



Chief Shon F. Barnes, Ph.D
Seattle Police Department

February 25, 2025



Chief's Vision

*“The Seattle Police Department will aim to create and maintain a **safe and supportive Seattle** through our commitment to Excellence, Selfless Public Service, Resilience, Community Partnerships, and Evidence-Based Policing Practices.”*



Departmental Priorities

Crime Prevention

Community Partnerships

Retention and Recruitment

Employee Safety and Wellness

Continuous Improvement



Continuous Improvement



EVIDENCE-BASED ASSESSMENT OF SEATTLE POLICE DEPARTMENT INVESTIGATIONS

Prepared by

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ASSESSMENT OF THE SEATTLE POLICE DEPARTMENT'S SEXUAL ASSAULT UNIT (SAU)

Cassia Spohn, PhD
Regents Professor
School of Criminology & Criminal Justice
Arizona State University

November 2023



Continuous Improvement: ASU/GMU



Sexual Assault Unit



Investigations Bureau

Early Progress





Officer Retention



**Listen and Respond to
Employee Feedback**

**Negotiate Timely
Labor Contracts**

**Invest in Officer
Safety and Wellness**

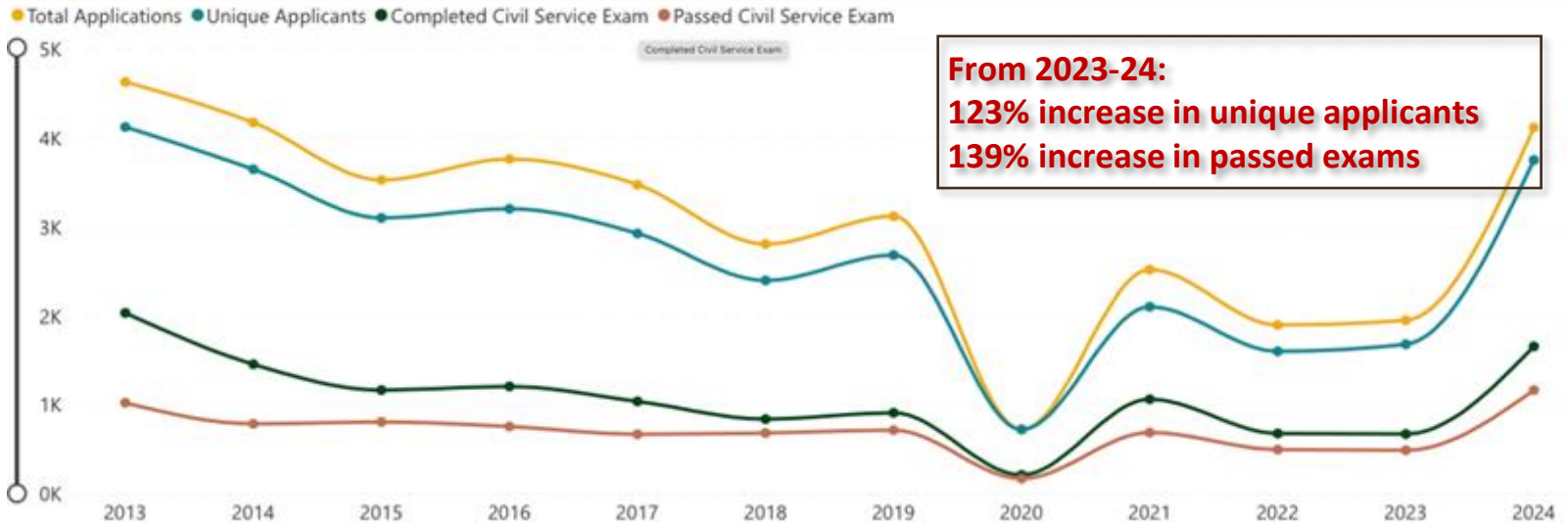
**Promote Internal
Procedural Justice**

Develop Our People



Recruitment: New Applicants

Entry-Level Police Officer: Applicants, Test Takers, and Eligibles



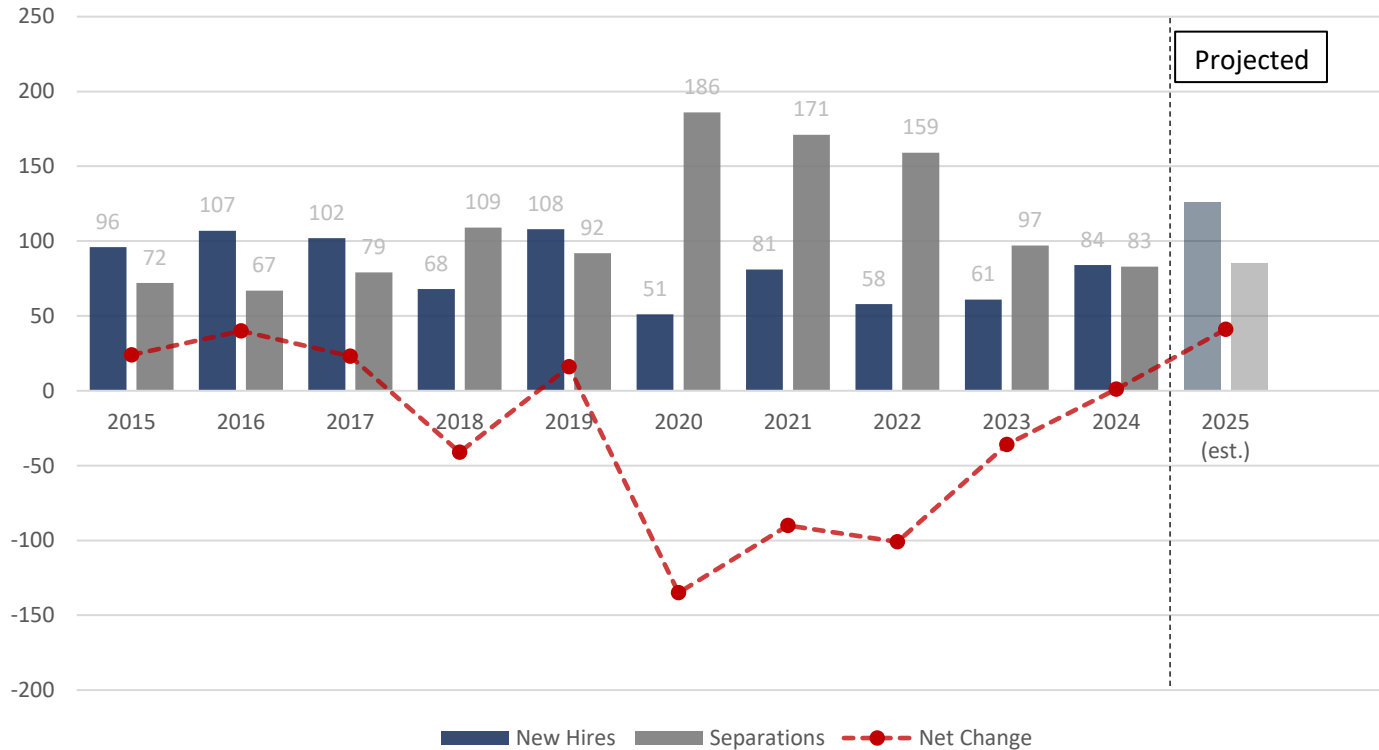
Notes:

- The purpose of this chart is to compare the number of applicants, hires, and eligible candidates by year. However, it is important to note that candidates are not always hired the same year in which they applied and/or tested.
- Candidates often re-apply multiple times a year. The line titled "Unique Applications" reflects the number of distinct individuals who applied per year, while the line titled "Total Applications" reflects the total number of applications received.
- To more closely see the linear trends for the bottom two lines ("Completed Civil Service Exam" and "Passed Civil Service Exam", drag down the sliding bar on the left side of the graph.



