



2026 Police Department Update Commission Briefing

Sean Gillebo, Interim Chief of Police
Andrew Depolo, Police Commander



Overview & Highlights



- Vision
- Department Activities
- Strategic Plan
- Staffing/Recruitment
- Use of Force data
- Policing Assessment

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

Community Engagement



FIFA Preparation



2024-2026 Strategic Plan

Goals 1-2

 90%	Achieve and Maintain optimal staffing at 95% by Q4 2025
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Goals 3-6

 100%	Increase Port capabilities for assisting persons in crisis
 100%	Reduce LEO contacts with persons experiencing homelessness
<i>Data unavailable</i>	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

 100%

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	
 100%	Complete and validate 100% of 21CP recommendations by Q2 2026
New Goal+	
 100%	Prepare for 2026 FIFA World Cup—complete

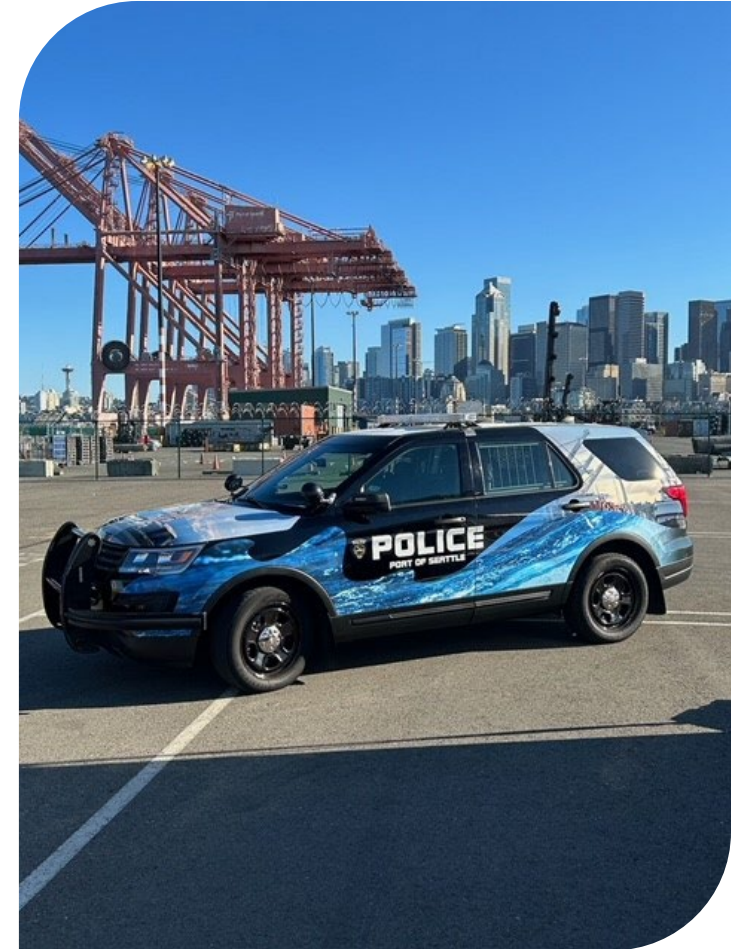
Staffing

Current Staffing 2026:

- Law Enforcement Officers: 137 (12 Vacancies)
- Non-Commissioned: 59 (7 Vacancies)
- Total Employees: 196 (19 Vacancies)

Hired in 2026 (YTD): 17 Officers (6 separations)

Q2 2026 - Full-Time Dedicated Police
Recruiting Specialist within the Department



Increasing capabilities for assisting persons in crisis

POSPD Training:

- 52% 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:

- 25 to King County Mobile Rapid Response Crisis Team
- 1 to Recovery Navigator Program
- 1 to Crisis Diversion Facility
- 20 to hospitals (voluntary or involuntary)
- 17 to Shelters/Other Resources
- **64 Total referrals YTD 2026**



	2022	2023	2024	2025
Reportable Use of Force Events**	30	23	35	30
Pursuit Intervention Technique (PIT)	0	0	1	0
Pursuit	0	0	1	0
CS Gas	0	0	0	0
Takedown/Ground Control Technique	23	20	26	22
TASER Deployment	4	12	2	1
TASER Display	*N/A	*N/A	1	1
Strikes	1	2	0	1
Impact (40mm/Thrown)	1	0	1	1
Pointed Firearm	0	1	0	1
Firearm Discharge	0	0	0	0
OC Spray	0	0	1	0
Leg Restraint	7	5	2	1
WRAP	0	0	4	13

Use of Force

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.

