



Seattle



DEPUTY CHIEF
SEATTLE POLICE
DEPARTMENT

THE OPPORTUNITY

In 2022, Seattle embarked on a search for its next Chief of Police. After a nationwide search, Adrian Diaz, the interim chief, was selected as the permanent Chief of Police. The Seattle Police Department (SPD) now seeks a dynamic executive to assist and support the Chief of Police in the overall management and administration of SPD as the Deputy Chief. This position is a direct report to the Chief of Police and serves as one of two second in command positions in the department. (The other is the Chief Operating Officer.)

As part of the Department's Command Staff, this position will play a central role in advancing the Department's mission of reducing crime through constitutional policing. The Deputy Chief is charged with overseeing the Assistant Chiefs who have management responsibility for day-to-day operations of an assigned Bureau: Patrol Operations, Criminal Investigations, Collaborative Policing, Metropolitan, or Special Operations. The Deputy Chief coordinates activities across Bureaus, City Departments, and outside agencies. They advise and assist subordinates in solving highly complex policing issues and provide complex executive support to the Chief of Police.

The Deputy Chief will oversee a variety of organizational and operational studies and reforms. They will promote police-public relations by participating in media interviews, acting as a liaison for the Chief of Police to other law enforcement agencies, and elected officials.

The Deputy Chief will serve on committees, commissions, and task forces, and represent the Department in state and local police functions. The Deputy Chief also participates in the development and administration of the Department's over \$300 million annual budget.



THE POLICE DEPARTMENT

The Seattle Police Department has a \$374m annual budget. 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 Legal Affairs, Chief Strategy Officer, Human Resources, and Public Affairs.
- » The **Office of the Deputy Chief** is responsible for five major operational bureaus: Patrol Operations, Criminal Investigations, Collaborative Policing, Metropolitan, or Special Operations.
- » The **Office of the Chief Operating Officer** is responsible for the Professional Standards Bureau, Administrative Services, and Budget & Finance.

Meet the SPD Command Staff: www.seattle.gov/police/about-us/about-the-department/command-staff

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: www.seattle.gov/police.

QUALIFICATIONS

The Deputy Chief position requires certification, or ability to obtain certification, as a police officer as required by the Washington State Criminal Justice Training Commission: <https://cjtc.wa.gov/>

COMPENSATION

The salary for this at-will position is \$265,675. The salary is augmented by an excellent benefits package that includes relocation assistance. This position is not covered under the Civil Service or the Public Safety Civil Service systems.



SEATTLE, WASHINGTON

The City of Seattle is the largest city in the State of Washington with a population of 772,000. 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 Space Needle, a 1962 World's Fair legacy, is the city's most iconic landmark. Seattle offers a thriving economy and has one of the largest container ports in the United States. The City has also emerged as a technology hub with Amazon, Microsoft, and Nintendo making the Seattle area their home. Other major retailers headquartered or started in Seattle include Costco, Nordstrom, and Starbucks. Seattle remains a hotbed for start-up businesses, especially in green building and clean technologies. With everything from unrivaled natural beauty and world-class attractions to major sports teams, a thriving arts and culture scene, endless outdoor activities, 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, an active downtown, and thriving neighborhoods. The City of Seattle and its employees are actively engaged in improving quality of life, combating climate change, and creating an inclusive city to call home.





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 Deputy Chief is appointed by and reports to the Chief of Police.

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.

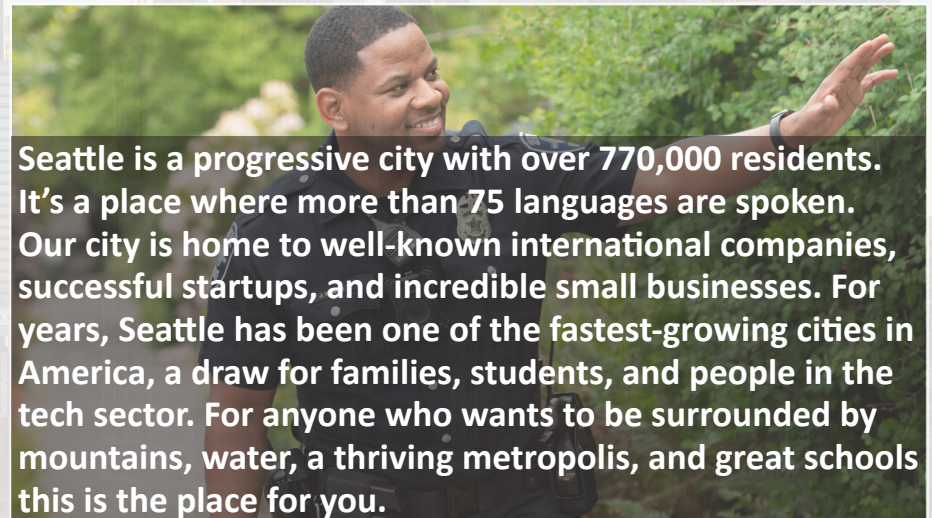
GET TO KNOW THE SEATTLE POLICE DEPARTMENT

