

# 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  
Mike Villa

### 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 Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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## EXECUTIVE SUMMARY

### *Overview:*

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

### *Compliance Services Review:*

CALEA Compliance Services Member(s) Alex Cueto remotely reviewed 63 standards for the agency using Law Enforcement Manual 6.15 and completed a report of findings on 12/13/2022. 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) Denise Mantey (CSM) remotely reviewed 45 standards for the agency using Law Enforcement Manual 6.17 and completed a report of findings on 11/30/2023. 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.

- 42.2.6 – Informants (LE1) – ISSUE: The policy for Bullet D mentions an annual audit to be conducted by the CID Commander. There is no evidence of this audit having been conducted. AGENCY ACTION NEEDED: It is recommended that the agency add documentation that the audit, as required by policy, has been conducted for years 1 & 2. AGENCY ACTION TAKEN: The agency created and added an audit from the commander for Year 2. There was no audit added for Year 1 but it is referenced in the 2023 audit document.

CALEA Compliance Services Member(s) Jay Murphy (CSM) remotely reviewed 65 standards for the agency using Law Enforcement Manual 6.19 and completed a report of findings on 12/23/2024. 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.

- 42.2.6 – Informants (LE1) – FOLLOW-UP: The agency continues to conduct integrity audits as indicated by its 11-19-24 audit addressed to the Deputy Chief from Commander Yoshimura

CALEA Compliance Services Member(s) Louis Moreto remotely reviewed 42 standards for the agency using Law Enforcement Manual 6.20 and completed a report of findings on 6/6/2025. 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.

### *Site-Based Assessment Review:*

From 7/20/2025 to 7/23/2025, Wayne McCoy (Assessor) visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

### *Findings:*

During the Site-Based Assessment Review, the assessment team conducted 23 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

### *Mike Villa*

Chief Villa entered law enforcement in 1990 as a police officer with the Tukwila Police Department. In 1996, He was selected as one of two officers to implement the Department's first community-oriented policing bicycle team. In 1998, he was promoted to Sergeant. He supervised patrol staff and then the Support Services/Crime Prevention Unit before being appointed as a Commander in 2001. During his six years as a Commander, he oversaw and led the Investigative Services Division, Training, the Valley Regional SWAT Team, and the Patrol Division. He was appointed as an Assistant Chief of Police in 2007, where he led both the Patrol Division and the Investigations Division, respectively. In June of 2011, he was sworn in as the Tukwila Chief of Police. In October of 2017, he became a Deputy Chief of Police for the Port of Seattle, serving as the Services Bureau Deputy Chief. He began serving as Acting Chief of Police in June 2020. In August of 2022, Chief Villa was selected as the Chief of the Port of Seattle Police Department.

Chief Villa enjoys teaching and developing others and has instructed SWAT command and supervision for the National Tactical Officers Association at a national level and several other leadership courses and seminars for various organizations. He represented the US Northwest region on less lethal issues on the International Law Enforcement Forum and has worked with the National Institute of Justice on its Tactical Technical Working Group. He is a member of the King County Police Chiefs Association and the Washington Association of Sheriffs and Police Chiefs. He is a graduate of the FBI National Academy, the Police Executive Research Forum Senior Management Institute for Police, and the International Association of Police Chiefs Leadership in Police Organizations. He holds a Bachelor of Science in Business Administration from Central Washington University.

Chief Villa has a long history of community policing and problem solving. In the 1990s he was instrumental in starting the Tukwila citizen foot patrol program and opening a neighborhood resource center. He brought together the school district and city in 2010 to file jointly for a Secure our Schools grant that increased safety in the middle school with upgraded video cameras and an electronic key card access system. In 2012, he worked with Tukwila elected officials and city leaders to open a neighborhood resource center and implemented a crime reduction initiative focused on hot spots and chronic offenders. In 2020 and 2021, he initiated and negotiated agreements with SCORE and SeaTac Municipal Court, respectively. These agreements provided critical tools for public safety at the airport.

Chief Villa grew up in Tukwila and the SeaTac area. Prior to his law enforcement career, he enlisted in the United States Marine Corps Reserve. In 1991, he deployed to Saudi Arabia during Desert Storm. He and his wife of 37 years, Peggy, have four children and twelve grandchildren.

Chief Villa feels very fortunate to have served in law enforcement for thirty-four years and contribute to officer and community safety on a local, regional, and national level. He is committed to providing excellent, professional service and continuing to improve the organizations and spheres in which he serves.

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## COMMUNITY PROFILE

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The Port of Seattle (Port) is a government agency that runs Seattle Tacoma International Airport along with portions of the Seattle waterfront/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 cover 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 and 2021. During 2022, travel began to recover with 45.9 million passengers passing through SEA, the 2023 calendar year saw passenger volumes of 50.9 million and 2024 increased to 52.6 million passengers. SeaTac Airport is estimating 53.5 million passengers in 2025.

There are 31 airlines operating out of SEA. Port Aviation Security currently has 20,000+ active badges with access. This adds some 7,000+ employees on SEA's premises at any given time, 24/7/365. SEA is the fifth largest employer in King County.

The marine/seaport 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.

The Port is run by an elected five-member commission whose four-year terms are staggered. The current Commissioners are Ryan Calkins, Sam Cho, Fred Felleman, Toshiko Hasegawa and Commission President Hamdi Mohamed. The Commission appoints the Executive Director, who appoints the Chief of Police. The Executive Director is Stephen Metruck.

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## AGENCY HISTORY

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The Port of Seattle Police Department was created in 1972 following new legislation that allowed port districts to create their own law enforcement agencies. Before this, the Port of Seattle relied on a security guard force. The department's first chief was Neil Maloney, who served until 1981.

The POSPD serves the jurisdiction of the Port of Seattle, which encompasses both the Aviation and Maritime Divisions. The Port Police are the primary first responders for all reported crimes and incidents within its jurisdiction. Their mission statement is: "In Support of the Port of Seattle's Mission, We Fight Crime, Protect and Serve our community."

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## AGENCY STRUCTURE AND FUNCTION

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The Chief of Police, Mike Villa, reports to the Port of Seattle Chief Operating Officer, Karen Goon. The department is organized into three bureaus:

Special Operations Bureau, led by Deputy Chief Tom Bailey

Services Bureau, led by Deputy Chief Sean Gillebo

Operations Bureau, led by Deputy Chief Alycia McKinney

The department currently employs 119 sworn officers and 50 non-sworn staff members.

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## AGENCY SUCCESSES

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### SUCSESSES:

1. In April 2024, we received intelligence of a possible protest impacting the airport and seaport. The protest occurred at the airport and 36 protestors laid themselves across Airport Freeway, blocking access to the terminal. Valley CMU (a compilation of our officers and 5 other valley agencies) was on scene and had the protestors removed within 3 hours. This was a phenomenal job done by all as no one was hurt and for the large number of arrests, was cleared in a relatively quick amount of time.
2. CALEA - The department successfully completed the Year 3 CALEA Assessment. The Port of Seattle Police Department is 1 of 8 agencies in WA State to meet these criteria.
3. Awards: Officer Ryan Dacey was selected as Officer of the Year
4. Hiring: POSPD hired 15 new officers, 5 new Traffic Support Specialists, and 1 new dispatcher in 2024

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## FUTURE ISSUES FOR AGENCY

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1. Staffing Issues – Retirements continued to occur in 2024 causing a shortage of officers in the patrol ranks. The many retirements led to several promotions and looking to the future, the POSPD will have a very young leadership team that may lack some institutional knowledge.

2. Technology - The cyber-attack that occurred in August 2024 had a significant impact on the police department. The 911 dispatch center is still utilizing work arounds in order to run names, plates, check on orders, etc. In addition, officers still do not have access to a report writing system and are utilizing word documents to write reports. This creates issues because we do not have the capacity at this time to pull statistics related to various crimes or properties for data.

## YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Alex Cueto completed a report of findings of the Year 1 Remote Web-based Assessment of Port Of Seattle (WA) Police Department. The review was conducted remotely and included 63 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)                                 | <b>Compliance Verified</b>        |
| 1.1.2 Code of Ethics* (LE1) (MMMM)                                | <b>Compliance Verified</b>        |
| 1.2.10 Duty to Intervene (LE1) (MMMM)                             | <b>Compliance Verified</b>        |
| 4 Use of Force  |                                   |
| 4.1.1 Use of Reasonable Force (LE1) (MMMM)                        | <b>Compliance Verified</b>        |
| 4.1.2 Use of Deadly Force (LE1) (MMMM)                            | <b>Compliance Verified</b>        |
| 4.1.3 Warning Shots (LE1) (MMMM)                                  | <b>Compliance Verified</b>        |
| 4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)          | <b>Compliance Verified</b>        |
| 4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM) | <b>Compliance Verified</b>        |
| 4.1.6 Vascular Neck Restrictions (LE1) (MMMM)                     | <b>Compliance Verified</b>        |
| 4.1.7 Choke Holds (LE1) (MMMM)                                    | <b>Compliance Verified</b>        |
| 11 Organization and Administration                                |                                   |
| 11.3.3 Notify CEO of Incident with Liability (LE1)                | <b>Compliance Verified</b>        |
| 17 Fiscal Management and Agency Property                          |                                   |
| 17.5.2 Operational Readiness (LE1)                                | <b>Compliance Verified</b>        |
| 22 Personnel Management System                                    |                                   |
| 22.1.3 Benefits Program (LE1)                                     | <b>Compliance Verified</b>        |
| 22.1.8 Employee Identification (LE1)                              | <b>Compliance Verified</b>        |
| 22.2.5 Extra-Duty Employment (LE1)                                | <b>Compliance Verified</b>        |
| 26 Disciplinary Procedures and Internal Investigations            |                                   |
| 26.1.1 Code of Conduct (LE1)                                      | <b>Compliance Verified</b>        |
| 26.3.3 Investigation Time Limits (LE1)                            | <b>Compliance Verified</b>        |
| 31 Recruitment and Selection                                      |                                   |
| 31.4.7 Selection Criteria (LE1) (MMMM)                            | <b>Not Applicable by Function</b> |
| 33 Training and Career Development                                |                                   |

| <b>Standards</b>  | <b>Findings</b>                   |
|---|-----------------------------------|
| 33.1.5 Remedial Training (LE1)  | <b>Compliance Verified</b>        |
| 33.1.6 Employee Training Record Maintenance (LE1)                       | <b>Compliance Verified</b>        |
| 33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M) | <b>Not Applicable by Function</b> |
| <b>35 Performance Evaluation</b>  |                                   |
| 35.1.2 Annual Evaluation* (LE1)   | <b>Compliance Verified</b>        |
| 35.1.9 Personnel Early Intervention System* (LE1)                       | <b>Compliance Verified</b>        |
| <b>41 Patrol</b>  |                                   |
| 41.1.5 Police Service Canines (LE1)                                     | <b>Compliance Verified</b>        |
| 41.2.1 Responding Procedures (LE1)                                      | <b>Compliance Verified</b>        |
| 41.3.8 In-Car Audio/Video/Body-Worn (LE1)                               | <b>Not Applicable by Function</b> |
| <b>42 Criminal Investigation</b>  |                                   |
| 42.1.3 Case File Management (LE1)                                       | <b>Compliance Verified</b>        |
| <b>44 Juvenile Operations</b>   |                                   |
| 44.1.1 Juvenile Operations Policy (LE1)                                 | <b>Not Applicable by Function</b> |
| 44.2.2 Procedures for Custody (LE1)                                     | <b>Compliance Verified</b>        |
| 44.2.3 Custodial Interrogation and Interviews (LE1)                     | <b>Compliance Verified</b>        |
| <b>46 Critical Incidents, Special Operations, and Homeland Security</b> |                                   |
| 46.1.1 Planning Responsibility (LE1)                                    | <b>Compliance Verified</b>        |
| 46.1.2 All Hazard Plan (LE1)  | <b>Compliance Verified</b>        |
| 46.3.2 Hazmat Awareness (LE1)   | <b>Compliance Verified</b>        |
| <b>54 Public Information</b>  |                                   |
| 54.1.3 Media Access (LE1)   | <b>Compliance Verified</b>        |
| <b>61 Traffic</b>   |                                   |
| 61.1.2 Uniform Enforcement Procedures (LE1)                             | <b>Compliance Verified</b>        |
| 61.1.10 DUI Procedures (LE1)  | <b>Compliance Verified</b>        |
| 61.4.1 Motorist Assistance (LE1)  | <b>Compliance Verified</b>        |
| 61.4.3 Towing (LE1)   | <b>Compliance Verified</b>        |
| <b>70 Detainee Transportation</b>                                       |                                   |
| 70.4.2 Rear Compartment Modifications (LE1)                             | <b>Compliance Verified</b>        |
| <b>71 Processing and Temporary Detention</b>                            |                                   |
| 71.1.1 Designate Rooms or Areas (LE1)                                   | <b>Compliance Verified</b>        |
| <b>72 Holding Facility</b>  |                                   |

| <b>Standards</b>                                     | <b>Findings</b>                   |
|--|-----------------------------------|
| 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> |
| <b>73 Court Security</b>                             |                                   |
| 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> |
| <b>81 Communications</b>                             |                                   |
| 81.2.1 24 Hour, Toll-Free Service (LE1)              | <b>Compliance Verified</b>        |
| 81.3.2 Alternate Power Source* (LE1)                 | <b>Compliance Verified</b>        |
| <b>82 Central Records</b>                            |                                   |
| 82.2.3 Case Numbering System (LE1)                   | <b>Compliance Verified</b>        |
| <b>83 Collection and Preservation of Evidence</b>    |                                   |
| 83.1.1 24-Hour Availability (LE1)                    | <b>Compliance Verified</b>        |
| <b>91 Campus Law Enforcement</b>                     |                                   |
| 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> |
| 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> |

**Comments:**

No report comments provided.

**Findings**

*Public Portal Summary*

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*Statistical Data Tables*

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**Response from Agency Regarding Findings:**

CEO Feedback not provided.

## YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Denise Mantey (CSM) completed a report of findings of the Year 2 Remote Web-based Assessment of Port Of Seattle (WA) Police Department. The review was conducted remotely and included 45 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                               |                            |
| 1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)     | <b>Compliance Verified</b> |
| 1.2.4 Search and Seizure (LE1) (MMMM)                              | <b>Compliance Verified</b> |
| 3 Contractual Agreements for Law Enforcement Services              |                            |
| 3.1.1 Written Agreement for Services Provided (LE1) (MMMM)         | <b>Compliance Verified</b> |
| 4 Use of Force   |                            |
| 4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)            | <b>Compliance Verified</b> |
| 4.2.4 Analyze Reports* (LE1) (MMMM)                                | <b>Compliance Verified</b> |
| 11 Organization and Administration                                 |                            |
| 11.1.1 Description of Organization (LE1) (MMMM)                    | <b>Compliance Verified</b> |
| 12 Direction   |                            |
| 12.1.1 CEO Authority and Responsibility (LE1)                      | <b>Compliance Verified</b> |
| 12.1.2 Command Protocol (LE1)                                      | <b>Compliance Verified</b> |
| 15 Planning and Research, Goals and Objectives, and Crime Analysis |                            |
| 15.2.1 Annual Updating/Goals and Objectives* (LE1)                 | <b>Compliance Verified</b> |
| 22 Personnel Management System                                     |                            |
| 22.1.5 Victim Witness Services/Line of Duty Death (LE1)            | <b>Compliance Verified</b> |
| 22.1.9 Military Deployment and Reintegration (LE1)                 | <b>Compliance Verified</b> |
| 22.4.1 Grievance Procedures (LE1)                                  | <b>Compliance Verified</b> |
| 26 Disciplinary Procedures and Internal Investigations             |                            |
| 26.1.3 Harassment (LE1)  | <b>Compliance Verified</b> |
| 31 Recruitment and Selection                                       |                            |
| 31.2.1 Recruitment Plan (LE1)                                      | <b>Compliance Verified</b> |
| 33 Training and Career Development                                 |                            |
| 33.4.1 Recruit Training Required (LE1)                             | <b>Compliance Verified</b> |
| 33.4.2 Recruit Training Program (LE1)                              | <b>Compliance Verified</b> |

| Standards  | Findings                   |
|--|----------------------------|
| 33.6.2 Tactical Team Training Program (LE1)  | <b>Compliance Verified</b> |
| 33.8.2 Skill Development Training Upon Promotion (LE1)   | <b>Compliance Verified</b> |
| 40 Crime Analysis and Intelligence   |                            |
| 40.2.3 Criminal Intelligence Procedures* (LE1)   | <b>Compliance Verified</b> |
| 41 Patrol  |                            |
| 41.2.7 Mental Health Issues* (LE1)   | <b>Compliance Verified</b> |
| 41.3.2 Equipment Specification/Replenishment (LE1)   | <b>Compliance Verified</b> |
| 41.3.5 Protective Vests (LE1)  | <b>Compliance Verified</b> |
| 41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)  | <b>Compliance Verified</b> |
| 42 Criminal Investigation  |                            |
| 42.2.6 Informants (LE1)  | <b>Standard Issue</b>      |
| <p><b>Notes:</b> ISSUE: The policy for Bullet D mentions an annual audit to be conducted by the CID Commander. There is no evidence of this audit having been conducted. <b>AGENCY ACTION NEEDED:</b> It is recommended that the agency add documentation that the audit, as required by policy, has been conducted for years 1 &amp; 2. <b>AGENCY ACTION TAKEN:</b> The agency created and added an audit from the commander for Year 2. There was no audit added for Year 1 but it is referenced in the 2023 audit document.</p> |                            |
| 44 Juvenile Operations   |                            |
| 44.2.1 Handling Offenders (LE1)  | <b>Compliance Verified</b> |
| 46 Critical Incidents, Special Operations, and Homeland Security   |                            |
| 46.1.10 Active Threats* (LE1)  | <b>Compliance Verified</b> |
| 46.2.7 Special Events Plan (LE1)   | <b>Compliance Verified</b> |
| 61 Traffic   |                            |
| 61.3.3 Escorts (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> |
| 70.1.6 Procedures, Transport Destination (LE1)   | <b>Compliance Verified</b> |
| 74 Legal Process   |                            |
| 74.1.1 Information, Recording (LE1)  | <b>Compliance Verified</b> |
| 81 Communications  |                            |
| 81.2.2 Continuous, Two-Way Capability (LE1)  | <b>Compliance Verified</b> |
| 81.2.7 Recording and Playback (LE1)  | <b>Compliance Verified</b> |
| 81.2.10 Emergency Messages (LE1)   | <b>Compliance Verified</b> |

| Standards                                     | Findings                   |
|---|----------------------------|
| 81.2.11 Misdirected Emergency Calls (LE1)     | <b>Compliance Verified</b> |
| 81.2.13 First Aid Over Phone (LE1)            | <b>Compliance Verified</b> |
| 82 Central Records                            |                            |
| 82.1.1 Privacy and Security (LE1)             | <b>Compliance Verified</b> |
| 82.1.2 Juvenile Records (LE1)                 | <b>Compliance Verified</b> |
| 83 Collection and Preservation of Evidence    |                            |
| 83.2.1 Guidelines and Procedures (LE1)        | <b>Compliance Verified</b> |
| 83.3.2 Evidence, Laboratory Submission (LE1)  | <b>Compliance Verified</b> |
| 84 Property and Evidence Control              |                            |
| 84.1.1 Evidence/Property Control System (LE1) | <b>Compliance Verified</b> |
| 84.1.2 Storage and Security (LE1)             | <b>Compliance Verified</b> |
| 84.1.3 Temporary Security (LE1)               | <b>Compliance Verified</b> |

**Comments:**

No report comments provided.

**Area of Interest: Wellness Program**

In June of 2022, a comprehensive Wellness Program for all employees at the Port of Seattle Police Department was created. The purpose of the Wellness Program is to give each member the tools and resources needed to deal with the stresses of working in law enforcement and to promote a culture of wellness. The program team consists of a team leader, Officer Cat Citron, and three members that report to the Commander of Administrative Services, Lisa Drake. The program focuses on seven dimensions of wellness; Emotional, Physical, Financial, Social/Cultural, Environmental, Spiritual and Academic/Career.

The program provides information and resource materials through a department SharePoint site and a state funded mobile application. These sites are meant to be a hub of information where employees can go to find the additional tools and resources that may be helpful for whatever issue the employee is experiencing. Videos, training documents, and external links to area organizations are provided to assist employees in finding information. A monthly newsletter is created to also provide information and resources and to highlight new material that is added to the SharePoint site. Team members have not received any formal training but have attended the Health and Wellness Symposium that is sponsored by the International Association of Chiefs of Police. They have secured funding for the next budget year to attend additional training.

The team meets with the Commander to discuss programming and additional resources available. There is no mechanism in place to know the usage of the mobile application or visits to the SharePoint site. However, team members have received positive feedback from department members. Over time the team hopes to provide additional resources and develop team building events to further promote individual wellness.

**Area of Interest: Canine Operations (Explosive Detection Teams)**

The Port of Seattle Police Department has a robust canine program that is authorized 14 explosive detection teams that report to Patrol Commander Andrew Depolo. The explosive detection teams focus primarily on the airport and the seaport. The canines are a visible deterrent as well as trained to detect both stationary and moving explosives. The canines work in all areas of the sites to detect threats prior to penetration of the site. The teams conduct sweeps and investigate unattended items at both the airport and the seaport.

There are two types of canine explosive detection teams. The Transportation Security Administration (TSA) provides funding, canines and training but is limited in supply, therefore, the department supplements with department owned and state certified teams. Both types have the same responsibilities for explosive detection. Handlers are selected through a process that includes application, oral interviews, and a practical exercise to see how the potential handler interacts with the canine and the other canine teams. Training for the TSA program consists of 12-16 weeks at Lackland Airforce Base in the military working dog program. State certified teams attend 400 hours of training provided by local instructors. Both teams conduct monthly training in obedience and detection and all training is documented. The TSA canine teams are reviewed annually, and the state certified teams are reviewed bi-annually to ensure standards are met.

The explosive canine teams report directly to a Sergeant who in turn reports to the Commander. However, while on duty, the canine team falls under the supervision of the on-duty supervisor. If a team is requested to assist in another jurisdiction, the on-duty commander can approve the request.

TSA teams are part of the national TSA program and are often requested to assist with major events such as presidential inaugurations, national football games, etc. All teams are involved in public relations events such as recruitment activities, Aviation Day and Make a Wish escorts.

Canine officers are required to complete deployment reports and training reports for each occurrence. Annually, statistics and other information regarding the canine operations are included in a department report that is provided to the Port Commission.

#### ***Area of Interest: Strategic Planning/Organizational Goals***

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The department has engaged in creating goals and objectives annually for quite some time, however, as stated by Deputy Chief Mark Thomas, during the past 12-14 months, the department under the direction of Chief Mike Villa, has been working with an external consulting group to revise and update the department strategic plan. The plan is awaiting final approval from the port executives and should be published in early 2024.

In developing the new plan, the command team met to discuss the basics of what is important to creating specific goals/objectives for each organizational component in the department. Input was provided by the supervisors who met with the employees to solicit ideas and feedback for each goal. The Port of Seattle's office of Strategic Initiatives assisted with facilitating discussion and guiding the employees in appropriate terminology and implementation. All areas of the department are represented and have goals assigned. The plan focuses on public safety as well as internal and external relationships and innovation in technology and facilities. One of the major goals that has been included and approved is for the department to create a Homeland Security Unit.

Although the plan hasn't been officially published, the department has been working towards specific objectives and has been tracking progress made towards these objectives. Information regarding progress is disseminated in command team and monthly supervisor meetings. Chief Villa attends roll call to discuss the goals/objectives and he has created and distributed videos to all department members to ensure they are kept informed and up to date on the status of the plan and objectives.

#### ***Area of Interest: Recruitment/Selection***

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Ms. Candy Lorenzo, Talent Acquisition for the Port of Seattle, is assigned as the Human Resources liaison to assist the department in recruiting and hiring. The department has a recruitment team of officers that attend recruitment fairs and cultural events in an effort to encourage a diverse applicant pool for all positions in the department. Ms. Lorenzo provides training for the recruitment team, and they have attended state seminars to learn best practices for recruiting qualified candidates.

All interested persons must submit application through a third-party company based in Washington that was created to support public safety agencies in their goal to hire employees. Candidates must schedule written and physical testing through the company and passing scores are then provided to the police department. The candidates are ranked by testing scores and as positions become available are contacted to proceed through the selection process. On average, the candidate list for both commissioned and non-commissioned positions consist of over 480 candidates at any given time. Starting in December 2023, informational sessions for candidates will be held monthly to provide interested people with a better understanding of the department and the selection process. These sessions will include mock interviews and give opportunities for questions/answers with the HR liaison.

Candidates selected to move forward are scheduled to appear before an oral interview board made up of the HR liaison, members of the department and a member of the Port of Seattle Employee Resource Group. Panel members receive training on ethical hiring, scoring practices and recognizing biases. Interview questions are job related and non-discriminatory.

Top candidates are then given a polygraph and a background investigation is completed. The Chief's interviews are then scheduled and after a selection is made a conditional offer is extended. The medical examination and psychological assessment are then completed. Successful candidates are offered a permanent position with the department.

