



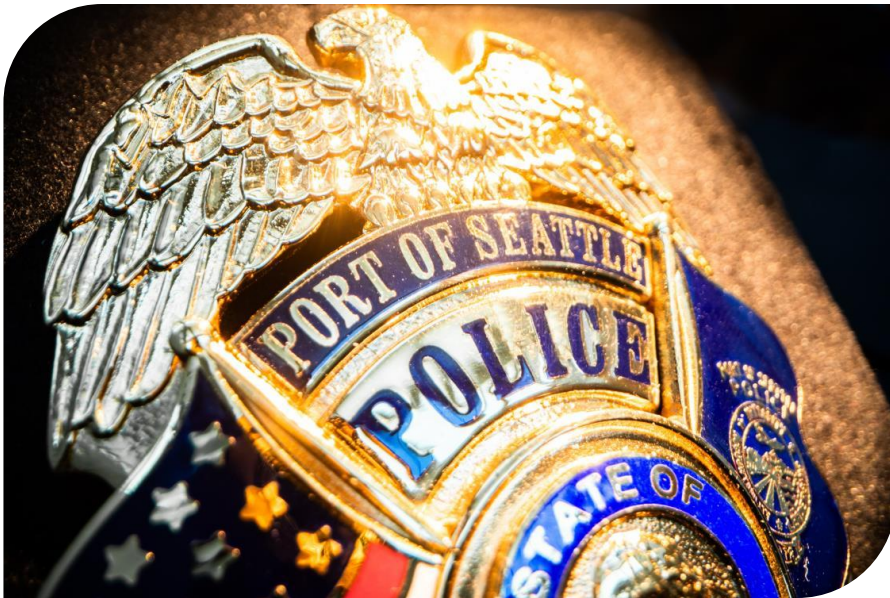
# Police Department Update & 2023 Annual Report

## Commission Briefing

Michael Villa, Chief of Police



# Overview & Highlights



- Department Overview
- Activities
- Recruitment
- Policing Assessment
- Strategic Plan

