



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

scanned 01/2020

Employee ID: 03154341
Unit of Assignment: North CPT
Position Title: Sergeant

Serial No.: SWORN
Hire Date: 20+ yrs
RETIREMENT 01/21/20

We appreciate you taking a few minutes to tell us about your experience here at SPD. Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

retiring

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

no new job

3. Would you like to work for SPD again in the future? If so, in what role?

nope

4. What did you enjoy most about working at SPD and/or your position?

fellow officers - citizens of Seattle

5. What did you enjoy least about working at SPD and/or your position?

Command staff & politicians playing games

6. What factors had a positive effect on morale in the department?

fellow officers

7. What factors had a negative effect on morale in the department?

Lack of support from comm and staff

8. What suggestions do you have for improving the job and/or department for others?

Encourage & Empower officers to care about themselves

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

no

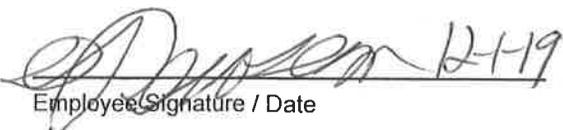
11. Do you consider the salary you received to be competitive?

yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

13. Is there anything else you would like to add?

nope

 12-1-19  
Employee Signature / Date

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: 07549470  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: RETAIL THEFT A/DETECTIVE

6 - 10 years       20 + years

Reason for Separation:  Resignation  Retirement

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

### For ALL personnel:

a) Who is your new employer?

b) What is your new position?

c) Do you feel that this new job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

PART TIME - CONTRACT - BACKGROUND, VIDEO UNIT?



11. Do you consider the salary you received to be competitive?

YES

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

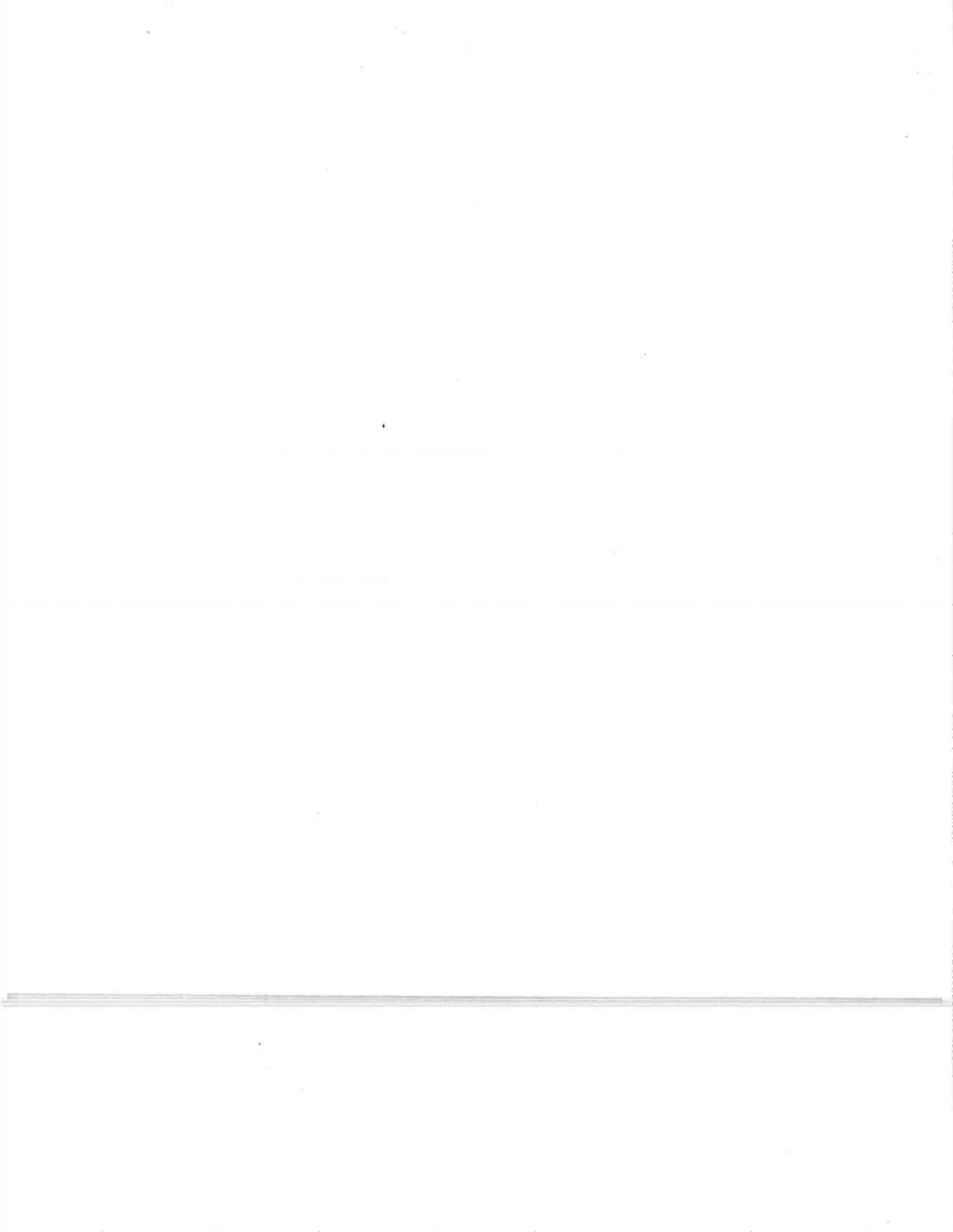
YES

13. Is there anything else you would like to add?

OVERALL, IT WAS A REWARDING CAREER

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

## Human Resources Bureau

### Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 20046009  
(please use your 8 digit EE)

#### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: SGT

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

TIME TO MOVE ON TO OTHER ACTIVITIES.

2. If accepting a new job, please review and answer the following: *NO*

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

\_\_\_\_\_

b) What is your new position?

\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

NOT AT THIS TIME.

4. What did you enjoy most about working at SPD and/or your position?

THE PEOPLE AND THE VARIETY OF ASSIGNMENTS.

5. What did you enjoy least about working at SPD and/or your position?

THE CITY'S POLICIES & DISLIKE OF POLICE.

6. What factors had a positive effect on morale in the department?

WHEN THE CHIEF TAKES A STAND ON ISSUES  
PERTAINING TO OFFICERS WITHOUT REGARD TO POLITICS.  
THIS DOES NOT MEAN ALWAYS AGREEING W/ OFFICERS  
ACTIONS. IT MEANS NEUTRAL UNTIL THERE ARE FACTS

7. What factors had a negative effect on morale in the department?

THE PRESS, CITY COUNCIL & MANY TIMES THE MAYOR.

8. What suggestions do you have for improving the job and/or department for others?

I HAVE ALWAYS WANTED AN ONGOING SUPERVISOR  
TRAINING PROGRAM,  
TEACHING COACHING, ETC

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

OUR SUPERVISOR TRAINING IS ORIENTED TO DEPT POLICIES  
& PROCEDURE NOT GOOD INTERPERSONAL SKILLS.

11. Do you consider the salary you received to be competitive?

I DO

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES

13. Is there anything else you would like to add?

THIS WAS A GREAT CAREER. I HAD SO MANY  
OPPORTUNITIES TO DO A VARIETY OF JOBS +  
TO MEET GREAT PEOPLE.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: 20057873  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: police detective

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 08/12

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Several reasons: Basically it is time. My  
Also the lack of support from the  
community, the lack of disdain  
for the police from the community is  
astounding.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

### For ALL personnel:

a) Who is your new employer?  
\_\_\_\_\_

b) What is your new position?  
\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

Probably not.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

Comradery - and different assignments.  
My favorite assignments were  
North Act and I was in the first  
line Squad in South precinct - we worked  
Arki - it was awesome.

5. What did you enjoy least about working at SPD and/or your position?

The community always second  
guessing our decisions of officers/  
detectives. The backstabbing at  
times w/in the dept.

6. What factors had a positive effect on morale in the department?

Great people to work around  
Great leadership going up the chain.  
Great details to work.

7. What factors had a negative effect on morale in the department?

People in leadership going out  
of their way to judge and  
mess with others. Peoples hatred  
for the police.

8. What suggestions do you have for improving the job and/or department for others?

Strong leadership. People that  
arent afraid to stand up for  
others. Also leaders that arent  
afraid to take the time to listen  
to others.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

11. Do you consider the salary you received to be competitive?

yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes - Worked 99% of my co-workers

13. Is there anything else you would like to add?

Here is the bottom line to all this strife over hating the police. People can't understand what it's like to walk in a white female shoes with 34 years experience, just as I can't understand what it's like to walk in a black males shoes. We need to listen to each other & explain.

14. Was an in-person interview scheduled?  Yes  No

Interviewer Signature / Date

I was so fortunate to work SPD. As a young person graduating from U of W and not knowing what to do I was brought an application for S.P.D. by Sergeant Angie Zampardo. I submitted the job application & was hired 6 months later. Wow. It seems like yesterday. There were lots of things I needed to process due to the fact that I had led an isolated Catholic upbringing life. I had so much to learn about human behavior. From my second FTO telling me that women should be barefoot & pregnant to now. Not only learning about human citizen behaviors but also officers human behavior. The Seattle Police Dept treats you & I very well. With the exception of this ending in Carnu.



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: 20078770  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: (K9, HNT)

4 - 5 years  16 - 20 years

Position Title: Sergeant

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 8-3-2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I refuse to work for this socialist city council and their political agenda. This agenda sacrifices the health and well being of the officers and ultimately will destroy the fabric of this once fine city.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

### For ALL personnel:

a) Who is your new employer?

\_\_\_\_\_

b) What is your new position?

\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

Never - the officers are the finest I have ever encountered in my travels throughout the country; but they are in an unwinnable battle with the city council. The two cannot exist together and it will be the downfall of the City of Seattle.

4. What did you enjoy most about working at SPD and/or your position?

I was the Chief Negotiator for HMT and the K9 Sgt. It was a pleasure to work with the hard working and dedicated officers of this department.

5. What did you enjoy least about working at SPD and/or your position?

The role that city politics and "the agenda" and how it affected the ability of the police department to functionally do its job.

6. What factors had a positive effect on morale in the department?

Everyone who becomes a police officer is driven originally by the desire to make a difference. Let them do their jobs!

7. What factors had a negative effect on morale in the department?

Politics, deceitfulness and the difference in standards between command staff and the officers. The officers are held to far more rigorous standards than the command staff with frequently higher levels of punishment.

8. What suggestions do you have for improving the job and/or department for others?

None that would be implemented in this political climate.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes for K9. No for HMT. I have been on HMT for 26 years. During that time, we never had a budget for equipment or training. We resolved the most high profile events, many times, and had to beg for funds from other units or depend on the generosity of outside grants.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

The opportunities are selective based on who one is and the field chosen. It never affected me personally, however I watched many around me get denied opportunities. The biggest thing I/we noticed was when a job was advertised, that just meant they're already chosen who was getting it. It was certainly not an open competition; the dept should just be honest about that.

11. Do you consider the salary you received to be competitive?

I never had a problem with compensation. For many, many years I loved what I did for a living.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes, I worked with the finest people I ever met in my life (officers and some supervisors).

13. Is there anything else you would like to add?

The foundations of police work will never change in society; only how some missions are accomplished. To weaken the foundation, fortells the collapse of the work and a disaster for the society that they serve.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 20088829  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: DETECTIVE

4 - 5 years     16 - 20 years

Position Title: POLYGRAPH EXAMINER

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT - AFTER 32 YRS IT'S TIME TO MOVE ON TO THE NEXT CHAPTER of my LIFE

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

PART TIME BACKGROUND INVESTIGATIONS WITH NATIONAL TESTING NETWORK

b) What is your new position?

BACKGROUND INVESTIGATOR

c) Do you feel that this new job is a better opportunity? If so, how?

ITS PART TIME - BETTER IN TERMS of BEING RETIRED & LIVING OUT of THE GENERAL AREA.

3. Would you like to work for SPD again in the future? If so, in what role?

PROBABLY NOT. COULDN'T ENVISION THE COMMITTEE.

4. What did you enjoy most about working at SPD and/or your position?

PROBABLY MY LAST 10+ YRS ON THE DEPARTMENT IN BACKGROUNDS  
& POLYGRAPH.

5. What did you enjoy least about working at SPD and/or your position?

NOTHING IMMEDIATELY COMES TO MIND REGARDING THE DEPARTMENT.  
EXTERNAL SUPPORT FOR THE DEPARTMENT COULD HAVE BEEN BETTER.

6. What factors had a positive effect on morale in the department?

THE ABILITY TO MOVE LATERALLY.

