

CIV Department 2024 Lookback

November 21, 2024



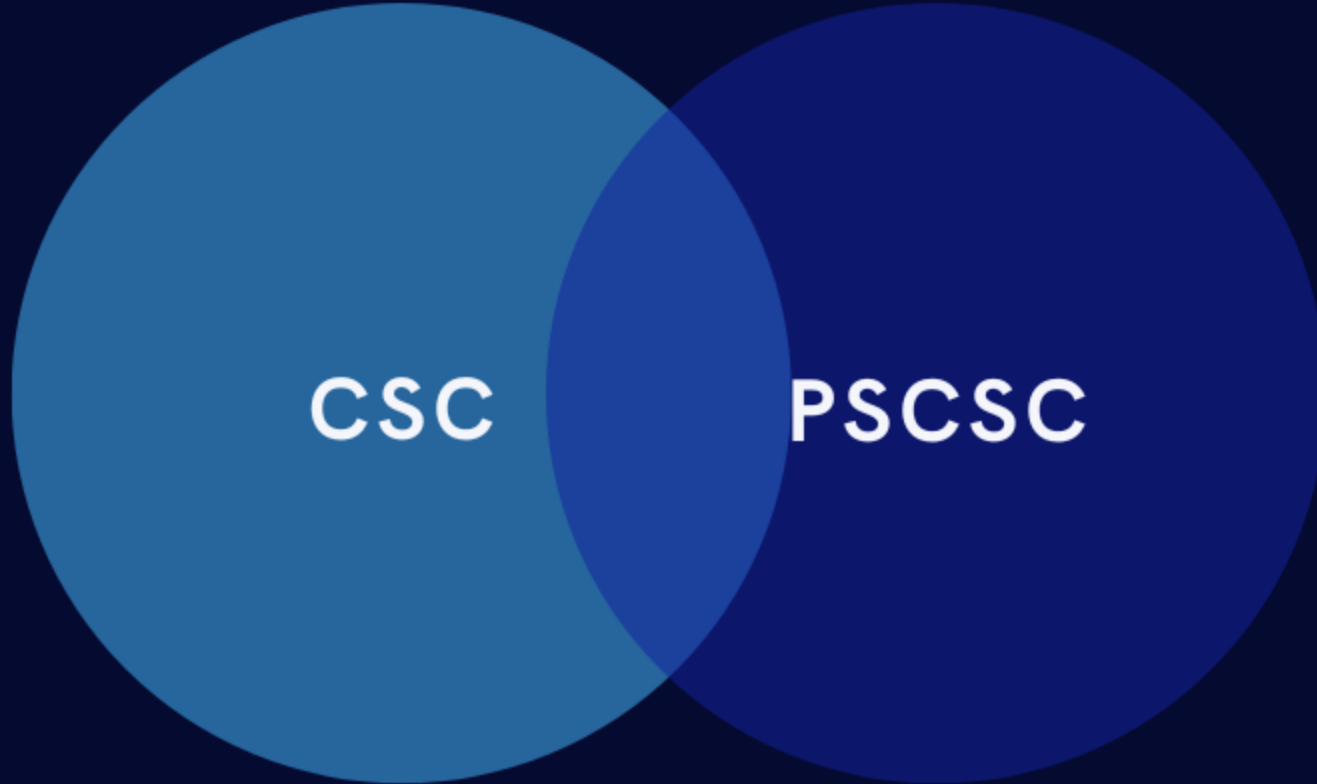
City of Seattle

Civil Service Commissions Department (CIV)

Disciplinary Appeals

Investigates Political Influence in Hiring

Makes Recommendations re City's Personnel System



Civil Service Exams
Entry and Promotional
SPD and SFD
(with SHR support)

