

Chief of Police

CITY OF SEATTLE, WASHINGTON



Seattle





THE OPPORTUNITY

A national search is underway to attract highly qualified candidates to lead the Seattle Police Department (SPD) as the City's next Chief of Police. This is an extraordinary opportunity to lead one of the nation's most progressive police departments as the City embarks on a new era of constitutional and effective policing, reform, and civilian oversight. With the accountability structures defined and in place, Seattle seeks a reform-minded Chief of Police who can build on the hard work that has already taken place and advance lasting systemic change within the Police Department.

In January 2018, the US District Court found SPD in "full and effective compliance" with the Consent Decree that was imposed on the City more than five years ago after several high-profile incidents involving use of force. The new Chief of Police will lead the department through the mandated two-year sustainment period and beyond. Sustainment will require: dedication, hard work, creativity, flexibility, vigilance, endurance, and continued development and refinement of policies and procedures in accordance with constitutional principles. It will also take strong leadership to fully engrain constitutional and effective policing into the culture of the organization. The Chief must have outstanding communication skills and be able to celebrate the significant progress already made by SPD while recognizing that Seattle is at the forefront of the evolution of policing in America and that much work lies ahead to impact systemic change and define success. Importantly, the new Chief will be able to articulate a vision for the future of policing in Seattle and inspire rank and file to operationalize that vision.

The most competitive candidates will have an impeccable career history that demonstrates outstanding leadership coupled with change management skills and the ability to embrace and celebrate the culture, ethnic diversity, community values, and all that Seattle represents. The Chief of Police will assume responsibility for aligning the Department's organizational culture with a concerned community that is collectively focused on sustaining and advancing police reform. The Chief will set expectations with attainable and measurable results while holding managers accountable for the performance outcomes. Those who can drive culture change will stand out.

Additional information, documents, and resources, including the Settlement Agreement and related documents, are available at: <https://goo.gl/ofSAEH>





POLICE ACCOUNTABILITY STRUCTURE

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

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

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

The legislation that established the comprehensive, independent, and sustained approach to civilian and community oversight of the Seattle Police Department (SPD) is available at: <https://goo.gl/oT812S>

THE GOVERNING STRUCTURE

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

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

SEATTLE, WASHINGTON

The City of Seattle is the largest city in the State of Washington with a population of 704,000. The City is on Puget Sound in the Pacific Northwest, is surrounded by water, mountains, and evergreen forests, and contains thousands of acres of parkland. The futuristic Space Needle, a 1962 World's Fair legacy, is the city's most iconic landmark. Seattle is one of the fastest growing cities in the United States for the fourth consecutive year and has an annual growth rate over 3%.

Seattle offers a thriving economy and was named as the sixth best place to live in the United States by U.S. News & World Report. Seattle has the fifth largest container port in the United States and 25th largest in the world. The City has also emerged as a technology hub with companies such as Amazon, Microsoft, and Nintendo making Seattle their home. Other major retail companies headquartered or started in Seattle include Costco, Nordstrom, Starbucks, and Tully's Coffee. Seattle remains a hotbed for start-up businesses, especially in green building and clean technologies. The City of Seattle was designated by the U.S. Department of Energy as a Solar America City. Seattle began its Solar America Cities projects with a strong base in renewable energy and climate protection.

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



THE POLICE DEPARTMENT

The Seattle Police Department has a \$333m budget with 2,156 employees, most of which belong to one of the five recognized unions. The Department is comprised of more than 1,400 sworn officers and more than 700 civilian employees. Both sworn and civilian employees work in one of three offices that includes five bureaus, each managed by an Assistant Chief:

- » The **Office of the Chief** is responsible for the overall leadership of the Department and is comprised of Chief Legal Affairs Officer, Chief Strategy Officer, and Public Affairs.
- » The **Office of the Deputy Chief** is responsible for Community Outreach as well as four major operational bureaus: Patrol Operations, Criminal Investigations, Homeland Security, and Special Operations.
- » The **Office of the Chief Operating Officer** is responsible for 911 Communications, the Professional Standards Bureau, Human Resources, Administrative Services, and Budget & Finance.

SPD Functional Organizational Chart is available at: https://www.publicsectorsearch.com/wp-content/uploads/2018/02/orgchart_2018.pdf

The Department's organizational model places neighborhood-based emergency response services at its core, allowing SPD the greatest flexibility in managing public safety. Under this model, each precinct assumes responsibility for public safety management, primary crime prevention, and law enforcement. Additional information about the City of Seattle Police Department is available at: <https://www.seattle.gov/police>.

QUALIFICATIONS

Position requires certification, or ability to obtain certification, as a police officer as required by Washington State Criminal Justice Training Commission: <https://fortress.wa.gov/cjtc/www/#>

COMPENSATION AND BENEFITS

The salary range for this at-will position is up to \$270,000; salary placement is dependent on the selected candidate's qualifications. The salary is augmented by an excellent benefits package that may include a relocation package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.





PUBLIC PROCESS FOR COMMUNITY INPUT

To complement this comprehensive recruitment process, the Mayor has authorized and is initiating the following to encourage a community conversation on the status of policing in Seattle and to identify the desired performance outcomes for the new Chief of Police:

- » A survey has been developed as one of the methods to provide the community and department members with an opportunity to participate in this process. This survey will be available on-line, from the City, and at the community meetings.
- » Five community meetings will be held during the month of March at various locations throughout the City of Seattle. Copies of the survey will be available at the community input meetings in multiple languages.
- » This electronic brochure will be updated after the Public Process is completed to reflect the desired performance outcomes for the new Chief of Police. In addition, a summary of all collected input will be provided to the Search Committee and Mayor in advance of the competitive examination process scheduled in May 2018.

THE RECRUITMENT PROCESS

All interested candidates should apply immediately to Public Sector Search & Consulting, Inc. by submitting a compelling cover letter and comprehensive resume to apply@publicsectorsearch.com. This position is considered open until filled; prospective applicants are encouraged to apply early for expedited consideration. Finalists identified by the Search Committee will undergo a competitive examination process.

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

References will not be contacted until mutual interest has been established.

An offer, contingent on detailed background investigation, will follow. Ideally, the new Chief of Police will join the City of Seattle in July 2018 or upon a mutually agreed upon date.

For further information or questions on the recruitment process, please contact Gary Peterson, Project Consultant. Confidential inquiries are welcomed.

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