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES

11. Do you consider the salary you received to be competitive?

YES

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES

13. Is there anything else you would like to add?

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 20116646  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: police officer - motorcycle

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 06/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

WITH 31 YEARS AND AGE 57 I DONT FEEL RISKING MY RETIREMENT PENSION OR MY HEALTH AND WELL BEING IS WORTH IT. CITY POLITICS ALSO IS NOW SUPPORTIVE AND AT TIMES HOSTILE TOWARDS OFFICERS.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

N/A

b) What is your new position?

N/A

c) Do you feel that this new job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

POSSIBLY - CIVILIAN ADVISOR, INSTRUCTOR,

4. What did you enjoy most about working at SPD and/or your position?

- DIFFERENT EVERYDAY, HELPING PEOPLE, I HAVE SAVED LIVES AND HELPED SURVIVORS.

5. What did you enjoy least about working at SPD and/or your position?

THE TOTAL LACK OF RESPECT AND SUPPORT FROM THE CITY COUNCIL AND MAYOR.

6. What factors had a positive effect on morale in the department?

SUPPORTIVE LEADERSHIP, FROM SGT. TO CHIEF.

7. What factors had a negative effect on morale in the department?

- DOT MONITORS WITH NO CLUE OF POLICE WORK.  
- CITY COUNCIL  
- MAYOR

8. What suggestions do you have for improving the job and/or department for others?

-

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

GENERALLY YES. - QUARTERMASTER SYSTEM WOULD ASSIST IN SERVICABLE UNIFORMS AND A TRUE UNIFORM STANDARD. WE HAVE PEOPLE WEARING WHAT EVER THEY WANT.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I DO NOT BELIEVE THERE WAS MENTORING OR DEVELOPING SUPERVISORS.

11. Do you consider the salary you received to be competitive?

YES-

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: 20138285  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: POLICE OFFICER

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

b) What is your new position?

c) Do you feel that this new job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

4. What did you enjoy most about working at SPD and/or your position?

THE PEOPLE I WORKED WITH.

5. What did you enjoy least about working at SPD and/or your position?

6. What factors had a positive effect on morale in the department?

MY FELLOW OFFICERS

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

~~10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.~~

~~YES.~~

11. Do you consider the salary you received to be competitive?

YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

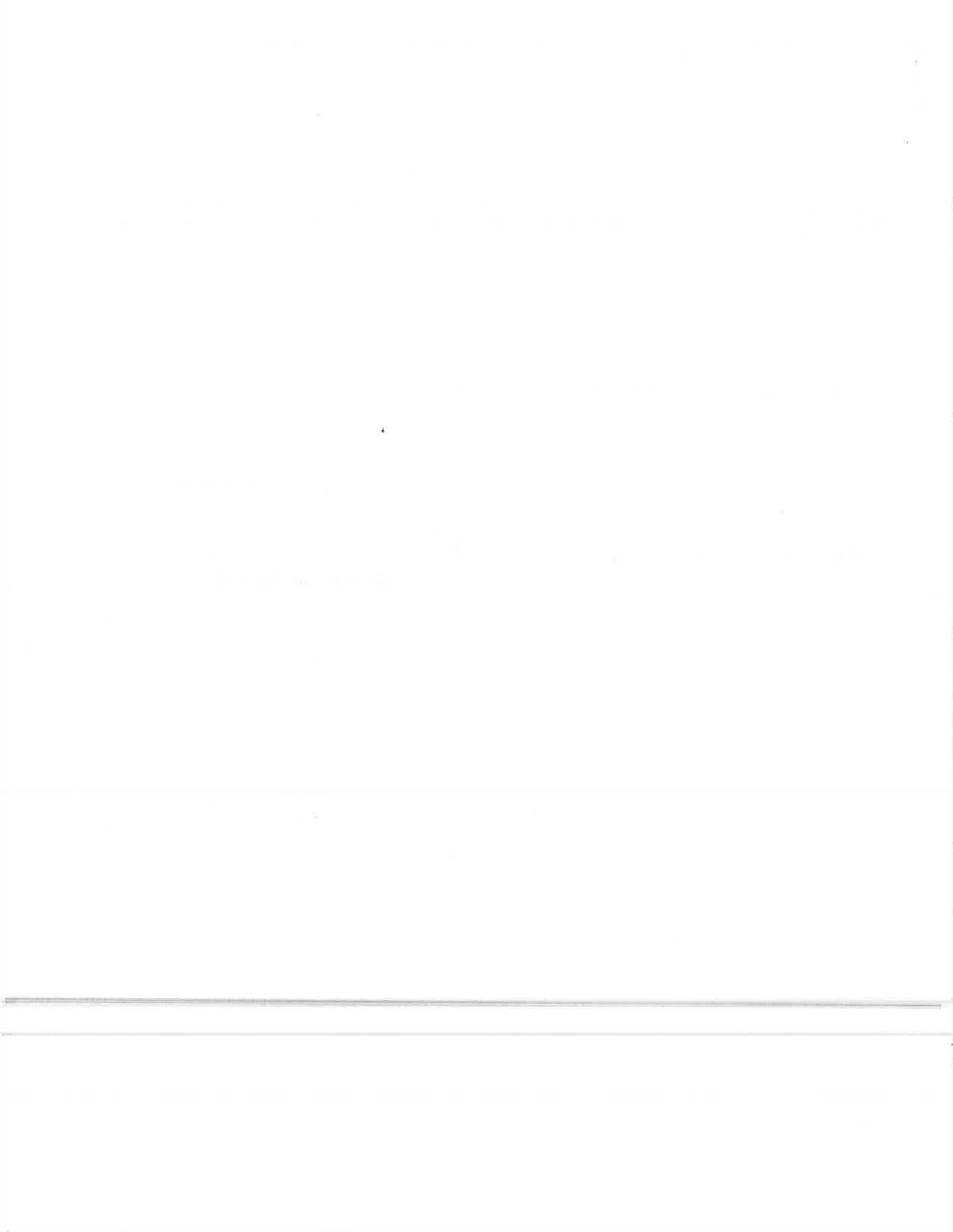
YES.

13. Is there anything else you would like to add?

No

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 20159695  
(Please use your 6 digit ID)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write in Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Seattle Housing Authority Liaison Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 9/30/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

I've worn a uniform of one kind or another my entire adult life. 35 total years of service to my city, state and country are more than enough. After reaching the ripe old age of 53, serving 29 years with SPD as well as the 6 prior in the USMCR, I have more than my fair share of aches and pains these days. The last 15 years working directly with the staff and residents of the Seattle Housing Authority has been very personally rewarding and extremely fulfilling, the absolute best assignment I've had! As former Chief Best said, "When it's time, it's time."

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?     Yes     No
- b) Is the new position within 50 miles of Seattle?     Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

\_\_\_\_\_

b) What is your new position?

\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### 3. Would you like to work for SPD again in the future? If so, in what role?

It is unlikely as I am retiring and hoping to never have to "work" again. If I did come back to work, it would have to be somewhere working directly with the community, such as my last assignment working with the Seattle Housing Authority as one of their liaison officers where I worked directly with the community.

5. What did you enjoy least about working at SPD and/or your position?

Poor supervisors, especially those that micromanaged me and others in the squad or those who "took all the credit" for the good work of their personnel and "dumped all of the blame" on others when things didn't work out perfectly.

6. What factors had a positive effect on morale in the department?

My co-workers, good supervisors, and the freedom to work independently as much as possible.

7. What factors had a negative effect on morale in the department?

See #5 above. Also, the handful of officers who were chronically either "in trouble" or "could not consistently follow the rules" (i.e. the "manual"), causing the rest of us to suffer once their exploits came to light.

8. What suggestions do you have for improving the job and/or department for others?

By and large, SPD hires good people.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Most of the time. Nothing specific comes to mind at the moment, though I do remember being frustrated at times that there wasn't a "better way" to complete the mission.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

At various times there were more opportunities than others, but in general there was a great deal of training of various types available and it was up to me to make the most of those opportunities. I sometimes had to find those opportunities, some of my better bosses knew me well enough that when they heard of something they thought I would like or would benefit me, they told me about them.

11. Do you consider the salary you received to be competitive?

Yes.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes.

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13. Is there anything else you would like to add?

No.

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 20160578  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Detective

6 - 10 years     20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 09/02/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I have been with SPD almost 30 years. I have enjoyed wearing the uniform, the work, and the people. I am retiring from law enforcement because I know it is time for me to leave, and I am financially able to do so.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

b) What is your new position?

c) Do you feel that this new job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, if the department or the city needed or wanted to use my experience in a non-law enforcement capacity, I would be happy to work for SPD.

4. What did you enjoy most about working at SPD and/or your position?

The fact that SPD provided a young hispanic male, hired in 1991 the opportunity to accomplish his goal of one day becoming a Seattle Police Homicide Detective. Opportunities are boundless on SPD if one applies themselves... thank you!

5. What did you enjoy least about working at SPD and/or your position?

the fact that SPD does not foster the, "esprit de corps" mentality to instill pride of service in our work. SPD officers have a common bond through shared experiences that should be honored and remembered. the history of our dept and contributions should be taught.

6. What factors had a positive effect on morale in the department?

at the start of my career in 1991, the department used to have intramural athletics like basketball, softball, etc., that all stopped.

7. What factors had a negative effect on morale in the department?

The lack of support from the actual employer, the city of Seattle and the city council, and at times, the Seattle city Attorneys office

8. What suggestions do you have for improving the job and/or department for others?

instill as part of the norm, an esprit de corps atmosphere within the department to foster pride among the officers, detectives, command, and admin staff.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

yes, but the department needs to find a way to explain how those development opportunities can be accessed.

11. Do you consider the salary you received to be competitive?

yes, it was very competitive and provided for my family well.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

yes, opportunities are there as long as the individual takes the initiative to be part of a team.

13. Is there anything else you would like to add?

There were two career moments in my life that made lasting impacts for me, one was becoming a marine, and the other was being sworn in as a Seattle Police Officer. I am grateful to both organizations.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: \_\_\_\_\_  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years       20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

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2. If accepting a new job, please review and answer the following:

**For Sworn personnel:**

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

**For ALL personnel:**

a) Who is your new employer?

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b) What is your new position?

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c) Do you feel that this new job is a better opportunity? If so, how?

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3. Would you like to work for SPD again in the future? If so, in what role?

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4. What did you enjoy most about working at SPD and/or your position?

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5. What did you enjoy least about working at SPD and/or your position?

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6. What factors had a positive effect on morale in the department?

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7. What factors had a negative effect on morale in the department?

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8. What suggestions do you have for improving the job and/or department for others?

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

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11. Do you consider the salary you received to be competitive?

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date

*Mark Mulvanny*



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: (please use your 8 digit EE) 20192423

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: POLICE OFFICER - CANINE

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 10/18/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

LATERAL DEPUTY SHERIFF POSITION, SAN JUAN (WA) COUNTY SHERIFF'S DEPARTMENT

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

SAN JUAN (WA) COUNTY SHERIFF'S DEPARTMENT

b) What is your new position?

DEPUTY SHERIFF

c) Do you feel that this new job is a better opportunity? If so, how?

CHANGE IN LOCATION AND POLITICAL CLIMATE

3. Would you like to work for SPD again in the future? If so, in what role?

YES, MAYBE QUARTERMASTER, STATION MASTER, BUS DRIVER, ETC.

4. What did you enjoy most about working at SPD and/or your position?

MY TIME IN CANINE

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5. What did you enjoy least about working at SPD and/or your position?

THE POLITICAL CLIMATE FROM OUTSIDE SPD

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6. What factors had a positive effect on morale in the department?

FRIENDS, CAMARADERIE

SUPERVISORS WHO SUPPORTED YOU

SUPERVISORS WHO LET YOU DO YOUR JOB

OPA DIRECTOR MYERBERG WHO SEEMS REASONABLE

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7. What factors had a negative effect on morale in the department?

THE STACKING OF MINOR POLICY VIOLATIONS ON OPA COMPLAINTS

THE LACK OF SUPPORT FROM THE CITY POLITICIANS

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8. What suggestions do you have for improving the job and/or department for others?

I DON'T KNOW, WHICH IS FRUSTRATING

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I WOULD HAVE LIKED TO SEE MORE OF THE HIGH QUALITY OFFICERS STAY IN PATROL LONGER, OR BE WILING TO GO BACK TO PATROL AFTER TIME IN A SPECIALTY UNIT

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11. Do you consider the salary you received to be competitive?

YES

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

YES

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13. Is there anything else you would like to add?

THANK YOU FOR 27 WONDERFUL YEARS.

