

CIVIL SERVICE COMMISSIONS

The Civil Service Commission

Commission Chair Amy S. Bonfrisco

Commissioner Angelique M. Davis

Commissioner Mary Wideman-Williams

Staff

Andrea Scheele, Executive Director
Teresa Jacobs, Executive Assistant

AGENDA*

THE CIVIL SERVICE COMMISSION

*The Agenda is subject to change to address immediate Commission concerns.

DATE: Monday, January 11, 2021

TIME: 2:00 pm

LOCATION: WebEx

Meeting Link:

https://seattle.webex.com/seattle/j.php?MTID=m7c0ebb6c47cce3e90098c3ae379c9bc4

Meeting Number (access code): 146 465 5862 Meeting password: 9MPbNYkyX62

Tap to join from a mobile device (attendees only)

+1-206-207-1700,,1464655862## United States Toll (Seattle)

+1-408-418-9388,,1464655862## United States Toll

Join by phone

+1-206-207-1700 United States Toll (Seattle)

+1-408-418-9388 United States Toll

Global call-in numbers

Join from a video system or application

Dial 1464655862@seattle.webex.com

You can also dial 173.243.2.68 and enter your meeting number.

Join using Microsoft Lync or Microsoft Skype for Business:

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AGENDA

The Civil Service Commission January 11, 2021

CALL TO ORDER-INTRODUCTIONS, LAND RECOGNITION

1. APPROVAL OF MINUTES

- November 18, 2020-Joint Meeting of CSC and PSCSC
- December 16, 2020-Special Meeting
- December 16, 2020- Joint Meeting of CSC and PSCSC

2. CSC ADMINISTRATION

- 2021 Chair
- 2021 Meeting Dates
- Budget

3. EXECUTIVE DIRECTOR REPORT

- Departmental Work Update
- Budget Update

4. CASE STATUS REPORT/APPEALS UPDATE

- Gina Kim v. Seattle Public Utilities, CSC No. 20-07-013-Update
- Robert Smith v. Department of Finance and Administrative Services
 - Appeal hearing scheduled for March 2, 3, 4, 5

5. OLD/NEW BUSINESS

ADJOURN

NEXT MEETING: TBD

*Agendas and Special Meeting Notices

You may sign up at the CSC website http://www.seattle.gov/civil-service-commission to receive regular and special meeting notices and agendas.

NOVEMBER 18, 2020-JOINT MEETING MINUTES





CIVIL SERVICE COMMISSIONS

Public Safety Civil Service Commission

Commission Chair Joel A. Nark
Commissioner Stacy Connole

Civil Service Commission

Commission Chair Amy S. Bonfrisco

Commissioner Angelique M. Davis

Commissioner Mary Wideman-Williams

Staff

Andrea Scheele, Executive Director
Teresa Jacobs, Administrative Staff Assistant

Joint Special Meeting of the

Public Safety Civil Service Commission and Civil Service Commission November 18, 2020

Approved January 11, 2021 (CSC)
Approved February , 2021 (PSCSC)

Call to Order: Public Safety Civil Service Commission Chair Joel Nark called the Special Joint meeting to order at 9:32 am. The meeting was held via WebEx.

In Attendance

Commission Chair Joel Nark (PSCSC)
Commission Chair Amy S. Bonfrisco (CSC)
Commissioner Dorothy Leggett (PSCSC)
Commissioner Mary Wideman Williams (CSC)
Andrea Scheele, Executive Director
Teresa Chen, Assistant City Attorney
Teresa Jacobs, Administrative Staff Assistant

<u>Public Comment</u>: No one signed up to speak.

Not in Attendance:

Commissioner Stacy Connole (PSCSC)
Commissioner Angelique Davis (CSC)

