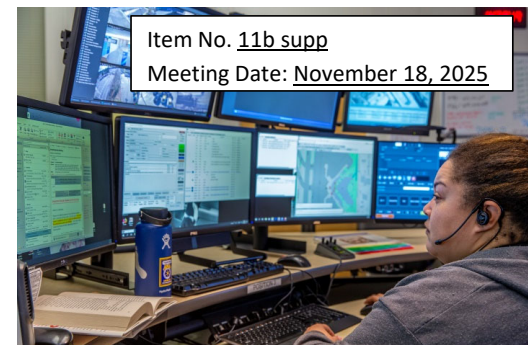




2025 Police Department Update Commission Briefing

Tom Bailey, Deputy Chief of Police
Andrew Depolo, Police Commander
Bookda Gheisar, Sr. Director EDI



2024-2026 Strategic Plan

Goals 1-2



90%

Achieve and Maintain optimal staffing at 95% by Q4 2025

Goals 3-6



100%

Increase Port capabilities for assisting persons in crisis



100%

Reduce LEO contacts with persons experiencing homelessness

Data unavailable

Reduce levels of persons trespassing

2024-2026 Strategic Plan

Goals 7-8

*updated SLA not complete
in 2025 budget for 2026
due to current vacancies
/economic restrictions*

Ensure delivery of Service Level Agreements

Goals 9-10

 100%

Improve internal organizational health and cohesion

Goals 11-13

 73%

Develop and implement a plan to increase anti-terrorism capabilities

2024-2026 Strategic Plan

Goals 14-16	
 62%	Update and improve technology and systems
Goals 17-19	
 20%	Review and plan for future facility needs
Goal 20	
 75%	Complete and validate 100% of 21CP recommendations by Q2 2026
New Goal+	
<i>underway</i>	Prepare for 2026 FIFA World Cup

The badge is a gold-colored shield with a blue border. Inside the shield, there is a central blue circle containing a gold-colored profile of George Washington. Above the circle, the words "POLICE OFFICER" are written in blue. Below the circle, the words "PORT OF SEATTLE" and "POLICE" are written in blue. The background of the shield features a gold-colored ship and a cityscape. The words "STATE OF WASHINGTON" are written in small blue letters around the central circle.

Our Vision

The Port of Seattle Police Department...A world-class law enforcement agency.

Providing excellence in public safety through impeccable character, dedicated professional staff, innovative technology, equipment, and a state-of-the-art facility.