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



**SEATTLE POLICE DEPARTMENT**

**Human Resources Bureau**

**Exit Interview Form**

**SWORN**       **CIVILIAN**

Employee ID Number: 20203634  
(please use your 8 digit EE)

**Years of Service**

Unit of Assignment:  **Patrol**     **Specialty Assignment**

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     **Other:** \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: Police Officer

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 08-31-20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I no longer recognize this department as the one I had joined.  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

**For Sworn personnel:**

- a) Are you staying in law enforcement?     Yes     No
- b) Is the new position within 50 miles of Seattle?     Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

**For ALL personnel:**

a) Who is your new employer?  
None.

b) What is your new position?  
Retired.

c) Do you feel that this new job is a better opportunity? If so, how?  
Yes, in that I no longer for the police department in Seattle.  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

No.  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

The most positive aspect of this job was working with people in all areas of this job, from the rich to the poor, the best of people to the worst, etc. All had a valuable lesson for me to learn.

5. What did you enjoy least about working at SPD and/or your position?

The least enjoyable part was the utter lack of supervision, accountability for incompetent, despicable and lazy officers, who were really good at gas lighting other hard workers. I noticed that this was a reflection of the hiring process of late, to tear down the old guards to make the new appear righteous, which is the ongoing theme these days.

6. What factors had a positive effect on morale in the department?

To genuinely help those in need of police services gave me the greatest pleasure, and reward.

7. What factors had a negative effect on morale in the department?

The complete lack of supervision had the most negative effect. To see the unfairness everyday, where rules are enforced for some but not for others.

8. What suggestions do you have for improving the job and/or department for others?

Suggest that people serve at least ten years before going away from patrol. If people don't feel the pain in patrol, they will never be improvements for patrol.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

No proper tools during the demonstration. There was no shield provided for the rocks and fireworks being thrown at us. As I looked around, I saw some officers without face shields. It dawned on me that this department was not providing equipment for us to do this job safely and did not care.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Everyone is promoted too early and going to specialty units too quickly. This is the main problem with this department. Everyone is eager to leave patrol as soon as possible and they are accommodated so well that they have no idea what patrol is all about, making life worse for officers.

11. Do you consider the salary you received to be competitive?

No.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: \_\_\_\_\_  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years       20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

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2. If accepting a new job, please review and answer the following:

**For Sworn personnel:**

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

**For ALL personnel:**

a) Who is your new employer?

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b) What is your new position?

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c) Do you feel that this new job is a better opportunity? If so, how?

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3. Would you like to work for SPD again in the future? If so, in what role?

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4. What did you enjoy most about working at SPD and/or your position?

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5. What did you enjoy least about working at SPD and/or your position?

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6. What factors had a positive effect on morale in the department?

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7. What factors had a negative effect on morale in the department?

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8. What suggestions do you have for improving the job and/or department for others?

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

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11. Do you consider the salary you received to be competitive?

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN     CIVILIAN

## Exit Interview Form

Employee ID Number: 20217626  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: POLICE OFFICER (PATROL)

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 08/20  
(EOB)

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

AFTER 25 YRS OF SERVICE - RETIRING

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

MY WIFE

b) What is your new position?

HOUSE HUSBAND

c) Do you feel that this new job is a better opportunity? If so, how?

YES - WORKING FROM HOME.

3. Would you like to work for SPD again in the future? If so, in what role?

NO THANK YOU (I'M TOO OLD)

4. What did you enjoy most about working at SPD and/or your position?

AS A POLICE OFFICER (PATROL), I ENJOYED DEALING WITH THE PUBLIC AND MAKING A DIFFERENCE. ALSO I ENJOYED MY SQUAD MATES.

5. What did you enjoy least about working at SPD and/or your position?

I DID NOT LIKE WHEN WE DID NOT HAVE ANY SORT OF BACKING FROM OUR SUPERIORS (NO BACKBONE). AND NOT HAVING SUPPORT FROM THE CITY.

6. What factors had a positive effect on morale in the department?

GETTING OUR RETRO PAY. MORALE HAD BEEN GOING DOWN-HILL FOR A LONG TIME. AS FOR BEING IN PATROL, PATROL WOULD BE THE ONES WHO WOULD ALWAYS BE KICKED TO THE CURBS (IE. OPA); AND NO BACKING FROM OUR SUPERVISORS (ie, LT's, CPT's + CHIEFS)

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

NOT TO HAVE "CIVILIANS" TRY + RUN THE POLICE DEPT. IF AN INCIDENT HAPPENS - GET THE DEPT TO ISSUE AS TO WHY SAID PERSON'S ACTION WAS ADDRESSSED - NOT JUST TO SHOW "WHAT THE POLICE DID".

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES

11. Do you consider the salary you received to be competitive?

OF COURSE WE ALL WANT MORE MONEY, BUT IT WAS PROTTY  
GOOD - SALARY... HOWEVER, WITH THE WAY SPD IS BEING  
TREATED TODAY, OFFICERS SHOULD GET PAID MORE

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES

13. Is there anything else you would like to add?

NO THANK YOU.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN

CIVILIAN

## Exit Interview Form

Employee ID Number: (please use your 8 digit EE) 20217642

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: DETECTIVE

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I HAVE HAD A GREAT CAREER BUT AM READY TO RETIRE.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

N/A

b) What is your new position?

N/A

c) Do you feel that this new job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

N/A

4. What did you enjoy most about working at SPD and/or your position?

THE COMRADERSHIP WITH MY COWORKERS

5. What did you enjoy least about working at SPD and/or your position?

THE POLITICS OF THE CITY AND LACK OF SUPPORT  
FROM THE ELECTED OFFICIALS

6. What factors had a positive effect on morale in the department?

~~KNOWING~~ KNOWING YOUR FELLOW WORKERS HAD YOUR BACK

7. What factors had a negative effect on morale in the department?

CITY POLITICS

8. What suggestions do you have for improving the job and/or department for others?

UNKNOWN

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES

11. Do you consider the salary you received to be competitive?

YES

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

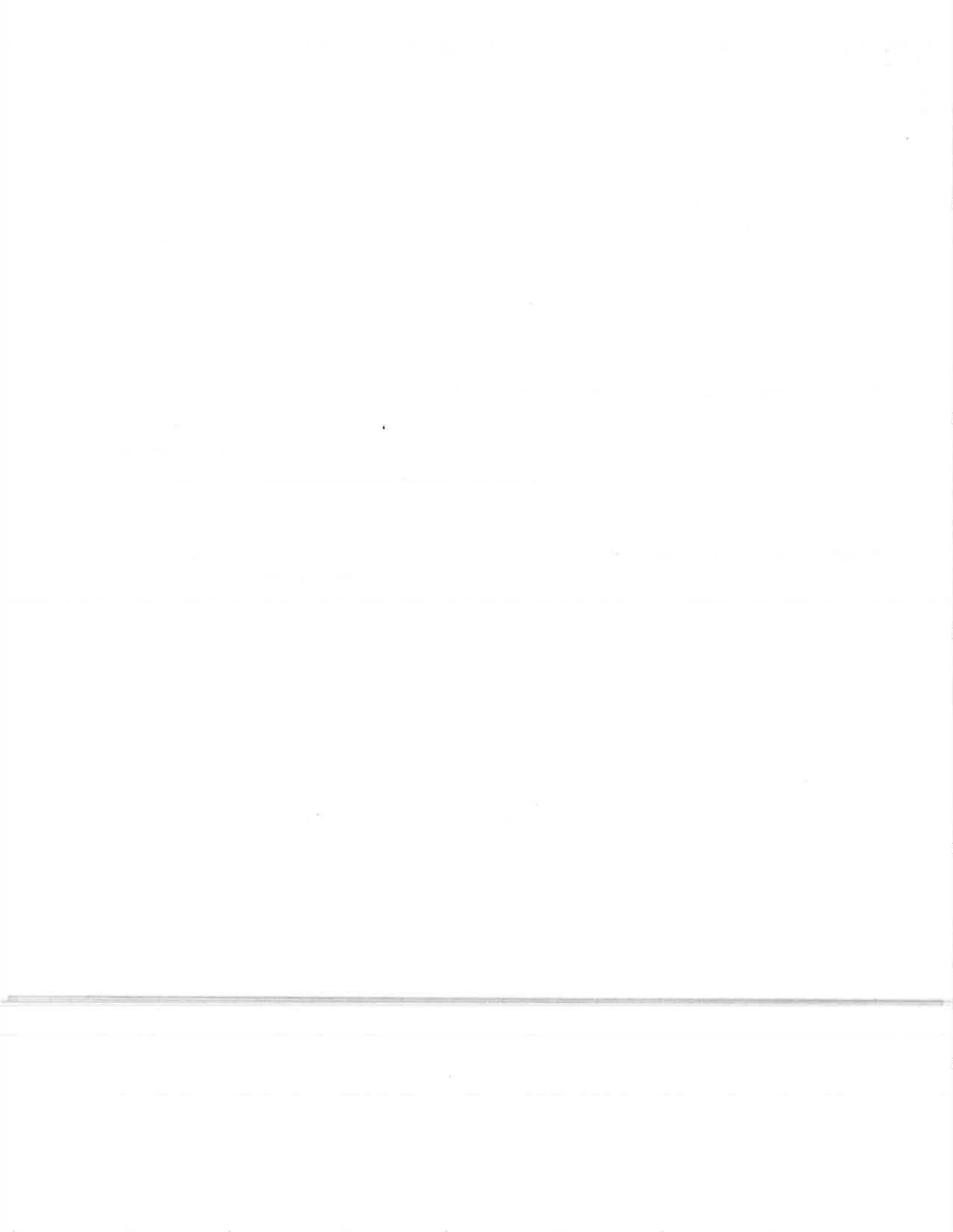
YES

13. Is there anything else you would like to add?

NO

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30008504

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: POLICE OFFICER

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 06/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

DEPT OF DEFENSE  
\_\_\_\_\_

b) What is your new position?

POLICE TRAINER  
\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

YES. SHORTER COMMUTE.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

POSSIBLY. STATIONMASTER.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

BEING PROACTIVE WHEN IT WASN'T FROWNED UPON.

5. What did you enjoy least about working at SPD and/or your position?

OVERALL GOOD EXPERIENCE, ALLOWING DOT TO RUIN A GREAT DEPARTMENT, AND WHEN ALL WAS CORRECTED, GIVING IN TO POLITICS.

6. What factors had a positive effect on morale in the department?

GREAT COWORKERS. GREAT PRECINCT, OTHER THAN THE BUILDING.

7. What factors had a negative effect on morale in the department?

POLITICS

8. What suggestions do you have for improving the job and/or department for others?

MIGHT BE TOO LATE.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES. ALWAYS HAVE.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES. WHEN STAFFING ALLOWED

11. Do you consider the salary you received to be competitive?

YES.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

YES

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13. Is there anything else you would like to add?

IT'S BEEN A GREAT 24 YEARS.

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14. Was an in-person interview scheduled?  Yes  No

Emily Mire 6/19/2028  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 10010484 30010484  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Detective

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 11/30/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Retiring  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?     Yes     No
- b) Is the new position within 50 miles of Seattle?     Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?  
n/a

b) What is your new position?  
\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

fellow officers/detectives

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5. What did you enjoy least about working at SPD and/or your position?

lack of support from the city-specifically city council, city prosecutor

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6. What factors had a positive effect on morale in the department?

the few citizens (community members) that made effort to support the police

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7. What factors had a negative effect on morale in the department?

lack of support

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8. What suggestions do you have for improving the job and/or department for others?

no suggestions

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

yes

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

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11. Do you consider the salary you received to be competitive?

yes

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

yes

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30012459  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

I have accepted a lateral police officer position with another agency  
\_\_\_\_\_  
\_\_\_\_\_

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?  Yes     No
- b) Is the new position within 50 miles of Seattle?  Yes     No
- c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

City of Milton

b) What is your new position?

Police Officer

c) Do you feel that this new job is a better opportunity? If so, how?

I think it will be. I have been interested in going to a small community as a police officer for quite awhile.  
\_\_\_\_\_  
\_\_\_\_\_

### 3. Would you like to work for SPD again in the future? If so, in what role?

I am honestly not sure if I would work for SPD in the current climate that is currently going on at this time. If it ever honestly returns to the way it was pre-DOJ/BLM protest days I would strongly consider it.  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

I would have to say my co-workers and the supervisors I have had the privilege to work with has made the most enjoyable of tough days.

5. What did you enjoy least about working at SPD and/or your position?

I would say the daily criticism of the City Council and the thought that we were a "necessary evil" (as one supervisor once said. Also I think OPA's willingness to take any and all complaints (even anonymous) and then take 6 months to render a decision made it hard sometimes to enjoy working here.

6. What factors had a positive effect on morale in the department?

I think just being able to do the job we were all hired to do and feeling like we had the support of the our co-workers

7. What factors had a negative effect on morale in the department?

Doing the job and feeling like the command staff and city did not support the working officer.

