



Semi-Finalist Candidate Profile

Chief of Police

John Diaz

Professional Education

Associate of Arts, Administration of Justice, Skyline College

Senior Management Institute for Police

Graduate, National Academy, FBI Academy

Command Level Experience

City of Seattle	Acting Chief of Police	March 2009 - Present
	Deputy Chief of Operations	2006 - 2009
	Deputy Chief of Administration	2001 - 2006
	Assistant Chief, Operations Bureau II	2000 - 2001
	Captain, Violent Crimes Section	1999 - 2001
	Captain, Commander of East Precinct	1995 - 1999
	Captain, Commander Coordinated Criminal Investigation	1993 - 1995
	Captain, Commander Crimes Against Property Section	1992 - 1993

Department Profile

Number of sworn personnel: 1,330 (1,900 total employees)

Demographics: White 76%; Hispanic/Latino 5%; Asian/Pacific Islander 8%; Black 9%; American Indian 2%. 14% Female.

Budget: \$245M

Collective Bargaining: 5 bargaining units

Community Profile

Population: 582,454

Demographics: White 70%; Hispanic/Latino 5%; Asian 13%; Pacific Islander 1%; Black 8%; American Indian 1%. 50% Female

JOHN DIAZ

1

PROFESSIONAL EXPERIENCE

March 2009-Present ACTING CHIEF OF POLICE

As Chief of Police, I manage a department of over 1900 employees with a budget of 245 million dollars. The mission of our department is to prevent crime, enforce the law and support quality public safety, by delivering respectful, professional and dependable police services. During this last year, I oversaw a highly respected and talented police department solve some very difficult and tragic cases in record time. This is a department that was nationally accredited in 2003; and has been reaccredited every three years, with the latest award in March of 2010. This department is accountable and willing to try new initiatives, such as the Drug Market Initiative, foot-beat redeployments and a Neighborhood Viewpoint project, which redefines and strengthens how we will work with our community.

2006-2009 DEPUTY CHIEF OF OPERATIONS

Command of 3 Assistant Chiefs, 12 Captains, 37 Lieutenants, 122 Sergeants, approximately 1100 Officers and a department budget of 166 million dollars. During this time the oldest cold case on record at the Seattle Police Department (SPD) was solved and the crime rate dipped to its lowest level since 1970. I was on the Technology Steering Committee that oversaw the implementation of new records management systems, mobile data networks and communication system. I was the lead in the Joint Labor Management Committee with the Seattle Police Officers' Guild and represented the department as part of the labor negotiation team.

2001-2006 DEPUTY CHIEF OF ADMINISTRATION

Command of 1 Assistant Chief, 2 Captains, 4 Lieutenants, 9 Sergeants, 45 Officers, 13 Directors/Managers and approximately 300 Civilians and a department budget of 12 million dollars. I was the lead on the Seattle Police Department's first National Accreditation Team. I overhauled the department's approach to budgeting and submitted five years of balanced budgets of 225 million dollars or more.

2000-2001 ASSISTANT CHIEF, Operations Bureau II

Command of 3 Captains, 9 Lieutenants, 36 Sergeants, 345 officers 24 Civilians and 114 Crossing Guards and a budget of 36 million dollars. This command included the South and East Precincts as well as the Traffic Unit.

1999-2001 CAPTAIN, Violent Crimes Section

Command of 3 Lieutenants, 9 Sergeants 42 Detectives and 5 Civilians and a budget of 4.6 million dollars. This command included the Homicide and Robbery, Gangs, Special Assault, Missing Persons, Cold Case, Bias Crimes, Arson/Bombs, Fugitive Warrants and Polygraph Units.

1995-1999 CAPTAIN, Commander of the East Precinct

Command of 5 Lieutenants, 13 Sergeants, 141 Officers and 3 Civilians and a budget of 13 million dollars. The East Precinct has one of the most diverse populations in the city. As the Precinct Commander I was the field commander for a myriad of demonstrations and large-scale planned events. I responded to numerous SWAT callouts where I was the Incident Commander. I established and fostered close working relationships both with the officers and the community, in order to have long-lasting solutions to the crime problems in the Precinct.

1993-1995 CAPTAIN, Commander of the Coordinated Criminal Investigations Section (Gang Unit)
Command of 1 Lieutenant, 4 Sergeants, 28 Detectives and 2 Civilians and a budget of 2.5 million dollars. My role was to oversee the investigation and interdiction of gang violence that was permeating the city at that time.