Disciplinary Appeals

Oversight of Public Safety Civil Service System

Classification
with SHR support

2024 Highlights

SEATTLE
CITY HALL



City of Seattle

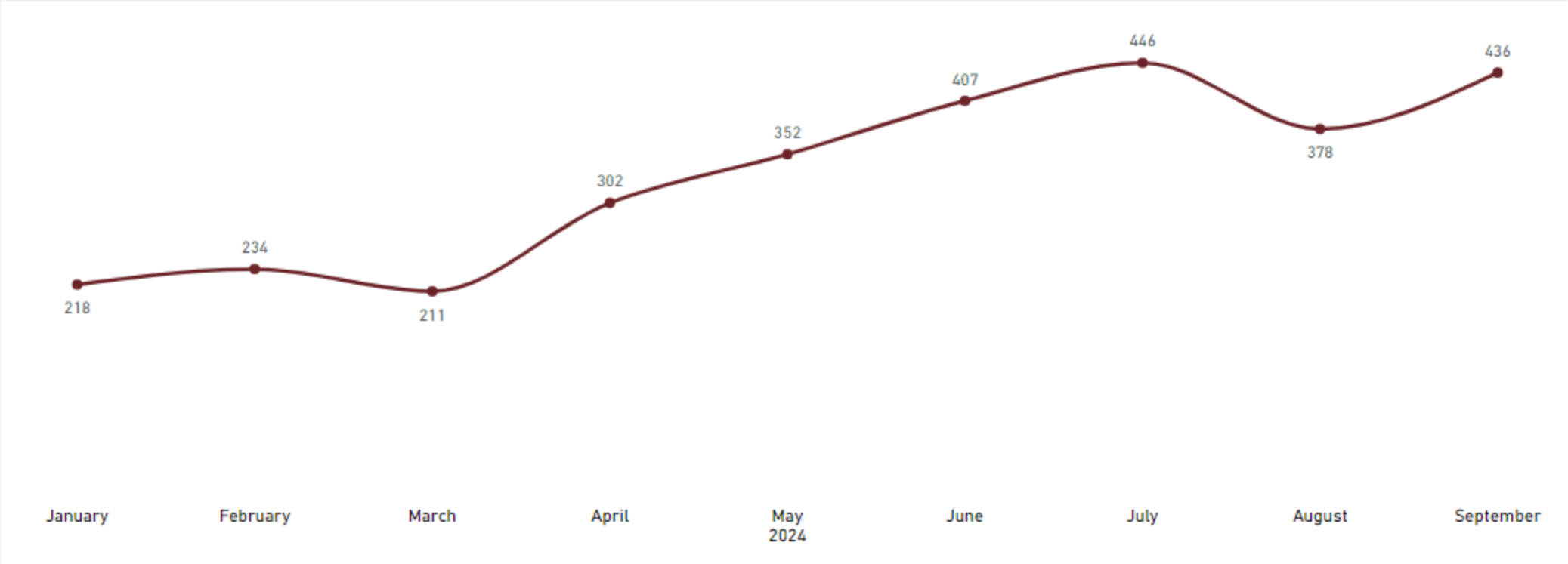
Police Officer Hiring

- Increased engagement with City Council and the Mayor's Office on Police staffing to identify hiring and exam process improvements
- Recruitment & Retention Ordinance 127026
 - Wraparound candidate support
 - Bi-weekly registers
 - Ongoing surveys, reporting of metrics
 - +1.0 FTE to complete new work (Welcome Thivia and congratulations Adelaide!)
- PSCSC published due diligence report on police exam test vendors
 - Adopted recommendations to 1) continue with current vendor, and 2) seek ongoing process improvements.



Police Officer Hiring (Cont.) (104% increase)