The recruitment and selection process, while primarily managed by Human Resources, falls under the direction of the Commander of Administrative Services. Monthly and quarterly meetings are held to discuss the status of candidates and to ensure processes are following policy. Data regarding demographics and numbers of candidates participating in selection processes are included in the departmental annual report. The Human Resources liaison must rely on Port of Seattle Human Resources to provide the statistics, and this sometimes causes an issue with getting accurate and timely information.

### *Findings*

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The Port of Seattle police department is a unique department with law enforcement responsibilities at the airport, seaport and marina. Policies and procedures are well written and provide good direction and guidance for department employees. The department has a strong explosive detection canine program to provide early detection of threats. This program continues to expand and is partially funded by the Transportation Security Administration. The recent strategic plan includes a goal of adding a Homeland Security Unit to further provide safety and anti-terrorism protocols for the port area.

The department is committed to providing wellness tools for employees focusing on total wellness in seven different categories; Emotional, Physical, Financial, Social/Cultural, Environmental, Spiritual and Academic/Career The program is new but is expected to provide long term benefits as employees embrace the information and training that is being provided. Hiring for commissioned and non-commissioned employees is managed by Port of Seattle Human Resources. The department enjoys an in-house liaison to facilitate recruitment and selection processes. Initial portions of the processes are initiated through a third-party vendor providing an applicant pool that allows the department to be selective in hiring.

All members of the agency with whom I had contact were cordial and responsive to all questions and had a good understanding of the agency's policies, procedures, and processes as they apply to their area of operation and responsibility.

### *Public Portal Summary*

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Portal access is available on the agency's webpage. The agency had one comment that described a parking issue.

### *Statistical Data Tables*

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The statistical data provided was complete and relevant to the assessment. No identifiable trends or patterns were identified that signaled a need for further study.

***Summary:***

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**Number of Interviews Conducted:** 6

**Compliance Services Member(s):** Denise Mantey (CSM)

**Web-Based Assessment Start Date:** 11/24/2023

**Web-Based Assessment End Date:** 12/01/2023

|  |     |
|--|-----|
| <b>Standards Issues</b>                    | 2   |
| <b>Waiver</b>                              | 0   |
| <b>Applicable Mandatory (M)</b>            | 162 |
| <b>Applicable Other-Than-Mandatory (O)</b> | 0   |
| <b>Not Applicable</b>                      | 21  |
| <b>Total:</b>                              | 183 |
| <b>Elect 20% (O)</b>                       | 0   |

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

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy (CSM) completed a report of findings of the Year 3 Remote Web-based Assessment of Port Of Seattle (WA) Police Department. The review was conducted remotely and included 65 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                                       |                            |
| 1.2.1 Legal Authority Defined (LE1) (MMMM)                                 | <b>Compliance Verified</b> |
| 1.2.5 Arrest with/without Warrant (LE1) (MMMM)                             | <b>Compliance Verified</b> |
| 1.2.8 Strip/Body Cavity Search (LE1) (MMMM)                                | <b>Compliance Verified</b> |
| 1.2.9 Biased Policing* (LE1) (MMMM)  | <b>Compliance Verified</b> |
| 1.2.10 Duty to Intervene (LE1) (MMMM)                                      | <b>Compliance Verified</b> |
| 4 Use of Force   |                            |
| 4.1.1 Use of Reasonable Force (LE1) (MMMM)                                 | <b>Compliance Verified</b> |
| 4.1.2 Use of Deadly Force (LE1) (MMMM)                                     | <b>Compliance Verified</b> |
| 4.1.3 Warning Shots (LE1) (MMMM)   | <b>Compliance Verified</b> |
| 4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)                   | <b>Compliance Verified</b> |
| 4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)          | <b>Compliance Verified</b> |
| 4.1.6 Vascular Neck Restrictions (LE1) (MMMM)                              | <b>Compliance Verified</b> |
| 4.1.7 Choke Holds (LE1) (MMMM)   | <b>Compliance Verified</b> |
| 4.2.1 Reporting Uses of Force* (LE1) (MMMM)                                | <b>Compliance Verified</b> |
| 4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM) | <b>Compliance Verified</b> |
| 4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)                    | <b>Compliance Verified</b> |
| 4.2.4 Analyze Reports* (LE1) (MMMM)  | <b>Compliance Verified</b> |
| 4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)                   | <b>Compliance Verified</b> |
| 4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)                  | <b>Compliance Verified</b> |
| 4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)                   | <b>Compliance Verified</b> |
| 4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)     | <b>Compliance Verified</b> |
| 11 Organization and Administration   |                            |
| 11.3.1 Responsibility/Authority (LE1)                                      | <b>Compliance Verified</b> |
| 12 Direction   |                            |
| 12.1.3 Obey Lawful Orders (LE1)  | <b>Compliance Verified</b> |

| <b>Standards</b>  | <b>Findings</b>            |
|---|----------------------------|
| 12.2.1 The Written Directive System (LE1)                           | <b>Compliance Verified</b> |
| 12.2.2 Dissemination and Storage (LE1)                              | <b>Compliance Verified</b> |
| 22 Personnel Management System                                      |                            |
| 22.2.2 General Health and Physical Fitness (LE1)                    | <b>Compliance Verified</b> |
| 26 Disciplinary Procedures and Internal Investigations              |                            |
| 26.1.4 Disciplinary System (LE1)                                    | <b>Compliance Verified</b> |
| 26.2.1 Complaint Investigation (LE1)                                | <b>Compliance Verified</b> |
| 26.2.4 Complaint/Commendation Registering Procedures (LE1)          | <b>Compliance Verified</b> |
| 26.3.2 CEO, Notification (LE1)                                      | <b>Compliance Verified</b> |
| 26.3.5 Notification of Allegations and Rights (LE1)                 | <b>Compliance Verified</b> |
| 31 Recruitment and Selection  |                            |
| 31.4.1 Selection Process Described (LE1)                            | <b>Compliance Verified</b> |
| 31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1) | <b>Compliance Verified</b> |
| 33 Training and Career Development                                  |                            |
| 33.5.1 Annual In-Service Training Program* (LE1) (M M M M)          | <b>Compliance Verified</b> |
| 33.5.3 Accreditation Process Orientation (LE1)                      | <b>Compliance Verified</b> |
| 34 Promotion  |                            |
| 34.1.1 Agency Role, Authority and Responsibility (LE1)              | <b>Compliance Verified</b> |
| 35 Performance Evaluation   |                            |
| 35.1.9 Personnel Early Intervention System* (LE1)                   | <b>Compliance Verified</b> |
| 41 Patrol   |                            |
| 41.1.5 Police Service Canines (LE1)                                 | <b>Compliance Verified</b> |
| 41.2.2 Pursuit of Motor Vehicles* (LE1)                             | <b>Compliance Verified</b> |
| 41.2.3 Roadblocks and Forcible Stopping* (LE1)                      | <b>Compliance Verified</b> |
| 41.2.4 Notification 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> |
| 41.2.7 Mental Health Issues* (LE1)                                  | <b>Compliance Verified</b> |
| 41.2.8 Administration of Pharmaceuticals (LE1)                      | <b>Compliance Verified</b> |
| 42 Criminal Investigation   |                            |
| 42.1.6 Exculpatory Evidence (LE1) (M M M M)                         | <b>Compliance Verified</b> |

| Standards  | Findings                   |
|--|----------------------------|
| 42.2.6 Informants (LE1)<br><b>Notes: FOLLOW-UP:</b> The agency continues to conduct integrity audits as indicated by its 11-19-24 audit addressed to the Deputy Chief from Commander Yoshimura | <b>Compliance Verified</b> |
| 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> |
| 43.1.5 Covert Operations (LE1)   | <b>Compliance Verified</b> |
| 45 Crime Prevention and Community Involvement  |                            |
| 45.2.3 Accreditation Public Comment (LE1) (M M M M)  | <b>Compliance Verified</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> |
| 46.1.13 Continuity of Operations Plan (LE1) (M M M M)  | <b>Compliance Verified</b> |
| 61 Traffic   |                            |
| 61.1.7 Stopping/Approaching (LE1)  | <b>Compliance Verified</b> |
| 70 Detainee Transportation   |                            |
| 70.1.7 Procedures, Escape* (LE1)   | <b>Compliance Verified</b> |
| 70.2.1 Detainee Restraint Methods (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> |
| 71.4.2 Fire Prevention/Suppression (LE1)   | <b>Compliance Verified</b> |
| 71.4.3 Inspections* (LE1)  | <b>Compliance Verified</b> |
| 81 Communications  |                            |
| 81.3.2 Alternate Power Source* (LE1)   | <b>Compliance Verified</b> |
| 82 Central Records   |                            |
| 82.3.4 Traffic Citation Maintenance (LE1)  | <b>Compliance Verified</b> |
| 83 Collection and Preservation of Evidence   |                            |
| 83.2.4 Equipment and Supplies (LE1)  | <b>Compliance Verified</b> |
| 84 Property and Evidence Control   |                            |
| 84.1.4 Security of Controlled Substances, Weapons for Training (LE1)   | <b>Compliance Verified</b> |
| 84.1.6 Inspections and Reports* (LE1)  | <b>Compliance Verified</b> |

### Comments:

No report comments provided.

### Area of Interest: Canine

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The Canine Program was established to augment police services to the community. Highly skilled and trained teams of handlers and canines have evolved from the program and are used to supplement police operations. While the teams conduct active searches, they also are a visible deterrent in populated areas/facilities. The agency's practices and policies are consistent with contemporary best practices to include ongoing evaluation and analyses to identify trends or concerns that should be addressed.

Presently there are 14 Explosive (EOD) dogs, and two narcotic detection dogs allocated. Dogs are provided by the TSA, and the handler and dog are trained at Lackland AFB. Upon returning to the agency, they complete an additional two months of field work prior to the final evaluation conducted by TSA.

The agency posts its minimum qualifications for consideration as a canine handler: A member of the agency who has completed probation. Officer's residence has sufficient space to accommodate a kennel without significant modification or costs, and those assigned as TSA explosive detection canine teams they must live within 45 minutes travel time from the airport. Finally, the officer agrees to a minimum assignment of three years and will remain available for call-out under conditions specified by the TSA Statement of Joint Objectives (cooperative agreement).

The Port of Seattle Police Department canine resources are available upon a supervisor's request for assistance from an outside agency. Preferably the mutual aid is no further than two counties away. Generally, the assisting department will operate according to its own policies and procedures regarding the utilization of its canines. A narcotic-detection-trained canine may be used in accordance with current law under the following circumstances: Assist in the search for narcotics during a search warrant service, obtain a search warrant by using the detection canine in support of probable cause. A narcotic-detection canine will not be used to search a person for narcotics but will be used search vehicles, buildings, bags, and any other articles deemed necessary.

If suspected, because of the high risk of danger to the public and officers when a bomb or other explosive device is present, the use of a trained explosive detection canine team may be warranted. When available, a trained explosive detection canine team may be used in accordance with current law to assist in the search of a building, structure, area, vehicle or where an unattended item has been located unless the item appears suspicious and precludes an explosive detection canine being utilized. In lieu of the canine the Bomb Disposal Unit (BDU) is called in response to items deemed suspicious. At no time will a detection dog be used to clear a suspected device or a suspicious item. Canines may conduct advance searches at locations such as special events, VIP visits, official buildings and other restricted areas, such as, transportation facilities and vehicles (e.g., cargo, buses, airplanes and trains).

At all times handlers are reminded that a dog sniff may be considered a search, thus such searches of individuals should remain minimally intrusive and shall be strictly limited to the purpose of detecting explosives. A team may be requested to assist in the search of scenes where an explosion has occurred, and a secondary explosive device is suspected.

Ongoing training is scheduled for a minimum of two days per week. All canine training is conducted while on-duty unless otherwise approved by the unit supervisor or commander managing the team. Handlers are required to ensure their canine's performance level meets or exceeds certification level and are mandated to meet minimum monthly training requirements and are encouraged to engage in additional training with approval of the unit supervisor. To ensure all training is consistent, no handler, trainer, or outside vendor is authorized to train to a standard contrary to the policies of the Port of Seattle Police Department and/or agreements held with the TSA.

### Area of Interest: Fitness and Wellness

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The agency's policy is to provide the best possible service to the Port community. To carry out this responsibility, it is

important that each employee maintain a reasonable level of physical fitness and overall wellness. This will enhance the employee's ability to accomplish tasks or duties in their job description while reducing the risk of injury and illness.

All members are required to be free from any physical, emotional, or mental condition which might adversely affect the exercise of peace officer powers or other duties. As such, each agency member is required to maintain good physical condition sufficient to perform the essential duties of their job position safely and properly.

The Training Advisory Committee will provide recommendations for the Fitness and Wellness Program annually based upon the needs of the department. The committee will provide program oversight to ensure the goals of the program are properly met and will make recommendations to the Chief of Police regarding improvements to the program.

The department's Fitness and Wellness Program is a holistic approach to overall psychological and physiological health. The Wellness Program offers tools resources for what it describes as the Seven Dimensions of Wellness, which are Emotional, Physical, Financial, Social/Cultural, Environmental, Spiritual, Academic/Career. While all components of the program are voluntary, the department strives to increase participation by all full-time employees. The agency's program is quite advanced for an agency its size and addresses contemporary issues through many best practices. A recent enhancement was the agency providing a crisis coordinator and mental health professional as a resource for its staff and airport travelers.

Much of this is accomplished through a commercial app, provided by the state of Washington, whose resources include guidance and information for Career Wellness, Emotional and Mental, Family Wellness, Financial Wellness, Leadership, Mindfulness, Nutrition, Peak Performance, Peer Support, Physical Fitness, Sleep, and Trauma. The agency's Wellness Program is also found in a dedicated agency SharePoint page that contains new information, articles, and partnerships to the Wellness - Home page. These features are accessible on a computer or through the SharePoint app on the agency cell phone. Current partnerships include Boulder Crest Foundation, a post traumatic resource, and the Permission To Start Dreaming Foundation dedicated to providing hope and healing to those who serve by providing tools and training to enhance the mind, body and spiritual wellbeing of all members of the agency and their families.

Behind the Badge Foundation whose mission is to honor law enforcement officers who have died or suffered serious injury in the line of duty are considered a trusted resource, providing immediate and ongoing support to the families, agencies, and communities in times of critical need.

The fitness portion aims to promote department members' physical capability to meet the physical demands inherent in a police officer's job. The program seeks to establish an acceptable level of physical fitness among department members. Consistent with the Port of Seattle's Spirit and Wellness Program, department members, with the approval of their supervisor, may voluntarily participate in the department's Fitness and Wellness Program that states its specific intent is to Improve job performance, Reduce the risk of heart attack and job-related injuries, absenteeism due to illness, decrease disability and Worker's Compensation claims, and Increase employee morale.

The agency has incentivized the program with employees receiving an incentive for either meeting/passing the minimum fitness standards of the established Physical Abilities Test by the state's Criminal Justice Training Commission (CJTC) qualify for a one percent (1%) premium above the employee's base rate of pay for the following year or participate in the physical fitness assessment by the Exercise Science Center with a passing rate of 2.0 or higher to qualify for a one and a half (1.5%) premium above the employee's base rate of pay.

### ***Area of Interest: Property and Evidence***

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The agency's policies are detailed and give the employees sufficient direction. These directives outline the chronological process of entering and documenting all items in the agency's possession. A single detective and occasional light-duty personnel staff the Property and Evidence Control Unit. Access to the evidence storage locations is limited to these authorized personnel. The incumbent has been in the position for approximately three and half years

and took over a system that, according to the most recent audit, reported a total of roughly 4500 items, a slight increase from prior years. The items are subject to annual audits and inspections that conform to the Commission's standards. Apart from an item on an adjacent shelf, all items were easily located, and the processes and physical environment followed the agency's policies.

The agency maintains one central property location. Any items seized at satellite facilities are transported to the location and submitted to the Property Evidence section in person or through the agency's temporary lockers. Large items may be stored in the Temporary Bulk Evidence Shed, or the evidence custodian will be called to secure them in the evidence area. The articles are digitally logged into the facility's barcode property system, noting the item description and storage location. The accuracy of reporting and packaging requirements is verified before removing items from the lockers and entering them into the RMS system. If issues are discovered, an email will be sent requesting correction of the deficiencies before taking custody of the evidence.

Items that require processing are packaged and transferred to the state crime lab at the first opportunity. The state lab publishes a detailed manual on property submissions that must be followed when submitting property.

The agency's property room allows for extra security for particular items. Separate areas are available for firearms and narcotics, with currency and other valuables stored in safes. Each of these areas is subject to regular review and audits. Every effort is made to return or dispose of the property within six months after legal requirements have been satisfied. A large drying room for narcotics and other wet items is also available. The agency's annual audits suggest the agency maintains property and evidence per accepted best practices and Commission standards.

The agency is located at an international airport, so numerous lost and found items are located daily and are maintained by an airport lost and found service for ninety days before being transferred for disposition. Selected items, such as electronic items that might contain identifying information, are transferred to the agency, and logged into the property system as found property. The custodian and property staff will attempt to return identifying information found with the item to the owners. The process was documented in a Nat Geo documentary (<https://youtu.be/-rhiagaSPdQ?feature=shared>) at 32:50 a few years ago.

Personnel assigned to the property function receive advanced training in properly managing a property section provided by the International Association of Property and Evidence (IAPE) and is constantly looking for ways to improve the agency's operation.

The agency adheres to current best practices and ensures they are followed through regular training of all personnel collecting and preserving property. All sworn personnel receive initial and refresher training on collecting and processing evidence and property. Officer trainees receive much of the training during the FTO period. The related topics are also included in regular in-service training evolutions. While all officers are expected to secure relevant evidence, some crime scene processing is provided by detectives after receiving advanced training.

### ***Area of Interest: Internal Affairs (OPA)***

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The agency's philosophy centers around the belief that it is the job of its administrators and supervisors to receive positive feedback on officers and employees who have done an excellent job. Conversely, it is their responsibility to investigate complaints to improve the quality of police service. The agency recognizes that the public's help and cooperation are often essential. The agency notes that its overall integrity depends upon the integrity of each employee and that its public image and reputation will be determined by its responsiveness and diligence in responding to allegations and reports of misconduct against the agency or its employees.

Equally, the agency desires to protect its employees from the consequences of false accusations. A strong personnel complaint review and investigative process conducted following the labor agreements and applicable laws will prove the veracity or falseness of a complaint. It is, therefore, to the benefit of the community, agency, and the law

enforcement profession that all allegations of employee or department misconduct be promptly investigated.

Employee due process is provided within the applicable provisions of the various collective bargaining agreements for represented employees or in city directives for non-represented employees. The agency's Collective Bargaining Agreements guide much of the process, and the parties agree that there is value in working together on matters of this nature.

The Internal Affairs process is a centralized function that is responsible for all agency components. The agency's policies are consistent with contemporary best practices and the Commission's standards. Agency personnel are familiarized with the internal affairs process during onboard training, and supervisors receive additional training on the receipt, processing, and documentation requirements.

Advanced training, such as the FBI LEEDA IA Course, NAIA Conference, and other sources, is provided to staff. Agency personnel receive periodic updates when needed, and all new officers are provided with an overview during the FTO period.

If an individual wishes to register a complaint against an employee, that individual is provided with the opportunity and any assistance needed to record their complaint. All employees are directed to accept and assist the individual. The complainant may choose to remain anonymous at any point. The internal affairs function provides oversight to create a process to ensure that the agency's integrity is maintained through an internal system where objectivity, fairness, and justice are assured by intensive, impartial investigation and review. All complaints are reviewed by the OPA, who reviews the circumstances and determines the appropriate level of investigation by assigning minor issues to the line supervisors for investigation. If the complaint might result in significant adverse consequences, the OPA will investigate and provide the Chief with the findings.

The agency implemented a body camera program last year and is presently transitioning to a new storage platform. Cameras have resulted in a positive experience for the agency and reduced complaints, as the video evidence does not support the allegations. The agency reports an average of less than ten external complaints during the last three years, of which four complaints were sustained with the employee being either suspended or terminated.

A commonly held opinion among those interviewed is that the agency's continuous emphasis on adhering to its principles and the need to remain professional has a positive impact on the employees' behavior. The emphasis on providing ongoing training on these points is seen in the agency's various annual analyses, which continue to report that the process is working while continuing to identify opportunities for improvement.

## *Findings*

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Overall, this is a robust agency that employs highly professional and knowledgeable employees. Many of its programs are exemplary and in the case of its Wellness Program an indicator to the agency's concern for its employees and its willingness to develop a program that is unmatched by many similarly sized or larger agencies.

The agency recognizes the importance of providing ongoing training to its personnel and regularly encourages its staff to identify and seek approval to attend specialized training that will benefit the member, agency and community. The agency's mission involves interaction with numerous federal agencies. Documents indicate the agency has been successful in navigating these relationships.

The agency and all other departments of the Port Authority were the victims of a massive cyber-attack that briefly paralyzed the Port when it was discovered. The response and ability to provide ongoing services demonstrates the agency's resiliency and ability to adapt and respond.

The review determined the agency's administrative processes in the areas reviewed showed the agency developed

policies and procedures that address and complement the standards specific to those areas of interest. It was determined the agency exceeds CALEA standards and state law requirements for training in all areas and constantly strives to ensure all personnel are properly trained in policies pertaining to the areas of interest in this review, with a focus on improving performance and work product in those areas. The agency provides oversight and supervision in the area of interest to ensure employee accountability while at the same time, looking for ways to improve operations.

***Public Portal Summary***

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The portal remains available to all stakeholders. All of the comments are reviewed by the Chief and, if necessary, assigned for follow-up. In the most recent period, all but one were quite favorable, with the exception citing harassment that the agency followed up on.

***Statistical Data Tables***

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The agency's data tables are consistent with acceptable practices and allow staff to quickly review specific data to identify and trends or concerns. No anomalies were noted in the review of the data table during this review.

***Summary:***

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**Number of Interviews Conducted:** 4

**Compliance Services Member(s):** Jay Murphy (CSM)

**Web-Based Assessment Start Date:** 12/13/2024

**Web-Based Assessment End Date:** 12/23/2024

|  |     |
|--|-----|
| <b>Standards Issues</b>                    | 0   |
| <b>Waiver</b>                              | 0   |
| <b>Applicable Mandatory (M)</b>            | 165 |
| <b>Applicable Other-Than-Mandatory (O)</b> | 0   |
| <b>Not Applicable</b>                      | 19  |
| <b>Total:</b>                              | 184 |
| <b>Elect 20% (O)</b>                       | 0   |

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

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Louis Moreto completed a report of findings of the Year 4 Remote Web-based Assessment of Port Of Seattle (WA) Police Department. The review was conducted remotely and included 42 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)                                | <b>Compliance Verified</b> |
| 1.1.2 Code of Ethics* (LE1) (MMMM)                               | <b>Compliance Verified</b> |
| 11 Organization and Administration                               |                            |
| 11.3.3 Notify CEO of Incident with Liability (LE1)               | <b>Compliance Verified</b> |
| 17 Fiscal Management and Agency Property                         |                            |
| 17.4.2 Cash Fund/Accounts Maintenance* (LE1)                     | <b>Compliance Verified</b> |
| 22 Personnel Management System                                   |                            |
| 22.1.8 Employee Identification (LE1)                             | <b>Compliance Verified</b> |
| 26 Disciplinary Procedures and Internal Investigations           |                            |
| 26.2.2 Records, Maintenance and Security (LE1)                   | <b>Compliance Verified</b> |
| 31 Recruitment and Selection                                     |                            |
| 31.5.1 Background Investigations (LE1)                           | <b>Compliance Verified</b> |
| 33 Training and Career Development                               |                            |
| 33.4.3 Field Training Program (LE1) (M M M M)                    | <b>Compliance Verified</b> |
| 33.5.3 Accreditation Process Orientation (LE1)                   | <b>Compliance Verified</b> |
| 35 Performance Evaluation  |                            |
| 35.1.2 Annual Evaluation* (LE1)                                  | <b>Compliance Verified</b> |
| 41 Patrol  |                            |
| 41.3.5 Protective Vests (LE1)                                    | <b>Compliance Verified</b> |
| 42 Criminal Investigation  |                            |
| 42.2.1 Preliminary Investigations Steps (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> |

| <b>Standards</b>  | <b>Findings</b>            |
|---|----------------------------|
| 46.1.7 Finance/Administration Function (LE1)                    | <b>Compliance Verified</b> |
| 46.2.7 Special Events Plan (LE1)                                | <b>Compliance Verified</b> |
| <b>61 Traffic</b>   |                            |
| 61.1.4 Informing The Violator (LE1)                             | <b>Compliance Verified</b> |
| 61.1.5 Uniform Enforcement Policies (LE1)                       | <b>Compliance Verified</b> |
| 61.1.10 DUI Procedures (LE1)                                    | <b>Compliance Verified</b> |
| 61.3.2 Direction/Control Procedures (LE1)                       | <b>Compliance Verified</b> |
| 61.3.3 Escorts (LE1)  | <b>Compliance Verified</b> |
| 61.4.1 Motorist Assistance (LE1)                                | <b>Compliance Verified</b> |
| <b>70 Detainee Transportation</b>                               |                            |
| 70.1.1 Pre-Transport Prisoner Searches (LE1)                    | <b>Compliance Verified</b> |
| 70.1.2 Searching Transport Vehicles (LE1)                       | <b>Compliance Verified</b> |
| 70.1.7 Procedures, Escape* (LE1)                                | <b>Compliance Verified</b> |
| 70.1.8 Notify Court of Security Risk (LE1)                      | <b>Compliance Verified</b> |
| 70.4.2 Rear Compartment Modifications (LE1)                     | <b>Compliance Verified</b> |
| <b>71 Processing and Temporary Detention</b>                    |                            |
| 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> |
| <b>81 Communications</b>  |                            |
| 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> |
| <b>82 Central Records</b>                                       |                            |
| 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> |
| <b>83 Collection and Preservation of Evidence</b>               |                            |
| 83.1.1 24-Hour Availability (LE1)                               | <b>Compliance Verified</b> |
| 83.2.6 Report Preparation (LE1)                                 | <b>Compliance Verified</b> |

| Standards                                | Findings                   |
|--|----------------------------|
| 84 Property and Evidence Control         |                            |
| 84.1.5 Records, Status of Property (LE1) | <b>Compliance Verified</b> |

***Comments:***

No report comments provided.