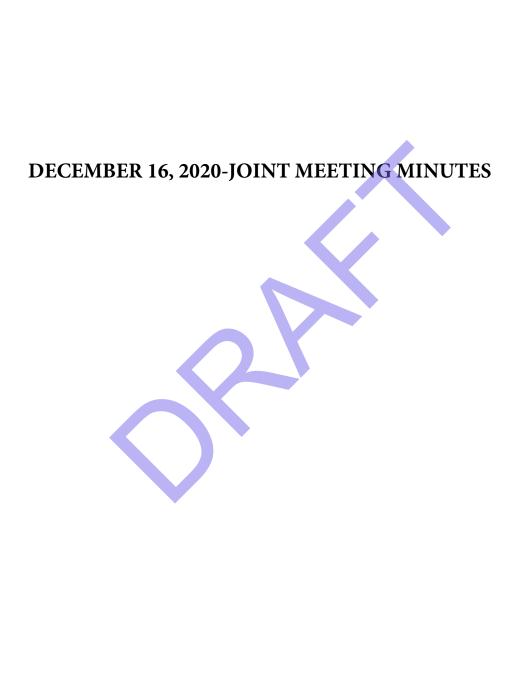
- EXECUTIVE DIRECTOR SALARY DISCUSSION & DETERMINATION: Dale Hitsman, Sr. HR Business
 Partner with SDHR introduced himself to the commissioners and provided background on his role as Sr. HR
 Business Partner, and an explanation of the Executive Director JSQ and Salary determination.
- 2. **EXECUTIVE SESSION:** The Commissions went into Executive Session at 9:40 am. The Executive Session ended at 10:00 am. The Commissions returned to Executive Session at 10:03 am. The Executive Session ended at 10:17 am.

PSCSC Commission Chair Nark called a motion on the Executive Director salary. Commissioner Wideman-Williams moved to set the Executive Director's salary at \$74 per hour. CSC Commission Chair Bonfrisco seconded the motion. The motion passed. Ms. Scheele thanked the commissioners for their energy, thoughtfulness, and time.

Adjourn: No other business was before the Commission at 10:18 am.	s. Commission Chair Nark adjourned the meeting
Respectfully Submitted By:	
/s/ Teresa R. Jacobs 1/11/2021	/s/ Amy S. Bonfrisco 1/11/2021
Date:	Date:
Teresa R. Jacobs, Administrative Staff Assistant	Amy S. Bonfrisco, Chair
,	Civil Service Commission
Respectfully Submitted By:	
/s/ Teresa R. Jacobs 2/ /2021	/s/ Joel A. Nark 2/ /2021
Date:	Date:
Teresa R. Jacobs Administrative Staff Assistant	Joel A. Nark, Chair

Joel A. Nark, Chair
Public Safety Civil Service Commission

3. OLD/NEW BUSINESS: There was no Old/New Business.





CIVIL SERVICE COMMISSIONS

The Civil Service Commission

Commission Chair Amy S. Bonfrisco

Commissioner Angelique M. Davis

Commissioner Mary Wideman-Williams

Public Safety Civil Service Commission

Commission Chair Joel A. Nark

Commissioner Stacy Connole

Commissioner Dorothy Leggett

Staff

Andrea Scheele, Executive Director Teresa Jacobs, Executive Assistant

December 16, 2020 Special Joint Meeting of the

Civil Service Commission and Public Safety Civil Service Commission

Approved: January 11, 2021 (CSC)
February , 2021 (PSCSC)

Call to Order: CSC Chair Amy Bonfrisco called the meeting to order at 10:14 am. The meeting was held via WebEx per the Washington Governor's Proclamation No. 20-28.

In Attendance:

CSC Commission Chair Amy S. Bonfrisco

CSC Commissioner Angelique M. Davis

CSC Commissioner Mary Wideman-Williams

PSCSC Commissioner Stacy Connole

PSCSC Commissioner Dorothy Leggett

Andrea Scheele, Executive Director

Teresa Chen, Assistant City Attorney

Teresa R. Jacobs, Executive Assistant

In Attendance:

PSCSC Commission Chair Joel Nark

Commission Chair Bonfrisco opened the meeting with the Land Acknowledgement:

The City of Seattle Civil Service Commission acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish, Stillaguamish, and Coast Salish peoples. We honor with gratitude the land, and the native peoples, past and present.

PUBLIC COMMENT: No one signed up to speak

1. EXECUTIVE DIRECTOR REPORT

- 2020 Civil Service Commissions Year-End Review: Ms. Scheele gave an update on the
 commissions' work in 2020. Ms.; Scheele provided information on disciplinary appeals
 that will be heard by each commission, the appointments of CSC Commissioner
 Wideman-Williams and PSCSC Commissioner Dorothy Leggett, Public Disclosure
 Requests, Civil Service outreach, the possibility of out of order layoff in SPD, and Fire
 and Police Exams.
 - 2021 Budget Update: Ms. Scheele updated the commissions that the commissions budget analyst would seek a carryover for the reclassification and change in salaries of the Executive Director and Executive Assistant.