# Port of Seattle Police Department

## **Vision**

*The Nation's Finest Port Police*

## **Purpose**

*We exist to protect and ensure safe passage  
through our gateways*

## **Guiding Principles**

*Leadership, Integrity and Accountability*



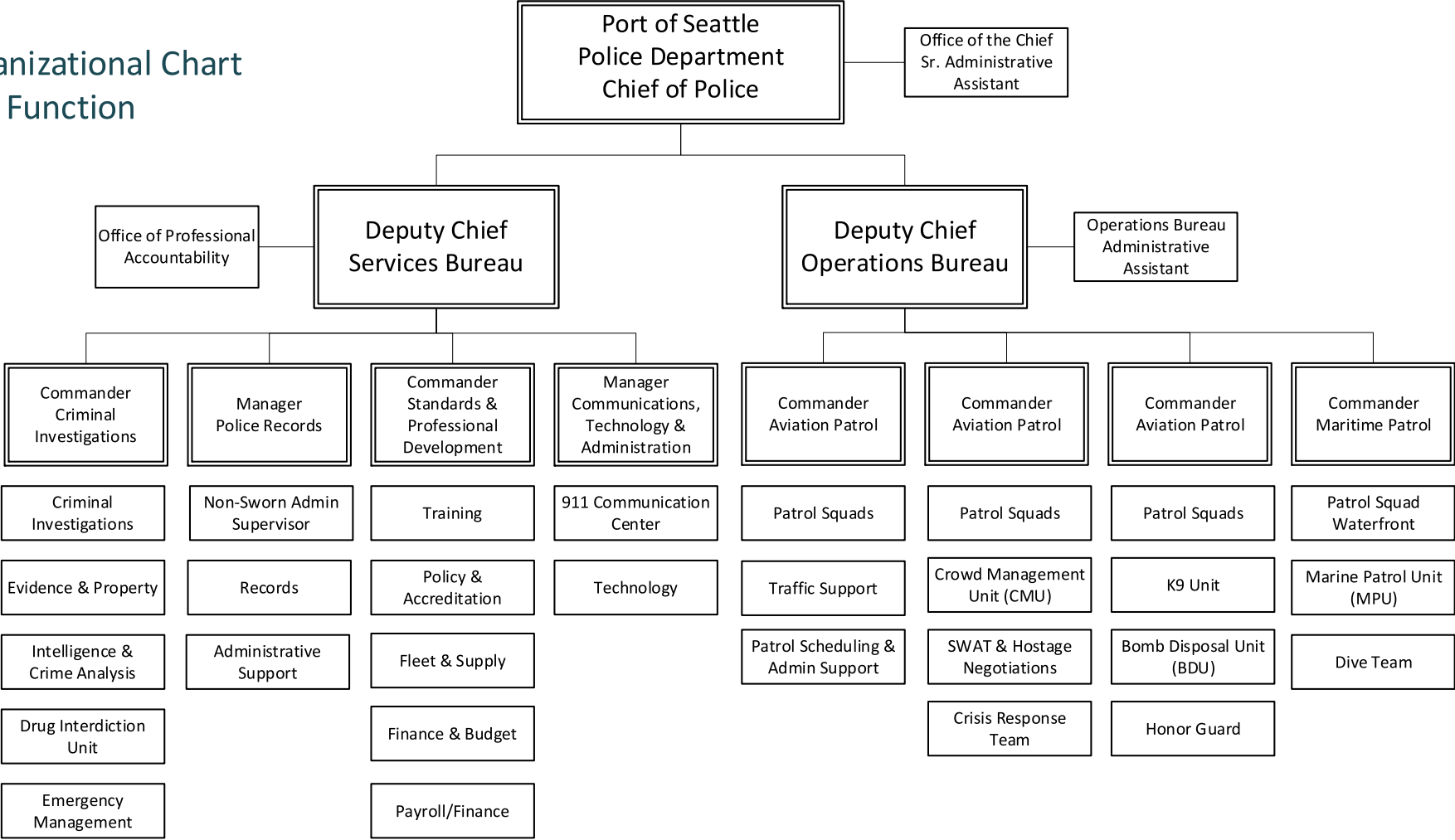
# Functions

- Provide a visible presence
- Perform traditional law enforcement functions



- Receive and respond to 911 calls
- Ensure continuity of operations
- Respond, mitigate and stabilize acts of terrorism or unusual occurrences

# 2023 Organizational Chart by Function





## Operations Bureau

- Patrol
- Marine Patrol Unit
- Dive Team
- Explosive Detection K9
- Bomb Disposal Unit
- Traffic Support Specialist

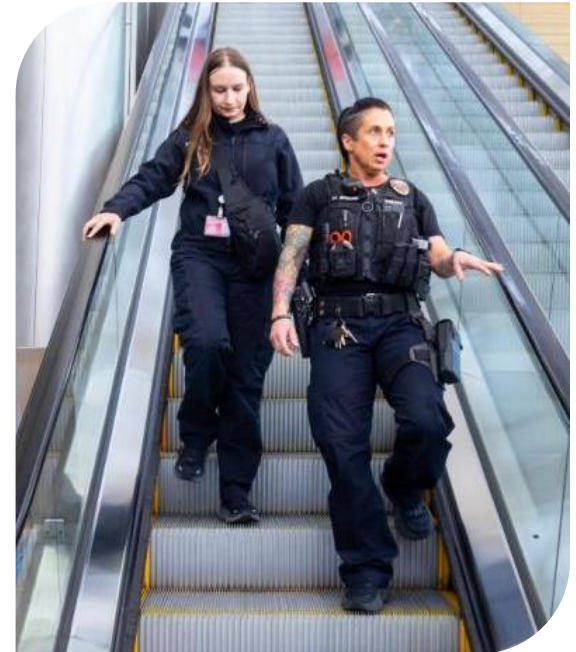
# Response to Persons in Crisis

## 2024 YTD (through 08/14/2024)

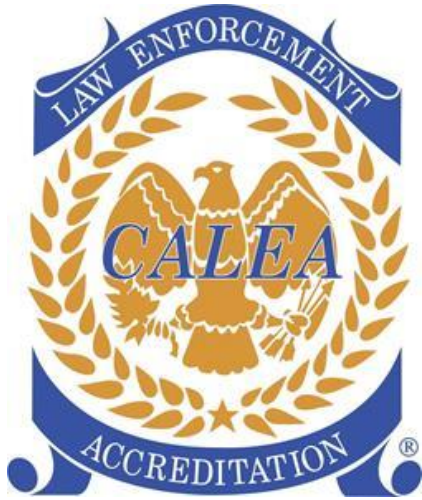
- 390 Encounters
- 259 received assistance or referral
- 355 resolved without arrest

