



SEATTLE CITY COUNCIL  
**CENTRAL STAFF**

# Seattle Police Department (SPD) 2026 Q1 Sworn Staffing, Overtime and Performance Metrics Report

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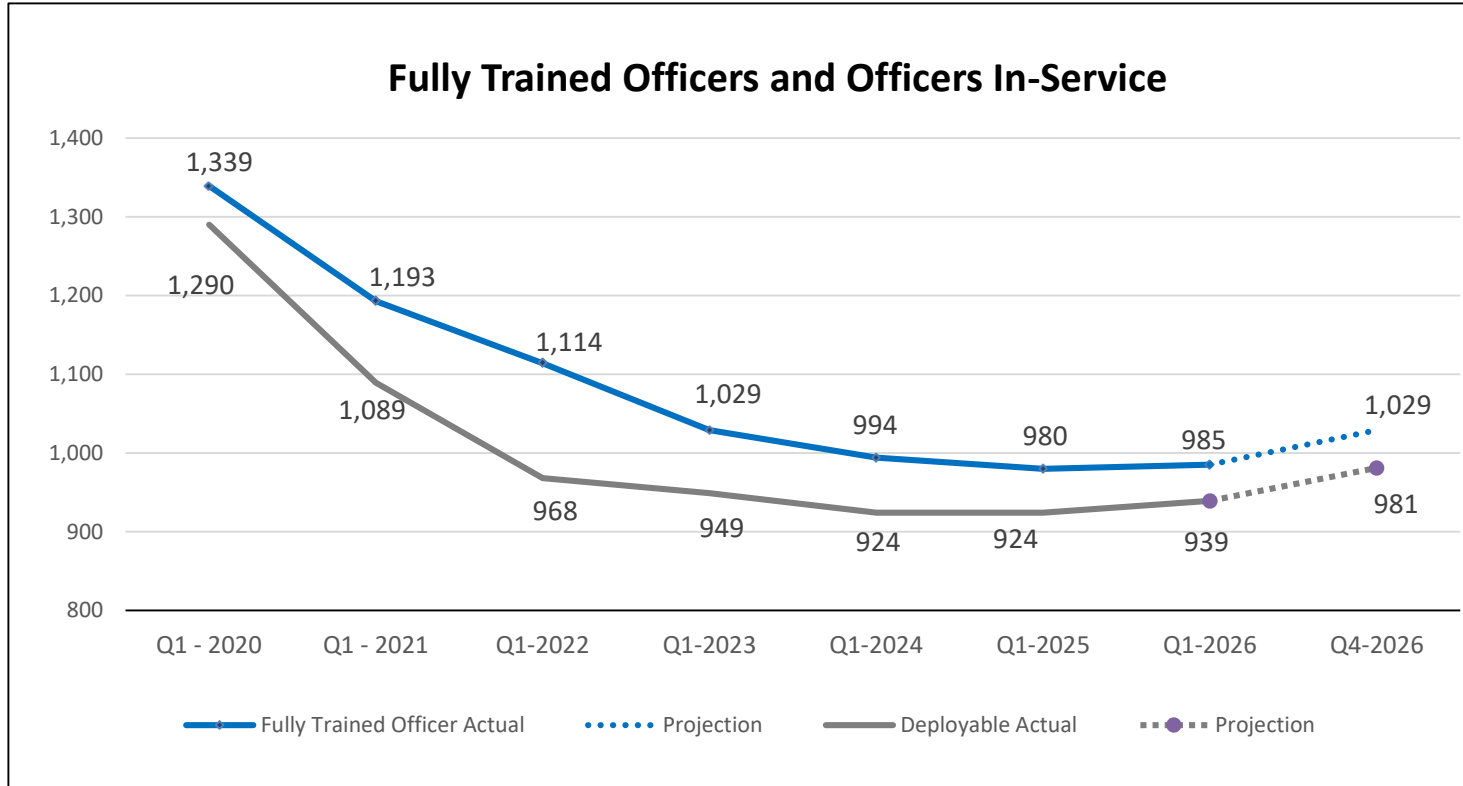
PUBLIC SAFETY COMMITTEE  
JUNE 9, 2026

# 1. SPD Staffing

Slides 3- 8

# Sworn Staffing

SPD Staffing Plan – Actuals through March 2026 and projections through Dec 2026



## 2026 Jan-Mar Actuals v. Original Staffing Plan

- Q1 Hires Planned: 42  
Q1 Actual Hires Achieved: 41
- Q1 Separations Planned: 21  
Q1 Separations Realized: 19
- Net Change from Plan: +1  
(1 fewer hires and 2 fewer separations)

## 2026 SPD Annual Projections (Revised)

**SPD Original Hiring Projection: 168**

**SPD Original Separation Projection: 82**

**SPD Revised Hiring Projection: 167**

**SPD Revised Separation Projection: 80**

# Sworn Staffing

## Analysis of staffing and salary impacts

(1/2)

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- **Separations are slowing:**

In the last two quarters, SPD has realized 13 fewer separations and five fewer hires than previously projected/planned. The result is that SPD is now running eight FTE ahead of its current staffing plan.