Recruitment: Projections

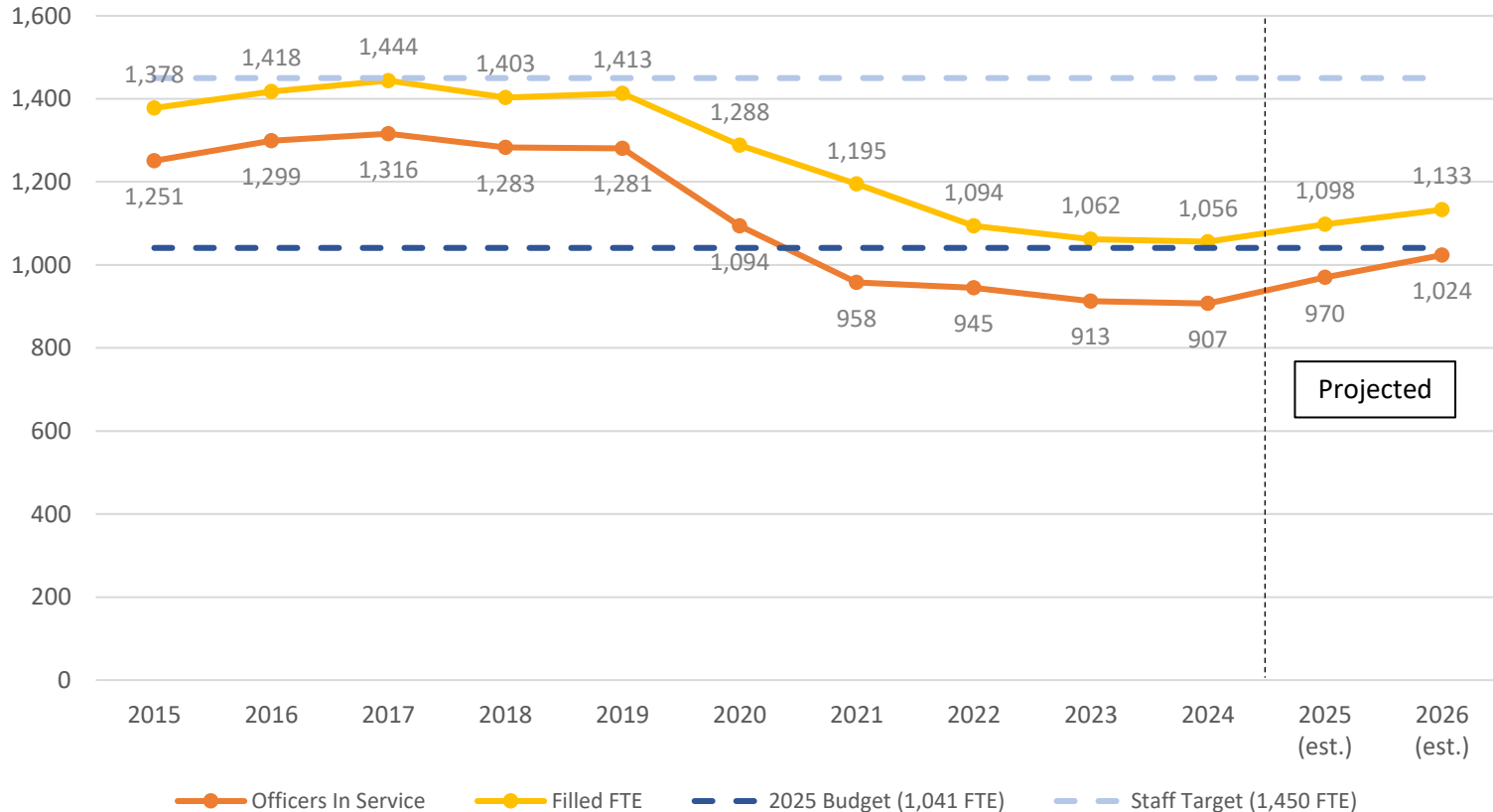
Police Hires and Separations with Net Change, 2015-2024





Police Staffing: Looking Ahead

Police Staffing, 2015-2024



Projected



30x30 Update





Consent Decree Update

[Law & Justice](#) | [Local News](#) | [Local Politics](#) | [Nation](#)

Seattle police found in ‘full and effective compliance’ with court-ordered reforms

Originally published January 10, 2018 at 3:13 pm | Updated January 10, 2018 at 10:11 pm

<https://www.seattletimes.com/seattle-news/law-justice/seattle-police-found-in-full-and-effective-compliance-with-court-ordered-reforms/>

[Law & Justice](#) | [Local News](#) | [Local Politics](#) | [Northwest](#) | [Puget Sound](#)

Judge ends most federal oversight of SPD, after 11 years and 3 chiefs

Sep. 6, 2023 at 6:25 pm



<https://www.seattletimes.com/seattle-news/law-justice/judge-ends-most-federal-oversight-of-spd-after-11-years-and-3-chiefs/>

[Law & Justice](#) | [Local News](#) | [Local Politics](#) | [Northwest](#)

End of Seattle Police Department’s federal oversight is close, judge says

Oct. 16, 2024 at 7:12 pm



<https://www.seattletimes.com/seattle-news/law-justice/end-of-seattle-police-departments-federal-oversight-is-close-judge-says/>



Consent Decree Update

2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025



● Assessments



Future of Our Organization

Crime Prevention

Community Partnerships

Retention and Recruitment

Employee Safety and Wellness

Continuous Improvement