8. What suggestions do you have for improving the job and/or department for others?

streamline the OPA investigations and leave the minor things to frontline supervisors.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I think that SPD does a great job of offering constant training and opportunities for development.

I am concerned with the budget cuts how that will be able to continue though.

11. Do you consider the salary you received to be competitive?

Yes, I never felt I was not adequately paid

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes, I made friendships that will last my lifetime

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13. Is there anything else you would like to add?

I love this Dept and this City. (Or the city it once was) I truly hope that someday it will return to what I remember from my early days on the Dept.

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14. Was an in-person interview scheduled?  Yes  No

 9/4/20

Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: 30015731  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: POLICE OFFICER

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 8-18-2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

b) What is your new position?

c) Do you feel that this new job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

4. What did you enjoy most about working at SPD and/or your position?

I USED THINK THIS WAS A GREAT CITY TO WORK IN

5. What did you enjoy least about working at SPD and/or your position?

CITY HAS CHANGED

6. What factors had a positive effect on morale in the department?

THE PEOPLE WHO DO THEIR BEST

7. What factors had a negative effect on morale in the department?

OPA HAS MORPHED

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

GOOD EQUIPMENT

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

NO, DETECTIVES NEED TO BE LIMITED TO 7 YEARS AT MOST.

11. Do you consider the salary you received to be competitive?

VERY

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

GOOD PEOPLE EVERYWHERE

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

## Human Resources Bureau Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30019444

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: P.O. - Detective

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

New Employment  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?  Yes     No
- b) Is the new position within 50 miles of Seattle?  Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?  
USSS

b) What is your new position?  
NIFA

c) Do you feel that this new job is a better opportunity? If so, how?  
Increased focus of responsibility.  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

I'd be open to working in any role that was mutually beneficial to me and the department.  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

The people, the complexity of the work and the study/learning required. I worked for people who treated me fairly and who gave me opportunities to pursue interesting work.

5. What did you enjoy least about working at SPD and/or your position?

No comment.

6. What factors had a positive effect on morale in the department?

Factors that contributed to my morale included relentless public support from Chief Best for the work we do and the quality of people who serve. Another factor that contributed to my morale was the Resilience training provided by the Wellness Unit and promoted by the Chiefs - it mattered to me that the Chiefs cared about our physical, emotional and physical well-being.

7. What factors had a negative effect on morale in the department?

No comment.

8. What suggestions do you have for improving the job and/or department for others?

Maintain public relations and public outreach functions. Connect the officers to the citizens they serve. Do not allow activists to cut off officers from community engagement. Continue prioritizing the hiring of adaptable people with strong moral convictions, high emotional IQ, and high capacity to translate learning to habit.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes.

11. Do you consider the salary you received to be competitive?

Yes. Very competitive.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes.

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13. Is there anything else you would like to add?

The people of Seattle Police Department, both sworn and civilian are THE BEST! I'm grateful for the 20 years I spent with the people in SPD, working together to make the City a safe place to live and work.

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14. Was an in-person interview scheduled?  Yes  No

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Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30029538

Unit of Assignment:     Patrol     Specialty Assignment

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

Position Title: Detective APRS

Reason for Separation:     Resignation     Retirement

### Years of Service

0 - 3 years     11 - 15 years

4 - 5 years     16 - 20 years

6 - 10 years     20 + years

Separation Date MM/YY: 7/13/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

Leaving the area

Step Compression

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Unemployed

b) What is your new position?

Stay at home Dad

c) Do you feel that this new job is a better opportunity? If so, how?

Yes

### 3. Would you like to work for SPD again in the future? If so, in what role?

No thanks

4. What did you enjoy most about working at SPD and/or your position?

Vacation Days

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5. What did you enjoy least about working at SPD and/or your position?

Step Compression

Constant Negative Feedback

Negative statements by Administration

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6. What factors had a positive effect on morale in the department?

In 17 years I cannot think of a single thing that the City or SPD did that had a positive effect on the morale of their employees.

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Step Compression

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7. What factors had a negative effect on morale in the department?

Nonexistent support from leadership, poor working conditions, constant malicious vitriol for political purposes,

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Lack of support of innovative ideas and absence of desire to consider how decision making affects employees.

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Step Compression

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8. What suggestions do you have for improving the job and/or department for others?

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

No, Most employees despise department training. No known professional development available.

Career Quest is a poor program. Supply training specific to job title? (Do harbor units really need to learn how to do a traffic stop for the 1000th time) ?

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11. Do you consider the salary you received to be competitive?

Yes

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes

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13. Is there anything else you would like to add?

No

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: \_\_\_\_\_  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years       20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

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2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

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b) What is your new position?

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c) Do you feel that this new job is a better opportunity? If so, how?

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3. Would you like to work for SPD again in the future? If so, in what role?

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4. What did you enjoy most about working at SPD and/or your position?

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5. What did you enjoy least about working at SPD and/or your position?

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6. What factors had a positive effect on morale in the department?

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7. What factors had a negative effect on morale in the department?

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8. What suggestions do you have for improving the job and/or department for others?

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

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11. Do you consider the salary you received to be competitive?

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

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Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30035984  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer

6 - 10 years     20+ years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 9/7/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Hired by another agency.  
- politics / Defunding agenda / lack of support it felt like  
from within.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Mason County Sheriff

b) What is your new position?

Deputy Sheriff

c) Do you feel that this new job is a better opportunity? If so, how?

Yes, The community supports law enforcement. The schedule is much  
better with 4-11hr days ; then 4 days off. Closer to my home.  
the work environment is much better ; I just feel its time  
to move on.

3. Would you like to work for SPD again in the future? If so, in what role?

Possibly. Maybe as a consultant on race issues and bridging  
the gap between communities of color ; law enforcement.

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed working with my fellow officers. being highly trained! being able to work together in different precincts. I have the same tactics was really enjoyable. I enjoyed the camaraderie for a short season until the defunding agenda.

5. What did you enjoy least about working at SPD and/or your position?

The schedule 9hr days, only 2 days off. was very tiring. The hours also. 3rd watch, 1st watch.

6. What factors had a positive effect on morale in the department?

when our Lt & Sgts explained the reasons why a certain policy was implemented.

7. What factors had a negative effect on morale in the department?

- Taking away less lethal tools, defunding agenda, it seemed like more & more policies were being implemented to squash officers motivation to do good work. Taking away the ability to pursue DUI drivers. It very much felt like SPD did not want us to work! protect the community by being proactive.

8. What suggestions do you have for improving the job and/or department for others?

- Re evaluate all policies. Allow officers to be proactive. Support officers. Encourage proactive work. Go out of your way to show support. We did not feel supported when every week there is another policy or red tape on a tool to do our job.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

- Less lethal. when at the protest, when the council restricted these we only had our bats & sticks to control the crowd. - MOTIS barely worked, always malfunctioned. Technology is very outdated.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

No, I wanted to attend Rifle school, there was a long list. Why not change this, allow all officers to go within a timely manner. It appeared if you were not close to someone where you wanted to go then you were not going.

11. Do you consider the salary you received to be competitive?

Yes.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

No, there were not any events or opportunities to develop relationships. It was come to work go home. there were not precinct lead meet i greet's or anything that built community or camaraderie.

13. Is there anything else you would like to add?

SPO needs a overhaul as to when it comes to support. we have been beat down the last few months. There was little support that was felt from the chain of command. Proactive work should be encouraged to eliminate i prevent crime.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: 30038453  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: SERGEANT

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

LATERAL TRANSFER TO EVERETT PD.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

EVERETT POLICE DEPARTMENT

b) What is your new position?

POLICE OFFICER

c) Do you feel that this new job is a better opportunity? If so, how?

YES. CURRENTLY MORE SUPPORT FROM THE COMMUNITY AND CITY LEADERS.

3. Would you like to work for SPD again in the future? If so, in what role?

I WOULD BE OPEN TO THE OPPORTUNITY IF THE CITY'S CURRENT POLITICAL CLIMATE CHANGE DRASTICALLY.

4. What did you enjoy most about working at SPD and/or your position?

ALL THE QUALITY EMPLOYEES THAT I HAVE BECOME FRIENDS WITH.

5. What did you enjoy least about working at SPD and/or your position?

BEING VILIFIED BY CITY LEADERS

6. What factors had a positive effect on morale in the department?

GOOD LEADERSHIP.

BEING FED AT BIG EVENTS

7. What factors had a negative effect on morale in the department?

POOR LEADERSHIP

8. What suggestions do you have for improving the job and/or department for others?

STANDARD OF MEASURE FOR FIELD TRAINING OFFICERS.

IMPLEMENTING INCENTIVES OF BEING AN FTO TOWARDS PROMOTIONAL EXAMS.

TERM LIMITS IN FOLLOW-UP/SPECIALTY UNITS.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES. BUT MORE CAN BE DONE. TERM LIMITS IN FOLLOW-UP / SPECIALTY UNITS WOULD BENEFIT MORE OFFICERS BEING EXPOSED TO OTHER AREAS OF POLICE WORK AND WOULD KEEP ALL OFFICERS SKILLED TOWARDS PATROL WORK

11. Do you consider the salary you received to be competitive?

YES.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30039690

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: OFFICER

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 9/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

NO LONGER FEEL SUPPORTED BY CITY

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

EVERETT PD

b) What is your new position?

OFFICER

c) Do you feel that this new job is a better opportunity? If so, how?

CITY COUNCIL AND CITIZENS APPRECIATE OFFICERS & SUPPORT THEM

3. Would you like to work for SPD again in the future? If so, in what role?

THERE WOULD HAVE TO BE MAJOR CHANGE AND CITY COUNCIL, BUT I WOULD NEVER NOT CONSIDER WORKING FOR SPD AGAIN. I WOULD CONSIDER PATROL POSITION IF I RETURNED.

4. What did you enjoy most about working at SPD and/or your position?

NORTH PATROL ≈ MOSTLY MY 3 YEARS IN NACT

5. What did you enjoy least about working at SPD and/or your position?

6. What factors had a positive effect on morale in the department?

DURING MY CAREER SPD HAS BEEN SHORT STAFFED. CITY WOULDNT ACKNOWLEDGE. HARD TO MOVE UNITS.

\*POSITIVE = PAY, BUT THAT WAS ONLY MINOR.

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

SUPPORT PATROL. ~~THE~~ REWARD HARD WORK. SPD HAS ALLOWED AND BRED MEDIOCRITY.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

CATCH & RELEASE. NO PROSECUTION TO HOLD CRIMINALS ACCOUNTABLE. CREATED A REVOLVING DOOR. SO WAS I SUCCESSFUL?

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

11. Do you consider the salary you received to be competitive?

YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES.

13. Is there anything else you would like to add?

THANK YOU FOR THE OPPORTUNITY.  
I ENJOYED MY TIME WITH SPD.  
BEST OFFICERS IN COUNTRY NO MATTER WHAT  
THE ARMCHAIR QB'S SAY OR THINK.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN     CIVILIAN

## Exit Interview Form

Employee ID Number: (please use your 8 digit EE) 30040464

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer- Canine

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 09/14/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

Systematic failure of the City of Seattle to push back against false narratives in support of this Police Department.  
Several weeks before the killing of George Floyd, our department was being praised via e-mail by the Mayor and Chief for all the work being done to end the DOJ Consent Decree. Our progress was instead halted by politics and weak leadership, when we should have instead been lifted up as a nationwide example.

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Police Department

b) What is your new position?

Police Officer

c) Do you feel that this new job is a better opportunity? If so, how?

Yes. The City of Seattle has made it clear that they do not want nor value hard-working, professional and devoted law enforcement officers. With that, Seattle does not deserve such officers to place their lives on the line for this city.    on the other hand, is a city of reasonable people who do not cave to mainstream media hype, instead seeing the bigger picture while valuing effective and equitable law and order.

### 3. Would you like to work for SPD again in the future? If so, in what role?

I highly doubt it. You could pay me twice what you are paying me now and I would not work for Seattle under this current political mayhem, Marxist collaborations and lack of government and police leadership.

4. What did you enjoy most about working at SPD and/or your position?

I absolutely loved the twelve years of working for Seattle, and remained professional and resilient up until the very end. I lateraled to SPD specifically to pursue my goal of becoming a K-9 handler, and that is what I enjoyed most while here. I was fortunate enough to work with an excellent Police Dog and some of the most professional, proficient, well-trained and effective officers in the nation.

5. What did you enjoy least about working at SPD and/or your position?

SPD caved to political pressure and negative media narratives far too easy. Despite being able to show ZERO data and proof of their claims, SPD and the City caved to DOJ. Instead of holding individual officers accountable for their poor decisions, we spiraled out of control 10 years ago and were hardly able to stand on our feet with Chief Best before again caving to false narratives.

