



Seattle



# CHIEF OF POLICE

CITY OF SEATTLE, WASHINGTON



## THE OPPORTUNITY

The City has embarked on its search for Seattle’s next Chief of Police. This process will be comprehensive and transparent and will involve looking both inside and outside of Seattle Police Department to find the right candidate.

As Mayor Bruce Harrell explained: “Facing increasing crime, gun violence, and public safety issues, our next permanent chief must be able to respond to these challenges with urgency and innovation. This comprehensive search will determine the leader best equipped to fill this challenging role and move our department forward.”

The next Chief of Police will be an individual who shares Mayor Harrell’s vision for One Seattle where every person has the absolute right to safety and where SPD is inspired and trusted. Mayor Harrell is looking for a leader who will build and rebuild trust with the community, help drive internal culture change, and be integrally involved in the development of a new third public safety department. As Mayor Harrell has stated: “With values-driven leadership, big picture thinking, and a commitment to safety, respect, reform, and justice, our next chief can help us set a new standard for public safety, reach our recruitment and retention goals, build officer morale, and make this a welcoming and safe city for every community.”

The Chief search process is set by charter. The Mayor appoints a search committee, which has the responsibility to assess candidates and to recommend up to five individuals to proceed to a competitive examination. The search committee will also help formulate the questions for the written portion of the examination. The examination will be administered by a panel of subject matter experts and will also include an oral component. The top three candidates as rated by the assessors



after the competitive examination will be forwarded to the Mayor for consideration. The Mayor is then required to select from one of those three candidates or to restart the search. The nominee will be required to undergo City Council confirmation.



## THE POLICE DEPARTMENT

The Seattle Police Department has a \$355.5m annual budget. Both sworn and civilian employees work in one of three offices that includes five bureaus, each managed by an Assistant Chief.

- » The **Office of the Chief** is responsible for the overall leadership of the Department and is comprised of Legal Affairs, Chief Strategy Officer, Human Resources, and Public Affairs.
- » The **Office of the Deputy Chief** is responsible for Collaborative Policing as well as four major operational bureaus: Patrol Operations, Criminal Investigations, Metropolitan, and Special Operations.
- » The **Office of the Chief Operating Officer** is responsible for the Professional Standards Bureau, Administrative Services, and Budget & Finance.

Meet the SPD Command Staff: [www.seattle.gov/police/about-us/about-the-department/command-staff](http://www.seattle.gov/police/about-us/about-the-department/command-staff)

The Department's organizational model places neighborhood-based emergency response services at its core, allowing SPD the greatest flexibility in managing public safety. Under this model, each precinct assumes responsibility for public safety management, primary crime prevention, and law enforcement.

Additional information about the City of Seattle Police Department is available at: [www.seattle.gov/police](http://www.seattle.gov/police).

## QUALIFICATIONS

The Chief of Police position requires certification, or ability to obtain certification, as a police officer as required by the Washington State Criminal Justice Training Commission: <https://cjtc.wa.gov/>

## COMPENSATION

The salary range for this at-will position is \$198,172 – 317,104 salary placement. The salary is augmented by an excellent benefits package that includes relocation assistance. This position is not covered under the Civil Service or the Public Safety Civil Service systems.





## SEATTLE, WASHINGTON

The city of Seattle is the largest city in the State of Washington with a population of 772,000. The City is on Puget Sound in the Pacific Northwest, is surrounded by water, mountains, and evergreen forests, and contains thousands of acres of parkland. The Space Needle, a 1962 World's Fair legacy, is the city's most iconic landmark.

Seattle offers a thriving economy and has one of the largest container ports in the United States. The city has also emerged as a technology hub with Amazon, Microsoft, and Nintendo making the Seattle area their home. Other major retailers headquartered or started in Seattle include Costco, Nordstrom, and Starbucks. Seattle remains a hotbed for start-up businesses, especially in green building and clean technologies. The city of Seattle was designated by the U.S. Department of Energy as a Solar America City. Seattle began its Solar America Cities projects with a strong base in renewable energy and climate protection.

With everything from unrivaled natural beauty and world-class attractions to major sports teams, a thriving arts and culture scene, endless outdoor activities, and beyond, there's always something to do in Seattle. As a diverse major metropolitan area, Seattle has many higher education opportunities, a nationally recognized health care network, an active downtown, and thriving neighborhoods. The City of Seattle and its employees are actively engaged in improving quality of life, combating climate change, and creating an inclusive city to call home.







