

# LAW ENFORCEMENT ACCREDITATION

## Port Of Seattle (WA) Police Department

### Agency

Port Of Seattle (WA) Police  
Department  
P.O. Box 68727  
Seattle, WA 98168

### Chief Executive Officer

Chief of Police  
Rod Covey

### Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



### **Law Enforcement Accreditation**

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

#### **CALEA's Founding Organizations:**

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

## **TABLE OF CONTENTS**

---

**Executive Summary**

**Chief Executive Officer Profile**

**Community Profile**

**Agency History**

**Agency Structure and Function**

**Agency Successes**

**Future Issues for Agency**

**First Annual Compliance Service Review**

**Second Annual Compliance Service Review**

**Third Annual Compliance Service Review**

**Fourth Annual Compliance Service Review**

**Site-Based Assessment Review**

**Community Feedback and Review**

**Standards Related Data Tables**

## EXECUTIVE SUMMARY

### *Overview:*

The Port Of Seattle (WA) Police Department is currently commanded by Rod Covey. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

### *Compliance Service Review:*

CALEA Compliance Services Member(s) Judi King remotely reviewed 66 standards for the agency on 1/17/2019 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Alejandro Cueto remotely reviewed 39 standards for the agency on 12/16/2019 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Portia Swinson remotely reviewed 38 standards for the agency on 12/23/2020 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 54 standards for the agency on 7/5/2021 using Law Enforcement Manual 6.10. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.4 – Analyze Reports\* (LE1) (MMMM) – ISSUE: - The agency's Y4 use of force analysis did not address the date and time of incidents, the types of encounters resulting in the use of force, and any trends or patterns related to race, age, and gender of subjects involved with the use of force. OnSite Review: The agency revised its 2020 Use of Force Analysis to provide more substantive comparisons and recommendation based on the data. - Assessor Willingham AGENCY ACTION NEEDED: - It is recommended that the agency include all elements of the standard in their annual review of the use of force. AGENCY ACTION TAKEN: During the assessment period, the agency revised their use of force analysis to include the date and time of incidents, the types of encounters resulting in the use of force, and any trends or patterns related to race, age, and gender of subjects involved with the use of force. It is recommended that this policy be reviewed in the next assessment to ensure continued compliance.
- 21.2.2 – Job Description Maintenance and Availability\* (LE1) (M M M M) – ISSUE: - The position of police specialist was not reviewed during the assessment period. All other position were reviewed. The agency's HR personnel were not aware of the requirement to have all position reviewed during the assessment period. The agency's practice is to review only when active recruitment occurs. The agency had all positions reviewed by Y3 of the assessment period. AGENCY ACTION NEEDED: - It is recommended that the agency review all job descriptions according to the requirement in the standard. AGENCY ACTION TAKEN: The agency stated that they will review the police specialist position by July 23. OnSite Review: The agency completed a review of the Police Specialist Job Description and are now in compliance. - Assessor Willingham
- 1.2.10 – Duty to Intervene (LE1) (MMMM) – ISSUE: - The agency's written directive did not address the duty of an employee to intervene or report to a supervisory authority if they become aware of any violation of departmental policy, state or federal law, or local ordinance. The agency's directive did cover intervening or reporting in use of force situations. AGENCY ACTION NEEDED: - It is recommended that the agency include the requirement of employees to report or intervene when they observe a violation of policy, law, or ordinance. AGENCY ACTION TAKEN: The agency intends on revising their current directive by July 25, 2021. This is the deadline set by the Washington State Legislature for agencies to include the provisions of SB5066 which was recently passed. The new law includes all the provisions required by the standard. OnSite Review: Agency has

revised and distributed its duty to intervene policy which now meets the full criteria of the standard. - Assessor Willingham

### *Site-Based Assessment Review:*

From 7/26/2021 to 7/27/2021, Paul Willingham and Steven Sanders visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Recruitment and Selection - The Port of Seattle Police Department is fortunate to have low turnover. Most hires stay until retirement. However, they have some vacancies to fill and are focused on continuing to attract a diverse pool of applicants. In particular, they seek more female and Hispanic applicants.
- Internal Affairs - The agency does not deal with a large internal affairs case load. That being said, their recent internal investigations have been high profile: Officer anti-mask rants while in uniform on social media and the chief's administrative suspension. The agency has a new internal affairs investigator (one year in the position).
- Use of Force - Agency has recently adjusted their use of force policies to comply with new state of Washington laws (effective July 25). Agency policies, implementation, and oversight is strong.
- Planning and Research (Department Goals) - The agency's annual goals will be largely affected by the Port's Task Force on Port Policing and Civil Rights. The agency's involvement with CALEA is viewed favorably by the Task Force, but additional recommendations may be forthcoming soon.
- Evidence - The agency maintains 3800 items in their evidence room, many of which are from travelers around the world. Their facility is more than adequate to house and secure all items appropriately.

During the Site-Based Assessment Review, the assessment team conducted 189 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

---

## CHIEF EXECUTIVE OFFICER PROFILE

---

### *Rod Covey*

---

Mike Villa joined the Port of Seattle Police Department in October 2017 after serving 27 years with the Tukwila Police Department. During his career he served as a patrol officer, community oriented policing bicycle officer, narcotics detective, SWAT member, sergeant and in various command positions. As a Commander, he led the Investigative Services Division, Training, the Valley Regional SWAT team, and the Patrol Division. He was appointed as an Assistant Chief of the Tukwila Police Department in 2007. In 2011, he was sworn in as the Tukwila Chief of Police and served in that capacity for six years until coming to the Port of Seattle Police Department. Prior to his law enforcement career he enlisted in the United States Marine Corps Reserve and served for six years. In 1991, he was deployed to Saudi Arabia during Desert Storm.

He has instructed SWAT command and supervision, represented the region on less lethal issues, and has worked with the National Institute of Justice on its Tactical Technical Working Group. He is a graduate of the FBI National Academy in Quantico, VA and the Senior Management Institute for Policing at Boston University. Mike holds a Bachelor of Science in Business Administration from Central Washington University.

---

## COMMUNITY PROFILE

---

The Port of Seattle (Port) is a government agency that runs Seattle's airport and in conjunction with the City of Tacoma, a seaport. The Port has five divisions: Aviation, Capital Development, Real Estate, Seaport and Corporate Departments. The Port has its own fire and police departments which covers industrial and commercial real estate centers. It was created by King County voters in 1911 and authorized by the Port District Act.

The COVID-19 pandemic resulted in major changes in the traffic through the airport and seaport during 2020. Seattle-Tacoma Airport (SeaTac) saw just over 20 million passengers in 2020 which is a 61% decrease from 51.8 million air passengers in 2019. The Port of Seattle recovery estimates project 2021 to be down about 30 – 40% compared to 2019 levels. That continues to be fluid as the overall recovery continues. The forecasted return to 2019 passenger levels is not expected until 2024. Overall air cargo recorded its ninth consecutive year of growth, increasing 0.2% with 454,584 metric tons (compared to 453,549 metric tons in 2019). Port Aviation Security currently has 20,000+ active badges with access. This adds some 7,000+ employees on SeaTac's premises at any given time, 24/7/365. SeaTac is the fifth largest employer in King County. The marine component operates as the Northwest Seaport Alliance (NWSA) which is the fourth largest container gateway in North America. The Port of Seattle also operates two cruise ship terminals in downtown Seattle. Due to COVID-19 and international restrictions, the 2020 cruise season was cancelled.

The Port is run by an elected five-member commission whose four-year terms are staggered. The current Commissioners are Stephanie Bowman, Ryan Calkins, Sam Cho, Fred Felleman and Peter Steinbrueck. The Commission appoints the Executive Director, who appoints the chief of police. The Executive Director is Stephen Metruck.

---

## AGENCY HISTORY

---

The Port of Seattle Police Department was created in 1972 originally to serve the growing need for enhanced security at category x airports, the largest and busiest airports in the U.S. as measured by volume of passenger traffic. POSPD serves the jurisdictions of the Port of Seattle, which primarily includes the Sea-Tac International Airport as well as Seattle waterfront areas and other maritime properties. The port police are the primary first responders for all reported crimes and incidents within its jurisdiction. Today, the department consists of under 120 commissioned police officers and over 40 non-commissioned personnel. Their mission is “In Support of the Port of Seattle’s Mission, We Fight Crime, Protect and Serve Our Community.”

---

## AGENCY STRUCTURE AND FUNCTION

---

The Chief of Police is Rod Covey who reports to the Port of Seattle Executive Director Steven Metruck. During 2020 Deputy Chief Villa become Acting Chief while Deputy Chief Thomas oversaw the services bureau. Acting Deputy Chief Gillebo oversaw the operations bureau. There are 5 Commanders and 18 Sergeants. The bureaus include Standards and Professional Development, Communications, Criminal Investigations, Aviation Patrol and Maritime Patrol. There are over just under 120 sworn members and just under 40 non-sworn members.



## AGENCY SUCCESSES

\* The Police Department was asked to voluntarily reduce its 2020 budget due to Port wide budget concerns due to decreased passenger stemming from Covid-19. The department worked diligently to reduce expenses and was able to maintain staffing with zero lay-offs. The initial 2020 approved budget was \$31,443,536 and after cost savings, our final year end 2020 budget was \$27,535,494, resulting in a total savings of \$3,908,042.

\* Three of our patrol officers received life-saving awards due to their quick actions and commitment to the protection and sanctity of life and the people we serve. Three additional officers received Commendations of Valor.

\* Community support: Officer Bregel determined a gap in the services Homeless Veterans were receiving from the King County Mobile Crises Team. She quickly set out to shrink this gap. Officer Bregel secured contacts with the Crises Solutions Center, Crises Diversion Facility, Homeless Veterans Programs, and Homeless Youth resources. She coordinated with homeless veteran advocates from the State of Washington to present an overview of services to the command team and then amassed a comprehensive crises intervention resource book for patrol officers to utilize.

\* In 2020, the Port of Seattle Explosives Detection Canine Unit conducted 3,492 K-9 emphasis patrols and 185 cargo sweeps and responded to 145 unattended items and six unattended vehicle investigations. The K-9 Unit also responded to 12 bomb threats and one dignitary detail. Port of Seattle Bomb Technicians conducted 318 activities in 2020, including SWAT assists, training, ammo pickup, maintenance, and magazine inspections. The Unit responded to 11 incidents during the year for suspicious items, pipe bombs, military ordinances, and IEDs.

\* 2020 PROTESTS: In 2020 CMU and VCDU experienced an unprecedented uptick in deployments. Between labor demonstrations and a summer of demonstrations preempted by the tragic death of George Floyd in Minneapolis, CMU and VCDU deployed over 12 times. On May 30, 2020, VCDU resources deployed to assist Seattle PD with what started as a peaceful demonstration and devolved into lawlessness. Deployed officers faced threats from violent protesters that included thrown rocks, frozen water bottles, modified fireworks, and incendiary devices. The CMU used multiple less lethal tools to attempt to bring peace to the situation. Two Port and several officers from different agencies were hurt in violence over a 24-hour period. Nationwide between May 25 and July 31 there were 8,700 protests, and over 2,000 police officers injured, according to a report from the Major Cities Chiefs Association. POSPD would use force in two of the deployments, with no reported injuries to suspects.

\* Detectives investigated an in-progress kidnapping of a one-year-old child from baggage claim. Excellent and quick investigative work led to the safe recovery and the child being re-united with the mother who was a victim of human trafficking. The suspect was arrested, booked into jail, and held on \$2 million dollar bail pending multiple charges.

\* In 2020, the communications center went through three significant technology upgrades including the CAD, RMS, and Motorola radio system, as well as completed the triennial Criminal Justice Information Services (CJIS) recertification. They completed a competitive supervisor promotional process, which resulted in the promotion of a third shift supervisor.

---

## FUTURE ISSUES FOR AGENCY

---

\* Police Assessment: The Port of Seattle Police is currently undergoing an external assessment looking into policies and practices of the police department. Many areas are being reviewed to include but not limited to: use of force, diversity in recruiting/hiring, mutual aid, training and development, and oversight, accountability, racial equity and civil rights to name a few. Depending on the outcome of the assessment and what the police department may be tasked with implementing, there could be potential staffing challenges and budgetary challenges as implementation occurs.

\*The Washington State Legislature passed 13 Law Enforcement bills related to use of force, peace officer certification, investigations, de-escalation, duty to intervene and more. Many policies will need to be updated and new practices implements by July 25th, 2021. All department members will need to receive training to fully implement the mandates. The bills did not provide funding for new equipment or training.

\*Hiring/Recruiting/Finances: with the Port's budgets in flux due to the recovery from COVID-19, it will be imperative to keep a balanced budget in order to maintain staffing to provide adequate service to our community and stakeholders. We anticipate more retirements and officers choosing to leave the profession so it will be important to maintain an eligible candidate pool of entry and lateral officers.

\*Community Relations: Our effectiveness as a police department is directly tied to the quality of our relationship with our community. In the wake of civil unrest in 2020 we must examine our relationship with our community and stakeholders and ensure we are fair and impartial in our policing.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Judi King

On 1/17/2019, the Year 1 Remote Web-based Assessment of Port Of Seattle (WA) Police Department was conducted. The review was conducted remotely and included 66 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
22 Personnel Management System	
22.4.1 Grievance Procedures (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.3 Harassment (LE1)	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
31 Recruitment and Selection	

<b>Standards</b>	<b>Findings</b>
31.4.1 Selection Process Described (LE1)	<b>Compliance Verified</b>
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	<b>Compliance Verified</b>
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.6.2 Tactical Team Training Program (LE1)	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	<b>Compliance Verified</b>
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>
41.3.5 Protective Vests (LE1)	<b>Compliance Verified</b>
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	<b>Not Applicable by Function</b>
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	<b>Not Applicable by Function</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.3 Command Function* (LE1)	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.10 DUI Procedures (LE1)	<b>Compliance Verified</b>
61.4.2 Hazardous Roadway Conditions (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	<b>Compliance Verified</b>
70.1.2 Searching Transport Vehicles (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	<b>Compliance Verified</b>
71.4.3 Inspections* (LE1)	<b>Compliance Verified</b>
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	<b>Not Applicable by Function</b>
72.4.1 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
72.5.3 Sight and Sound Separation (LE1)	<b>Not Applicable by Function</b>
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	<b>Not Applicable by Function</b>
73.3.1 Weapon Lockboxes (LE1)	<b>Not Applicable by Function</b>
73.4.2 External Communications (LE1)	<b>Not Applicable by Function</b>
73.5.12 Securing Weapons (LE1)	<b>Not Applicable by Function</b>
73.5.18 Designated Control Point (LE1)	<b>Not Applicable by Function</b>
81 Communications	
81.2.10 Emergency Messages (LE1)	<b>Compliance Verified</b>
81.2.13 First Aid Over Phone (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	<b>Not Applicable by Function</b>
91.1.3 Campus Background Investigation (LE1)	<b>Not Applicable by Function</b>
91.1.4 Campus Security Escort Service (LE1)	<b>Not Applicable by Function</b>
91.1.5 Emergency Notification System (LE1)	<b>Not Applicable by Function</b>
91.1.6 Behavioral Threat Assessment (LE1)	<b>Not Applicable by Function</b>
91.1.7 Security Camera Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.1.8 Emergency Only Phones and Devices* (LE1)	<b>Not Applicable by Function</b>
91.1.9 Administrative Investigation Procedures (LE1)	<b>Not Applicable by Function</b>

Standards	Findings
91.2.1 Agency Role and Responsibilities (LE1)	<b>Not Applicable by Function</b>
91.3.1 Agency Role and Responsibilities* (LE1)	<b>Not Applicable by Function</b>
91.4.1 Position Responsible for Clery Act* (LE1)	<b>Not Applicable by Function</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Alejandro Cueto

On 12/16/2019, the Year 2 Remote Web-based Assessment of Port Of Seattle (WA) Police Department was conducted. The review was conducted remotely and included 39 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.1.2 Command Protocol (LE1)	Compliance Verified
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.5 Police Service Canines (LE1)	<b>Compliance Verified</b>
41.2.1 Responding Procedures (LE1)	<b>Compliance Verified</b>
41.2.5 Missing Persons (LE1)	<b>Compliance Verified</b>
41.2.6 Missing Children (LE1)	<b>Compliance Verified</b>
42 Criminal Investigation	
42.2.8 Interview Rooms (LE1)	<b>Compliance Verified</b>
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	<b>Compliance Verified</b>
44 Juvenile Operations	
44.2.2 Procedures for Custody (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	<b>Compliance Verified</b>
46.3.1 Providing Awareness Information	<b>Compliance Verified</b>
54 Public Information	
54.1.3 Media Access (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	<b>Compliance Verified</b>
61.4.3 Towing (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.4.2 Rear Compartment Modifications (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Compliance Verified</b>
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.2.3 Case Numbering System (LE1)	<b>Compliance Verified</b>
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	<b>Compliance Verified</b>



Standards	Findings
83.2.6 Report Preparation (LE1)	<b>Compliance Verified</b>
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	<b>Compliance Verified</b>
84.1.3 Temporary Security (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Portia Swinson