Entry Police Applications by Month

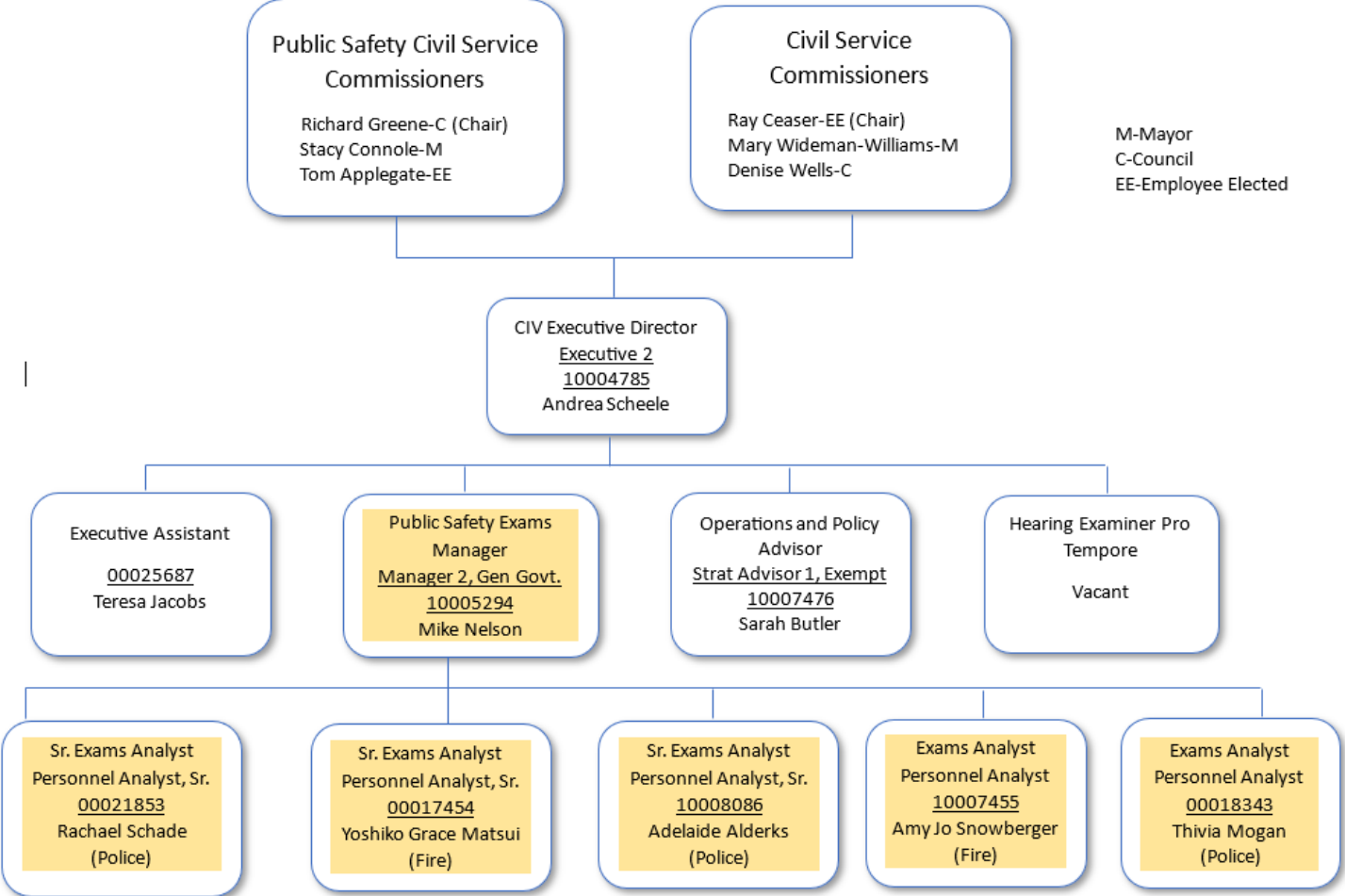


Re-Organization of Exams Staff to CIV

- MOA returned six Exams staff back under the direction of PSCSC, “soft start” for transition
- CIV expanded footprint with addition of SMT 1640
- CIV hired new Public Safety Exams Manager
- Pending legislation establishing new class series – Public Safety Civil Service Examiner



Re-Organization of Exams Staff to CIV (cont.)



Onboarding of New Commissioners

- Tom Applegate elected to the PSCSC and began serving in January
- Ray Ceaser elected to the CSC and began serving in January
- Denise Wells appointed to serve on the CSC after an unexpected vacancy, by Council confirmation process and began serving in September



PSCSC Rule Changes

- Revised Rule 9.12 to establish minimum passing score for promotional Fire exams
- Revised Rule 9.23 to update language to capture the protest period and exam review procedures for promotional exams



Regular Work of CIV

SEATTLE
CITY HALL



City of Seattle

Commission Meetings

- Between both commissions, conducted 20 public meetings and two commission retreats in 2024
- Commission meetings remain hybrid; CIV changed up platform to Teams Townhall in September
- Retooled public comment practices, ensuring we hear from the public and maintain order
- Implementing elements of parliamentary practice



PSCSC Exams

- PSCSC on track to receive *approximately*:
 - 4,000+ police officer applicants in 2024 (highest # since 2014)
 - 3,600+ firefighter applicants in 2024
- Promotional exams administered and registers published
 - Police Sergeant
 - Fire Captain
 - Fire Battalion Chief
 - Fireboat Pilot (published in December 2024)