- **This new trend is putting pressure on the SPD budget:**

Due to the changes above, and if current projections hold true, SPD will have reached an annual average of 1,192 FTE at year-end 2026. The 2026 Adopted Budget contains funding for 1,184 FTE. The FTE differences (2026 projected vs 2026 funded) will create unfunded salary costs that will reach \$1.7 million by year-end 2026.

- **SPD may need to slow hiring to live within its budget:**

SPD will, if necessary, slow hiring to ensure that it does not surpass its funded level of FTE, which had been expected to support a net of 174 new hires over the 2025-2026 period. A significant portion of the funding needed for recruit hires comes from the salary savings created from departing officers (vacancy savings). Because it is more expensive to retain an existing higher-salaried officer than to hire a lower-salaried recruit, low separation rates can have an outsized impact on the department's ability to hire recruits and expand its ranks.

# Sworn Staffing

Analysis of staffing and salary impacts

(2/2)

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- **A bottleneck in student officer field training is affecting SPD's ability to add officers to its patrol ranks.**

In April, SPD had 135 student officers in field training, 21 of which were awaiting instructor availability. The Staffing Plan assumes that SPD will have 154 officers in field training at year-end.

The staffing plan also assumes that SPD will graduate from field training 10 student officers per month. In prior years, SPD has graduated from field training approximately 6-7 officers per month. It is unlikely that SPD will reach its projections without a significant influx of additional training officers.

# Sworn Staffing

SPD Sworn Hires by gender  
2023 – April 2026

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|                    | 2023                          | 2024                           | 2025                            | 2026*                         |
|--------------------|-------------------------------|--------------------------------|---------------------------------|-------------------------------|
| <b>Sworn Hires</b> | Male<br>54<br><br>Female<br>7 | Male<br>72<br><br>Female<br>12 | Male<br>148<br><br>Female<br>17 | Male<br>37<br><br>Female<br>4 |

\*2026 data through March 26

- According to the DOJ, in 2022, eighty percent of all starting state and local police recruits were male and twenty percent were female.
- SPD has hired 185 male and 21 female recruits during its recent hiring surge (Jan 2025-Mar 2026), resulting in a 10% hiring rate of female candidates.
- The number of male and female test eligible applicants doubled between 2023 and 2024 and has been holding steady through May 2026. Last year, there were 660 test eligible female applicants, which made up 14.6% of all applicants.

# SPD Precinct Staffing (1/2)

As of March 31, 2026

| Job Category   | PRECINCT |     |      |     |       |     |       |     |           |     |      |     | Total |
|----------------|----------|-----|------|-----|-------|-----|-------|-----|-----------|-----|------|-----|-------|
|                | Citywide |     | East |     | North |     | South |     | Southwest |     | West |     |       |
|                | Sgt      | Ofc | Sgt  | Ofc | Sgt   | Ofc | Sgt   | Ofc | Sgt       | Ofc | Sgt  | Ofc |       |
| 911            | 3        | 15  | 9    | 70  | 15    | 106 | 12    | 69  | 10        | 53  | 17   | 97  | 476   |
| Beats          |          |     |      |     |       |     |       |     |           |     |      |     |       |
| Bikes          | -        | -   | -    | -   | -     | -   | -     | -   | -         | -   | 1    | 8   | 9     |
| Seattle Center | -        | -   | -    | -   | -     | -   | -     | -   | -         | -   | 1    | 3   | 4     |
| Totals         | 3        | 15  | 9    | 70  | 15    | 106 | 12    | 69  | 10        | 53  | 19   | 108 | 489   |

# SPD Precinct Staffing (2/2)

Recent History of 911 Response and Patrol Officer Staffing

|                |                                                          | 911 Response Only |           |
|----------------|----------------------------------------------------------|-------------------|-----------|
| Date           | All of Patrol<br>(incl Seattle Center and Bike<br>Squad) | Officers          | Sergeants |
| September 2020 | 694                                                      | 591               | 77        |
| March 2021     | 594                                                      | 501               | 77        |
| March 2022     | 535                                                      | 469               | 69        |
| March 2023     | 530                                                      | 455               | 72        |
| March 2024     | 490                                                      | 407               | 72        |
| March 2025     | 490                                                      | 403               | 75        |
| March 2026     | 489                                                      | 410               | 66        |

