

SEATTLE POLICE DEPARTMENT (SPD)

2026 PROPOSED BUDGET

OVERVIEW & POLICY CONSIDERATIONS PAPER

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Table 1. Department Budget Summary

| Budget Summary Level | 2025 Adopted | 2026 Endorsed | % Change | 2026 Proposed | % Change |
|-------------------------------------|-----------------|-----------------|-------------|-----------------|-------------|
| Operating Budget | | | | | |
| Chief of Police | \$17.0M | \$19.0M | 11.2% | \$19.1M | 0.7% |
| Collaborative Policing | \$15.2M | \$15.6M | 2.6% | \$15.2M | (2.3%) |
| Compliance & Prof. Standards Bureau | \$6.0M | \$6.1M | 1.4% | \$6.1M | (1.1%) |
| Criminal Investigations | \$50.9M | \$53.7M | 5.5% | \$53.6M | (0.2%) |
| East Precinct | \$21.2M | \$22.1M | 4.2% | \$23.3M | 5.6% |
| Leadership and Administration | \$103.3M | \$107.6M | 4.2% | \$125.2M | 16.4% |
| North Precinct | \$32.3M | \$32.8M | 1.7% | \$34.0M | 3.5% |
| Office of Police Accountability | \$6.8M | \$6.9M | 1.9% | \$6.8M | (0.8%) |
| Patrol Operations | \$25.2M | \$25.5M | 1.5% | \$24.3M | (4.9%) |
| School Zone Camera Program | \$3.7M | \$4.6M | 24.6% | \$4.6M | 0.1% |
| South Precinct | \$22.2M | \$22.4M | 0.6% | \$23.6M | 5.6% |
| Southwest Precinct | \$16.7M | \$16.6M | (0.5%) | \$17.9M | 7.7% |
| Special Operations | \$72.0M | \$73.6M | 2.2% | \$70.9M | (3.8%) |
| Technical Services | \$33.4M | \$33.2M | (0.7%) | \$34.2M | 3.1% |
| West Precinct | \$25.7M | \$25.9M | 1.0% | \$27.4M | 5.6% |
| Total: | \$451.6M | \$465.6M | 3.1% | \$486.1M | 4.4% |

I. OVERVIEW AND SUMMARY

The 2026 Proposed Budget for the Seattle Police Department (SPD) increases 4.4 percent relative to the 2026 Endorsed Budget. The largest portion of the proposed increase, a net of approximately \$19 million, is attributable to changes made in personnel-related expenditures, including:

- Salary and benefits funding is added to support 86 net new officers;
- Salary and benefits funding is reduced to implement a 4 percent cut to SPD’s budget for civilian positions and to downsize the department’s funding for Temporary, Term-Limited positions (TLTs); and
- Overtime funding for sworn and civilian positions is reduced to meet a General Fund reduction target.

Other significant budget changes include adds for equipment and training of new officers, investments related to the 2026 FIFA World Cup and the Technology Assisted Crime Prevention Program (TACPP); and reductions that reflect administrative efficiencies or technical corrections.

Finally, the 2026 Proposed Budget adds positions to address ongoing needs in public disclosure, and Diversity, Equity and Inclusion (DEI). The 2026 Proposed Budget also retains the 16.0 positions that were added in the 2026 Endorsed Budget to expand investigative and Real-Time Crime Center (RTCC) support personnel that were funded in the 2025 Adopted and 2026 Endorsed Budget.

A. Operating Budget

Department-wide Personnel Related Changes:

Department-wide adjustments to sworn salary and overtime funding comprise the most significant changes between the 2026 Endorsed Budget and the 2026 Proposed Budget. Following are the changes with significant fiscal or policy impacts:

- **Funding for New Sworn Officers:** \$23.5 million is added to ensure that sworn salary funding reflects anticipated staffing levels for recruits, student officers, fully trained officers, and the addition of 86 net new officers in 2026. This change is examined in greater detail in the Issue Identification Section.
- **Overtime Budget:** (\$950,000) is reduced to allow SPD to meet a General Fund reduction target without staff reductions (i.e., layoffs). The department makes this reduction in lieu of cutting budget for essential supplies, equipment, and services. This change is examined in greater detail in the Issue Identification Section.
- **Establish Civilian Vacancy Rate:** (\$2.8 million) is reduced to establish a 4 percent civilian vacancy rate. In any given year, regular turnover and long-term position vacancies will create some amount of savings – unspent salary dollars - within the department’s budget. The 2026 Proposed Budget captures (cuts) \$2.8 million of this savings through this reduction. The reduction equates to an average of 15-20 civilian positions being unfilled at any given time of the year. Given the timelines associated with filling vacant positions, this is likely a reasonable assumption that will not impact day-to-day operations.
- **Reduce Temporary/Term-Limited Funding:** (\$395,000) is a partial reduction to the department’s \$502,000 TLT budget. This change will require SPD to reduce funding for four positions that are currently set to expire in 2025, including two Public Affairs positions and positions supporting SPD's Before the Badge Program and DEI Program. A permanent position supporting SPD's DEI Program is included in the 2026 Proposed Budget (see FTE changes below). SPD indicates that the work performed by the other positions will be absorbed by existing employees and will not have any programmatic effects.

Equipment and Technology Adds:

The 2026 Proposed Budget adds funding to equip new recruits, and for equipment and technology services that will support the 2026 FIFA World Cup Games and the City’s TACPP. Attachment 1 provides more information on TACPP expenditures for Closed-Circuit Television (CCTV) and the RTCC.

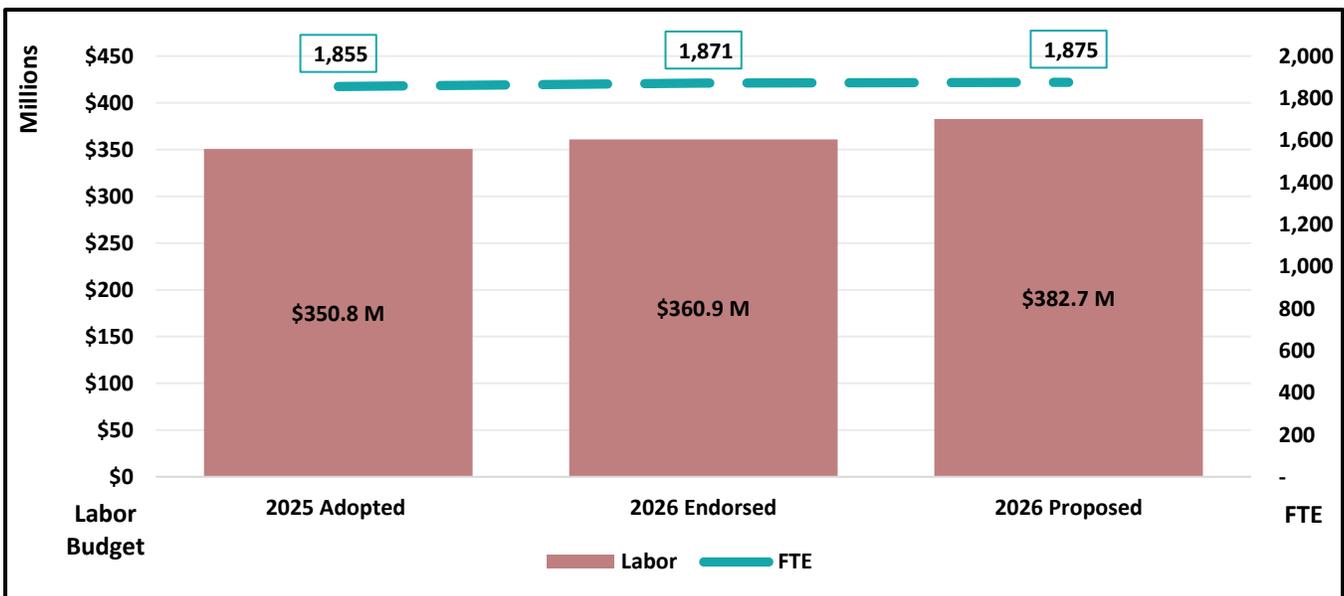
- **Implement CCTV in the Capitol Hill Nightlife District:** \$435,000 is added for the implementation of CCTV cameras in the Capitol Hill Nightlife District.
- **Equipment Costs for FIFA World Cup and Stadium Area CCTV:** \$422,000 is added for barriers and trailer packages, and \$335,000 is added for CCTV cameras in the Stadium District. Funding for this item is from the 2026 Endorsed Budget Payroll Expense Tax reserve.
- **Equipment and training for new recruits:** \$2.5 million is added for Academy costs and to fully equip the 86 net new officers expected to be hired in 2026.

Administrative and Technical Changes: The 2026 Proposed Budget makes ongoing reductions to SPD’s discretionary spending and adjusts for changes to costs that were funded in the 2026 Endorsed Budget.

| Reduction to SPD Discretionary Spending | |
|---|------------------------|
| <u>Take Home Vehicles</u> : This item eliminates six take-home vehicles currently utilized by civilian executives. Each of these vehicles is estimated to save \$8,000 annually in fuel, maintenance, and replacement costs. | (\$48,000) |
| <u>Professional Development Training</u> : This item reduces funding for travel and professional development training. This will not impact the department's ability to maintain mandatory trainings, but will impact conference attendance, skill development, and other training opportunities. | (\$450,000) |
| Technical Adjustments | |
| <u>Align Recruitment Marketing Contract</u> : This item eliminates unnecessary funding for the police recruitment marketing contract and brings the budget into alignment with the \$1.95M recruitment marketing contract in 2026. | (\$550,000) |
| <u>Eliminate One-Time Vehicle Funding</u> : This item eliminates one-time vehicle funding that was incorrectly included as ongoing appropriation authority in a prior budget year. | (\$257,000) |
| <u>Align Separation Pay with Updated Projections</u> : This item reduces funding for costs related to separation pay. Beginning in 2024, SPD officer separations returned to pre-pandemic rates resulting in a projected decrease in separation payouts in 2026. | (\$750,000) |
| Total | (\$2.1 million) |

B. FTE & Labor Changes

Figure 1. FTE & Labor Budget Summary



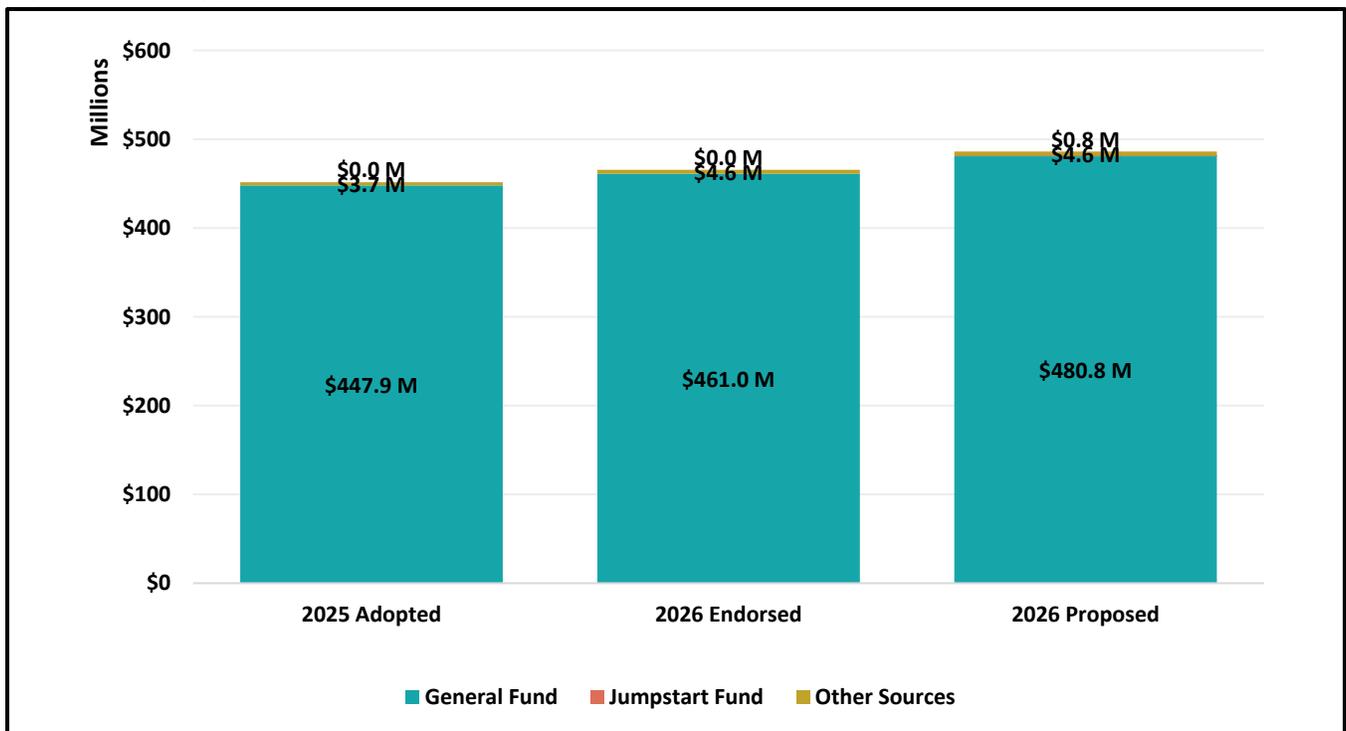
Position Adds:

The 2026 Proposed Budget adds four positions to support ongoing needs around public disclosure, DEI, and to adjust for a grant funded position that was added through legislation in mid-year 2025. SPD already has sufficient position authority to accommodate all anticipated uniform recruits.

- **Public Disclosure Officers:** \$580,000 and 2.0 FTE Public Disclosure Officers are added to support SPD's high volume of public disclosure requests. This item also removes sunset dates for two public disclosure positions that were added in the 2023 Mid-Year Supplemental and are currently set to expire on December 31, 2025.
- **DEI Officer:** \$212,000 is added for a 1.0 FTE Diversity, Equity, and Inclusion Officer in SPD's Relational Policing Division. This item adds a permanent position to continue the important work of overseeing and advising on department initiatives related to DEI.
- **Investigative Support Positions:** 7.0 FTE civilian investigative support positions were added in the 2025 Adopted Budget and another 7.0 FTE civilian investigative positions were added to the 2026 Endorsed Budget to support SPD detectives with homicide, robbery, and gun crime investigations. There is no change to the 2026 Proposed Budget FTE.
- **Real-Time Crime Center:** 12.0 FTE Real-Time Crime Center Analyst positions were added in the 2025 Adopted Budget and another 9.0 FTE Real-Time Crime Center Analyst positions were added in the 2026 Endorsed Budget to fully staff the department's 24/7 RTCC. There is no change to the 2026 Proposed Budget FTE.

C. Fund Appropriations Summary

Figure 2. Fund Appropriations Summary



Like most of Seattle’s public safety departments, the City’s General Fund supports nearly all of SPD’s expenditures. The Automated Traffic Safety Camera Fund supports appropriations that pay for the City’s Automated Enforcement camera contract that is housed in SPD (e.g., Red Light Cameras and School Zone Cameras). On a one-time basis, SPD receives support from the Payroll Expense Tax for adds made for the 2026 World Cup and CCTV cameras added to the Stadium District.

II. ISSUES FOR COUNCIL CONSIDERATION DURING BUDGET DELIBERATIONS

1. Sworn Staffing – Information Only

SPD has one of the largest workforces of all City departments with a labor budget of \$382.7 million and 1,875 FTE. About three-quarters of SPD's personnel are sworn officers, including roughly 486 sworn personnel assigned to Patrol and distributed throughout the five precincts. Attachment 2 (Patrol Staffing) provides information on the distribution of SPD officers assigned to the precincts; and Attachment 3 (Sworn Officer Allocation) provides a breakout showing how officers and sergeants are distributed across department functions. SPD's 2026 Proposed Budget adequately supports the salaries for SPD's recruits, student officers and fully trained officers, approximately 1,184 FTE.

SPD Sworn Staffing Plan

Every August, SPD submits a Staffing Plan that identifies the department's hiring and separation projections for the upcoming year. The unprecedented hiring that has occurred since mid-2024 has made it difficult to accurately predict changes to SPD's sworn staffing levels. Unable to use history as a guide, SPD staff are currently assuming that hiring will continue at its current rate and that separations will return to pre-pandemic levels.

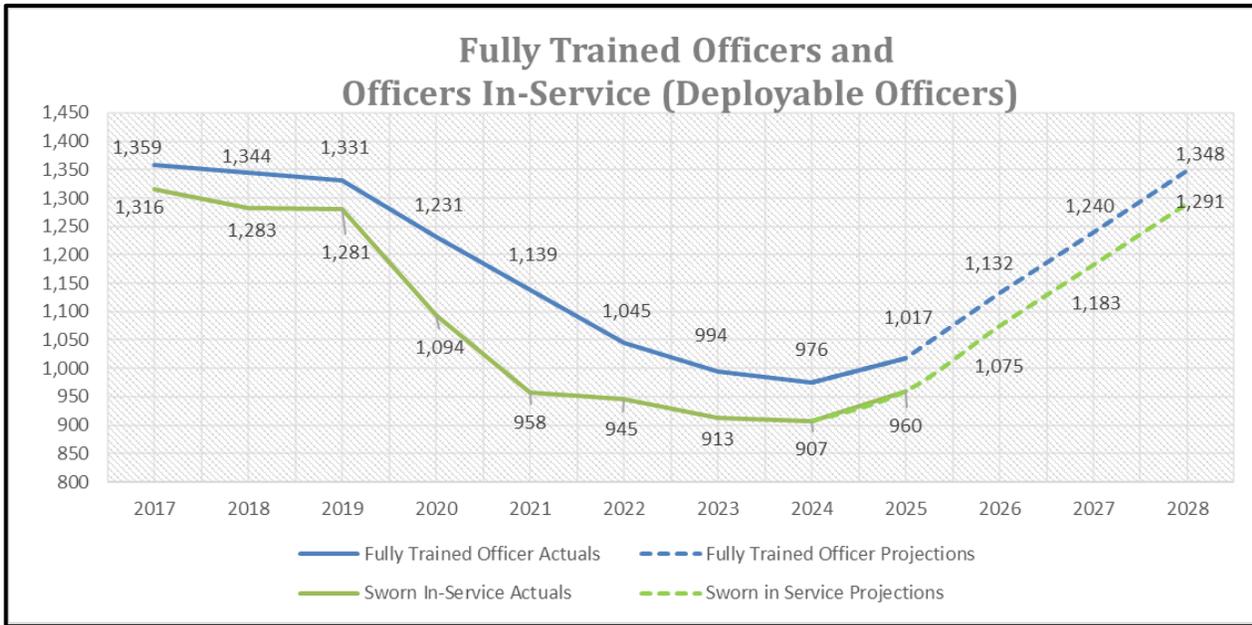
Table 1. Sworn Officer Hiring History and Projections

| Year | New Hires | Separations | Net Adds |
|-------------------------|-----------|-------------|----------|
| 2017 | 102 | (79) | 23 |
| 2018 | 68 | (109) | (41) |
| 2019 | 108 | (92) | 16 |
| 2020 | 51 | (186) | (135) |
| 2021 | 81 | (171) | (90) |
| 2022 | 58 | (159) | (101) |
| 2023 | 61 | (97) | (36) |
| 2024 | 84 | (83) | 1 |
| 2025 (projected) | 169 | (82) | 87 |
| 2026 (planned) | 168 | (82) | 86 |

Source: SPD Draft Sworn Hiring Projections with Actuals through August 2025

SPD's Sworn Staffing Plan assumes the department will make 169 hires and realize 82 separations in 2025, and a comparable number of hires and separations in 2026. The plan is fully funded in the 2026 Proposed Budget and assumes that SPD will employ an annual average of 1,184 FTE. Should current trends continue into 2028, sworn staffing will near the historic levels the department had in 2017-2018.

Graph 1. Fully Trained Officer and Deployable Officer History

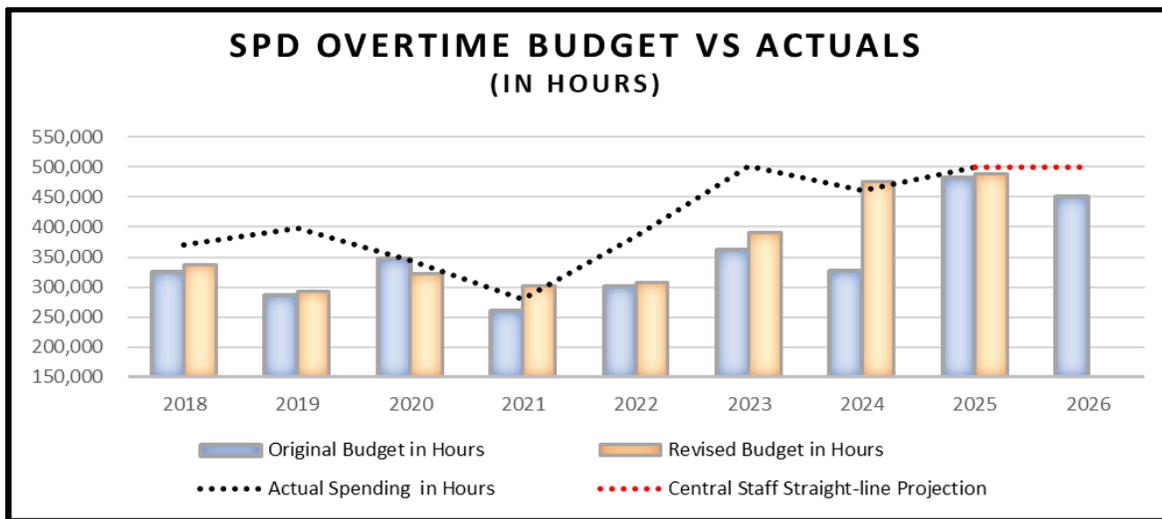


The 2026 Proposed Budget funds 86 net new officers at a cost of \$23.5 million for salary and benefits. These costs will grow as the officers move out of training positions and into fully funded sworn officer positions in late 2026 and early 2027. SPD budget staff estimate that the cost for funding these positions will grow from \$23.5 million in 2026 to \$34.4 million in 2027.

2. Overtime – Information Only

Between 2021 and 2023, officer shortages increasingly required the department to rely on overtime to deliver essential public safety services. Spending on emphasis patrols and patrol augmentation regularly pushed department overtime expenditures higher than its available budget. This upward trend in spending peaked in 2023 when SPD’s use of overtime reached approximately 500,000 hours. Since that time, the department has used between 460,000 and 500,000 hours each year (see Chart 1 below).

Chart 1. Overtime Budget vs. Actuals History



In 2024, the Executive proposed, and the Council adopted, a \$12.8 million increase to SPD's overtime budget, a boost that helped fund a revised budget of 475,000 hours of overtime and more closely aligned SPD's budget to its expenditures.

Assuming the passage of the Mayor's proposed 2025 Year Supplemental Budget, the department will have enough overtime funding to support 489,000 hours in 2025. SPD and City Budget Office (CBO) staff have indicated that SPD may again use 500,000 hours in 2025. If this happens, then the difference of 11,000 hours would translate into a budget-spending gap of \$1.2 million. SPD staff have indicated that they can absorb this deficit by repurposing unused funding from other parts of the budget (e.g., civilian salary savings).

The 2026 Proposed Budget is funded for 450,000 hours, which reflects the \$950,000 overtime cut noted above. Should SPD continue to spend at a rate of 500,000 hours per year, then the difference of 50,000 hours would translate into a budget-spending gap of \$5.5 million. This level of deficit would be harder for the department to absorb with the use of other budget savings.

New officers and overtime:

The department's recent successes in hiring may eventually reduce its reliance on overtime. As new officers become available for service, their regular patrol hours could replace the overtime hours that SPD is currently using for emphasis patrols and patrol augmentation. However, it is unlikely that the new officer hours will have an appreciable impact on overtime in 2026.

In his presentation on September 26, 2025, Chief Barnes indicated that he does not expect that new officer hires will affect overtime spending in the near term, partially because the department hopes to increase public safety services and address emerging needs through special projects.

Without the ability to supplant overtime hours with regular service hours, and in the face of other pressures on the budget (e.g., increasing technology and staffing costs), SPD may need to request in the 2026 Mid-Year Supplemental Budget additional authority to cover its overtime spending.

3. Parking Enforcement Officers (PEO)

The Parking Enforcement unit is made up of a Parking Enforcement Manager, two Parking Enforcement Operations Managers, 12 PEO Supervisors and 104 PEOs. In recent years, the City has had difficulty staffing the PEO positions in this unit.

The PEO unit was located in the Seattle Department of Transportation (SDOT) from 2021 to 2023, where SDOT held vacant 20 positions to produce salary savings that was repurposed to cover SDOT overhead expenses. The City transferred the unit back to SPD in 2023 with an expectation that SPD would fully staff the unit. Unfortunately, the department has not been able to reach full staffing, and the unit has been carrying at least 18 vacancies since it was relocated to SPD.

The PEO vacancy problem is creating at least two issues for the City: (1) SPD is providing a lower level of service when managing the right-of-way, enforcing parking regulations, providing traffic control for events and incidents, and performing other related activities; and (2) the City is not taking full advantage of recent changes that allow PEOs to staff special events in place of sworn officers.

In December 2023, the Council passed [ORD 120720](#), which authorized a Memorandum of Understanding (MOU) with the Seattle Police Officers Guild (SPOG) that provides until January 2026 additional flexibility for the City to use limited commission and non-commission employees to fill special event assignments. While the MOU is in force, SPD may create event staffing plans that expand its use of PEOs by filling posts that might otherwise be filled with SPOG members, where legally allowable and within public safety constraints. The City and SPOG are negotiating the renewal of this MOU as part of ongoing SPOG contract negotiations.

PEO Hiring Challenges:

PEOs separate from service at a rate of about 8-12 per year. The department's 2-3 annual hiring processes create candidate classes that are large enough to allow SPD to keep up with its annual attrition rate. However, the classes are not large enough to hire for the 18 long-term PEO vacancies. SPD has had difficulty hiring for the 18 long-term vacancies because bottlenecks in backgrounding and training are limiting the number of candidates that can be included in each class.

Currently, the PEO unit only has capacity to train 10 candidates at a time, so the division cannot send more than 10 candidates into backgrounding at any one time. Often, it sends fewer than 10 candidates. Once in backgrounding, up to half of candidates are typically disqualified for not meeting SPD standards.

It is possible that additional, dedicated PEO training positions would allow SPD to admit into the backgrounding process more than 10 candidates, as the department would have confidence that it has the back-end capacity to provide more training. Last year, the Council added two PEO training positions to add capacity to train PEO hires. The Executive has indicated that the positions cannot be hired until Labor Relations staff successfully complete the bargaining process with the Seattle Parking Enforcement Officers Guild (SPEOG). Negotiations with SPEOG are ongoing.

As a short-term alternative to hiring the PEO training positions, SPD could also increase training capacity by paying PEOs out-of-class rates to serve as temporary trainers. The department estimates that it would need approximately \$14,000 per year to pay one PEO to serve as a trainer.

PEO Budget:

The 2026 Proposed Budget includes funding to support over 540 civilian positions. In any given year, regular turnover and long-term position vacancies will create some amount of salary savings – unspent salary dollars – within the department's budget. Historically, the 18 long-term PEO vacancies have been one of SPD's largest sources of civilian salary savings, amounting to \$2.1 million on an annual basis.

The 2026 Proposed Budget would reduce SPD's civilian salary budget by \$2.8 million to capture the salary savings that the department expects to accrue from vacant positions (See "Establish Civilian Vacancy Rate" above). This reduction effectively eliminates the salary funding that SPD would need if it were to fill the 18 long-term PEO vacancies.

The Council could add back some or all of the PEO salary funding without impacting the General Fund. Such an add would be revenue-positive because each PEO writes enough infractions/ tickets in one year to create \$200,000 in fine revenue, while only costing the city \$115,000 in salary and benefits. Should the Council pursue this add, Central Staff recommends a proviso that would prohibit expenditure unless SPD could show a net increase in PEO hires.

If SPD is successful in filling even a few of the long-term vacancies, then the net revenue would (1) offset costs for out-of-class trainers; and (2) mitigate revenue impacts from taking a PEO off of enforcement duties to serve as an out-of-class trainer.

Options:

- A. Add between \$350,000 and \$2.1 million for PEO salaries and restrict funding so that it may only be spent after SPD fills long-term PEO vacancies. Proviso funding for out-of-class training costs.
- B. No change.

4. SPD 30x30 Program

Background on SPD's 30x30 Program:

In January 2024, SPD established an employee-led, interest-based, cross-rank, 30x30 Initiative Workgroup, consisting of 12 full-time employees and one contract employee. This group is overseen by the Director of Program Development and includes the Executive Director of Analytics and Research and the Executive Director of Employee Support Services, as well as sworn and civilian employees of various ranks and titles. The group meets monthly for one hour, but project work occurs throughout the month at varying degrees depending on what initiatives the group is working on.

Members of this group and SPD command staff presented, on May 28, 2024, to Council's Public Safety Committee a [three-phase plan](#) to: (1) remove inherent bias from assessments and policies and ensure that women's specific needs can be met; and (2) transform police culture to support and celebrate the values of diverse and under-represented officers, all with the goal of increasing the number of women recruits nationally to 30 percent by 2030.¹ At this point, SPD had already made a number of the Phase 1 improvements that are recognized as best practices under the national [30x30 Initiative](#):

- Strategic priorities around gender diversity in hiring, retention, and promotion;
- "Zero tolerance" EEO practices;
- Private, sanitary space for nursing mothers including refrigeration, seating, cleaning, and electrical outlets and nursing accommodation for returning mothers; and
- Appropriate equipment (uniforms, firearms, ballistic vests) for women

¹ Goals identified in the presentation and also in an October 2024 letter from Chief Sue Rahr to Councilmember Moore.

The Workgroup also reported that the department had completed Phase 2 of the plan, which involved a survey of all women in the department (97 of 143 surveys were completed). Survey respondents identified several themes and formulated recommendations that can be found in Attachment 4. In response to Phase 2, and to address recommendations made in the surveys, SPD initiated the third phase of the 30x30 plan. Phase 3 would focus on:

1. **Childcare** – SPD would retain the Imagine Institute to assess potential options for childcare.
2. **Flexible Work Schedules** – The Workgroup would collaborate with the Seattle Department of Human Resources (SDHR) to explore the operational feasibility of flexible shift options. While indicating that this is a longer-term process, the department committed to examine more immediate changes that would include job sharing, shift rotation, a potential restructuring of the Part-Time Officer Program, and expanding awareness of employee leave options and light-duty assignments for new parents.
3. **Mentoring Programs** – The Workgroup would work with SDHR and the Seattle Police Department’s Women’s Alliance (SPDWA) to explore using the City’s Career Quest mentorship platform to increase mentorship opportunities for women. SPD indicated that key to this work was building the base of available mentors.
4. **Promotion and Advancement** – The Workgroup would work to identify disparity in promotions and explore opportunities for leadership development trainings, including identifying outside/national training opportunities at various ranks to help foster leadership skills and provide validation to employees of their leadership potential.
5. **Culture** – The Workgroup would seek to expand professional development, training, and career advancement opportunities for women at SPD. This work would include: development programs for new parents; professional and promotional development groups, including sponsoring women for career advancement; specialty assignments; and promotional assignments. The workgroup would also examine career longevity coaching, and female-specific training options such as women-only defensive tactics.
6. **Recruitment and Retention** – SPD, the Mayor’s Office and external contractors would develop a series of female-focused recruiting, support, and career highlight videos.

Council Budget Action – 2025-2026 Adopted Budget:

In November 2024, the Council adopted Council Budget Action SPD 102-A, which added a 1.0 unfunded Strategic Advisor 3 position to oversee department investments and programs that align with the national 30x30 Initiative. The position was to be funded in 2025 and 2026 with salary savings that would accrue from vacant, funded civilian positions within the department. The Department has not hired the position and is now proposing to use potential 2026 salary savings to meet budget reduction targets. With regard to 2025 specifically, SPD staff provided the following rationale for its decision not to hire the position:

“In response to the pessimistic revenue forecast in April, as well as threats of federal funding cuts, the Executive took immediate action to proactively prepare for significant negative impacts to the City budget. Additionally, given the unexpected increase in officer hiring, the department has had to take on an increase in expenses and has had to use the remaining civilian salary savings to balance the GF budget.”

Progress on Phase 3 Goals:

SPD commissioned the Imagine Institute to conduct a comprehensive evaluation of childcare options for SPD employees. The consultant issued a detailed report that identified three potential options for the City to consider implementing. The full report was presented to Council in July 2025.

The department has transitioned to a marketing firm (Epic Agency) to expand awareness of sworn positions at SPD, including a focus on recruiting of women. [See examples of this work here](#). SPD also continues to explore recruitment opportunities focused on women and anticipates holding a women-focused recruitment event in Spring 2026.

Other updates Include:

- The Workgroup: (1) Evaluated the City's existing Flash Mentorship program and whether it would meet the needs of an SPD sworn women-focused program; and (2) Coordinated with the SPD's RSJI Change Team in its work reviewing, evaluating and assessing the potential implementation of a new SPD-wide mentoring platform, Chronus. The Workgroup continues to partner with the department's Change Team to evaluate mentorship programs and platforms to supplement existing city-wide mentorship programs.
- Chief Barnes' 2026 Workplan includes an overhaul of how promotional decisions and assignments are made, rooted in equity, transparency of process, and roadmaps for professional development. This focus directly addresses feedback received from nearly all who participated in SPD's Phase II qualitative study (see above).
- The Workgroup partnered with the SPDWA to help facilitate a sworn women-focused Defensive Tactics two-part training now scheduled for October 2025.

It is clear that the department is making progress on its Phase 3 goals. For example, the department has made progress by hiring and directing external partners (e.g., Imagine Institute and Epic Agency) and by changing the way it teaches defensive tactics, equips women and by providing facilities for new mothers. SPD has also implemented a leadership training course that may help leaders identify and correct assumptions about the role of women in law enforcement. The Trust Centered Leadership training is designed to encourage a growth mindset and seeks to create a culture that is more procedurally just.

SPD has not made as much progress with its goals to establish a mentorship program, identify flexible shift options or launch a professional development program that provides training and career advancement opportunities for female officers. The Workgroup has been exploring potential platforms for a mentorship program, but has not found one that meets the job-specific mentoring needs of sworn women employees or provides targeted mentoring for SPD test preparation that is essential for career advancement.

The department and its 30x30 Workgroup continue to make progress in these areas, which are difficult and complex undertakings for staff that must advance the 30x30 Initiative while performing in their assigned shifts and regular duties. As noted above, SPD has indicated that these are longer-term processes.

Hiring Data

In May 2025, Central Staff presented to the Council’s Public Safety Committee a [Q1 Report on SPD Staffing and Performance Metrics](#). Staff reported that SPD was hiring fewer female recruits than its historical averages. The department indicated that it was taking specific steps to improve hiring of female candidates and hoped that it would soon see an uptick in female hires. The hiring data show a slight improvement in the percent of female hires (see table below). Although, the rate is still below the 20 percent national average for female hires in policing agencies.

| | 2023 | 2024 | 2025 Jan-April | 2025 April-June |
|-----------------|---------------------|----------------------|--------------------------------------|--------------------------------------|
| All Sworn Hires | Male 54 Female 7 | Male 72 Female 12 | Male 53, Female 5 Not Specified 2 | Male 31, Female 3 Not Specified 0 |
| Percent Female | 11.5% | 14.3% | 8.3% | 9.6% |

SPD has indicated that an increase in the number of qualified applicants within a specific demographic will translate into an increased number of hires within that demographic. The department notes that as the number of qualified female applicants increases, it will be better positioned to hire more diverse recruit classes.² While the absolute number of qualified female applicants has more than doubled in the last two years (e.g., from 253 in 2023 to 542 in 2024), the percent of female qualified applicants has not greatly increased and is currently at 15% of all candidates (See Attachment 5).

Options:

- A. Add \$224,000 to fund the Strategic Advisor 3 position that was added to the 2025 Adopted and 2026 Endorsed Budget to coordinate department investments and programs that align with the national 30x30 Initiative, and proviso the new funds to be used for only this purpose.
- B. Proviso \$224,000 of existing SPD budget authority so that it may only be spent to fund a 30x30 Coordinator Position.
- C. No change.

² A Qualified Applicant is one who has passed the Public Safety Civil Services minimum qualification standards and is eligible to sit for the police exam.

III. BUDGET LEGISLATION

1. 2025 Year-End Supplemental Appropriations ORD

The SPD-related changes in the proposed year-end supplemental ordinance are as follows:

- **Sworn Staffing:** \$13.0 million is added for increased sworn hiring and associated equipment costs in 2025. The department is currently funded for 1,041 FTE in 2025, but due to higher than anticipated hires and lower than anticipated separations in the first six months, SPD is projecting a significantly higher number of filled FTEs than are funded. This additional appropriation is needed to cover labor and non-labor (i.e., equipment, training) costs for new hires to ensure the department is able to fully support its growing sworn workforce.
- **SPD Tech Assisted Crime Prevention Program (TACPP):** \$1.2 million is added to the Seattle IT budget for technology necessary to improve crime detection and prevention capabilities, and the purchase of automated license plate readers for patrol vehicles.
- **2025 FIFA Club World Cup Games Reimbursement:** \$761,000 is added to reimburse SPD for projected costs in connection with six 2025 FIFA Club World Cup Games. Reimbursements are provided by First & Goal in the amount of \$592,000 and from the FIFA World Cup 2026 US, Inc. In the amount of \$169,000.
- **Task Force Reimbursements:** \$342,000 is added to reimburse the overtime funding used for SPD officers who work on intergovernmental or multijurisdictional task forces. Reimbursements are provided by the following organizations:

| Organization / Revenue Source | Amount |
|--|------------------|
| ATF Puget Sound Regional Gun Task Force | \$1,000 |
| Homeland Security Investigation Task Force | \$49,000 |
| Drug Enforcement Administration Task Force | \$15,000 |
| Organized Crime Drug Enforcement Task Force | \$97,000 |
| Puget Sound Joint Terrorism Task Force | \$3,000 |
| Pacific Northwest Violent Offender Task Force | \$34,000 |
| Safe Streets Task Force | \$95,000 |
| Seattle Sound Regional Violent Crime Task Force | \$22,000 |
| Secret Service Task Force Tech License Reimbursements | \$10,000 |
| Denied Firearms Transactions Program | \$5,000 |
| Commercial Sex Abuse of a Minor Court Assessments and Impound Fees | \$10,000 |
| Total | \$342,000 |

IV. ATTACHMENTS

1. RTCC and CCTV Budget and Expenditures
2. Precinct Staffing Report History 2022-2025
3. Sworn Officer Allocation History 2022-2025
4. 30x30 Advancing Women in Policing
5. Demographics of Applicants who passed Police Exam
6. Current 911 Response Times

Attachment 1: CCTV and RTCC Costs

CCTV Costs in 2025 and 2026

| | 2025 | 2026 |
|--|----------------------|----------------------|
| REVISED BUDGET | \$ 1,975,000 | \$ 16,000 |
| IMPLEMENTATION OF CCTV AT AURORA AVE (Status: In process) | \$ 411,376 | \$ 8,141 |
| CCTV Cameras and Associated Hardware | 246,402 | |
| LTE Cost | 7,753 | 8,141 |
| Vendor Install | 121,771 | |
| Sales Tax | 35,450 | |
| IMPLEMENTATION OF CCTV IN DOWNTOWN CORE (Status: Complete) | \$ 763,078 | \$ 15,376 |
| CCTV Cameras and Associated Hardware | 466,368 | |
| LTE Cost | 14,644 | 15,376 |
| Vendor Install | 254,237 | |
| Sales Tax | 27,829 | |
| IMPLEMENTATION OF CCTV IN CHINATOWN INTERNATIONAL DISTRICT (Status: In process) | \$ 508,719 | \$ 10,251 |
| CCTV Cameras and Associated Hardware | 310,912 | |
| LTE Cost | 9,763 | 10,251 |
| Vendor Install | 169,492 | |
| Sales Tax | 18,553 | |
| Costs have yet to be incurred for the items below; cost estimates reflect pending and approved budget totals in 2025 and 2026 | | |
| | 2025 Estimate | 2026 Estimate |
| IMPLEMENTATION OF CCTV AT GARFIELD HS (Status: Begin implementation in 2025) | \$ 425,000 | \$ 50,000 |
| CCTV Cameras and Associated Hardware | 375,000 | - |
| Ongoing Costs | 50,000 | 50,000 |
| IMPLEMENTATION OF CCTV AT CAPITOL HILL (SPD-105) | \$ - | \$ 435,000 |
| CCTV Cameras and Associated Hardware | - | 400,000 |
| Ongoing Costs | - | 35,000 |
| IMPLEMENTATION OF CCTV AT STADIUM (SPD-102) (Status: Begin partial implementation in 2025) | \$ 200,000 | \$ 335,000 |
| CCTV Cameras and Associated Hardware | 200,000 | 335,000 |

Attachment 1: CCTV and RTCC Costs

RTCC Costs in 2025 and 2026:

| | 2025 Cost Estimate | 2026 Cost Estimate |
|--|---------------------------|---------------------------|
| RTCC STAFFING - 2025 Adds | \$ 1,442,670 | \$ 2,070,924 |
| (1) Management Systems Analyst Sr. | 137,119 | 181,785 |
| (7) Management Systems Analysts | 675,595 | 1,100,071 |
| (4) Management Systems Analyst Supervisors | 593,388 | 789,068 |
| Onboarding expenses @ \$5K each | 36,568 | - |
| | | |
| RTCC STAFFING - 2026 Adds (SPD-117) | \$ - | \$ 1,579,719 |
| (6) Management Systems Analysts | - | 942,918 |
| (3) Management Systems Analyst Supervisors | - | 591,801 |
| Onboarding expenses @ \$5K each | - | 45,000 |
| | | |
| | | |
| | | |
| EQUIPMENT COSTS | \$ 482,200 | \$ 350,000 |
| RTCC Software Subscription | 300,000 | 300,000 |
| Miscellaneous IT Equipment | 182,200 | 50,000 |

Attachment 2: Precinct Staffing Report History 2022-2025

Precinct Staffing Report as of 8/31/25 | S = Sergeant | O = Officer

| Job Categories | CRU | | EAST | | NORTH | | SOUTH | | SOUTHWEST | | WEST | | Grand Total |
|--------------------|----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-------------|
| | S | O | S | O | S | O | S | O | S | O | S | O | |
| 911 | 4 | 17 | 9 | 60 | 19 | 96 | 11 | 71 | 12 | 53 | 17 | 98 | 467 |
| Beats | | | | | | | | | | | | | 0 |
| Bikes | | | | | | | | | | | 2 | 13 | 15 |
| Seattle Center | | | | | | | | | | | 1 | 3 | 4 |
| Stationmaster | | | | | | | | | | | | | 0 |
| Grand Total | 4 | 17 | 9 | 60 | 19 | 96 | 11 | 71 | 12 | 53 | 20 | 114 | 486 |

Precinct Staffing Report as of 8/31/24 | S = Sergeant | O = Officer

| Job Categories | CRU | | EAST | | NORTH | | SOUTH | | SOUTHWEST | | WEST | | Grand Total |
|--------------------|----------|-----------|----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|------------|-------------|
| | S | O | S | O | S | O | S | O | S | O | S | O | |
| 911 | 5 | 20 | 9 | 78 | 15 | 105 | 10 | 73 | 11 | 52 | 18 | 104 | 500 |
| Beats | | | | | | | | | | | | | |
| Bikes | | | | | | | | | | | 1 | 6 | 7 |
| Seattle Center | | | | | | | | | | | | | |
| Stationmaster | | | | | | | | | | | 1 | 3 | 4 |
| Grand Total | 5 | 20 | 9 | 78 | 15 | 105 | 10 | 73 | 11 | 52 | 20 | 113 | 511 |

Precinct Staffing Report as of 8/31/23 | S = Sergeant | O = Officer

| Job Categories | CRU | | EAST | | NORTH | | SOUTH | | SOUTHWEST | | WEST | | Grand Total |
|--------------------|----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|------------|-------------|
| | S | O | S | O | S | O | S | O | S | O | S | O | |
| 911 | 5 | 20 | 10 | 71 | 18 | 110 | 12 | 79 | 9 | 56 | 17 | 100 | 507 |
| Beats | | | | | | | | | | | | | |
| Seattle Center | | | | | | | | | | | | | |
| Stationmaster | | | | | | | | | | | 1 | 3 | 4 |
| Grand Total | 5 | 20 | 10 | 71 | 18 | 110 | 12 | 79 | 9 | 56 | 18 | 103 | 511 |

Precinct Staffing Report as of 8/31/22 | S = Sergeant | O = Officer

| Job Categories | CRU | | EAST | | NORTH | | SOUTH | | SOUTHWEST | | WEST | | Grand Total |
|--------------------|----------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|------------|-------------|
| | S | O | S | O | S | O | S | O | S | O | S | O | |
| 911 | 5 | 30 | 11 | 68 | 19 | 116 | 12 | 76 | 8 | 55 | 11 | 120 | 531 |
| Beats | | | | | | | | | | | | 3 | 3 |
| Seattle Center | | | | | | | | | | | 1 | 2 | 3 |
| Stationmaster | | | | | | | | | | | | | |
| Grand Total | 5 | 30 | 11 | 68 | 19 | 116 | 12 | 76 | 8 | 55 | 12 | 125 | 537 |

These reports include the following:

- Personnel who are unavailable due to vacation, training, limited duty, or short-term illness or injury, which is addressed by shift relief analysis; Half-time officers; Officers in acting sergeant assignments (counted as sergeants); and Phase III student officers, who have completed all officer training yet remain in probationary status.

These reports exclude the following:

- Phase I (recruits) and Phase II student officers; Precinct detectives; and Personnel who are on extended sick leave or activated military leave.

Attachment 3: Sworn Officer Allocation History 2022-2025

As of August 31, 2025, the allocation of sworn positions was distributed as follows:

| Patrol Personnel: | Feb 2022 % of Sworn | Aug 2022 % of Sworn | August 2023 % of Sworn | August 2024 % of Sworn | August 2025 % of Sworn |
|--------------------------------------|--------------------------------|--------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| 911 Responders | 41.5% | 42.9% | 42.7% | 43.9% | 39.3% |
| Other Precinct-Based Patrol Officers | 0.6% | 0.6% | 0.3% | 0.3% | 0.3% |
| Sergeants Supervising Patrol | 6.4% | 6.1% | 7.1% | 7.0% | 7.1% |
| Non-Patrol Personnel: | | | | | |
| Investigative Units | 11.9% | 12.5% | 12.9% | 13.2% | 12.3% |
| Specialty Units | 7.4% | 8.0% | 8.9% | 8.8% | 8.8% |
| Operations Support | 19.9% | 17.9% | 16.4% | 15.5% | 21.9% |
| Leadership | 8.2% | 8% | 6.7% | 6.8% | 6.1% |
| Administrative | 4.0% | 4.1% | 5.1% | 4.3% | 4.2% |
| Total Sworn* | 100.0% | 100% | 100% | 100% | |

Source: DAP, Reporting Hierarchy

Sworn position assignments are based on training, tenure, business needs, and contractual obligations. The department projects total sworn staffing but does not project where personnel will be assigned. SPD is in the process of reallocating sworn personnel to ensure minimum staffing for public safety.

*The Total Sworn percent above may differ slightly from the total sworn count in the Precinct Report. The SPD Precinct Report is used for budgeting and planning purposes only. The calculated fields used to estimate staffing levels in current and future months are based on a series of assumptions that may result in slight deviations from actual staff counts.

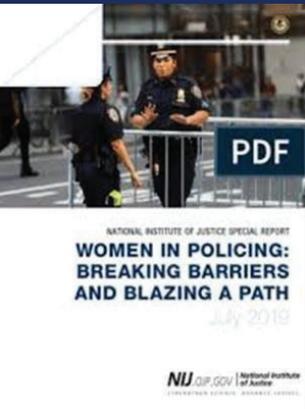
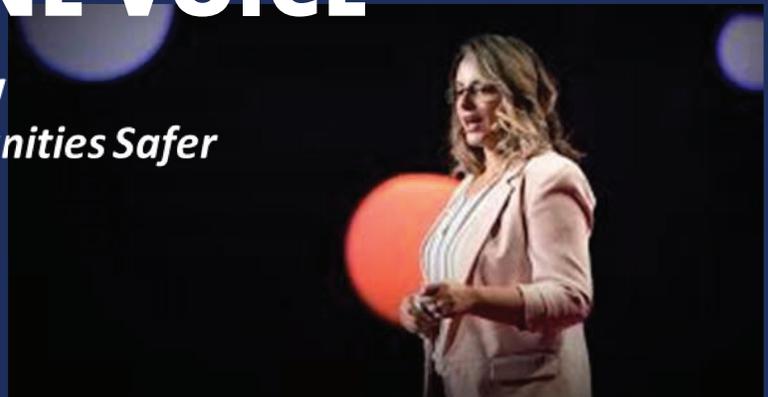
30x30

ADVANCING WOMEN IN POLICING
May 2024

HISTORY OF 30x30

THE POWER OF ONE VOICE

2019 – Ivonne Roman, Ted Fellow
How Policewomen Make Communities Safer
* 2 million views



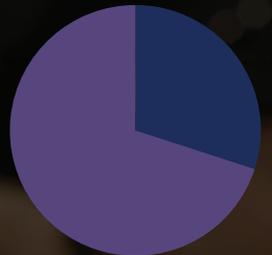
2018 – US Department of Justice, National Institute of Justice
National Research Summit
Women in Policing: Breaking Barriers and Blazing a Path

30x30 is a grassroots coalition of researchers, police leaders, and professional organizations aiming to increase the number of **women in all police recruit classes to 30% by the year 2030.**

WHAT IS 30X30

Research shows that 30% representation empowers a group to influence an organization's culture.