PSCSC & CSC Appeals

Commission	New Appeals Filed in 2024
CSC	0
PSCSC	5

Other Oversight Activities

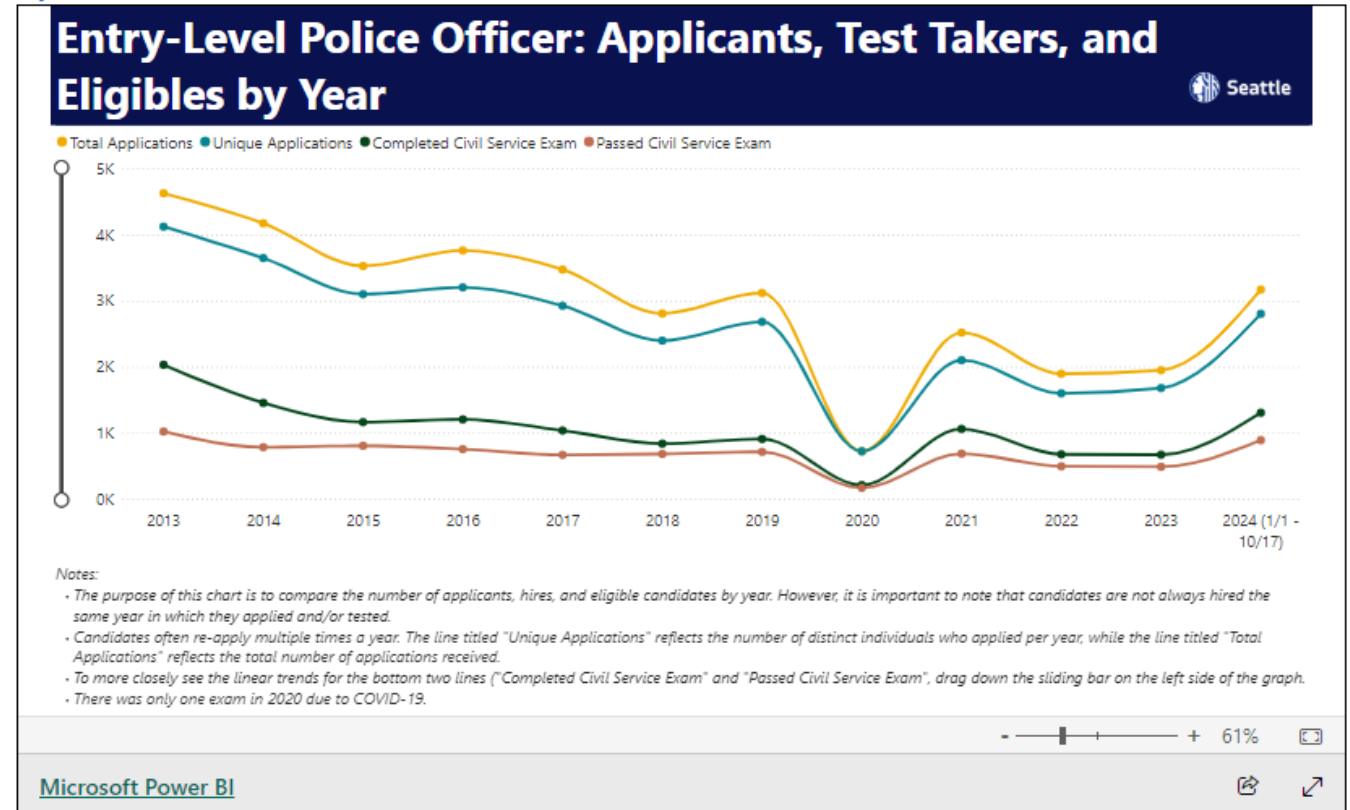
- PSCSC produced certifications, approved probationary extensions and requests for reinstatement, received and monitored notices of disciplinary actions
- CSC received and monitored notices of disciplinary actions and probationary dismissal
- Will examine oversight data after year-end



Outreach

- Website “refresh” for CSC and PSCSC
- Published Police Officer exams data to website

[Open this dashboard in a new window](#)



Outreach (cont.)

- Presented to three departments about non-public safety civil service concepts, opportunities to educate employees
- Created/circulated CSC one-pager
- LinkedIn presence
- New newsletter tool
- Issued press releases about PSCSC police exam activities; local news coverage in 2024



Looking to 2025

SEATTLE
CITY HALL



City of Seattle

PSCSC

- Annual Firefighter testing starting 2025
 - 2025 budget will add 1 Public Safety Exams Analyst, Sr.
- Continue developing specs for all classifications- 5-year plan
- 2025 promotional exams in development
 - Police Lieutenant
 - Police Captain
 - Fire Lieutenant
 - Fireboat Engineer



CSC and CIV

- Focus on outreach to departments, employees
 - Develop online videos and other resources
 - Website improvements
 - Commissioner elections in 2026
- Reconnect with City employee conflict resolution groups to coordinate, strategize
- Build community within CIV department. Retool department values, mission, vision