***Findings***

***Public Portal Summary***

The CALEA public portal was up and operational. It recieved several positive comments in regard to the agency, but received one negative comment from the beginning of this assessment cycle. That comment was forwarded to internal affairs for investigation and the complainant, who had charges against him declined to cooperate until after the charges have been disposed of.

***Statistical Data Tables***

The data tables provided by the agency are complete and consistent with the established reporting parameters. It should be noted that the agency has been the victim of a cyber attack and some data is not available.

***Summary:***

**Number of Interviews Conducted: 1**

**Compliance Services Member(s):** Louis Moreto

**Web-Based Assessment Start Date:** 05/30/2025

**Web-Based Assessment End Date:** 06/07/2025

|                                     |     |
|-------------------------------------|-----|
| Standards Issues                    | 0   |
| Waiver                              | 0   |
| Applicable Mandatory (M)            | 161 |
| Applicable Other-Than-Mandatory (O) | 0   |
| Not Applicable                      | 23  |
| <b>Total:</b>                       | 184 |
| <b>Elect 20% (O)</b>                | 0   |

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

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## SITE-BASED ASSESSMENT

7/23/2025

### *Observable Standards Review*

The Port of Seattle, Washington Police Department complies with all applicable CALEA Accreditation observable standards. During the site-based assessment, observations were made throughout the agency demonstrating that each of the required facilities, vehicle, uniform, and equipment requirements have been met. The agency's holding area and procedures ensure that both Officers and persons arrested are safely and efficiently processed. The agency does not have the responsibility for court security. Evidence is maintained in two secure storage locations, with the main repository within the Airport supplemented by an off-site facility.

The Port of Seattle Police Department main headquarters is centrally located inside the Seattle-Tacoma International Airport (SEA Airport), supplemented by off-site waterfront property. In addition to the security, enforcement and proactive crime prevention initiatives for the airport, the agency is responsible for thirty-three miles of coastline, with major cargo and cruise vessels coming under their jurisdiction. The agency's Communication Center is secure within the airport and meets all observation standards effectively.

### *Summary of Agency Adjustments to Standards Issues*

There were no adjustments made during the site-based assessment.

### *Summary Public Access Portal*

The link to the CALEA public access portal is prominently displayed via the Port of Seattle's web page with comprehensive information on the accreditation process and how to provide input. A link directly to the portal was published in the agency's media release informing the public about the site-based assessment and posted throughout multiple social media outlets.

The agency received three comments through the CALEA Public Portal System between the completion of the year four web-based review and prior to the completion of the site-based assessment, all of which were positive. Two comments were related to the agency's assistance in locating lost valuable items. In the final comment, the agency was praised for assisting a former unhoused person in navigating the TSA and flight process so that he could return home.

### *Area of Interest: Use of Force*

Agency policies are comprehensive regarding use of force with a goal of promoting safety for all through appropriate de-escalation techniques, use of force only when necessary and ensuring that the level of force used is appropriate and proportional to the threat. Agency policy focuses on the Washington State Office of the Attorney General Model Use of Force Policy and clearly defines the duty to intervene, render aid, and report in use of force incidents. A comprehensive review of agency policy undertaken by the Port of Seattle Commission and a consultant during this self-assessment period addressed multiple topics that included use of force, making recommendations for updating policy and procedure.

A comprehensive use of force policy update occurred in November 2024 including recommendations from the consultant study. Development of policy by the agency is a collaborative effort, beginning with input from Commanders, a review of sample policy and from CALEA standards, review of policies from similar agencies, input from members of the agency, Port of Seattle Authority, and legal review. Policy defined the operation of the use of force review board, along with specifying who is to be present on the board. Once policy is completed, it is distributed through Power DMS to ensure every member receives the information and is reviewed at Roll Call.

During training, personnel are instructed in all aspects of use of force, and the agency provides a formal use of force report writing guide for Officers as a training aid and to ensure that documentation is detailed and comprehensive when incidents occur. Training topics include pre-arrival observations, on-scene environmental factors, legal authority, contact with subject, de-escalation techniques employed, tactics, threat assessment, force used and follow-up medical aid if necessary. Updates occur during regular annual in-service, firearms, and less lethal weapons training. The entire department has received four hours of lethal force training within the past year. Classes for both entry level and lateral new hires are provided. Command level Officers attend the same training received by Officers and mid-level staff.

Supervisors are called to the scene of any use of force incident, and Sergeants are tasked with completing the full initial investigation. Sergeants are trained to investigate these occurrences, and a formal investigation guide is designed to assist them with the process. The initial review by the Sergeant includes an overview, legal authority, de-escalation, tactical considerations, force used, contact with the subject, photographs, video review and recommendations for training or equipment referrals. Sergeants then recommend a classification of the incident and document details on witnesses, evidence and any further investigation conducted.

Reports collected are then provided to the formal review board that conducts an inquiry into every incident. When convened, the use of force review board is comprised of four to five individuals including a Commander who was present, uninvolved Commander, Office of Professional Standards (OPA) Sergeant, Training Instructor, as well as subject matter experts if needed. A member of the bargaining unit is present on behalf of the Officer when requested. Once reviewed, a determination is sent to the Deputy Chief for review and any follow-up action.

Through comprehensive training and appropriate oversight of use of force incidents, the Port of Seattle Police Department has been successful in keeping use of force incidents infrequent and low in severity, typically an average of approximately two per month. The Chief noted that deployment within the airport allows for multiple officers to respond quickly to potential use of force situations, reducing both the number of arrests that require force and the ability to limit force needed. The Port of Seattle Commissioner expressed her support for how Officers respond in use of force situations and praised their training.

### ***Area of Interest: All-Hazard Planning / Response to Critical Incidents***

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The Port of Seattle Police Department is well prepared to respond to critical incidents, both emerging situations and pre-planned major events. In addition to operational personnel for daily security and traffic, the agency maintains a Bomb Disposal Unit (BDU), Explosive Detection Canine (ED-K9), Valley SWAT (V-SWAT), Crowd Management Unit (CMU, includes bicycles), Marine Patrol Unit (MPU) and a Dive Team. Policy clearly defines how resources are activated, along with resource deployment and coordination. The agency utilizes a paging system for emergency recall of responding units.

During this self-assessment period, the agency has reorganized the command structure for several of the specialized units, moving them from Operations and placing them under a new umbrella of Homeland Security which aligns with their mission as an agency. By moving groups such as BDU and ED-K9 from operations, specialized training can more easily be conducted together, and supervision can plan for critical incidents more effectively. The agency uses different uniforms to identify assignment, thus becoming even more visible to discourage those who might be planning an attack. Training is conducted both jointly and separately; an example is matching SWAT with bomb personnel that prepares for joint scenarios and improves communication between the units.

The Port of Seattle Police Department adds additional training efforts during their annual in-service training requirements. All personnel receive active shooter training. Hazardous materials awareness training is provided annually to all first responder personnel and is designed to address the unique responsibilities within the airport, marina and seaport. Bomb squad personnel are trained under FBI procedures, with units across the country trained in the same venue for consistency and reliability. Monthly training is provided for each specialty unit. During an interview with a

member of the Dive team, he described their regular live training initiatives that prepare for water rescue or recovery. BDU utilizes multiple training methods, including simulated bombs within a scenario, a demolition pit or during old explosive disposals.

The broader scope of interaction with surrounding entities is contained in the Emergency Operations Plan, developed in a collaborative process with all Port of Seattle partners. The plan directly addresses active threats and meets CALEA standards, and tabletop exercises are conducted with all parties present for planning and for communication. The Port Authority Emergency Coordinator conducts realistic exercises both on-line and in person, most recently conducting a chlorine spill simulation. Cooperation is excellent when planning for scheduled major events such as a VIP escort, as well as more sudden large events like a protest. Examples included a visit from the President, and when a protest shut down area roads during this assessment period, multiple agencies responded accordingly to plan and execute safe and secure events.

Supervision of each unit is typically conducted by a Sergeant, with reporting responsibilities to the Commander over Homeland Security. During a canine demonstration, the Sergeant of the Unit described the process that occurs when an unattended bag is reported in the airport terminal. Officers on patrol respond immediately to clear the area near the item and notify the various personnel who will participate, as well as notify command staff. Details provided by the Officer's first observations and information from any original call determine the type of response. A team consisting of a canine unit, bomb detection Officer, and SWAT personnel are assembled to assist the responding Officer. Dependent upon the seriousness of the threat, additional specialized equipment or personnel may be called in when needed. By training together and under the same overall supervision, safety and effectiveness is assured.

Feedback is obtained after critical incidents by report review and by listening to involved personnel for their ideas and suggestions. Success is measured first by the safety of both Officers and persons present, protection of those involved as well as non-participants in the area, timeliness of response and performance of all units utilized. All Officers wear body cams for review of actions and potential training needs. The upcoming new RMS system will provide additional data for command level review which has been limited by a major cyber-attack. Additionally, Officers go out into the airport community and train employees on what to do in emergency situations, receiving important anecdotal feedback from the airport community. Currently, technology limits getting data such as how many businesses within the airport have been instructed, with future data to be captured under the new system.

The ability of the various units of the Port of Seattle Police Department and other area organizations to work together and effectively communicate has contributed to planning and execution successes when challenged by different types of crises. Sound policy, training, and supervision have created an agency that is ready for emergency response and plans well for large scale events.

### *Area of Interest: Mental Health / Unhoused Persons Response*

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The Port of Seattle Police Department prides itself in not only protecting those who use their airport or seaport but protecting those who are vulnerable due to mental health concerns or who are unhoused. Agency policy provides general guidance but is meant not to be too specific to allow personnel to adjust to the needs of individuals. Procedures are clear when establishing guidelines for those individuals who unfortunately must be hospitalized and processed as required by the State of Washington.

The agency's Crisis Response Team (CRT) includes a sworn full-time Crisis Response Officer and an in-house Mental Health Professional (LICSW) who respond whenever a situation occurs where they may be of assistance through referrals, understanding, and crisis intervention. By responding directly to on-going situations related to unhoused or persons in crisis, they allow Officers to be free to conduct other activities and personnel with expertise can make referrals and help anyway they can. The CRT conducts training for all members of the agency and are trainers for the state as well. When writing policy for the CRT, information was obtained from an area agency that has a strong team to assist in policy development.

De-escalation is the first step for the Port of Seattle Police Department when mental health or unhoused challenges occur. The State of Washington requires that twenty-five percent of sworn Officers must be CIT trained for the full forty-hour course. The agency has more than fifty percent of their Officers trained and is adding to that number as often as possible, and newly hired Officers receive the forty-hour course during the initial academy. Officers are required to take an annual two-hour online course related to health issues that have included aging/dementia, PTSD, autism, and LBGQT in previous sessions.

Members of the community interviewed and CALEA portal responses both demonstrate the compassion of agency personnel when assisting those passing through the airport or in assistance with persons who are unhoused. Patrol Officers make a daily sweep of areas where unhoused persons may gather, ensuring their safety and the safety of the traveling public. Their efforts have resulted in significantly less unhoused persons within their jurisdiction compared to previous years. The CRT reviews the daily log each morning and checks in with the on-duty Sergeant to see if there is anyone, they need to contact to provide referrals to the appropriate agencies or other follow-up. An example is a recent repeat arrest that CRT reached out to the case manager to coordinate efforts between agencies.

CRT personnel report directly to the Aviation Security Commander. The Crisis Response Officer stated that they are given the autonomy and flexibility to respond to the needs of other Officers as co-responders and to work with those who need referrals or just need someone to listen to them. It is a goal to have a warm handoff from Port of Seattle personnel to appropriate agencies, especially in assisting unhoused individuals. Every time they make a contact, CRT records all demographic information, and a narrative related to behavioral health in a database. A weekly data report is sent to the Commander for review. A pilot project to allow Officers to have read-only data-base access to see if it is valuable to them is on-going.

The Chief expressed his support for the CRT and the evolution of the unit is expected to continue in future years. The Port Authority, those working in the Airport and other Officers have expressed their appreciation for the problem-solving capabilities of the unit. The CRT has a long-term goal of co-response coverage availability every day.

### ***Area of Interest: Training***

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The training program of the Port of Seattle Police Department is designed to ensure that each member of the agency is well-trained, meets all legal requirements, and is competent to provide safety for all of the Port of Seattle constituents under the philosophy of protection and compassion. The agency exceeds the minimums established by the Washington Criminal Justice Training Commission (WCJCT), the collective bargaining unit and CALEA standards in order to maintain their status as a highly regarded organization. All personnel are encouraged to take additional training for their own professional development.

Newly hired personnel go through a six-week initial training program prior to going into the Police Training Officer Program (PTO) process. As the duties of the Port of Seattle Police Department encompass more than a traditional agency, new Officers are oriented to agency policy, accreditation process, structure, and the function of all of the various units, firearms safety, and a process of talking through reality-based scenario calls. New recruits observe the Communications Center to get an understanding of appropriate protocol, and to focus on the need for accuracy, brevity, and clarity on the radio. During PTO, Officers spend seventeen weeks where the agency trains them in critical thinking to solve problems as they understand that all possibilities cannot be experienced during the training program. Lateral entry Officers have a reduced PTO program dependent upon experience, but not less than eight weeks. All Officers complete a “shadow week” before being released on their own.

Agency policy specifically requires annual training in a wide range of topics, among them are use of force, tactical skills, rapid response and deployment, mental health, Incident Command System (ICS), immigration law, racial bias, personal health as well as all WCJCT requirements. Agency policy is updated whenever state requirements change or if new topics become essential. Training is accomplished by attendance at classes outside the agency, in-house instructors, on-line courses through Power DMS and Lexipol, roll call training and one-on-one mentoring. In service training is conducted early in the year when possible, to ensure annual training is completed prior to the cruise season.

Online training short topics are required bi-weekly.

The many specialized units require additional on-going training monthly. For example, Officers assigned to the Boat Patrol receive additional training in water rapid response, counter terrorism, force protection, and public relations. In 2024, members of the Boat and Dive Teams participated in a tabletop exercise with cruise ship personnel to address multiple potential scenarios and met with Seaport Pilots to exchange information. V-SWAT members receive training from personnel at an area military base. Specialized units train both individually and together for coordination. Members of the V-SWAT team, Bomb Unit and the ED-K9 Unit train in coordination regularly, as do units such as the Boat and Dive teams.

The Training Sergeant within the Office of Professional Development (OPD) oversees the training process, ensuring that all personnel have completed state-mandated requirements. The agency maintains a five-year training plan which is reviewed and updated annually by the Training Sergeant. The State of Washington has training requirements for supervisors that must be completed within the first year after promotion. The Homeland Security Commander noted that Sergeants receive two weeks of additional training, including a higher level of incident command and random exercises at pre-determined locations as part of the preparation to become a supervisor. Supervision classes are required either in person or online, that often includes the WCJTC course. For higher ranks, leadership training is recommended. Currently, hands-on training is being conducted for an upgraded version of their electronic control devices that have a larger number of probes.

The training Sergeant measures success by reviewing the objectives in the training plan and ensuring that they are met each year. Reports show each member's status and if they have met the requirements of state-mandated certification. Direct supervisors are responsible for collaborating with individuals on their individual plans for career development each year. Written tests during training are used to ensure lessons are learned and to solicit input about on-going training methods. Additional input on quality is obtained through contact with various businesses and organizations within the airport while providing information to them on crisis response. Command personnel stated that their oversight of the training program indicates that all personnel are well-trained and prepared for their assignments.

## *Findings*

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The Port of Seattle, Washington Police Department is a quality law enforcement agency with sound policy based on CALEA standards since 2011. The standards and guidelines from CALEA accreditation have provided a firm foundation of sound policy, training guidelines, and consistency over time and are supported by agency leadership and by the Port of Seattle Commission. The Commissioner noted that the agency does a great job of anti-trafficking initiatives and that Officers know their role well in protecting those coming into SEA airport.

During this site-based assessment, four areas of interest were reviewed, including Use of Force, All-Hazard Planning/Response to Critical Incidents, Mental Health/Unhoused Persons, and Training. Each area of interest demonstrated sound policy, effective training, and illustrated the Chief's approach for the agency to be a world-class, professional agency that provides a great first impression for people all over the world arriving in Seattle.

The Chief of Police is an experienced leader serving as the head of the agency since 2020 and focused on protecting all persons in the airport, at the marina or on the coastline under their jurisdiction. Interviews with agency personnel, governmental partners, and community members described the professionalism and knowledge of the Officers, Supervisors, Command Staff, and civilians. Review of the site-based areas of interest demonstrate the comprehensive nature of the Port of Seattle Police Department's capabilities in protecting the travelers to their jurisdiction in a compassionate way. Strong training, well equipped Officers all of whom now have body cameras, collaborative specialized units, an understanding of how to address those who are unhoused or have physical or mental challenges, traffic control and planned large gatherings are evident.

The Port of Seattle Police Department training is comprehensive, enhanced by a regularly reviewed five-year training plan and annual individual planning for the development of personnel. New hire, in-service, supervisory and command

level training not only meet standards, but exceed them resulting in competent personnel able to address crisis situations. Appropriate use of force is a constant emphasis, and after training that includes virtual reality exercises at roll call, a written test is used to make sure that Officers understand the material presented. The Operations Division Deputy Chief described increasing emphasis on leadership and mid-level supervisory training as they develop their own Officers for future promotional opportunities.

The weekly tactical command team meeting includes the Chief of Police, three Deputy Chiefs, seven commanders, Communication Manager, and Administrative Assistant review weekly reports and activities as well as measure on-going goals and objectives to determine progress. Using a software program, they create a scorecard to identify which topics are the most important for focus. The scorecard is color coded to highlight immediate topic needs, and then a scan of major items like technology or budget are reviewed next. Members of the command staff communicate well with mid-level supervisors who provide effective management of their assigned personnel.

Currently, the command team is finding ways to build trust within the Officers and ensure that everyone understands agency priorities. The agency is still recovering from a major Cyber-attack that corrupted data and has prevented them from having readily available information without having to hand-research past statistical trends. The early warning system is an example of data that is now being collected manually. The daily shift report completed each day, however, is a closed-loop CAD document with no access for any future cyber-attack. They have recently conducted instructor training for the upcoming new RMS system that will assist them in recognizing patterns more quickly as they adjust record keeping procedures.

The agency continually plans, prepares, and conducts simulations to be ready for crisis situations. A recent tabletop exercise simulating a crash on a runway involved dozens of participants including Port of Seattle command level Officers, Port Authority Emergency Manager, Aviation Security, FBI, Delta and Alaska airline personnel and TSA. Officers observed by Chief McCoy during review of the airport, marina and water port demonstrated knowledge of policy and procedure, sound training, and compassion for victims of crime.

### *Interview: Agency*

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The Port of Seattle Police Department has a commitment to quality policy through the CALEA accreditation process since 2011 and has a wide variety of responsibilities that require extensive training and communication between units. Interviews with the Chief of Police, Deputy Chiefs, Commanders, Sergeants, Detectives, Officers, and Civilians described the policies, procedures, and philosophy of the Department.

Common themes included a desire to protect the traveling public, being prepared for unexpected incidents in a safe and effective manner through training, and an understanding of how to help those in need in a compassionate manner. A boat patrol ride along observation, canine demonstration, and attendance at two roll calls provided additional context.

### *Interview: Parent/Partner Agencies*

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During the site-based assessment, Team Leader McCoy interviewed the Port of Seattle Commission President, TSA Deputy Assistant Federal Security Director, and a Senior Security Transportation Manager.

The Port of Seattle Commission President described a police department that is well trained, professional and should be a model for other agencies. She praised the agency's efforts in reducing unhoused concerns, anti-trafficking procedures, and the low number of use of force incidents. She indicated that the agency should continue its training in bias-based policing so that Officers can maintain their positive record of low complaints.

The TSA Deputy Assistant Federal Security Director described procedures for unified command when incidents occur that risk safety and security at the airport security gates. She indicated that communication and coordination with the Port of Seattle Police Department is excellent, and they promptly respond as needed. The Senior Security Manager highlighted the value of as much information as possible when the agency provides intelligence.

### *Interview: Community*

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The wide variety of constituents within the Port of Seattle community is supportive of the efforts of the Police Department. Delta Airlines Corporate Security, SEA USO Manager, and a representative of Teamsters Local 117 were interviewed and provided positive examples of the relationship between the agency and the community.

The SEA USO Manager described the agency as “very adept at diffusing situations” and that their Officers always seem to care when they come in contact with unhoused persons or others in crisis. The Delta Airline employee praised their de-escalation skills and appreciated the relationship including training together.

### *Summary:*

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**Number of Interviews Conducted:** 23

**Assessors' Names:** Wayne McCoy (Assessor)

**Site-Based Assessment Start Date:** 07/20/2025

**Site-Based Assessment End Date:** 07/23/2025

# 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: 1/1/2021 - 12/31/2021

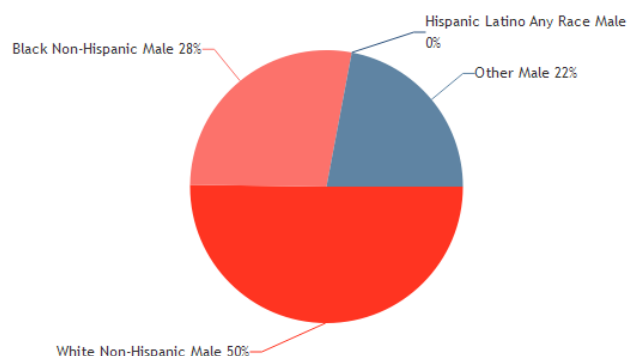
| Race/Sex                        | Warnings | Citations | Total |
|---------------------------------|----------|-----------|-------|
| White Non-Hispanic Male         | 0        | 114       | 114   |
| Black Non-Hispanic Male         | 0        | 63        | 63    |
| Hispanic Latino Any Race Male   | 0        | 0         | 0     |
| Other Male                      | 0        | 50        | 50    |
| White Non-Hispanic Female       | 0        | 39        | 39    |
| Black Non-Hispanic Female       | 0        | 18        | 18    |
| Hispanic Latino Any Race Female | 0        | 0         | 0     |
| Other Female                    | 0        | 8         | 8     |
| TOTAL                           | 0        | 292       | 292   |

## Reaccreditation Year 1 Notes:

POSPD does not issue warnings

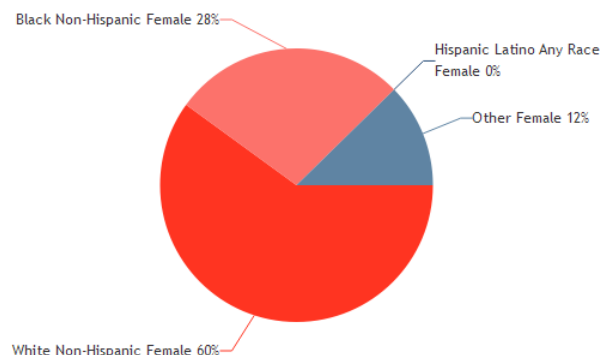
### Male Warnings

### 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 2

Data Collection Period: 1/1/2022 - 12/31/2022

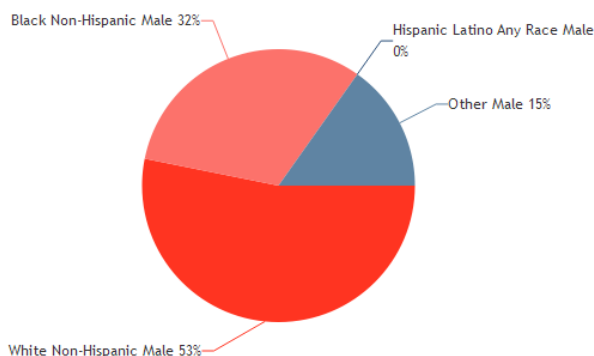
| Race/Sex                        | Warnings | Citations | Total |
|---------------------------------|----------|-----------|-------|
| White Non-Hispanic Male         | 0        | 42        | 42    |
| Black Non-Hispanic Male         | 0        | 25        | 25    |
| Hispanic Latino Any Race Male   | 0        | 0         | 0     |
| Other Male                      | 0        | 12        | 12    |
| White Non-Hispanic Female       | 0        | 17        | 17    |
| Black Non-Hispanic Female       | 0        | 8         | 8     |
| Hispanic Latino Any Race Female | 0        | 0         | 0     |
| Other Female                    | 0        | 2         | 2     |
| TOTAL                           | 0        | 106       | 106   |

### Reaccreditation Year 2 Notes:

The department does not issue "warnings"  
Hispanic is captured in the "other" category

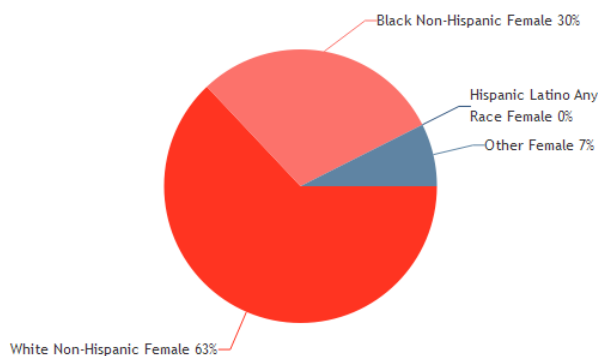
### Male Warnings

### 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: 1/1/2023 - 12/31/2023

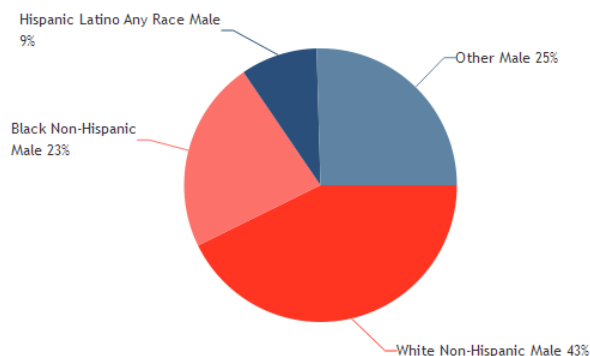
| Race/Sex                        | Warnings | Citations | Total |
|---------------------------------|----------|-----------|-------|
| White Non-Hispanic Male         | 0        | 47        | 47    |
| Black Non-Hispanic Male         | 0        | 25        | 25    |
| Hispanic Latino Any Race Male   | 0        | 10        | 10    |
| Other Male                      | 0        | 28        | 28    |
| White Non-Hispanic Female       | 0        | 20        | 20    |
| Black Non-Hispanic Female       | 0        | 4         | 4     |
| Hispanic Latino Any Race Female | 0        | 6         | 6     |
| Other Female                    | 0        | 5         | 5     |
| TOTAL                           | 0        | 145       | 145   |

### Reaccreditation Year 3 Notes:

POSPD does not issue written warnings.