2. EXECUTIVE SESSION

- Executive Director Merit Leave: The commissioners went into Executive
 Session at 10:45 am. The commissioners came out of Executive
 Session at 11:05 and announced an extension of the Executive Session at 11:05.
 The Executive Session ended at 11:12 am. Commissioner Connole moved to award
 Ms. Scheele five (5) days of the Merit Leave. Commissioner Wideman-Williams and
 Commission Chair Bonfrisco seconded the motion. The motion was approved by
 acclimation.
- **3. OLD/NEW BUSINESS:** There was no Old/New Business.

ADJOURN: All other business before the Commissions having been considered, CSC Chair Bonfrisco adjourned the meeting at approximately 11:14 am

Respectfully Submitted By:
/s/ Teresa R. Jacobs 1/11/2021

/s/ Amy S. Bonfrisco 1/11/2021

Date:	Date:
Teresa R. Jacobs	Amy S. Bonfrisco
Executive Assistant	CSC Chair
Respectfully Submitted By:	
/s/ Teresa R. Jacobs 2/ /2021	/s/ Joel Nark 2/ /2021
Date:	Date:
Teresa R. Jacobs	Joel Nark
Executive Assistant	PSCSC Chair
	Y

^{*}Request for public records, including audio recording of meetings can be made through the City Public Records Request Center http://www.seattle.gov/public-records





CIVIL SERVICE COMMISSIONS

The Civil Service Commission

Commission Chair Amy S. Bonfrisco

Commissioner Angelique M. Davis

Commissioner Mary Wideman-Williams

Staff

Andrea Scheele, Executive Director
Teresa Jacobs, Administrative Staff Assistant

December 16, 2020

Civil Service Commission Special Meeting*

Approved: January 11, 2021

Call to Order: Commission Chair Amy Bonfrisco called the meeting to order at 11:22 am. The meeting was held via WebEx per the Washington Governor's Proclamation No. 20-28.

In Attendance:

Commission Chair Amy S. Bonfrisco
Commissioner Angelique M. Davis
Commissioner Mary Wideman-Williams
Andrea Scheele, Executive Director
Teresa Chen, Assistant City Attorney
Teresa R. Jacobs, Administrative Staff Assistant

Commission Chair Bonfrisco opened the meeting with the Land Acknowledgement:

The City of Seattle Civil Service Commission acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish. We honor with gratitude the land, and the Duwamish people, past and present.

PUBLIC COMMENT: No one signed up to speak

1. APPROVAL OF MINUTES

• November 16, 2020-Monthly Meeting: The Commission reviewed the minutes of the November 16, 2020 Monthly Meeting. Commissioner Davis moved to accept the minutes as written. Commissioner Wideman-Williams seconded the motion. The minutes were approved by acclamation and signed by the chair.

2. EXECUTIVE DIRECTOR REPORT

- Departmental Work Update: Ms. Scheele provided an update on disciplinary hearings, exams, and elections.
- Budget Update Ms. Scheele reported on the budget at the December 16 joint meeting.
- January Meeting Date: The commission will hold its next meeting on January 18, 2021.
- **3.** CASE STATUS REPORT-Smith v. FAS-CSC No. 20-01-017: The Commission reviewed the Case Status Report.
- **4. OLD/NEW BUSINESS:** No Old/New Business.
- **5. EXECUTIVE SESSION (MAY BE CANCELLED IF NOT NEEDED):** There was no Executive Session.

ADJOURN: All other business before the Commission having been considered, Commission Chair Bonfrisco adjourned the meeting at approximately 11:43 am

Respectfully Submitted By:	
/s/ Teresa R. Jacobs 1/11/2021	/s/ Amy S. Bonfrisco 1/11/2021
Date:	Date:
Teresa R. Jacobs	Amy S. Bonfrisco
Executive Assistant	Commission Chair

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Rules of Practice and Procedure

City of Seattle
CIVIL SERVICE COMMISSION
Adopted: May 22, 2014

2.03 SELECTION OF CHAIR

The Chair shall be elected from among the Commissioners by majority vote for a one year term. A Commissioner may serve two consecutive terms as Chair.

