bargaining agreements so that the agreements each conform to and are fully consistent with the
14 provisions and obligations of this ordinance, in a manner that allows for the earliest possible
15 implementation to fulfill the purposes of this ordinance.

16 Section 5. Any action taken consistent with Sections 1 and 4 of this ordinance taken after
17 its passage and prior to its effective date is ratified and confirmed.

1 Section 6. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the _____ day of _____, 2021,
5 and signed by me in open session in authentication of its passage this _____ day of
6 _____, 2021.

7 _____
8 President _____ of the City Council

9 Approved / returned unsigned / vetoed this _____ day of _____, 2021.

10 _____
11 Jenny A. Durkan, Mayor

12 Filed by me this _____ day of _____, 2021.

13 _____
14 Monica Martinez Simmons, City Clerk

15 (Seal)