30% is where change begins to happen



THE 30X30 INITIATIVE

What is the representation of sworn women in US law enforcement?

In positions of leadership?

Women currently comprise
≈13% of sworn officers.
Among leadership ranks,
women are 3%.

Yet, decades of research
show **women often produce
better public safety
outcomes** — in many of the
areas we care about most.

WHY
30X30?

If there was a training that produced these results, every department in the country would be clamoring for that training.

But this isn't about training. It's about thinking differently around who we hire and what we value in the police profession.

Research indicates

WOMEN OFFICERS

- use force less often, and less excessive force
- use their discretion to make fewer arrests for non-violent, low-level offenses
- see better outcomes for crime victims, especially of sexual assault
- conduct fewer searches during traffic stops but are more likely to find contraband when they do
- are perceived as being more honest and compassionate
- are named less often in complaints and lawsuits, with some research suggesting they cost between 2.5x – 5.5x less than male officers
- fire their service weapon less often in the line of duty

NATIONAL LISTENING SESSIONS

30X30

Attachment 4. 30x30 - Advancing Women in Policing



WOMEN IN BLUE

NATIONAL LISTENING SESSIONS

**There is no universal experience of being
a woman in law enforcement.**

Each of a woman officer's identities — race and ethnicity, gender, sexual orientation, religion, ability, and more — defines her experience, and often multiplies her exposure to discrimination.

NATIONAL LISTENING SESSIONS - TOPLINES

- **Support for parents and caregivers**
- **Training, equipment, and uniforms**
- **Preconceived notions and conformity**
- **Sacrifice**
- **Scarcity and Competition (crabs in a bucket)**
- **Latitude for mistakes/held to higher standards**
- **Advocacy fatigue**
- **Culture of disrespect**
- **Lack of accountability – harassment**
- **Isolation/lack of support/Exclusionary networks**

WHAT WE'RE ABOUT



Northampton MA Police Department's first all-female midnight patrol shift, June 2021

Attachment 4. 30x30 - Advancing Women in Policing

POLICY. A) Remove inherent bias from policing agency assessments and policies, and B) Ensure women's specific needs are met.

CULTURE. Transform agency culture to support and celebrate the value of diverse and under-represented officers.

ULTIMATE GOAL: Increase the number of women police recruits nationally to 30% by 2030.

WHAT WE'RE NOT ABOUT



Tokenism/Favoritism

Gender stereotypes

Lowering standards

**Removing men from
policing**

**Only engaging women in
creating change**

THE 30X30 INITIATIVE

WHAT IT COMES DOWN TO

Qualified women deserve **equitable access** to the job and the ability to thrive within it.

AND

Policing is an inherently difficult job. It should be **no more difficult** for an officer just because they are a woman.

THE 30X30 INITIATIVE

Why is the representation of women so low?

Why is representation of women so low...

Despite many concerted attempts to improve it?

1. RECRUITMENT CONTENT & STRATEGIES

- a. Who is represented
- b. What they're represented doing
- c. Who is targeted

2. HIRING ASSESSMENTS & PROCESSES

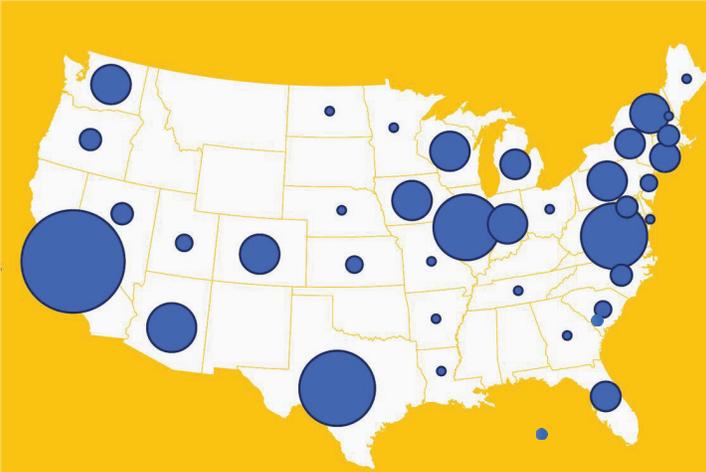
- a. Lack of validation and disparate outcomes
- b. Subjectivity in the hiring and promotional process
- c. Unnecessary barriers to entry

3. STATUS QUO IS MALE-ORIENTED

- a. Women's specific needs are not met – e.g., uniforms, PPE, nursing policies

4. CULTURE

30X30 HAS THE VISION, THE PLAN AND THE MOMENTUM



- Over 370 participating state and local law enforcement agencies, and federal agencies.
- Departments range from small and rural to major metropolises serving over 8 million
- Partnerships with police professional organizations, private industry, and the US Department of Justice

Change is already happening across the country

TO ADVANCE WOMEN IN POLICING

PROGRESS

- Establishment of childcare centers for children of sworn officers.
- Revised recruitment strategies to reach under-represented groups.
- Improved data collection to diagnose disparities and reduce bias.
- Improved assessment processes to increase accuracy and reduce subjectivity.
- Establishment of regional mentoring and networking partnerships.

With some agencies already reporting 30% women in recruit classes!

SHIFT TO STATE-LEVEL AND FEDERAL STRATEGIES

With **18,000+** law enforcement agencies, department-level interventions will only get us so far.

STATE AND FEDERAL LEGISLATION

- E.g., Job-sharing and part-time options (Washington State)
- Supporting Women Cops Act (Federal)
- Providing Childcare for Police Act (Federal)

STATE AND FEDERAL STANDARDS

- Validated assessments and shared definitions of the KSAs associated with good policing
- Streamlined application processes

STATE AND FEDERAL GRANTMAKING

- Recruitment
- Wellness
- Mentorship programs
- Research and data

TO ADVANCE WOMEN IN POLICING

30X30 PARTNERS

- Policing Project at New York University School of Law
- National Association of Women Law Enforcement Executives (NAWLEE)
- Women in Federal Law Enforcement (WIFLE)
- International Association of Women Police (IAWP)
- Police Executive Research Forum (PERF)
- National Policing Institute (NPI)
- Law Enforcement Action Partnership (LEAP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- American Society of Evidence-Based Policing (ASEBP)
- International Association of Directors of Law Enforcement Standards and Training (IADLEST)
- Crime and Justice Institute (CJI)
- International Association of Campus Law Enforcement Administrators (IACLEA)
- New Blue
- University of Alabama at Birmingham

SPD'S 30X30 COMMITMENT

March 25, 2021: SPD Letter of Commitment

Phase I (Quantitative): Snapshot as of October 1, 2022

- 156 of 1,073 sworn personnel identified as female
- 5 of 52 successful recruits between 10/1/2021 and 10/1/2022 identified as female
- SPD compliant with Phase I Immediate Actions
 - Strategic priorities around gender diversity in hiring, retention, and promotion
 - “Zero tolerance” EEO practices
 - Private, sanitary space for nursing mothers including refrigeration, seating, cleaning, and electrical outlets
 - Nursing accommodation for returning mothers
 - Appropriate equipment (uniforms, firearms, ballistic vests) for women.

