

December 30, 2021

Dear Mayor-Elect Harrell,

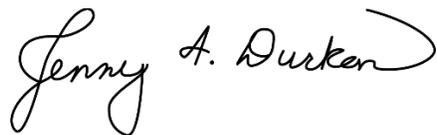
As you know, we are facing a significant staffing shortage at the Seattle Police Department and the new Community Safety Communications Center (CSCC-911). I know this is a key focus of your incoming administration and has been a concern of mine for some time, spurring me to issue an emergency order in October 2021 authorizing SPD and CSCC to offer hiring incentives.

Based on consultation with legal counsel, it was concluded that Council's failure to act on my Emergency Order in the time frame imposed by ordinance renders their actions ineffective as they did not endeavor to act in 48 hours as required by law. Accordingly, I sent the attached letter to Chief Diaz and Director Lombard advising them that Council's late action was not effective and that they should continue hiring according to the terms of the Emergency Order, until such time as you act to remand or revise the Emergency Order or Council takes effective legislative action.

If in your judgment additional measures are needed to recruit and retain officers, such as retention or recognition incentives, additional action will be needed. You may also want to issue your own order after consultation with the Council, just to establish certainty and reduce any dispute. I do believe adding retention incentives could be important for both SPD, and the Seattle Fire Department. Although SFD has no shortage of new applicants, given the significantly higher than normal attrition in 2021, it is imperative that we retain our remaining work force given the time it takes to vet and train new recruits. Many other cities locally and nationally are offering financial incentives to retain the talented and well-trained first responder work forces, to name a few: Bakersfield, CA; Tulsa, OK; Norfolk, VA; Springfield, MO; Atlanta, GA; the State of Michigan; and the **many** local jurisdictions offering incentives included the King County Sherriff's Office, which recently announced a \$4,000 retention bonus in addition to a \$5,000 referral bonus.

We have taken steps to increase the recruitment and retention of our first responders but know this is a priority for you. I wish you every success.

Sincerely,



Jenny Durkan