6. What factors had a positive effect on morale in the department?

Pay. Excellent pay has kept most officers here. Overwhelmingly, nothing more. And those who will remain after mass exodus #2, will not stay because they are proud to be a Seattle Police Officer and want to serve this city, they will stay because the pay, benefits or schedule force them to.

7. What factors had a negative effect on morale in the department?

De-policing. Police Officers choose this career because they are the few in the community who are brave enough to help their fellow citizen. When you handcuff your officers for political reasons, it's extremely demoralizing. We are not racist. We do not hate homeless people. We aren't weirded out by LGBTQ people. We are human, we are not born into this, we are the community we serve.

8. What suggestions do you have for improving the job and/or department for others?

Police Officers should only be dealing with criminal matters. I am all for that and can get on board with that movement here in Seattle. BUT, understand that we responded to medical/substance/mental health issues and dealt with the inhumane homeless problem because NO ONE else would. Fix your city Seattle, not your Police Department.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

No. A thorough and complete Audit was done of Seattle's K-9 Unit. This Audit affirmed many concerns that Police K-9 handlers have voiced for many years. If the suggestions are not implemented and budget/de-policing excuses are permitted to be the response to the Audit, the K-9 Unit will only continue as status quo. The potential to be great is only being experienced by half of the handlers.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. Prior to 2020 budget and de-policing, the opportunities were sufficient. There are no better trained officers in the Pacific Northwest, hands down. Tactics, firearms, DT, field medic knowledge, and ability to effectively bring most high-stress and dangerous situations to a peaceful end. K-9 Unit professional development opportunities were severely lacking without a dedicated K-9 Unit trainer.

11. Do you consider the salary you received to be competitive?

Yes.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes. My peers were some of the most professional, resilient, proficient and dedicated police officers, throughout the department and within my K-9 Unit.

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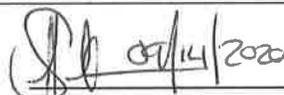
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13. Is there anything else you would like to add?

I am walking away nothing but thankful for the excellent experiences and top notch training that I have experienced here at SPD. I have learned so much while working here, and have honestly had an extremely satisfying career here, especially in K-9. Despite my honesty, I have no ill-will towards SPD or the city. Always have each other's back when it comes to making it home safely.

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14. Was an in-person interview scheduled?  Yes  No

 05/14/2020  
\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30043574  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 07/20/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

I was hurt and embarrassed to have to abandon the East Pct., where I worked for 10 years. I was embarrassed to say I worked as a police officer in a city that would allow and even assist the CHAZ/CHOP fiasco, and where I could not respond to police calls in certain city blocks. I do not want to be a police officer in a country that is on a witch hunt to charge, fire, and sue officers every chance it gets due to political correctness.

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

N/A

b) What is your new position?

N/A

c) Do you feel that this new job is a better opportunity? If so, how?

N/A

### 3. Would you like to work for SPD again in the future? If so, in what role?

No.

4. What did you enjoy most about working at SPD and/or your position?

Getting to know and work with my co-workers. Getting to know some of the folks in the Sector I worked for 10 years, and learn about the neighborhoods. My favorite part of the job was when little kids would wave it me when I was out on patrol.

5. What did you enjoy least about working at SPD and/or your position?

The city politics and complete lack of support from the city leaders. Especially the City Council which saw the police department as a necessary evil rather than an asset to the city. The way they would throw the department or officers under the bus without a second thought.

6. What factors had a positive effect on morale in the department?

My co-workers, being in a good squad, and having solid leaders in the precinct I worked.

7. What factors had a negative effect on morale in the department?

The City of Seattle, the country of the United States, and the media slamming police officers and law enforcement any chance it gets. This all contributes to the 'all cops are bad' movement and makes an already dangerous job even more dangerous.

8. What suggestions do you have for improving the job and/or department for others?

Unfortunately, a lot of that is out of the department's hand and in the hands of the voters and the media.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, the department has about limitless opportunities with different units and training available. I was a patrol guy through and through and did not want to do anything other than that.

11. Do you consider the salary you received to be competitive?

Yes, the salary and benefits were very good.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes, through regular work days, training days, and other opportunities I was able to get to know the folks on my squad and watch very well.

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13. Is there anything else you would like to add?

The peer support system the department has in place is awesome. I utilized their services more than once and could not be more impressed at how well they took care of me. Great unit for the department!

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30052056

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: POLICE OFFICER

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 9-2-2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

LATERAL TO AUBURN PD.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

AUBURN, WA

b) What is your new position?

POLICE OFFICER

c) Do you feel that this new job is a better opportunity? If so, how?

YES. THE TOXIC POLITICAL CLIMATE IS TOO MUCH FOR ME AND MY FAMILY.

3. Would you like to work for SPD again in the future? If so, in what role?

YES. IF THE CITY & THE CITY COUNCIL IS CHANGED.

4. What did you enjoy most about working at SPD and/or your position?

I LOVED WORKING FOR SPD, BEING PART OF THE FAMILY @ SOUTH PRCT. I LOVED WORKING & SERVING THE COMMUNITY. I AM SAD TO LEAVE.

5. What did you enjoy least about working at SPD and/or your position?

CONSTANT ABUSE OF 2<sup>ND</sup> WATCH ALWAYS BEING TASKED FOR DEMO'S/RIOTS. I ALSO DISLIKE THAT WE WERE SUBJECT TO INJURY & ASSAULTS WITHOUT ANY CARE FROM THE CITY LEADERSHIP.

6. What factors had a positive effect on morale in the department?

THE FEELING OF BEING PART OF A FAMILY. SPD, ESPECIALLY SOUTH PRCT, ALWAYS HAS HELPED THROUGH HARD TIMES.

7. What factors had a negative effect on morale in the department?

POLITICS, CITY COUNCIL, STAFFING, NO SUPPORT FROM DEPARTMENT WHEN THINGS GO BAD.

8. What suggestions do you have for improving the job and/or department for others?

GET RID OF CITY COUNCIL & BACK THE OFFICERS. STAND UP TO BULLIES.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I FELT THAT I WAS ALWAYS ABLE TO DO TRAINING WHEN IT CAME AROUND.

11. Do you consider the salary you received to be competitive?

Yes. BUT IT WOULD NEED TO BE MUCH HIGHER TO ATTRACT ANY NEW BODIES DUE TO THE CURRENT POLITICAL CLIMATE.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes

13. Is there anything else you would like to add?

IT HURTS ME TO LEAVE. I THOUGHT I WOULD BE WITH SPD FOR 30 YEARS. THE CONSTANT ABUSE & LACK OF SUPPORT MAKES ME FEEL UNSAFE TO CONTINUE W/ SPD.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30053503  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer (Patrol-East Precinct)

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

Current Hostile work environment. In a Precinct that is under civil unrest by a small group that is constantly committing multiple felonies and attempting to murder Peace Officers. They are locking doors and catching the building on fire while our elected officials call it "peaceful" and stand next to them on video where they are telling us to kill ourselves. I have seen the public that I am sworn to protect murdered and Officers injured while elected officials/courts refuse to take action.

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Kennewick Police Department

b) What is your new position?

Lateral Officer

c) Do you feel that this new job is a better opportunity? If so, how?

I feel that the new opportunity is going to be a better opportunity in respect to my family life. Both the living and working conditions will greatly be improved. It has pay that is similar to the current pay with lower cost of living.

### 3. Would you like to work for SPD again in the future? If so, in what role?

I would work for Seattle PD again in the future as a Peace Officer or possibly in a community role if necessary.

4. What did you enjoy most about working at SPD and/or your position?

Seattle PD had a great deal of promotion potential as well as many Follow up units. I came in under Consent Decree and I believe the amount/quality of training that was provided by SPD was phenomenal. SPD was leading the way Nationally in regards to being progressive and its community outreach programs. I was extremely proud to work with Seattle PD during the time period I worked and without a doubt received a high level of training.

5. What did you enjoy least about working at SPD and/or your position?

I enjoyed almost every aspect of working with Seattle PD itself. The one thing that I enjoyed the least was the handling of the last three months of Riots. I understand there is a lot of politics involved so I dont fault SPD but there is a open failure of politicians and the court system on many levels.

6. What factors had a positive effect on morale in the department?

There has been a lot of support from the Peer Support team that was obviously overwhelmed. The food and provisions provided by the Quartermaster and civilian support teams and the attempts of Peer Support to up morale were exceptional and should be commended.

7. What factors had a negative effect on morale in the department?

The loss of a Precinct and mostly importantly the response thereafter. It is understood that the building was given up to protect Officers and to try and stop daily violent riots but East Precinct Officers received almost no support directly after the loss of precinct and felt completely abandoned by the Command team as we were bounced from one spot to another. Additionally, open comments by politicians were unwarranted.

8. What suggestions do you have for improving the job and/or department for others?

All suggestions that I had were provided to supervisors when needed.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

I did have the necessary equipment to mostly successfully complete my job. I understand that scenes are fluid, and some equipment needs are not realized until the moment its needed. I feel like SPD as well as support units attempted everything they could to provide the necessary tools.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I believe there was sufficient professional development areas. Currently, it has been decided that many follow up units are being cut/disbanded due to the staffing crisis. I would just suggest when the mass exodus stops and in the future when staffing allows to get the units going again. I also heard about the team that was approved by Chief Diaz recently and think that it a great idea to have that team staffed.

11. Do you consider the salary you received to be competitive?

The salary I received from Seattle is highly competitive. I was more than happy with the pay received.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

I had sufficient opportunity to develop relationships with peers and supervisors. They were open to new concepts and very receptive. There was only one supervisor that I felt was unprofessional and many other Officers and supervisors have agreed yet the individual is allowed to continue very toxic leadership.

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13. Is there anything else you would like to add?

Thank you for the opportunity to work with Seattle PD. I enjoyed the exceptional training opportunities that were provided prior to the expected budget/training cuts. Thank you for the initial hire that has allowed me to pursue a career in Law enforcement. I wish all Seattle PD Officers, civilian employee staff, and support units the best in all future endeavors.

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau  
Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30053624  
(Please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write in Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/19/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

I'm worried about the political climate in Seattle. The protests never bothered me, but I became concerned when the "Defund SPD" movement gained traction with the City Council. I have a family and a mortgage, and I don't want to be without a job. Our patrol schedule is also not great. With the advent of Covid-19, the ferry that I use to commute has not been running, so I've had to commute 72 miles one way.

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?  Yes     No
- b) Is the new position within 50 miles of Seattle?  Yes     No
- c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

The Pierce County Sheriff's Department

b) What is your new position?

Deputy Sheriff

c) Do you feel that this new job is a better opportunity? If so, how?

Yes. I will be taking a pay cut, but I will be closer to home, with more days off. They also have extra-patrol assignments that interest me. Similar units within SPD are hard to get into, and are full time. I enjoy patrol, so having an extra patrol assignment would allow more variety.

### 3. Would you like to work for SPD again in the future? If so, in what role?

Possibly. I've always enjoyed working for SPD, because my co-workers have been fantastic. I was treated well by the department, and fairly compensated. The training we received was excellent. In the future I would consider returning to SPD as an officer.

4. What did you enjoy most about working at SPD and/or your position?

I've loved working in the East Precinct, 3rd Watch. The Officers assigned there are second to none in the department. The diversity of the residents and types of calls make it a fun place to work.

5. What did you enjoy least about working at SPD and/or your position?

The 4 days on, two days off schedule mad it difficult for my wife and family.

6. What factors had a positive effect on morale in the department?

Morale improved with OPA Director Myerberg began reworking the complaint intakes, so that minor policy violations were not investigated the same as egregious policy violations. Officers felt heard when chain of command visit roll call and ask for feedback and explained thing to the rank and file. Morale definitely improved when uniform options were changed to offer more comfortable/durable options.

7. What factors had a negative effect on morale in the department?

OPA complaints filed for minor policy violations. The protests have taken a toll on many officers. For me the hardest part of the protests was the defund movement and the long hours of the blue/gold deployments, when you only got one furlough day after working 10 days straight.

8. What suggestions do you have for improving the job and/or department for others?

I think the department has done a good job with the hand they were dealt. Before all of the unrest began, I was planning to stay with SPD for the long haul. I turned down a job offer from another agency this time last year because I thought SPD was doing well and I wanted to stay.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I've always felt the training opportunities were there, and I was encouraged by supervisors to seek out training. I think with so many officers leaving, the department may need to develop a model for "extra patrol assignments." Which would allow officers with special skills to perform those duties as needed while they fulfill their patrol assignments.

11. Do you consider the salary you received to be competitive?

Yes

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes

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13. Is there anything else you would like to add?