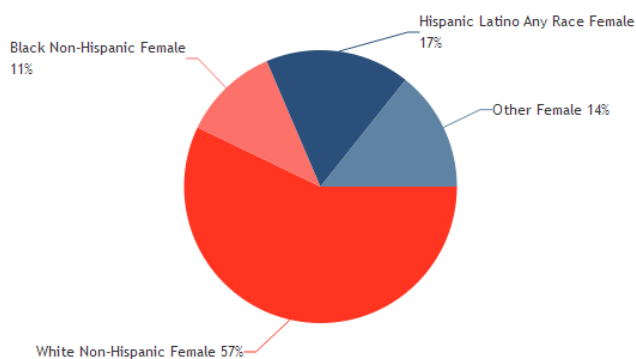
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

|                               |  |
|-------------------------------|--|
| White Non-Hispanic Male       | <span style="color: red;">■</span>     |
| Black Non-Hispanic Male       | <span style="color: #e91e63;">■</span> |
| Hispanic Latino Any Race Male | <span style="color: #1a3d54;">■</span> |
| Other Male                    | <span style="color: #546e7a;">■</span> |

## Traffic Warnings & Citations - Reaccreditation Year 4

Data Collection Period: 1/1/2024 - 12/31/2024

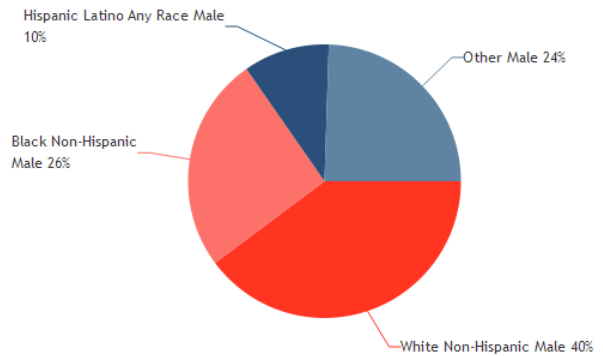
| Race/Sex                        | Warnings | Citations | Total |
|---------------------------------|----------|-----------|-------|
| White Non-Hispanic Male         |          | 39        | 39    |
| Black Non-Hispanic Male         |          | 25        | 25    |
| Hispanic Latino Any Race Male   |          | 10        | 10    |
| Other Male                      |          | 24        | 24    |
| White Non-Hispanic Female       |          | 22        | 22    |
| Black Non-Hispanic Female       |          | 8         | 8     |
| Hispanic Latino Any Race Female |          | 2         | 2     |
| Other Female                    |          | 11        | 11    |
| TOTAL                           | 0        | 141       | 141   |

### Reaccreditation Year 4 Notes:

POSPD does not issue written warnings

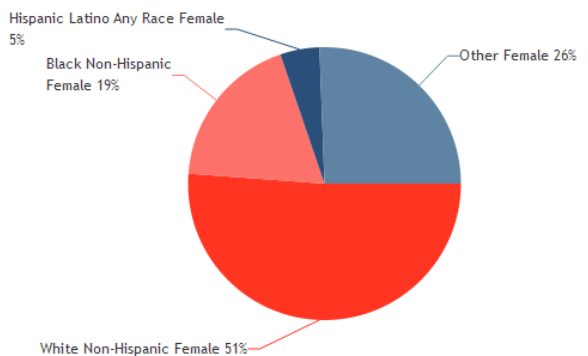
#### Male Warnings

#### Male Citations



#### Female Warnings

#### Female Citations



### Legend

|                               |  |
|-------------------------------|--|
| White Non-Hispanic Male       | <span style="color: red;">■</span>     |
| Black Non-Hispanic Male       | <span style="color: #f08080;">■</span> |
| Hispanic Latino Any Race Male | <span style="color: #191970;">■</span> |
| Other Male                    | <span style="color: #4682b4;">■</span> |

**Biased Based Profiling**

**Year 1 Data Collection Period:** 1/1/2021-12/31/2021

**Year 2 Data Collection Period:** 1/1/2022-12/31/2022

**Year 3 Data Collection Period:** 1/1/2023-12/31/2023

**Year 4 Data Collection Period:** 1/1/2024-12/31/2024

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

**Reaccreditation Year 1 Notes:**

During this data collection period, there were two biased policing complaints.

**Reaccreditation Year 2 Notes:**

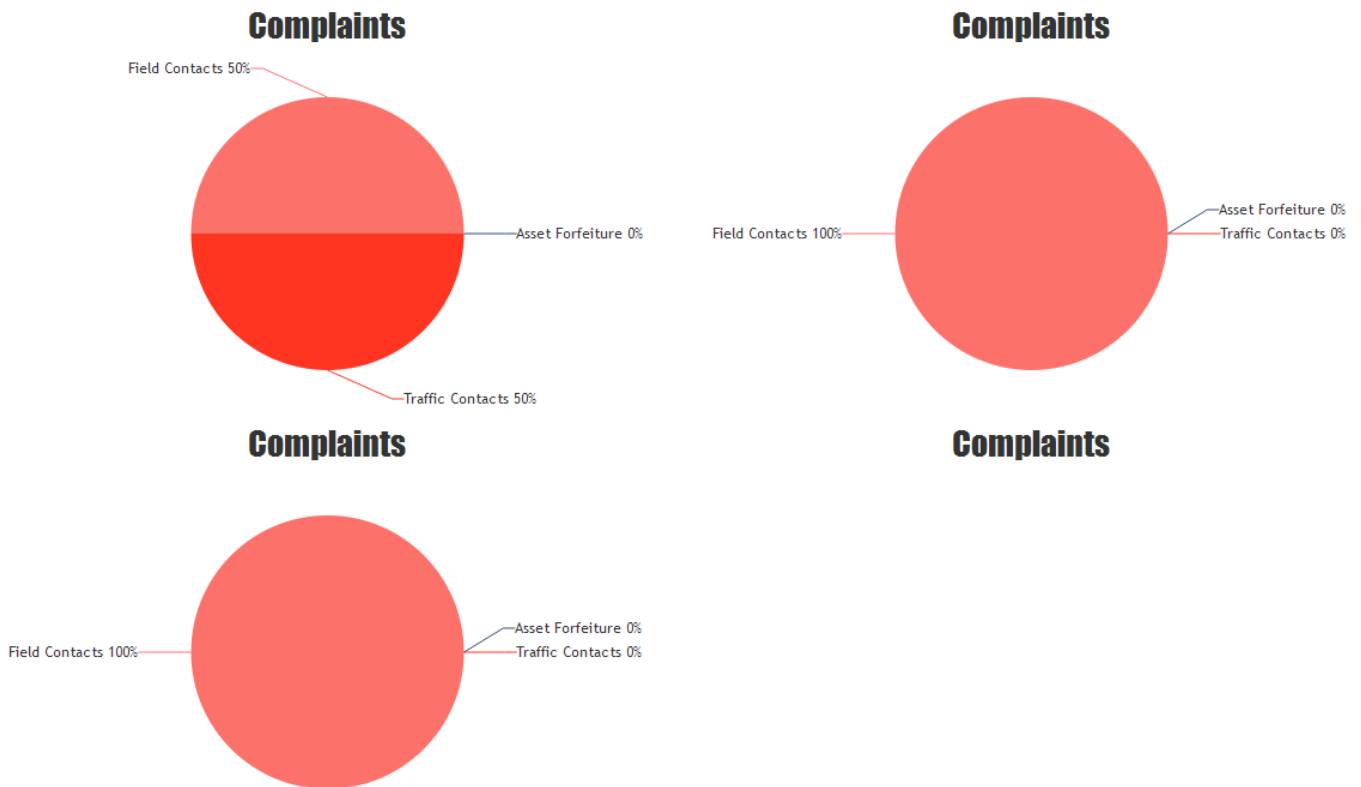
The one complaint was deemed unfounded.

**Reaccreditation Year 3 Notes:**

Comment: 1 Reporting Person/Complainant filed these 4 complaints

**Reaccreditation Year 4 Notes:**

NOTE: At the time of the POSPD Cyber-Attack in August 2024, we were working to switch from IAPro to Axon standards. When the cyber-attack occurred, we lost all data for bias-based complaints for CY2024. We are currently working on obtaining a one-year subscription with IA Pro to recover the 2024 data.



**Legend**

Traffic Contacts

Field Contacts

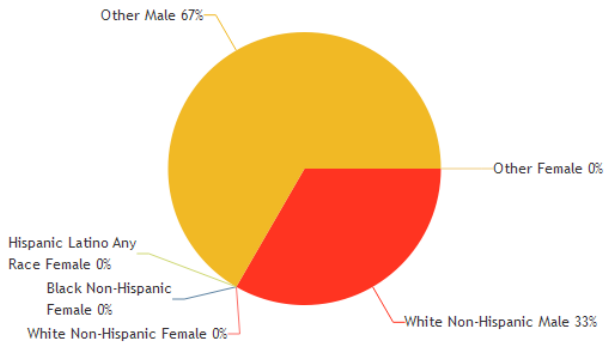
Asset Forfeiture

## Use Of Force - Reaccreditation Year 1

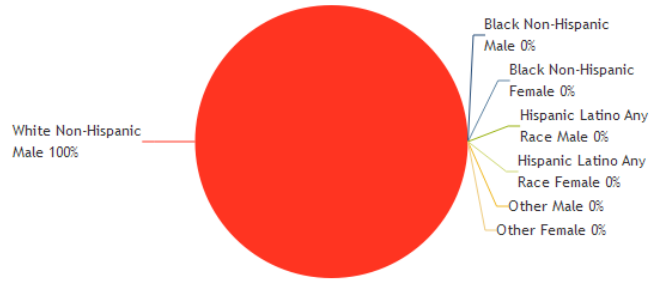
Data Collection Period: 1/1/2021 - 12/31/2021

|  | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|--|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|  | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Firearm  |                    |        |                    |        |                          |        |       |        | 0     |
| Discharge  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Display Only   | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| ECW  |                    |        |                    |        |                          |        |       |        | 7     |
| Discharge Only   | 2                  | 0      | 0                  | 0      | 0                        | 0      | 4     | 0      | 6     |
| Display Only   | 1                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 1     |
| Baton  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Chemical/OC  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Weaponless   | 18                 | 1      | 18                 | 0      | 5                        | 0      | 6     | 2      | 50    |
| 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  | 21                 | 1      | 18                 | 0      | 5                        | 0      | 10    | 2      | 57    |
| Total Number of Incidents Resulting In Officer Injury or Death | 12                 | 3      | 1                  | 0      | 1                        | 0      | 2     | 1      | 20    |
| Total Use of Force Arrests                                     | 21                 | 1      | 18                 | 0      | 5                        | 0      | 10    | 2      | 57    |
| Total Number of Suspects Receiving Non-Fatal Injuries          | 1                  | 0      | 0                  | 0      | 0                        | 0      | 1     | 0      | 2     |
| Total Number of Suspects Receiving Fatal Injuries              | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Total Agency Custodial Arrests                                 | 240                | 57     | 158                | 37     | 3                        | 0      | 85    | 14     | 594   |
| Total Use of Force Complaints                                  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 1      | 1     |

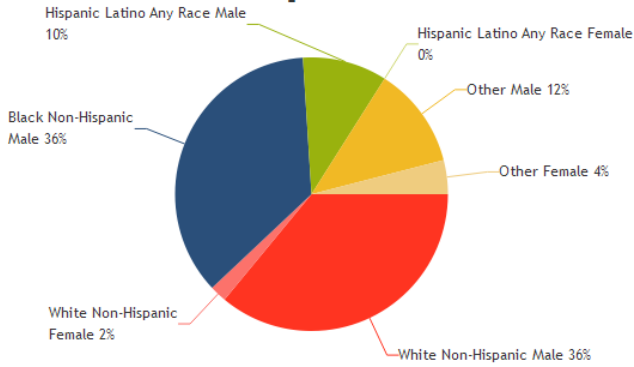
### ECW Discharge



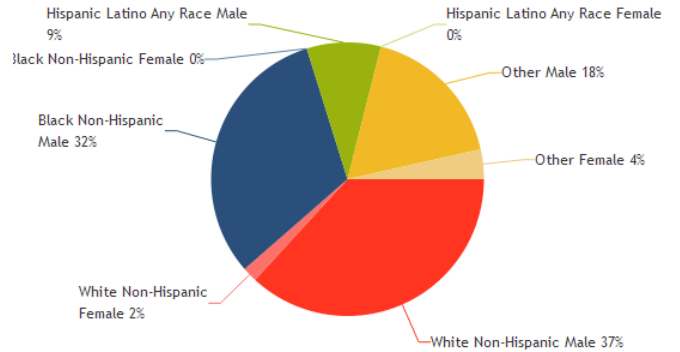
### ECW Display



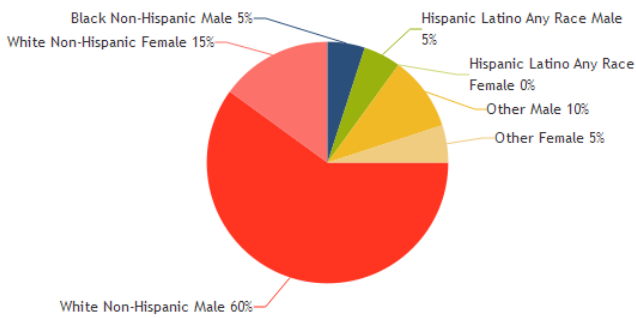
### Weaponless



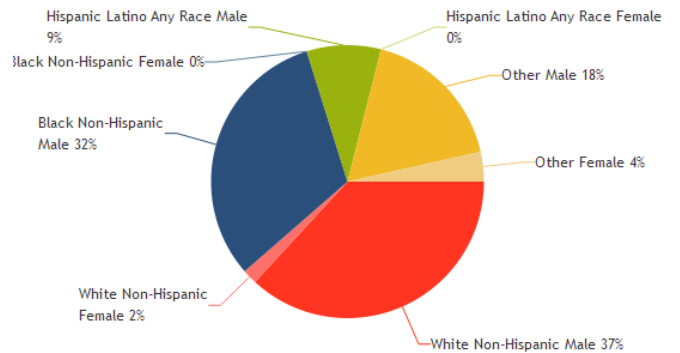
### Total Uses of Force



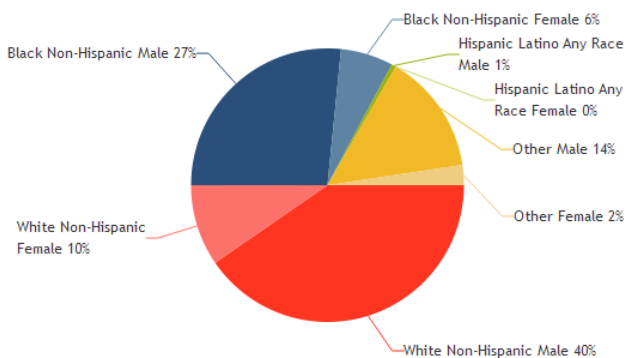
### Total Number of Incidents Resulting in Officer Injury or Death



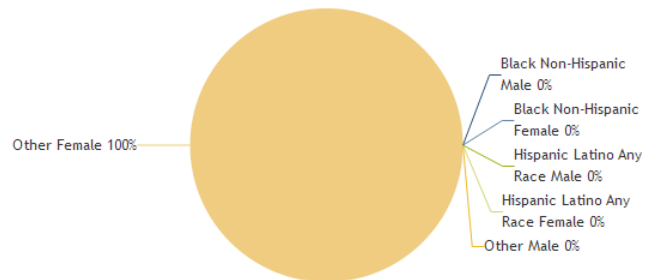
### Total Use of Force Arrests



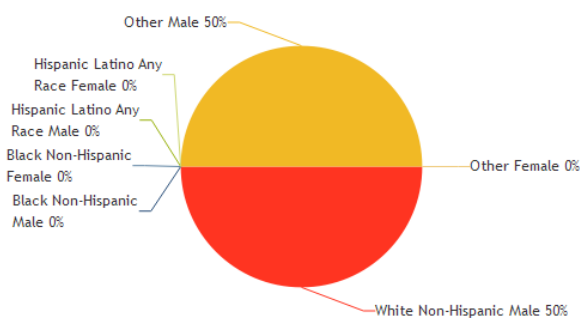
### Total Agency Custodial Arrests



### Total Use of Force Complaints



### 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                    |  |

**Use Of Force - Reaccreditation Year 2**

**Data Collection Period: 1/1/2022 - 12/31/2022**

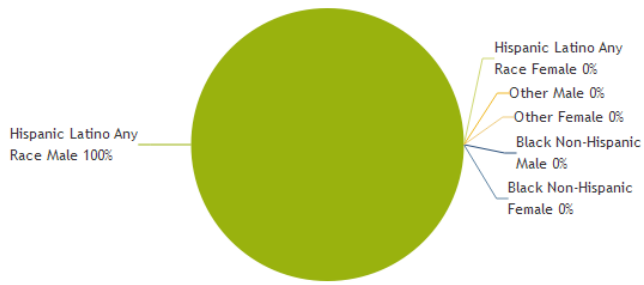
|  | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|--|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|  | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Firearm  |                    |        |                    |        |                          |        |       |        | 1     |
| Discharge  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Display Only   | 0                  | 0      | 0                  | 0      | 1                        | 0      | 0     | 0      | 1     |
| ECW  |                    |        |                    |        |                          |        |       |        | 2     |
| Discharge Only   | 0                  | 0      | 2                  | 0      | 0                        | 0      | 0     | 0      | 2     |
| Display Only   |                    |        |                    |        |                          |        |       |        |       |
| Baton  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Chemical/OC  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Weaponless   | 8                  | 3      | 3                  | 0      | 1                        | 0      | 4     | 0      | 19    |
| 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  | 8                  | 3      | 5                  | 0      | 2                        | 0      | 4     | 0      | 22    |
| Total Number of Incidents Resulting In Officer Injury or Death | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Total Use of Force Arrests                                     | 11                 | 3      | 7                  | 2      | 1                        | 0      | 6     | 0      | 30    |
| Total Number of Suspects Receiving Non-Fatal Injuries          |                    |        |                    |        |                          |        |       |        |       |
| Total Number of Suspects Receiving Fatal Injuries              | 2                  | 0      | 2                  | 0      | 0                        | 0      | 0     | 0      | 4     |
| Total Agency Custodial Arrests                                 | 260                | 53     | 243                | 47     | 0                        | 0      | 148   | 25     | 776   |
| Total Use of Force Complaints                                  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |

**Reaccreditation Year 2 Notes:**

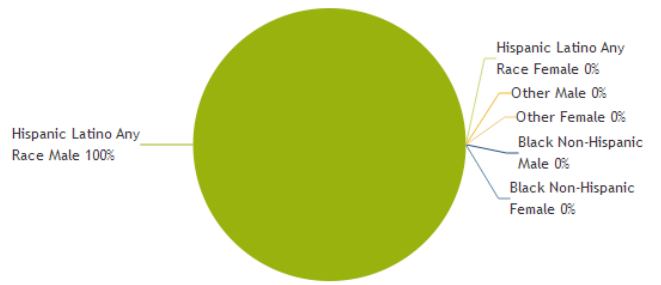
\*ECW Display Only is not tracked at this time

\*There were a total of 9 officer injuries, no officer deaths

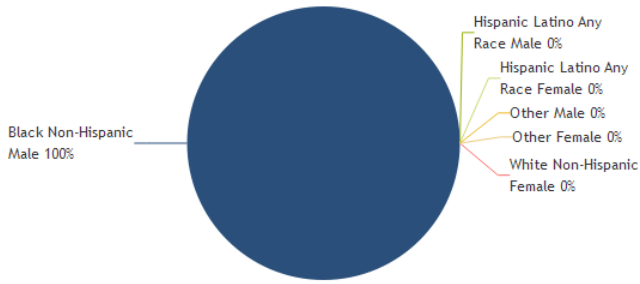
### Total Firearm



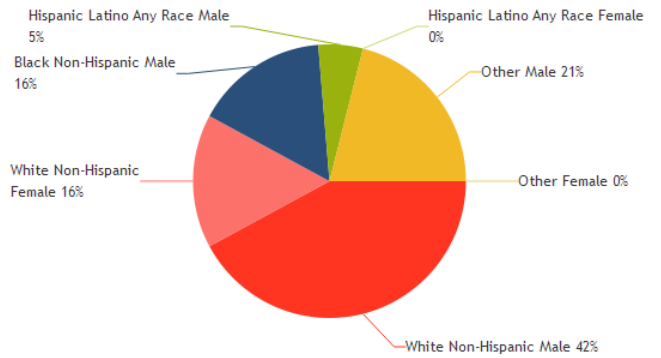
### Firearm Display



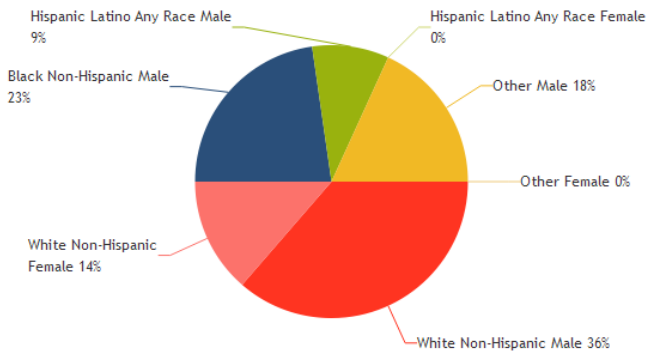
### ECW Discharge



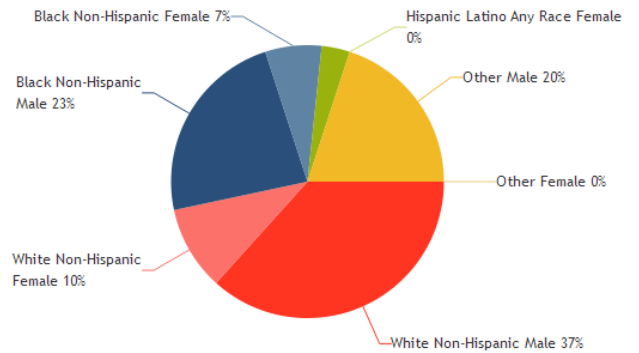
### Weaponless



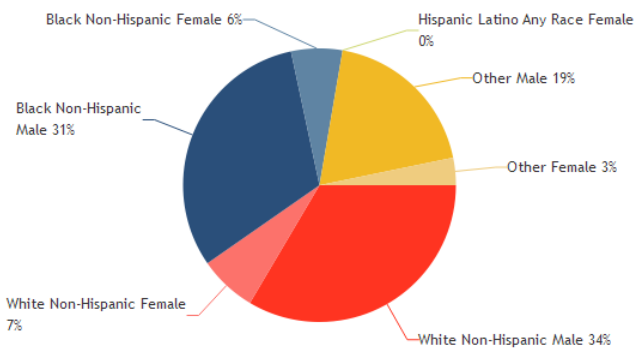
### Total Uses of Force



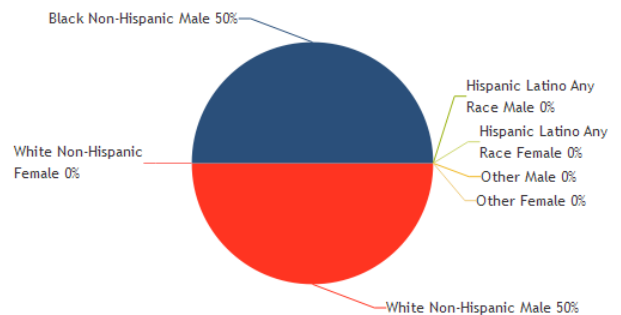
### Total Use of Force Arrests



### Total Agency Custodial Arrests



### Total Number of Suspects Receiving 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                    |  |

### Use Of Force - Reaccreditation Year 3

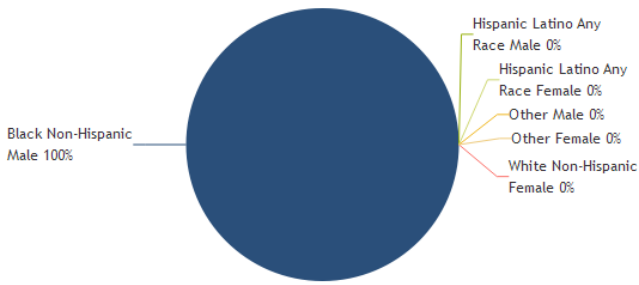
Data Collection Period: 1/1/2023 - 12/31/2023

|  | 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   | 0                  | 0      | 1                  | 0      | 0                        | 0      | 0     | 0      | 1     |
| ECW  |                    |        |                    |        |                          |        |       |        | 7     |
| Discharge Only   | 2                  | 0      | 3                  | 0      | 1                        | 0      | 1     | 0      | 7     |
| 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   | 3                  | 1      | 4                  | 1      | 1                        | 0      | 5     | 0      | 15    |
| 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  | 5                  | 1      | 8                  | 1      | 2                        | 0      | 6     | 0      | 23    |
| Total Number of Incidents Resulting In Officer Injury or Death | 0                  | 0      | 3                  | 1      | 1                        | 0      | 3     | 0      | 8     |
| Total Use of Force Arrests                                     | 3                  | 1      | 6                  | 1      | 2                        | 0      | 3     | 0      | 16    |
| Total Number of Suspects Receiving Non-Fatal Injuries          | 1                  | 0      | 1                  | 0      | 0                        | 0      | 1     | 0      | 3     |
| 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     |

