



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.

7. OLD/NEW BUSINESS

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

8. ADJOURNMENT

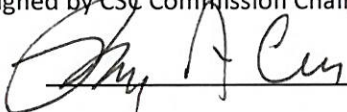
The meeting ended at 10:59 a.m.

Minutes submitted December 8, 2025, by: Teresa Jacobs

Minutes ☒ Approved ☐ Amended

December 8, 2025, by: CSC

Signed by CSC Commission Chair, Ray Ceaser



Minutes submitted December 18, 2025, by: Teresa Jacobs

Minutes ☐ Approved ☒ Amended

December 18, 2025, by: PSCSC

Signed by PSCSC Commission Chair, Richard Greene



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](#)