

# Seattle Police Department Hiring in 2019 and 2020

Public Safety & Human Services Committee





# Our Presentation Covers

- What We Did in 2019
- Our Hiring Results
- What We Are Doing for 2020

*At SPD we acknowledge and honor the fundamental value and dignity of all individuals and pledge ourselves to creating and maintaining an environment that respects diverse traditions, heritages, and experiences.*

# What We Did in 2019

## Diversity Marketing

We have made several updates in recruitment materials and advertisements:

- Emphasized officers of color in materials used to recruit in diverse communities;
- Utilized a wide variety of news outlets including local ethnic and minority-owned organizations;
  - Examples include:
    - International Examiner
    - NW Vietnamese News
    - NW Asian Weekly
    - African American Business Directory
    - Seattle Chinese Post
    - Salon Ethiopia
    - Saludos/The Cause



# What We Did in 2019

## Recruitment and Outreach

SPD is committed to recruiting and retaining a highly qualified workforce that reflects the diversity of the community it serves. SPD recruiters in 2019 participated in the following:



17 Speaking Engagements

29 Career Fairs

32 Community Events

18 Workshops – 456 attendees

# What We Did in 2019

## Women Focused Recruiting

SPD has led the formation of a group called the NW Women in Law Enforcement Network with a focus on recruiting and leadership development for female officers.

- Women in Law Enforcement Career Fairs
- Leadership development and career advancement
- Women's Personal Safety Classes



# Our Hiring Results

## 2019 New Hires

Type of Hire	Number
Laterals	14
Returning Officer	2
Entry Level	92
<b>TOTAL</b>	<b>108</b>



Retirement	Resignation	Other	Total	Net Change
45	39	8	92	+16



# Our Hiring Results

## 5 Year Race and Gender of Sworn Hires

Year	Female	Male	Total Hire
2015	11 (11.34%)	86 (88.66%)	97
2016	9 (8.41%)	98 (91.59%)	107
2017	20 (19.61%)	82 (80.39%)	102
2018	15 (22.06%)	53 (77.94%)	68
2019	19 (17.59%)	89 (82.41%)	108

Year	People of Color	White	Total Hire*
2015	28 ( <b>29.17%</b> )	68 (70.83%)	96
2016	30 ( <b>29.13%</b> )	73 (70.87%)	103
2017	36 ( <b>35.29%</b> )	66 (64.71%)	102
2018	24 ( <b>36.36%</b> )	42 (63.6%)	66
2019	41 ( <b>39.05%</b> )	64 (60.95%)	105

\*Note, if new hire did not specify Race, they are not included in the POC/White data counts



# What We Are Doing for 2020

## Hiring Goals



- Retain patrol officers by supporting their health and wellbeing.
- Make SPD a more attractive place to work to prospective applicants.
- Increase hiring diversity.
- Offer hiring incentive and language preference points.

# What We Are Doing for 2020

## Community Focused Advertising

- Billboards “No Greater Calling. No Greater City.”
- Targeted print advertisement
- Video messages from officers

**A career that makes a difference**

Pay \$83K to start, over \$109k in less than five years

\$7,500 hiring bonus for entry-level officers

Washington State LEOFF 2 Retirement (overtime counts towards your pension)

Optional Deferred Comp up to \$4,380 city matching per year

Longevity, Specialty, Detective and Patrol Premium

Officer Aaron Lucas  
School Emphasis Officer at  
South Shore K-8 School

**SEATTLE**  
EST. 1869  
POLICE

seattlepolicejobs.com

The Seattle Police Department is an equal opportunity employer that values diversity in its workforce.

# What We Are Doing for 2020

## Women Focused Recruiting



SPD will run a Women in Public Safety track at the FRA Police Recruitment and Retention Summit in San Diego this June.

Our marketing will continue to focus on highlighting women in SPD at all ranks and backgrounds.

We will attend and participate in several women focused events such as:

- Y-WE (Young Women Empowered)
- Redefining Your Future (transitioning female service members)
- Women's Show
- Girl's Zone



# What We Are Doing for 2020

## Additional Strategies



- Background Case Management software
- Supplemental Academy
- Civilian to Sworn Pathway
- LATPRO Diversity Job Fair

# Work in Progress

- Youth pathway to law enforcement
- Expanding Recruiting Support Team Cadre
- Telling the good stories
- Reviewing and monitoring separations
- Put Seattle Jobs bumper sticker on all SPD vehicles
- Develop multi-year hiring and recruitment plan
- Review current systems to keep in contact with candidates
- Send follow-up survey to applicants who do not complete hiring process



# Recruiting Video