Port of Seattle Police Department



Vision

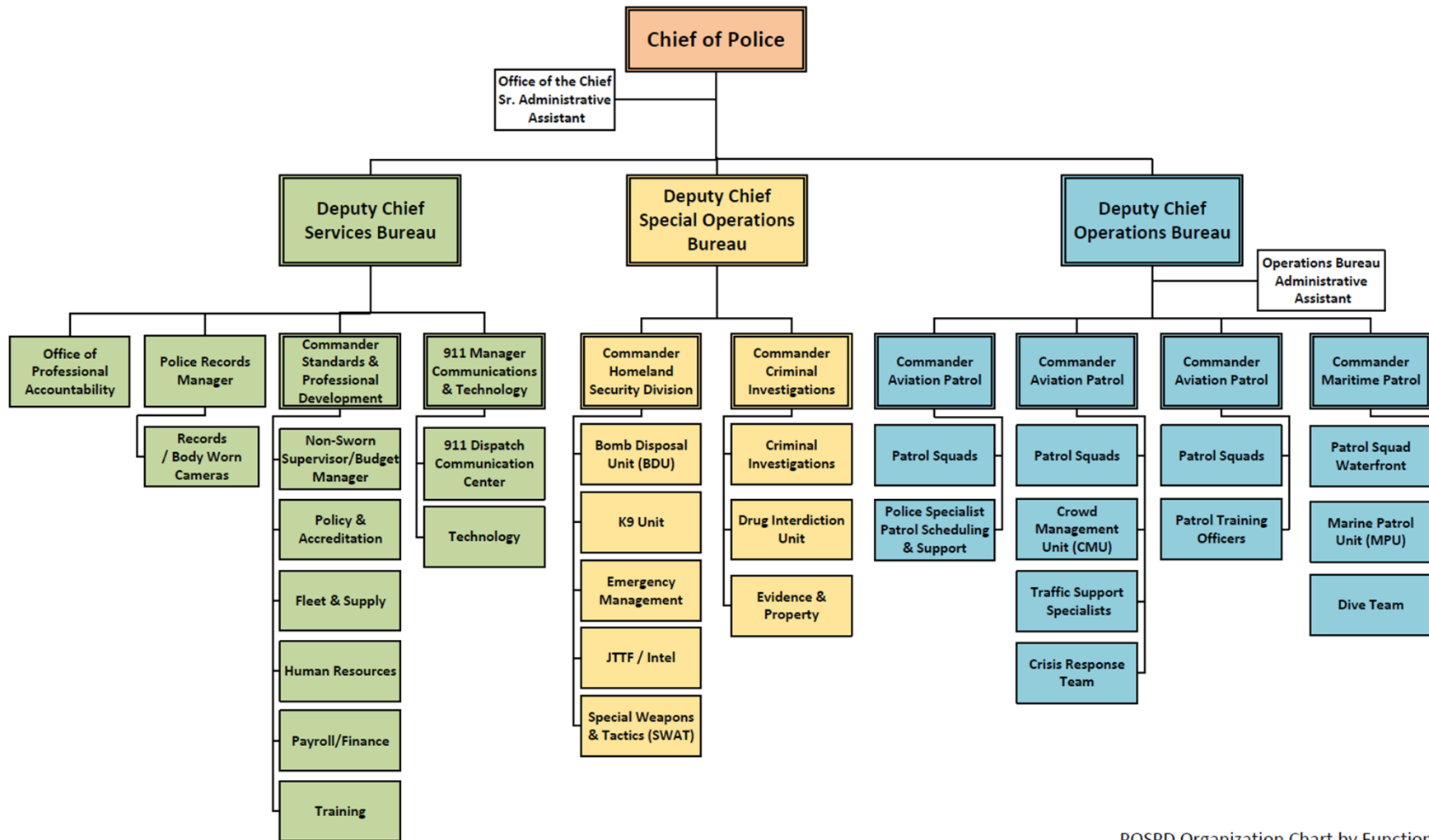
A world-class law enforcement agency

Purpose

We exist to protect and ensure safe passage through our gateways

Guiding Principles

Leadership, Integrity, and Accountability



POSPD Organization Chart by Function
2025

Homeland Security Division

Mission: Deter. Detect, Defend,
Defeat acts of extreme violence.

21 members consisting of

- SWAT
- K9
- BDU
- JTTF

Implementation of counter terrorism tactics and defensive posture planning for daily operations and FIFA World Cup preparations.



Staffing

Current Staffing YTD 2025:

- Law Enforcement Officers: 138
- Non-Commissioned: 58
- Total Employees: 196

Hired in 2025: 14 Officers (13 separations)

Q4 2024 - Full-Time POSPD Officer dedicated to recruiting & hiring



Increasing capabilities for assisting persons in crisis

POSPD Training:

- 53% POSPD officers have completed enhanced 40-hour CIT training
- Ongoing de-escalation, trauma-informed policing, & crisis-themed training

Resources contributed by POSPD:

- Crisis communication, de-escalation, safety and incident reporting trainings for Port employees, stakeholders, airline/airport staff and volunteers.

Referrals:

- 41 to King County Mobile Rapid Response Crisis Team
- 22 to Recovery Navigator Program
- 14 to Crisis Diversion Facility
- 35 to hospitals (voluntary or involuntary)
- 19 to Shelters/Other Resources
- **131 Total referrals YTD**



2024 Use of Force

	2021	2022	2023	2024
Reportable Force Events	34	30	23	35
Takedowns	30	23	20	26
TASER	7	4	12	2
Strikes	1	1	2	0
Pointed Firearm	0	0	1	0
40mm Impact Munitions	2	1	0	1
OC Spray	0	0	0	0
CS Gas	0	0	0	0
Impact Weapon	0	0	0	0
Leg Restraints	7	7	5	2
WRAP	-	-	-	4
Gun Fire	0	0	0	0
Pursuit Intervention Technique (PIT)	0	0	0	1
Other Physical Control (e.g., pinning, joint manipulation)	11	18	19	19
Citizen Complaints from Force Used	0	0	0	*

Demographic data

- 2024 demographic data is unavailable
- New RMS is being implemented currently
- Completion of demographic reporting Q1 2026

Washington Agency Data Exchange for Public Safety (WADEPS)

- Started in September 2025
- Greatly improves data sharing and transparency for public safety use of force data in Washington State.