1992-1993 CAPTAIN, Commander of the Crimes Against Property Section
Command of 4 Lieutenants, 10 Sergeants, 59 Detectives and 11 Civilians and a budget of 7 million dollars. The role of the commander included overseeing the Burglary, Arson, Auto Theft, and Fraud Units.

1991-1992 OPERATIONS LIEUTENANT, East Precinct
The role of the Operations Lieutenant is to be second in command of the precinct. I had direct oversight of the Anti-Crime Teams, Community Police Teams and any special projects undertaken in the Precinct.

1990-1991 LIEUTENANT, Second Watch Commander, East Precinct
Led and managed a staff of 45 employees, including 4 Sergeants and 45 Patrol Officers.

1989-1990 SERGEANT, Community Police Team, East Precinct
Commander of the first Community Police Team for the East Precinct. The role included managing a squad whose mission was to identify and resolve long-term crime problems in the precinct.

1987-1989 SERGEANT, Third Watch, East Precinct
The role included supervising a squad of Patrol Officers working the night shift.

1985-1987 DETECTIVE-SERGEANT, Internal Investigation Section
The role was to investigate allegations of police misconduct.

1980-1985 PATROL OFFICER, Third Watch, South Precinct
As a new officer on the department, I was assigned to the night patrol in the South Precinct responding to calls for service. Other duties included plainclothes patrol in high-crime areas.

1977-1980 CRIMINAL INVESTIGATOR, United States Army
Assigned to the 296 Military Police Company at Fort Lewis, Washington. My primary responsibility was the criminal follow-up investigation of all crimes within the Army's jurisdiction.

EDUCATION AND PROFESSIONAL DEVELOPMENT

Policing Racial Bias Project Conference, Stanford University (2004)
Senior Management Institute for Police, Harvard University (2001)
National Symposium on Racial Profiling, Northwestern University Center for Public Safety (2001)
Graduate Class 172, FBI National Academy (1993)
Training in Bomb Squad Management, Ft. Rucker, Alabama (1992)
Training in Homicide Investigation, Albany, New York (1992)
City of Seattle Advanced Management Certificate Program (1988)
Sergeants Combat Shooting, Seattle, Washington (1988)
Force and Weaponry, Seattle, Washington (1988)
Using Positive Discipline, Seattle, Washington (1988)
Advanced Arson Investigation, WSFTC (1982)
Arson Investigation, WSFTC (1980)
Certified Arson Investigator, State of Washington (1977)
Associate of Arts, Administration of Justice from Skyline College, San Francisco (1977)

SPECIAL ACTIVITIES, MEMBERSHIPS AND AWARDS

Review of the Demonstration and Training Technology of the Police Services of Northern Ireland (PSNI) (2006)
Leadership in Counter-Terrorism (LinCT) Syndicate Director— joint leadership program between the FBI, the Scottish Police College, and the Police Services of Northern Ireland (PSNI), Australia and Canada, Kennedy School of Government, Harvard University (2006)
Unsung Hero Award, Youth Law Center, San Francisco, California (2004)
Major Cities Chiefs Association
Washington Association of Sheriffs and Police Chiefs member
Secret Clearance, FBI

COMMUNITY INVOLVEMENT

Scoutreach Foundation Trustee, Boy Scouts of America
Salvation Army Advisory Board
Domestic Violence Prevention Council
Fight Crime, Invest in Kids
Center for Children & Youth Justice
Seattle University's Criminal Justice Advisory Board
University of Washington Forensics Advisory Board
Washington State Fusion Center Executive Committee Board
Seattle Police Foundation Executive Board
City of Seattle's Racial Profiling Task Force
Latino Advisory Council

JOHN DIAZ
Interim Chief of Police
Seattle Police Department

REFERENCES

PERSONAL STATEMENT OF INTERIM CHIEF JOHN DIAZ

Who I am as a person: As I reflect on the markers in my life that have been most influential in shaping who I am, being the child of immigrants must surely top the list. My parents came here from Mexico, bringing with them an abiding love for this country and an abundant faith in its potential as a land of opportunity. As parents they instilled the expectation to work hard, without complaint and without regard for glory or praise. The behavior they modeled emphasized modesty in one's accomplishments while being forthright in accepting responsibility for mistakes. These values, combined with my military experience, have given me an operational credo that says, "it's not about you; it's about the mission." I was raised with an ethic of public service. Citizenship demanded community involvement and service; and there can be no higher form of public service than the commitment to keep the community safe and secure. My family experience has also made me sensitive to the situations and circumstances where our society falls short of its lofty ideals, where persons are not treated fairly by virtue of their skin color, gender, heritage, language skills or economic condition, and where only barriers confront those who seek opportunity. While my parents insisted on having no excuses as stumbling blocks arose, I recognized that their studied stoicism could never result in necessary change. This has made me determined to use my influence to change the institutional narratives for others. The driving force in this regard is my own immediate family. As a husband and father of three school-aged children, I want them to face a society where all have the same chance of success or failure and where they will come to have the same faith and confidence in our nation's values and institutions that brought my parents here a generation ago.

