

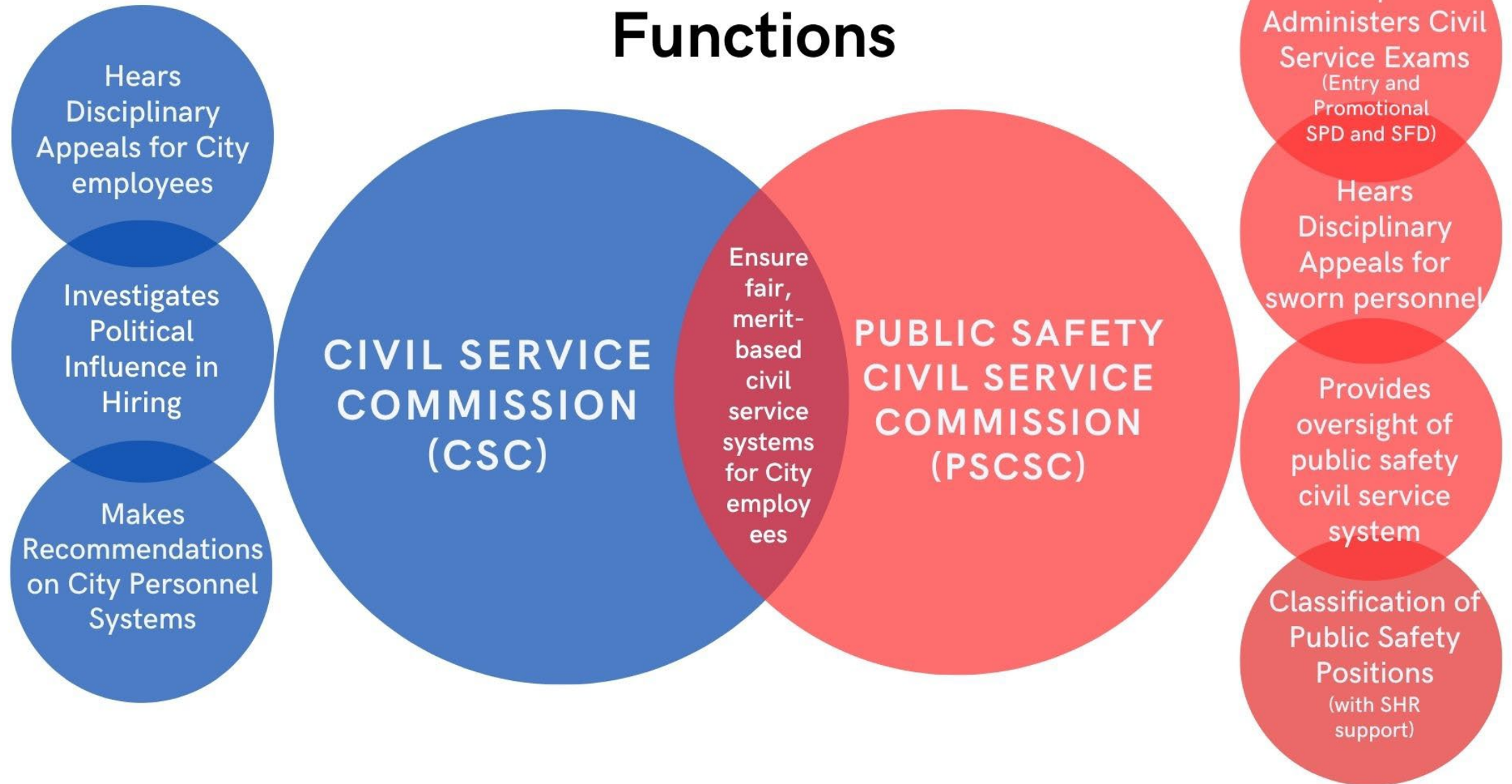
CIV Department 2025 Lookback

November 10, 2025

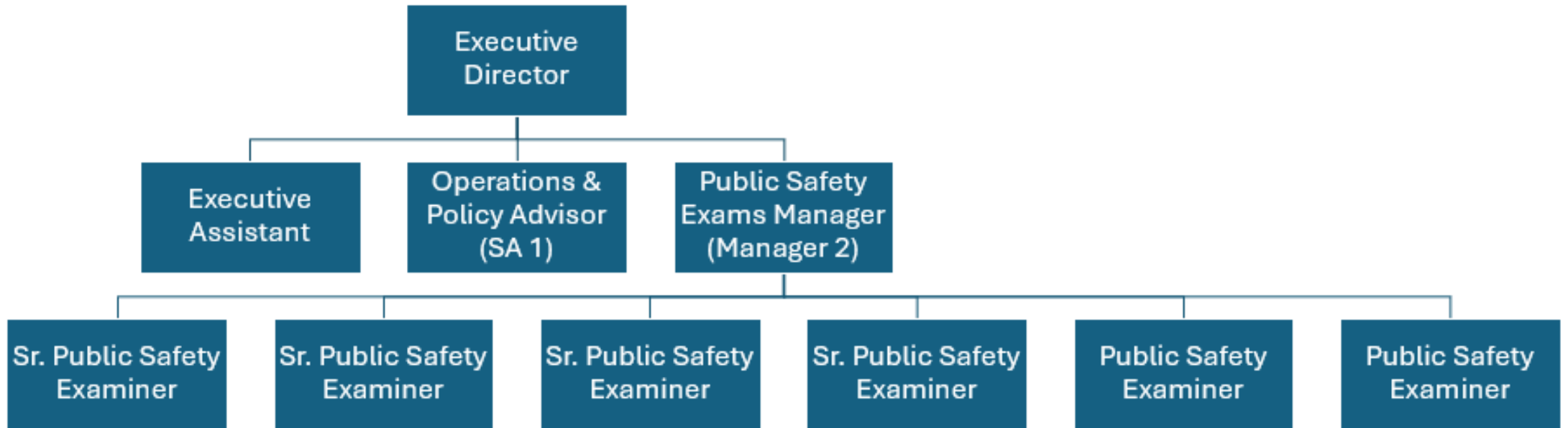


City of Seattle

Civil Service Commissions: Functions



Civil Service Department



2025 Highlights



City of Seattle

Strengthening CIV's Foundation

- Staff, budget, operations transferred to CIV
- Mike Nelson joined as Public Safety Exams Manager
- Roles refined and bodies of work clarified
- Senior Exams Analyst position added
- Team growth and role adjustment across CIV
- Processes aligned for collaboration and constancy

What remains constant:

High standards - Mutual respect -
Commitment to fairness and excellence



Firefighter Testing & Registers: Key Achievements

Starting 2025, annual
Firefighter
application/exam to
improve hiring pipeline

Trained 100+ SFD and
non-uniform City
assessors to ensure fair,
efficient candidate
evaluation

Produced 2025
entry register in
February, with 705
eligible candidates

Developed and
launched new lateral
Firefighter paramedic
exam in just 3 months

Delivered first lateral
paramedic register in
February, with 26
eligible candidates

Fire Promotional Testing & Registers: Key Achievements



Implemented a minimum qualifying grade into oral board scoring, aligning with Police promo exams



Delivered 2025 Fire Lt register in August, with 28 eligible candidates



2025 Fireboat Engineer register:
Publication on Dec 15

Police Officer Testing and Hiring Outcomes

Implemented an "open-continuous" testing model, allowing candidates to apply and test every day of the year

Increased register publication from every 6-8 weeks to every 2 weeks (27x year)

Quarterly candidate outreach and feedback surveys

Surpassed 2024's record applicant numbers

As of 10/31/25, placed 1,182 candidates on the register (highest number on record)

