SEATTLE CITY COUNCIL
CENTRAL STAFF

Seattle Police Department (SPD) 2025 Q1 Sworn Staffing, Overtime and Performance Metrics Report

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PUBLIC SAFETY COMMITTEE
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1. SPD Staffing

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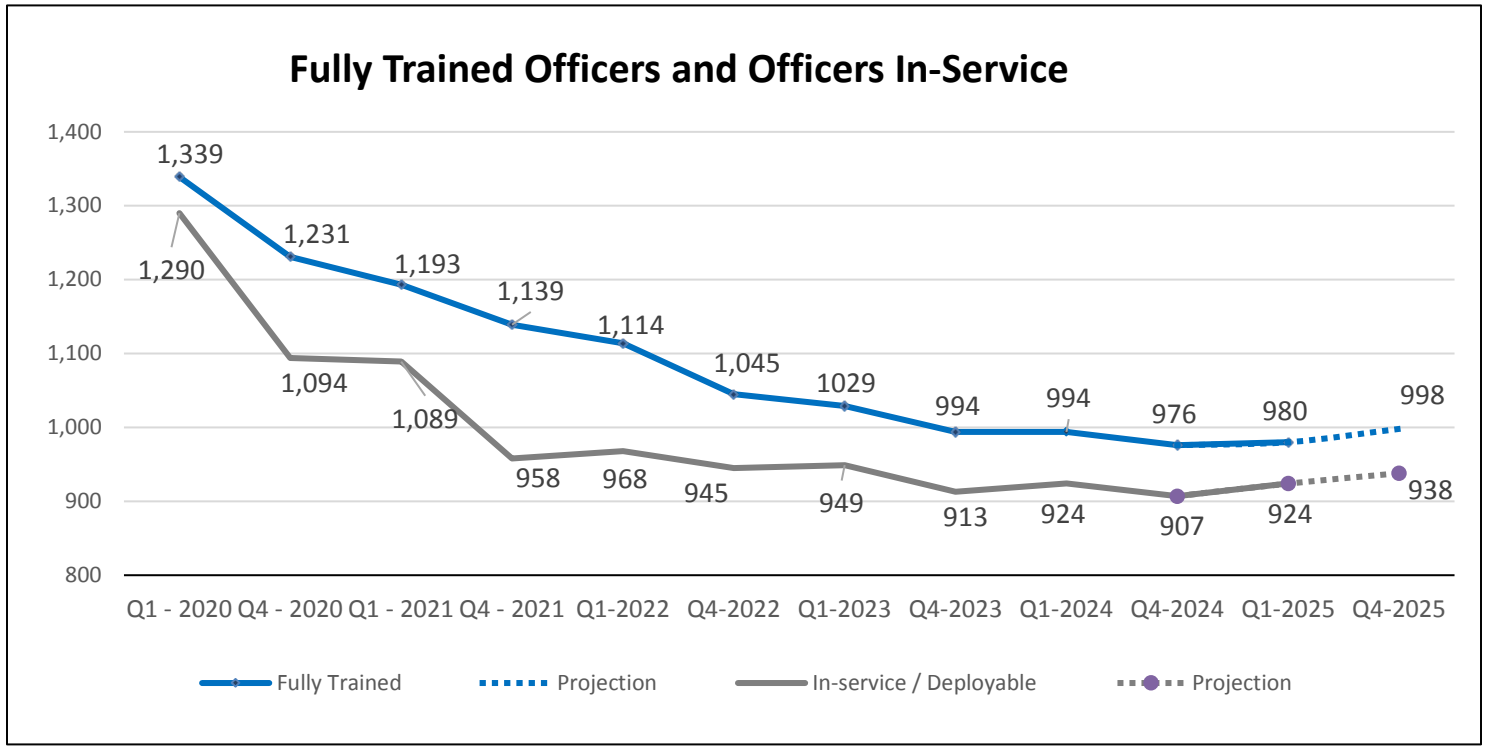
Sworn Staffing

SPD Staffing Plan – Actuals through March 2025 and projections through Dec 2025



2025 Jan-Mar Actuals v. Original Staffing Plan

- Q1 Hires Planned: 31
  Q1 Actual Hires Achieved: 43
- Q1 Separations Planned: 27
  Q1 Separations Realized: 20
- Net Change from Plan: +19
  (12 more hires and 7 fewer separations)

2025 SPD Annual Projections (Revised)

SPD Original Hiring Projection: 120
SPD Original Separation Projection: 105

SPD Revised Hiring Projection: 132 (Low Projection) 169 (High Projection)
SPD Revised Separation Projection: 98

Sworn Staffing

Analysis of staffing and salary impacts

	Funded in 2025 Adopted Budget*	New Estimates for YE 2025	Difference
New Hires Projected in 2025	120	132 to 169	12 to 49
Assumed Separations in 2025	105	98	(7)