Who I am as a law enforcement professional: I am a consummate law enforcement professional. I began my law enforcement career as a criminal investigator for the US Army in 1977, became a sworn officer of the Seattle Police Department in 1980 and have spent my entire adult life learning and growing in this career. In my thirty-year career with SPD, I have had a variety of tough but fulfilling assignments and leadership roles. These have given me not only a thoroughgoing knowledge of the organization, but also keen insights into the public safety challenges facing Seattle neighborhoods. The lessons learned from this experience have shaped me as a police professional and include the following. First, be willing to

PERSONAL STATEMENT OF INTERIM CHIEF JOHN DIAZ

change and grow, and determined to never stop learning, especially from unexpected people and places. Second, from the public's perspective, it is the little things, rather than the grand gestures, that make all the difference. In that sense, every encounter in the community constitutes a moment of truth, and represents an expenditure of our social capital and legitimacy. That is why I have supported our continuing surveys of the community to gauge the messages we send and the efficacy of the services we provide to Seattle's residents. A third lesson is that fear and insecurity, as perceived in individual communities, are shaped by a wide range of factors, only some of which are represented in official crime data. Even within official statistics, the variation between and within areas of the City is stunning. To truly address public safety, then, requires not only more active and in-depth engagement at the neighborhood level, but also more collaborative approaches to the issues that engender insecurity and fear. We are embarking on an approach, called Neighborhood View Point, to advance our capacity to listen, learn and shape public safety approaches that will really impact the sense of security in individual communities. Next, it has become clear that the criminal justice system is society's default mechanism when other systems fail or are unavailable to act. Police in particular are regularly called upon to respond to situations and persons better handled by other systems and institutions. Pressures on public sector budgets have begun to move us closer to a more rational leveraging of scarce resources. Still needed is a better approach for balancing the interests of those at risk, those in need, those asked to respond and those in the larger community who may be asked to support these endeavors. Finally, with the great authority that society gives to law enforcement officers, comes an awesome responsibility to be accountable in the exercise of that authority. Effective policing requires the community's compliance and respect for authority, but this does not happen as an automatic reflex. It comes as the result of consistent, fair and legitimate actions that engender trust and confidence. The former must be practiced – and the latter earned – every day. Despite my many years, I have never lost my enthusiasm for the job nor my affection for the organization and for the men and women who are at its core. In my mind, there is no nobler profession than that of providing public safety and there is no finer law enforcement agency than SPD. This is why I seek to be Chief of Police.

JOHN DIAZ

1

PROFESSIONAL EXPERIENCE

March 2009-Present ACTING CHIEF OF POLICE

As Chief of Police, I manage a department of over 1900 employees with a budget of 245 million dollars. The mission of our department is to prevent crime, enforce the law and support quality public safety, by delivering respectful, professional and dependable police services. During this last year, I oversaw a highly respected and talented police department solve some very difficult and tragic cases in record time. This is a department that was nationally accredited in 2003; and has been reaccredited every three years, with the latest award in March of 2010. This department is accountable and willing to try new initiatives, such as the Drug Market Initiative, foot-beat redeployments and a Neighborhood Viewpoint project, which redefines and strengthens how we will work with our community.

2006-2009 DEPUTY CHIEF OF OPERATIONS

Command of 3 Assistant Chiefs, 12 Captains, 37 Lieutenants, 122 Sergeants, approximately 1100 Officers and a department budget of 166 million dollars. During this time the oldest cold case on record at the Seattle Police Department (SPD) was solved and the crime rate dipped to its lowest level since 1970. I was on the Technology Steering Committee that oversaw the implementation of new records management systems, mobile data networks and communication system. I was the lead in the Joint Labor Management Committee with the Seattle Police Officers' Guild and represented the department as part of the labor negotiation team.

2001-2006 DEPUTY CHIEF OF ADMINISTRATION

Command of 1 Assistant Chief, 2 Captains, 4 Lieutenants, 9 Sergeants, 45 Officers, 13 Director/Managers and approximately 300 Civilians and a department budget of 12 million dollars. I was the lead on the Seattle Police Department's first National Accreditation Team. I overhauled the department's approach to budgeting and submitted five years of balanced budgets of 225 million dollars or more.