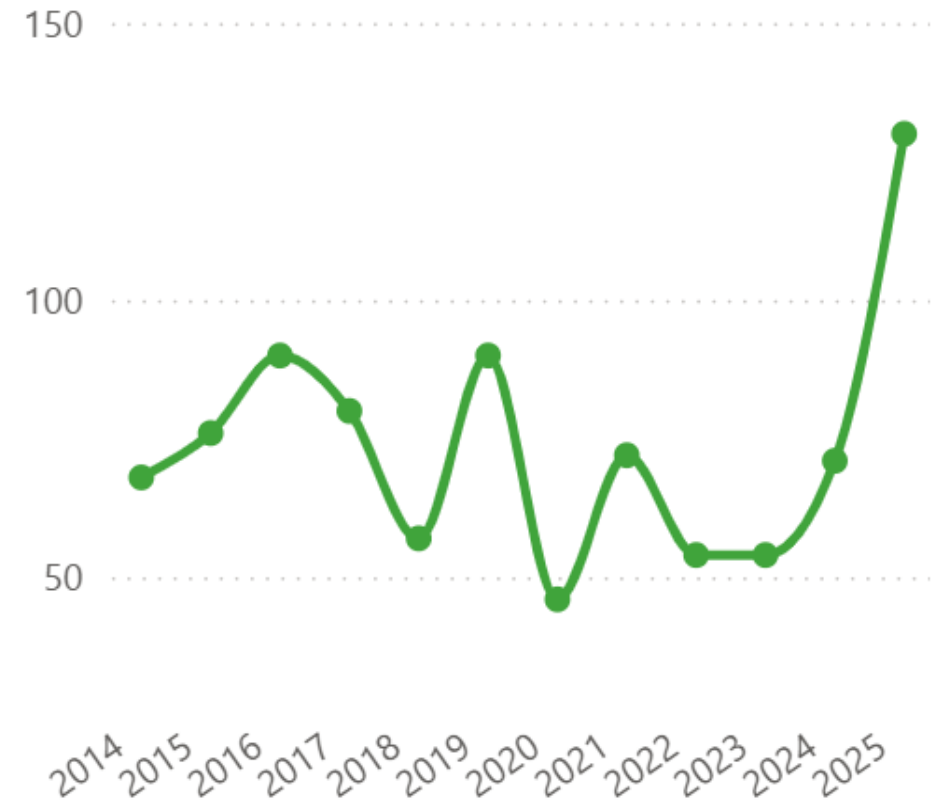
147 Officers hired as of 10/31/25 (compared to 58 as of 10/31/24)



Police Officer Hiring (Cont.)