Deciding to leave was difficult. Ultimately the deciding factors came down to what would be best for my family. I'm sad to leave SPD; the department has been good to me. But the City Council has made it apparent that maintaining adequate staffing to keep the city or the officers that work there is not a priority for them.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30054326

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Leaving for another Police Department.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

King County Sheriff Office

b) What is your new position?

Sheriff Deputy

c) Do you feel that this new job is a better opportunity? If so, how?

Yes. Looking for a better work schedule for family life, and take home car.

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, Police Officer.

4. What did you enjoy most about working at SPD and/or your position?

I got to work with great co-workers, and opportunities to work with different units.

5. What did you enjoy least about working at SPD and/or your position?

The political climate has made Seattle difficult to work at. Protest and riots and weak leadership makes it difficult to enforce anything.

6. What factors had a positive effect on morale in the department?

SPD receives a lot of training, and there is a lot of opportunity to work in different units.

7. What factors had a negative effect on morale in the department?

City Council runs the department. City Council has made it clear that they do not want a police department and rather defund SPD. Morale is very low due to the climate and stance of political leaders.

8. What suggestions do you have for improving the job and/or department for others?

Better work schedule, assigned cars.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. There is room for other career opportunities given Seattle PD size. I was provided with ample training.

11. Do you consider the salary you received to be competitive?

yes.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

yes.

13. Is there anything else you would like to add?

no.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau  
Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 20054988  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Patrol Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 03/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

See attached lined sheets for reasons. 2 pages.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

King County Sheriff's office

b) What is your new position?

Patrol Deputy

c) Do you feel that this new job is a better opportunity? If so, how?

Absolutely! The department is similar in size, job opportunity, and access to training. They don't have officers constantly leaving the department and don't have a staffing issue... therefore movement within is a lot easier and there aren't freezes on transfers.

3. Would you like to work for SPD again in the future? If so, in what role?

nope.

## Ex # Interview

1) Scheduling, policy unreasonable for police work, lack of support by city politicians, staffing shortage and poor quality of new hires/laterals, lack of movement out of patrol, traffic, every little thing going to OPA, the constant stress/worry of receiving a citizen or command staff complaint, lack of department paid equipment/need a larger uniform allowance, low quality uniforms, Command staff being completely out of touch with reality of patrol work and type of things we deal with on a daily basis, lack of prosecution and accountability by prosecutors office, creating and skewing statistics, hands being tied on so many criminal behaviors, shift hours, driving into the city in traffic, training hours being very inconsistent with regular shift hours, pointless roll calls with valuable information not being passed along, inability to do true proactive police work - lack of support by command staff and city.

When I informed my chain of command of my resignation I was asked why I was leaving. When I mentioned some of the above listed reasons I was told to not be truthful and transparent during my exit interview. I was also told that I should not continue to come into work and that I should start using vacation time immediately. I was told that if I didn't have enough vacation time accrued that I should take time off without being paid. I continued to come to work despite the uncomfortable work environment.

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed the group of people that I was hired with and the group on my watch.

5. What did you enjoy least about working at SPD and/or your position?

The quality of officers being hired had a noticeable decline. Some laterals are very open about only being with SPD for the paycheck and want to do minimal work.

6. What factors had a positive effect on morale in the department?

money, improvements within OPA by current Director.

7. What factors had a negative effect on morale in the department?

Schedule, policy, city politicians, staffing shortage, being "stuck" in patrol, OPA, no take home cars, not listening to type/style of uniform officers requested, command staff out of touch with reality of patrol, low quality of new officers/laterals.

8. What suggestions do you have for improving the job and/or department for others?

look at what other local departments are doing, because most people are happy at their departments outside of SPD, and don't have nearly close to the amount of issues/complaints that SPD officers have.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes, because I purchased it myself. When talking to peers at all other departments it appears that Seattle doesn't pay for much.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

There is access to training and working in other areas outside of patrol. However, it is extremely difficult for people to currently leave patrol because of staffing issues on patrol.



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30056732  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: POLICE OFFICER

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 03/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason<sup>(s)</sup> for leaving?

- TAKE HOME CAR. - BETTER SCHEDULES - INCREASE IN PERSONAL HAPPINESS.
- NOT COMMUTING 1.5 HOURS EACH WAY TO + FROM WORK.
- IT HAS NOT GOTTEN ANY BETTER IN MORAL
- COMMAND STAFF HAS ASKED + SURVEYED OFFICERS FOR WHAT WE WANT... YET HAS NOT TAKEN A STEP (THAT IS VISIBLE TO OFFICERS) TO PROVIDE WHAT IS WANTED AND NEEDED.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?  Yes     No
- b) Is the new position within 50 miles of Seattle?  Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

KING COUNTY SHERIFF OFFICE

b) What is your new position?

LATERAL DEPUTY

c) Do you feel that this new job is a better opportunity? If so, how?

YES. SAME OPPORTUNITIES FOR ADVANCEMENT + MOVEMENT WITHIN THE DEPARTMENT. NOT TO MENTION AN OPPORTUNITY TO INCREASE MY OWN WELL-BEING.

3. Would you like to work for SPD again in the future? If so, in what role?

A LOT WOULD HAVE TO CHANGE. POLICE OFFICER.

4. What did you enjoy most about working at SPD and/or your position?

THE PEOPLE I WORK WITH / MY SQUADMATES.

5. What did you enjoy least about working at SPD and/or your position?

BEING TOLD "IT'S GOING TO GET BETTER" ALL THE TIME, WHEN IT CONSISTANTLY HAS NOT GOTTEN BETTER.

~ THIS QUESTION ALSO GOES HAND IN HAND WITH #1, AND MY REASONS FOR LEAVING.

6. What factors had a positive effect on morale in the department?

NONE. IT COMES DOWN TO WHAT YOU MAKE OF IT.

7. What factors had a negative effect on morale in the department?

\* SEE #5.

8. What suggestions do you have for improving the job and/or department for others?

ACTUALLY LISTEN AND THEN ACTUALLY IMPLEMENT WHAT OFFICERS WANT AND NEED.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES.

THERE ARE PLENTY OF OPPORTUNITIES.

IMPROVEMENT COULD COME IN ALMOST ANY FORM.

11. Do you consider the salary you received to be competitive?

YES, DEFINITELY. PAY ISNT ALWAYS A KEEPER..

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

YES.

13. Is there anything else you would like to add?

NO.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30059054

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Patrol officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 10/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I would like to move to an area that is more supportive of the police. ~~but~~ I'm looking for more support from my department and more responsibility.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Kennewick PD

b) What is your new position?

Patrol Officer

c) Do you feel that this new job is a better opportunity? If so, how?

I believe it will be more rewarding.

3. Would you like to work for SPD again in the future? If so, in what role?

I do not believe I would come back. However, it has more to do with living in this area than the department.

4. What did you enjoy most about working at SPD and/or your position?

The people I worked with.

5. What did you enjoy least about working at SPD and/or your position?

We don't have support from city council or citizens. The people who run the department have to be politicians and work with people who hate us. This results in us feeling not supported by leadership.

6. What factors had a positive effect on morale in the department?

I liked my 2 sergeants and my squad and we had fun. Outside of my squad I don't believe there is positive morale in the department.

7. What factors had a negative effect on morale in the department?

Lack of support from city council, media, citizens and leadership. Constant ~~SPD~~ complaints and unfair expectations had significant impact.

8. What suggestions do you have for improving the job and/or department for others?

At this point I have no idea what could be done. The negative impact of the riots is going to be long lasting.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Absolutely.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I believe the department does great with training and opportunities.

11. Do you consider the salary you received to be competitive?

Yes.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

I did. I loved my supervisors and have made  
life long friends.

13. Is there anything else you would like to add?

Good luck with the difficult task of improving  
morale and retaining officers. I'm so thankful  
for my time here and I hope the department  
pulls through strong!

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30059058

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

I have an opportunity to be closer to home. Signing bonus, Education incentive, Take Home Vehicle Program  
Better Schedule. I requested to also go back to patrol in March 2020 when my Specialty Unit changed direction in overall vision.  
I am now faced with not having a choice where I get to patrol because of my high serial number even though I volunteered to go back  
before anyone else was forced to go back to patrol against their will.

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

- a) Are you staying in law enforcement?     Yes     No
- b) Is the new position within 50 miles of Seattle?     Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Everett Police Department

b) What is your new position?

Police Officer

c) Do you feel that this new job is a better opportunity? If so, how?

I feel it is a better opportunity for me. It gives me the opportunity to return to patrol closer to home and work for a smaller department.  
It is also an opportunity to start fresh during these hard times for law enforcement outside of Seattle.  
The education incentive is something that also shows me that the new agency values college education and promotes further education.

### 3. Would you like to work for SPD again in the future? If so, in what role?

I would love to work with SPD again in a joint aspect/operation or a consultant in the future.  
Even though I am leaving I do appreciate the lessons learned and opportunities presented to me.

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed the people I worked with. Officers do everything they can to keep morale up.

I also enjoyed assisting SWAT with training as a role player and working for narcotics as a translator.

Having been able to work closely with SW patrol during my time as a School Officer allowed for the opportunity to do police work while still creating positive impact in youth's lives and build relationships with West Seattle Community

5. What did you enjoy least about working at SPD and/or your position?

Once the overall vision changed I decided that I could continue to build relationships and take what I had learned to the streets as a patrol officer in SW. I was denied for patrol in March 2020 and the Nav Unit even after being requested.

I attempted to explain my reasons for wanting to return to patrol but my concerns were not addressed at any point.

6. What factors had a positive effect on morale in the department?

When there are leaders that support you and are not worried about the paperwork encountered that comes with the responsibilities of being a supervisor or leader in the department.

7. What factors had a negative effect on morale in the department?

The current political environment can be tough. The need for change needs to first happen from the bottom to the top.

8. What suggestions do you have for improving the job and/or department for others?

Officers truly feel that they are not being heard. Hard decisions need to be made but morale needs to be first. One cannot make change if the organization will not be inspired to follow. If officers buy into a bigger picture then everything else will follow since they will do anything asked of them if they believe in the mission.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes and no. I had to use my personal vehicle during duty for well over 18 months.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. Had many opportunities for training. Rifle school is top notch. The Range Unit is on point.

Training unit is also doing a great job.

11. Do you consider the salary you received to be competitive?

Yes it was a great salary but money is not everything. Incentives are huge to promoting self development.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes.

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13. Is there anything else you would like to add?

I truly appreciate all the opportunities, training and lessons learned from the Seattle Police Department.

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14. Was an in-person interview scheduled?  Yes  No

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Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: \_\_\_\_\_  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years       20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

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2. If accepting a new job, please review and answer the following:

**For Sworn personnel:**

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

**For ALL personnel:**

a) Who is your new employer?

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b) What is your new position?

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c) Do you feel that this new job is a better opportunity? If so, how?

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3. Would you like to work for SPD again in the future? If so, in what role?

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4. What did you enjoy most about working at SPD and/or your position?

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5. What did you enjoy least about working at SPD and/or your position?

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6. What factors had a positive effect on morale in the department?

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7. What factors had a negative effect on morale in the department?

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8. What suggestions do you have for improving the job and/or department for others?

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

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11. Do you consider the salary you received to be competitive?

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

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Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN     CIVILIAN

## Exit Interview Form

Employee ID Number: 30059841  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Patrol

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 05/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I am leaving SPD to find a better work/life balance. Specifically, I am looking for a better work schedule and a shorter commute.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

Tacoma Police Department

b) What is your new position?

Police Officer

c) Do you feel that this new job is a better opportunity? If so, how?

I don't feel this is a better professional opportunity but offers a great work schedule and a better commute.

3. Would you like to work for SPD again in the future? If so, in what role?

I would not be opposed to working for SPD in the future.

4. What did you enjoy most about working at SPD and/or your position?

The best part of working at SPD were my fellow officers, first line supervisors (sergeants), and precinct level leadership. The people I worked with were amazing and I seriously considered not leaving SPD because of the close friendships I had built.

5. What did you enjoy least about working at SPD and/or your position?

What I disliked about working at SPD was the work schedule and the commute. The work schedule for patrol officers at SPD makes it very hard to plan things with family and friends and does not offer a lot of down time compared with other departments in the area.

6. What factors had a positive effect on morale in the department?

Giving new options on uniforms (especially the pants) and updating the use of force policy for handcuffing discomfort greatly improved morale. Also, sergeants being able to screen complaints with OPA to keep officers from getting bees.

7. What factors had a negative effect on morale in the department? <sup>how</sup>

The biggest negative effect on morale is <sup>how</sup> police are negatively referred to in local news and some politicians. I think the department should do more with public affairs and social media to highlight the good things so many SPD officers do everyday.