On 12/23/2020, the Year 3 Remote Web-based Assessment of Port Of Seattle (WA) Police Department was conducted. The review was conducted remotely and included 38 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Not Applicable by Function
4.1.7 Choke Holds (LE1) (MMMM)	Not Applicable by Function
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
12 Direction	
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
31 Recruitment and Selection	
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
41 Patrol	
41.2.4 Notification Procedures (LE1)	Compliance Verified

Standards	Findings
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
61 Traffic	
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.4.1 Motorist Assistance (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer

On 7/5/2021, the Year 4 Remote Web-based Assessment of Port Of Seattle (WA) Police Department was conducted. The review was conducted remotely and included 54 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Standard Issue
<b>Notes:</b> ISSUE: - The agency's written directive did not address the duty of an employee to intervene or report to a supervisory authority if they become aware of any violation of departmental policy, state or federal law, or local ordinance. The agency's directive did cover intervening or reporting in use of force situations. AGENCY ACTION NEEDED: - It is recommended that the agency include the requirement of employees to report or intervene when they observe a violation of policy, law, or ordinance. AGENCY ACTION TAKEN: The agency intends on revising their current directive by July 25, 2021. This is the deadline set by the Washington State Legislature for agencies to include the provisions of SB5066 which was recently passed. The new law includes all the provisions required by the standard. OnSite Review: Agency has revised and distributed its duty to intervene policy which now meets the full criteria of the standard. - Assessor Willingham	
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Compliance Verified
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Standard Issue
<b>Notes:</b> ISSUE: - The agency's Y4 use of force analysis did not address the date and time of incidents, the types of encounters resulting in the use of force, and any trends or patterns related to race, age, and gender of subjects involved with the use of force. OnSite Review: The agency revised its 2020 Use of Force Analysis to provide more substantive comparisons and recommendation based on the data. - Assessor Willingham AGENCY ACTION NEEDED: - It is recommended that the agency include all elements of the standard in their annual review of the use of force. AGENCY ACTION TAKEN: During the assessment period, the agency revised their use of force analysis to include the date and time of incidents, the types of encounters resulting in the use of force, and any trends or patterns related to race, age, and gender of subjects involved with the use of force. It is recommended that this policy be reviewed in the next assessment to ensure continued compliance.	
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified

Standards	Findings
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Standard Issue
<b>Notes:</b> ISSUE: - The position of police specialist was not reviewed during the assessment period. All other position were reviewed. The agency's HR personnel were not aware of the requirement to have all position reviewed during the assessment period. The agency's practice is to review only when active recruitment occurs. The agency had all positions reviewed by Y3 of the assessment period. AGENCY ACTION NEEDED: - It is recommended that the agency review all job descriptions according to the requirement in the standard. AGENCY ACTION TAKEN: The agency stated that they will review the police specialist position by July 23. OnSite Review: The agency completed a review of the Police Specialist Job Description and are now in compliance. - Assessor Willingham	
22 Personnel Management System	
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.5.1 Background Investigations (LE1)	Compliance Verified
33 Training and Career Development	
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.6 Informants (LE1)	Compliance Verified

<b>Standards</b>	<b>Findings</b>
44 Juvenile Operations	
44.2.3 Custodial Interrogation and Interviews (LE1)	<b>Compliance Verified</b>
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	<b>Compliance Verified</b>
46.1.5 Planning Function (LE1)	<b>Compliance Verified</b>
46.1.6 Logistics Function (LE1)	<b>Compliance Verified</b>
46.1.7 Finance/Administration Function (LE1)	<b>Compliance Verified</b>
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.3.2 Hazmat Awareness (LE1)	<b>Compliance Verified</b>
61 Traffic	
61.1.4 Informing The Violator (LE1)	<b>Compliance Verified</b>
61.1.5 Uniform Enforcement Policies (LE1)	<b>Compliance Verified</b>
61.3.2 Direction/Control Procedures (LE1)	<b>Compliance Verified</b>
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	<b>Compliance Verified</b>
70.1.8 Notify Court of Security Risk (LE1)	<b>Compliance Verified</b>
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	<b>Compliance Verified</b>
71.3.1 Procedures (LE1)	<b>Compliance Verified</b>
71.4.1 Physical Conditions (LE1)	<b>Compliance Verified</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Compliance Verified</b>
81 Communications	
81.2.3 Recording Information (LE1)	<b>Compliance Verified</b>
81.2.4 Radio Communications Procedures (LE1)	<b>Compliance Verified</b>
81.2.5 Access to Resources (LE1)	<b>Compliance Verified</b>
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	<b>Compliance Verified</b>
81.3.1 Communications Center Security (LE1)	<b>Compliance Verified</b>
81.3.2 Alternate Power Source* (LE1)	<b>Compliance Verified</b>
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	<b>Compliance Verified</b>
82.2.1 Field Reporting System (LE1)	<b>Compliance Verified</b>
82.2.2 Reporting Requirements (LE1)	<b>Compliance Verified</b>

Standards	Findings
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	<b>Compliance Verified</b>
84.1.5 Records, Status of Property (LE1)	<b>Compliance Verified</b>
84.1.6 Inspections and Reports* (LE1)	<b>Compliance Verified</b>

**Response from Agency Regarding Findings:**

I have reviewed the CALEA report. The initial findings requiring correction have been made as per the report. I appreciate the assessment and the opportunity it affords us for continuous improvement and ensuring that we maintain industry best practices.

## SITE-BASED ASSESSMENT

11/30/2021

### *Planning and Methodology:*

The Port of Seattle Police Department provides law enforcement and security services for all of Seattle's seaports (fishing, shipping and cruise) and the Seattle-Tacoma (Sea-Tac) International Airport. This is their third re-accreditation. Due to COVID-19 restrictions, the onsite was conducted virtually using Microsoft Teams, telephones, and video presentations. The Accreditation Manager, Sergeant Molly Kerns, and her team did a fantastic job providing the assessors with the necessary access to information and personnel, both within the police department and their stakeholders. They were responsive, thorough, and maintained a positive attitude throughout. It was clear the agency is dedicated to the accreditation process and embraces the CALEA spirit.

Prior to the onsite, there were three files identified by the CALEA Compliance Service Manager. Their final dispositions are:

- 1.2.10: The Duty to Intervene policy had not been signed and distributed to all personnel. It was held up in administrative review outside the police department. Disposition: Before the conclusion of the onsite, the directive was signed into policy and distributed to all personnel. Team Leader Willingham reviewed the directive to assure its compliance with the standard and signed off on compliance in Power DMS.
- 4.2.4: The Use of Force Analysis for the previous year was flagged by the CALEA Compliance Manager because it did not provide an analysis as defined by CALEA. Disposition: Before the conclusion of the onsite, an addendum to the end of year Use of Force Report which included an appropriate analysis. Team Leader Willingham signed off on compliance in Power DMS.
- 21.2.2: One position description (non-sworn Police Specialist) had not been reviewed per standard. The position has not been vacant in ten years and was accidentally left off the review process. Disposition: The review of the position description was conducted and signed off by Human Resources. Team Leader Willingham signed off on compliance in Power DMS.

The Port of Seattle Police Department and Assessors worked together to identify five focus areas for review during the two days of onsite activities:

- Recruitment and Selection
- Internal Affairs
- Use of Force
- Planning and Research: Annual Goals and Objectives
- Collection and Preservation of Evidence

### *Recruitment and Selection*

The Port of Seattle Police Department selected this area of focus because they believe in the importance of their demographics reflecting of the community they serve. Since they are an international "port of entry", they serve a wide array of cultures. Both domestic and international. They work with the Port of Seattle's Human Resource Department to assure their selection process is void of bias, while still selecting qualified candidates who fit the agency's style of policing. They have a dedicated Human Resource Talent Acquisition Representative that provides expert guidance for the agency's unique needs. The agency advertises statewide and in Oregon, California, and Hawaii. In fact, several of the officers the assessment team met call the Hawaiian Islands home. They also have developed outreach through various diversity outlets, specifically targeting Hispanic and female applicants. The agency is a military friendly employer and works through that avenue to attract applicants mustering out of the armed forces.



The Port of Seattle Police Department continues to review their process to make sure it eliminates unnecessary barriers to sworn employment. They have opened internal process to help speed track non-sworn personnel internal to the Port Authority who have interest in sworn positions. This process included sponsoring these candidates in the state's police academy. They have also changed their physical fitness assessment process to a more holistic evaluation of fitness for the job using the assessment process developed by the Exercise Science Firm. The agency also proactively cooperated with the Port's Commission Task Force on Policing and Civil Rights to assure their selection transparency and recruiting equality.

The Port of Seattle Police Department is fortunate to have a low turnover. As one of the higher paid agencies in the state with an exceptional benefits plan and work environment, the Port Police is a destination agency for its employees. Once hired, they tend to stay until retirement. The agency acknowledges that while this is excellent for aggregate training and development, it also makes selections even more important since selected personnel tend to be entrenched for years to come. After the area of focus review, the assessment team came away convinced that the agency has a strong devotion to equity and diversity in their selection process.

#### *Standards Issues:*

None

#### *Suggestions*

None

#### *Internal Affairs*

The agency's internal affairs process is an important ingredient in meeting the guiding principles of Leadership, Accountability and Integrity. While the agency's devotion to customer service and positive police / community interaction results in an excellent public reputation and a low amount of citizen complaints, recent high-profile cases led the agency to select this area for review. In recent years, the chief of police as been placed on administrative leave due to a complaint of bias and an officer was terminated after refusing to cease social media posts in uniform against COVID-19 masking requirements. While the chief's investigation is ongoing and not being handled by the department's Internal Affairs process, the media scrutiny of both cases was the catalyst to adding this area.

The Port of Seattle Police Department's Internal Affairs process is meant to review suspected poor performance or behavior so that agency can provide the employee steps to correct it, if possible. The sergeant tasked with this position has been in the role for just over a year. He was trained by the outgoing sergeant. Due to COVID travel restrictions and the subsequent limited available formal training available, he has not yet been able to attend an internal investigations training class. The plan to do so once restrictions allow it.

The agency's internal affairs process is clearly defined. The agency attempts to assure completion of internal investigations within thirty (30) days, if possible. If need be, there is an avenue for extension. Personnel under investigation are provided due process, including the right to representation. The Port Police have a devoted Internal Affairs Officer, a sergeant, who has direct access to the chief (or acting chief) related to these investigations.

#### *Standards Issues:*

None

#### *Suggestions*

Obtain formal training for the internal affairs investigator as soon as possible.

#### *Use of Force*

During the latest Washington legislative session, there were a total of 13 bills passed concerning law enforcement. The agency identified three that require significant changes or adjustments to their use of force policy effective July 25th.

These include:

- SB 5066 Duty to Intervene: similar to CALEA standard 1.2.10 (which the agency already met, but also adds the duty to render aid and prohibits law agencies from imposing discipline or retaliate in any way against a peace officer for intervening in good faith or reporting in good faith a perceived excessive use of force as required by the law.
- HB 1054 Tactics: prohibits chokeholds and neck restraints in any circumstance, severely limits pursuits (now requires a supervisor's approval before a pursuit), and limits the use of "military equipment."
- HB 1310 Use of Force: requires an officer to exhaust available and appropriate de-escalation tactics prior to using any physical force and authorizes a law enforcement officer to use physical force only when there is probable cause to make an arrest, prevent escape, or protect against an imminent threat of bodily injury. All agencies must also submit their use of force policies to the Attorney General for approval.

Assessors spoke with departmental trainers and supervisors to determine how these changes and other legislatively required mandates would be implemented. The agency advised that they already had Duty to Intervene in their policy, but they did have to make some adjustments to meet the specifics of the new law. All changes have been made, making sure that both CALEA standards and law are met, and all agency personnel have received a copy of the updated policy. The agency plans an all hands training in August to go over the changes and strategies for field implementation.

Annually the agency completes approximately 90 hours of in-service training. This includes State mandates, such as Crisis Intervention Refresher, policy changes, and other topics. This year they started incorporating training from the Force Science Institute. A written test is required at the conclusion of all training. The agency also added Legal Authority, Positioning and Movement, and Threat Recognition and Response.

The agency has recently updated their Tasers to the Taser 7. All sworn personnel are required to carry a department issued TASER on duty.

In addition to general patrol use of force protocols, The assessors reviewed the agency's process for handling protests and civil disturbances. The agency takes part in a regional civil disturbance response unit called the Valley Civil Defense Unit. 22 members of the Port of Seattle Police Department serve on the team, which responds to civil disturbances in the jurisdiction of the member agencies. The Civil Defense Unit is mainly comprised of officers utilizing bicycles. This allows them to respond quickly to changes in disturbances location. Officers in this unit carry 40 mm less-lethal rounds, marking rounds, large containers of OC, fire extinguishers, and hand-tossed chemical agents. The agency reviews this unit's work regularly to assure officer and community safety. It is through this review the agency recently withdrew its officers from any protest response activities in the City of Seattle due to city's response policies that do not mesh with the Port of Seattle's related to officer and citizen safety.

Overall, the agency has excellent command and control of use of force. Training is strong. Policy gives good guidance and focuses on minimal force necessary, and only when necessary. Supervisor overview is excellent.

### Standards Issues:

1.2.10: The Duty to Intervene policy had not been signed and distributed to all personnel. It was held up in administrative review outside the police department. Disposition: Before the conclusion of the onsite, the directive was signed into policy and distributed to all personnel. Team Leader Willingham reviewed the directive to assure its compliance with the standard and signed off on compliance in Power DMS.

4.2.4: The Use of Force Analysis for the previous year was flagged by the CALEA Compliance Manager because it did not provide an analysis as defined by CALEA. Disposition: Before the conclusion of the onsite, an addendum to the end of year Use of Force Report which included an appropriate analysis. Team Leader Willingham signed off on compliance in Power DMS.

## *Suggestions*

None.

## *Planning and Research (Department Goals)*

---

This year, the agency developed eight goals in conjunction with the Port of Seattle leadership. The primary goal the agency wished the assessors to review was Goal 2: Participate in police assessment and implement agreed-upon recommendations. The bullets for this Goal are:

- a) Participation of one or more officers on all subcommittees.
- b) Obtain 75% participation for police department survey.
- c) Meet all requirements as requested by 21CP consultants.
- d) Initiate and/or implement agreed upon Commission changes from assessment.

The Port of Seattle Commission established a task force on Port Policing and Civil Rights. The function of the Task Force is to conduct a comprehensive assessment of the Port Police Departments' policies, procedures, and protocols with an emphasis on racial equality and civil rights.

The assessors interviewed several Commission and Staff members to discuss this assessment goal. 21 CP Solutions is the outside consultant hired to conduct the assessment. This firm was integral in the creation of President Obama's Task Force on 21st Century Policing. 21 CP Solutions is comprised of law enforcement and other business professionals.

The assessors interviewed several Commission members. Commission members stated they had several subcommittees within this Task Force to review the agency's Use of Force/De-escalation protocols, Budget, Advocacy Legislative law changes, Training, Mutual Aid, and Internal Affairs function. The topics were reviewed with an "equity lens" to ensure the Port's mission was being served properly by their Police Department. They describe "equity lens" as including Equity, Diversity, and Inclusion.

This Commission was very open, transparent, and inclusive to other Port employees, not just Commission members. This transparency and participation allowed different sections of the Port to better understand how the Port of Seattle Police Department policed. Labor organizations were also involved in this assessment.

During this assessment, the Task Force received a better understanding of what CALEA is and the processes and standards involved in being an accredited agency. Many of their concerns were already addressed because of the agency's CALEA accreditation. An example given was the Commission learned CALEA updated vascular neck restraints, which was a concern.

Committee members stated the Police Department met with them regularly, had a department member involved with the assessment, answered all questions that were asked, even ones they considered "tough". The intent of the Task Force goal was not to defund the Police Department. Rather, if something was taken away, the Task Force felt the need to add something in its place. An example given was if neck restraints were taken away, what alternative could be used as an alternative for officers.

The Task Force also reviewed involvement with other law enforcement agencies. Regarding mutual aid, they looked at who's rules were in place and what were the values of the other agencies involved in the agreement, and do they mesh with the Port's values?

Those interviewed spoke highly of the Chief of Police and the members of the agency that were involved in this year-long assessment. The draft of this report and its findings are scheduled to be delivered to the Chief of Police by the end of July 2021.

The agency feels this process has allowed other Port sections to become familiar with the them, understand their mission, and how they interact with others to meet their goals. It also revealed how the Police Department has leaders who are actively embracing equity, diversion, and inclusion as they provide public service to the Port community.

### Standards Issues:

None

### Suggestions

Work with Task Force to continue strong commitment to equity while meeting Port safety needs.

### Evidence

---

The agency has a full-time evidence custodian. A detective is assigned as back up.

Evidence is stored at a secure facility off-site located a few blocks south of Sea-Tac Airport. The facility is alarmed, its windows are caged inside and outside, and access to is controlled by proximity cards.

The lobby for this facility is where the public meets with staff to have their property returned and identification and documentation on each item released is completed. Any person other than assigned staff who enters the main evidence facility must sign in using the log maintained in this office. The agency uses the New World Record management system to track all evidentiary items. All chain of custody events, (i.e., laboratory submissions, items checked out for court, etc.) are also maintained in this system.

