Chief Shon F. Barnes, Ph.D

Seattle Police Department

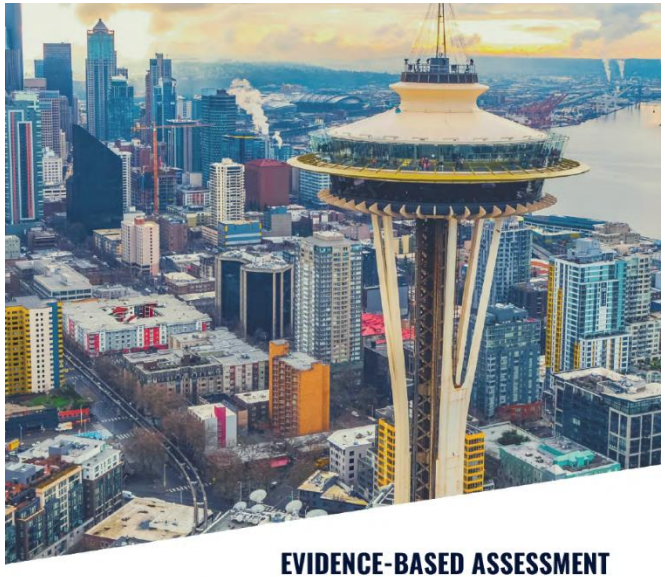
February 25, 2025

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

Continuous Improvement



EVIDENCE-BASED ASSESSMENT OF SEATTLE POLICE DEPARTMENT INVESTIGATIONS

Prepared by

Cynthia Lum, Christopher S. Koper, Lisa Barao, Jeffery Egge
Mathew Lewis, Chris Mastroianni, and Michael Goodier