8. What suggestions do you have for improving the job and/or department for others?

The biggest thing I could suggest would be to get rid of Type I complaint of pain. A lot of SPD officers are afraid to go hands on and/or detain violent people in handcuffs because of this policy. Also, switch to a four on, three off patrol schedule.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

I never had issues with equipment at SPD.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I felt professional development was good at SPD. Even as a newer officer, I had the opportunity to go to any training I wanted to such as ARIDE and Shotgun.

11. Do you consider the salary you received to be competitive?

The salary at SPD was very competitive.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes.

13. Is there anything else you would like to add?

No.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number:  
(please use your 8 digit EE)

30060598

Unit of Assignment:

Patrol  Specialty Assignment

(For Civilian - Write In Unit)

Other: \_\_\_\_\_

Position Title:

Police Officer

Reason for Separation:

Resignation  Retirement

Years of Service

0 - 3 years  11 - 15 years

4 - 5 years  16 - 20 years

6 - 10 years  20 + years

Separation Date MM/YY:

3/21/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Employment from other law enforcement agency.

2. If accepting a new job, please review and answer the following:

**For Sworn personnel:**

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

**For ALL personnel:**

a) Who is your new employer?

King County Sheriff's Office

b) What is your new position?

Deputy

c) Do you feel that this new job is a better opportunity? If so, how?

Yes. More support from citizens, more freedom to do good police work.

3. Would you like to work for SPD again in the future? If so, in what role?

Possibly. SPD has great opportunities and employees. I would like to be a detective or ACT at some point.

4. What did you enjoy most about working at SPD and/or your position?

The people. We have great employees here, lots of opportunity for police work to be done.

5. What did you enjoy least about working at SPD and/or your position?

More concern for the department than the suspects I contact.

6. What factors had a positive effect on morale in the department?

Getting rid of handcuffing pain as a use of force. Hearing the mayor and chief make public announcements that the city council needs to start supporting us.

7. What factors had a negative effect on morale in the department?

Lack of support from the city. Counseling / investigations for incidents that would otherwise we applauded elsewhere. No change in most recent council election.

8. What suggestions do you have for improving the job and/or department for others?

Reduce the officers workload when it comes to UOF. If a squad has a type 2 UOF, they will be down on paper for 4-6 hours when staffing is already so short. We need to get rid of "emphasis" cars that contribute to our staffing numbers falsely. This makes a less safe work environment for district officers.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes. But I was here for 3 years and despite multiple requests never had a long gun, frustrating b/c i've gone to countless calls where a long gun was reportedly used in the crime.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes.

11. Do you consider the salary you received to be competitive?

Absolutely.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes.

13. Is there anything else you would like to add?

SPD has been one of the best experiences of my life. SPD cops are some of the best people in the world. I will be forever grateful for the opportunities I've been given. I hope the city and department will eventually promote prosecuting repeat offenders

14. Was an in-person interview scheduled?  Yes  No

Interviewer Signature / Date

so the hard work our officers and detectives put in, not to mention the danger in contacting dangerous violent repeat offenders over and over, is not ~~for~~ for nothing. Right now SPD policy and culture promotes doing the least work possible for career survival. People say they ~~stay~~ stay for the money or benefits, but seem disheartened b/c they wanted to make a difference but are now handcuffed and incentivised to lay low and collect a paycheck. I hope things will change to where violent repeat offenders, people w/ 70+ prior charges, that we contact daily, will no longer victimize the citizens of Seattle. I plan on leaving b/c I never applied b/c of the money, but wanted to make a difference.



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30060945

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 08/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I am unsure if I will have a job in a month or a year. need job stability. We are also operating @ maximums currently. Staff is cut, officers will be responding without adequate backup + it will either be unsafe for officers or unsafe for our civilians who are waiting even longer for assistance. I need to feel safe + supported in my job.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

- a) Are you staying in law enforcement?  Yes     No
- b) Is the new position within 50 miles of Seattle?  Yes     No
- c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?  
Federal Way Police Dept.

b) What is your new position?  
Police Officer

c) Do you feel that this new job is a better opportunity? If so, how?  
I feel that it's more secure that I will be more appreciated, and that I will be safer.

3. Would you like to work for SPD again in the future? If so, in what role?

If proposed changes don't take place + we continue to have staffing levels @ current numbers + I wouldnt have to worry about job security - yes. I have loved this job prior to May 2020. I have a lot of respect for SPD.

4. What did you enjoy most about working at SPD and/or your position?

My co-workers. My supervisors (Sats + LT). I enjoyed building relationships with the homeless + freq. contacted people in my beat. I enjoy all the training + the opportunities outside of patrol.

5. What did you enjoy least about working at SPD and/or your position?

Lack of respect from community that doesn't come into freq. contact with us. The assumption that we are racist + enjoy using force on people from mayor + council members.

6. What factors had a positive effect on morale in the department?

Passing of contract. BHV. Supportive + informed supervisors. Our Stationmaster.

7. What factors had a negative effect on morale in the department?

Loss of internet. Threats against law enforcement @ protests, media coverage. Being forced to look @ media coverage because no info was being provided. Fear of job loss. Co-workers not @ work + working all of East with 4 people.

8. What suggestions do you have for improving the job and/or department for others?

Better communication. More empathy. I feel like East Post needed psychiatrists on location or @ the location we were temporarily @. We went through a lot.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

I had the necessary equipment - not the necessary manpower. We need more staffing, not less.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes - although coronavirus made this more difficult. Lots of opportunities in whatever you are interested in.

11. Do you consider the salary you received to be competitive?

Yes.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes.

13. Is there anything else you would like to add?

No. I don't want to leave, I feel like I am being forced. I am the primary wage earner in my family. I can't afford to wait to be laid off. I had to act proactively once I saw my job was being attacked + @ risk.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30061712  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Patrol Officer

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I accepted a position with the Federal Way Police Department.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

FYPD  
\_\_\_\_\_

b) What is your new position?

Patrol Officer  
\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

The position closely mirrors my current position with SPD, but with a more supportive city council and community.  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

No  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

All of the amazing coworkers and supervisors I've had the pleasure to work alongside of.

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5. What did you enjoy least about working at SPD and/or your position?

Being forced to be wrapped up in city politics.

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6. What factors had a positive effect on morale in the department?

The quality human beings working in SPD.

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7. What factors had a negative effect on morale in the department?

City leadership's response to riots.

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8. What suggestions do you have for improving the job and/or department for others?

I dont know.

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes

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11. Do you consider the salary you received to be competitive?

Yes

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes

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13. Is there anything else you would like to add?

No

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30061715

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 08/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

### 1. What is your reason for leaving?

I have accepted employment with the Wenatchee Police Department  
\_\_\_\_\_  
\_\_\_\_\_

### 2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

City of Wenatchee  
\_\_\_\_\_

b) What is your new position?

Police Officer  
\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

Yes. I look forward to the challenges of policing in an entirely new community, one that is substantially smaller than Seattle.  
I look forward to creating and fostering meaningful relationships with the community, and receiving support from the residents of the city  
as well as from the City Council. I recognized that this new agency may have limited resources in comparison to SPD, a substantially larger  
department, but I am thankful for my the training I've received and the experiences I've had while employed with the City of Seattle.

### 3. Would you like to work for SPD again in the future? If so, in what role?

I believe that I would, should the department one day receive more support from residents and city council members.  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

I most enjoyed working alongside some of the best trained, driven, motivated police officers in the country. I also enjoyed participating in many training opportunities such as patrol rifle school, patrol shotgun school, patrol mountain bike school, ARIDE, etc. The training opportunities were endless and there was much growth to learn and progress.

5. What did you enjoy least about working at SPD and/or your position?

I least enjoyed the lack of support from the community as well as the city council. I also felt that often times, patrol sergeants did not hold their subordinate officers to any sort of standard in terms of work ethic. Often times, there was unspoken incentive for being lazy and unproductive on patrol. A majority of the time, patrol was short staffed and unable to safely respond to calls.

6. What factors had a positive effect on morale in the department?

Pay and benefits.  
Training opportunities.

7. What factors had a negative effect on morale in the department?

Not having safe levels of staffing on patrol.  
Little to no support from city leadership and vilification of the SPD.  
Failure of PR to report to and share with the community the incredible work members of the SPD have done.

8. What suggestions do you have for improving the job and/or department for others?

If staffing levels continue to remain unsafe, I recommend no longer asking patrol to respond to low priority calls, which can often times be handled over the phone by TRU. I've seen this system work in other large departments, such as Tacoma PD. Share highlights of calls where officers display courage and heroism. Release body camera footage of successful deescalation, great work by patrol officers.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Almost always. My patrol shotgun was often times not deployable because the range staff did not have the necessary tools/equipment/funding to maintain the very old shotguns. Patrol cars, specifically at the North Precinct, were not cared for by patrol officers. The process to have tires changed out, brakes checked, vehicles serviced often took a very long time and patrol officers often times didn't have enough "working" cars to deploy out into the field with.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. The testing process for the sergeant exam was accessible to all. There were many training opportunities and the training opportunities were emailed to all sworn police officers. There was very little mentorship from supervisors and/or senior officers. I often saw squads of very new officers lacking guidance and direction.

11. Do you consider the salary you received to be competitive?

Absolutely.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN     CIVILIAN

## Exit Interview Form

Employee ID Number: 300602446  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 06/09/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I got a job with ATF

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

Department of Justice - ATF

b) What is your new position?

Special Agent

c) Do you feel that this new job is a better opportunity? If so, how?

Yes - better schedule, medical in retirement, in my hometown, everyone is required to have a college education

3. Would you like to work for SPD again in the future? If so, in what role?

Unsure - probably patrol

4. What did you enjoy most about working at SPD and/or your position?

my fellow officers

5. What did you enjoy least about working at SPD and/or your position?

OPA complaints/lack of communication from command staff/  
lack of recognition for good officers by the department

6. What factors had a positive effect on morale in the department?

Officers being allowed to do their job, not investigating  
~~frivolous~~ frivolous/obviously false complaints, when  
Chief Best publicly supports us

7. What factors had a negative effect on morale in the department?

no communication from command, OPA complaints  
being investigated that are obviously false

8. What suggestions do you have for improving the job and/or department for others?

Show good officers that they're appreciated

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes- except the cars/computers are always down/broken

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes

13. Is there anything else you would like to add?

West precinct officers / sergeants are professional, kind, and courageous. My departure has nothing to do with any officers or sergeants. West precinct patrol often does not get the credit they deserve.

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30002500

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write in Unit)  Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Patrol Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/17/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I have accepted a position with the City of Federal Way Police Department.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

City of Federal Way police department

b) What is your new position?

Patrol officer

c) Do you feel that this new job is a better opportunity? If so, how?

Yes. The schedule is more conducive to my family's schedule.

3. Would you like to work for SPD again in the future? If so, in what role?

I would strongly consider it. I enjoyed patrol and would request a patrol position again if I worked for SPD again in the future.

4. What did you enjoy most about working at SPD and/or your position?

The camaraderie, and the crew made it an inviting, fun, enjoyable place to work. The training is exceptional, and I value the high standards SPD holds within its training units.

5. What did you enjoy least about working at SPD and/or your position?

Short staffing, low morale, and lack of community support.

6. What factors had a positive effect on morale in the department?

Inclusive training, and dedicated officers with strong leadership throughout the ranks.

7. What factors had a negative effect on morale in the department?

The city council's push for defunding had an extremely strong negative effect on morale. The increased safety concerns throughout the riots created a concerning environment.

8. What suggestions do you have for improving the job and/or department for others?

Maintain appropriate staffing to utilize their time off when needed. Not sacrificing specialty units.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

I had the physical tools, but often we did not have appropriate staffing.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

There is a tremendous amount of training and development opportunities, however due to lack of staffing, it was difficult to access or engage in/be approved for those opportunities.

11. Do you consider the salary you received to be competitive?

Yes.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes, there was sufficient opportunity.

13. Is there anything else you would like to add?

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30064291

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: Police Officer

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 09/2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Employment closer to my residence, as well as a more cop friendly community.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

### For ALL personnel:

a) Who is your new employer?

Pierce County sheriff's office

b) What is your new position?

Deputy sheriff

c) Do you feel that this new job is a better opportunity? If so, how?

Yes, closer to my family and has support from local government and community members.

3. Would you like to work for SPD again in the future? If so, in what role?

Absolutely! This agency has been great to me. If the political climate were to change, I would love to work patrol in downtown.

4. What did you enjoy most about working at SPD and/or your position?

The people I worked with!

5. What did you enjoy least about working at SPD and/or your position?

I loved every moment of my job. Only thing that bugged me was the City Council thinking that they could do my job.

6. What factors had a positive effect on morale in the department?

... Officers keeping each other motivated.

7. What factors had a negative effect on morale in the department?

City politicians!

8. What suggestions do you have for improving the job and/or department for others?

Stand up for your officers. Don't back down.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes.