## 2. SPD Overtime Monitoring

Slides 10 & 11

# SPD Overtime Monitoring

## Overtime Spending Since 2022

| Year | Annual <u>Original</u> OT Budget | Q1 Spending* | Percent of Budget |
|------|----------------------------------|--------------|-------------------|
| 2022 | \$26,359,544                     | \$6,221,871  | 24%               |
| 2023 | \$31,267,261                     | \$8,672,853  | 28%               |
| 2024 | \$37,712,090                     | \$8,864,212  | 23%               |
| 2025 | \$53,100,000                     | \$10,900,000 | 21%               |
| 2026 | \$55,800,000                     | \$18,700,000 | *34%              |

- **Between 2022 and 2026, SPD's overtime budget grew by \$29 million, a 112% increase.**

Much of this increase can be attributed to recent agreements with the Seattle Police Officer's Guild (SPOG):

1. A three-year 24% salary adjustment made in the City's Interim Agreement (IA) with the Seattle Police Officer's Guild (SPOG) for 2020-2023; and
2. A four-year 17% salary adjustment made in the City's 2024-2027 Collective Bargaining agreement (CBA) with SPOG.
3. An MOU that provides a \$250 premium for each special events overtime shift.

- **Last year, the department largely stayed within its overtime budget.**

In 2025, SPD spent \$55 million on overtime, which is about \$1.4 million over its revised overtime budget. Some of the spending over the revised budget was for FIFA activities that will ultimately be reimbursed in 2026.

- \* **After adjusting retroactive contract payments, the department has spent 24% of its overtime budget through the first quarter.**

The 2026 budget and expenditure totals above include \$6.8 million for SPOG contract retro payments. The front-loading of these dollars into Q1 creates an outsized / disproportionate impact on the Q1 Percent of Budget calculation. Expected revenues from FIFA and the NFL will further mitigate the impact of SPD's Q1 overtime spending. At its current spending rates, and assuming revenue reimbursements, SPD is likely on track to finish the year without requiring additional support from the City's General Fund.

# Overtime hours by Bureau

Bureaus with more than 7,000 overtime hours



- Overtime used at the Patrol Precincts is down by 29%, which SPD indicates is due to fewer hours being used to staff special operations such as counter-narcotic or retail theft emphases.
- Events hours are higher due to the Super Bowl parade. SPD spent \$849,000 on staffing for the parade, including mutual aid. All parade expenses are being reimbursed by the NFL.
- Department training – delivered out of the Professional Standards Bureau – is up by 63% or about 7,250 hours. SPD indicates that some of these hours are attributable to preparations for the World Cup games and that some of the hours are reimbursable by FIFA.

# 3. Response Times

Slides 13 & 14

# Citywide Response Times and Z-Disposition Calls

## Q2 2026 Response Time (in minutes)

| PRIORITY | Q1 2025           |                     | Q1 2026           |                     |
|----------|-------------------|---------------------|-------------------|---------------------|
|          | Avg. RT (minutes) | Median RT (minutes) | Avg. RT (minutes) | Median RT (minutes) |
| 1        | 10.3              | 7                   | 10.1              | 7                   |
| 2        | 70.2              | 28.4                | 56.9              | 24.3                |
| 3        | 152.5             | 75.3                | 159.9             | 75.7                |

## Q2 2026 “Z Disposition” Call Response

| Calls that do not receive an in-person response from SPD | CALL VOLUME | %     |
|----------------------------------------------------------|-------------|-------|
| Calls that receive no in-person response                 | 36          | 0.1%  |
| Did get a response                                       | 39,343      | 99.9% |

- SPD’s response time goal is a 7-minute median time.
- For Jan-March 2026, half of all Priority 1 calls received a response in less than seven minutes. This rate is unchanged from last year.
- SPD patrol officers maintained a 7-minute median response time despite a 12% volume increase. Priority 2 calls had a 4% volume decrease and a substantial reduction in response times.