## 2023 Crisis Coordinator Work

- 480 Encounters
- 317 received assistance or referral
- 438 resolved without arrest







## Services Bureau



- Office of Professional Accountability
- Criminal Investigations Division
- Administrative Services Division
- 911 Police and Fire Communications Center



# Recruiting and Hiring

- Authorized 128 Commissioned FTE's (2023)
  - 17 hires
  - 12 retirements/separations
- Authorized 52 non-Commissioned FTE's (2023)
  - 19 hires
  - 4 retirements/separations
- Staffing at end of 2023\*:
  - Law Enforcement Officers: 111 (17 vacant)
  - Non-Commissioned: 44 (8 vacant)
  - Total Employees: 155 (25 vacant)



\*See Appendix C for 2023 (full year) demographics breakdown

# Hiring Information



## 2023:

- 17 Police Officers
- 7 Traffic Support Specialists
- 5 Police Specialists
- 4 Police/Fire Communications Specialists
- 1 Patrol Administrative Assistant,
- 1 Records Manager
- 1 Non-Sworn Supervisor

## 2024 YTD:

- 15 Police Officers
- 4 Traffic Support Specialists
- 1 Police/Fire Communications Specialist
- 1 Police Specialist with a conditional offer expected to be hired in September

## Oral boards:

- Entry Police Officer
- Internal Entry Police Officer (e.g. current Port employee)
- Exceptional-Entry Police Officer
- Lateral Police Officer
- Police/Fire Communications Specialist
- Traffic Support Specialist
- Police Specialist

## Promotional Assessments:

- Police/Fire Communications Supervisor
- Police Sergeant
- Police Commander
- Deputy Chief of Police

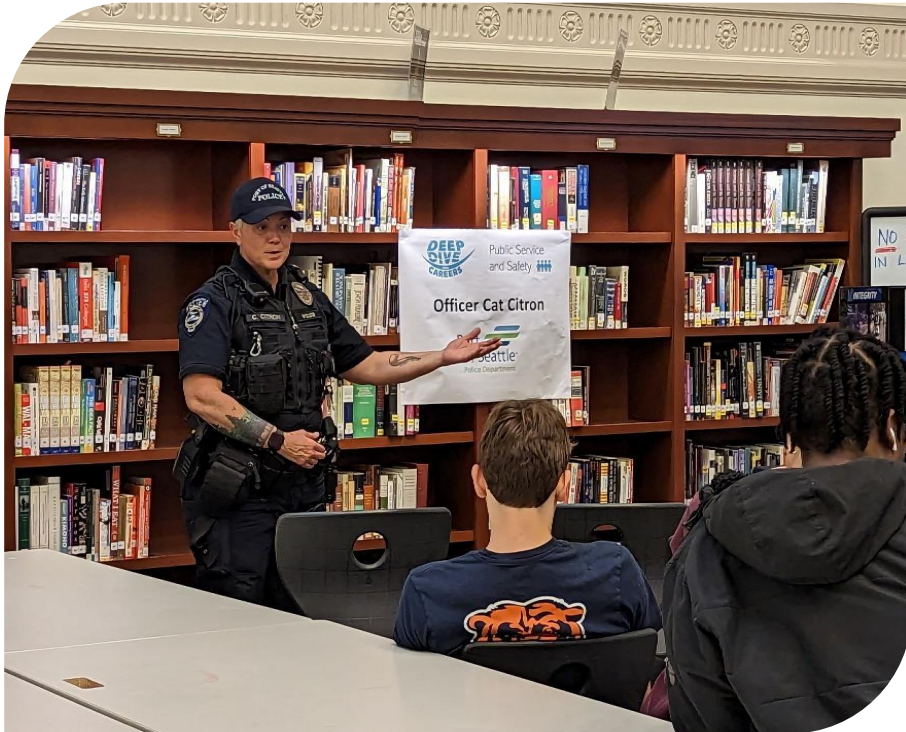
## Specialty Assignment Assessments:

- Crowd Management Unit
- Police Training Officer
- K9 Unit
- Office of Professional Accountability





# Recruiting and Hiring



- **Port of Seattle Police Officer Candidate Information Sessions** started in December 2023 and continue to offer them regularly in-person and online; 5 sessions so far in 2024.
- Utilizing a new testing company **National Testing Network (NTN)** for Entry Officer testing to further increase the diversity of our candidate pool.