**Events may have multiple force types used

*TASER deployment/display data only available for 2024 & 2025

Policing Assessment Implementation



- June 2023, after receiving Commission approval, 21CP was contracted to complete four yearly reviews of implementation efforts
- Early 2025: 40 of the 52 recommendations (77%) implemented
- Early 2026: POSPD has submitted responses to the 12 remaining recommendations
 - Four implemented
 - Four considered, but not implemented
 - Four still in progress

Policing Assessment Implementation



2026 In-Progress Objectives:

- **Recommendation 31:** Making complaint filing system more accessible to stakeholders and citizens.
 - Revised Airport maps showing Police Department locations (complete)
 - Letter to complainant detailing the intake and resolution process (complete)
 - Web form allowing complaint to be submitted directly to PD's IAPro/BlueTeam tracking system (In-progress)
- **Recommendation 32:** POSPD should coordinate with Human Resources on collecting data at which stage women or diverse applicants have high fail rates.
 - Task assigned to Police Recruiting Specialist, hired March 2026 (In-progress)

Policing Assessment Implementation

2026 In-Progress Objectives:



- **Recommendation 33:** Creation of benchmarks and rationale for using census data
 - Port HR no longer creates Affirmative Action Plans for women and minorities per Federal Executive Order 14173
 - The Port intends to continue conducting annual demographic analyses against regional benchmarks derived from U.S. Census data. (In-progress)
- **Recommendation 37:** Suggestions made by committee to gather information and promote outreach and interest in policing
 - Attended 57 recruitment events and 10 community outreach events in 2025 including Coffee with a Cop, Battle of the Badges, Chinatown Internation District Parade, and many others
 - Partner with Human Resources and OEDI on further outreach opportunities (In-Progress)

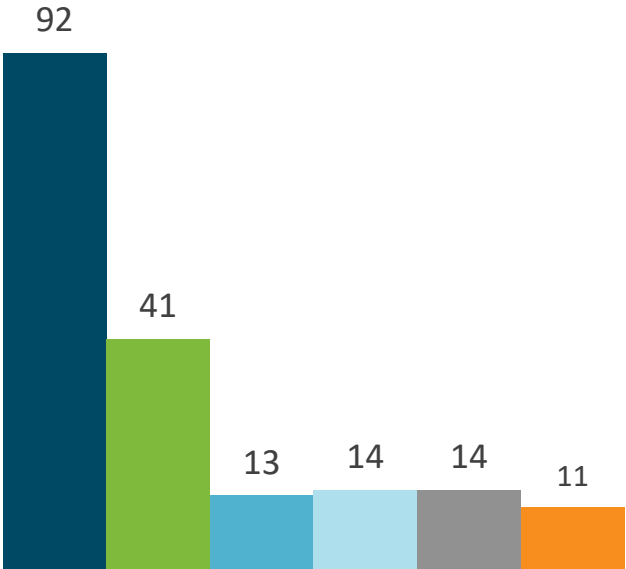
Department Demographics (2025)

