

## THE SEATTLE POLICE DEPARTMENT BASIC INFORMATION

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### BACKGROUND

The Seattle Police Department (SPD) has the primary responsibility for public safety in the City of Seattle. Its uniformed personnel represent the most visible aspect of City government and have a citywide presence 24 hours a day, every day of the year. It is a major component of the City's and the County's criminal justice system. With a 2015 annual operating budget of \$293 million<sup>1</sup> the SPD provides police services over about 143 square miles to 612,000 residents with a sworn police force of approximately 1,300 officers and a total department staffing of approximately 1,820 employees. This paper is an introduction to the department and discusses the general structure, personnel, and duties of the SPD.

### BOUNDARIES AND PERSONNEL RESOURCES

The SPD divides the City of Seattle into five precincts (North, East, West, South, and Southwest). These large geographic areas are overseen by a captain and each has a physical precinct facility with police officers and staff assigned to it. Each precinct is divided into districts. Districts are broken out into beats. For example, North Precinct has five districts and each district is divided into three beats for a total of 15 beats. Table 1 shows the districts and beats for each precinct.

**Table 1: SPD Precincts, Districts, and Beats**

Precinct	Districts	Beats	Total
<b>NORTH</b>	N – Nora	3	<b>15</b>
	B – Boy	3	
	L – Lincoln	3	
	J – John	3	
	U – Union	3	
<b>EAST</b>	C – Charlie	3	<b>9</b>
	E – Edward	3	
	G – George	3	
<b>WEST</b>	D – David	3	<b>12</b>
	M – Mary	3	
	K – King	3	
	Q – Queen	3	
<b>SOUTH</b>	R – Robert	3	<b>9</b>
	S – Sam	3	
	O – Ocean	3	
<b>SOUTHWEST</b>	F – Frank	3	<b>6</b>
	W – William	3	
<b>Total</b>	<b>18</b>		<b>48</b>

Recently, the SPD updated its boundary map. It made subtle changes to a number of beat boundaries. The new [Police Boundaries](#) map illustrates Seattle's five precincts and the corresponding districts and beats.

In addition to 9-1-1 responders in vehicles, precincts may have bike patrol units, foot patrol officers, an Anti-Crime Team (ACT), a community police team, and other officers working on special assignments. Each precinct also has detectives who work property crimes. Crimes against persons are investigated from a central location. There are a number of additional units (e.g., Special Weapons And Tactics (SWAT), traffic, collision investigation, training, and the crisis intervention team (CIT)) that serve the City and provide specialized enforcement and investigative expertise.

Source: SPD Police Beat Map, 2015.

<sup>1</sup> Based on Open Budget Seattle <http://openbudget.seattle.gov/#/>

Administrative functions like finance, policy and planning, research, human resources, information technology, and professional standards operate out of police headquarters downtown. The Office of Professional Accountability (OPA), the entity that is charged with investigating allegations of employee misconduct, works out of a separate building (the 18<sup>th</sup> floor at Third Ave. and Columbia St.).

**Schedules**

The basic hours of work for SPD officers is detailed in the [Seattle Police Officers Guild \(SPOG\) collective bargaining agreement \(CBA\)](#). Police officers generally work one of three nine hour shifts that cover a 24-hour day. An officer is assigned a shift and may remain there unless he or she wants to change it. There is no mandatory shift rotation. Management reassignments are subject to the procedures spelled out in the SPOG CBA. Each shift has a split start time (e.g., part of the shift starts at 0300 hours and the rest begin at 0330 hours). This configuration offers a modest overlap between shifts to ensure that there are always police officers patrolling and available to respond to calls for service. An officer works four days then has two days off. This schedule creates 10 or 11 extra furlough days a year for officers. These are taken like vacation days. The [shifts](#) are currently as follows:

- **First Watch:** 0300 hrs. – 1200hrs. and 0330 hrs. – 1230hrs.
- **Second Watch:** 1100 hrs. – 2000 hrs. and 1130 hrs. – 2030hrs.
- **Third Watch:** 1900 hrs. – 0400 hrs. and 1930 hrs. – 0430hrs.