2.04 DUTIES OF THE CHAIR - The Chair:

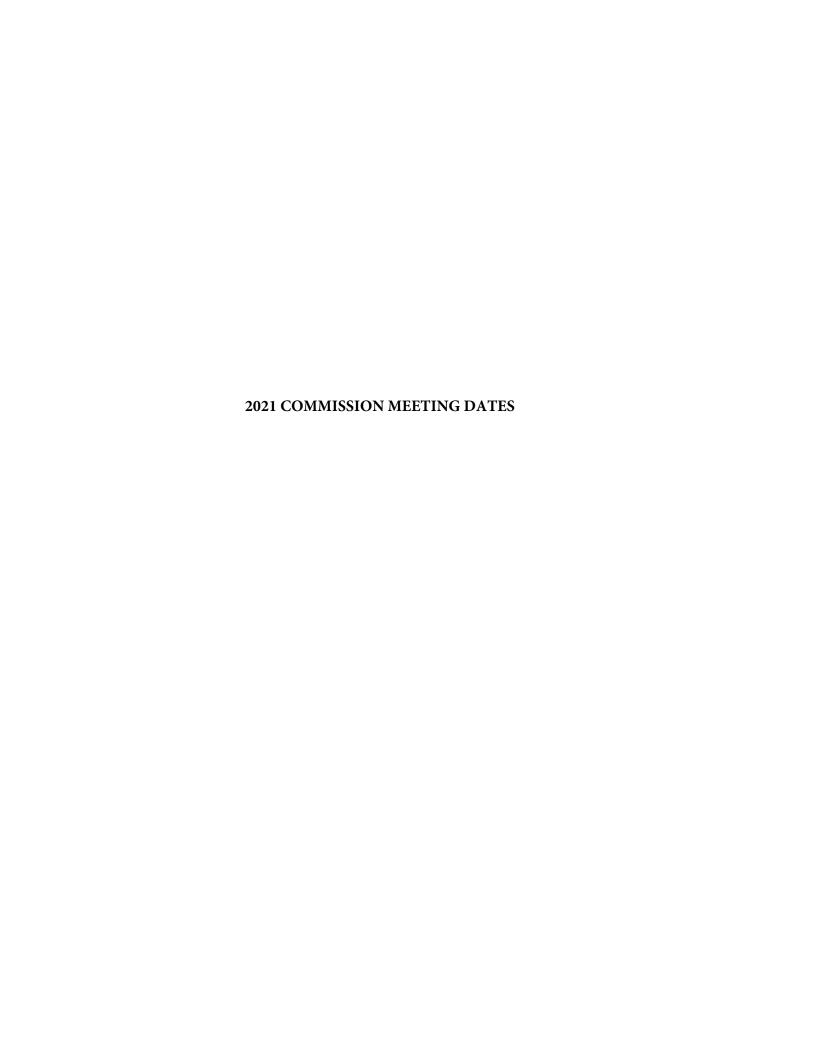
- A. Shall preside over Commission meetings.
- **B.** Shall rule on matters of parliamentary procedure.
- **C.** Shall act as primary supervisor for the Executive Director.
- **D.** May sign correspondence on behalf of the Commission.

2.05.1 ACTIONS OF THE CHAIR

The Chair's actions are subject to review and modification by a majority vote of the full Commission.

2.05.2 DELEGATION OF CHAIR'S DUTIES

In the absence of the Chair, the Chair's authority shall be delegated to another member of the Commission.