- SPD's original 2025 Staffing Plan assumed 120 hires and 105 separations, which are fully funded in the 2025 Adopted Budget. SPD is now planning for between 12 and 49 additional hires and seven fewer separations in 2025.
    - The low-end hiring projection (132) reflects changes through Mar 31 and is not adjusted for future months (April-Dec). Future months continue to reflect hiring and separation assumptions made last August. This is SPD's standard method for updating its staffing plan.
    - The high-end projection (169) is adjusted for future months and is a potentially more accurate projection given the current hiring trends. This method uses a straight-line projection based on the last six months of hiring.
- The FTE differences (2025 Adopted Budget vs high and low estimates above) will create unfunded salary costs that will reach $6.8 million (low estimate) and could potentially reach up to $10 million (high estimate) by year-end 2025. A part of this increase is due to than a higher-than-estimated number of new hires in Q4 of 2024.

* SPD Original Staff Plan transmitted in August 2024.

Sworn Staffing

SPD Sworn Hires 2023 – April 2025

	2023	2024	2025*
Sworn Hires	Male 54 Female 7	Male 72 Female 12	Male 53 Female 5 Not Specified 2

*2025 data through April 18

- According to the DOJ, in 2022, eighty percent of all starting state and local police recruits were male and twenty percent were female.
- Historically, SPD recruit classes have not exceeded 13% women hires. The Executive and SPD are taking tangible steps to increase hiring of women, but changes will be incremental.

Steps in the application phase

1. Submit Application
2. Register and Complete Exam Components
3. Physical Agility Test
4. Interviewing / Backgrounding
5. Medical Evaluation
6. Psychological Exam
7. Polygraph Exam

Due to the time required to complete the police officer hiring process, applicants are often hired the year after they apply

Sworn Staffing

Applicants who Passed Minimum Qualifications 2023 – May 2025

	2023		2024		2025 (as of 5/9/25)		Seattle Demographics (2020)	King County Demographics (2020)
Race	**n**	**%**	**n**	**%**	**n**	**%**	**%**	**%**
American Indian or Alaskan Native	27	1.4%	58	1.5%	25	1.7%	0.6%	1.1%
Asian or Pacific Islander	280	15.0%	587	14.9%	224	15.0%	17.5%	23.1%
Black (not of Hispanic origin)	469	25.2%	972	24.6%	348	23.2%	6.6%	7.4%
Hispanic	341	18.3%	783	19.8%	272	18.2%	8.2%	11.1%
White (not of Hispanic origin)	661	35.5%	1361	34.5%	566	37.8%	59.9%	53.7%
Undisclosed/Prefer Not to Respond	85	4.6%	187	4.7%	62	4.1%		
Total	1863	100.0%	3948	100.0%	1497	100.0%		
Gender	**n**	**%**	**n**	**%**	**n**	**%**	**%**	**%**
Female	253	13.6%	542	13.7%	232	15.5%	49.0%	49.3%
Male	1576	84.6%	3341	84.6%	1244	83.1%	51.0%	50.7%
Non Binary	11	0.6%	13	0.3%	4	0.3%		
Transgender	5	0.3%	15	0.4%	6	0.4%		
Undisclosed/Prefer Not to Respond	18	1.0%	37	0.9%	11	0.7%		
Total	1863	100.0%	3948	100.0%	1497	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.

SPD Precinct Staffing (1/2)

As of March 31, 2025

	PRECINCT												
	Citywide		East		North		South		Southwest		West		Total
Job Category	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	Sgt	Ofc	
911	4	17	11	71	19	96	10	70	11	54	20	95	478
Beats													
Bikes	-	-	-	-	-	-	-	-	-	-	1	7	8
Seattle Center	-	-	-	-	-	-	-	-	-	-	1	3	4
Totals	4	17	11	71	19	96	10	70	11	54	22	105	490

SPD Precinct Staffing (2/2)

Recent History of 911 Response and Patrol Officer Staffing

		911 Response Only	
Date	**All of Patrol (incl Seattle Center and Bike Squad)**	**Officers**	**Sergeants**
September 2020	694	591	77
December 2020	605	511	77
December 2021	541	463	71
December 2023	500	415	74
March 2024	490	407	72
March 2025	490	403	75

2. SPD Overtime Monitoring

SPD Overtime Monitoring

Overtime Spending Since 2022

Year	Annual OT Budget	Q1 Spending*	Percent of Budget
2022	$26,359,544	$6,221,871	24%
2023	$31,267,261	$8,672,853	28%
2024	$37,712,090	$8,864,212	23%
2025	$53,100,000	$10,800,000	20%

- Between 2022 and 2025, SPD's overtime budget grew by $26.8 million, a 102% increase. Much of this increase can be attributed to recent agreements with the Seattle Police Officer's Guild (SPOG):
  1. A three-year 23% salary adjustment made in the City's Interim Agreement (IA) with the Seattle Police Officer's Guild; and
  2. An MOU that provides a $225 premium for each special events overtime shift.
- Last year, the department spent $45.8 million on overtime. Salary savings from vacant sworn officer positions was used to cover the budget-spending deficit.
- Overtime is seasonal and Jan-March are the slowest months. Historically, first quarter spending accounts for approximately 19 to 20 percent of all overtime expenditures. At current spending levels, the department is not showing any signs of a year-end, budget–spending deficit due to overtime activity. Although, it is difficult to make accurate predictions with only three months of data.
- The $225 special events overtime premium is currently budgeted at $3.6 million. Last year, the department spent $4.0 million for the premiums. This disparity is not a risk for the budget unless the department will need to staff more special events in 2025 or need to deploy more officers to each event.