Evidence of high value (firearms, drugs, and money) are maintained in a separated secure caged area within the evidence facility. Additionally, separate safes are within this area—smaller items are stored chronically in smaller boxes on shelving units. The evidence room also has a large shipping area. Since this is an airport police facility, they have a higher number of items requiring shipping to their owners. By Washington statute, safekeeping items must be held for two months; the agency exceeds this mandate, especially since the COVID pandemic. They do send registered letters to the property owners in an attempt to return property before other means are utilized.

The agency has two vehicle bays for vehicles, bicycles, and other large items. This area is also locked and alarmed. A lab area is set aside in the Evidence Room. There is a workstation for fingerprint processing, a scale to verify the weight of items, a biohazard storage area to store blood, sexual assault kits, or any evidence that has been contaminated and considered a biohazard.

Officers generally book items into the temporary evidence lockers on the 3rd floor of the agency's police facility. Officers are instructed on how to process crime scene investigations and book evidence during field training. Reference guides for the proper packaging and storage of evidentiary items are placed on the walls next to the temporary lockers.

All patrol officers are trained to complete elemental fingerprinting, photography, and crime scene investigation. If processing requires more detail, the agency has a detective who has received specialized training in crime scene investigations and responds as needed. If the agency requires additional assistance on a major crime scene, they have mutual aid agreements with the Washington State Crime Lab. All vehicles in the fleet are maintained and outfitted with crime scene investigation supplies.

The agency is in the transition phase of how it retains digital evidence. Currently, the officers must burn the photographs to a disc and place a copy of it in the records file and book it into property and evidence. The agency has policies and procedures in place for the seizure and examination of electronic devices. The agency said the majority of electronic devices they seize are cell phones. They are stored in Faraday bags until they are examined, or the case is dispositioned.

Items that are destroyed are documented and witnessed by at least three agency personnel; one is a supervisor. The agency has used several different incinerator facilities. Currently, they are using the local waste agency incinerator as they allow everything to be burned. When the items of destruction are transported to this location, they caravan with other agencies to ensure the items marked for destruction arrive safely at the destruction site. On the day of scheduled destruction, the Criminal Investigations Sergeant reviews all items and containers to verify that the proper items are contained within.

The agency maintains narcotics such as methamphetamine, cocaine, heroin, and marijuana to assist with canine training. These narcotics are assigned to the detective canine and are held in a locked desk. Twice a year, the items are audited with the canine detective, the Criminal Investigations Sergeant, and the Property and Evidence custodian.

**Standards Issues:**

**Suggestions**

None

**Summary:**

---

**Number of Interviews Conducted:** 189

**Assessors' Names:** Paul Willingham and Steven Sanders

**Site-Based Assessment Start Date:** 07/26/2021

**Site-Based Assessment End Date:** 07/27/2021

<b>Mandatory (M) Compliance</b>	159
<b>Other-Than-Mandatory (O) Compliance</b>	0
<b>Standards Issues</b>	0
<b>Waiver</b>	0
<b>(O) Elect 20%</b>	0
<b>Not Applicable</b>	21
<b>Total:</b>	180

---

**Percentage of applicable other-than-mandatory standards:** 0 %

---

## COMMUNITY FEEDBACK AND REVIEW

---

### *Public Information Session*

---

A public information session was held on Monday, July 26, at 3:00 PM via Microsoft Teams. Although it was advertised in the community, there were no speakers.

### *Telephone Contacts*

---

A public call in session was held on Monday, July 26, from 12:30 - 2:30PM via Microsoft Teams. Although it was advertised in the community, there were no callers.

### *Correspondence*

---

The assessment team received no correspondence related to this onsite.

### *Media Interest*

---

There was no media interest related to the onsite.

### *Public Information Material*

---

The Port of Seattle Police Department advertised the public sessions in advance of the onsite. A public notice informing the public of the onsite and their opportunities to make comments via a phone call to the assessors or in a public meeting was distributed via the Port of Seattle intranet (COMPASS Website), the Port of Seattle public website, the Port of Seattle Police Department Public Website, and the Port of Seattle Police Department's social media platforms. All Port of Seattle Police Department employees were emailed the public notice and a copy was posted at the Police Department's Headquarters.

The Port of Seattle Police Department also sent out a press release advising of the onsite and details for public comment. The press release was distributed through Port of Seattle Public Relations Office to the following media outlets:

- KIRO-TV (Ch. 7)
- KCPQ-TV
- Q13FOX
- KING-TV (Ch. 5)
- KOMO-TV (Ch. 4)
- Seattle Times
- AP Seattle
- Tacoma News Tribune
- Everett Herald
- Daily Journal Commerce
- The Olympian
- KIRO Radio
- KOMO Radio
- Seattle Univision
- KOMO Radio
- KIRO Radio Traffic
- KIRO Radio
- KNKX Radio

- KUOW Radio
- Puget Sound Business Journal
- USA Today/Freelance
- NYTimes – Seattle
- The Stranger
- Geekwire
- Reuters
- AviationQueen.com
- TheTravelPro.us
- Virtuoso Life
- Seattle Eater
- Seattle Met Mag/PubliCola
- The Urbanist
- The Registry
- Simple Flying
- Airways News
- AirlineGeeks.com
- Airliners.net
- The Air Current
- Gatetoadventures.com
- AirlineReporter Blog
- ACI Communications Centerline
- Zuma Press
- AVGeek Planet
- The Points Guy
- App in the Air
- Highlines Times
- West Seattle Herald/Westside Weekly
- Btown Blog
- Fed Way Mirror
- Kent Reporter
- Tukwila Reporter
- Seattle Business
- Patch.com
- 425 Business
- Crosscut
- South Seattle Emerald
- The Everygrey
- Seattle Facts
- Seattle Gay News
- Rainier Valley Radio
- Vashon Beachcomer
- Runta News
- LaRaza
- Airport Experience News
- AviationPros.com,
- Terrytravels.com,
- Carpe Diem OUR Way
- AAA Washington
- Global Traveler USA
- US News & World Reports

- Passenger Terminal World.

### *Community Outreach Contacts*

---

The two-day assessment was conducted virtually; however, with the agency's cooperation the assessment team was able to meet with numerous members of the police department, as well as, outside stakeholders.

Department members interviewed included:

- Michael Villa, Acting Chief of Police
- Mark Thomas, Deputy Chief of Police
- Thomas Baily, Commander
- Lisa Drake, Commander
- Molly Kerns, Accreditation Manager / Sergeant
- Darrin Benko, Sergeant
- Jason Coke, Sergeant
- Kyle Yoshimura, Sergeant
- Scott Colby, Police Officer
- Lee Donlan, Police Officer
- Joey Russo, Police Officer
- Jeralyn Berg, Police Officer
- Kathy Dowell, Police Specialist

Stakeholder interviews included:

- Kathryn Olson, Seattle Port Senior Manager of Fishing Vessel Services
- Brian Maxey, Port Attorney
- Delmas Whittaker, Director of Port Marine Maintenance
- Derek Bender, HR Senior Talent Acquisition
- David Soike, Port Chief Operating Officer

Through 18 interviews, the assessment team was able to satisfactorily review the areas of focus. All interviewees were eager to participate and proud of the department's involvement with accreditation. The assessment team felt the agency has embodied the standards to where accreditation is part of their fabric for continuous improvement and transparency. The large footprint of the agency's jurisdiction policing a busy international airport and a multi-faceted maritime port makes the Port of Seattle Police Department a unique and specialized agency. They are heavily focused on customer service and problem solving, and this is evident in their policies and discussions with their personnel.



## STATISTICS AND DATA TABLES

### Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

### Traffic Warnings & Citations - Reaccreditation Year 1

**Data Collection Period:** 1/1/2017 - 12/31/2017

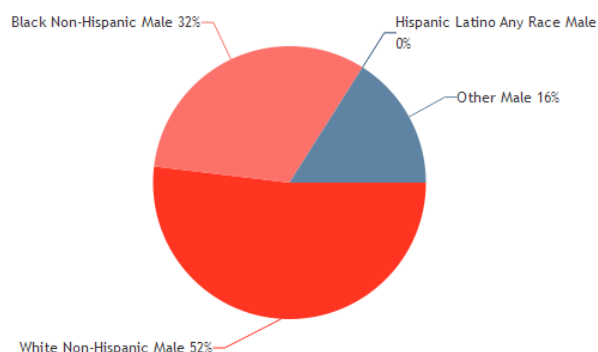
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	658	658
Black Non-Hispanic Male	0	407	407
Hispanic Latino Any Race Male	0	0	0
Other Male	0	203	203
White Non-Hispanic Female	0	195	195
Black Non-Hispanic Female	0	55	55
Hispanic Latino Any Race Female	0	0	0
Other Female	0	82	82
TOTAL	0	1600	1600

### Reaccreditation Year 1 Notes:

The department does not issue written warnings.

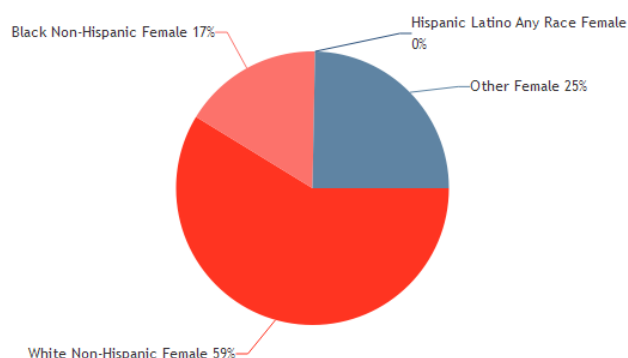
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



*Legend*

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

## Traffic Warnings & Citations - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

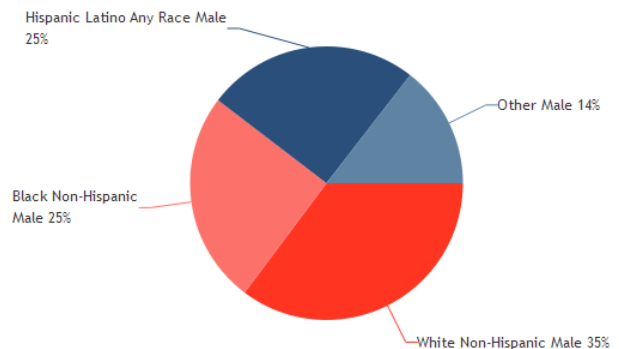
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	450	450
Black Non-Hispanic Male	0	321	321
Hispanic Latino Any Race Male	0	321	321
Other Male	0	185	185
White Non-Hispanic Female	0	172	172
Black Non-Hispanic Female	0	59	59
Hispanic Latino Any Race Female	0	7	7
Other Female	0	49	49
TOTAL	0	1564	1564

### Reaccreditation Year 2 Notes:

The department does not issue warnings.

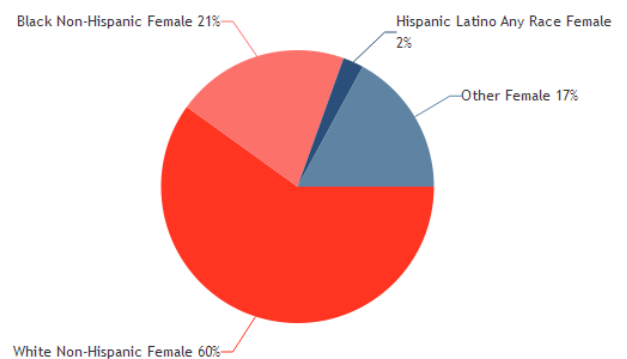
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

## Traffic Warnings & Citations - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

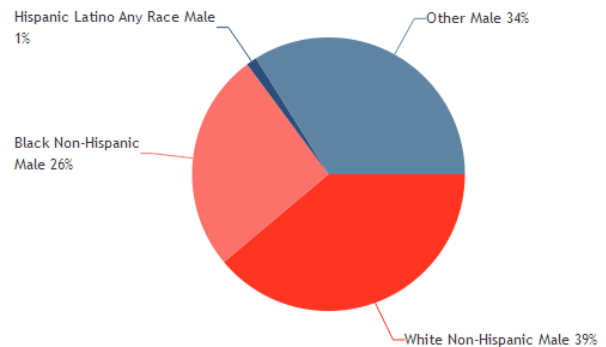
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	156	156
Black Non-Hispanic Male	0	104	104
Hispanic Latino Any Race Male	0	5	5
Other Male	0	136	136
White Non-Hispanic Female	0	65	65
Black Non-Hispanic Female	0	21	21
Hispanic Latino Any Race Female	0	21	21
Other Female	0	30	30
TOTAL	0	538	538

### Reaccreditation Year 3 Notes:

Our agency does not issue warnings.

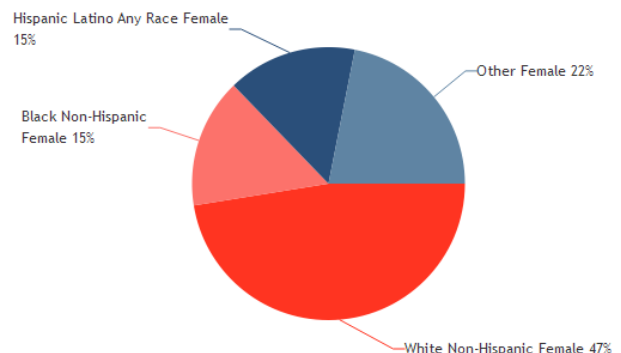
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

## Traffic Warnings & Citations - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2020

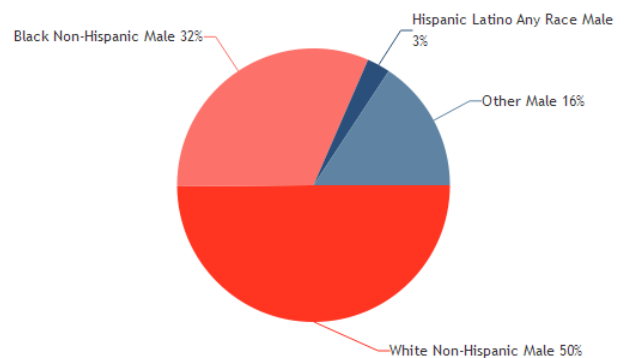
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	0	181	181
Black Non-Hispanic Male	0	115	115
Hispanic Latino Any Race Male	0	10	10
Other Male	0	57	57
White Non-Hispanic Female	0	67	67
Black Non-Hispanic Female	0	37	37
Hispanic Latino Any Race Female	0	3	3
Other Female	0	24	24
TOTAL	0	494	494

### Reaccreditation Year 4 Notes:

\* Our agency does not issue warnings

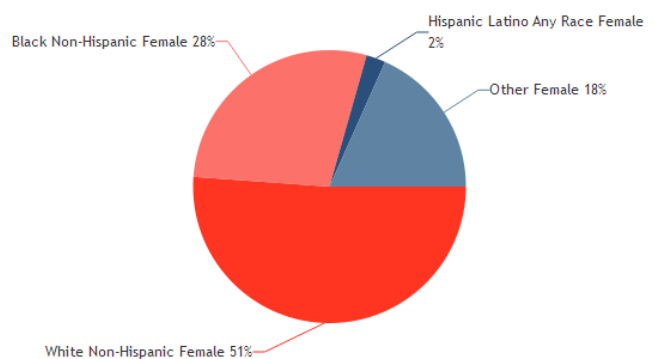
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

### *Biased Based Profiling*

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

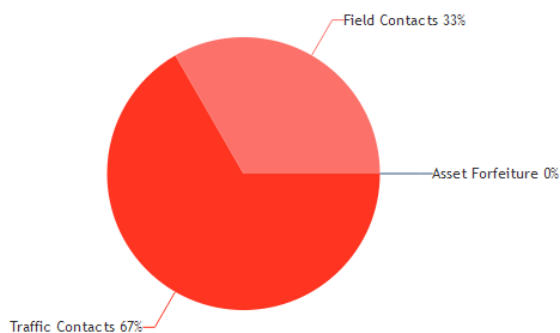
**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	2	1	0	0
Field Contacts	1	3	1	0
Asset Forfeiture	0	0	0	0

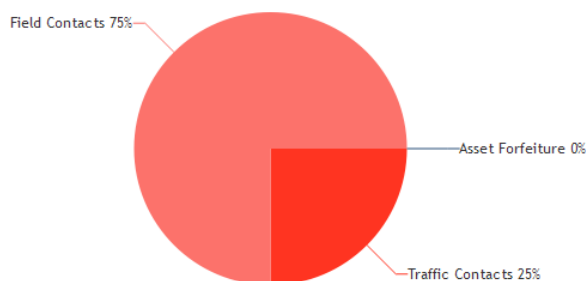
### *Reaccreditation Year 2 Notes:*

Please also include any other notes relevant to this summary.