2000-2001 ASSISTANT CHIEF, Operations Bureau II

Command of 3 Captains, 9 Lieutenants, 36 Sergeants, 345 officers 24 Civilians and 114 Crossing Guards and a budget of 36 million dollars. This command included the South and East Precincts as well as the Traffic Unit.

1999-2001 CAPTAIN, Violent Crimes Section

Command of 3 Lieutenants, 9 Sergeants 42 Detectives and 5 Civilians and a budget of 4.6 million dollars. This command included the Homicide and Robbery, Gangs, Special Assault, Missing Persons, Cold Case, Bias Crimes, Arson/Bombs, Fugitive Warrants and Polygraph Units.

1995-1999 CAPTAIN, Commander of the East Precinct

Command of 5 Lieutenants, 13 Sergeants, 141 Officers and 3 Civilians and a budget of 13 million dollars. The East Precinct has one of the most diverse populations in the city. As the Precinct Commander I was the field commander for a myriad of demonstrations and large-scale planned events. I responded to numerous SWAT callouts where I was the Incident Commander. I established and fostered close working relationships both with the officers and the community, in order to have long-lasting solutions to the crime problems in the Precinct.

- 1993-1995 CAPTAIN, Commander of the Coordinated Criminal Investigations Section (Gang Unit)
Command of 1 Lieutenant, 4 Sergeants, 28 Detectives and 2 Civilians and a budget of 2.5 million dollars. My role was to oversee the investigation and interdiction of gang violence that was permeating the city at that time.
- 1992-1993 CAPTAIN, Commander of the Crimes Against Property Section
Command of 4 Lieutenants, 10 Sergeants, 59 Detectives and 11 Civilians and a budget of 7 million dollars. The role of the commander included overseeing the Burglary, Arson, Auto Theft, and Fraud Units.
- 1991-1992 OPERATIONS LIEUTENANT, East Precinct
The role of the Operations Lieutenant is to be second in command of the precinct. I had direct oversight of the Anti-Crime Teams, Community Police Teams and any special projects undertaken in the Precinct.
- 1990-1991 LIEUTENANT, Second Watch Commander, East Precinct
Led and managed a staff of 45 employees, including 4 Sergeants and 45 Patrol Officers.
- 1989-1990 SERGEANT, Community Police Team, East Precinct
Commander of the first Community Police Team for the East Precinct. The role included managing a squad whose mission was to identify and resolve long-term crime problems in the precinct.
- 1987-1989 SERGEANT, Third Watch, East Precinct
The role included supervising a squad of Patrol Officers working the night shift.
- 1985-1987 DETECTIVE-SERGEANT, Internal Investigation Section
The role was to investigate allegations of police misconduct.
- 1980-1985 PATROL OFFICER, Third Watch, South Precinct
As a new officer on the department, I was assigned to the night patrol in the South Precinct responding to calls for service. Other duties included plainclothes patrol in high-crime areas.
- 1977-1980 CRIMINAL INVESTIGATOR, United States Army
Assigned to the 296 Military Police Company at Fort Lewis, Washington. My primary responsibility was the criminal follow-up investigation of all crimes within the Army's jurisdiction.

EDUCATION AND PROFESSIONAL DEVELOPMENT

- Policing Racial Bias Project Conference, Stanford University (2004)
Senior Management Institute for Police, Harvard University (2001)
National Symposium on Racial Profiling, Northwestern University Center for Public Safety (2001)
Graduate Class 172, FBI National Academy (1993)
Training in Bomb Squad Management, Ft. Rucker, Alabama (1992)
Training in Homicide Investigation, Albany, New York (1992)
City of Seattle Advanced Management Certificate Program (1988)
Sergeants Combat Shooting, Seattle, Washington (1988)
Force and Weaponry, Seattle, Washington (1988)
Using Positive Discipline, Seattle, Washington (1988)
Advanced Arson Investigation, WSFTC (1982)
Arson Investigation, WSFTC (1980)
Certified Arson Investigator, State of Washington (1977)
Associate of Arts, Administration of Justice from Skyline College, San Francisco (1977)