* As reported at the end of the quarter.

3. Response Times and Call Triage

Slides 11 - 12

Citywide Response Times and Z-Disposition Calls

Q1 2025 Response Time (in minutes)

	Q1 2024		Q1 2025	
PRIORITY	Avg. RT (minutes)	Median RT (minutes)	Avg. RT (minutes)	Median RT (minutes)
1	11.4	7.9	10.3	7
2	75.7	33.1	70.2	28.4
3	154.5	81.8	152.5	75.3

Q1 2025 "Z Disposition" Call Response

Calls that do not receive an in-person response from SPD	CALL VOLUME	%
Calls that receive no in-person response	50	0.1%
Did get a response	39,775	99.9%

- SPD's response time goal is a 7-minute median time.
- For Jan-March 2025, half of all Priority 1 calls received a response in less than seven minutes. This is an improvement from last year, in which 44% of all Priority 1 calls received a response in less than seven minutes.
- In May of 2024, SPD and the Community Assisted Response and Engagement (CARE) Department agreed to a new call prioritization protocol. As a result, some Priority 1 calls were moved into the Priority 2 and Priority 3 categories.

Response Time by Precinct (Jan-Mar 2021-2024)

2025 Q1 1ST Unit Response Time[1]
(Jan-Mar, 2025)

2022-2025 Q1 First Unit Response Time (in minutes)

		P1		P2		P3	
PCT	Year	Avg. RT	Median RT	Avg. RT	Median RT	Avg. RT	Median RT
EAST	2022	8.9	5.9	55.6	23.6	101.5	54.8
	2023	9.8	6.2	83.9	35.6	159.3	80.6
	2024	9.7	6.1	91.4	42.7	191.0	106.7
	2025	8.0	5.5	62.6	28.0	128.6	66.8
NORTH	2022	12.0	8.7	65.8	29.5	130.8	70.0
	2023	13.8	9.9	87.7	40.6	181.5	92.4
	2024	13.2	9.6	101.0	48.0	215.1	117.3
	2025	12.6	9.2	88.6	40.7	190.5	99.4
SOUTH	2022	11.1	7.5	54.8	23.9	93.2	50.5
	2023	10.9	7.8	63.4	25.5	106.3	53.6
	2024	10.6	7.9	71.7	30.1	126.6	67.8
	2025	9.0	6.9	50.2	18.5	99.0	52.0
SW	2022	11.0	8.3	45.9	20.6	79.0	44.5
	2023	11.1	8.4	51.5	22.0	90.2	46.8
	2024	10.5	8.1	51.2	22.6	97.3	52.9
	2025	9.6	7.2	37.7	17.1	77.7	43.2
WEST	2022	8.5	5.6	59.9	25.9	106.4	54.6
	2023	9.5	6.1	66.8	26.7	133.2	63.8
	2024	9.2	6.2	89.4	36.2	191.4	98.4
	2025	8.9	6.2	78.1	32.3	179.0	93.6

[1] Response time is the time taken from the CAD event queued until the first unit arrives. Only dispatched, fielded CAD events are included.

SPD Data-Driven Analysis:

- In comparing the first quarter of 2025 against the same period last year, all five precincts saw improvements over their 2024 average response times for all call priority groups.
- The most significant improvements were in the East Precinct, which saw response time reductions of 18.5% for Priority 1, 31.5% for priority 2, and 32.7% for priority 3.
- The North precinct continues to have the slowest response times out of all the precincts for priority 1 calls.

4. Summary

Key Takeaways

- SPD is hiring at an unprecedented pace. The department expects to increase its sworn force by at least 34 officers (hires, less separations). Based on a straight-line projection, the department could add as many as 76 net new officers. SPD is not funded for this level of FTE and may need to request additional funding in the Mid-year Supplemental Budget, or find internal savings that are sufficient to fund the additional costs.

- SPD and the Mayor's Office staff are taking tangible steps to increase hiring of women, but changes are incremental and there is a delay before one can reasonably expect the data to reflect the impact of these efforts.

- SPD has spent 20% of its overtime budget through Q1. The department is not showing any signs of a year-end, budget–spending deficit due to overtime. Although due to seasonality in OT spending, it is difficult to make accurate predictions at this point in the year.

- SPD's 911 response times have improved, but it is difficult to determine how much of the change should be attributed to a department recategorization of Priority 1 calls. It's also possible that CARE responders are positively impacting response times.

Questions?