

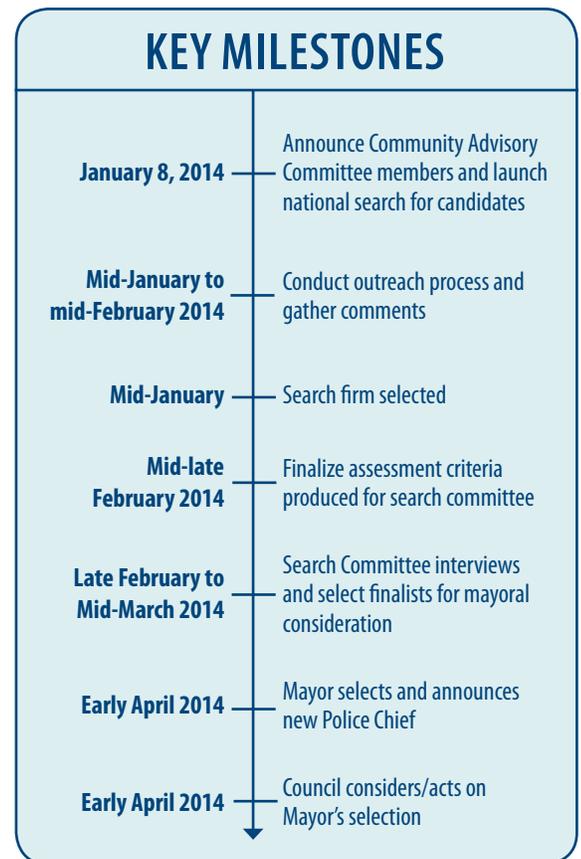
National Search for New Seattle Police Department Chief Starts with Local Input

The City of Seattle is conducting a national search to find an experienced, well-respected, and accountable executive for the Seattle Police Department (SPD). Community engagement is essential to selecting a leader who can manage police reforms and build officer morale. During January and through mid-February 2014, the City of Seattle Mayor's Office will encourage the people of Seattle to join in a conversation about the qualities they would like to see in Seattle's new Police Chief.

The Mayor appointed 32 members to a Community Advisory Committee to provide community perspectives and guidance during the search process. In addition to appointing a Community Advisory Committee (CAC), the Mayor will hold a number of community forums throughout our city and create a dedicated website to get input from Seattle's diverse communities. Input from community members and officers will help find a Police Chief that is the best fit for Seattle residents and SPD.



“Our Police Chief will need to build new partnerships between our police and our people to work together to create safe and healthy neighborhoods in Seattle.”
— Mayor Ed Murray



Involving the community

The Mayor's Office invites the community to comment on desired qualities for the new Police Chief. There are several ways to participate:

- Visit the City of Seattle website to learn more at www.seattle.gov/spdchiefsearch
 - Sign up for our email listserv on our website
 - Discuss your views online at our online town hall at www.spdchiefsearch.com
 - Attend a community workshop:
 - **Tues., Jan. 28, 6-8 p.m.**
University Heights Center, Room 209
5031 University Way NE
 - **Wed., Jan. 29, 6-8 p.m.**
Garfield Community Center,
Multi-purpose Room
2323 E Cherry St
 - **Thurs., Jan. 30, 6-8 p.m.**
Youngstown Cultural Arts Center,
Movement Studio
4408 Delridge Way SW
 - **Sat., Feb. 1, 12-2 p.m.**
Van Asselt Community Center,
Multi-purpose Room
2920 S Myrtle St
 - **Tues., Feb. 4, 6-8 p.m.**
Pinehurst K-8 School, Lunchroom
11530 12th Ave NE
 - **Wed., Feb. 5, 6-8 p.m.**
Nordic Heritage Museum,
Auditorium
3014 NW 67th St
 - **Thurs., Feb. 6, 6-8 p.m.**
Seattle City Hall, Bertha
Knight Landes Reception Room
600 Fourth Avenue
- Find information at our website about CAC meetings which are open to the public

What qualities does the Police Chief need to effectively serve Seattle?

The Mayor's Office has developed a draft list of qualifications and skills the Police Chief will need to be successful in this position. Key qualities are listed to the right and are provided in more detail at www.seattle.gov/spdchiefsearch.

Tell us what you think:

- Do we have the right list of qualities to evaluate candidates?
- What are the top three qualities we should look for in a Police Chief?
- What are the top issues you want to make sure we consider?
- What would you tell the new Police Chief?



Topic	Skills and qualifications
Integrity (Strong character)	<p>Ethical</p> <ul style="list-style-type: none"> • Enforces values of SPD and does not tolerate police misconduct or discrimination • Committed to social justice and understanding of other cultures <p>Role model</p> <ul style="list-style-type: none"> • Strong work ethic, confident, and approachable • Sets and enforces performance standards
Strategic leadership	<p>Collaborative</p> <ul style="list-style-type: none"> • Open to new ideas • Works effectively with both criminal justice system and communities • Reduces conflict through cooperation <p>Promotes a positive, transparent culture</p> <ul style="list-style-type: none"> • Creates environments where officers can succeed • Holds individuals and the organization accountable <p>Nurtures community partnerships</p> <ul style="list-style-type: none"> • Develops community partnerships and actively engages with communities • Implements community policing
Management	<p>Leads efforts to improve police department</p> <ul style="list-style-type: none"> • Incorporates best practices • Improves diversity within the department • Encourages recruitment and training initiatives <p>Provides good stewardship of financial and staff resources</p> <ul style="list-style-type: none"> • Develops effective budgets and delegates responsibilities
Interpersonal and communication skills	<p>Engages with diverse audiences in a positive and productive manner</p> <ul style="list-style-type: none"> • Includes minority and other disenfranchised communities through open, honest dialogue. Is visible and engaged in these communities. • Works well with elected officials to advocate on behalf of SPD • Listens and communicates effectively
Labor management experience	<p>Works strategically and collaboratively with labor</p> <ul style="list-style-type: none"> • Complies with labor agreements and resolves employee issues in a fair and consistent manner
Policing expertise	<p>Seeks to proactively reduce crime and improve public safety</p> <ul style="list-style-type: none"> • Works with regional law enforcement and justice system to implement crime-reduction programs <p>Is well-informed about key issues</p> <ul style="list-style-type: none"> • Knows trends and research impacting policing and public safety • Understands various communities' perspectives related to policing <p>Encourages high standards for SPD</p> <ul style="list-style-type: none"> • Promotes the role of police within the community • Accepts feedback and embraces accountability • Encourages officers to treat others with politeness and civility

Contact Us

Any questions or comments relating to the search for Seattle's next Police Chief should be directed to chiefsearchinfo@seattle.gov.

www.seattle.gov/spdchiefsearch

To receive this document in a translated format, please contact chiefsearchinfo@seattle.gov.

Americans with Disabilities Act (ADA) Information: Information can be provided in alternative formats: large print, Braille, cassette tape, or on computer disk for people with disabilities by contacting chiefsearchinfo@seattle.gov or 206-684-7991. Persons who are deaf or hard of hearing may make a request for alternative formats through the Washington Relay Service at 7-1-1.