SPD'S 30X30 COMMITMENT

Phase II (Qualitative) Draft Report: September 2023

Survey distributed to all women in the Department – 97 of 143 completed.

| Slider Question | Civilian | | Sworn | |
|--|----------------|--------|----------------|--------|
| | Mean | Median | Mean | Median |
| I am satisfied with the representation of women at SPD. | 48.8 (n=29) | 49 | 50.4 (n=64) | 49 |
| I am satisfied with the representation of racial and ethnic minorities at SPD. | 55.3 (n=29) | 50 | 60 (n=65) | 56 |
| Women at SPD are respected by other women. | 63.9 (n=29) | 64 | 57.6 (n=66) | 59.5 |
| Male employees respect women SPD employees. | 56.8 (n=29) | 49 | 56 (n=64) | 59.5 |
| Supervisors respect women SPD employees. | 59.6 (n=28) | 49.5 | 59.5 (n=66) | 62 |
| Command staff respects women SPD employees. | 52.3 (n=28) | 49 | 56.1 (n=65) | 53 |
| As a woman, I would recommend the Seattle Police Department as a good place to work for other women. | 66.6 (n=27) | 66 | 60.5 (n=64) | 62 |

SPD'S 30X30 COMMITMENT

Phase II (Qualitative) Draft Report: September 2023

Focus Groups – Conducted by Dr. Lois James (Washington State University)
August 7-9, 2023

Emergent Themes (the “push/pull”)

- Masculine Culture, Expectations for Women, Double Standards
- Generational Distinction
- Pregnancy and Childcare
- Promotion and Leadership
- Exclusion and Pigeonholing

Key Recommendations

- Awareness (Culture of Respect)
- Department Childcare Options
- Mentorship for Women

SPD'S 30X30 COMMITMENT

Phase III: Next Steps and Ongoing Work

2024: Internal 30x30 Workgroup Established

Employee-led, interest-based, non-exclusive, cross-rank and position.

Mission: To advocate for and implement measures to mitigate the documented external challenges that pull women out of the workplace, internal challenges that push women out of the workplace, and to create a healthy, safe, respectful, and equitable environment in which all members of SPD can grow and thrive.

June 3, 2024: SPD Welcomes Dr. Emily Hu, Executive Director of Employee Support Services.

SPD's Current Development Efforts Related to the 30 x 30 Initiative and Women in Policing

- »» Childcare**
- »» Mentorship**
- »» Benefits ~ Programs ~ Training**
- »» Recruiting ~ Direct Outreach**

Mentorship

- **Pilot program for all sworn employees is under development**
- The City of Seattle's Career Quest Flash Mentorship Program will serve as the base
 - The program will be personalized to support employee needs
- Building of the mentor base is underway





Childcare Project

- **Consultations** with the Imagine Institute and the National Law Enforcement Foundation
- **Needs assessment survey, zip code analysis**
- Anticipated **research and development visit** to San Diego PD Childcare Center
- **Review of existing systems** in place for other shiftwork professions



Benefits ~ Programs ~ Training

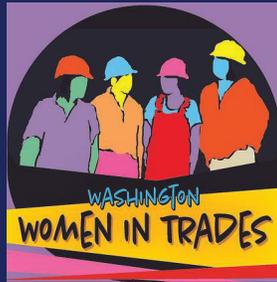


- SPD's part-time program for patrol officers
- Family and Medical Leave Programs:
 - Paid parental leave ~ family and medical leave ~ military spouse leave of absence ~ donated sick leave program ~ sabbatical leave ~ et cetera
- City University – First responder 25% tuition scholarships
- City of Seattle Career Quest Program: Scholarships ~ Career development workshops ~ Mentorship

Recruiting

- Focused advertisement and recruitment to historically underrepresented groups remains a top priority and part of the overall recruitment strategy
- Female-focused recruiting efforts
- DACA – Recent state legislation (SBB 6157)
 - June 2024 – The Seattle Police Department will begin welcoming Dreamers to law enforcement careers
 - Marketing, policy, and procedure are under development for this launch

»» DIRECT OUTREACH EVENTS CONT'D



- Washington Women in Trades Fair
- Military bases
 - In-Person Recruitment
 - Monthly JBLM hiring events
 - "Hire GI" events (JBLM and Bangor)
 - Upcoming Camp Pendleton visit
 - Skill Bridge Program
 - SPD is poised to participate in the program
 - Service members will gain valuable work experience through specific industry training, apprenticeships, or internships during the last 180 days of service

»» DIRECT OUTREACH EVENTS

- HBCU visits planned for Fall 2024
- Local Advisory Councils
- Community events
 - Juneteenth Celebration
 - Rainier Beach Back to School Event
 - Ethiopian Independence Day
 - Pista sa Nayon (Filipino Cultural Event)
- Diversity and Women in LE (Puyallup Fair)
- Women in Law and Justice Panel (CWU)
- NW Women's Show



Filipino Cultural Festival



»» DIRECT OUTREACH EVENTS CONT'D

- BIPOC media outlets
- Community Centers
- Colleges/Universities
- High Schools
- Military Bases
- Female focused events

Upcoming Actions

- »» Systemic Assessment of Gender Disparity in Promotions and Assignments (Dr. Lois James, WSU)
- »» Mitigating Impact of Civil Service Strictures Around Promotion (e.g. Women's Leadership Mentoring Program)
- »» DEI Dashboard for Continual Assessment and Reporting

CONNECT



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THANK YOU!

Attachment 5. Demographic breakout of Police Applicants who passed exam.

Entry Level Police Officer

Applicants who Passed Minimum Qualifications (Eligible to Participate in the Exam)

2023 – 2025 (as of 10/3/2025)

| | 2023 | | 2024 | | 2025 (as of 10/3/25) | | Seattle (2020) | King County (2020) |
|-----------------------------------|-------------|---------------|-------------|---------------|-------------------------|---------------|-------------------|--------------------------|
| Race | n | % | n | % | n | % | % | % |
| American Indian or Alaskan Native | 27 | 1.4% | 58 | 1.5% | 48 | 1.6% | 0.6% | 1.1% |
| Asian or Pacific Islander | 280 | 15.0% | 587 | 14.9% | 448 | 14.5% | 17.5% | 23.1% |
| Black (not of Hispanic origin) | 469 | 25.2% | 972 | 24.6% | 739 | 23.9% | 6.6% | 7.4% |
| Hispanic | 341 | 18.3% | 783 | 19.8% | 584 | 18.9% | 8.2% | 11.1% |
| White (not of Hispanic origin) | 661 | 35.5% | 1361 | 34.5% | 1127 | 36.5% | 59.9% | 53.7% |
| Undisclosed/Prefer Not to Respond | 85 | 4.6% | 187 | 4.7% | 143 | 4.6% | | |
| Total | 1863 | 100.0% | 3948 | 100.0% | 3089 | 100.0% | | |
| Gender | n | % | n | % | n | % | % | % |
| Female | 253 | 13.6% | 542 | 13.7% | 452 | 14.6% | 49.0% | 49.3% |
| Male | 1576 | 84.6% | 3341 | 84.6% | 2588 | 83.8% | 51.0% | 50.7% |
| Non Binary | 11 | 0.6% | 13 | 0.3% | 9 | 0.3% | | |
| Transgender | 5 | 0.3% | 15 | 0.4% | 16 | 0.5% | | |
| Undisclosed/Prefer Not to Respond | 18 | 1.0% | 37 | 0.9% | 24 | 0.8% | | |
| Total | 1863 | 100.0% | 3948 | 100.0% | 3089 | 100.0% | | |

The demographic groups reported are based on the options provided in the NEOGOV applicant system. There are three differences between NEOGOV's demographic options and those reported in the King County and Seattle data from the US Census:

- 1. The category "Two or More Races" is reflected in census data, but not in NEOGOV applicant data.*
- 2. The categories "Asian alone" and "Native Hawaiian or Other Pacific Islander alone" are presented separately in census data, but are combined in NEOGOV applicant data.*
- 3. The categories of Non Binary and Transgender are reflected in NEOGOV applicant data, but not census data.*

Attachment 6: 911 Response Times

Table 1: Eight Year History of Priority 1 Response Times (7 min average is historical goal)

| Priority 1 Emergency Call Response Time | | |
|---|----------------------|-----------------------|
| Year | Median Response Time | Average Response Time |
| 2018 | 6.34 | 9.03 |
| 2019 | 6.19 | 8.89 |
| 2020 | 6.62 | 9.58 |
| 2021 | 7.49 | 10.49 |
| Aug 2022 | 7.20 | 10.27 |
| Aug 2023 | 7.30 | 10.40 |
| July 2024 | 7.80 | 11.10 |
| July 2025 | 7.00 | 10.50 |

- Between Jan and July 2025, SPD responded to 50 percent of all Priority 1 calls within seven minutes. Between January and August 2024, SPD responded to 45 percent of all Priority 1 calls within seven minutes.

Between January and July 2025, only 0.1 percent of calls – or 120 calls – were Z-disposition calls. These are calls cleared without an SPD response. The instruction provided to SPD supervisors for this call disposition is “A callback is not required but may be made at your discretion.” SPD supervisors review the call narrative and notes, and honor requests for callbacks when noted on the call log.