



# Seattle

Police Department

**DATE:** March 14, 2023

**TO:** Seattle City Council

**FROM:** Heather Marx, SPD Executive Director of Strategic Initiatives

**SUBJECT:** Report on the Use of Hiring Incentives

Ordinance 126654, adopted in August 2022, authorizes the use of hiring incentives to attract new police candidates. Specifically, the Seattle Police Department (SPD) can issue hiring bonuses up to \$30,000 to new lateral candidates and to officers reinstated after two or more years and up to \$7,500 to new recruit candidates. The hiring bonuses are paid in two parts. The first payment is included in the first paycheck following receipt of the signed incentive agreement, and the second payment is issued upon completion of the probationary period as defined in the Public Safety Civil Service Commission (PSCSC) rules.

Ordinance 126654 requires SPD to provide quarterly reports on the use of hiring incentives. Between July 13, 2022 and February 28, 2023, SPD welcomed 42 new hires and 1 lateral hire. Thirty-eight employees have received their first payment:

	# of first half payments	# of second half payments	Total Paid
New Hires	37	0	\$138,750
Lateral Hires	1	0	\$15,000
Rehires	0	0	\$0
<b>Subtotal</b>	<b>38</b>	<b>0</b>	<b>\$153,750</b>

Additionally, the following incentive payments are pending employee/payroll action, or completion of the probationary period:

	# of first half payments	# of second half payments	Total Future Payments
New Hires	5	42	\$176,205
Lateral Hires	0	1	\$15,000
Rehires	0	0	\$0
<b>Subtotal</b>	<b>5</b>	<b>43</b>	<b>\$191,250</b>

All data is current as of 2/28/2023.

In addition to offering hiring incentives, SPD continues to partner with the Seattle Department of Human Resources and the Executive to develop and implement comprehensive improvements to the recruiting and hiring process. Some notable achievements include: the implementation of Wellness First (4/10) schedules for Patrol officers in mid-February 2023; transitioning to a digital background system and simplifying the application process; hiring a police innovation recruitment manager; the publication of advertisements on platforms including Facebook, LinkedIn, and Instagram; and the execution of a “Women in Public Safety”

hiring event in March 2023. The department anticipates that these and forthcoming recruitment and retention efforts will result in increased applicants in the coming months.