

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to appropriations for the Seattle Police Department; amending a proviso imposed by Ordinance 126490, which adopted the 2022 Budget; and ratifying and confirming certain prior acts.

..body

WHEREAS, [to be added]...; and

WHEREAS, ...; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Council Budget Action SPD-003-B-001, approved in the 2022 Adopted Budget per Ordinance 126490, restricts the appropriations in the Seattle Police Department’s (SPD) budget for sworn salary and benefits to only be used to pay SPD's recruits and sworn officers, unless authorized by future ordinance. This ordinance provides authorization to use ~~up to \$650,000 of~~ the funds restricted by SPD-003-B-001 for staffing incentives. This could include a range of strategies that accelerates and prioritizes the hiring of police officers, including but not limited to pre-employment incentives (e.g., moving expenses, hiring bonuses). The Council acknowledges that additional legislation may be needed in the future to provide legislative authority to implement certain staffing incentive programs. By modifying the proviso now, SPD will have some certainty that funding in 2022 would be available should they propose a new staffing incentive program. ~~-(1) for moving expenses for new police officer hires in 2022, provided that the Seattle Department of Human Resources (SDHR) amends the City’s Personnel Rules to allow greater flexibility for appointing authorities to offer moving assistance to a broader range of positions and circumstances; and (2) to pay for the salary and benefits for an additional recruiter in SPD.~~

1 Section 2. By establishing this Section 2, the Council requests that SDHR complete a
2 process to update the City's personnel rules to provide ~~appointing authorities~~ the Chief of Police
3 greater flexibility to pay for moving expenses for new police hires ~~and to extend those benefits to~~
4 ~~a broader range of positions if the appointing authority~~ if they determines they are unable to
5 recruit persons in the immediate employment area who possess the unique skills, expertise,
6 and/or educational qualifications. This should include consideration to change the criterion in
7 Personnel Rule 4.2.9.C that requires that an individual's new job with the City must be at least
8 50 miles farther from his or her place of residence than his or her former job to qualify for
9 moving expenses. Reducing that distance could encourage more applicants from candidates who
10 live in the Puget Sound region and encourage officers to locate within or closer to the city. ~~It is~~
11 ~~the Council's intent that modifying the Personnel Rule 4.2.9 related to moving expenses to~~
12 ~~provide greater flexibility to the Chief of Police to accelerate the hiring of police officers is~~
13 ~~prioritized. If amending the rule to include a broader range of positions, beyond police offices,~~
14 ~~would significantly increase the time it takes to work through the process for amending the rules,~~
15 ~~the Council requests that SDHR first complete a process to amend the rules a to allow flexibility~~
16 ~~to the Chief of Police for police office hires, and following adoption of that rule change, initiate a~~
17 ~~process to amend the rule to address a broader range of positions in SPD and other City~~
18 ~~departments.~~

19 Section 3. Any act consistent with the authority of this ordinance taken after its passage
20 and prior to its effective date is ratified and confirmed.

1 Section 4. 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 _____, 2022,
5 and signed by me in open session in authentication of its passage this ____ day of
6 _____, 2022.

7 _____
8 President _____ of the City Council

9 Approved / returned unsigned / vetoed this ____ day of _____, 2022.

10 _____
11 Bruce A. Harrell, Mayor

12 Filed by me this ____ day of _____, 2022.

13 _____
14 Monica Martinez Simmons, City Clerk

15 (Seal)

16
17
18
19
20

Attachments: