

# Port of Seattle Police Department

## Sub-Committee Status Report

December 6, 2007  
Chief Colleen Wilson

# Police Department Sub-Committee

**Chief Wilson**

Deputy Chief Evans

Captain Jensen

Captain Irwin

Lieutenant Fiola

Sergeant Wolf

Mikel O'Brien

Lindsay Pulsifer

Marjorie Hillson

Martha Norberg

## Police Department Sub-Committee

- **Issue a permanent internal order regarding harassment and appropriate materials display**
- **Update responsibility matrix with HR and LR**
- **Ensure consistent disciplinary processes, working with HR and LR**
- **Conduct “Best Practices” reviews of discipline levels, standards and criteria for application**
- **Conduct a “Best Practices” review of the internal investigations function**
- **Create a work plan for “culture change”**

# “Best Practice” Reviews

## Washington Association of Sheriffs and Police Chiefs

### - Loaned Executive Management Assistance Program:

- “LEMAP” onsite assessment
- Final Report by year end
- Approximately 100 recommendations

### - Initiated:

- Internal investigation and discipline protocols
- *Lexipol* policy manual and policy training system

# *“Culture Change” Work Plan*



# Integrity~Leadership~Accountability



## “Culture Change” Work Plan

- Guiding Principles-based Training
  - *Preventing Workplace Harassment* Training (100%)
  - West Point Leadership Sessions
    - Additional class in the spring
  - Department-wide Training Plan
    - Career development plans
    - Core mandates for key positions

## *“Culture Change” next steps:*

- Prioritize LEMAP recommendations
- “Partner for progress”
  - HR, LR, Unions, TSA, FBI, FAM’s, SPD, Coast Guard, etc.
- Continue to build partnerships with our communities
  - Expansion of “Dock Watch” community policing
  - Aviation stakeholders problem solving
- Set goals and expectations
  - Consistent performance reviews
  - Performance standards

# POSPD is part of the plan

- Achieve 2007 Operating Profit Goal
- Implement Security Measures
  - Work with federal agencies:
    - Coast Guard
    - TSA
    - Customs & Border Protection
  - Seek timely and cost effective solutions
  - Seek ways to “differentiate” the Port of Seattle to our customers
- Provide Programs for a High Performance Organization

Questions?