185 employees*

133 Commissioned personnel
52 Non-Commissioned personnel

Tenure

- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 20-25 years
- 26+ years



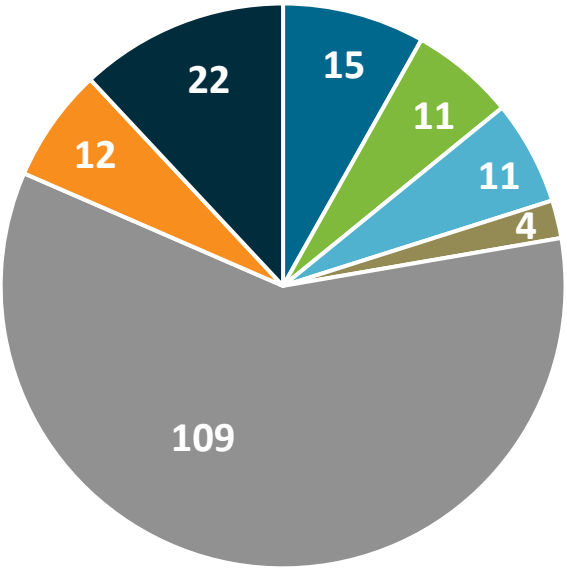
Number of Employees

Employee Age

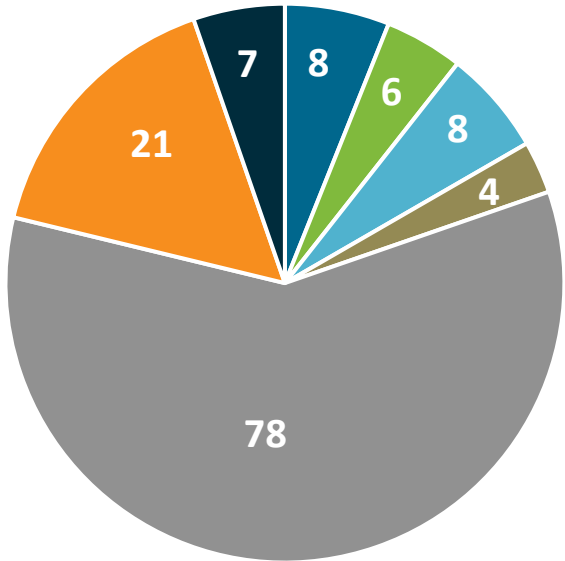


- Under 40
- 40 and Over

Ethnicity (Total)

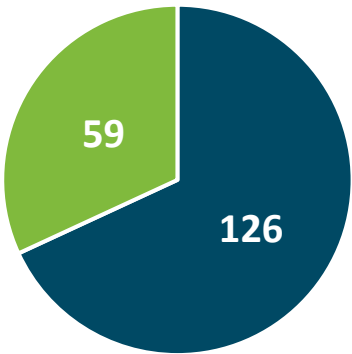


Ethnicity (Commissioned Officers)

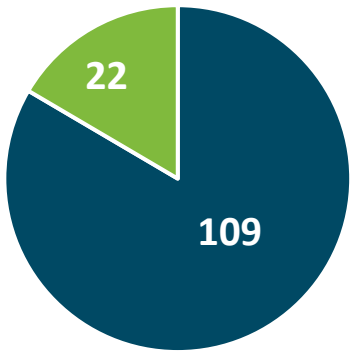


- Asian
- Black
- Hispanic
- Pacific Islander
- White
- not reported
- 2 or more

Gender (Total)



Gender (Commissioned Officers)



