

Seattle Police Department

2026 Proposed Budget

Policy Considerations

Select Budget Committee | October 17, 2025

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Budget Summary (\$ in 000s)

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%

Budget Summary - Highlights

Department-wide adjustments to sworn salary and overtime funding comprise the most significant changes between the 2026 Endorsed Budget and the 2026 Proposed Budget.

- **Funding for New Sworn Officers:** \$26 million is added to fund 86 net new officers in 2026. This change includes \$23.5 million in salary and benefits funding and \$2.5 million in equipment and training funding.
- **Overtime Budget:** (\$950,000) is reduced to allow SPD to meet a General Fund reduction target in-lieu of cuts to staff, essential supplies, equipment, or services.
- **Establish Civilian Vacancy Rate:** (\$2.8 million) is reduced to establish a 4 percent civilian vacancy rate. The reduction equates to an average of 15-20 civilian positions being unfilled at any given time of the year.
- **Temporary/Term-Limited Funding (TLT):** (\$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, a position supporting SPD's Before the Badge Program and a temporary position that was doing Diversity, Equity and Inclusion (DEI) work.

Budget Summary - Highlights

Equipment Adds:

- **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.

Position Adds:

- **Public Disclosure Officers:** \$580,000 and 2.0 FTE Public Disclosure Officers are added to support SPD's high volume of public disclosure requests.
- **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.