PERSONAL STATEMENT OF INTERIM CHIEF JOHN DIAZ

Who I am as a person: As I reflect on the markers in my life that have been most influential in shaping who I am, being the child of immigrants must surely top the list. My parents came here from Mexico, bringing with them an abiding love for this country and an abundant faith in its potential as a land of opportunity. As parents they instilled the expectation to work hard, without complaint and without regard for glory or praise. The behavior they modeled emphasized modesty in one's accomplishments while being forthright in accepting responsibility for mistakes. These values, combined with my military experience, have given me an operational credo that says, "it's not about you; it's about the mission." I was raised with an ethic of public service. Citizenship demanded community involvement and service; and there can be no higher form of public service than the commitment to keep the community safe and secure. My family experience has also made me sensitive to the situations and circumstances where our society falls short of its lofty ideals, where persons are not treated fairly by virtue of their skin color, gender, heritage, language skills or economic condition, and where only barriers confront those who seek opportunity. While my parents insisted on having no excuses as stumbling blocks arose, I recognized that their studied stoicism could never result in necessary change. This has made me determined to use my influence to change the institutional narratives for others. The driving force in this regard is my own immediate family. As a husband and father of three school-aged children, I want them to face a society where all have the same chance of success or failure and where they will come to have the same faith and confidence in our nation's values and institutions that brought my parents here a generation ago.

Who I am as a law enforcement professional: I am a consummate law enforcement professional. I began my law enforcement career as a criminal investigator for the US Army in 1977, became a sworn officer of the Seattle Police Department in 1980 and have spent my entire adult life learning and growing in this career. In my thirty-year career with SPD, I have had a variety of tough but fulfilling assignments and leadership roles. These have given me not only a thoroughgoing knowledge of the organization, but also keen insights into the public safety challenges facing Seattle neighborhoods. The lessons learned from this experience have shaped me as a police professional and include the following. First, be willing to

PERSONAL STATEMENT OF INTERIM CHIEF JOHN DIAZ

change and grow, and determined to never stop learning, especially from unexpected people and places. Second, from the public's perspective, it is the little things, rather than the grand gestures, that make all the difference. In that sense, every encounter in the community constitutes a moment of truth, and represents an expenditure of our social capital and legitimacy. That is why I have supported our continuing surveys of the community to gauge the messages we send and the efficacy of the services we provide to Seattle's residents. A third lesson is that fear and insecurity, as perceived in individual communities, are shaped by a wide range of factors, only some of which are represented in official crime data. Even within official statistics, the variation between and within areas of the City is stunning. To truly address public safety, then, requires not only more active and in-depth engagement at the neighborhood level, but also more collaborative approaches to the issues that engender insecurity and fear. We are embarking on an approach, called Neighborhood View Point, to advance our capacity to listen, learn and shape public safety approaches that will really impact the sense of security in individual communities. Next, it has become clear that the criminal justice system is society's default mechanism when other systems fail or are unavailable to act. Police in particular are regularly called upon to respond to situations and persons better handled by other systems and institutions. Pressures on public sector budgets have begun to move us closer to a more rational leveraging of scarce resources. Still needed is a better approach for balancing the interests of those at risk, those in need, those asked to respond and those in the larger community who may be asked to support these endeavors. Finally, with the great authority that society gives to law enforcement officers, comes an awesome responsibility to be accountable in the exercise of that authority. Effective policing requires the community's compliance and respect for authority, but this does not happen as an automatic reflex. It comes as the result of consistent, fair and legitimate actions that engender trust and confidence. The former must be practiced – and the latter earned – every day. Despite my many years, I have never lost my enthusiasm for the job nor my affection for the organization and for the men and women who are at its core. In my mind, there is no nobler profession than that of providing public safety and there is no finer law enforcement agency than SPD. This is why I seek to be Chief of Police.

SPECIAL ACTIVITIES, MEMBERSHIPS AND AWARDS

Review of the Demonstration and Training Technology of the Police Services of Northern Ireland (PSNI) (2006)
Leadership in Counter-Terrorism (LinCT) Syndicate Director— joint leadership program between the FBI, the Scottish Police College, and the Police Services of Northern Ireland (PSNI), Australia and Canada, Kennedy School of Government, Harvard University (2006)
Unsung Hero Award, Youth Law Center, San Francisco, California (2004)
Major Cities Chiefs Association
Washington Association of Sheriffs and Police Chiefs member
Secret Clearance, FBI

COMMUNITY INVOLVEMENT

Scoutreach Foundation Trustee, Boy Scouts of America
Salvation Army Advisory Board
Domestic Violence Prevention Council
Fight Crime, Invest in Kids
Center for Children & Youth Justice
Seattle University's Criminal Justice Advisory Board
University of Washington Forensics Advisory Board
Washington State Fusion Center Executive Committee Board
Seattle Police Foundation Executive Board
City of Seattle's Racial Profiling Task Force
Latino Advisory Council

JOHN DIAZ
Interim Chief of Police
Seattle Police Department

REFERENCES