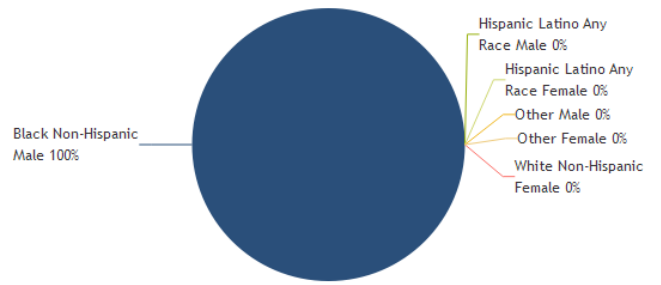
#### Reaccreditation Year 3 Notes:

Total reported use of force incidents: 23. Due to the POSPD cyber-attack and loss of systems, we are unable to determine number and demographics for arrests made. The latest accurate information included 16 arrests and 3 involuntary commitments following uses of force.

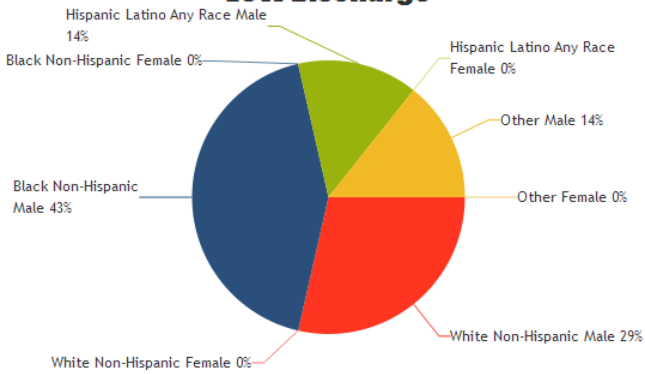
### Total Firearm



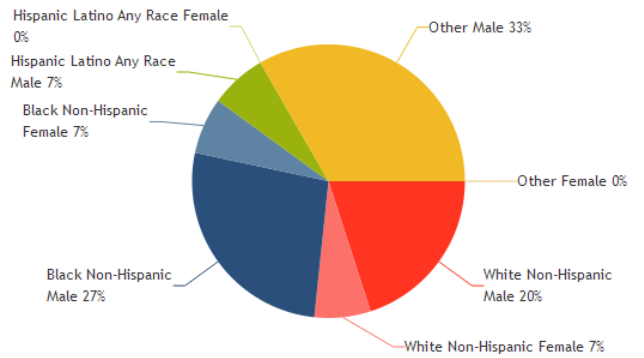
### Firearm Display



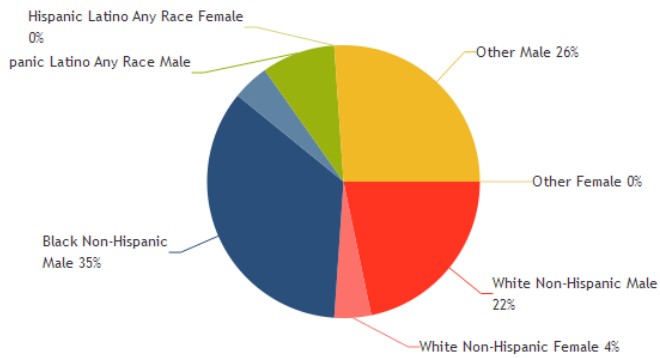
### ECW Discharge



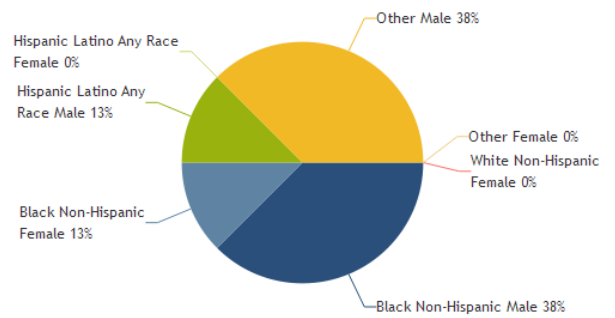
### Weaponless



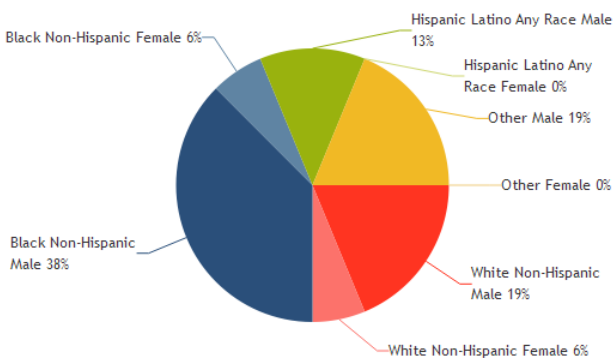
### Total Uses of Force



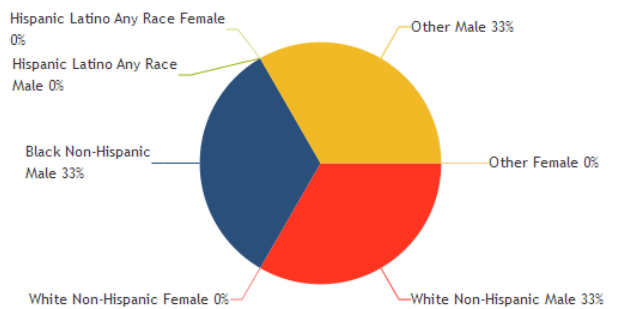
### Total Number of Incidents Resulting in Officer Injury or Death



### Total Use of Force 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                    |  |

**Use Of Force - Reaccreditation Year 4**

**Data Collection Period: 1/1/2024 - 12/31/2024**

|  | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|--|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|  | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Firearm  |                    |        |                    |        |                          |        |       |        | 0     |
| Discharge  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Display Only   | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| ECW  |                    |        |                    |        |                          |        |       |        | 3     |
| Discharge Only   | 1                  | 0      | 0                  | 0      | 0                        | 0      | 1     | 0      | 2     |
| Display Only   | 0                  | 0      | 0                  | 0      | 0                        | 0      | 1     | 0      | 1     |
| Baton  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0     |
| Chemical/OC  | 1                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 1     |
| Weaponless   | 9                  | 1      | 6                  | 3      | 2                        |        | 2     | 1      | 24    |
| 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  | 11                 | 1      | 6                  | 3      | 2                        | 0      | 4     | 1      | 28    |
| Total Number of Incidents Resulting In Officer Injury or Death | 1                  | 1      | 0                  | 0      | 0                        | 0      | 1     | 0      | 3     |
| Total Use of Force Arrests                                     | 8                  | 0      | 6                  | 3      | 2                        | 0      | 4     | 1      | 24    |
| 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     |

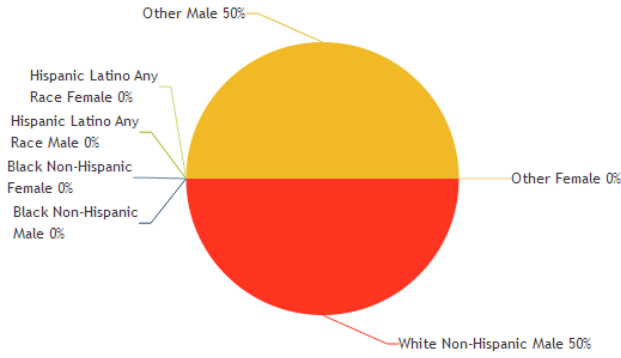
**Reaccreditation Year 4 Notes:**

Of the 28 uses of force during CY2024, 24 subjects were arrested and 4 were sent to the hospital on an Involuntary Treatment Act hold.

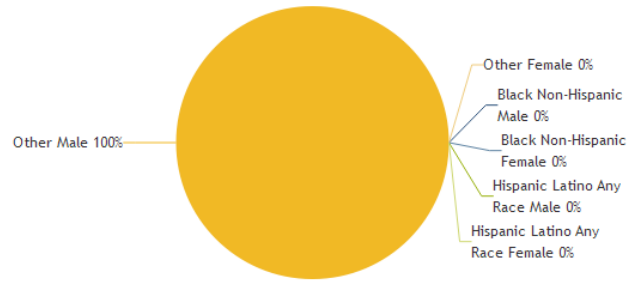
NOTE: At the time of the POSPD Cyber-Attack in August 2024, we were working to switch from IAPro to Axon standards. When the cyber-attack occurred, we lost all data for demographics for total agency custodial arrests and use

of force complaints for CY2024. We are currently working on obtaining a one-year subscription with IA Pro to recover the 2024 data.

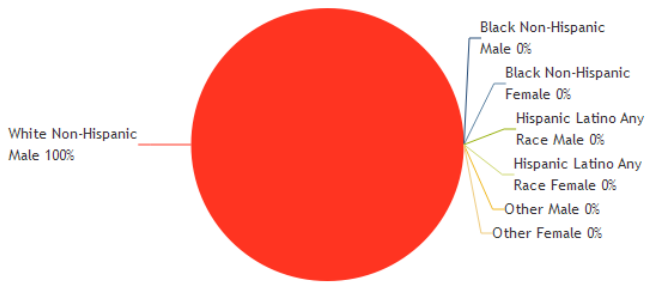
### ECW Discharge



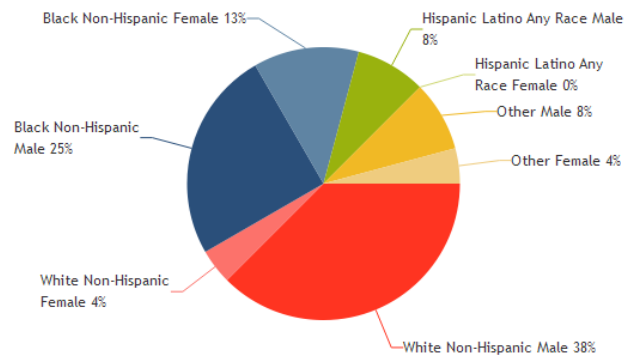
### ECW Display



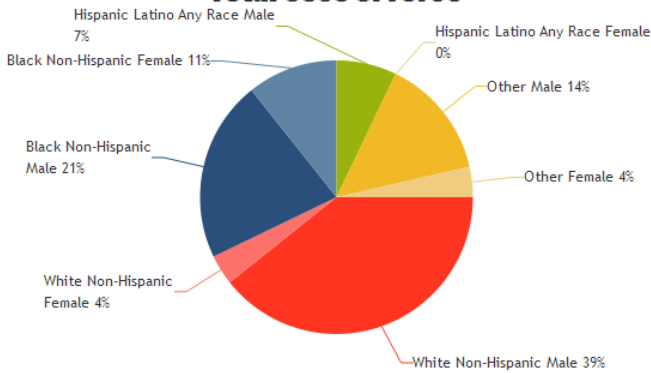
### Chemical/OC



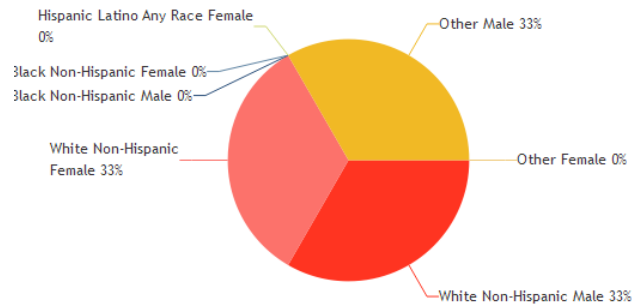
### Weaponless



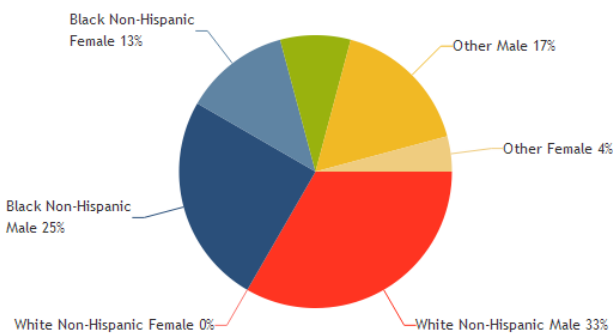
### Total Uses of Force



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



### Total Use of Force Arrests



### 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:** 1/1/2021-12/31/2021

**Year 2 Data Collection Period:** 1/1/2022-12/31/2022

**Year 3 Data Collection Period:** 1/1/2023-12/31/2023

**Year 4 Data Collection Period:** 1/1/2024-12/31/2024

| Grievances | Year 1 | Year 2 | Year 3 | Year 4 |
|------------|--------|--------|--------|--------|
| Number     | 19     | 10     | 4      | 4      |

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

Officers: 9

Police Specialist: 5

Dispatch: 3

Sergeant: 2

Commanders:0

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

Commanders:0

Sergeants:6

Dispatch Supervisors:0

Police Specialist: 1 unresolved from 2021

Officers:4

Dispatch:0

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

Commanders: 0 Sergeants: 1 Officers: 2 Police Specialists: 1 Dispatchers: 0

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

0 for Officers

0 for Sergeants

0 for Commanders

0 for Police Specialists

1 for Transportation Support Specialists - resolved

1 for Non-Sworn Supervisors in 2024 – the grievance is headed to arbitration

2 for Communications Specialists in 2024 – one was resolved, and the other is heading to arbitration

***Personnel Actions***

**Year 1 Data Collection Period:** 1/1/2021-12/31/2021

**Year 2 Data Collection Period:** 1/1/2022-12/31/2022

**Year 3 Data Collection Period:** 1/1/2023-12/31/2023

**Year 4 Data Collection Period:** 1/1/2024-12/31/2024

|                               | Year 1 | Year 2 | Year 3 | Year 4 |
|-------------------------------|--------|--------|--------|--------|
| Suspension                    | 0      | 0      | 2      | 3      |
| Demotion                      | 0      | 0      | 0      | 2      |
| Resign In Lieu of Termination | 0      | 1      | 0      | 1      |
| Termination                   | 6      | 0      | 1      | 1      |
| Other                         |        | 0      | 1      |        |
| Total                         | 6      | 1      | 4      | 7      |
| Commendations                 |        |        |        |        |

***Reaccreditation Year 1 Notes:***

Port of Seattle HR-34 required a COVID-19 vaccine as a condition of employment. As a result 6 employees were terminated.

***Reaccreditation Year 2 Notes:***

Probationary officer with performance issues resigned during training

***Reaccreditation Year 3 Notes:***

2 Suspensions: these were two officers placed on Administrative Leave while under internal investigation

1 Other: Verbal Reprimand

***Reaccreditation Year 4 Notes:***

Two officers and one Sergeant were placed on administrative leave pending internal investigation; 1 resigned in lieu of termination, 1 was terminated, 1 was demoted

## Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2021 - 12/31/2024

|                                    | Year 1 | Year 2 | Year 3 | Year 4 |
|------------------------------------|--------|--------|--------|--------|
| <b>External/Citizen Complaint</b>  |        |        |        |        |
| Citizen Complaint                  | 4      | 4      | 13     |        |
| Sustained                          | 0      | 2      | 2      |        |
| Not Sustained                      | 1      | 0      | 1      |        |
| Unfounded                          | 1      | 0      | 6      |        |
| Exonerated                         | 2      | 2      | 4      |        |
| <b>Internal/Directed Complaint</b> |        |        |        |        |
| Directed Complaint                 | 1      | 1      | 4      |        |
| Sustained                          | 0      | 0      | 1      |        |
| Not Sustained                      | 1      | 0      | 0      |        |
| Unfounded                          | 0      | 0      | 1      |        |
| Exonerated                         | 0      | 1      | 2      |        |

### Reaccreditation Year 4 Notes:

NOTE: At the time of the POSPD Cyber-Attack in August 2024, we were working to switch from IAPro to Axon standards. When the cyber-attack occurred, we lost all data for complaints for CY2024. We are currently working on obtaining a one-year subscription with IA Pro to recover the 2024 data.

***Calls For Service / Crime Data - Reaccreditation Year 4***

**Data Collection Period:** 1/1/2021 - 12/31/2024

|                          | Year 1 | Year 2 | Year 3 | Year 4 |
|--------------------------|--------|--------|--------|--------|
| <b>Calls for Service</b> |        |        |        |        |
| Calls for Service        | 98113  | 79949  | 94684  | 81302  |
| <b>Crime Data</b>        |        |        |        |        |
| Murder                   | 0      | 0      |        | 0      |
| Forcible Rape            | 1      | 2      |        | 0      |
| Robbery                  | 0      | 4      |        | 0      |
| Aggravated Assault       | 38     | 4      |        | 3      |
| Burglary                 | 13     | 35     |        | 9      |
| Larceny-Theft            | 930    | 2297   |        | 1450   |
| Motor Vehicle Theft      | 239    | 226    |        | 235    |
| Arson                    | 0      | 1      |        | 0      |

***Reaccreditation Year 4 Notes:***

This data reflects statistics recovered for January 1, 2024-June 30, 2024, and those from August 24, 2024-December 31, 2024. Data is not available for July 1, 2024-August 23, 2024.

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

**Year 1 Data Collection Period:** 1/1/2021-12/31/2021

**Year 2 Data Collection Period:** 1/1/2022-12/31/2022

**Year 3 Data Collection Period:** 1/1/2023-12/31/2023

**Year 4 Data Collection Period:** 1/1/2024-12/31/2024

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

### ***Reaccreditation Year 1***

Zero pursuits were initiated during 2021

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

One pursuit occurred which was deemed in policy

### ***Reaccreditation Year 3***

No pursuits were initiated during 2023

### ***Reaccreditation Year 4***

1 pursuit was terminated with a slow-speed PIT maneuver

**Agency Breakdown Report - Reaccreditation Year 1**

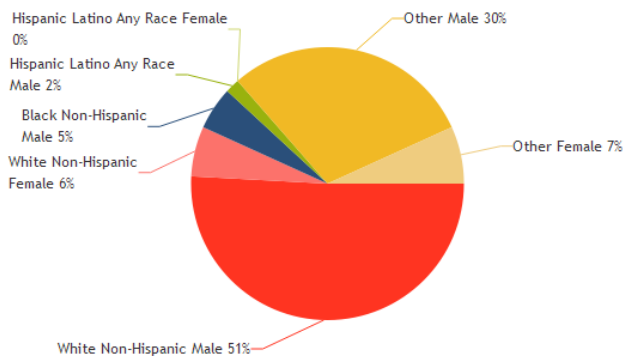
**Data Collection Period: 1/1/2021 - 12/31/2021**

|                            | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total      |
|----------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|------------|
|                            | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |            |
| <b>Sworn Personnel</b>     |                    |        |                    |        |                          |        |       |        |            |
| Executive                  |                    |        |                    |        |                          |        |       |        |            |
| Command                    | 6                  | 1      |                    |        | 1                        |        |       | 1      | 9          |
| Supervisory Positions      | 10                 | 3      | 3                  |        |                          |        | 4     |        | 20         |
| Non-Supervisory Positions  | 44                 | 3      | 3                  |        | 1                        |        | 31    | 7      | 89         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>118</b> |
| <b>Non Sworn Personnel</b> |                    |        |                    |        |                          |        |       |        |            |
| Executive                  |                    |        |                    |        |                          |        |       |        |            |
| Managerial                 |                    | 1      |                    |        |                          |        |       |        | 1          |
| Supervisory Positions      |                    | 3      |                    |        |                          |        |       |        | 3          |
| Non-Supervisory Positions  | 4                  | 19     | 1                  |        | 1                        | 1      | 2     | 5      | 33         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>37</b>  |
| <b>Total</b>               |                    |        |                    |        |                          |        |       |        | <b>155</b> |

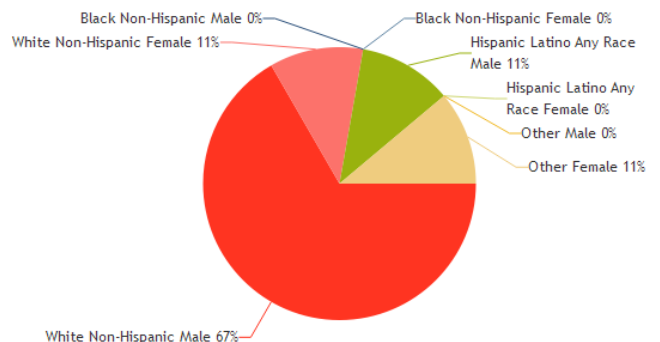
**Reaccreditation Year 1 Notes:**

\* As of 12/7/22 the Port of Seattle HR team has been unable to supply these data points

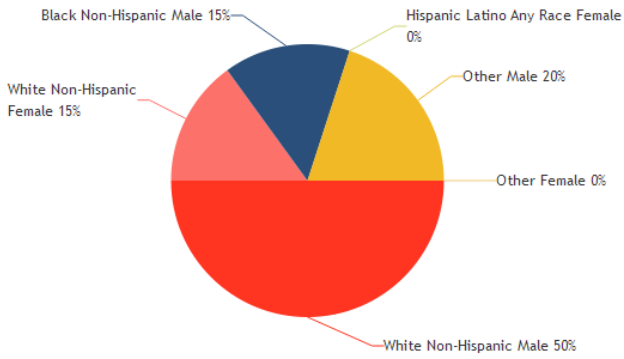
**Total Sworn Personnel**



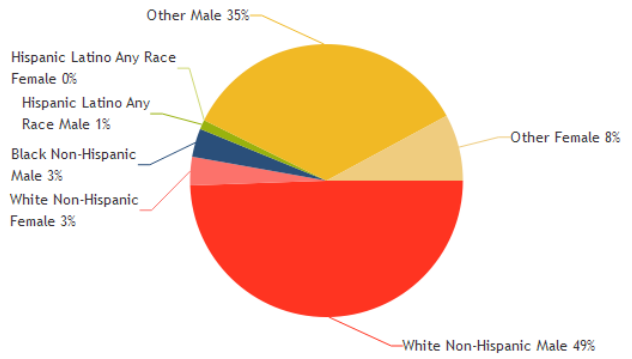
**Sworn Personnel: Command**



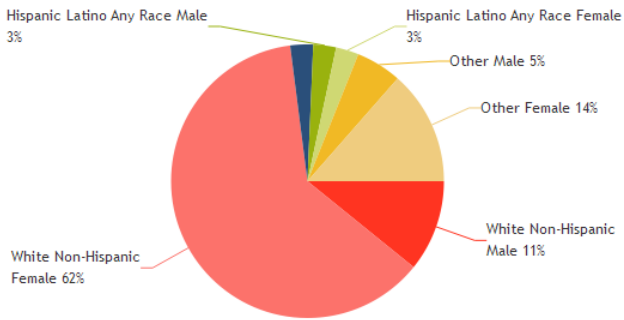
### Sworn Personnel: Supervisory Positions