# Policing Assessment Implementation



- June 2023, after receiving Commission approval, 21CP was contracted to complete four yearly reviews of implementation efforts
- End of 2023: 19 of the 52 recommendations (37%) implemented
- Early 2024: 27 of the 52 recommendations (52%) implemented

# Policing Assessment Implementation



- 2023 Implementation Included:
  - **Use of Force Recommendations 8, 10, 11, 12, 13, 14, 16, 17**  
Eight Use of Force recommendations were implemented in the first review year. Recommendations that dealt with issues of great community concern were prioritized.
  - **Recommendation 52** – Implementation of the Body Worn Camera Program and Policy that supports overall transparency of the police department
  - **Recommendation 1** – Scrutinizing the intent and language of Lexipol policy and making any changes needed to conform to best practices and not just legal minimums.



# Policing Assessment Implementation



- 2024 Implementation Included:
  - **Recommendation 19** – Implementation of a Use of Force Board: The board's role is to review every use of force incident to ensure it aligns with established policies and to identify potential tactical, training, or organizational issues. This process aims to facilitate internal review by subject matter experts, ensuring each incident is thoroughly analyzed for any necessary follow-up action.
  - **Recommendation 24** – Adoption of the Port of Seattle's Code of Conduct Policy into the PD Policy Manual: The PD adopted the Port's Code of Conduct policy to promote a shared understanding of conduct expectations amongst all Police Department staff. This policy is easily accessed in the department's manual and includes a hyperlink to the Port's own internal network.

# Policing Assessment Implementation



- Additional reports will be published Q2 2025 and Q2 2026
- 2025 goal: 75% complete
- 2026 goal: 100% complete

# Policing Assessment Implementation



- Implementation Review Committee
- Timeframe – 2024 through 2026
- Organization – TF members & Port staff
- Workflow
  - Recommendations implemented
  - 21CP validates & produces report
  - Committee reviews 21CP report and produces summary report



# 2024-2026 Strategic Plan



## Goals 1-2

- Achieve and Maintain optimal staffing at 95% by Q4 2025

## Goals 3-6

- Increase Port capabilities for assisting persons in crisis
- Reduce LEO contacts with persons experiencing homelessness
- Reduce levels of persons trespassing