George Mason University | Center for Evidence-Based Crime Policy

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

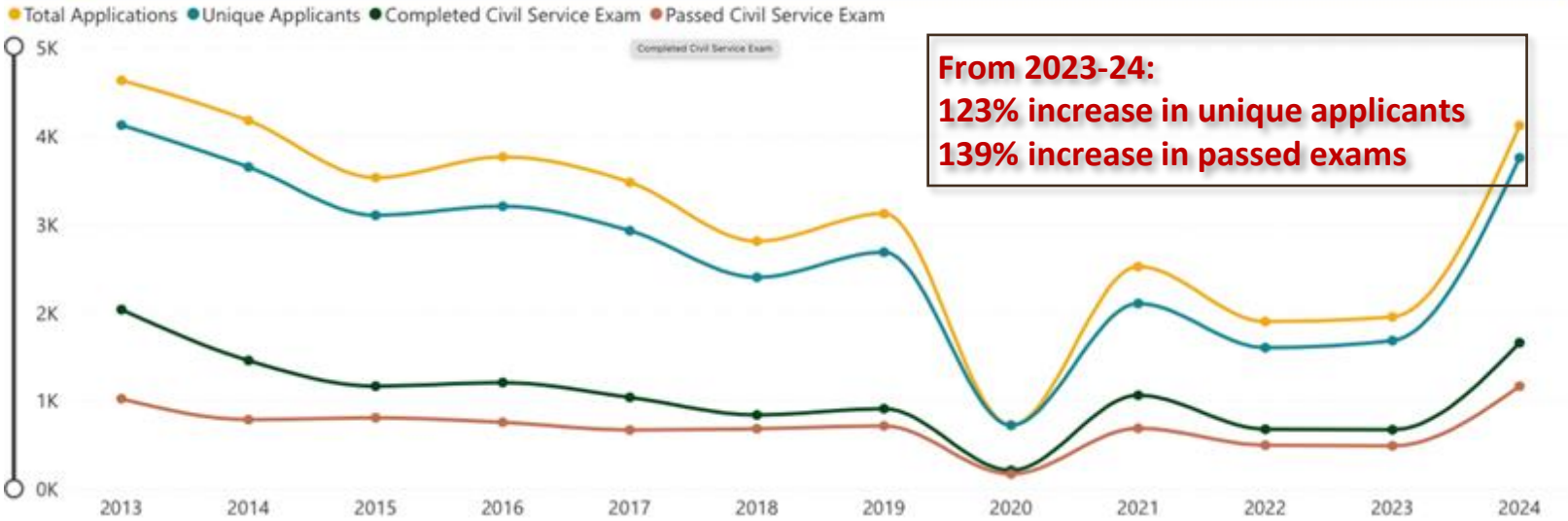
Investigations Bureau

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

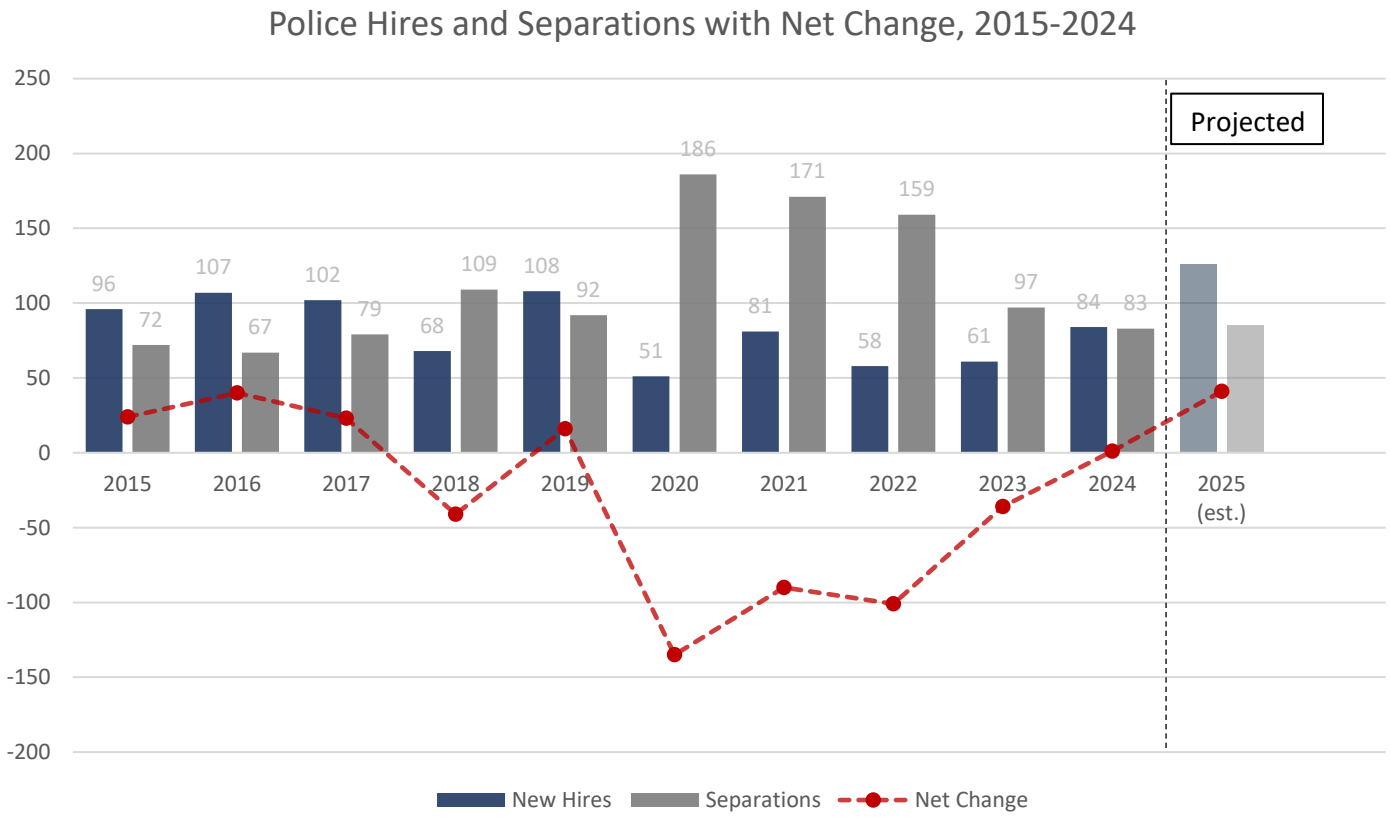
Entry-Level Police Officer: Applicants, Test Takers, and Eligibles