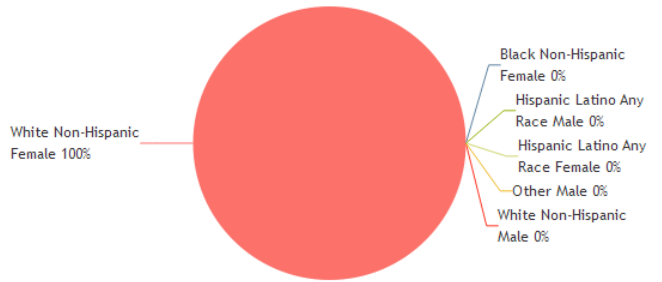
### Sworn Personnel: Non-Supervisory Positions



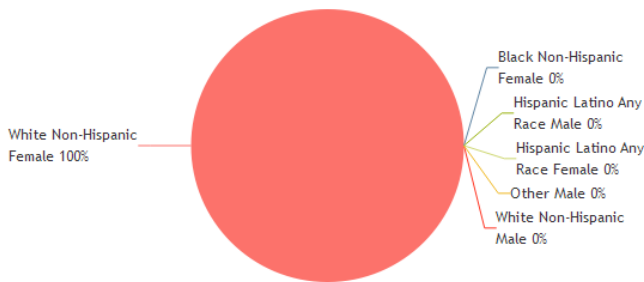
### Total Non-Sworn Personnel



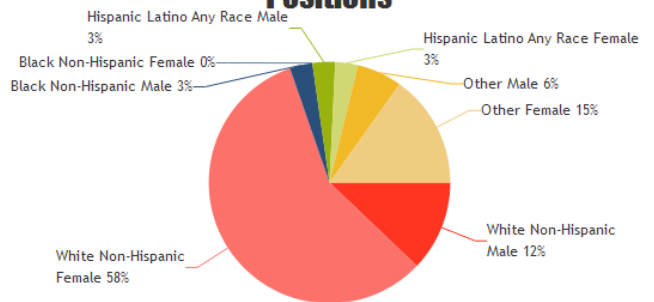
### Non-Sworn Personnel: Managerial



### 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 2**

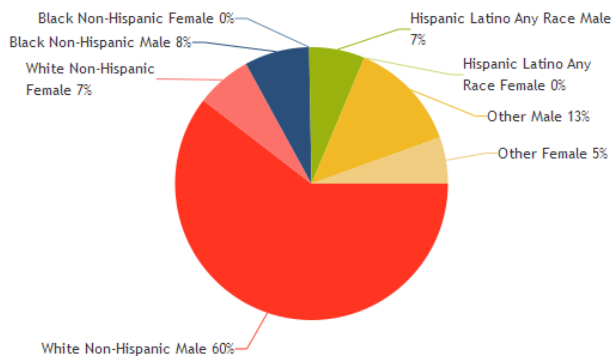
**Data Collection Period: 1/1/2022 - 12/31/2022**

|                            | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total      |
|----------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|------------|
|                            | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |            |
| <b>Sworn Personnel</b>     |                    |        |                    |        |                          |        |       |        |            |
| Executive                  | 1                  | 0      | 0                  | 0      | 1                        | 0      | 0     | 0      | 2          |
| Command                    | 3                  | 1      | 0                  | 0      | 0                        | 0      | 0     | 1      | 5          |
| Supervisory Positions      | 13                 | 3      | 3                  | 0      | 2                        | 0      | 1     | 1      | 23         |
| Non-Supervisory Positions  | 38                 | 2      | 4                  | 0      | 3                        | 0      | 11    | 3      | 61         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>91</b>  |
| <b>Non Sworn Personnel</b> |                    |        |                    |        |                          |        |       |        |            |
| Executive                  | 0                  | 1      | 0                  | 0      | 0                        | 0      | 0     | 0      | 1          |
| Managerial                 | 0                  | 3      | 0                  | 0      | 0                        | 0      | 0     | 0      | 3          |
| Supervisory Positions      | 0                  | 4      | 0                  | 0      | 0                        | 0      | 0     | 0      | 4          |
| Non-Supervisory Positions  | 3                  | 15     | 2                  | 0      | 0                        | 1      | 2     | 4      | 27         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>35</b>  |
| <b>Total</b>               |                    |        |                    |        |                          |        |       |        | <b>126</b> |

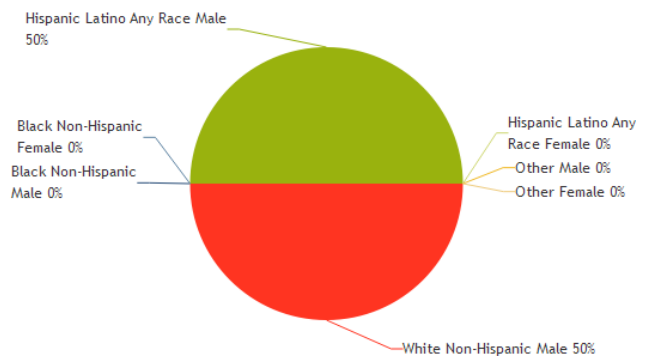
**Reaccreditation Year 2 Notes:**

21 employees did not report their race (3 female and 18 males)

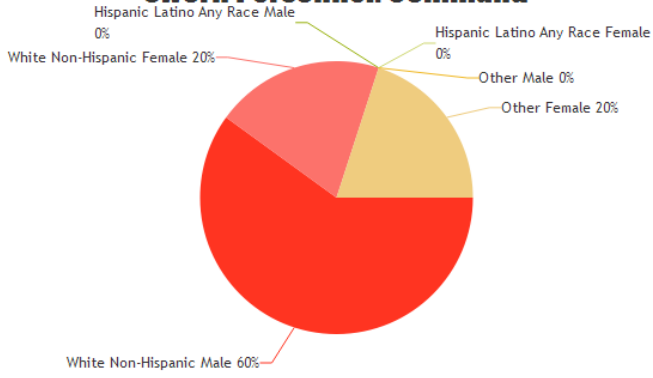
**Total Sworn Personnel**



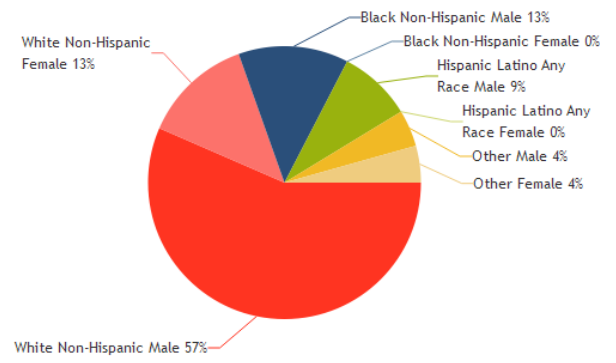
**Sworn Personnel: Executive**



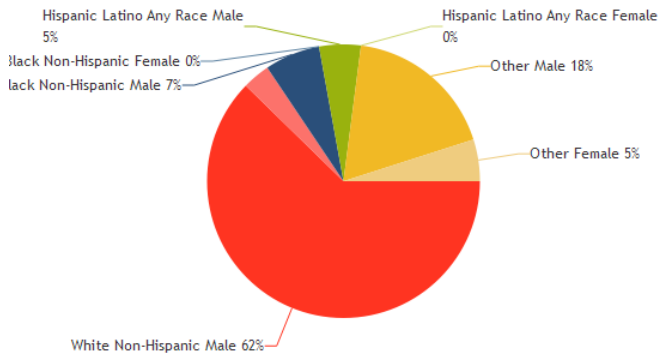
### Sworn Personnel: Command



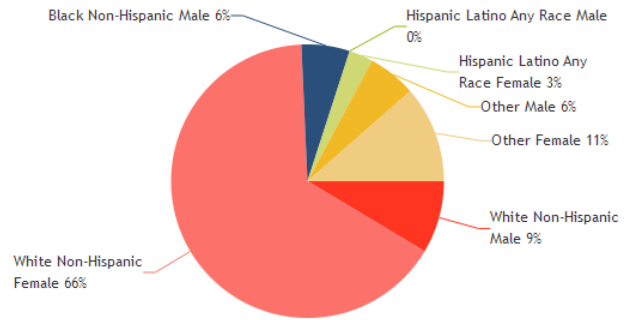
### Sworn Personnel: Supervisory Positions



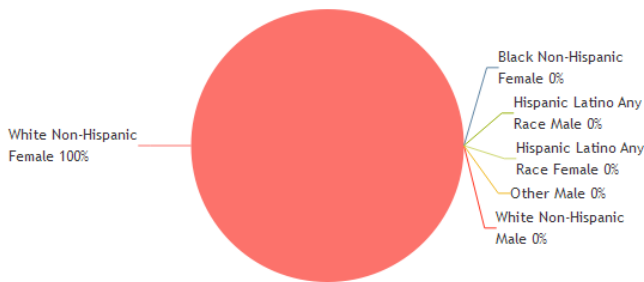
### Sworn Personnel: Non-Supervisory Positions



### Total Non-Sworn Personnel



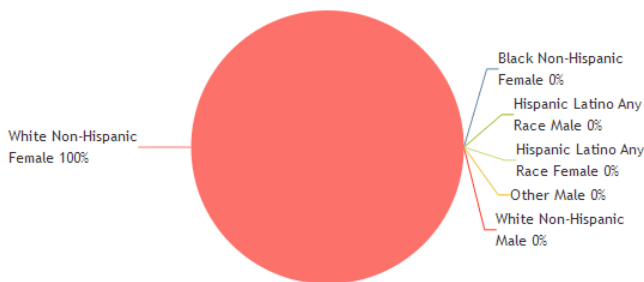
### Non-Sworn Personnel: Executive



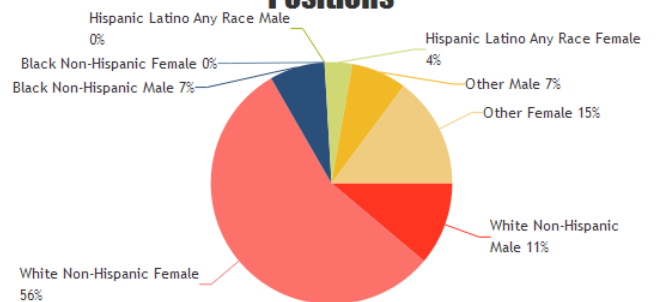
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



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



### Legend

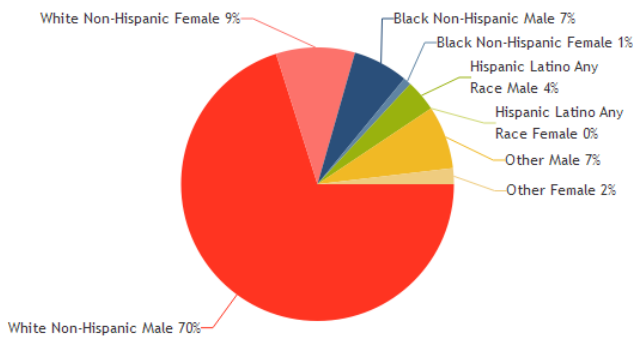
|                                 |   |
|---------------------------------|---|
| White Non-Hispanic Male         |   |
| White Non-Hispanic Female       |  |
| Black Non-Hispanic Male         |  |
| Black Non-Hispanic Female       |  |
| Hispanic Latino Any Race Male   |  |
| Hispanic Latino Any Race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

# Agency Breakdown Report - Reaccreditation Year 3

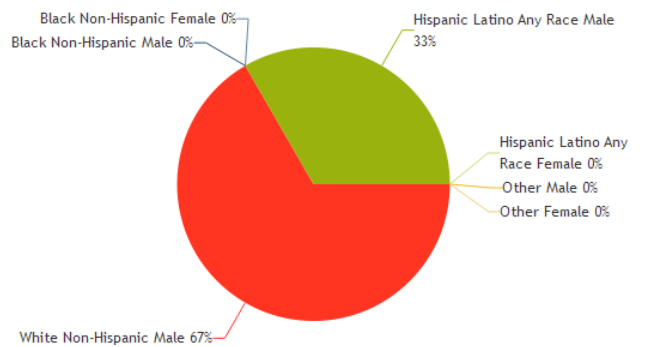
Data Collection Period: 1/1/2023 - 12/31/2023

|                            | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total      |
|----------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|------------|
|                            | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |            |
| <b>Sworn Personnel</b>     |                    |        |                    |        |                          |        |       |        |            |
| Executive                  | 2                  |        |                    |        | 1                        |        |       |        | 3          |
| Command                    | 3                  | 1      | 0                  | 0      | 0                        | 0      | 1     | 1      | 6          |
| Supervisory Positions      | 11                 | 3      | 3                  | 0      | 0                        | 0      | 4     | 0      | 21         |
| Non-Supervisory Positions  | 59                 | 6      | 4                  | 1      | 3                        | 0      | 3     | 1      | 77         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>107</b> |
| <b>Non Sworn Personnel</b> |                    |        |                    |        |                          |        |       |        |            |
| Executive                  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0          |
| Managerial                 | 0                  | 1      | 0                  | 0      | 0                        | 0      | 0     | 0      | 1          |
| Supervisory Positions      | 0                  | 5      | 0                  | 0      | 0                        | 0      | 0     | 0      | 5          |
| Non-Supervisory Positions  | 5                  | 18     | 1                  | 2      | 0                        | 2      | 4     | 5      | 37         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>43</b>  |
| <b>Total</b>               |                    |        |                    |        |                          |        |       |        | <b>150</b> |

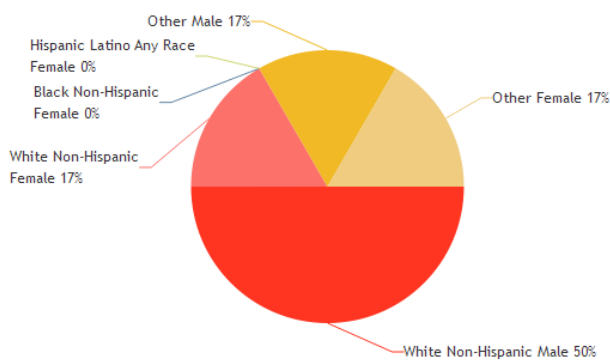
**Total Sworn Personnel**



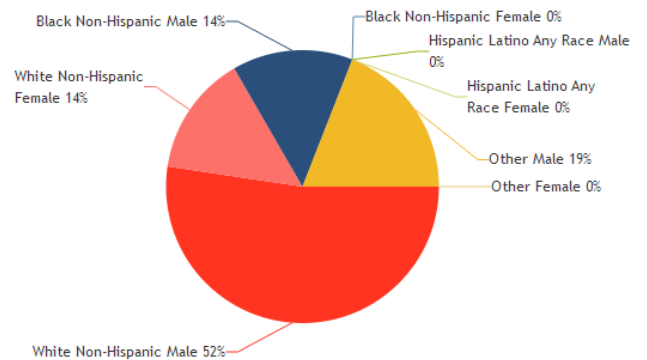
**Sworn Personnel: Executive**



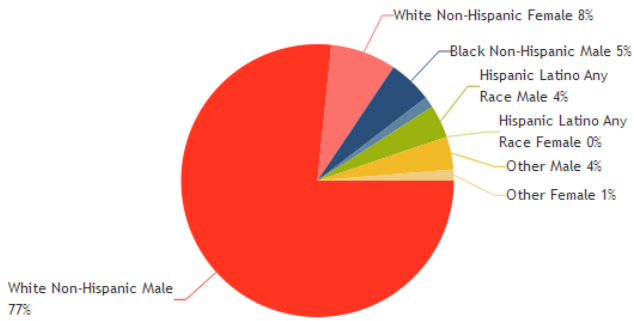
**Sworn Personnel: Command**



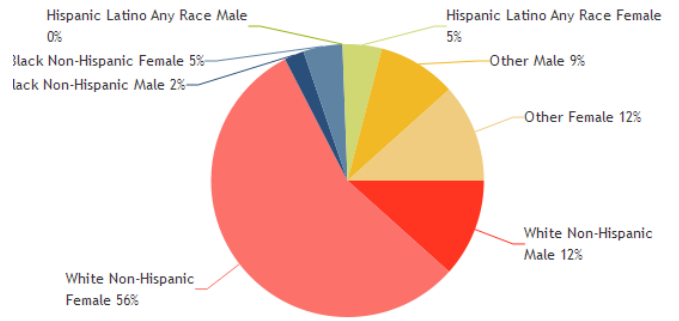
**Sworn Personnel: Supervisory Positions**



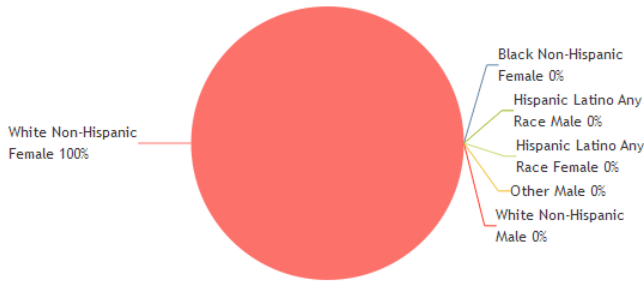
### Sworn Personnel: Non-Supervisory Positions



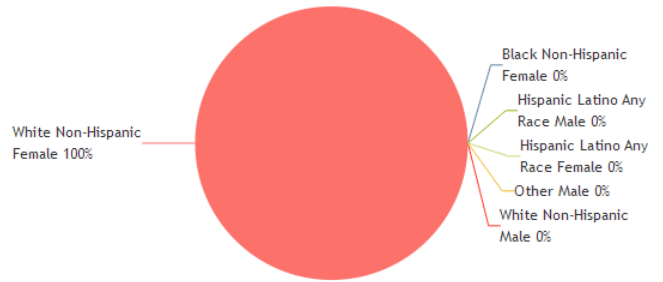
### Total Non-Sworn Personnel



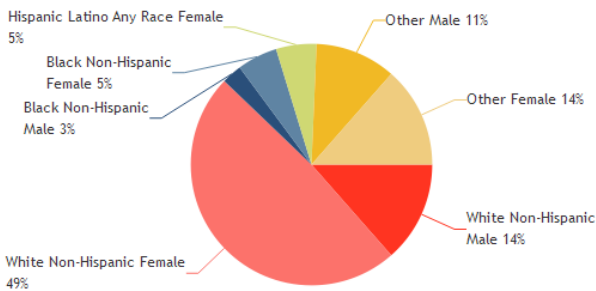
### Non-Sworn Personnel: Managerial



### 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

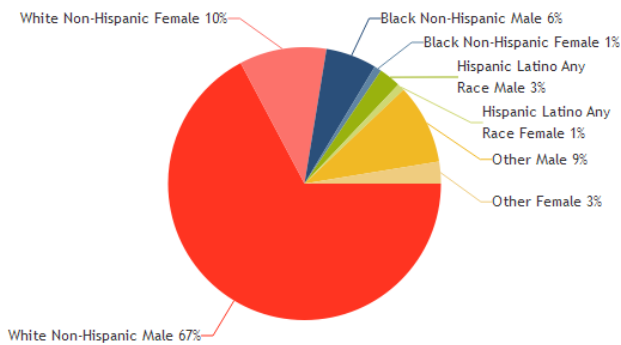
**Data Collection Period:** 1/1/2024 - 12/31/2024

|                            | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total      |
|----------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|------------|
|                            | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |            |
| <b>Sworn Personnel</b>     |                    |        |                    |        |                          |        |       |        |            |
| Executive                  | 3                  | 1      | 0                  | 0      | 0                        | 0      | 0     | 0      | 4          |
| Command                    | 3                  | 1      | 1                  | 0      | 0                        | 0      | 1     | 0      | 6          |
| Supervisory Positions      | 12                 | 2      | 1                  | 0      | 0                        | 0      | 2     | 0      | 17         |
| Non-Supervisory Positions  | 60                 | 8      | 5                  | 1      | 3                        | 1      | 8     | 3      | 89         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>116</b> |
| <b>Non Sworn Personnel</b> |                    |        |                    |        |                          |        |       |        |            |
| Executive                  | 0                  | 0      | 0                  | 0      | 0                        | 0      | 0     | 0      | 0          |
| Managerial                 | 0                  | 2      | 0                  | 0      | 0                        | 0      | 0     | 0      | 2          |
| Supervisory Positions      | 0                  | 5      | 0                  | 0      | 0                        | 0      | 0     | 0      | 5          |
| Non-Supervisory Positions  | 7                  | 18     | 3                  | 2      | 0                        | 2      | 4     | 7      | 43         |
| <b>Sub Total</b>           |                    |        |                    |        |                          |        |       |        | <b>50</b>  |
| <b>Total</b>               |                    |        |                    |        |                          |        |       |        | <b>166</b> |

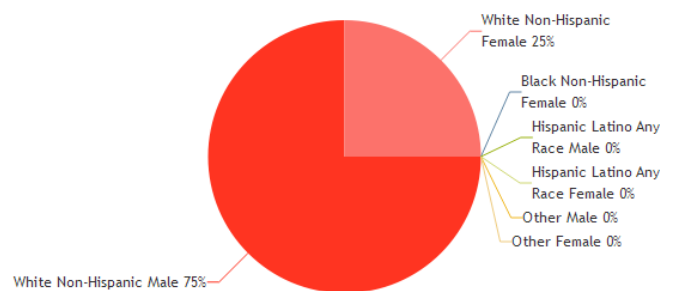
### Reaccreditation Year 4 Notes:

Non-Sworn includes Dispatch, Civilian Police Specialists, and Traffic Support Specialists

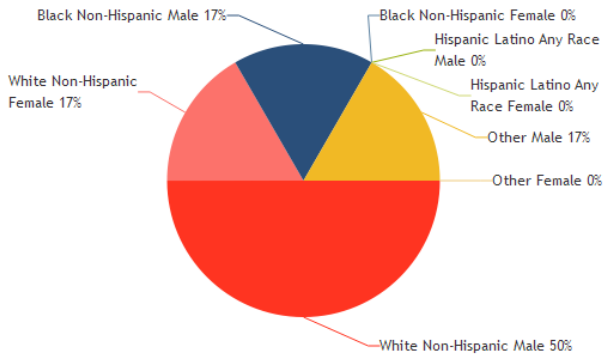
**Total Sworn Personnel**



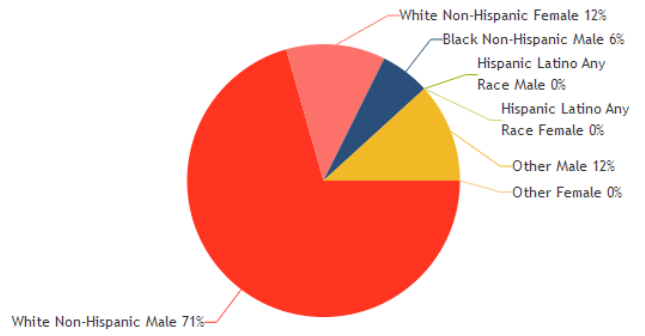
**Sworn Personnel: Executive**



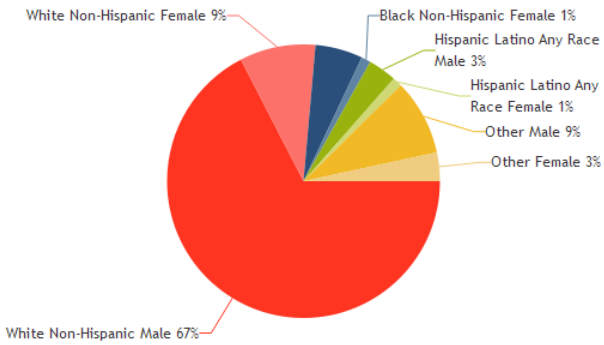
### Sworn Personnel: Command



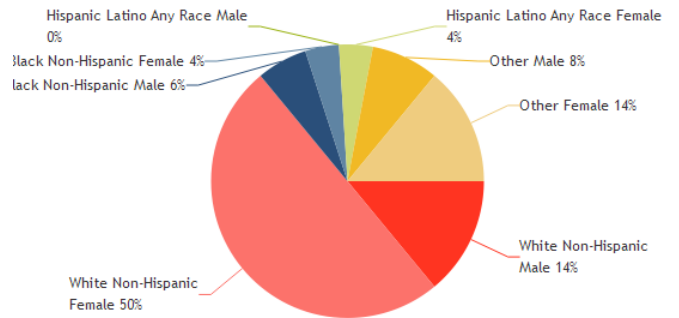
### Sworn Personnel: Supervisory Positions