Other administrative and investigative units often work a regular eight hour day, five days a week schedule. There are also some units that may work a 4/10 schedule (work four, ten-hour days and have three days off each week).

**Internal Structure**

Internally, the SPD is comprised of six bureaus. Table 2 presents these bureaus and lists the units that reside under them. It highlights the many types for work – beyond basic patrol functions – that take place within the organization. The Patrol Operations, Special Operations, and Criminal Investigations bureaus may be the best known components of the SPD. However, a sizable portion of the department has fiscal, analytical, human resources, and performance oversight functions.

**Table 2: SPD Bureaus and Units**

<b>Chief of Police Bureau</b>	
Chief of Police	Community Outreach
Criminal Intelligence	Professional Accountability (OPA)
<b>Patrol Operations Bureau</b>	
Patrol Operations	South Precinct
Crisis Intervention	East Precinct
West Precinct	Southwest Precinct
North Precinct	
<b>Criminal Investigations Bureau</b>	
Criminal Investigations Administration	Narcotics Investigations
Internet Crimes Against Children/Missing Persons	Coordinated Criminal Investigations & Major Crimes Task Force
Violent Crimes	

Special Operations Bureau	
Spec Operations Admin & Executive Security	Canine
Operations and Planning (SPOC)	Harbor
Arson, Bomb, and Chemical, Biological, Radiological, and Nuclear Explosives	Traffic and Motorcycle
SWAT	Parking Enforcement
Compliance and Professional Standards Bureau	
Professional Standards/Audit Policy Research	Use of Force Review Board
Force Investigation Team	Education and Training
Field Support Bureau	
Field Support Administration	Evidence
Communications	Identification Administration
Forensic Support Services	Forensics/Digital Imaging
Chief Operating Officer	
Chief Operating Officer	Human Resources Administration
Public Affairs	Chief Administrative Officer
Information Technology	

## SWORN AND CIVILIAN STAFF

Sworn police officers, sergeants, and rank officers make up about 68 percent of the total

**Table 3: SPD Employees Per Position**

Sworn Employees	Count
Chief	1
Assistant Chiefs	7
Directors	1
Captains	19
Lieutenants	45
Sergeants	154
Officers	1,008
<b>Total Sworn</b>	<b>1,235</b>
Civilian Employees	
Executives	8
Chiefs	10
Managers	13
Supervisors	23
Staff	504
Police Recruits	24.75
<b>Total Civilian</b>	<b>582.85</b>
<b>Department Total*</b>	<b>1,817.85</b>

\*Based on a May 2015 snapshot of employees. Contains partial FTE that represents police recruits (who are calculated at .75 FTE and part-time employees).

number of employees in the SPD. Police officers comprise approximately 56 percent of all employees. They are all governed by civil service rules and their respective CBAs. Officers and sergeants are members of SPOG. Lieutenants and captains belong to a different labor group (Seattle Police Management Association (SPMA)). Sworn positions above the rank of captain are appointments and serve at those ranks at the pleasure of the Chief. Those selected from within the organization maintain their civil service rank and revert back to it if they are removed from an appointed position.

There are more than 580 civilian employees (i.e., those who have not gone to the state basic law enforcement academy and been given the powers of arrest) performing a large variety of duties. They take care of fiscal and accounting duties, provide administrative support, oversee equipment, fleet, and facility needs, and cover the agency's technology needs. Civilians serve as fingerprint technicians, work with evidence, and staff the communications center. Similar to sworn staff, civilians have a supervisory structure that ranges from first level supervisors to executives. Table 3 offers a snapshot look at the breakdown of sworn and

civilian employees by various ranks or roles.

Diagram 1 shows the SPD organizational chart as submitted for the 2015 budget. It provides an illustration of how the department is organized and how the previously discussed sworn and civilian staff members are dispersed throughout the agency. While each budget cycle offers an opportunity for the SPD to make changes to the organizational chart, the basic structure of the department typically remains the same.

**Diagram 1: Seattle Police Department 2015 Organizational Chart with FTE**