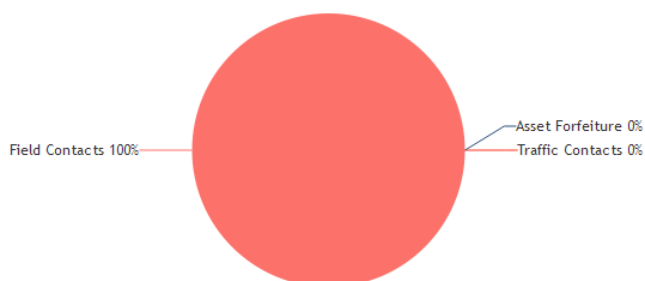
#### **Complaints**



#### **Complaints**



#### **Complaints**



#### **Complaints**

### *Legend*

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

## Use Of Force - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									5
Discharge	1	0	0	0	0	0	0	0	1
Display Only	2	0	2	0	0	0	0	0	4
ECW									3
Discharge Only	2	0	0	0	0	0	1	0	3
Display Only									
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	6	3	10	1	0	0	0	0	20
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	12	3	12	1	0	0	1	0	29
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

### Reaccreditation Year 1 Notes:

\*EWC Display is not tracked

\*Canine not applicable

\*Total number of suspect receiving non-fatal injuries:4

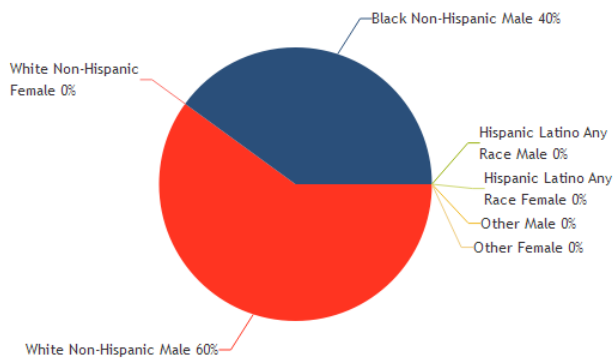
\*Total number of suspects receiving fatal injuries: 0

\*Total Officer injuries: 4

\*Total Use of Force Arrests: 23

\*Total custodial Arrests: 738

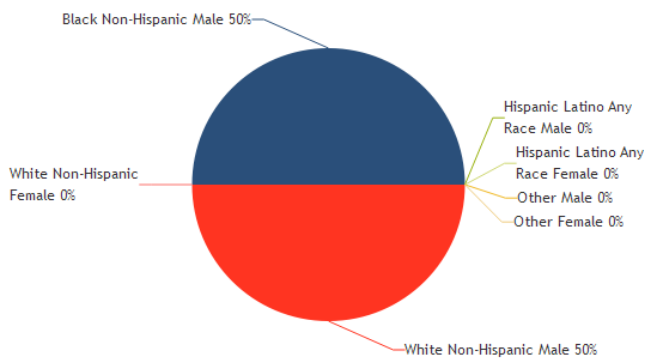
**Total Firearm**



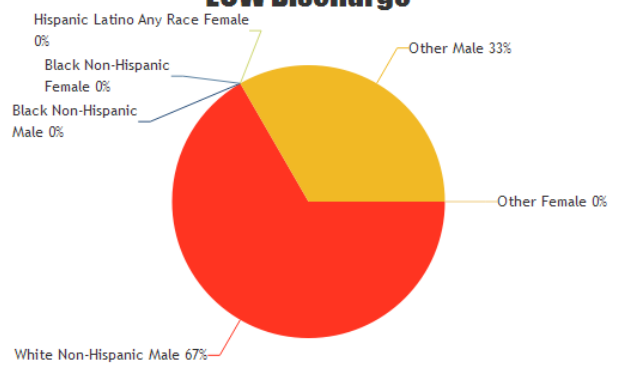
**Firearm Discharge**



**Firearm Display**



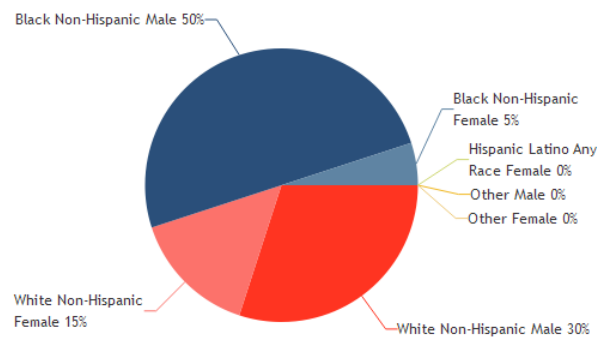
**ECW Discharge**



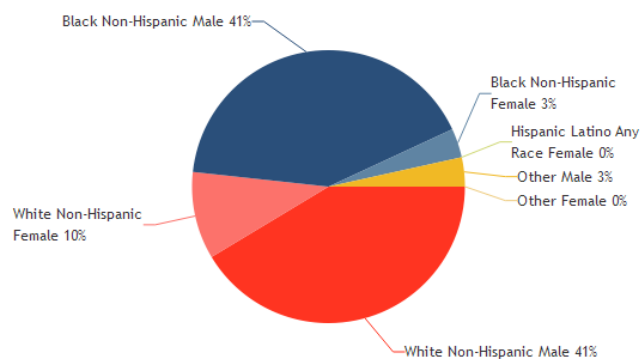
**Chemical/OC**



**Weaponless**



**Total Uses of Force**



*Legend*



White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Use Of Force - Reaccreditation Year 2

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									4
Discharge									
Display Only			2				2		4
ECW									2
Discharge Only	2								2
Display Only									
Baton									
Chemical/OC									
Weaponless	14	1	11	1					27
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	16	1	13	1	0	0	2	0	33
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests									
Total Use of Force Complaints									

### Reaccreditation Year 2 Notes:

\*EWC display only is not tracked

\*Canine is N/A since we only have explosive and drug dogs

\*Total UOF=33

\*Suspect injury=6

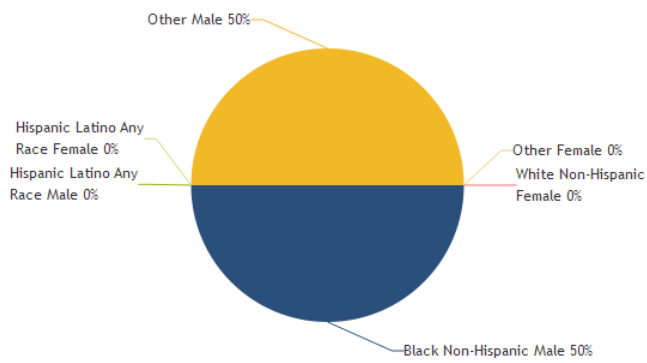
\*Suspect fatality=0

\*Officer injury=8

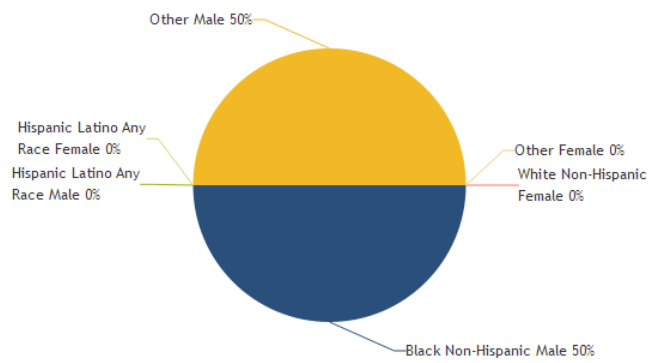
\*UOF arrests=22

\*Custodial arrests=807

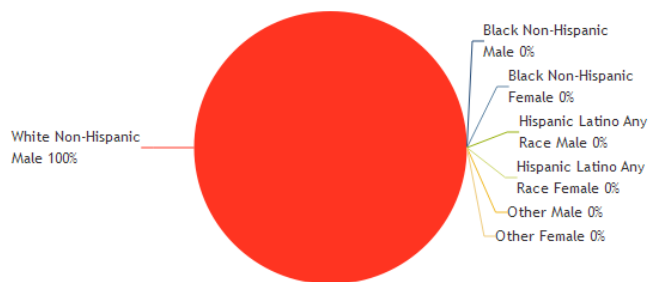
### Total Firearm



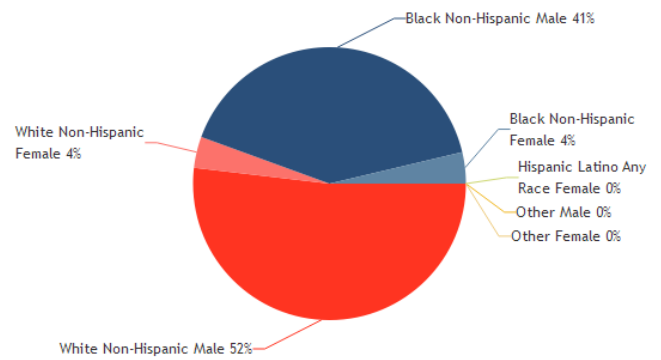
### Firearm Display



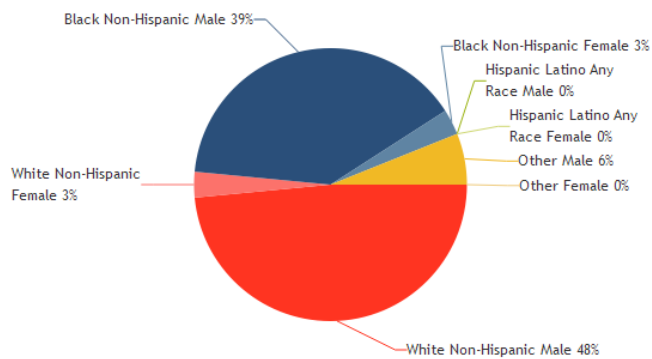
### ECW Discharge



### Weaponless



### Total Uses of Force



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

### Use Of Force - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									2
Discharge Only	1	0	1	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	15	1	7	1	0	0	3	0	27
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	17	1	8	1	0	0	3	0	30
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests	17	1	8	1	0	0	3	0	30
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

### Reaccreditation Year 3 Notes:

\*Canine stats: we only use explosive detection and narcotic K9s

\*Total arrest data is not broken down by both gender and race:

Male= 866, Female= 185 total combined 1051

White arrests: 539

Black arrests: 358

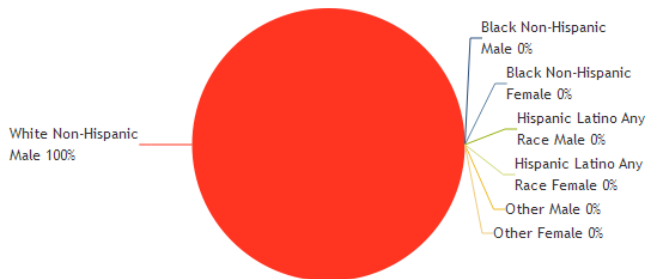
Unknown: 76

Other: 78

\*Use of Force suspects receiving injuries: 6 total

\*Use of Force officers receiving injuries: 14 total

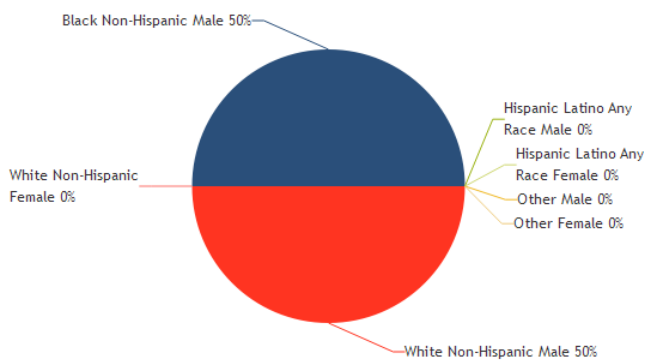
### Total Firearm



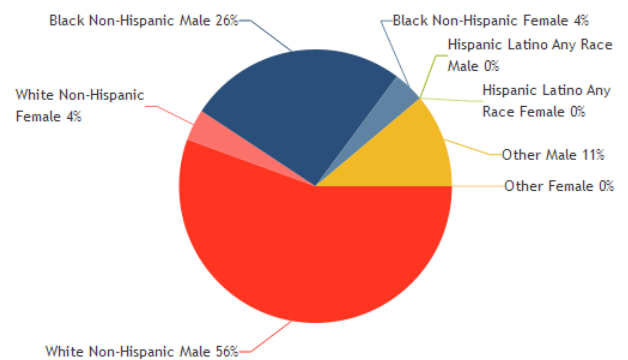
### Firearm Display



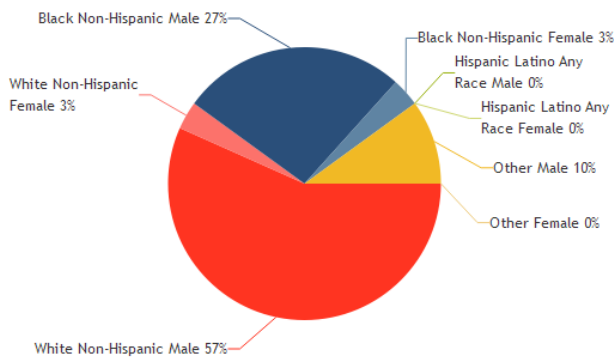
### ECW Discharge



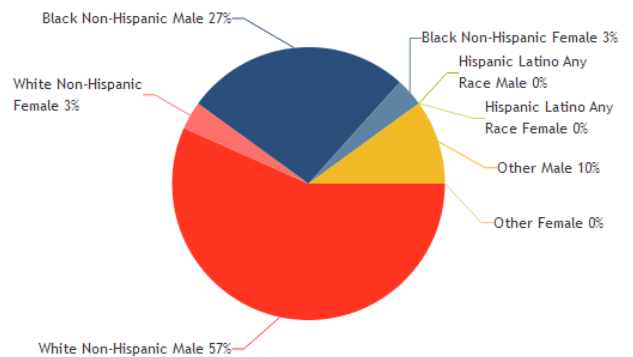
### Weaponless



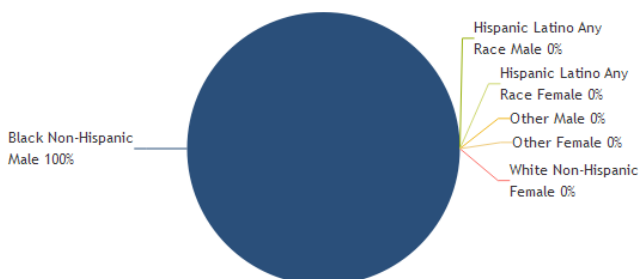
### Total Uses of Force



### Total Use of Force Arrests



### Total Use of Force Complaints



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Use Of Force - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									2
Discharge Only	0	0	2	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	10	0	10
Weaponless	9	0	8	1	0	0	0	0	18
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	10	0	10	1	0	0	10	0	31
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	8	0	8
Total Use of Force Arrests	8	0	8	1	0	0	0	0	17
Total Number of Suspects Receiving Non-Fatal Injuries	3	0	3	1	0	0	0	0	7
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	215	70	151	47	30	13	37	4	567
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

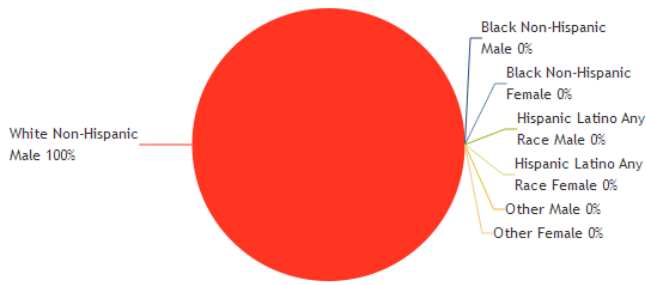
### Reaccreditation Year 4 Notes:

\* Canine is N/A. The only dogs we have are explosive detection and drug

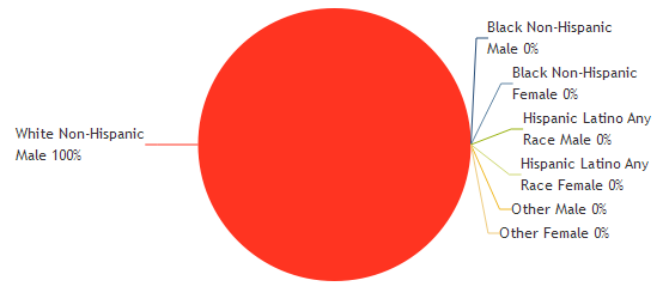
\*Chemical/OC use: the use of force occurred during riots where Port of Seattle PD were an outside agency assist and the suspect fled and were never identified.

