



**CITY OF SEATTLE**  
**CIVIL SERVICE COMMISSION AND PUBLIC SAFETY CIVIL SERVICE COMMISSION**  
**JOINT MEETING**

**November 20, 2025 @ 10:00 AM**

Location: Teams and SMT 1679

**MINUTES**

**1. CALL TO ORDER**

Civil Service Commission Chair Ray Ceaser called the joint meeting to order at 10:00 a.m.

**LAND ACKNOWLEDGEMENT**

Public Safety Civil Service Commission Chair Greene read the Land Acknowledgement.

**2. COMMISSIONER INTRODUCTIONS**

The Commissioners of CSC and PSCSC were present and introduced themselves: CSC Commissioners: Ray Ceaser, Mary Wideman-Williams and Denise Wells. PSCSC Commissioners: Richard Greene, Queniya Mays and Tom Applegate.

**STAFF COUNSEL AND GUESTS**

Executive Director Andrea Scheele. Commission Staff, Public Safety Exams Staff and Commission Counsel.

**3. PUBLIC COMMENT**

There was no written comment, and no members of the public requested to give public comment.

**4. EXECUTIVE SESSION**

Purpose: *To review the performance of a public employee.*

*Executive Session Start: 10:06 a.m.*

*Executive Session End: 10:36.*

The commission went back on record to announce an extension to the Executive Session.

*Executive Session Start: 10:36 a.m.*

*Executive Session End: 10:51 a.m.*

**5. UPDATES/DISCUSSION**

There were no updates/discussion.

**6. ACTION ITEMS**

- a) Reappointment of the Executive Director for a three-year term to begin January 1, 2026

*Commissioner Greene moved to reappoint Executive Director Andrea Scheele for a three-year term.*

*Commissioner Wideman-Williams seconded the motion. The motion passed unanimously.*

- b) Executive Director Salary Increase

*Commissioner Greene moved to increase the salary of the Executive Director. Commissioner Tom Applegate seconded the motion. The motion passed unanimously.*

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- c) 2026 Annual Wage Increase (AWI) Executive Director (yes or no)

*Commissioner Greene moved to approve the Annual Wage Increase of 3.6% for Executive Director Andrea Scheele. Commissioner Tom Applegate seconded the motion. The motion passed unanimously.*

- d) 2026 Merit Days Award for Executive Director Scheele (6 days maximum)

*Commissioner Greene moved to award the Executive Director the maximum of 6 Merit Days for 2026. Commissioner Wideman-Williams seconded the motion. The motion passed unanimously.*

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**7. OLD/NEW BUSINESS**

Boards & Commission Appreciation Reception-City Hall  
December 5, 2025

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**8. ADJOURNMENT**

The meeting ended at 10:59 a.m.

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Minutes submitted **December 8, 2025**, by: Teresa Jacobs

Minutes ☐ Approved ☐ Amended  
**December 8, 2025**, by: CSC

Signed by CSC Commission Chair, Ray Ceaser

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Minutes submitted **December 18, 2025**, by: Teresa Jacobs

Minutes ☐ Approved ☐ Amended  
**December 18, 2025**, by: PSCSC

Signed by PSCSC Commission Chair, Richard Greene

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Monthly meetings are recorded; after January 1, 2024, they may be found at:

[Seattle Civil Service Commission - YouTube](#)

[Seattle Public Safety Civil Service Commission - YouTube](#)