January 2021

January 2021

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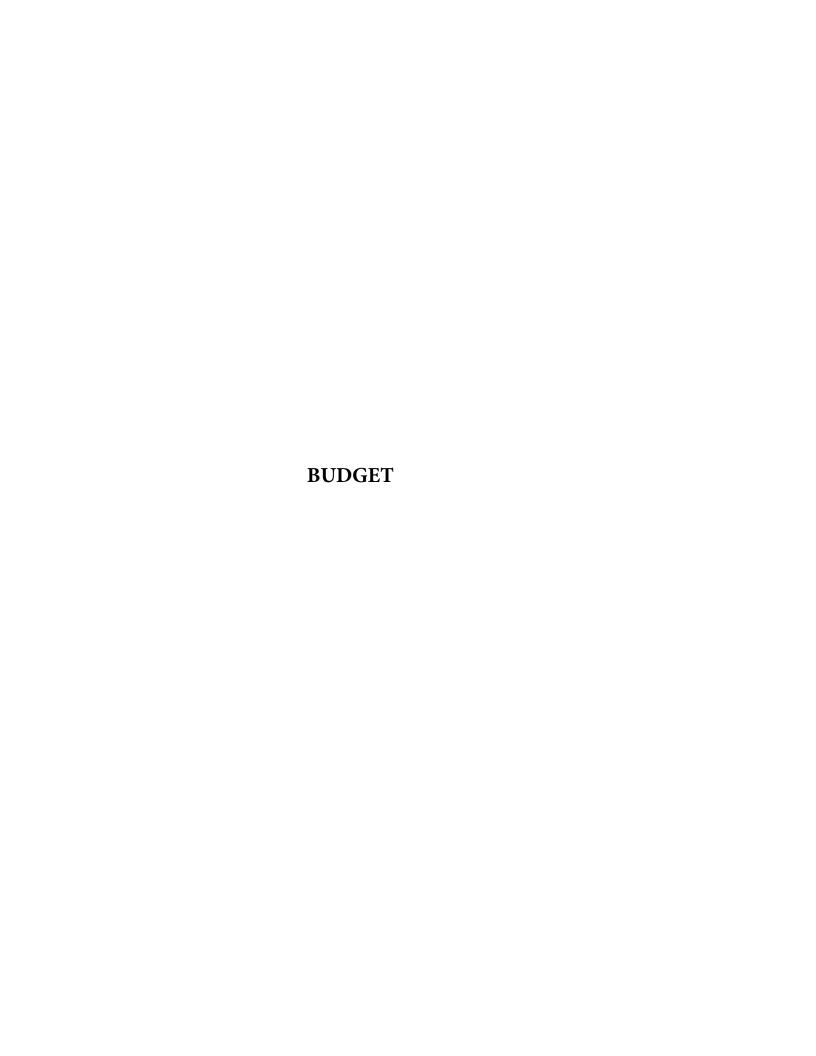
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Jun 27	28	29	30	Jul 1	2	3
4	5 Independence Day (Observed)	6	7	8	9	10
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	TRANS_TYPE						
ACCOUNT_DESCR	Adopted Budget	Supplemental Budget	Actuals	Balance before Encumbrances	Available Balance		% Available (After Encumbrances)
531030 - Supplies-Office Supplies	2,700.00		1,392.21	1,307.79	1,307.79	51.6%	48.4%
549020 - Isf-Fas Alloc	92,568.00		92,568.12	(0.12)	(0.12)	100.0%	0.0%
541310 - Services-Legal Notices	500.00			500.00	500.00	0.0%	100.0%
541320 - Services-Court Reporters	500.00			500.00	500.00	0.0%	100.0%
541550 - Services-Parking	200.00			200.00	200.00	0.0%	100.0%
542900 - Rentals-Other	3,350.00		3,266.08	83.92	83.92	97.5%	2.5%
544010 - Reimburse-Conf,Seminar,Reg Fee	600.00			600.00	600.00	0.0%	100.0%
544050 - Reimburse-Meetin Refresh&Meals	500.00			500.00	500.00	0.0%	100.0%
545010 - Travel Costs-Out-Of-City	2,100.00	(1,200.00))	900.00	900.00	0.0%	100.0%
545030 - Travel Costs-Conf, Conv, Sem	1,533.00			1,533.00	1,533.00	0.0%	100.0%
546010 - Fees-Dues & Memberships	1,000.00			1,000.00	1,000.00	0.0%	100.0%
549070 - Isf-Itd Alloc	26,567.00		26,508.00	59.00	59.00	99.8%	0.2%
549080 - Isf-Itd Billed	2,305.00		4,650.45	(2,345.45)	(2,345.45)	201.8%	-101.8%
549100 - SDHR Allocation	6,421.00		6,420.96	0.04	0.04	100.0%	0.0%
550070 - Intergov-Licenses & Permits	50.00			50.00	50.00	0.0%	100.0%
542020 - Rentals-Parking			700.00	(700.00)	(700.00)		
541120 - Services-Technology			3,750.85	(3,750.85)	(3,750.85)		
532020 - Equipment-Software Purchases			107.12	(107.12)	(107.12)		
541300 - Services-Advertising			1,200.48	(1,200.48)	(1,200.48)		
532900 - Equipment-Other			1,029.66	(1,029.66)	(1,029.66)		
541340 - Services-Copying & Printing			70.64	(70.64)	(70.64)		
531010 - Supplies-Subscrips/Pubs/Books			901.72	(901.72)	(901.72)		
533900 - Inventory-Other			80.00	(80.00)	(80.00)		
569910 - Non-legislated Budget Revision		-					
541310 - Services-Legal Notices			484.65	(484.65)	(484.65)		