\*Total number of incidents resulting in Officer Injury or Death is 8-unknown exactly race and gender

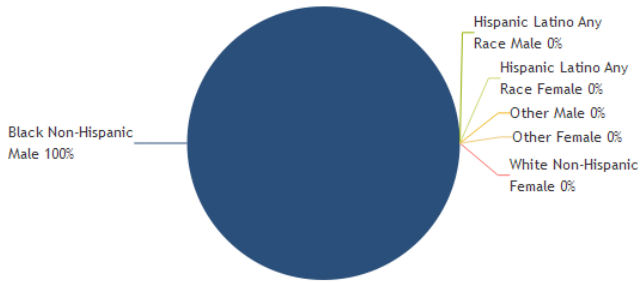
## Total Firearm



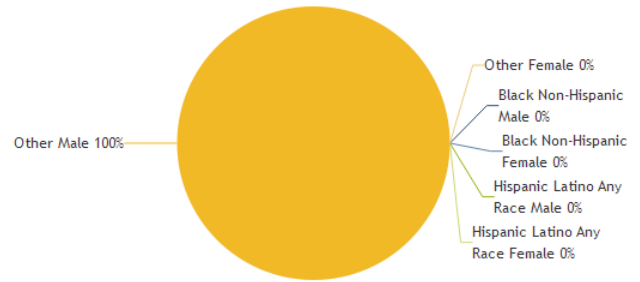
## Firearm Display



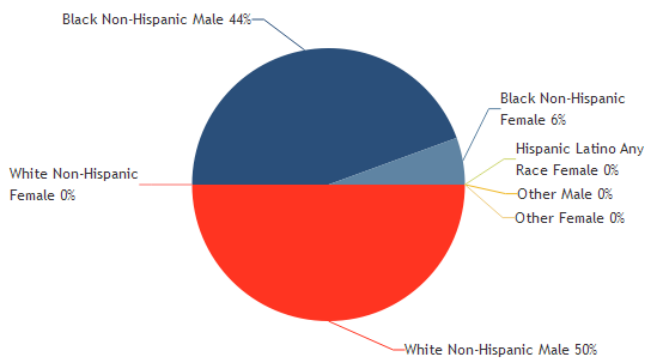
## ECW Discharge



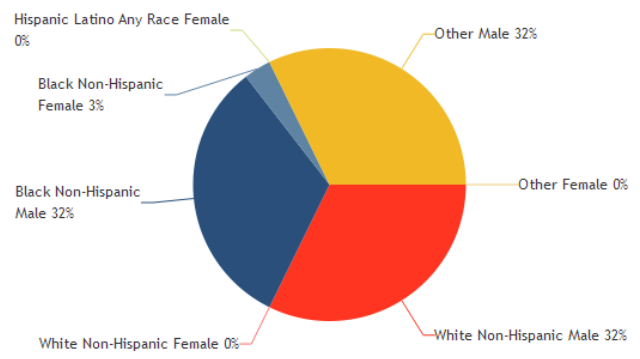
## Chemical/OC



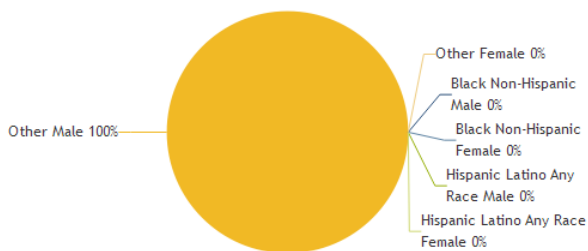
## Weaponless



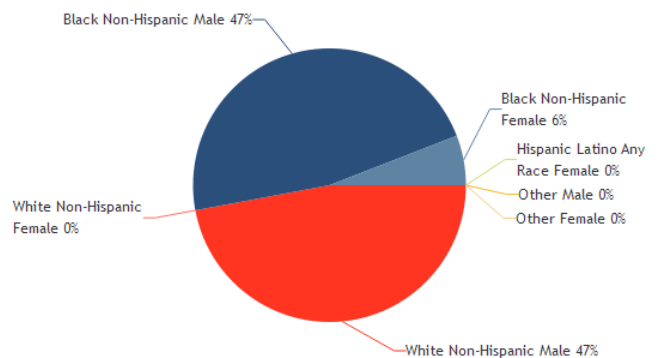
## Total Uses of Force



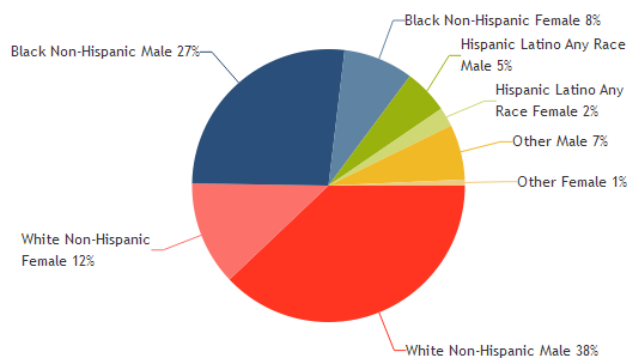
## Total Number of Incidents Resulting in Officer Injury or Death



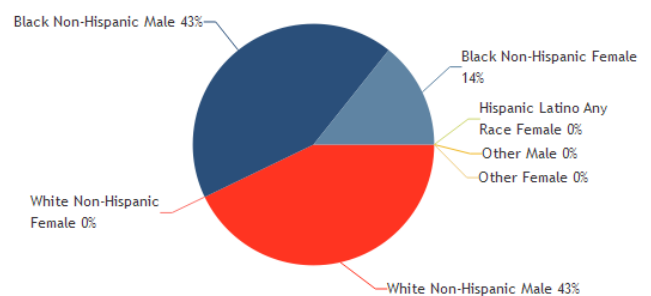
## Total Use of Force Arrests



## Total Agency Custodial Arrests



## Total Number of Suspects Receiving Non-Fatal Injuries





*Legend*

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## ***Grievances***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	4	1	3	1

### ***Reaccreditation Year 1 Notes:***

3 commissioned member and 1 non commissioned member grievances

### ***Reaccreditation Year 2 Notes:***

Only 1 officer grievance. No grievances from the sergeant, dispatch or police specialist groups.

### ***Reaccreditation Year 3 Notes:***

Sergeant Unit: 1

Officer Unit: 2

### ***Reaccreditation Year 4 Notes:***

Sergeants: 0

Officers: 0

Traffic Support: 0

Dispatch Supervisors: 0

Dispatch: 1 \* Note: One grievance was in 2020. However, management reversed their original decision and the grievance was withdrawn without any additional steps being taken.

### ***Personnel Actions***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2017-12/31/2017

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/2/2020-1/1/2021

	Year 1	Year 2	Year 3	Year 4
Suspension	0			0
Demotion	0		1	0
Resign In Lieu of Termination	0			0
Termination	0	1		1
Other	0			0
Total	0	1	1	1
Commendations	14		31	0

### ***Reaccreditation Year 2 Notes:***

Please also include any other notes relevant to this summary.

### ***Reaccreditation Year 3 Notes:***

\* Demotion: K9 officer demoted to patrol officer

### ***Reaccreditation Year 4 Notes:***

No commendations were entered into Blue Team for 2020

### *Complaints and Internal Affairs - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
<b>External/Citizen Complaint</b>				
Citizen Complaint	3	4		2
Sustained	0	1		0
Not Sustained	1	2		2
Unfounded	2	1		0
Exonerated				0
<b>Internal/Directed Complaint</b>				
Directed Complaint	1	1	6	2
Sustained	1	1	1	2
Not Sustained	0		0	0
Unfounded	0		5	0
Exonerated	0		0	0

### *Calls For Service - Reaccreditation Year 4*

**Data Collection Period: -**

	Year 1	Year 2	Year 3	Year 4
Calls for Service	78431	90102	106404	91854
<b>UCR/NIBRS Part 1 Crimes</b>				
Murder	0	0	0	0
Forcible Rape	0	4	1	0
Robbery	0	2	7	6
Aggravated Assault	48	9	5	5
Burglary	16	30	37	55
Larceny-Theft		928	1008	394
Motor Vehicle Theft	179	145	90	67
Arson	0	3	0	4

### ***Motor Vehicle Pursuit***

**Year 1 Data Collection Period:** 1/1/2017-12/31/2017

**Year 2 Data Collection Period:** 1/1/2018-12/31/2018

**Year 3 Data Collection Period:** 1/1/2019-12/31/2019

**Year 4 Data Collection Period:** 1/1/2020-12/31/2020

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits		1	1	0
Forcible stopping techniques used	0		0	0
Terminated by Agency	0		1	0
Policy Compliant	1	1	0	0
Policy Non-Compliant	0		1	0
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions				0
Officer	0			0
Suspect	0			0
ThirdParty	0			0
<b>Reason Initiated</b>				
Traffic	1		1	0
Felony	0	1		0
Misdemeanor	0			0

### ***Reaccreditation Year 2***

Please also include any other notes relevant to this summary.

## Agency Breakdown Report - Reaccreditation Year 1

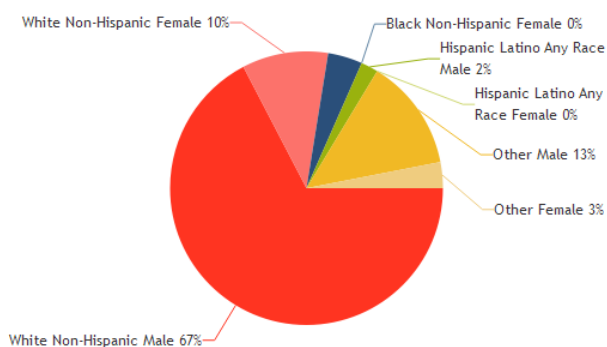
Data Collection Period: 1/1/2017 - 9/30/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	4	1	0	0	0	0	0	0	5
Supervisory Positions	7	3	2	0	0	0	1	0	13
Non-Supervisory Positions	54	6	2	0	2	0	12	3	79
Sub Total									98
Non Sworn Personnel									
Executive		1							1
Managerial		3							3
Supervisory Positions									
Non-Supervisory Positions	6	21	0	1	0	0	2	1	31
Sub Total									35
Total									133

### Reaccreditation Year 1 Notes:

The annual EEO/AAP report is run every year by the Port of Seattle on 9/30. These totals were for personnel working on that date.

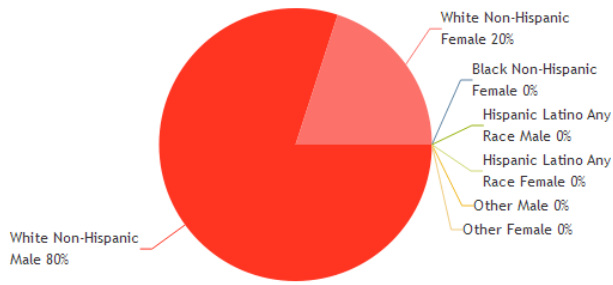
**Total Sworn Personnel**



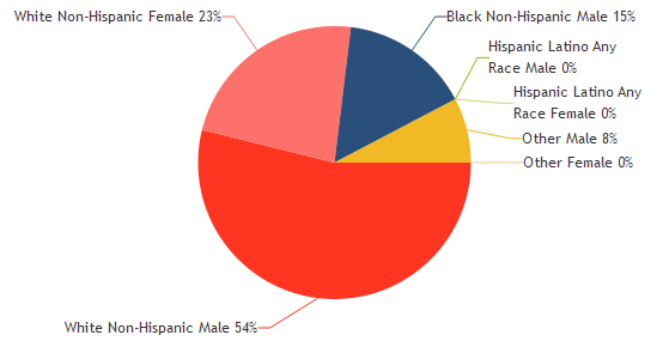
**Sworn Personnel: Executive**



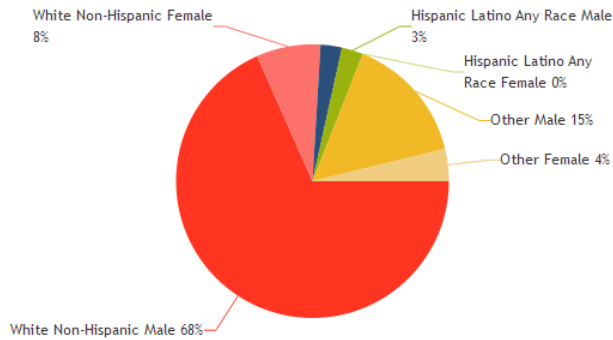
## Sworn Personnel: Command



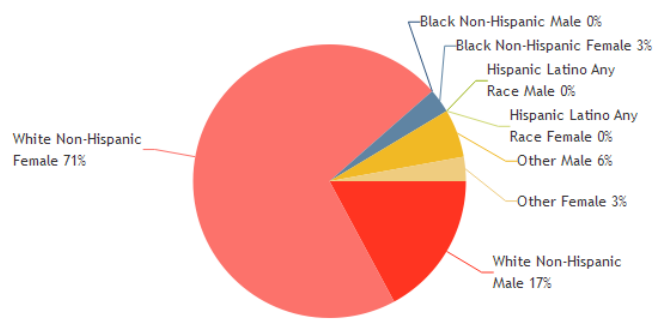
## Sworn Personnel: Supervisory Positions



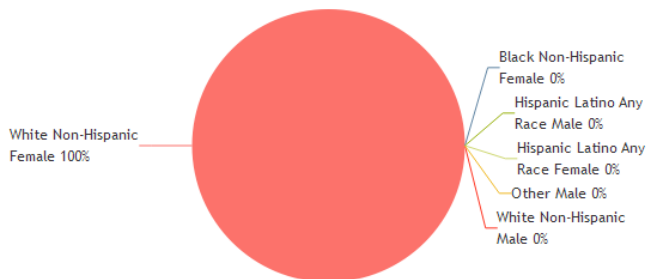
## Sworn Personnel: Non-Supervisory Positions



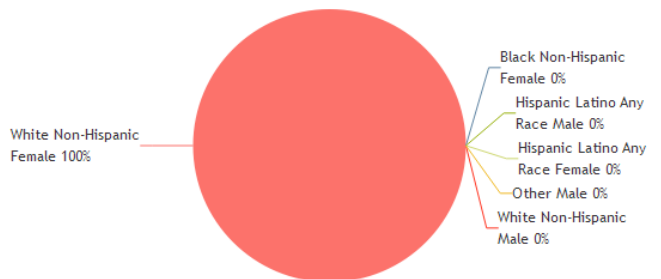
## Total Non-Sworn Personnel



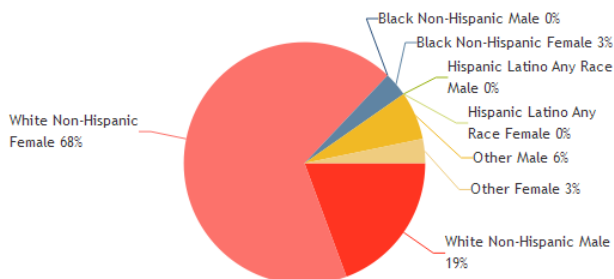
## Non-Sworn Personnel: Executive



## Non-Sworn Personnel: Managerial



## Non-Sworn Personnel: Non-Supervisory Positions



## Legend



White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Breakdown Report - Reaccreditation Year 2

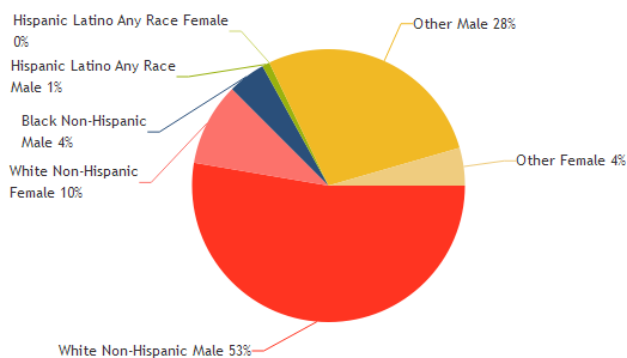
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	6	1	0	0	0	0	0	0	7
Supervisory Positions	10	2	2	0	0	0	2	1	17
Non-Supervisory Positions	42	8	3	0	1	0	29	4	87
Sub Total									112
Non Sworn Personnel									
Executive		1							1
Managerial		3							3
Supervisory Positions									
Non-Supervisory Positions	5	18	1				2	2	28
Sub Total									32
Total									144

### Reaccreditation Year 2 Notes:

Please also include any other notes relevant to this summary.