Policing Assessment Implementation



- June 2023, after receiving Commission approval, 21CP was contracted to complete four yearly reviews of implementation efforts
- End of 2023: 19 of the 52 recommendations (37%) implemented
- Early 2024: 27 of the 52 recommendations (52%) implemented
- Early 2025: 40 of the 52 recommendations (77%) implemented

Policing Assessment Implementation



2025 Implementation Included:

- **Use of Force Reporting and Training: 15 & 18**
POSPD policy changed from a supervisor “should” respond to all applications of force to “shall”. 21CP noted this was already happening in practice.
- **Mutual Aid & Crowd Management: 20 & 22**
Mutual Aid agreements updated to comply with to 2020-2021 legislative session and AGO’s model policy and best practices. POSPD Policy 435 drafted to address Crowd Management

Policing Assessment Implementation



2025 Implementation Included:

- **Oversight & Accountability: 25, 26, 27, & 29**
Multiple recommendations regarding the classification of complaints and their routing through the investigative process. 21CP noted the collaborative efforts and open communication between POSPD, Human Resources, Workplace Responsibility & Legal.
- **Use of Force & Training: 46, 47, & 49**
Reinforcing the Guardian Mentality and highlighting successful outcomes in training. POSPD hosting Lunch & Learns as a forum for community engagement.

Policing Assessment Implementation



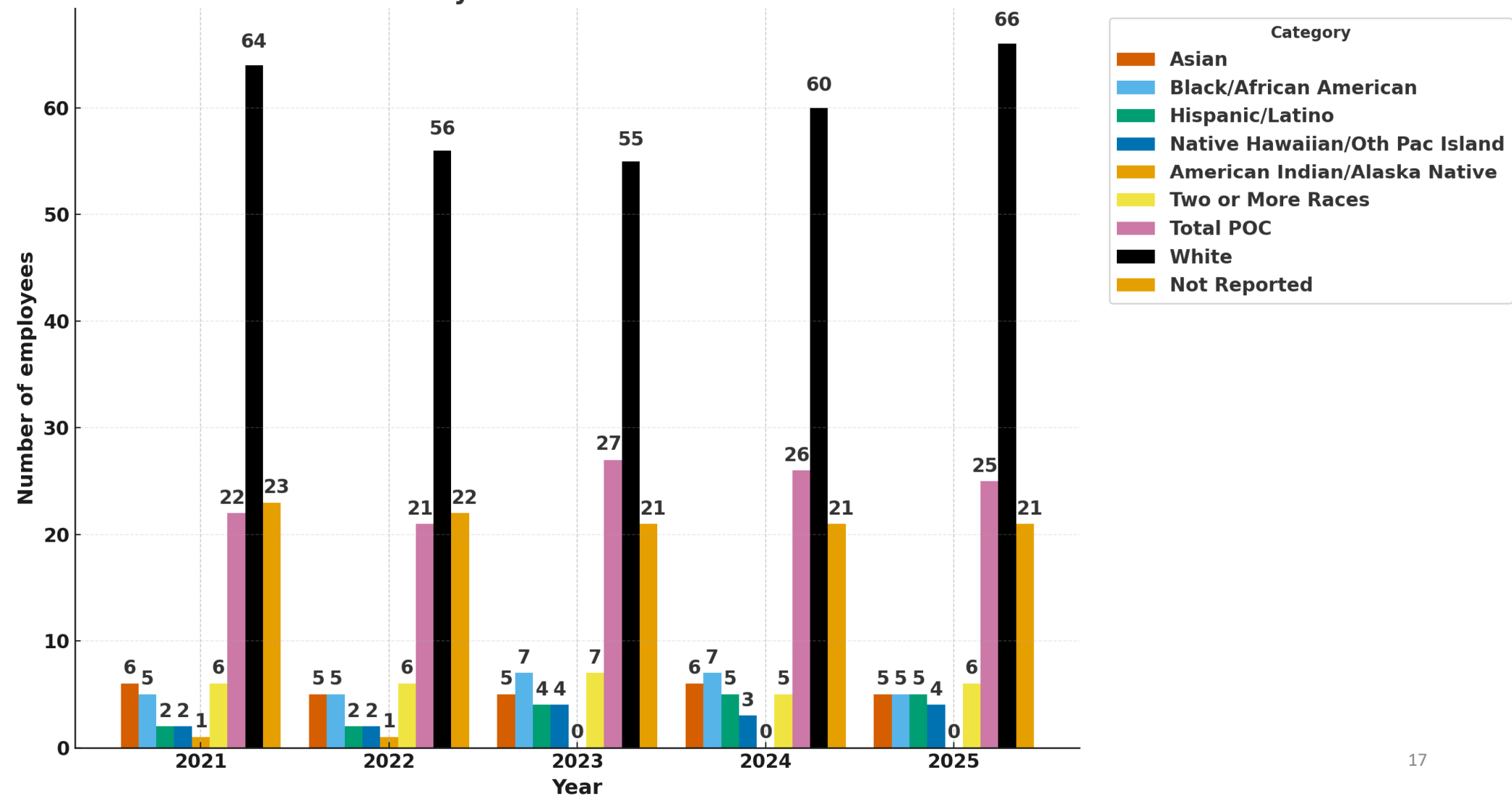
2026 Remaining Objectives:

- **Oversight & Accountability : 28, 30, & 31**
Further work addressing timelines, complaint visibility & ADR
- **Recruitment & Hiring : 32, 33, 37, 40, & 43**
Gathering demographic data and failure rates through the hiring process. Revision of oral interview questions
- **Miscellaneous : 3, 9, 48, & 51**
Updating Vision/Mission in POPSD policy, criteria for leadership development, stakeholder engagement

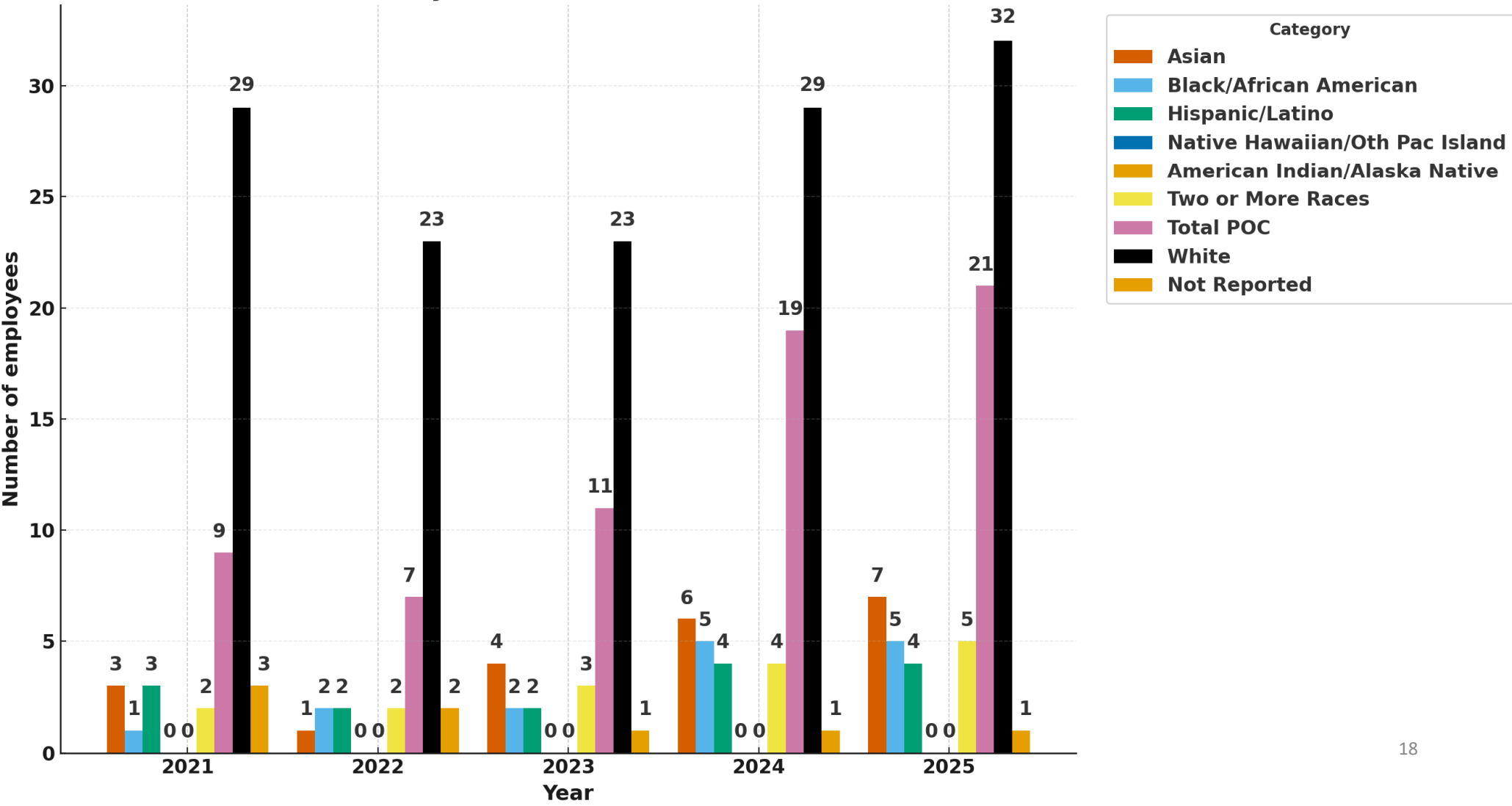
Implementation Review Committee

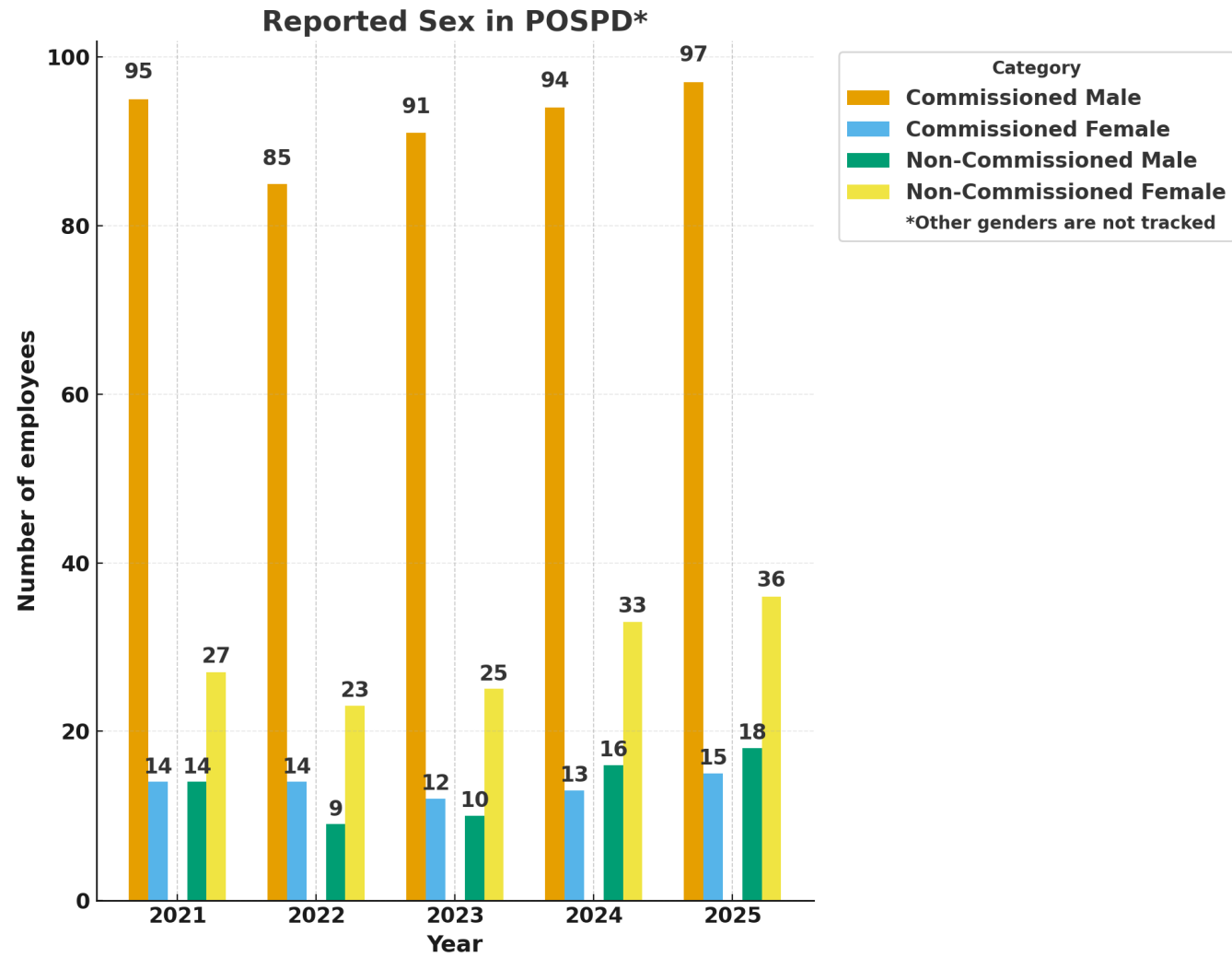
- Committee Background
- Structure and Mission
- Focus on 14 HR-related recommendations
- 2025 progress on HR recommendations:
 - Hiring & Interviews
 - Complaint Routing & Protections
 - Recruitment & Pipeline
 - Identifying systemic barriers for gender and race diversity
 - Early Results

Race and Ethnicity of POSPD Commissioned Officers



Race and Ethnicity of POSPD Non-Commissioned Staff





Implementation Review Committee

- HR-related work ahead in 2026
 - Data & Accountability
 - Standardized Civilian Panelist Participation
 - Language Access Incentives
 - Benchmarks & Reporting
 - Sustained Outreach

Questions