11. Do you consider the salary you received to be competitive?

*Very much.*

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

*Yes!*

13. Is there anything else you would like to add?

*I am going to miss this department and the community members I served. I wish the best for this city and department.*

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN     CIVILIAN

## Exit Interview Form

Employee ID Number: 30064617  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Police Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 01/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I accepted a position with the FBI.  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

- a) Are you staying in law enforcement?     Yes     No
- b) Is the new position within 50 miles of Seattle?     Yes     No
- c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

- a) Who is your new employer?  
Federal Bureau of Investigation
- b) What is your new position?  
New Agent Trainee (Special Agent)
- c) Do you feel that this new job is a better opportunity? If so, how?  
Not necessarily

3. Would you like to work for SPD again in the future? If so, in what role?

I would be willing to work for SPD again.  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed the diversity of the city and calls while on patrol.

5. What did you enjoy least about working at SPD and/or your position?

The call load combined with the expectation.

6. What factors had a positive effect on morale in the department?

The pay, Displays of support by leadership, Explanations of actions taken.

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. Great training and introduction to follow up units. 30-day details appeared to be obtainable.

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes

13. Is there anything else you would like to add?

14. Was an in-person interview scheduled?  Yes  No

 5593 01/07/20  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

## Human Resources Bureau Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30065263  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.  
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

The city's morals do not match my own

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

- a) Are you staying in law enforcement?  Yes     No
- b) Is the new position within 50 miles of Seattle?  Yes     No
- c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

Pierce County Sheriff's Dept.

b) What is your new position?

Sheriff's Deputy

c) Do you feel that this new job is a better opportunity? If so, how?

Yes, I feel the department and community members there understand the duties of law enforcement and will give support that is needed. I also feel that the policies and leadership that is in place will allow for safer policing.

3. Would you like to work for SPD again in the future? If so, in what role?

No, I don't think so.

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed the officers I worked with.

5. What did you enjoy least about working at SPD and/or your position?

patrol is the backbone of any department, but I didn't feel the department supported patrol operations very well

6. What factors had a positive effect on morale in the department?

The lunches at the guild were nice

7. What factors had a negative effect on morale in the department?

Changing mourning badges because of the loud few.

Giving up a precinct / allowing terrorism to occupy a section of the city.

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

yes and no. In order to be a part of another unit / specialty, you must be part of that "in group".

11. Do you consider the salary you received to be competitive?

*Very competitive! The best!*

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

*yes! the most amazing officers*

13. Is there anything else you would like to add?

*I will miss this department dearly.*

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 30065698  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: POLICE OFFICER

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Too much for me as in fast paced. Don't feel ready to be a SPD officer.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

b) What is your new position?

c) Do you feel that this new job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

4. What did you enjoy most about working at SPD and/or your position?

People I worked with,

5. What did you enjoy least about working at SPD and/or your position?

4 on 2 off schedule.

6. What factors had a positive effect on morale in the department?

When patrol felt we were being heard by

7. What factors had a negative effect on morale in the department?

City Council overlook

8. What suggestions do you have for improving the job and/or department for others?

New schedule when possible

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, lots of training offered and easily accessible.

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes

13. Is there anything else you would like to add?

14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date





# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: 300 66 009  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Patrol Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 08-31-2020

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Based on the current climate with the council my job status is up in the air. This move is better for my family in our current point in life given us buying a new house. This is an incredibly hard decision as I love SPD, this will always be home for me.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes     No

b) Is the new position within 50 miles of Seattle?  Yes     No

c) Does the new position offer a lateral hiring incentive?  Yes     No     Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Des Moines Police Dept.

b) What is your new position?

Police Officer.

c) Do you feel that this new job is a better opportunity? If so, how?

Yes, this offers a little more stability as their council is pro police and so is the community. Additionally, they have plentiful overtime, tactical training, and DT tactics training classes that they pay for.

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, given the opportunity to come back if the political climate stabilizes and a more supportive council comes into play I would love to return home as an officer.

4. What did you enjoy most about working at SPD and/or your position?

Being able to assist the public and catch real felonies in progress as well as arrest suspects. The proactive work is what I love.

5. What did you enjoy least about working at SPD and/or your position?

The political climate where the council is against us and is determined to lay us off and take our jobs away.

6. What factors had a positive effect on morale in the department?

The sergeants and other officers sense of camaraderie. We support each other as family and strive to be the best we can.

7. What factors had a negative effect on morale in the department?

The council wanting to defund us and gaining ground doing it. Riots not being charged even when they assault officers.

8. What suggestions do you have for improving the job and/or department for others?

Support the officers more, provide better vehicles and equipment.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

No, I am 6'7 300+ lbs of muscle. I was seen by an ergonomist after I filed an ADA request who stated I needed a bigger car. I was then told I needed to see a doctor and that my size was not ADA even though other officers

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement. <sup>have gotten custom cars.</sup>

I believe there were opportunities prior to covid and the riots. Now I don't really see any.

11. Do you consider the salary you received to be competitive?

Yes, the salary was competitive.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes I did, they became family.

13. Is there anything else you would like to add?

This was an incredibly hard decision to make. I am sad to be leaving though I hope to come back one day.

14. Was an in-person interview scheduled?  Yes  No

I am currently trying to schedule an interview.

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: 30066817  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: \_\_\_\_\_

4 - 5 years  16 - 20 years

Position Title: officer

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 2-28-20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Police officer is not for me

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

Don't have one yet.

b) What is your new position?

\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, as a civilian

4. What did you enjoy most about working at SPD and/or your position?

The training was an incredible experience.

5. What did you enjoy least about working at SPD and/or your position?

N/A

6. What factors had a positive effect on morale in the department?

N/A

7. What factors had a negative effect on morale in the department?

N/A

8. What suggestions do you have for improving the job and/or department for others?

Post-BLEA

At least a few "fight for life" scenarios rather than just one - Build up to final fight.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

N/A

11. Do you consider the salary you received to be competitive?

Yes

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

SWORN     CIVILIAN

## Exit Interview Form

Employee ID Number: 30067283  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years     16 - 20 years

Position Title: Officer

6 - 10 years     20 + years

Reason for Separation:  Resignation     Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

To partake in the expansion of my family's business into other industries. I also have no desire to waste anyone's time given the recent budget cut decisions.

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

HP Enterprises LLC.

b) What is your new position?

Co-Owner

c) Do you feel that this new job is a better opportunity? If so, how?

Yes, it is an opportunity for me to take the workload of the business away from my father and other relatives and help expand it further. Allows my father a "break" after working and building his business for so many years.

3. Would you like to work for SPD again in the future? If so, in what role?

I have no hard feelings against SPD as it is a great organization that's currently/always will be in a difficult situation. I would not work for SPD again given my family business, but I'd definitely recommend it to others!

4. What did you enjoy most about working at SPD and/or your position?

The rewarding feeling of gratitude from people in the community; when the younger generation tell me that, "You're pretty cool". The overall sense of pride when people are glad seeing you in public wearing the uniform.

5. What did you enjoy least about working at SPD and/or your position?

The difficulty in getting consistent, regular, and adequate sleep while working odd hours (1<sup>st</sup> watch). The minor police subculture that "rookies" are "never right" when it conflicts with the superior; however minor the topic may be.

6. What factors had a positive effect on morale in the department?

The overwhelming support and comradery "we" all have for each other; it's especially apparent during hard times. To witness tremendous leadership qualities demonstrated by officers and superiors; how those people motivate others during hard times.

7. What factors had a negative effect on morale in the department?

City politics which can't be helped either way; <sup>rather</sup> focus on things you directly control over.

8. What suggestions do you have for improving the job and/or department for others?

SPD has been very progressive and innovative in regards to training and recruitment. It would be beneficial if the department can draft a way to have a 4/3 schedule for officers. Two days of ~~is~~ rest is not enough in my opinion.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes most definitely!

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes! As a student officer I can't really say, I just know there are a lot of opportunities to grow and diversify within the department.

11. Do you consider the salary you received to be competitive?

Yes, very much so. In addition to great pay, the medical benefits are absolutely the best. SPD takes care of its people.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes indeed. SPD also has plenty of training opportunities for professional development.

13. Is there anything else you would like to add?

I appreciated every chance I had training, learning, and growing at SPD.

14. Was an in-person interview scheduled?  Yes  No

Travis Wang / 8-18-2020  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN       CIVILIAN

Employee ID Number: \_\_\_\_\_  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years       11 - 15 years

(For Civilian - Write In Unit)     Other: \_\_\_\_\_

4 - 5 years       16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years       20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: \_\_\_\_\_

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

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2. If accepting a new job, please review and answer the following:

**For Sworn personnel:**

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

**For ALL personnel:**

a) Who is your new employer?

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b) What is your new position?

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c) Do you feel that this new job is a better opportunity? If so, how?

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3. Would you like to work for SPD again in the future? If so, in what role?

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4. What did you enjoy most about working at SPD and/or your position?

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5. What did you enjoy least about working at SPD and/or your position?

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6. What factors had a positive effect on morale in the department?

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7. What factors had a negative effect on morale in the department?

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8. What suggestions do you have for improving the job and/or department for others?

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

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11. Do you consider the salary you received to be competitive?

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

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13. Is there anything else you would like to add?

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN     CIVILIAN

Employee ID Number: (please use your 8 digit EE) 30068360

### Years of Service

Unit of Assignment:     Patrol     Specialty Assignment

0 - 3 years     11 - 15 years

(For Civilian - Write In Unit)     Other: BLEA

4 - 5 years     16 - 20 years

Position Title: Recruit

6 - 10 years     20 + years

Reason for Separation:     Resignation     Retirement

Separation Date MM/YY: 09/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Mental health.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. If accepting a new job, please review and answer the following:

### For Sworn personnel:

a) Are you staying in law enforcement?     Yes     No

b) Is the new position within 50 miles of Seattle?     Yes     No

c) Does the new position offer a lateral hiring incentive?     Yes     No     Do Not Know

### For ALL personnel:

a) Who is your new employer?

I will be a student.  
\_\_\_\_\_

b) What is your new position?

Student.  
\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

N/A.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

Possibly. Police officer.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

The friends I made.

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5. What did you enjoy least about working at SPD and/or your position?

N/A.

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6. What factors had a positive effect on morale in the department?

Great supervisor.

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7. What factors had a negative effect on morale in the department?

N/A.

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8. What suggestions do you have for improving the job and/or department for others?

N/A.

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9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

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10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

N/A.

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11. Do you consider the salary you received to be competitive?

Yes.

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12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.

Yes.

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13. Is there anything else you would like to add?

No.

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14. Was an in-person interview scheduled?  Yes  No

\_\_\_\_\_  
Interviewer Signature / Date



# SEATTLE POLICE DEPARTMENT

Human Resources Bureau

## Exit Interview Form

SWORN

CIVILIAN

Employee ID Number: \_\_\_\_\_  
(please use your 8 digit EE)

### Years of Service

Unit of Assignment:  Patrol  Specialty Assignment

0 - 3 years  11 - 15 years

(For Civilian - Write In Unit)  Other: Police Recruit

4 - 5 years  16 - 20 years

Position Title: \_\_\_\_\_

6 - 10 years  20 + years

Reason for Separation:  Resignation  Retirement

Separation Date MM/YY: 05/20

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Upon further consideration, I've determined law enforcement is not the career path I'd like to pursue.

2. If accepting a new job, please review and answer the following:

#### For Sworn personnel:

a) Are you staying in law enforcement?  Yes  No

b) Is the new position within 50 miles of Seattle?  Yes  No

c) Does the new position offer a lateral hiring incentive?  Yes  No  Do Not Know

#### For ALL personnel:

a) Who is your new employer?

\_\_\_\_\_

b) What is your new position?

\_\_\_\_\_

c) Do you feel that this new job is a better opportunity? If so, how?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3. Would you like to work for SPD again in the future? If so, in what role?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. What did you enjoy most about working at SPD and/or your position?

The training team, civilian staff, and other recruits I came into contact with were wonderful.

5. What did you enjoy least about working at SPD and/or your position?

N/A

6. What factors had a positive effect on morale in the department?

The staff.

7. What factors had a negative effect on morale in the department?

N/A

8. What suggestions do you have for improving the job and/or department for others?

N/A

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

I had the necessary equipment to successfully complete my job.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, there were sufficient professional development opportunities and an emphasis on upward mobility in the department.

11. Do you consider the salary you received to be competitive?

I consider the salary I received to be competitive.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?  
If not, please explain.

Yes, even during my short time with the department.

13. Is there anything else you would like to add?

N/A

14. Was an in-person interview scheduled?  Yes  No

Spoke with Officer  
Heller + Sgt. Kokesh in person.

\_\_\_\_\_  
Interviewer Signature / Date