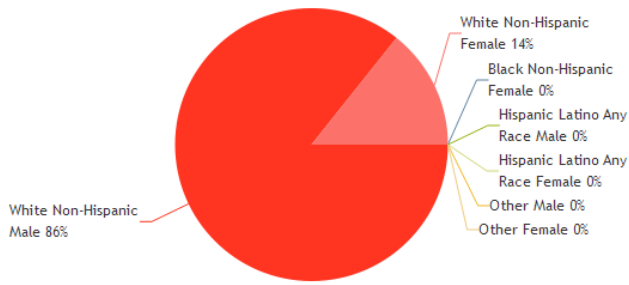
**Total Sworn Personnel**



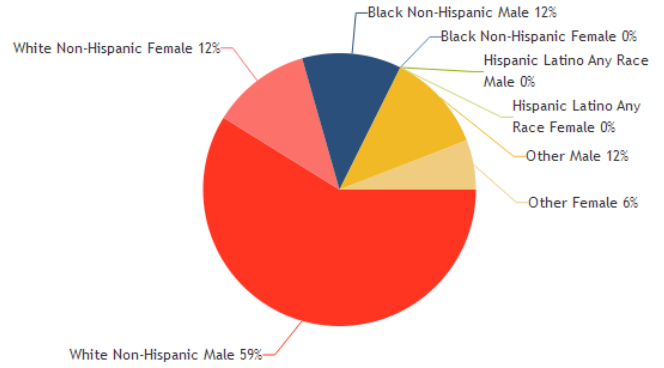
**Sworn Personnel: Executive**



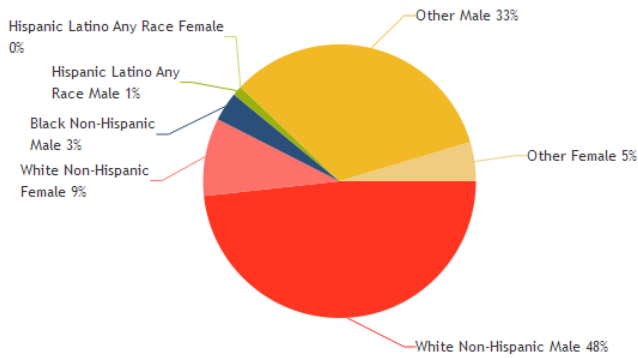
## Sworn Personnel: Command



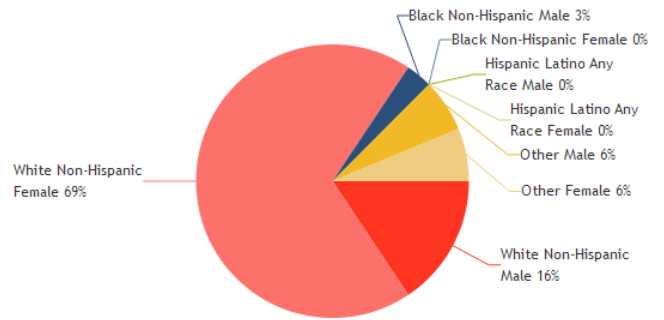
## Sworn Personnel: Supervisory Positions



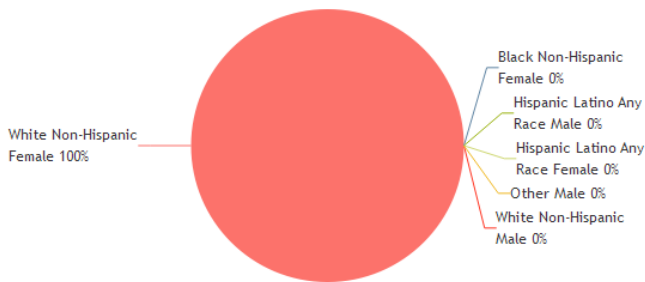
## Sworn Personnel: Non-Supervisory Positions



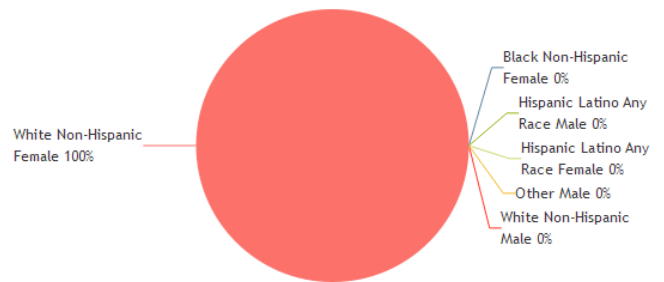
## Total Non-Sworn Personnel



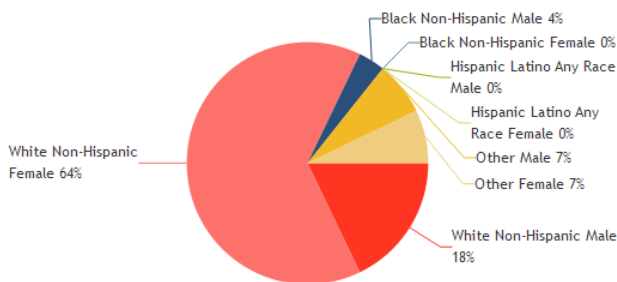
## Non-Sworn Personnel: Executive



## Non-Sworn Personnel: Managerial



## Non-Sworn Personnel: Non-Supervisory Positions



## Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Breakdown Report - Reaccreditation Year 3

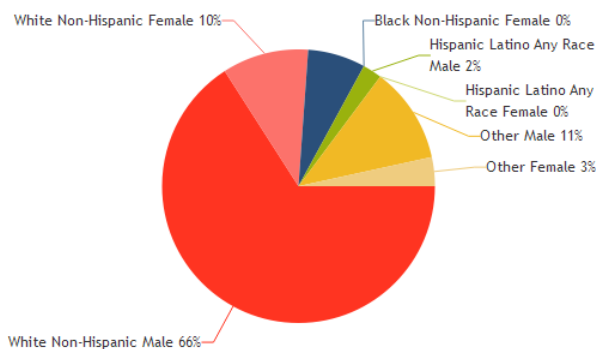
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1								1
Command	5	1			1				7
Supervisory Positions	8	2	2				3	1	16
Non-Supervisory Positions	44	6	4		1		7	2	64
Sub Total									88
Non Sworn Personnel									
Executive									
Managerial		1							1
Supervisory Positions		2							2
Non-Supervisory Positions	20	4	1	1	1		1	1	29
Sub Total									32
Total									120

### Reaccreditation Year 3 Notes:

On 12/31/19 the Police Department had 158 FTEs. 120 employees responded and completed demographic data to HR. 38 employees chose not to disclose demographics.

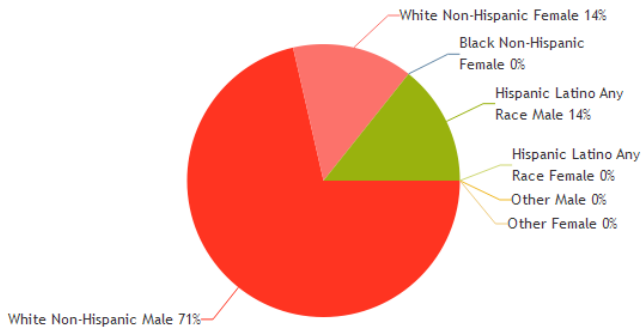
**Total Sworn Personnel**



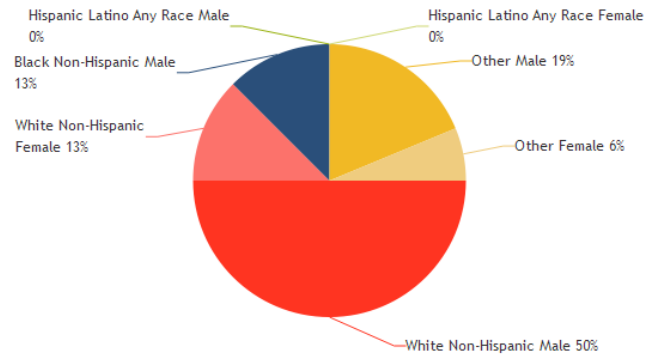
**Sworn Personnel: Executive**



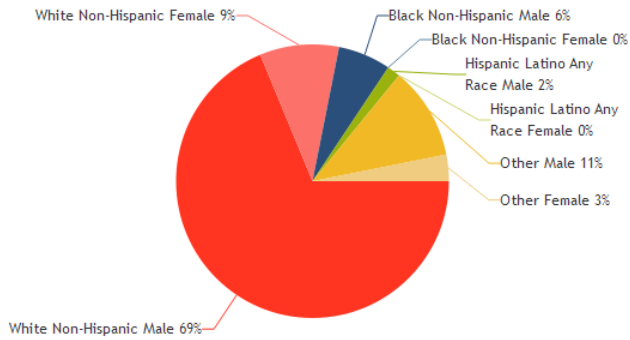
### Sworn Personnel: Command



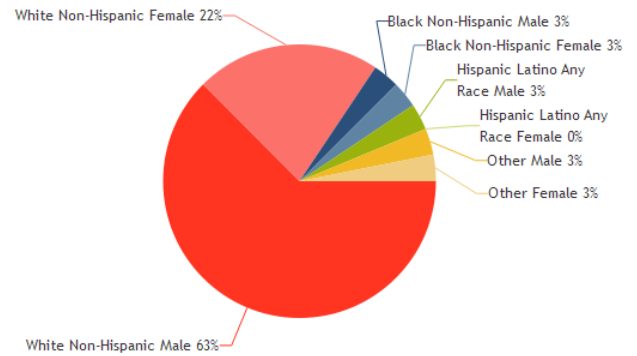
### Sworn Personnel: Supervisory Positions



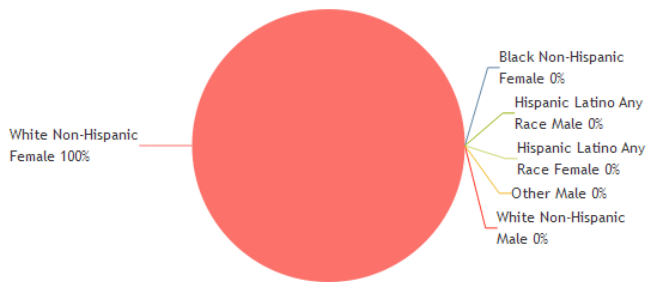
### Sworn Personnel: Non-Supervisory Positions



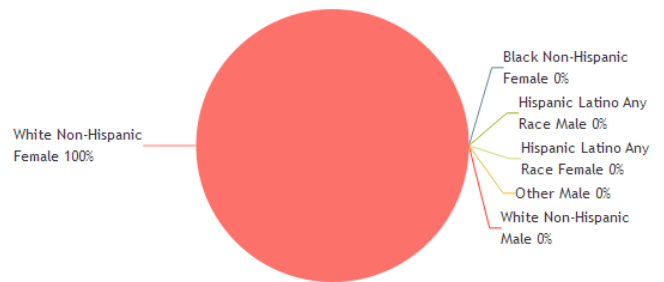
### Total Non-Sworn Personnel



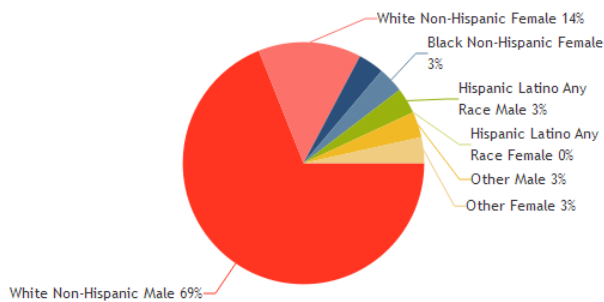
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Breakdown Report - Reaccreditation Year 4

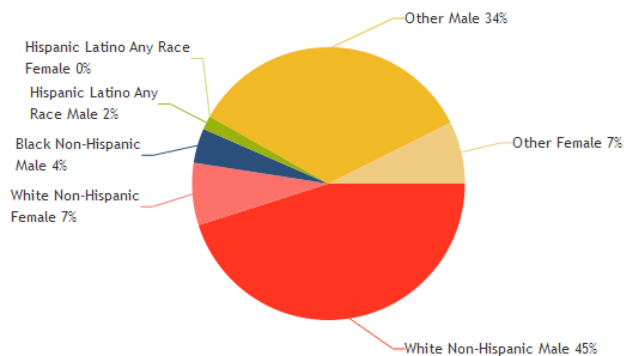
Data Collection Period: 1/1/2020 - 1/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	1	0	3
Command	1	3	0	0	0	0	1	1	6
Supervisory Positions	8	3	2	0	0	0	7	0	20
Non-Supervisory Positions	44	3	3	0	2	0	33	8	93
Sub Total									122
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	0	3	0	0	0	0	0	0	3
Non-Supervisory Positions	4	16	1	0	0	0	7	11	39
Sub Total									43
Total									165

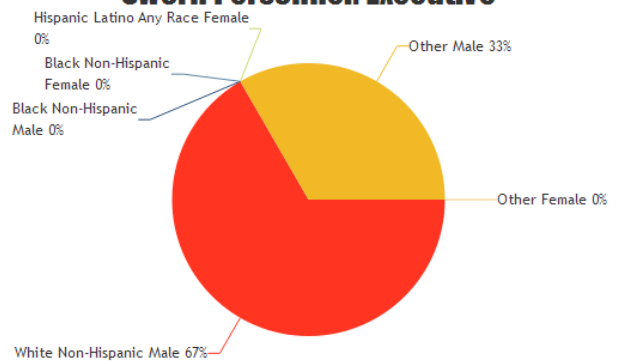
### Reaccreditation Year 4 Notes:

\*Other includes personnel who elect not to provide information

**Total Sworn Personnel**

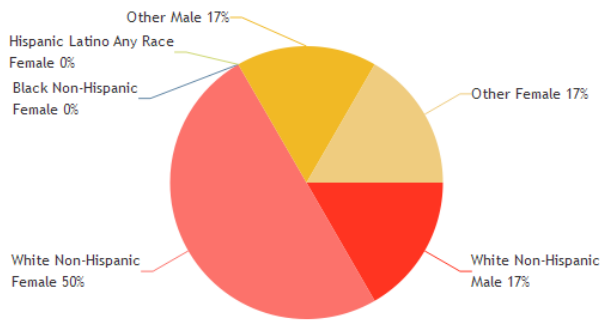


**Sworn Personnel: Executive**

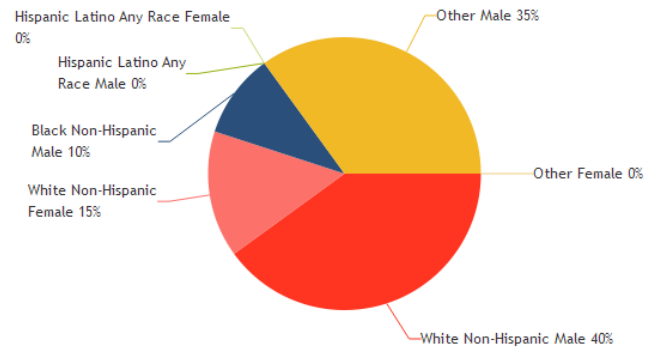




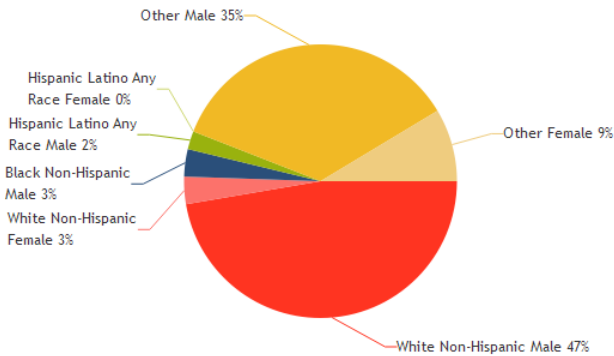
### Sworn Personnel: Command



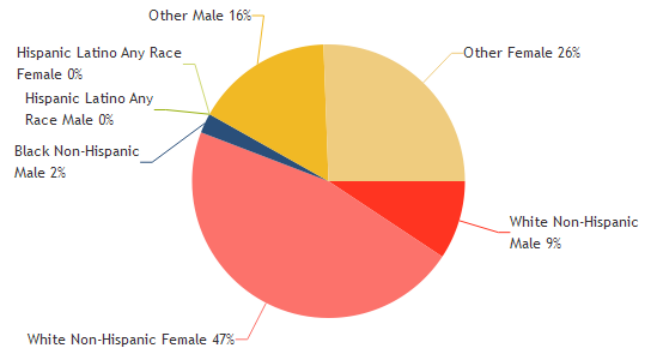
### Sworn Personnel: Supervisory Positions



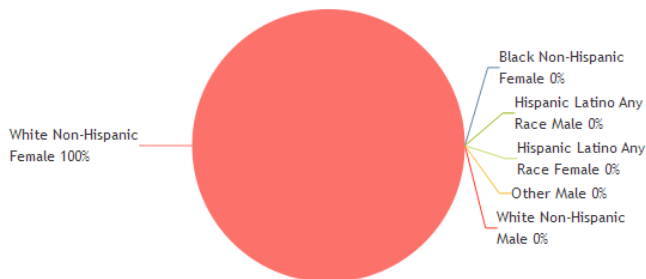
### Sworn Personnel: Non-Supervisory Positions



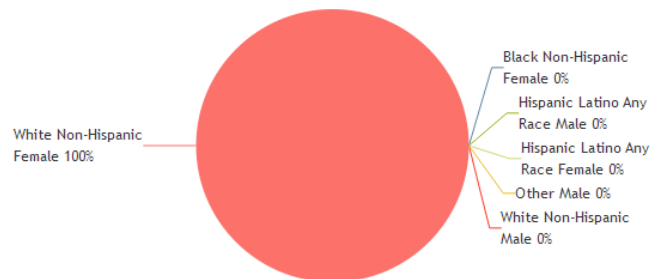
### Total Non-Sworn Personnel



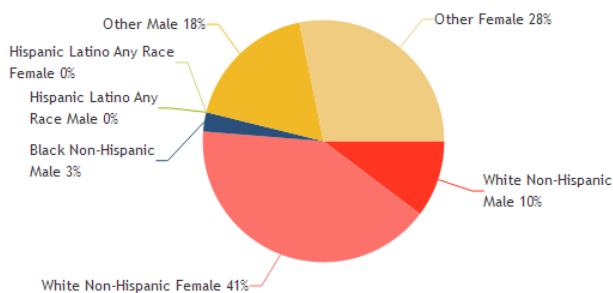
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Agency Demographics Report - Reaccreditation Year 1