- 147 sworn hires as of 10/31/2025
 - 130 entry level
 - 14 lateral
 - 3 re-hire

Entry Police Officer Hires by Year*



**Hire data from SPD Background Investigation Unit*

Police Promotional Testing & Registers: Key Achievements



Delivered 2025 Police Lt register in June, with 17 eligible candidates

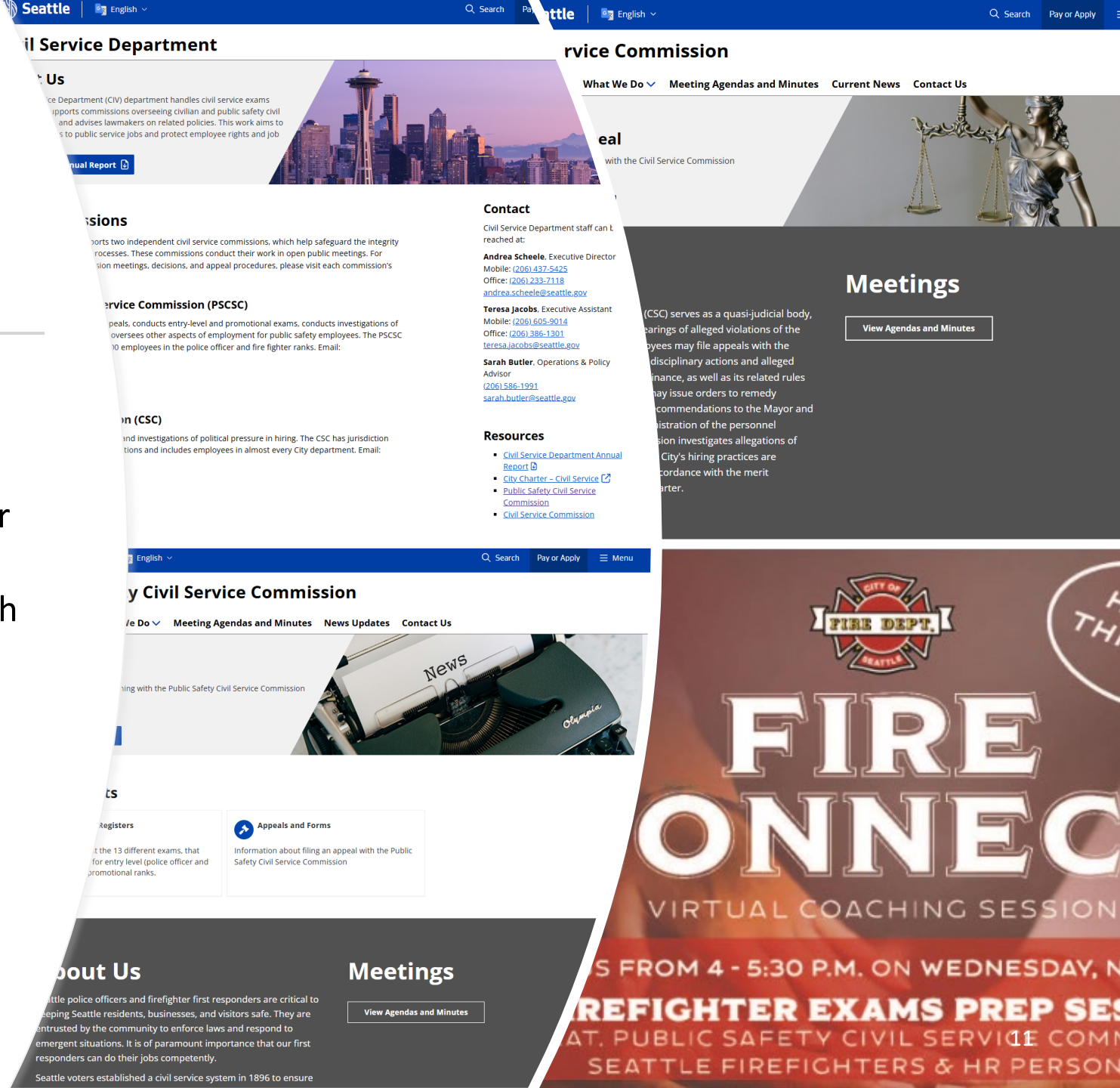


Delivered 2025 Police Captain register in August, with 17 eligible candidates



Improving Access and Engagement

- CSC and PSCSC – Website redesigns, improved content
- CIV- Department website and landing pad for commissions
- Fire Exam staff conducted employee outreach for Fire and promotional candidates, including appearances on SFD's [Fire Connect](#) podcast.
- Police exam staff participated in workshops for police officer candidates with SPD, in-person application/hiring events
- CIV staff participated at in-person outreach events to CSC employees



CIV Welcomed a New Commissioner, Staff, and Summer Intern

- Queniya Mays appointed by the Mayor, began serving in January 2025
- Thivia Mogan- Sr. Public Safety Exams Analyst (Promotion)
- Emily Winslow- Public Safety Exams Analyst (New hire)
- Annika Peterson – CIV Graduate Student Intern (UW Evans School of Public Administration)



Exams and Appeals



City of Seattle

Commission Meetings

- Between both commissions, conducted 21 public meetings
- Disciplinary appeal hearing training- PSCSC and CSC in 2026
- Commissioner OPMA and PRA trainings
- Guest Speakers from Office of Employee Ombud, Seattle Department of Human Resources, Office for Civil Rights, Seattle Police and Fire Departments
- PSCSC Commission Spring Retreat





PSCSC Exams

- PSCSC on track to receive *approximately*:
 - 4,500+ police officer applicants in 2025
 - 4,800+ firefighter applicants in 2025
- Promotional exams administered and registers published
 - Police Lieutenant
 - Fire Lieutenant
 - Police Captain
 - *Fireboat Engineer, to publish 12/15*



PSCSC & CSC Appeals

Commission	New Appeals Filed in 2025
CSC	1
PSCSC	9

CSC also received two premature filings and three inquiries about appeal process and rights in 2025; staff provided consultation for pursuing resolution via the employee grievance and civil service process.