|       |      | P1      |           | P2      |           | P3      |           |
|-------|------|---------|-----------|---------|-----------|---------|-----------|
| PCT   | Year | Avg. RT | Median RT | Avg. RT | Median RT | Avg. RT | Median RT |
| EAST  | 2023 | 9.6     | 6.2       | 59.1    | 25.8      | 113     | 57.9      |
|       | 2024 | 10.9    | 6.7       | 91      | 44.9      | 177.4   | 94.2      |
|       | 2025 | 8.2     | 5.6       | 63.8    | 29        | 130.5   | 68.5      |
|       | 2026 | 8.7     | 5.6       | 59.3    | 25.3      | 135.2   | 66.9      |
| NORTH | 2023 | 12.2    | 9.1       | 63      | 28.7      | 120.5   | 60.8      |
|       | 2024 | 13.9    | 9.9       | 83.9    | 40.1      | 173.9   | 94.2      |
|       | 2025 | 12.6    | 9.2       | 88.3    | 40.5      | 191.3   | 99.4      |
|       | 2026 | 11.1    | 8.5       | 62.1    | 27        | 195.6   | 96.6      |
| SOUTH | 2023 | 10.4    | 7.6       | 48.4    | 21.1      | 86.1    | 45.3      |
|       | 2024 | 11.3    | 8.2       | 68.7    | 29.5      | 121.7   | 61.9      |
|       | 2025 | 9.1     | 6.9       | 50.4    | 18.4      | 98      | 51.2      |
|       | 2026 | 10.2    | 7.3       | 46.5    | 19.6      | 100.8   | 55.7      |
| SW    | 2023 | 10.1    | 7.8       | 41.9    | 17.3      | 74.8    | 38.2      |
|       | 2024 | 10.8    | 8.2       | 40.3    | 17        | 75.9    | 43.1      |
|       | 2025 | 9.7     | 7.3       | 37.9    | 17.1      | 78.8    | 43.9      |
|       | 2026 | 10.6    | 7.9       | 42.7    | 19.2      | 94.6    | 47.6      |
| WEST  | 2023 | 9       | 5.8       | 53.3    | 20.9      | 101     | 50.7      |
|       | 2024 | 9.4     | 6.3       | 75.8    | 31.7      | 152.9   | 82.8      |
|       | 2025 | 8.9     | 6.2       | 78.3    | 32.2      | 182.5   | 97        |
|       | 2026 | 8.6     | 5.9       | 61      | 27        | 192.7   | 98.4      |

## Response Time by Precinct (Jan-Mar 2023-2026)

- In comparing the first quarter of 2025 against the same period last year, some precincts had a reduction in response times while others had an increase.
- The North precinct continues to have the slowest response times out of all the precincts for priority 1 calls. Although, a significant improvement in P1 response times has closed the gap with other precincts.

P1 = Priority 1, P2 = Priority 2, P3 = Priority 3

# 4. Summary

# Key Takeaways

- SPD is separating fewer officers than it has in past years. This change may affect the department's ability to hire new recruits and translate into a slower expansion of the force. It is possible that SPD may need to slow its hiring to meet budgetary restrictions.
- A significant influx of field training officers is needed to ensure that SPD can meet its goal of graduating 10 student officers per month. Even at this high graduation rate, the department expects to have 153 student officers in field training in December of 2026.
- SPD's rate of overtime spending does not currently suggest that there will be a year-end, budget-spending deficit. However, use of overtime at the precincts is down by 29% and this overtime use may increase as the department expands its emphases on crime hot spots.
- SPD's response time metrics are mixed, with some up and some down. A consistent, across-the-board reduction in SPD's 911 response times unlikely to occur until new officers begin to supplement patrol ranks. The number of patrol officers has consistently hovered at 490 since 2023.

# Questions?

# Sworn Staffing

## Applicants who Passed Minimum Qualifications by gender 2023 – May 2026

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### Entry Level Police Officer

#### Applicants who Passed Minimum Qualifications (Eligible to Participate in the Exam)

2023 - 2026 (as of 5/15/2026)

|                                   | 2023 |        | 2024 |        | 2025 |        | 2026<br>(as of 5/15/26) |        | Seattle<br>Demographics<br>(2020) | King County<br>Demographics<br>(2020) |
|-----------------------------------|------|--------|------|--------|------|--------|-------------------------|--------|-----------------------------------|---------------------------------------|
| Gender                            | n    | %      | n    | %      | n    | %      | n                       | %      | %                                 | %                                     |
| Female                            | 253  | 13.6%  | 542  | 13.7%  | 660  | 14.6%  | 338                     | 14.6%  | 49.0%                             | 49.3%                                 |
| Male                              | 1576 | 84.6%  | 3341 | 84.6%  | 3676 | 83.8%  | 1934                    | 83.8%  | 51.0%                             | 50.7%                                 |
| Non Binary                        | 11   | 0.6%   | 13   | 0.3%   | 13   | 0.3%   | 5                       | 0.2%   |                                   |                                       |
| Transgender                       | 5    | 0.3%   | 15   | 0.4%   | 25   | 0.5%   | 9                       | 0.4%   |                                   |                                       |
| Undisclosed/Prefer Not to Respond | 18   | 1.0%   | 37   | 0.9%   | 38   | 0.8%   | 22                      | 1.0%   |                                   |                                       |
| Total                             | 1863 | 100.0% | 3948 | 100.0% | 4412 | 100.0% | 2308                    | 100.0% |                                   |                                       |

*The demographic groups reported above are based on the options provided to candidates in the city's applicant system (NEOGOV). Please note that data are available on non-binary and transgender candidates in the city's application system but not in 2020 census data.*