## Goals 7-8

- Ensure delivery of Service Level Agreements

## Goals 9-10

- Improve internal organizational health and cohesion

# 2024-2026 Strategic Plan



## Goals 11-13

- Develop and implement a plan to increase anti-terrorism capabilities

## Goals 14-16

- Update and improve technology and systems

## Goals 17-19

- Review and plan for future facility needs

## Goal 20

- Complete and validate 100% of the 21CP recommendations by Q2 2026

## New Goal+

- Prepare for 2026 FIFA World Cup

# Questions

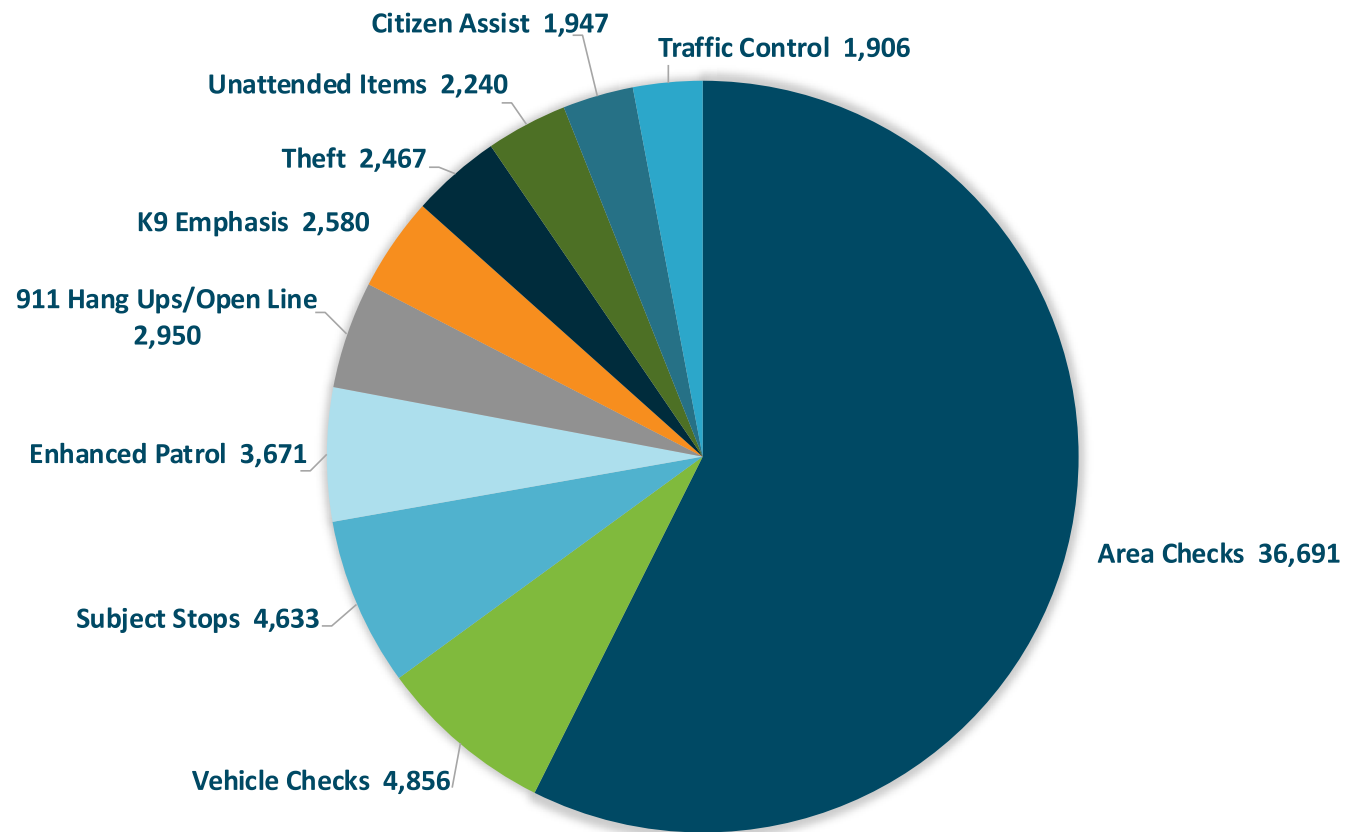




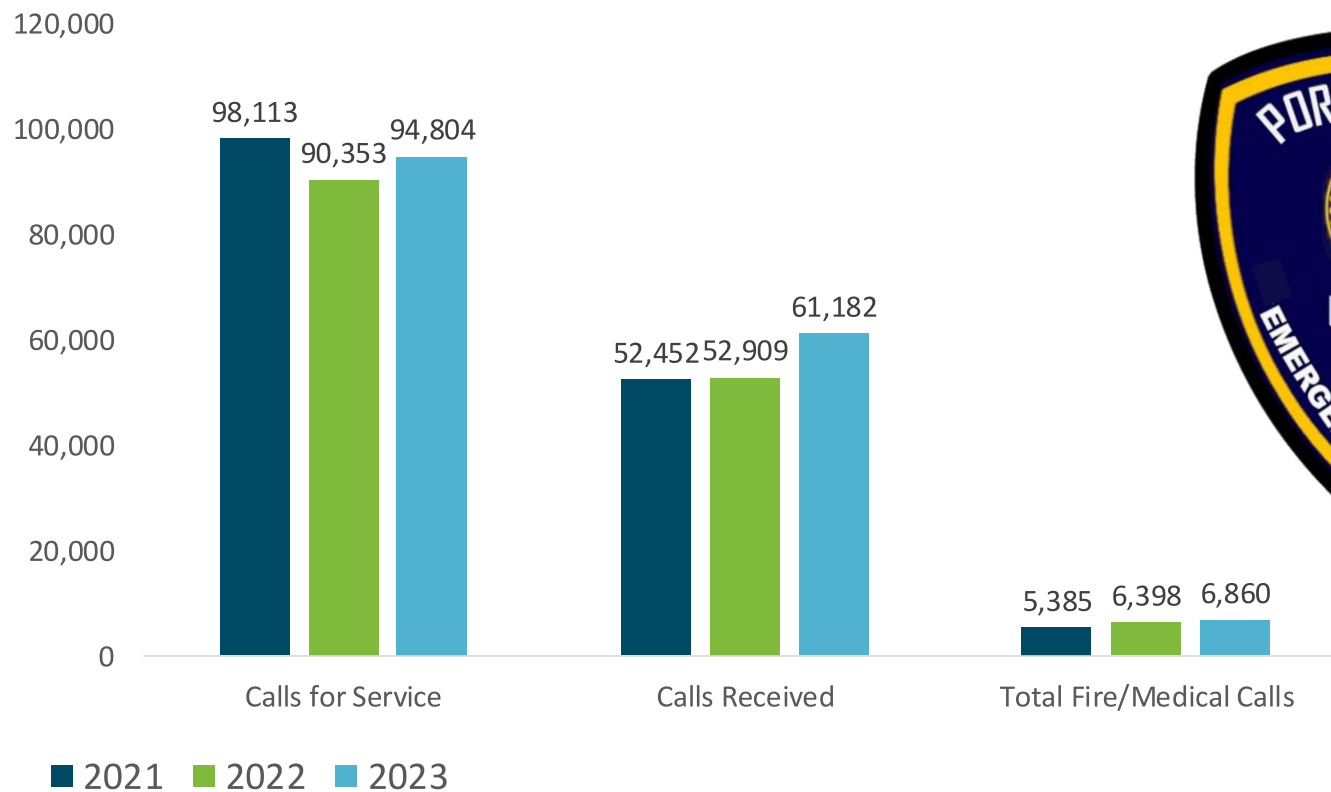
# Appendices

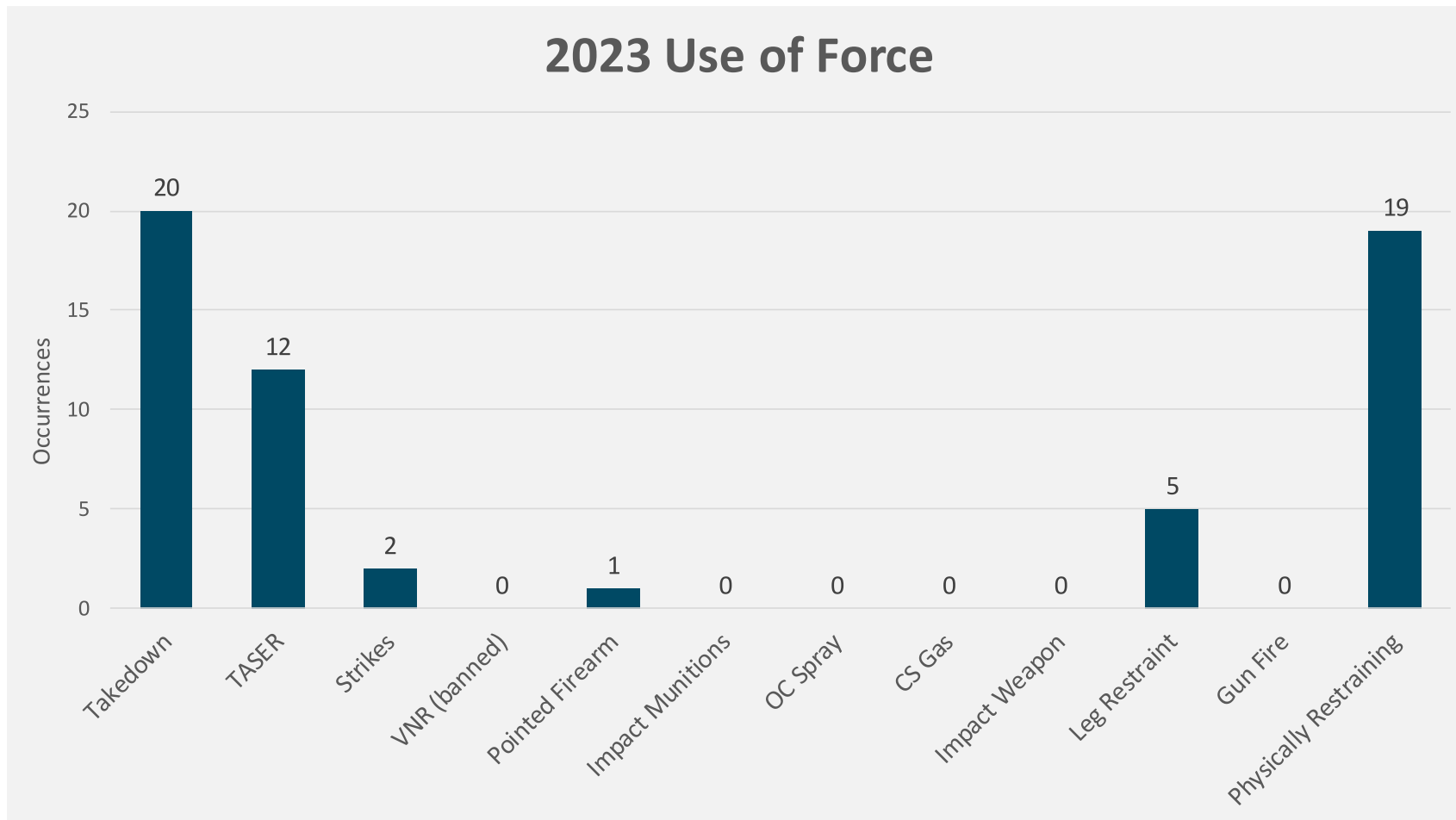


# Top 10 Calls for Service in 2023



# 911 Police and Fire Communications Team



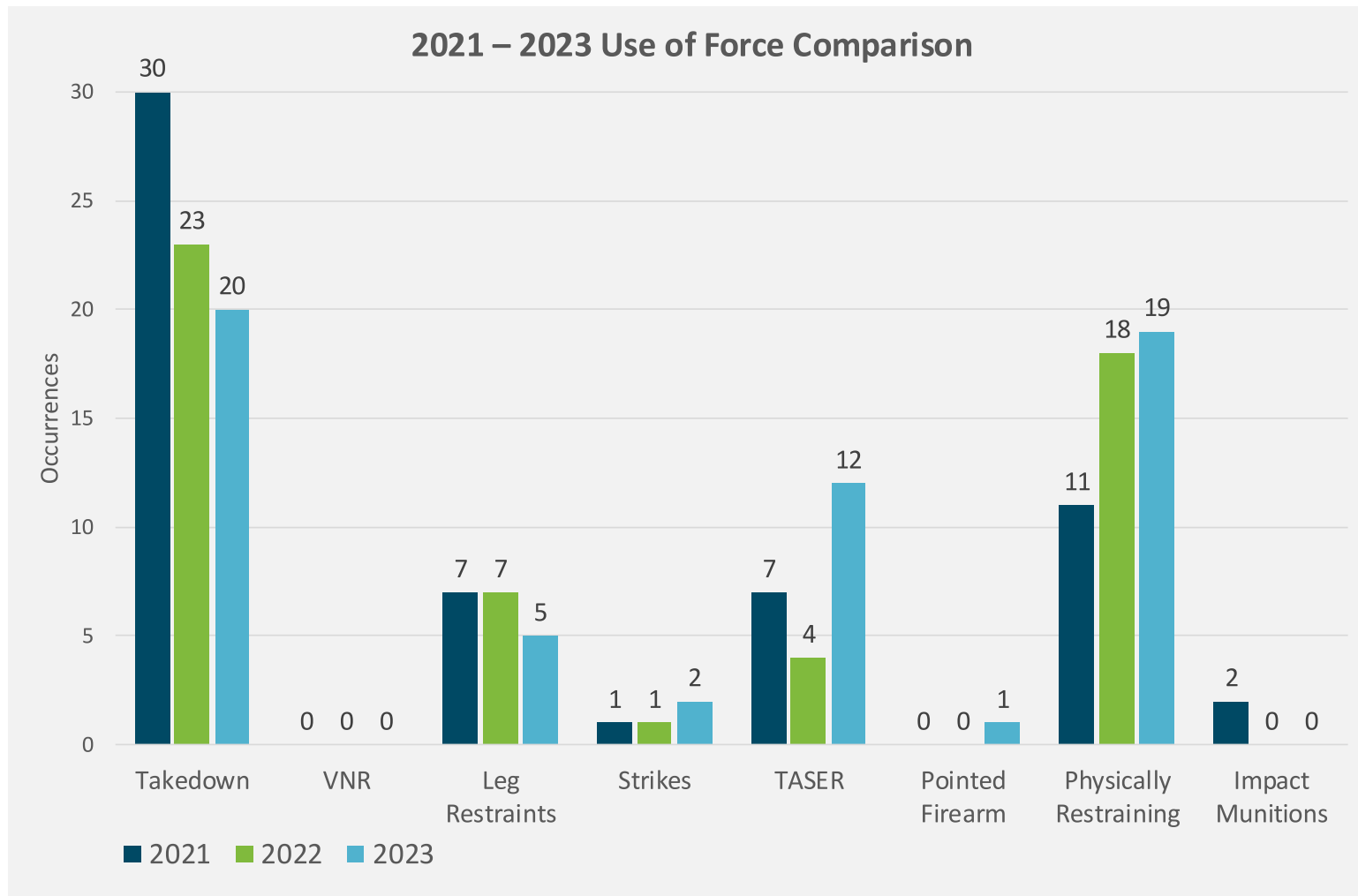