## THE GOVERNING STRUCTURE

Founded in 1869, Seattle is a charter city with a mayor-council form of government. The Mayor is the chief executive officer of Seattle's municipal government, managing 25 department and commission heads. The Mayor is elected at-large, as are two of the nine City Council members; the remaining seven are elected by council district. The City Council has the sole responsibility of approving the City's budget as well as developing laws and policies intended to promote the health and safety of Seattle's residents. The Council passes all legislation related to the City's police, firefighting, parks, and libraries as well as electricity, water supply, solid waste, and drainage utilities.

The Chief of Police is appointed by the Mayor, subject to confirmation by a majority vote of the City Council. The Mayor may remove the Chief of Police by filing a statement for the reasons thereof with the City Council. Under existing civil service rules and regulations, the Chief of Police appoints all other Department police officers.

## POLICE ACCOUNTABILITY STRUCTURE

The police accountability system was established by statute in 2017 and includes the Community Police Commission, the Office of Police Accountability, and the Office of Inspector General for Public Safety. Each entity acts independently and has different oversight functions and responsibilities.

The Community Police Commission was made a permanent body to provide community input to ensure that police services are delivered in a lawful and nondiscriminatory manner and are aligned with community values and expectations. The Office of Police Accountability handles misconduct complaints and was moved outside the Police Department to be operated independently. Additionally, the Office of the Inspector General was created to provide civilian auditing authority of the management, practices, and policies of the Seattle Police Department and the Office of Police Accountability.

The Community Police Commission, the Office of Police Accountability, and the Office of Inspector General for Public Safety are statutorily co-equal and are designed to build trust and confidence while providing oversight to a police department that respects the civil and constitutional rights of the people of Seattle.



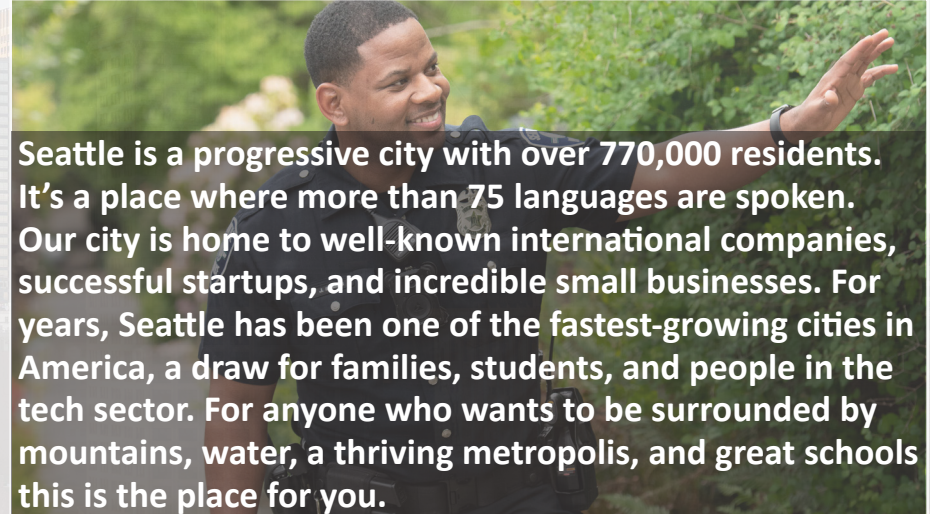
## GET TO KNOW THE SEATTLE POLICE DEPARTMENT

The Seattle Police Department receives over 800,000 911 calls per year in a city of 84 square miles. Our patrol division is divided into five neighborhood precincts- North, South, East, West, and Southwest. Our Harbor Unit patrols 59 square miles of waterways.