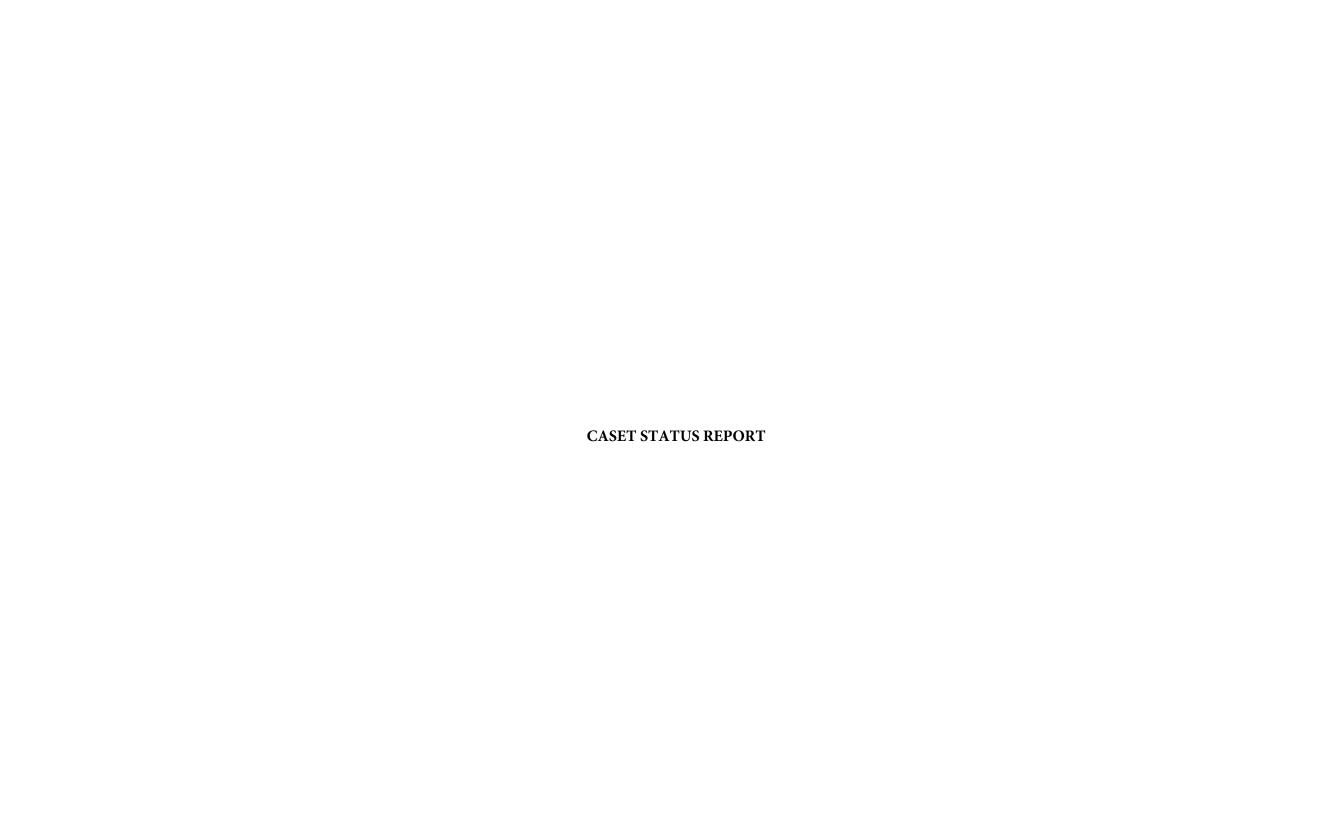
YE 2020 Budget CIV

	140,894.00	(1,200.00)	143,130.94	(3,436.94)	(3,436.94)	102.5%	-2.5%
510010 - Salaries & Wages	245,645.00	8,951.83	21,309.28	233,287.55	233,287.55	8.4%	91.6%
510020 - Holiday			3,868.96	(3,868.96)	(3,868.96)		
510070 - Part Time-Salaries & Wages	33,615.00			33,615.00	33,615.00	0.0%	100.0%
520010 - Fica	19,157.00	555.01	981.39	18,730.62	18,730.62	5.0%	95.0%
520020 - Medicare	4,794.00	129.80	247.81	4,675.99	4,675.99	5.0%	95.0%
520070 - Insurance Prem-Health & Dental	33,852.00		33,313.00	539.00	539.00	98.4%	1.6%
520090 - Insurance-Group Fund Life	263.00		3.90	259.10	259.10	1.5%	98.5%
520100 - Insurance-Longterm Disability	50.00		0.74	49.26	49.26	1.5%	98.5%
520300 - Pension-City Retirement Sys	46,230.00	1,363.36	2,760.98	44,832.38	44,832.38	5.8%	94.2%
520080 - Insurance-Wash St FML	374.00		(212.18)	586.18	586.18	-56.7%	156.7%
510110 - Salaries & Wages-Temp/Intermit	1,151.00			1,151.00	1,151.00	0.0%	100.0%
520110 - Insurance-Death Benefit Pay	24.00		12.00	12.00	12.00	50.0%	50.0%
520320 - Employee Assistance Premium	48.00		47.12	0.88	0.88	98.2%	1.8%
510030 - Sick Leave			810.16	(810.16)	(810.16)		
510040 - Vacation			2,549.61	(2,549.61)	(2,549.61)		
510060 - Termination Pay-Other			251.27	(251.27)	(251.27)		
510170 - Overtime			40.47	(40.47)	(40.47)		
510240 - Executive Leave Used			369.12	(369.12)	(369.12)		
510300 - Other Paid Time Off			19.92	(19.92)	(19.92)		
520011 - Fica Fsa Dcap & Health			400.32	(400.32)	(400.32)		
510010 - Salaries & Wages			187,208.28	(187,208.28)	(187,208.28)		
510020 - Holiday			5,651.20	(5,651.20)	(5,651.20)		