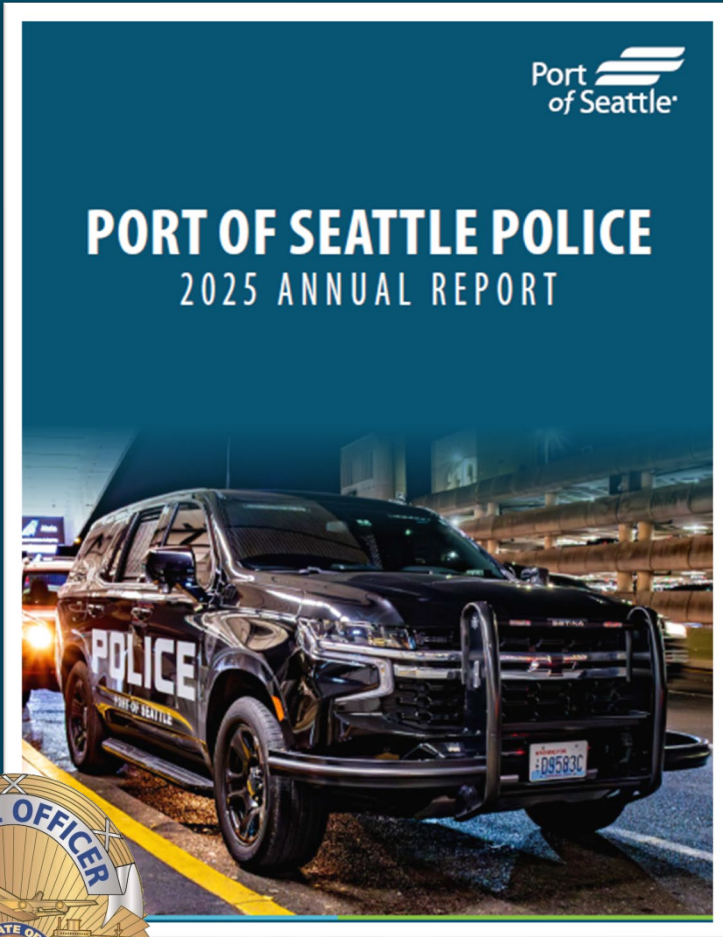
- male
- female

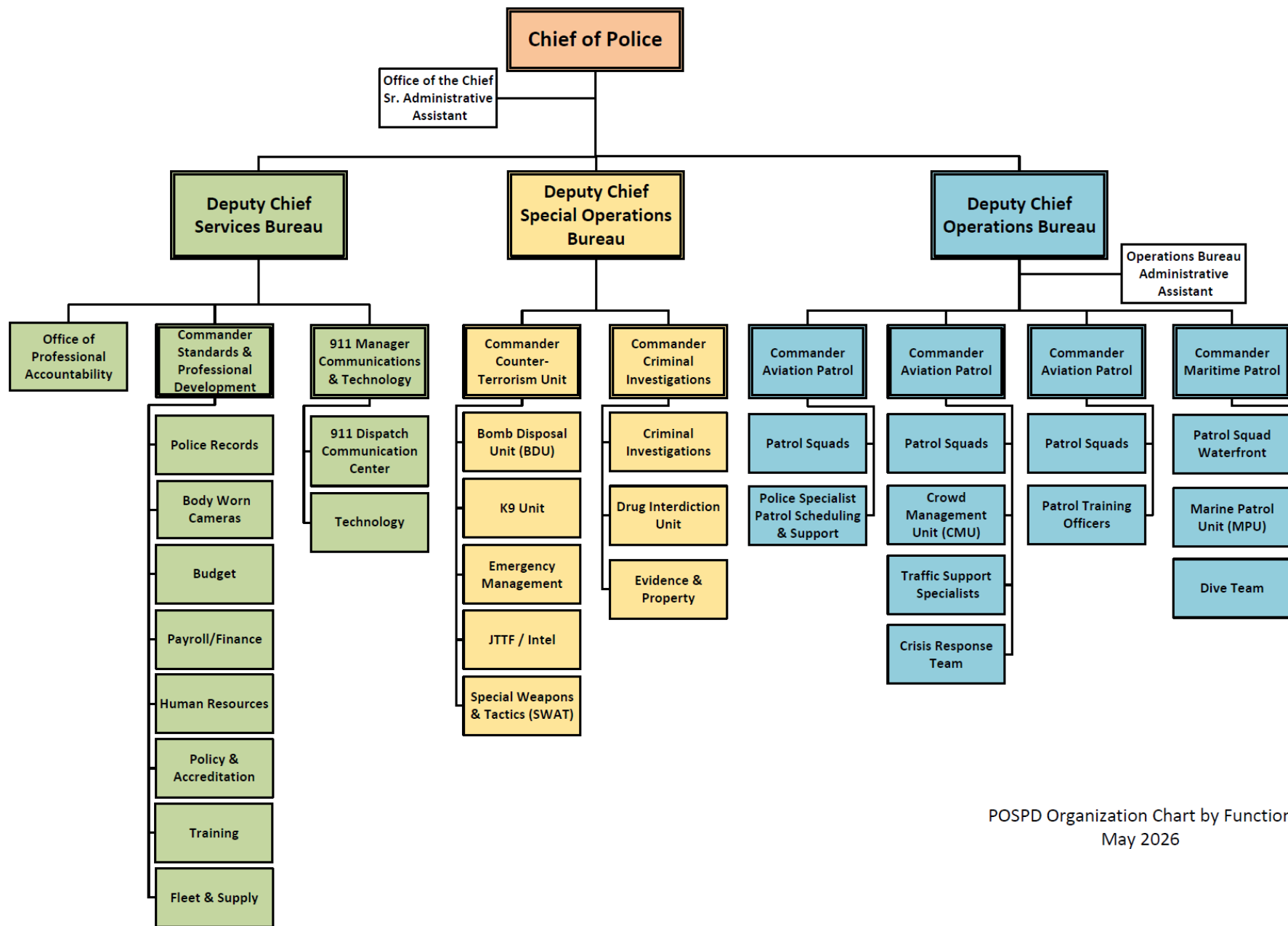
*active employees during the entire or partial 2025 calendar year, including hires/retires/terminations

2025 Annual Report
and other Police reports available
at website:



<https://www.portseattle.org/page/police-annual-reports>





POSPD Organization Chart by Function
May 2026