23 Use of Force events

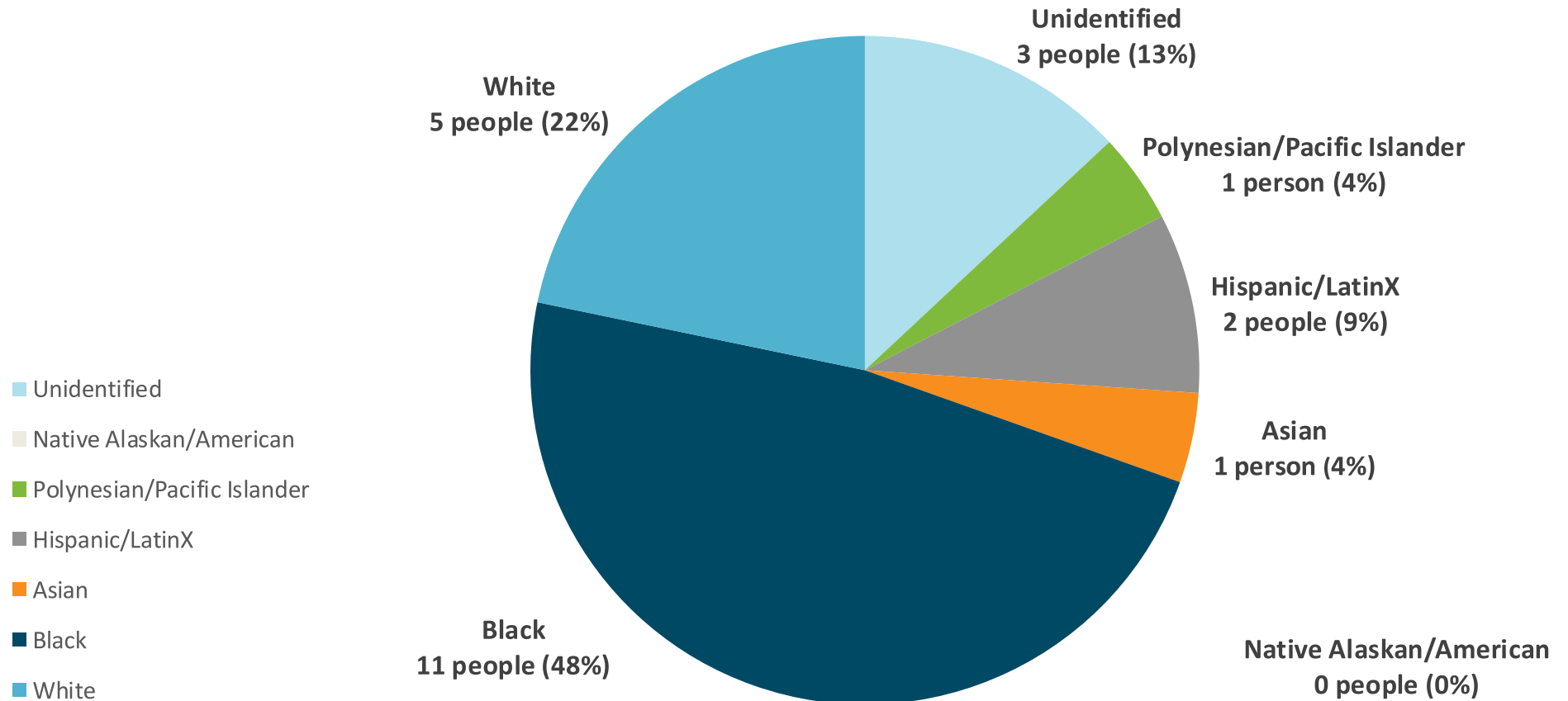
15,841 Police Contacts

1,093 Arrests





# 2023 Use of Force Events by Race



# Department Demographics (2023)

**171 employees\***  
122 Commissioned personnel  
49 Non-Commissioned personnel