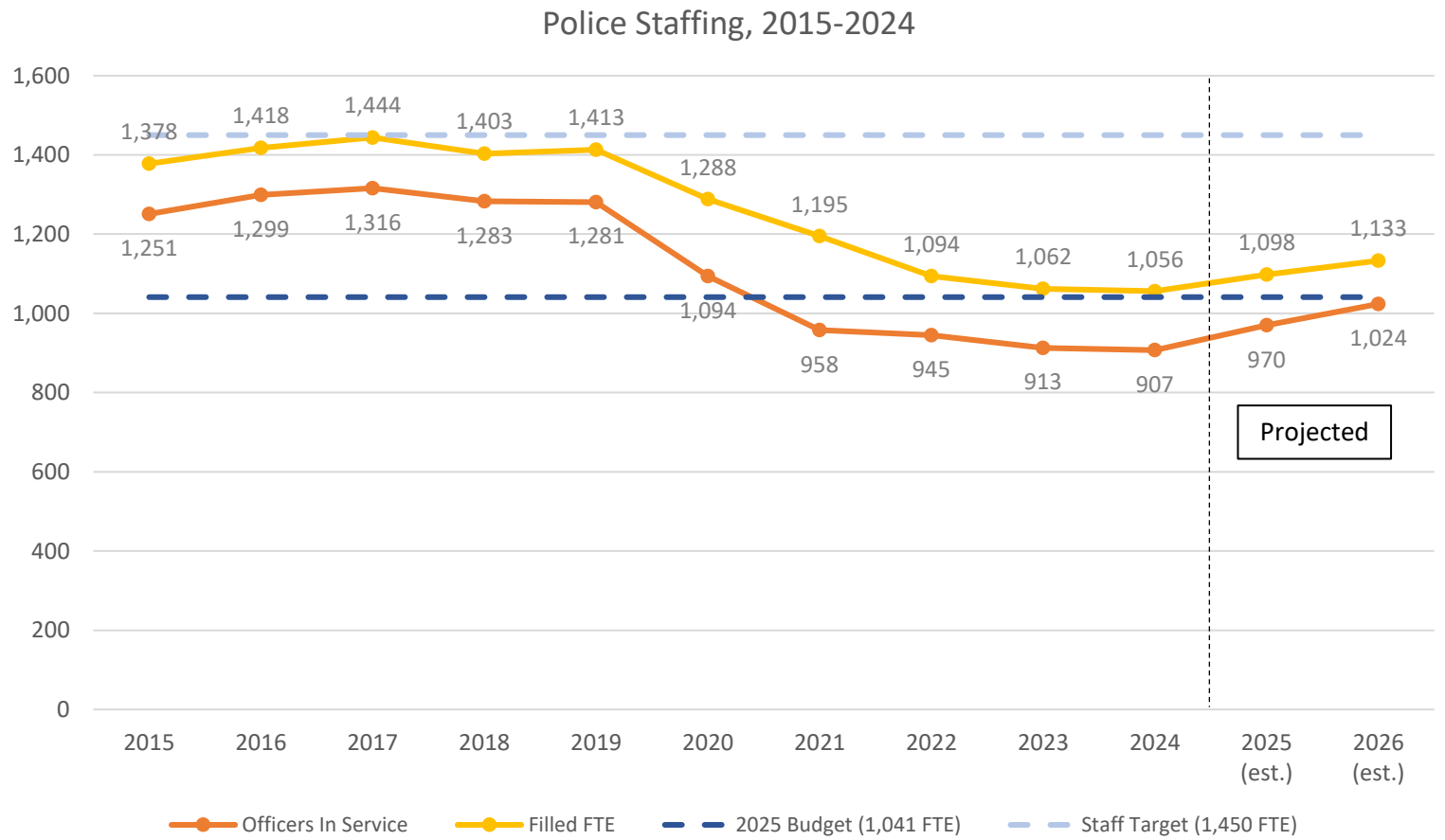
Notes:

- *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 Staffing: Looking Ahead



30x30 Update

Consent Decree Update

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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/

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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

Future of Our Organization