Policy Consideration

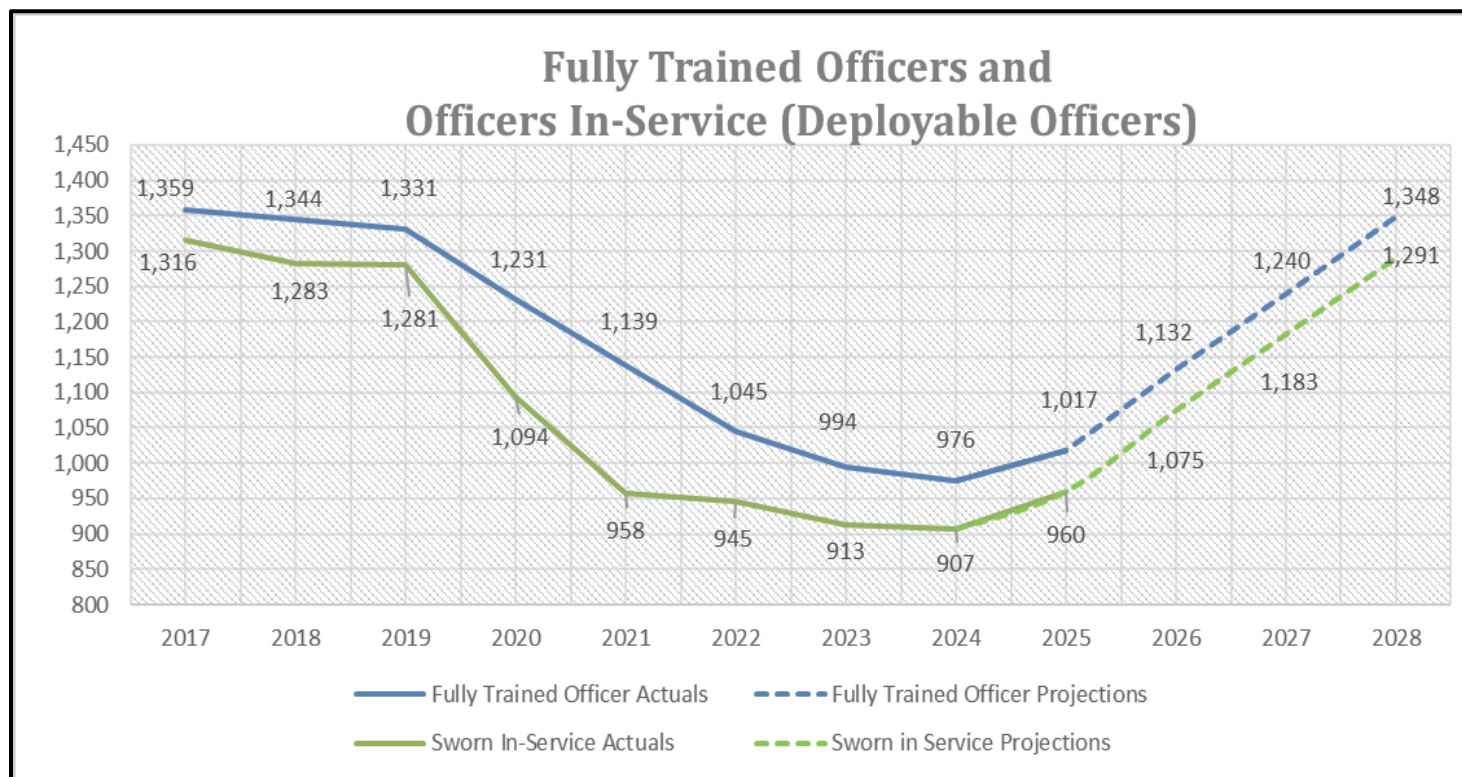
1. SPD Staffing – Information Only

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.

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

Policy Consideration

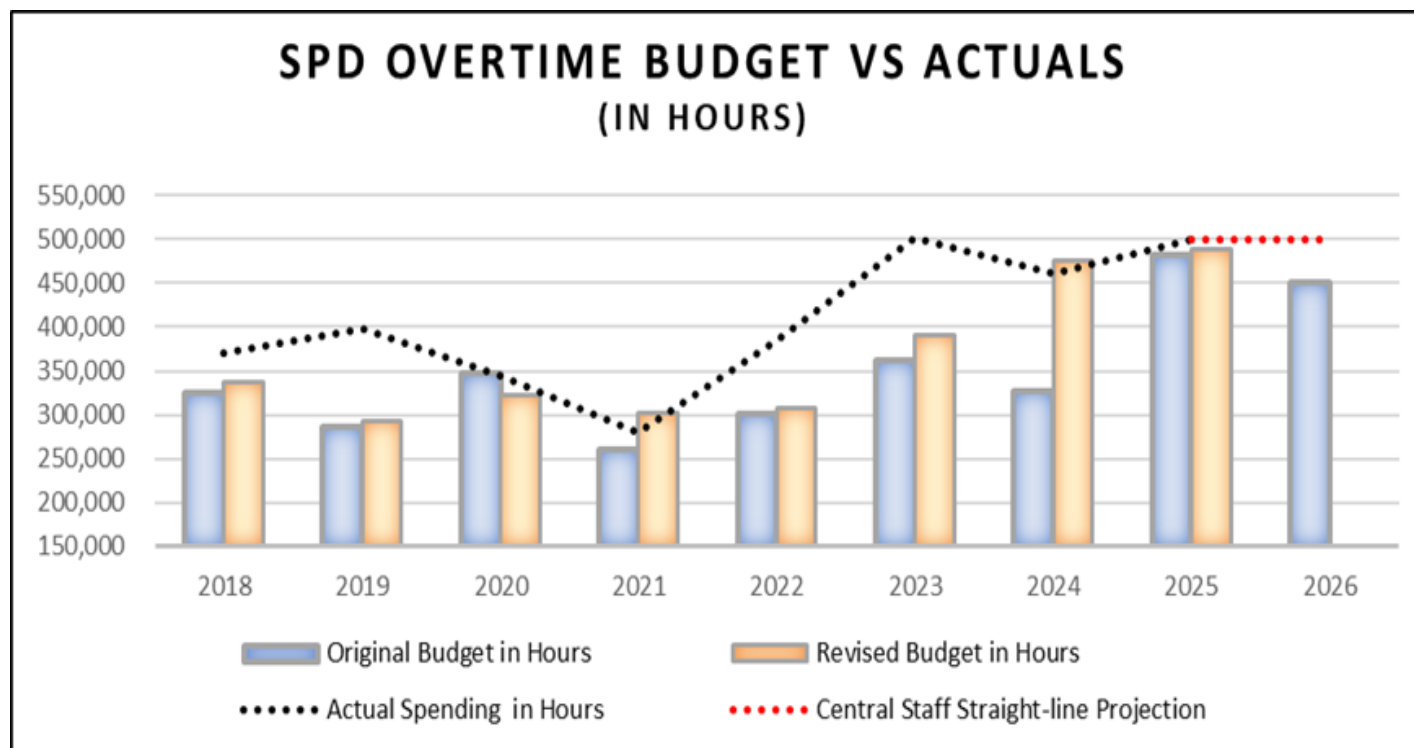
1. SPD Staffing – Information Only



- Should current trends continue into 2028, sworn staffing will near the historic levels the department had in 2017-2018.
- 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.