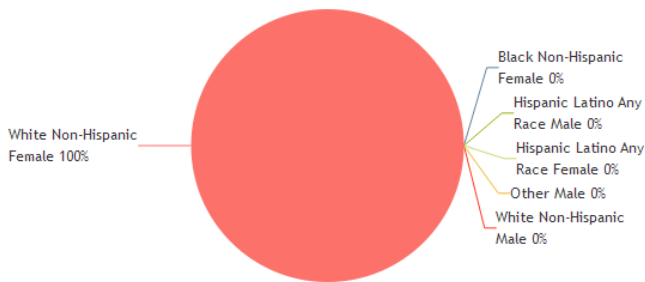
### Sworn Personnel: Non-Supervisory Positions



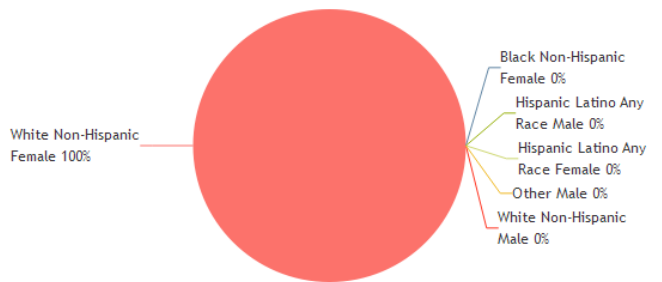
### Total Non-Sworn Personnel



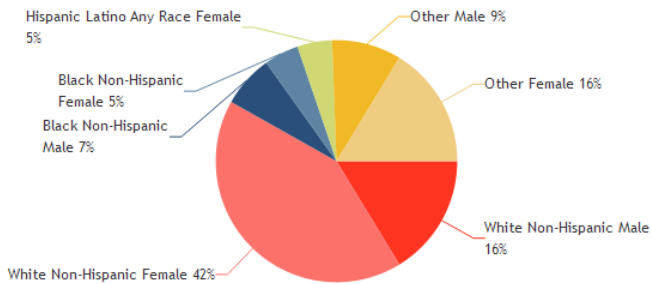
### Non-Sworn Personnel: Managerial



### 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: 1/1/2021 - 12/31/2021

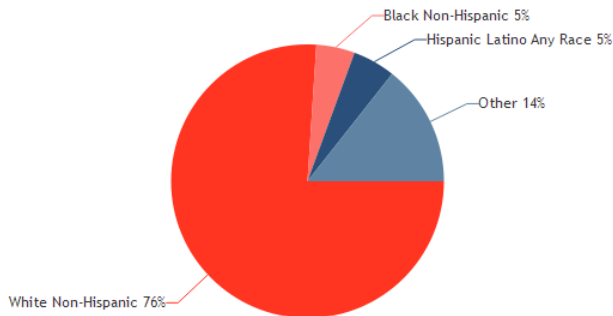
|                          | Service Population |    | Available Workforce |      | Current Sworn Officers |     | Current Female Sworn Officers |    | Prior Sworn Officers |     | Prior Female Sworn Officers |    |
|--------------------------|--------------------|----|---------------------|------|------------------------|-----|-------------------------------|----|----------------------|-----|-----------------------------|----|
|                          | #                  | %  | #                   | %    | #                      | %   | #                             | %  | #                    | %   | #                           | %  |
| White Non-Hispanic       | 0                  | 0% | 739205              | 76 % | 67                     | 57% | 7                             | 6% | 55                   | 58% | 3                           | 3% |
| Black Non-Hispanic       | 0                  | 0% | 44305               | 5 %  | 6                      | 5%  | 0                             | 0% | 5                    | 5%  | 0                           | 0% |
| Hispanic Latino Any Race | 0                  | 0% | 49077               | 5 %  | 2                      | 2%  | 0                             | 0% | 2                    | 2%  | 0                           | 0% |
| Other                    | 0                  | 0% | 139490              | 14 % | 43                     | 36% | 8                             | 7% | 33                   | 35% | 8                           | 8% |
| <b>Total</b>             | <b>0</b>           |    | <b>972077</b>       |      | <b>118</b>             |     | <b>15</b>                     |    | <b>95</b>            |     | <b>11</b>                   |    |

### Reaccreditation Year 1 Notes:

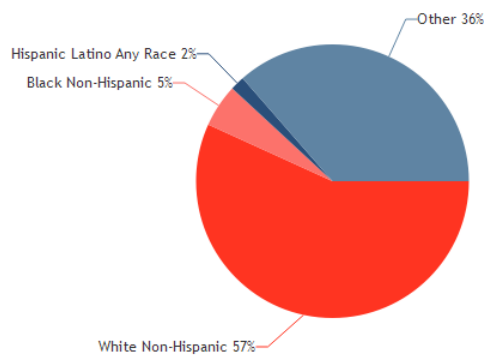
\* Our service population is fluid and changes daily and by the hour

\*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.

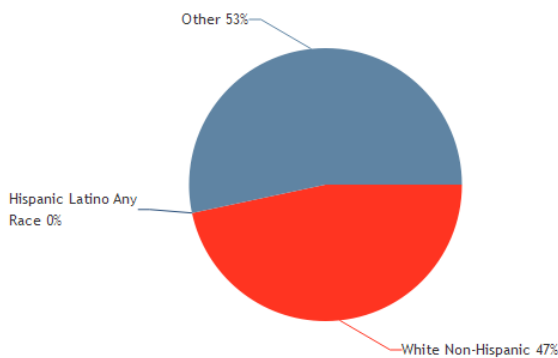
**Available Workforce**



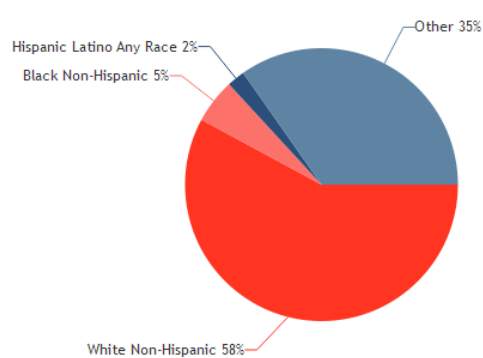
**Current Sworn Officers**



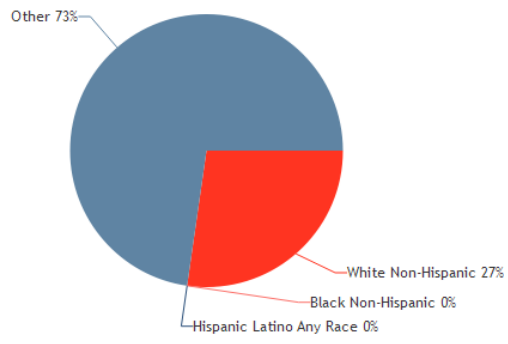
**Current Sworn Female Officers**



**Prior Sworn Officers**



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 2

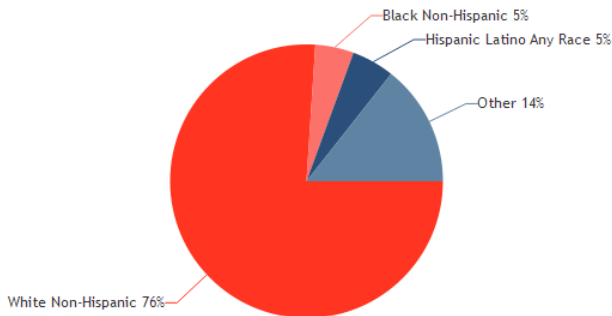
Data Collection Period: 1/1/2022 - 12/31/2022

|                          | 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                     | 69% | 6                             | 8% | 67                   | 57% | 7                           | 6% |
| Black Non-Hispanic       | 0                  | 0% | 44305               | 5 %  | 7                      | 9%  | 0                             | 0% | 6                    | 5%  | 0                           | 0% |
| Hispanic Latino Any Race | 0                  | 0% | 49077               | 5 %  | 6                      | 8%  | 0                             | 0% | 2                    | 2%  | 0                           | 0% |
| Other                    | 0                  | 0% | 139490              | 14 % | 12                     | 15% | 5                             | 6% | 43                   | 36% | 8                           | 7% |
| <b>Total</b>             | <b>0</b>           |    | <b>972077</b>       |      | <b>80</b>              |     | <b>11</b>                     |    | <b>118</b>           |     | <b>15</b>                   |    |

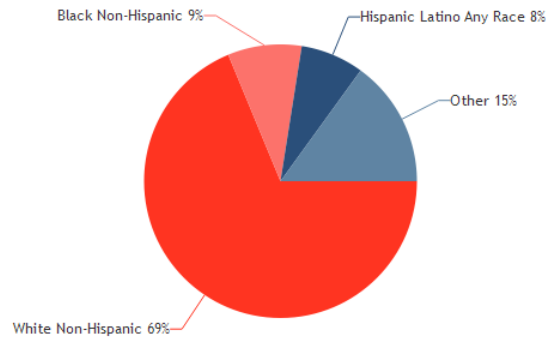
### Reaccreditation Year 2 Notes:

- \* 3 female sworn officers did not report race data
- \* 18 male sworn officers did not report race data
- \*Our service population is fluid and changes daily and by the hour
- \*Total Available Workforce (TAW) data pulled from 2000 EEO Data Tool as recommended and is for King County

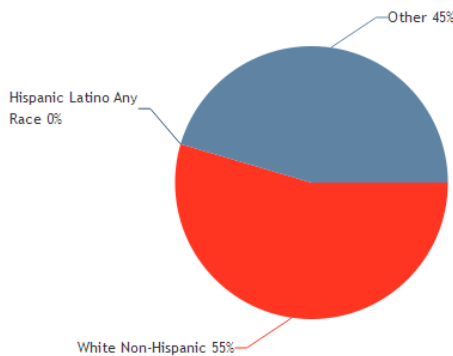
**Available Workforce**



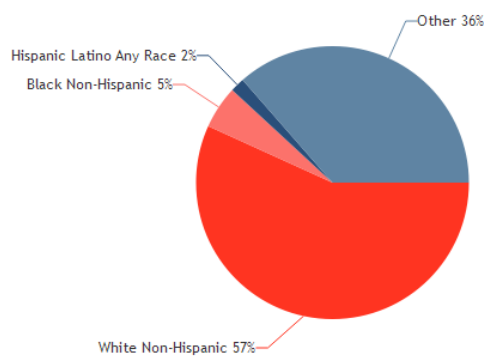
**Current Sworn Officers**



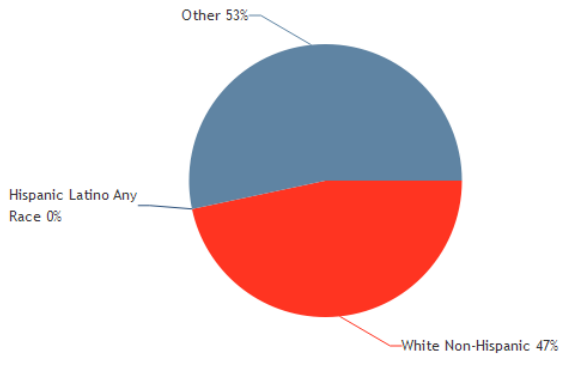
**Current Sworn Female Officers**



**Prior Sworn Officers**



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

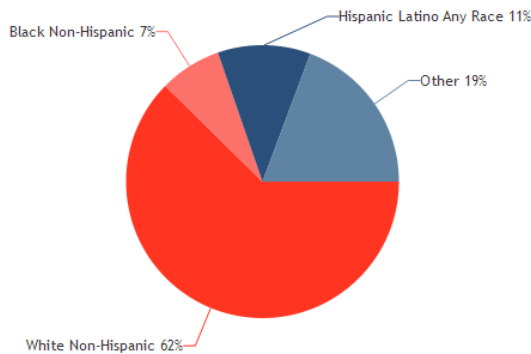
|                          | Service Population |     | Available Workforce |      | Current Sworn Officers |     | Current Female Sworn Officers |     | Prior Sworn Officers |     | Prior Female Sworn Officers |    |
|--------------------------|--------------------|-----|---------------------|------|------------------------|-----|-------------------------------|-----|----------------------|-----|-----------------------------|----|
|                          | #                  | %   | #                   | %    | #                      | %   | #                             | %   | #                    | %   | #                           | %  |
| White Non-Hispanic       | 1000247            | 62% | 1587694             | 100% | 75                     | 80% | 10                            | 11% | 55                   | 69% | 6                           | 8% |
| Black Non-Hispanic       | 117489             | 7%  | 0                   | 0%   | 7                      | 7%  | 1                             | 1%  | 7                    | 9%  | 0                           | 0% |
| Hispanic Latino Any Race | 176234             | 11% | 0                   | 0%   | 4                      | 4%  | 0                             | 0%  | 6                    | 8%  | 0                           | 0% |
| Other                    | 309600             | 19% | 0                   | 0%   | 8                      | 9%  | 2                             | 2%  | 12                   | 15% | 5                           | 6% |
| <b>Total</b>             | <b>1603570</b>     |     | <b>1587694</b>      |      | <b>94</b>              |     | <b>13</b>                     |     | <b>80</b>            |     | <b>11</b>                   |    |

### Reaccreditation Year 3 Notes:

-Our service population is fluid and changes by the hour as we service an international airport and cruise terminals.

-Total Available Workforce (TAW) data pulled from 2023 US Census Bureau and is for King County, WA

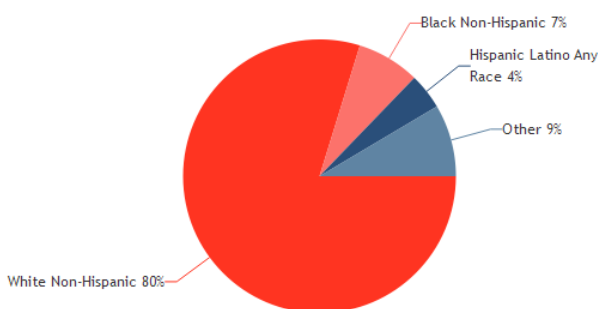
**Service Population**



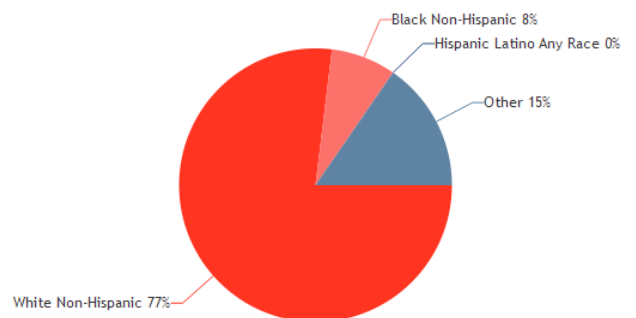
**Available Workforce**



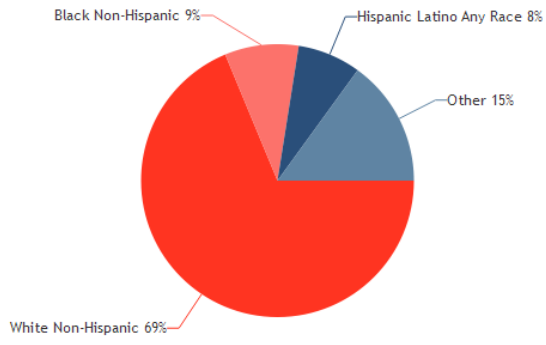
**Current Sworn Officers**



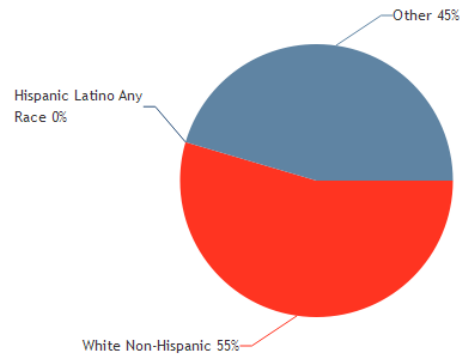
**Current Sworn Female Officers**



### Prior Sworn Officers



### Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 4

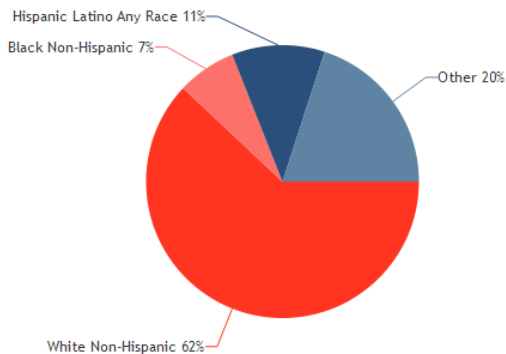
Data Collection Period: 1/1/2024 - 12/31/2024

|                          | Service Population |     | Available Workforce |     | Current Sworn Officers |     | Current Female Sworn Officers |     | Prior Sworn Officers |     | Prior Female Sworn Officers |     |
|--------------------------|--------------------|-----|---------------------|-----|------------------------|-----|-------------------------------|-----|----------------------|-----|-----------------------------|-----|
|                          | #                  | %   | #                   | %   | #                      | %   | #                             | %   | #                    | %   | #                           | %   |
| White Non-Hispanic       | 1450930            | 62% | 749472              | 58% | 78                     | 81% | 12                            | 12% | 75                   | 80% | 10                          | 11% |
| Black Non-Hispanic       | 163815             | 7%  | 80544               | 6%  | 7                      | 7%  | 1                             | 1%  | 7                    | 7%  | 1                           | 1%  |
| Hispanic Latino Any Race | 257423             | 11% | 133966              | 10% | 3                      | 3%  | 1                             | 1%  | 4                    | 4%  | 0                           | 0%  |
| Other                    | 468043             | 20% | 318275              | 25% | 8                      | 8%  | 3                             | 3%  | 8                    | 9%  | 2                           | 2%  |
| <b>Total</b>             | <b>2340211</b>     |     | <b>1282257</b>      |     | <b>96</b>              |     | <b>17</b>                     |     | <b>94</b>            |     | <b>13</b>                   |     |

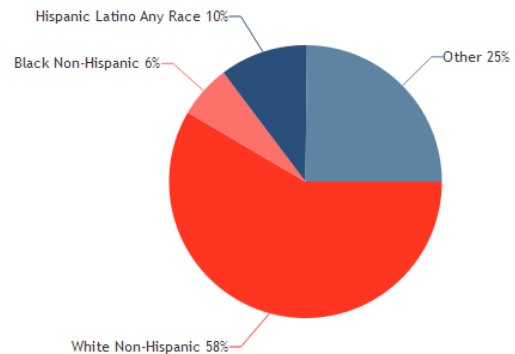
### Reaccreditation Year 4 Notes:

-Our service population is fluid and changes by the hour as we service an international airport and cruise terminals. - Total Available Workforce (TAW) data pulled from 2023 US Census Bureau and is for King County, WA

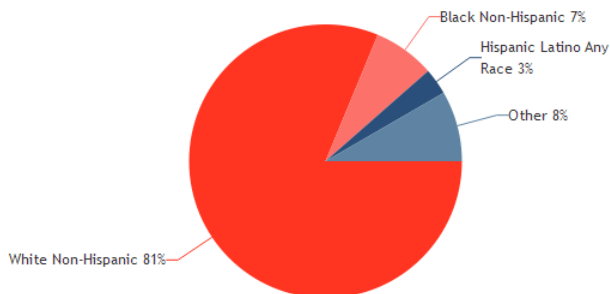
**Service Population**



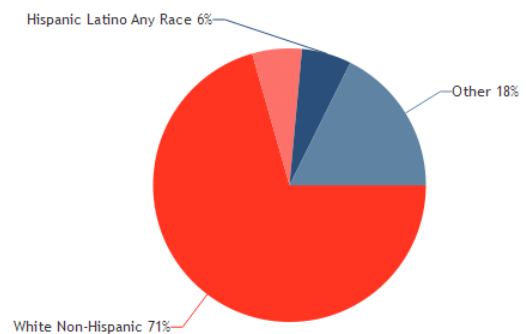
**Available Workforce**



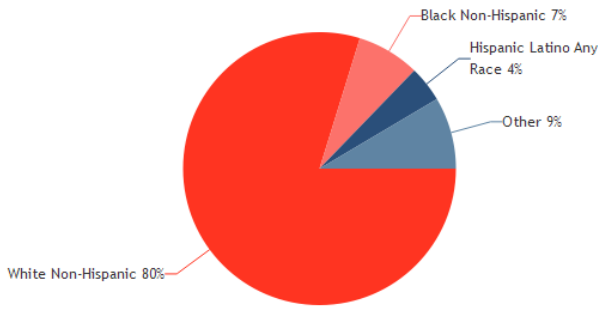
**Current Sworn Officers**



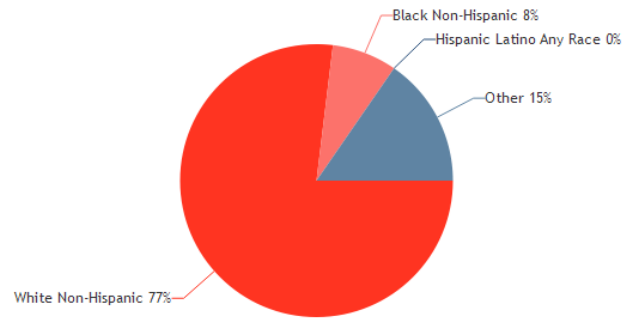
**Current Sworn Female Officers**



### Prior Sworn Officers



### Prior Sworn Female Officers



**Sworn Officer Selection - Reaccreditation Year 1**

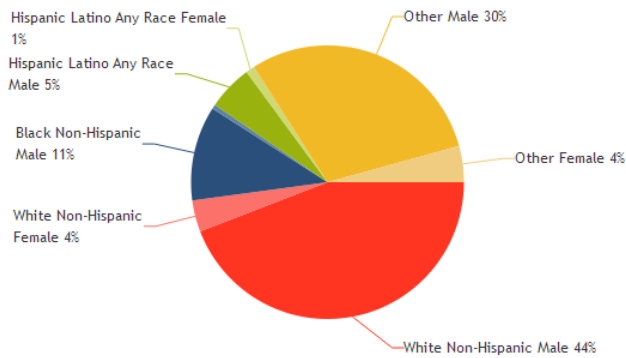
**Data Collection Period: 1/1/2021 - 12/31/2021**

|                                 | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|---------------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                                 | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Applications Received           | 83                 | 7      | 21                 | 1      | 10                       | 2      | 56    | 8      | 188   |
| Applicants Hired                | 1                  | 0      | 0                  | 0      | 0                        | 0      | 8     | 1      | 10    |
| Percent Hired                   | 1%                 | 0%     | 0%                 | 0%     | 0%                       | 0%     | 14%   | 13%    | N/A   |
| Percent of Workforce Population | 1%                 |        | 0%                 |        | 0%                       |        | 8%    |        | N/A   |

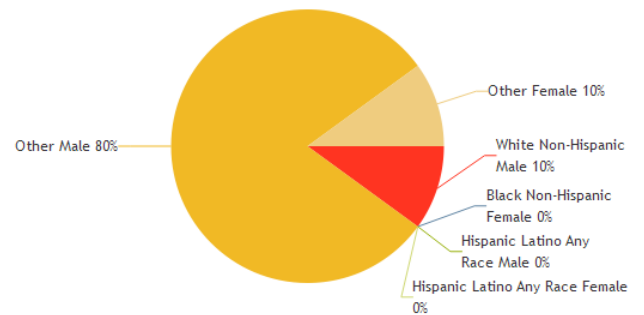
**Reaccreditation Year 1 Notes:**

There were also 3 unknown race male applications, with none hired

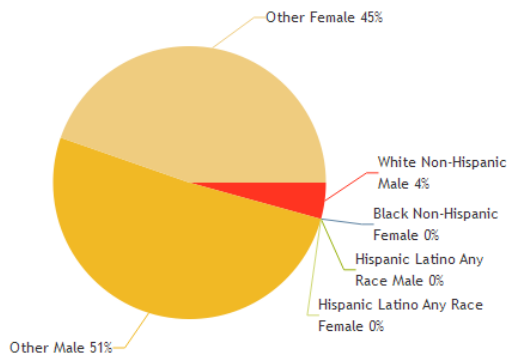
**Applications Received**



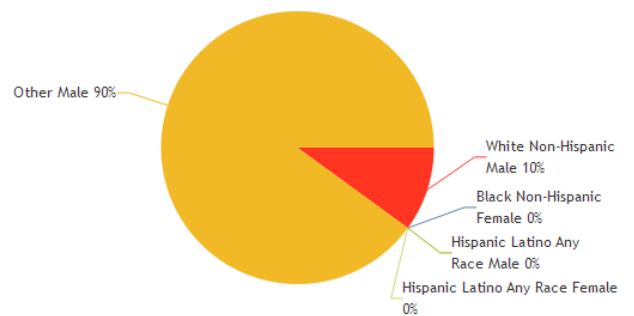
**Applicants Hired**



**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**

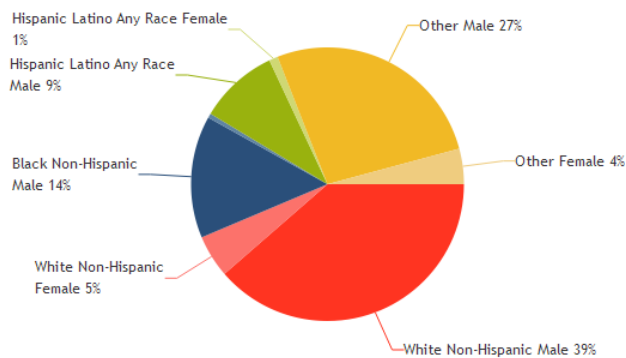
**Data Collection Period: 1/1/2022 - 12/31/2022**

|                                 | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|---------------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                                 | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Applications Received           | 222                | 29     | 83                 | 3      | 54                       | 6      | 154   | 24     | 575   |
| Applicants Hired                | 8                  |        | 2                  |        | 2                        |        | 3     | 1      | 16    |
| Percent Hired                   | 4%                 | 0%     | 2%                 | 0%     | 4%                       | 0%     | 2%    | 4%     | N/A   |
| Percent of Workforce Population | 0%                 |        | 0%                 |        | 0%                       |        | 5%    |        | N/A   |