510070 - Part Time-Salaries & Wages			27,600.00	(27,600.00)	(27,600.00)		
520010 - Fica			13,867.40	(13,867.40)	(13,867.40)		
520020 - Medicare			3,339.46	(3,339.46)	(3,339.46)		
520090 - Insurance-Group Fund Life			114.76	(114.76)	(114.76)		
520100 - Insurance-Longterm Disability			42.21	(42.21)	(42.21)		
520300 - Pension-City Retirement Sys			33,654.88	(33,654.88)	(33,654.88)		
520080 - Insurance-Wash St FML			329.99	(329.99)	(329.99)		
510110 - Salaries & Wages-Temp/Intermit			45.37	(45.37)	(45.37)		
520110 - Insurance-Death Benefit Pay			12.00	(12.00)	(12.00)		
510030 - Sick Leave			3,240.61	(3,240.61)	(3,240.61)		
510040 - Vacation			7,425.22	(7,425.22)	(7,425.22)		

YE 2020 Budget

CIV

510170 - Overtime			1,088.13	(1,088.13)	(1,088.13)		
510240 - Executive Leave Used			3,775.76	(3,775.76)	(3,775.76)		
510300 - Other Paid Time Off			536.72	(536.72)	(536.72)		
	385,203.00	11,000.00	354,705.86	41,497.14	41,497.14	89.5%	10.5%
	526,097.00	9,800.00	497,836.80	38,060.20	38,060.20	92.9%	7.1%
	526,097.00	9,800.00	497,836.80	38,060.20	38,060.20	92.9%	7.1%



CIVIL SERVICE COMMISSION CASE STATUS REPORT January 2021

FILED/OPEN:

CASE	APPELLANT	RESPONDENT	DATE	RULE/CODE	ISSUE	STATUS	PRESIDING
NUMBER		DEPARTMENT	FILED				OFFICER
20-07-013	Kim	SPU	1-4-2021		TBD	Appellant to appear	CSC
						before the	
						Commission at its	
						February meeting	
20-01-017	Smith	FAS	9-14-2020		Suspension	Hearing Scheduled for	CSC
						March 2-5, 2021	

DISMISSED/CLOSED:

CASE	APPELLANT	RESPONDENT	DATE FILED	RULE/CODE	ISSUE	DATE DISMISSED	PRESIDING
NUMBER		DEPARTMENT					OFFICER