Policy Consideration

2. SPD Overtime – Information Only



- Since 2023, SPD has used between 460,000 and 500,000 hours of overtime each year.
- 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.

Policy Consideration

3. Parking Enforcement Officers (PEO)

Budget Issues:

- The Parking Enforcement unit is funded for 12 PEO Supervisor and 104 PEO positions. Eighteen of the PEO positions have been vacant since SPD resumed control of the unit in 2023. Since that time, 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. 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.

Policy Consideration

3. Parking Enforcement Officers (PEO)

Hiring Challenges:

SPD has difficulty filling all of its PEO positions because issues with backgrounding and training are limiting the number of hires that can be made in any one PEO class. Last year, the Council added two PEO training positions to address these challenges. The positions cannot be hired until the City successfully completes its collective bargaining obligations. As a short-term, temporary alternative to hiring the PEO training positions, SPD could pay existing PEOs to serve as out-of-class trainers.

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 \$14,000 in funding for out-of-class training costs.
- B. No change.

Policy Consideration

4. 30x30 Initiative

Last year, the Council adopted Council Budget Action SPD 102-A, which added to the 2025 Adopted Budget and 2026 Endorsed Budget a 1.0 unfunded Strategic Advisor 3 position to oversee department investments and programs that align with the national 30x30 Initiative. The Council requested that the department use salary savings to fund the position. The position has not been hired. SPD indicates that it does not have sufficient salary savings to fund the position.

What progress is being made to achieve SPD's 30x30 Goals?

- Before May 2024, the department made several investments that brought SPD into alignment with national best practices under the Initiative. Some highlights include:
 - Private, sanitary space for nursing mothers including refrigeration, seating, cleaning, and electrical outlets and nursing accommodation for returning mothers
 - Appropriate equipment (uniforms, firearms, ballistic vests) for women

Policy Consideration

4. 30x30 Initiative

Since May 2024, SPD's 30x30 workplan has been focused on achieving "Phase III" Goals, which include research and development of programs that support women officers:

- **Childcare** – SPD would retain the Imagine Institute to assess potential options for childcare.
- **Flexible Work Schedules** – Examine flexible shift options, job sharing, shift rotation, and a restructuring of the Part-Time Officer Program, and expand awareness of employee leave options and light-duty assignments for new parents.
- **Mentoring Programs** – Identifying mentors, a mentorship platform and create mentorship opportunities for women.
- **Promotion and Advancement** - Identify disparities in promotions and explore opportunities for leadership development trainings.
- **Culture** - Create professional and promotional development groups, including sponsoring women for career advancement including specialty assignments and promotional assignments, career longevity coaching, and female-specific training options such as women-only defensive tactics.
- **Recruitment and Retention** - SPD, the Mayor's Office and external contractors would develop a series of female-focused recruiting, support and career highlight videos.

Policy Consideration

4. 30x30 Initiative

Progress on Phase III Goals:

- SPD has hired and directed external partners (e.g., Imagine Institute and Epic Agency), changed the way it teaches defensive tactics, equips women and now provides 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.
- 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. SPD has been exploring a number of potential options in this area.
- It is possible that additional staff capacity would allow the 30x30 Workgroup to expedite progress in these areas.

Policy Consideration

4. 30x30 Initiative

Recruitment:

	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%

- Hiring data show a slight improvement in the percent of female hires. Although, the rate is still below the 20 percent national average for female hires in policing agencies.
- The department notes that as the number of qualified female applicants increases, it will be better positioned to hire more diverse recruit classes. 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

Policy Consideration

4. 30x30 Initiative

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.
- B. Proviso \$224,000 of existing SPD budget authority so that it may only be spent to fund a 30x30 Coordinator Position.
- C. A plus B
- D. No change.

Questions?