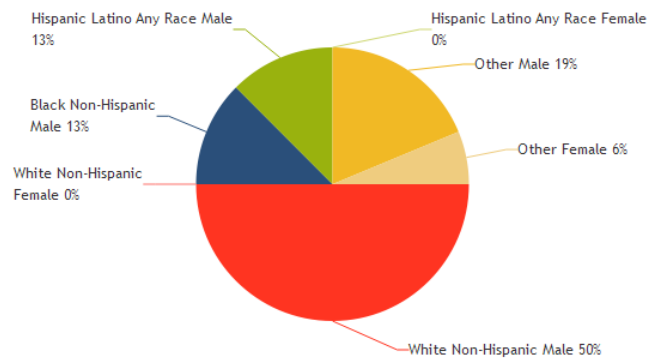
**Reaccreditation Year 2 Notes:**

1 male with no reported race hired

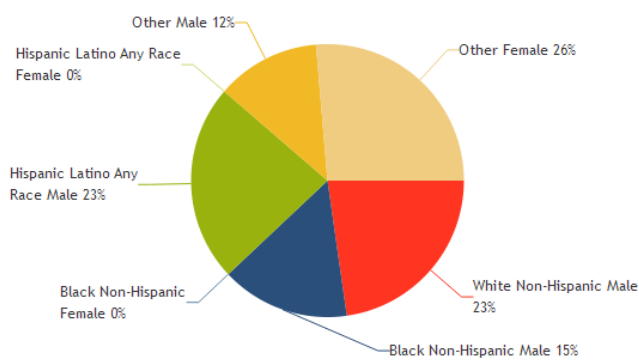
**Applications Received**



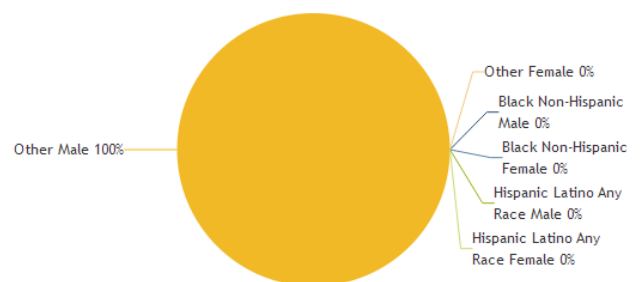
**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



**Legend**

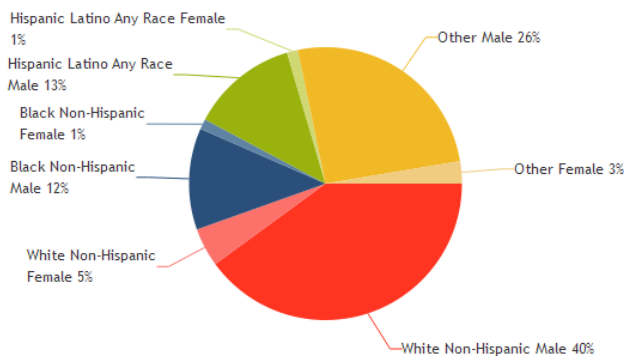
|                                 |   |
|---------------------------------|---|
| White Non-Hispanic Male         |   |
| White Non-Hispanic Female       |  |
| Black Non-Hispanic Male         |  |
| Black Non-Hispanic Female       |  |
| Hispanic Latino Any Race Male   |  |
| Hispanic Latino Any Race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

**Sworn Officer Selection - Reaccreditation Year 3**

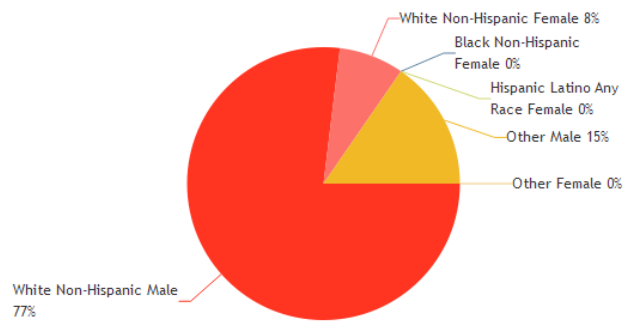
**Data Collection Period: 1/1/2023 - 12/31/2023**

|                                 | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|---------------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                                 | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Applications Received           | 426                | 49     | 128                | 13     | 135                      | 14     | 273   | 28     | 1066  |
| Applicants Hired                | 10                 | 1      |                    |        |                          |        | 2     |        | 13    |
| Percent Hired                   | 2%                 | 2%     | 0%                 | 0%     | 0%                       | 0%     | 1%    | 0%     | N/A   |
| Percent of Workforce Population | 12%                |        | 0%                 |        | 0%                       |        | 0%    |        | N/A   |

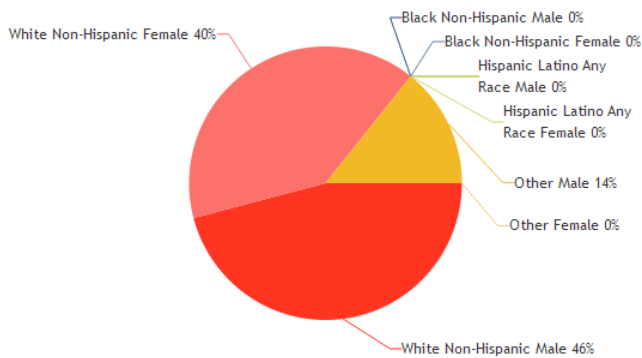
**Applications Received**



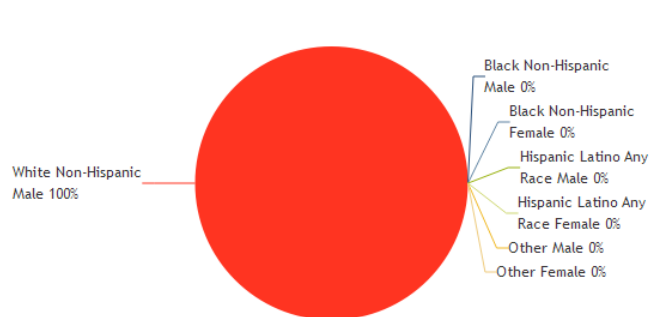
**Applicants Hired**



**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 Selection - Reaccreditation Year 4**

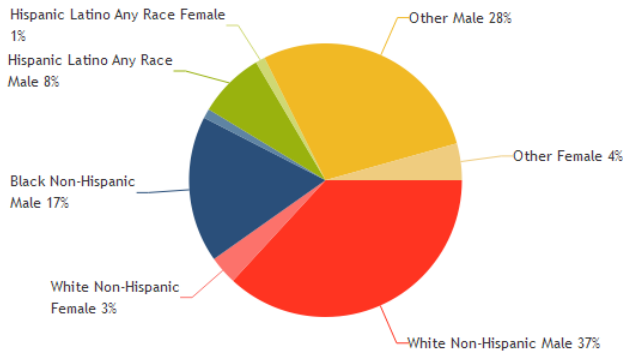
**Data Collection Period: 1/1/2024 - 12/31/2024**

|                                 | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|---------------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                                 | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Applications Received           | 230                | 21     | 108                | 7      | 49                       | 7      | 175   | 27     | 624   |
| Applicants Hired                | 9                  | 3      | 0                  | 0      | 0                        | 0      | 1     | 2      | 15    |
| Percent Hired                   | 4%                 | 14%    | 0%                 | 0%     | 0%                       | 0%     | 1%    | 7%     | N/A   |
| Percent of Workforce Population | 13%                |        | 0%                 |        | 0%                       |        | 3%    |        | N/A   |

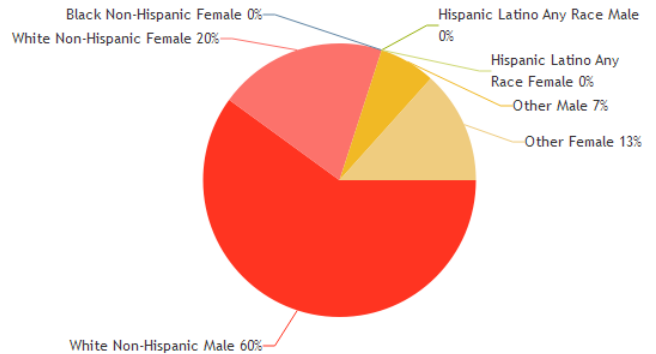
**Reaccreditation Year 4 Notes:**

Other Hired: 1 Asian Female, 2 Hawaiian Males

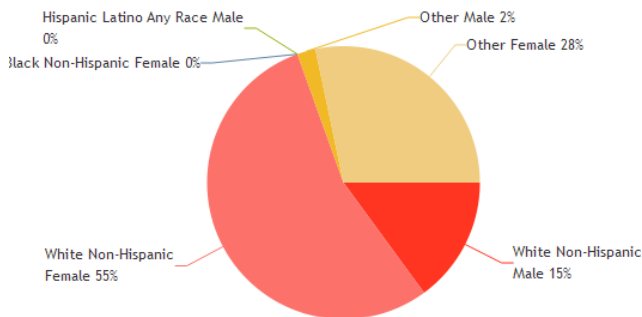
**Applications Received**



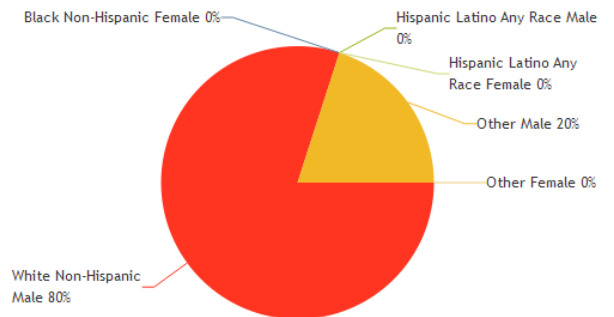
**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



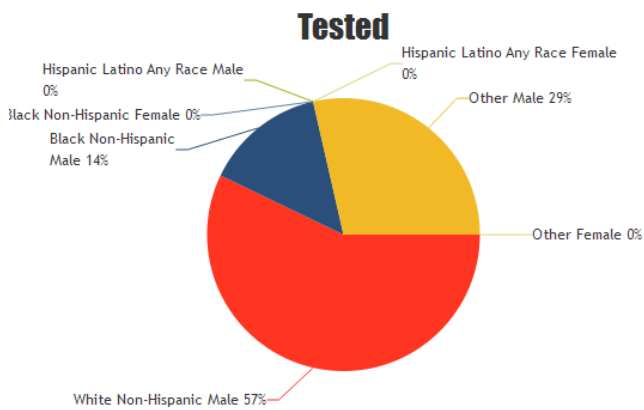
**Legend**

|                                 |   |
|---------------------------------|---|
| 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                    |  |

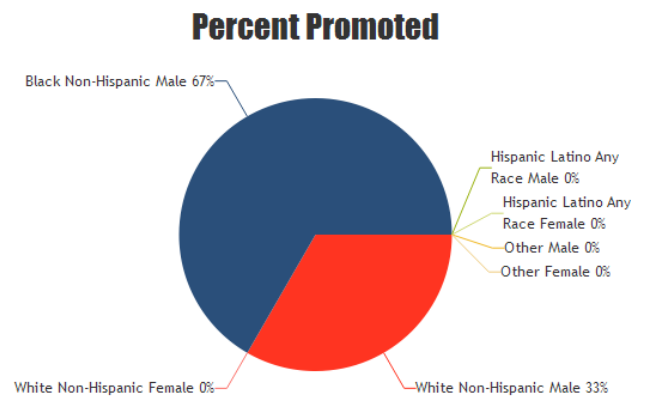
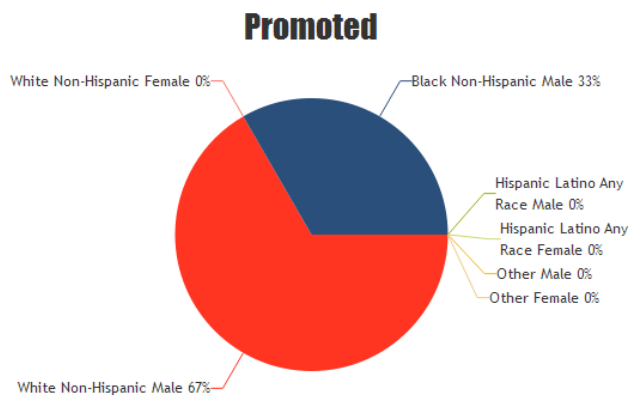
## Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2021 - 12/31/2021

|                        | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                        | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Tested                 | 4                  | 0      | 1                  | 0      |                          |        | 2     | 0      | 7     |
| Eligible After Testing |                    |        |                    |        |                          |        |       |        |       |
| Promoted               | 2                  | 0      | 1                  | 0      |                          |        | 0     | 0      | 3     |
| Percent Promoted       | 50 %               | %      | 100 %              | %      | %                        | %      | 0 %   | %      | N/A   |



### Eligible After Testing



### 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                    |  |

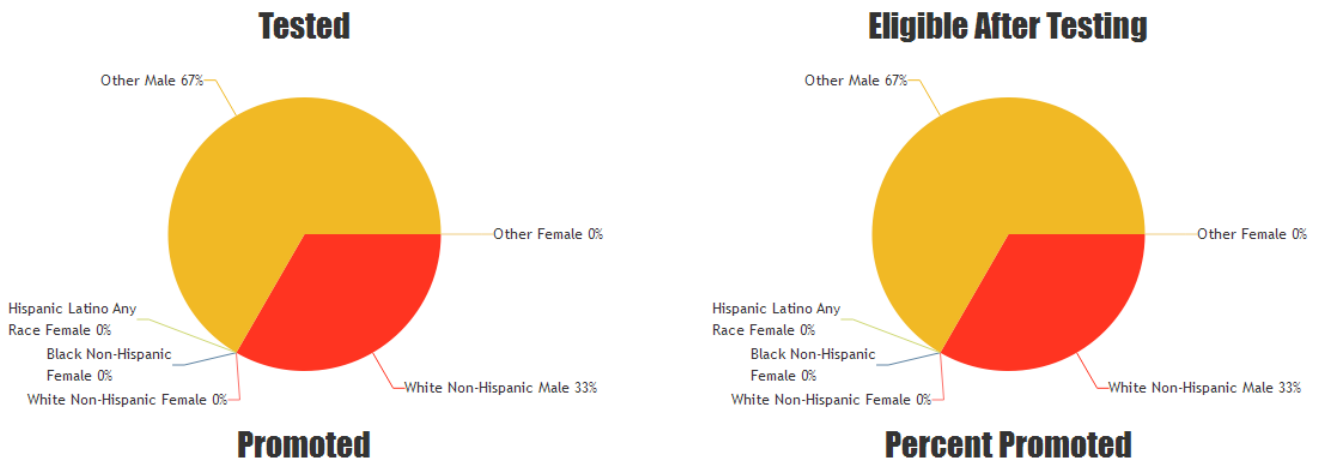
**Sworn Officer Promotions - Reaccreditation Year 2**

**Data Collection Period: 1/1/2022 - 12/31/2022**

|                        | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                        | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Tested                 | 1                  |        |                    |        |                          |        | 2     |        | 3     |
| Eligible After Testing | 1                  |        |                    |        |                          |        | 2     |        | 3     |
| Promoted               |                    |        |                    |        |                          |        |       |        |       |
| Percent Promoted       | 0 %                | %      | %                  | %      | %                        | %      | 0 %   | %      | N/A   |

**Reaccreditation Year 2 Notes:**

2 males with no disclosed race tested and one male with no disclosed race was 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                    |  |

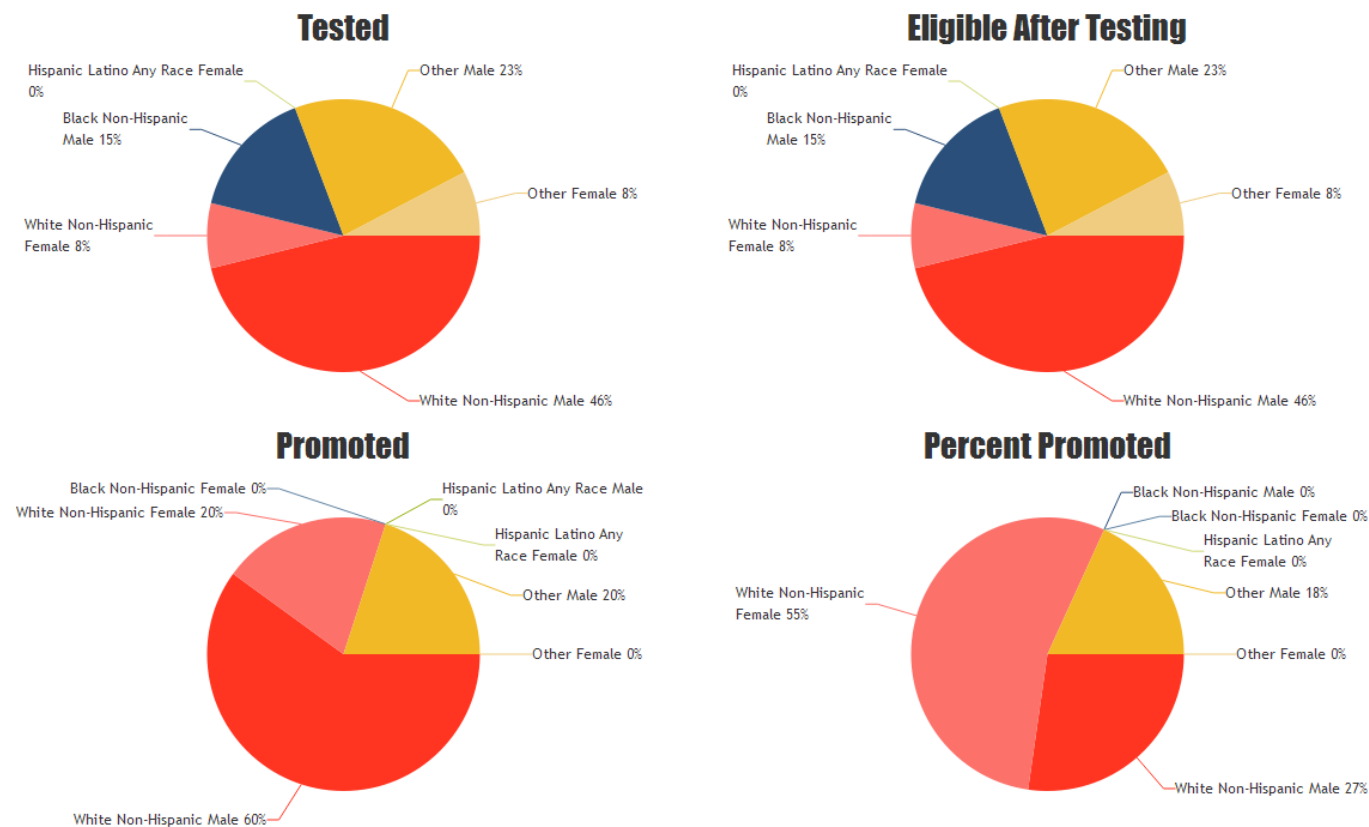
## Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2023 - 12/31/2023

|                        | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                        | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Tested                 | 6                  | 1      | 2                  | 0      | 0                        | 0      | 3     | 1      | 13    |
| Eligible After Testing | 6                  | 1      | 2                  | 0      | 0                        | 0      | 3     | 1      | 13    |
| Promoted               | 3                  | 1      | 0                  | 0      | 0                        | 0      | 1     | 0      | 5     |
| Percent Promoted       | 50 %               | 100 %  | 0 %                | %      | %                        | %      | 33 %  | 0 %    | N/A   |

### Reaccreditation Year 3 Notes:

Data includes: Sergeant assessment (5 Applicants) Commander Assessment (6 Applicants) Deputy Chief Assessment (2 Applicants)



### 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

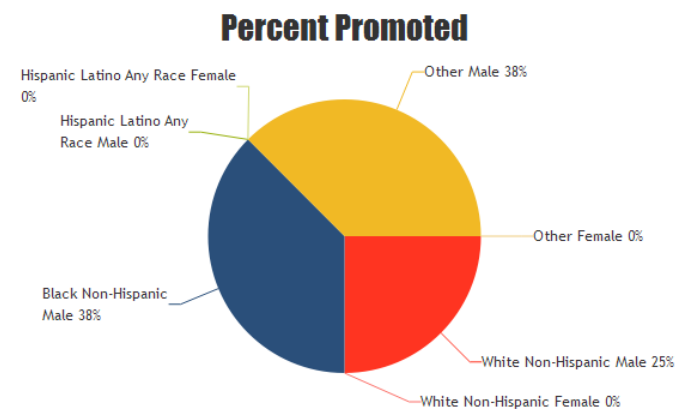
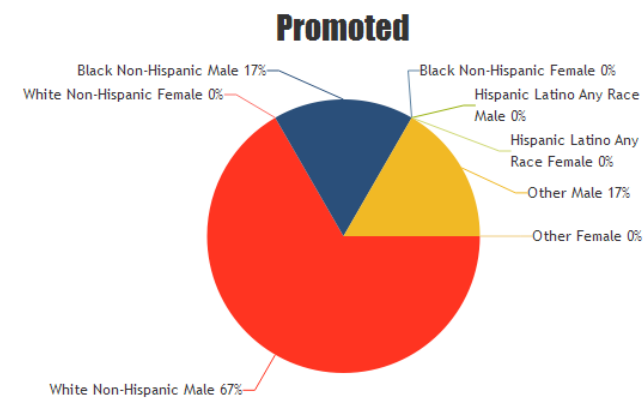
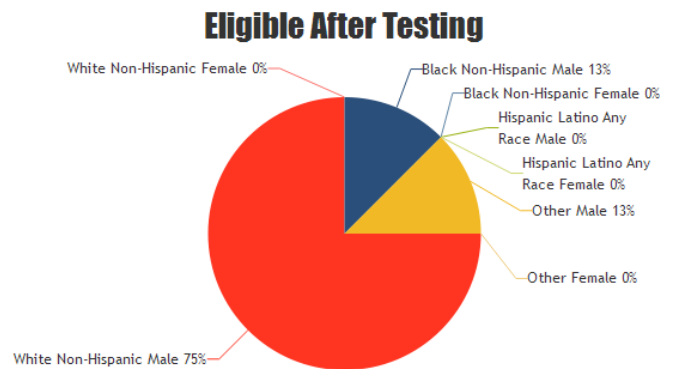
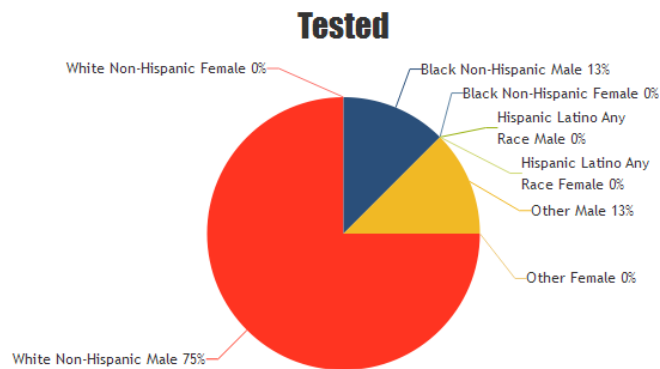
Data Collection Period: 1/1/2024 - 12/31/2024

|                        | White Non-Hispanic |        | Black Non-Hispanic |        | Hispanic Latino Any Race |        | Other |        | Total |
|------------------------|--------------------|--------|--------------------|--------|--------------------------|--------|-------|--------|-------|
|                        | Male               | Female | Male               | Female | Male                     | Female | Male  | Female |       |
| Tested                 | 6                  | 0      | 1                  | 0      | 0                        | 0      | 1     | 0      | 8     |
| Eligible After Testing | 6                  | 0      | 1                  | 0      | 0                        | 0      | 1     | 0      | 8     |
| Promoted               | 4                  | 0      | 1                  | 0      | 0                        | 0      | 1     | 0      | 6     |
| Percent Promoted       | 67 %               | %      | 100 %              | %      | %                        | %      | 100 % | %      | N/A   |

### Reaccreditation Year 4 Notes:

3 Promotions to Commander

3 Promotions to Sergeant



### 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                    |  |

