



# Seattle Department of Human Resources

Jenny Durkan, Mayor  
Sue McNab, Acting Director

## MEMORANDUM

**DATE:** 5/25/2018  
**TO:** Jenny Durkan, Mayor  
**FROM:** Pam Inch, Recruitment Operation Manager  
**CC:** Sue McNab, Acting Director  
Ian Warner, General Counsel  
**SUBJECT:** Chief of Police Competitive Exam Results

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The Competitive Exam for the Chief of Police was conducted today as specified in [Section 2 and 3, Article 6 of the City Charter](#). The Competitive Exam included: the nomination of candidates from the selection committee; the recommendations from the selection committee and its co-chairs, information gathered during the recruitment and selection processes, and written responses to examination questions.

Candidates forwarded by the Selection Committee to participate in the Competitive Exam process were:

- Carmen Best
- Eddie Frizell
- Cameron McLay
- Ely Reyes
- Jorge Villegas

Assessors for the Competitive Exam process were:

- Mike Fong, Senior Deputy Mayor
- Shefali Ranganathan, Deputy Mayor
- Ron Sims
- Ian Warner, Legal Counsel
- Barney Melekian

Criteria for assessment:

- Record of setting high standards and holding officers accountable
- Knowledge and perspective of history of policing in the US, including racism, bias, and negative impacts of disproportionality
- Ability to build trust and confidence with people across widely diverse communities in a large city
- Ability to lead the continuing reform process

The top three candidates of the Competitive Exam process are:

- Eddie Frizell
- Cameron McLay
- Ely Reyes