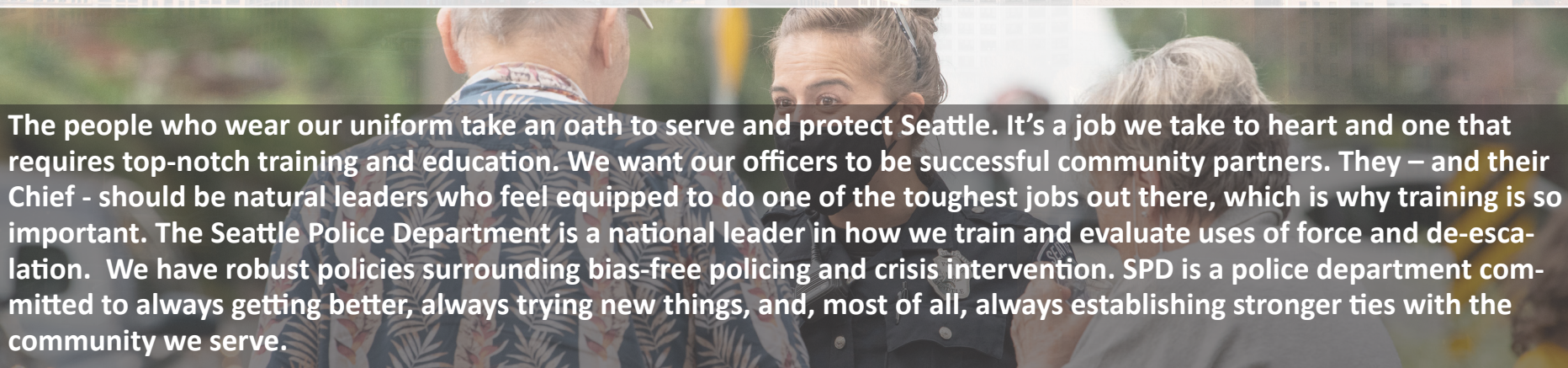
The SPD has more specialty units than any other department in the state, including traffic, harbor, mounted patrol, major crimes, property crimes, crisis response, SWAT, arson and bombs, K9, collaborative (community) policing, forensics, training, and community response.



Every day, SPD officers are asked to do a little bit of everything - from investigating and solving crimes; to patrolling our waterways, parks, and city streets; to keeping everyone safe during sporting events and parades; to connecting our city's most vulnerable residents with much-needed services.



Seattle is a progressive city with over 770,000 residents. It's a place where more than 75 languages are spoken. Our city is home to well-known international companies, successful startups, and incredible small businesses. For years, Seattle has been one of the fastest-growing cities in America, a draw for families, students, and people in the tech sector. For anyone who wants to be surrounded by mountains, water, a thriving metropolis, and great schools this is the place for you.



The people who wear our uniform take an oath to serve and protect Seattle. It's a job we take to heart and one that requires top-notch training and education. We want our officers to be successful community partners. They – and their Chief - should be natural leaders who feel equipped to do one of the toughest jobs out there, which is why training is so important. The Seattle Police Department is a national leader in how we train and evaluate uses of force and de-escalation. We have robust policies surrounding bias-free policing and crisis intervention. SPD is a police department committed to always getting better, always trying new things, and, most of all, always establishing stronger ties with the community we serve.



## THE RECRUITMENT PROCESS

The City of Seattle values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, or gender identity. The City encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ+ people, people with disabilities, veterans, and those with diverse life experiences.

To be considered you must submit a resume and cover letter as your application. We encourage you to use your cover letter to discuss why you want to lead the Seattle Police Department and your vision for policing. Your resume should be comprehensive and summarize the talent, experience, knowledge, and skills you bring to this critical leadership role. The Selection Committee's review of applicants is a confidential process.

A record of the Competitive Examination will be filed with the City Clerk – candidates participating in the Competitive Exam will be identified. A job offer is contingent on successful completion of a detailed background check.

City of Seattle employees are required to be fully vaccinated against COVID-19. Individuals invited to participate in the Competitive Examination process will be required to submit proof of vaccination prior to your employment start date. People are considered fully vaccinated two weeks after their second dose in a two-dose series or two weeks after a single-dose vaccine. Candidates may make requests for a reasonable accommodation based on a medical disability or for sincerely held religious beliefs. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation.

Applications are currently being accepted and you are encouraged to submit your materials prior to **Tuesday, July 5, 4:00PM PST** for first consideration. Applications and all inquiries should be submitted directly to: **Gary Peterson, President/CEO of Public Search & Consulting, Inc.:** [Gary@PublicSectorSearch.com](mailto:Gary@PublicSectorSearch.com)