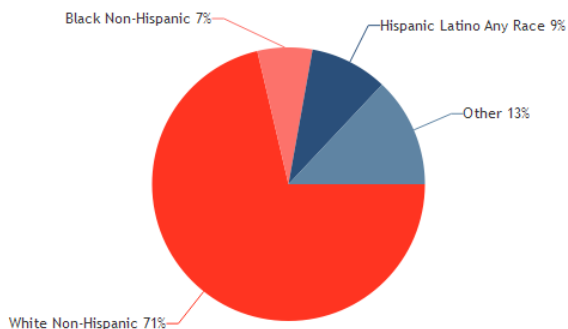
Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	1377486	71 %	76	78%	10	10%	70	76%	10	11%
Black Non-Hispanic	0	0%	125531	6 %	4	4%	0	0%	6	7%	1	1%
Hispanic Latino Any Race	0	0%	177675	9 %	2	2%	0	0%	2	2%	0	0%
Other	0	0%	250556	13 %	16	16%	3	3%	14	15%	1	1%
Total	0		1931248		98		13		92		12	

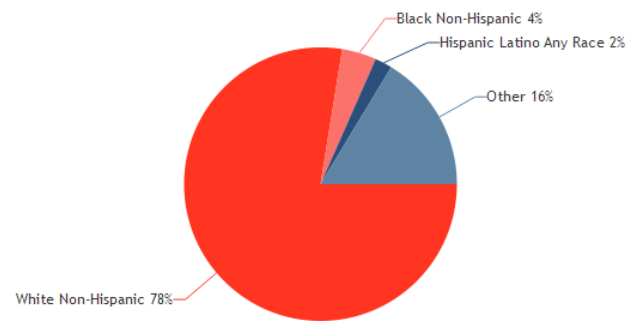
### Reaccreditation Year 1 Notes:

\* our service population is fluid and changes daily and by the hour

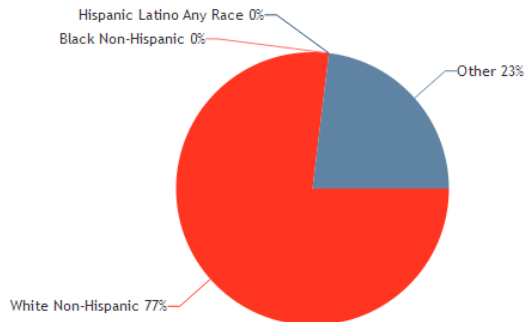
#### Available Workforce



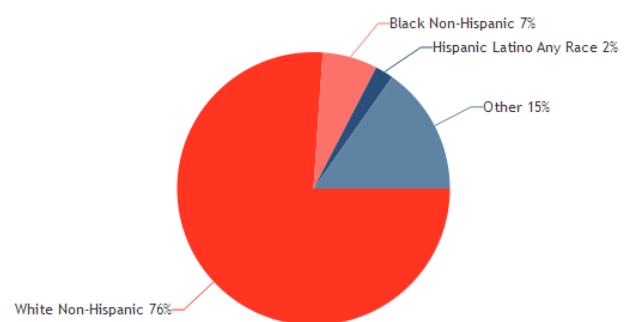
#### Current Sworn Officers



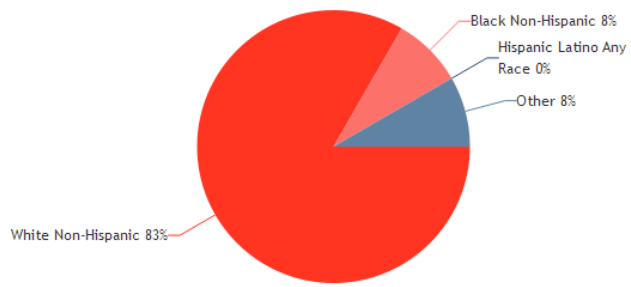
#### Current Sworn Female Officers



#### Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 2

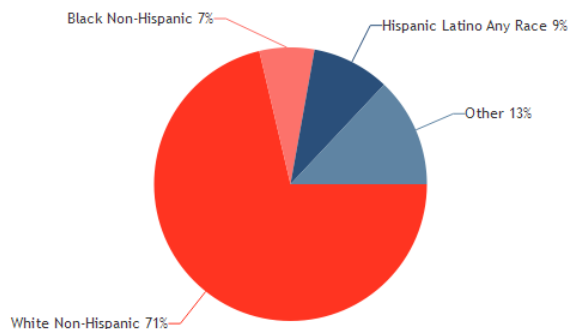
Data Collection Period: 1/1/2018 - 12/31/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	1377486	71 %	59	61%	10	10%	76	78%	10	10%
Black Non-Hispanic	0	0%	125531	6 %	5	5%	0	0%	4	4%	0	0%
Hispanic Latino Any Race	0	0%	177675	9 %	1	1%	0	0%	2	2%	0	0%
Other	0	0%	250556	13 %	32	33%	5	5%	16	16%	3	3%
Total	0		1931248		97		15		98		13	

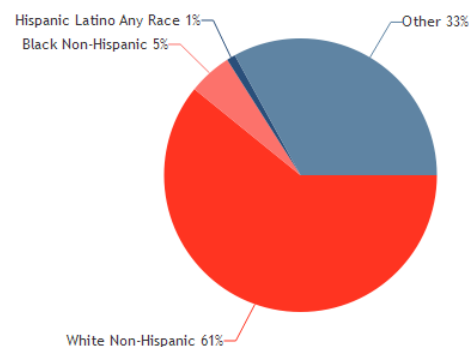
### Reaccreditation Year 2 Notes:

\* our service population is fluid and changes daily and by the hour

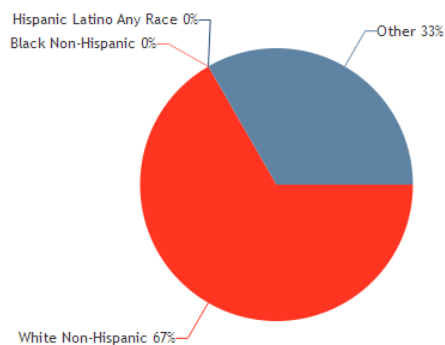
**Available Workforce**



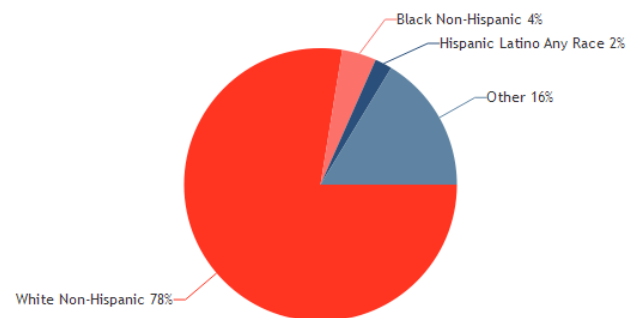
**Current Sworn Officers**



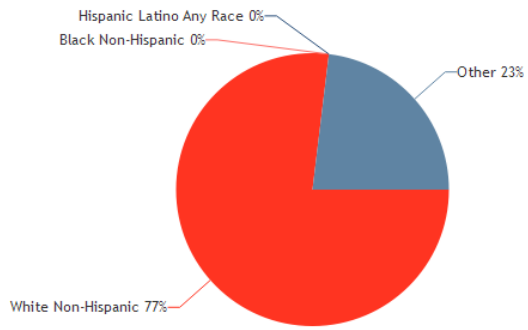
**Current Sworn Female Officers**



**Prior Sworn Officers**



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 3

Data Collection Period: 1/1/2019 - 12/31/2019

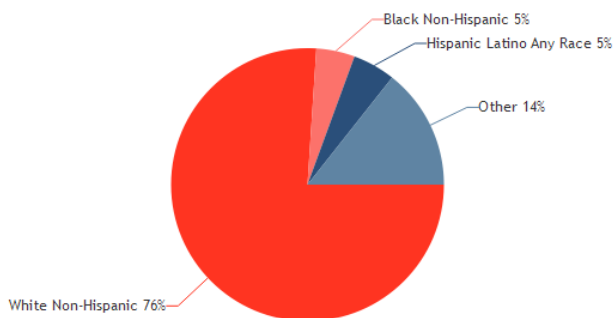
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	739205	76 %	67	76%	9	10%	59	61%	10	10%
Black Non-Hispanic	0	0%	44305	5 %	6	7%	0	0%	5	5%	0	0%
Hispanic Latino Any Race	0	0%	49077	5 %	2	2%	0	0%	1	1%	0	0%
Other	0	0%	139490	14 %	13	15%	3	3%	32	33%	5	5%
Total	0		972077		88		12		97		15	

### Reaccreditation Year 3 Notes:

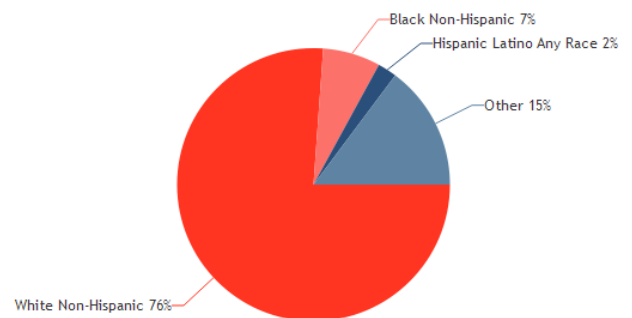
\*Total Available Workforce (TAW) data pulled from <https://www.census.gov/cgi-bin/broker>

Census 2000 EEO Data Tool as recommended by the article "TOTAL AVAILABLE WORKFORCE GEOGRAPHIC CONSIDERATIONS, DATA ACCESS, AND BENCHMARKING". Data for King County.

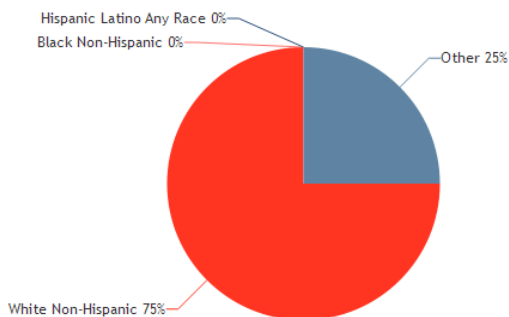
**Available Workforce**



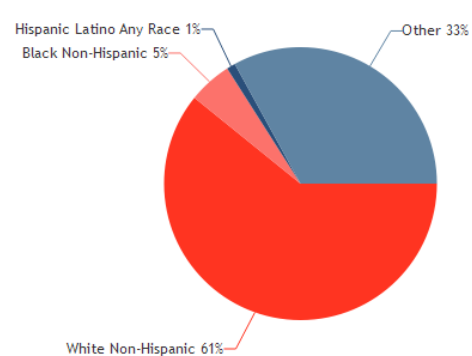
**Current Sworn Officers**



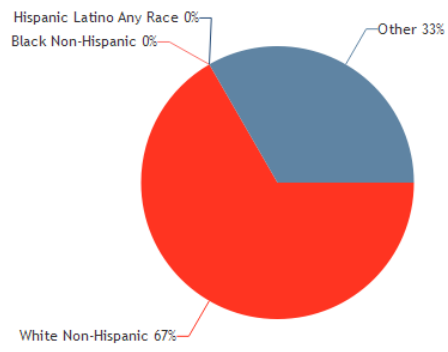
**Current Sworn Female Officers**



**Prior Sworn Officers**



## Prior Sworn Female Officers





## Agency Demographics Report - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 12/31/2020

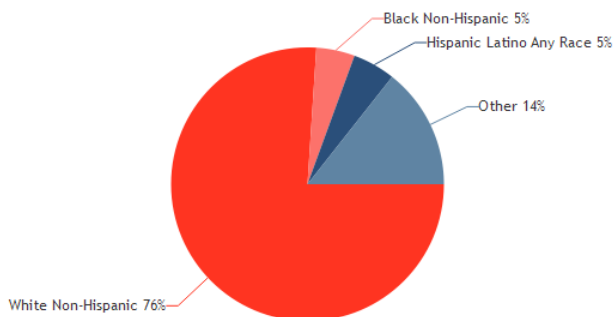
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	739205	76 %	55	58%	3	3%	67	76%	9	10%
Black Non-Hispanic	0	0%	44305	5 %	5	5%	0	0%	6	7%	0	0%
Hispanic Latino Any Race	0	0%	49077	5 %	2	2%	0	0%	2	2%	0	0%
Other	0	0%	139490	14 %	33	35%	8	8%	13	15%	3	3%
Total	0		972077		95		11		88		12	

### Reaccreditation Year 4 Notes:

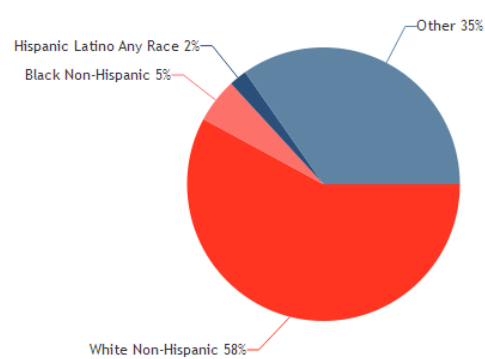
\*Total Available Workforce (TAW) data pulled from <https://www.census.gov/cgi-bin/broker> Census 2000 EEO Data Tool as recommended by the article "TOTAL AVAILABLE WORKFORCE GEOGRAPHIC CONSIDERATIONS, DATA ACCESS, AND BENCHMARKING". Data for King County.

\*Our service population is fluid based on passenger loads

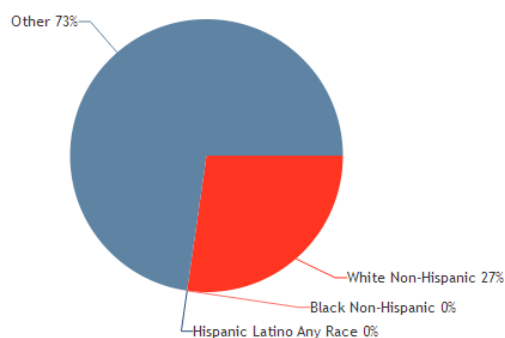
**Available Workforce**



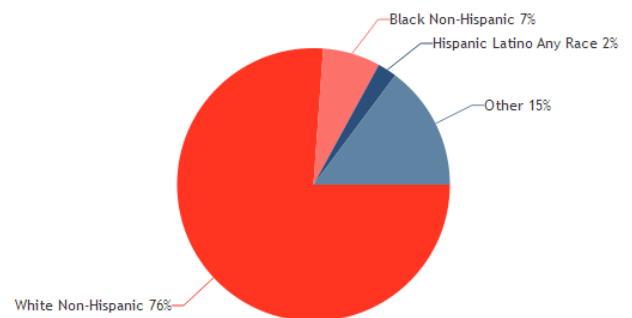
**Current Sworn Officers**



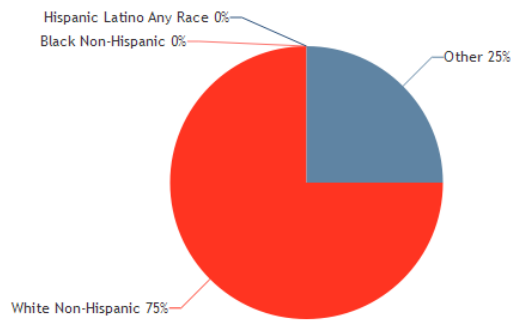
**Current Sworn Female Officers**



**Prior Sworn Officers**



## Prior Sworn Female Officers



## Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

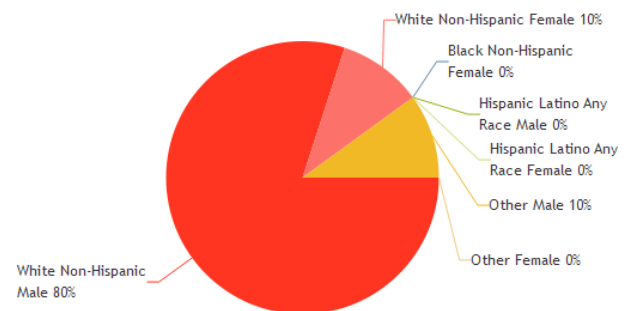
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	8	1	0	0	0	0	1	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	9%		0%		0%		1%		N/A

### Reaccreditation Year 1 Notes:

\* our HR Department is still in the process of compiling the applications received data.

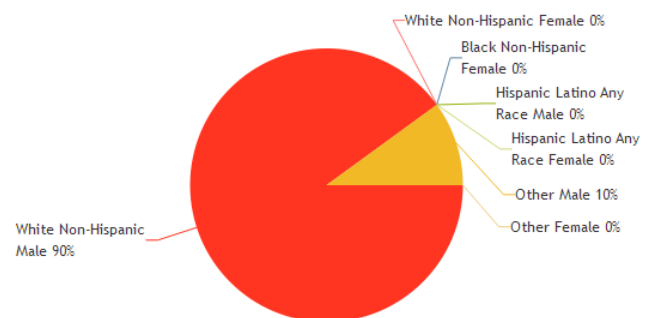
#### Applications Received

#### Applicants Hired



#### Percent Hired

#### Percent of Workforce Population



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/1/2017 - 12/31/2017

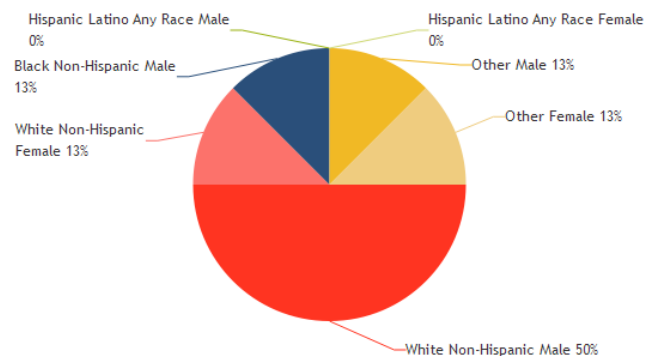
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	4	1	1				1	1	8
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		0%		0%		2%		N/A

### Reaccreditation Year 2 Notes:

HR was unable to provide data on applications received. Also, the data from HR included 7 male hires where the demographic is listed as "blank".