The Seattle Police Department receives over 800,000 911 calls per year in a city of 84 square miles. Our patrol division is divided into five neighborhood precincts- North, South, East, West, and Southwest. Our Harbor Unit patrols 59 square miles of waterways.

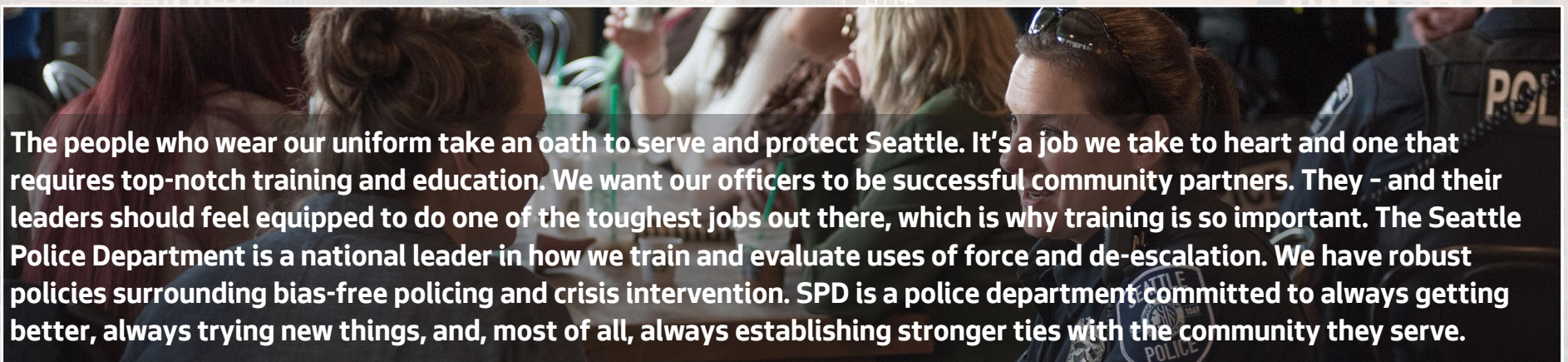
The SPD has more specialty units than any other department in the state, including traffic, harbor, mounted patrol, major crimes, general investigations, crisis response, SWAT, arson and bombs, K9, collaborative (community) policing, forensics, training, and community response.



Every day, SPD officers are asked to do a little bit of everything - from investigating and solving crimes; to patrolling our waterways, parks, and city streets; to keeping everyone safe during sporting events and parades; to connecting our city's most vulnerable residents with much-needed services.



Seattle is a progressive city with over 770,000 residents. It's a place where more than 75 languages are spoken. Our city is home to well-known international companies, successful startups, and incredible small businesses. For years, Seattle has been one of the fastest-growing cities in America, a draw for families, students, and people in the tech sector. For anyone who wants to be surrounded by mountains, water, a thriving metropolis, and great schools this is the place for you.



The people who wear our uniform take an oath to serve and protect Seattle. It's a job we take to heart and one that requires top-notch training and education. We want our officers to be successful community partners. They - and their leaders should feel equipped to do one of the toughest jobs out there, which is why training is so important. The Seattle Police Department is a national leader in how we train and evaluate uses of force and de-escalation. We have robust policies surrounding bias-free policing and crisis intervention. SPD is a police department committed to always getting better, always trying new things, and, most of all, always establishing stronger ties with the community they serve.

THE RECRUITMENT 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.

Send your cover letter and resume to apply@publicsectorsearch.com by March 24, 2023.

Finalist will be subject to a detailed police background. After selection, a job offer will follow, contingent on the successful completion of the police hiring process.

Confidential inquiries: Public Sector Search & Consulting, Inc.
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