

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to the Seattle Police Department; creating an incentive program for hiring lateral police officers; and repealing obsolete Sections 4.20.530, 4.20.540, 4.20.550 of the Seattle Municipal Code.

..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 Seattle Police Department has successfully increased the hiring of people of color from 22 percent in 2014 to 40 percent in 2018; and

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

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

WHEREAS, the Seattle Police Department has seen a significant decrease in the number of lateral Police Officer applications since 2016; and

WHEREAS, the costs of on-boarding lateral Police Officers are far lower than hiring new recruits, as the Equivalency Academy at the Criminal Justice Training Commission is free and lateral Police Officer hires are deployed to patrol five months earlier, which realizes significant salary savings; and

WHEREAS, Sections 4.20.530, 4.20.540, and 4.20.550 of the Seattle Municipal Code are obsolete; NOW, THEREFORE,

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

2 Section 1. The Seattle Police Department may offer police officers who are candidates for
3 lateral hires a hiring incentive of up to \$15,000 to be paid after beginning employment with The
4 City of Seattle.

5 Section 2. Section 4.20.530 of the Seattle Municipal Code, enacted by Ordinance 95256,
6 is repealed:

7 ~~((4.20.530 Police holidays.~~

8 ~~Uniformed Police personnel shall be allowed nine (9) holidays off per year with pay, or nine (9)
9 days off in lieu thereof, at the discretion of the Chief of Police.))~~

10 Section 3. Section 4.20.540 of the Seattle Municipal Code, enacted by Ordinance 88419,
11 is repealed:

12 ~~((4.20.540 Police working special events or emergency situations.~~

13 ~~Payment on a straight time basis is authorized for overtime ordered and worked by police
14 personnel during special events or emergency situations, as determined by the Chief of Police
15 and approved by the Chairman of the Finance Committee.))~~

16 Section 4. Section 4.20.550 of the Seattle Municipal Code, enacted by Ordinance 80528,
17 is repealed:

18 ~~((4.20.550 Days off for police officers and firefighters.~~

19 ~~Police officers shall be allowed two (2) days off in eight (8) with pay and police officers and
20 firefighters shall be allowed an additional nine (9) days off with pay per year at the convenience
21 of the respective department heads.))~~

1 Section 5. 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 _____, 2019,
5 and signed by me in open session in authentication of its passage this _____ day of
6 _____, 2019.

7 _____
8 President _____ of the City Council

9 Approved by me this _____ day of _____, 2019.

10 _____
11 Jenny A. Durkan, Mayor

12 Filed by me this _____ day of _____, 2019.

13 _____
14 Monica Martinez Simmons, City Clerk

15 (Seal)