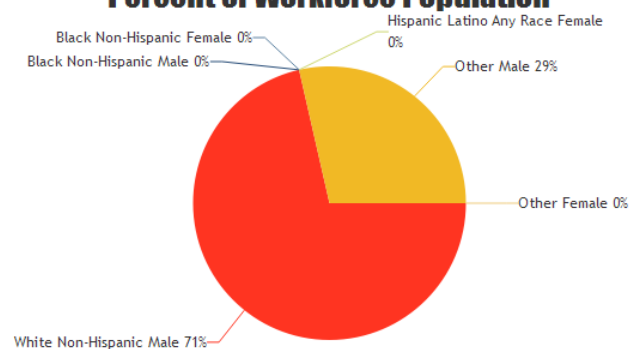
### Applications Received

### Applicants Hired



### Percent Hired

### Percent of Workforce Population



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Selection - Reaccreditation Year 3

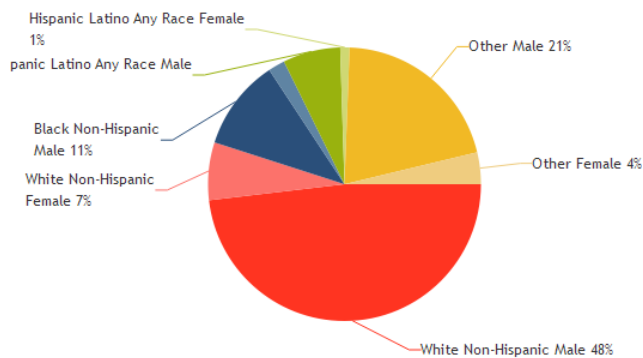
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	219	31	49	9	31	5	94	17	455
Applicants Hired	7	1	1	0	0	0	1	1	11
Percent Hired	3%	3%	2%	0%	0%	0%	1%	6%	N/A
Percent of Workforce Population	9%		1%		0%		2%		N/A

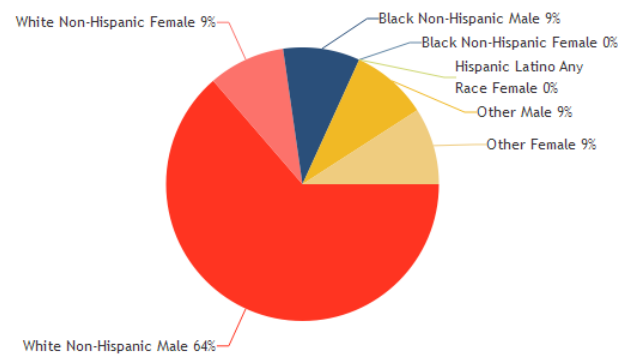
### Reaccreditation Year 3 Notes:

Stats above do not include 9 unknown gender applicants.

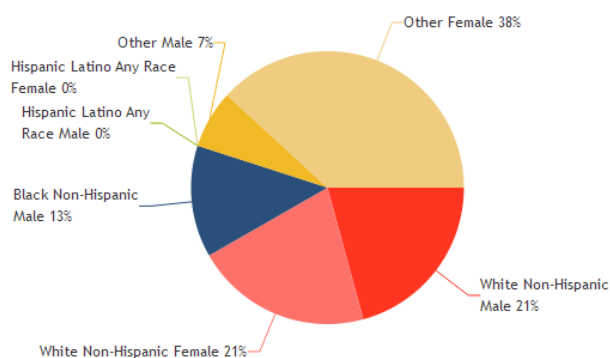
#### Applications Received



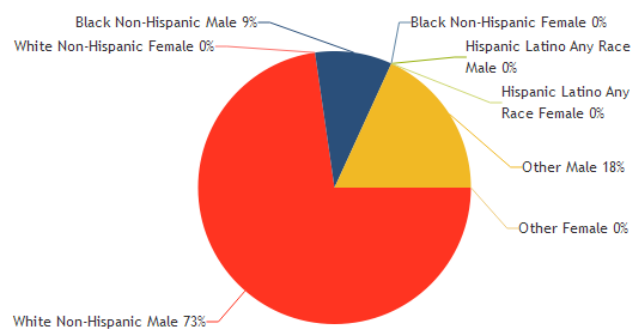
#### Applicants Hired



#### Percent Hired



#### Percent of Workforce Population



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

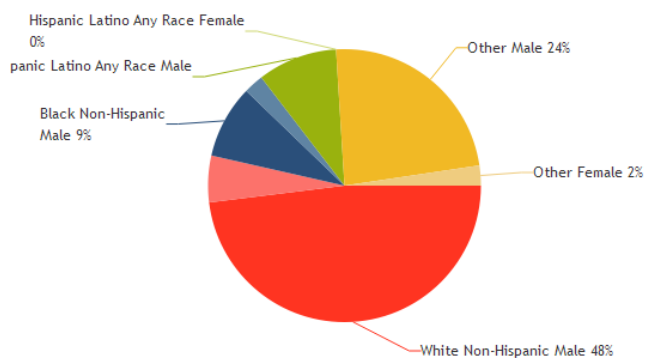


## Sworn Officer Selection - Reaccreditation Year 4

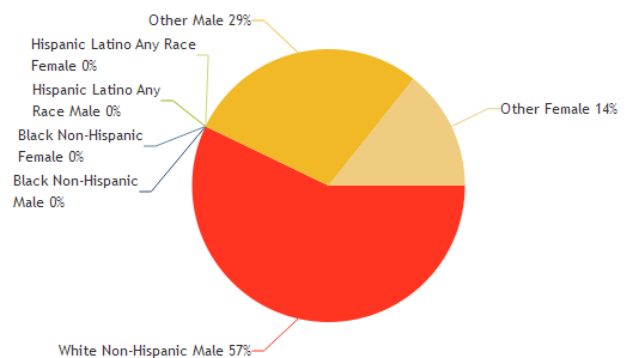
Data Collection Period: 1/2/2020 - 1/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	61	7	11	3	12	0	30	3	127
Applicants Hired	4	0	0	0	0	0	2	1	7
Percent Hired	7%	0%	0%	0%	0%	%	7%	33%	N/A
Percent of Workforce Population	4%		0%		0%		3%		N/A

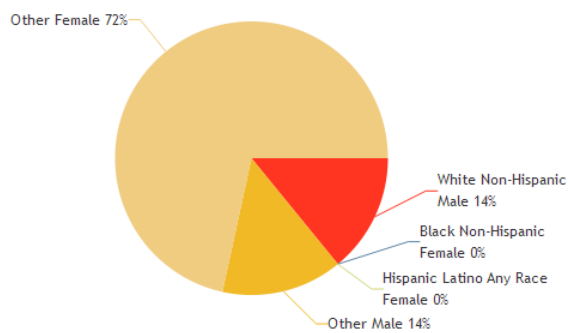
### Applications Received



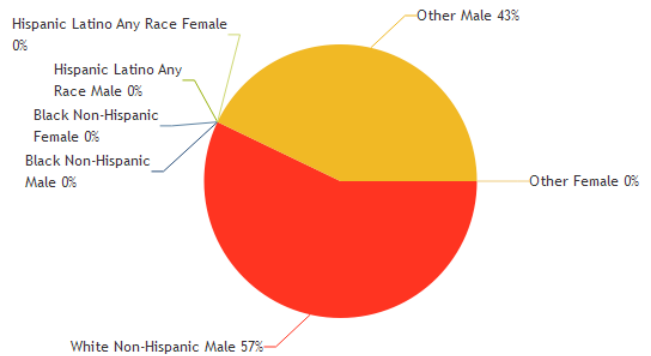
### Applicants Hired



### Percent Hired



### Percent of Workforce Population



## Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested									
Eligible After Testing									
Promoted	1								1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

### Reaccreditation Year 1 Notes:

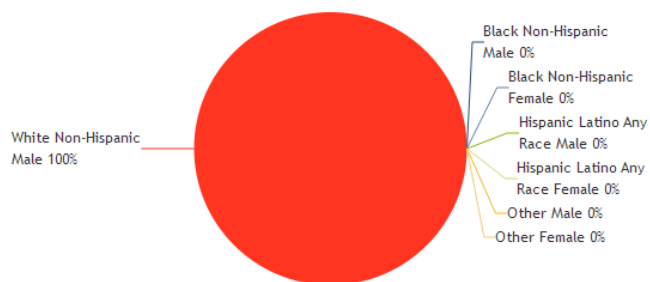
\* our HR department holds this information and we are still waiting for them to compile the data.

#### Tested

#### Eligible After Testing

#### Promoted

#### Percent Promoted



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Promotions - Reaccreditation Year 2

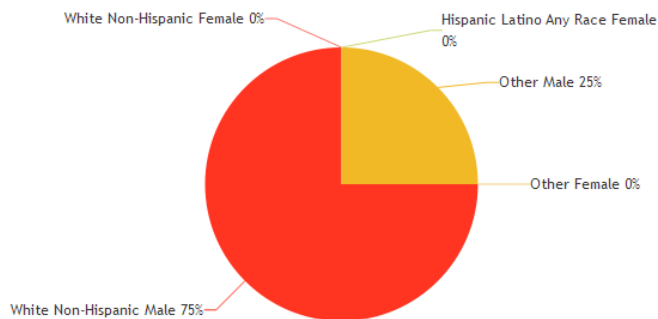
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6						2		8
Eligible After Testing									
Promoted	1						2		3
Percent Promoted	17 %	%	%	%	%	%	100 %	%	N/A

### Reaccreditation Year 2 Notes:

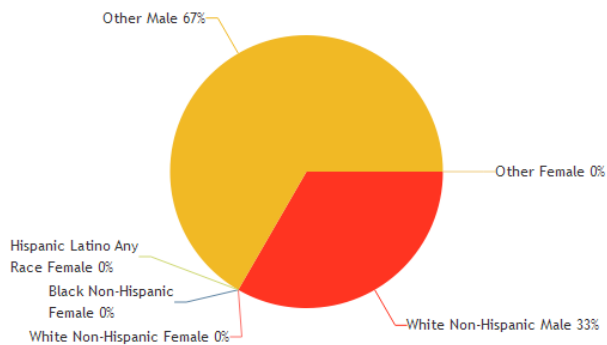
Please also include any other notes relevant to this summary.

#### Tested

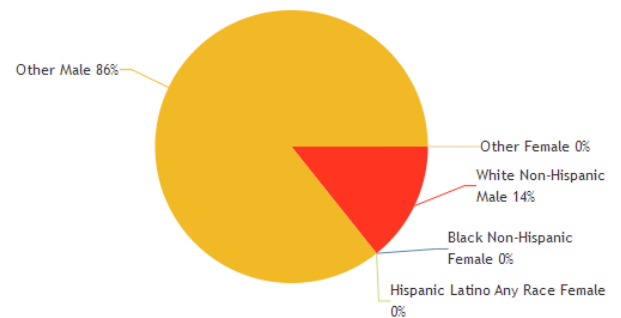


#### Eligible After Testing

#### Promoted



#### Percent Promoted



### Legend

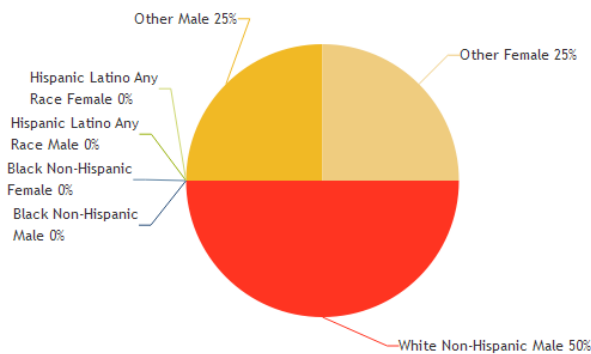
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Promotions - Reaccreditation Year 3

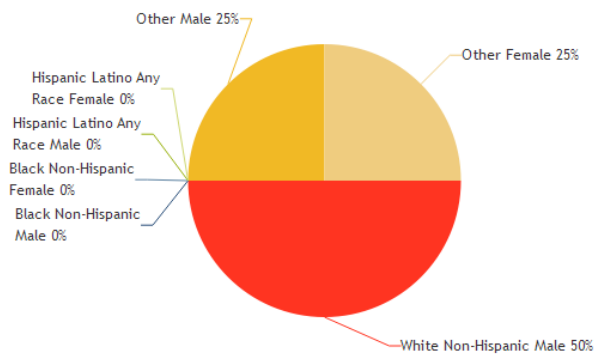
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	2						1	1	4
Eligible After Testing	2						1	1	4
Promoted	1								1
Percent Promoted	50 %	%	%	%	%	%	0 %	0 %	N/A

**Tested**



**Eligible After Testing**



**Promoted**



**Percent Promoted**



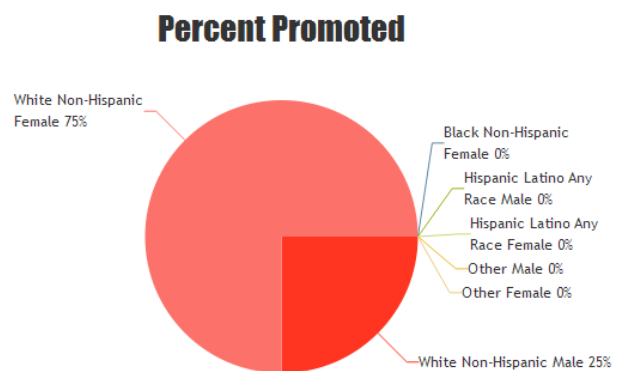
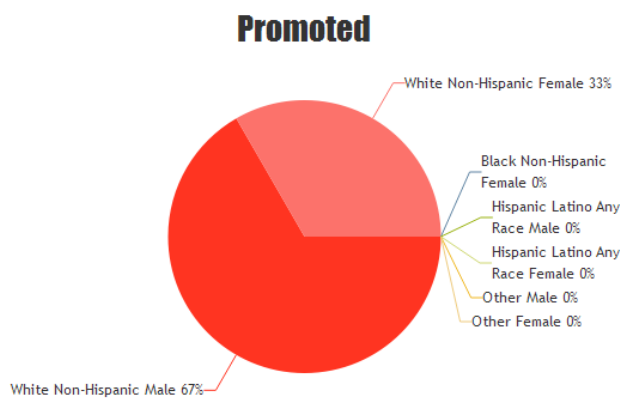
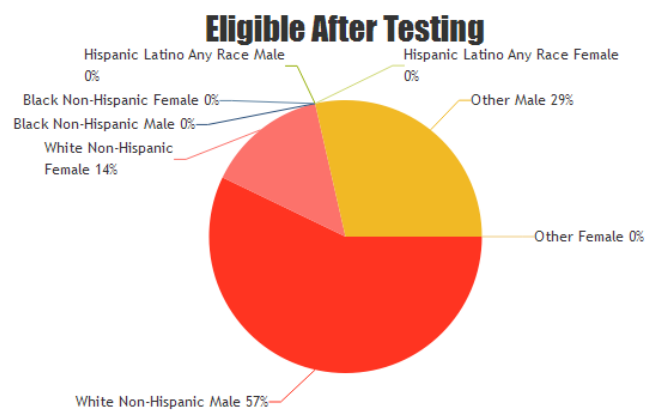
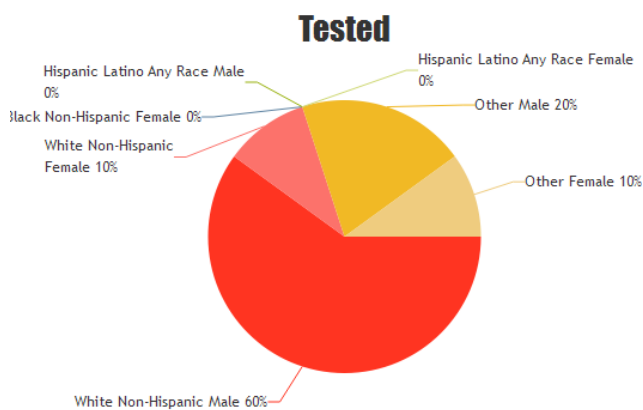
### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

## Sworn Officer Promotions - Reaccreditation Year 4

Data Collection Period: 1/2/2020 - 1/1/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	1	0	0	0	0	2	1	10
Eligible After Testing	4	1	0	0	0	0	2	0	7
Promoted	2	1	0	0	0	0	0	0	3
Percent Promoted	33 %	100 %	%	%	%	%	0 %	0 %	N/A



### Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