Other Civil Service Functions/Activities

- PSCSC
 - Entry and promotional certifications,
 - Probationary extensions
 - Requests for reinstatement
 - Received and monitored notices of disciplinary actions
- CSC received and monitored notices of disciplinary actions and probationary dismissals
- Will examine oversight data after year-end



CSC Training and Outreach

- CSC meetings featured subject matter experts from the Office of Employee Ombud (OEO), Office for Civil Rights (SOCR) and Seattle Department of Human Resources (SDHR)
 - Employee conflict resolution options and processes
 - Civil service and City hiring processes
- Trainings to City HR staff on civil service fundamentals
- Employee FAQs on pre-appeal employee grievance procedure
- Department "tradeshow" tabling
- Digital engagement



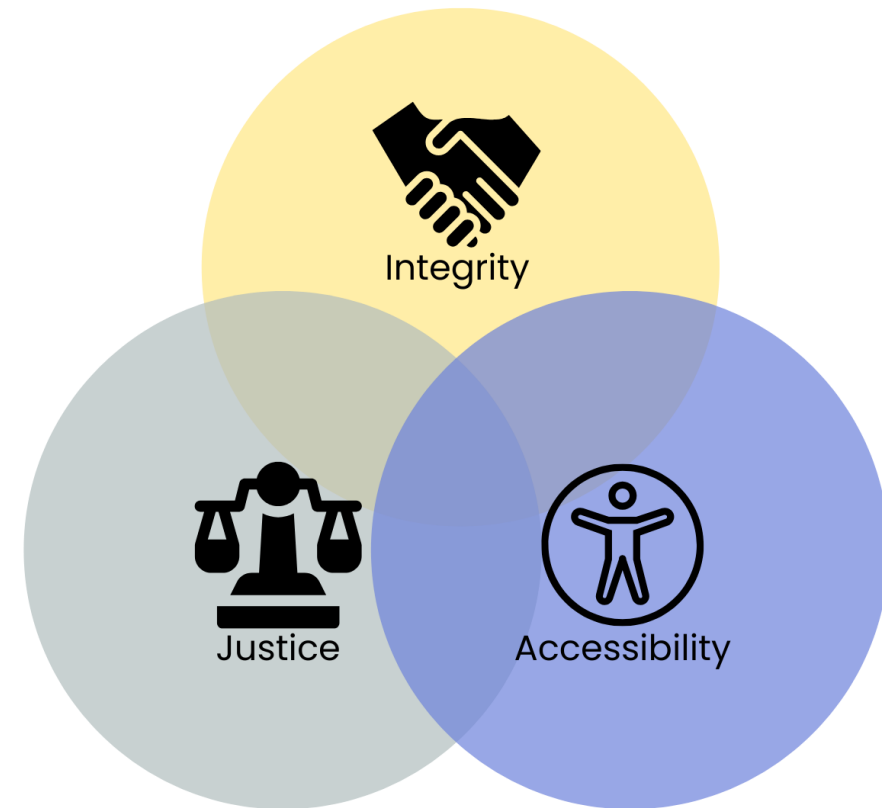
Centering Equity



City of Seattle

Civil Service Commission and Equity

- Accessible to employees and departments
- Responsive, quick referrals to appropriate resources:
 - Office for Employee Ombud
 - HRIU
 - SOCR
 - Human Rights Commission/ EEOC
- Collaboration with City partners, including Change Teams



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More ways we ensure equity in applications and exams :

- Remove or reduce barriers to access
 - Remote access to testing
 - City covers application cost for all candidates or those who request.
- Data analysis
 - Frequent analysis to ensure exam is not resulting in adverse impact (*as defined by EEOC*)
- Equity into exams through content and perspective



Looking Ahead to 2026



City of Seattle

CIV in 2026

- Reappointment of Executive Director (subject to vote by commissioners)
- Build on recent successes, including annual Firefighter and Police Officer exams
- Strengthen organizational resilience and capacity
- Provide steady, effective systems as Seattle grows and changes — calm in the storm
- Continue to ensure that equity is centered in all our work



Public Safety Civil Service Commission

- Classification- Continue updating specs for public safety classifications- 5-year plan
- Standardizing processes between public safety departments
- Employee elections for PSCSC Commissioners in 2026 (for 2027-2029 term)
- Revise PSCSC Rules of Practice and Procedure to ensure efficiency and clarity
- 2026 promotional exams in development
 - Police Sergeant
 - Fire Captain
 - Fireboat Pilot
 - Fire Battalion Chief



Civil Service Commission

- Continue engagement and outreach to departments, employees
- CSC Rules of Practice and Procedure review and update (last updated 2014)
- Employee elections for CSC Commissioners in 2026 (for 2027-2029 term)
- Welcoming a new CSC Commissioner in early 2026

**Exercise
your right
to vote.**

**Seattle Civil Service
Commission**