

Civil Service Commissions

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<http://www.seattle.gov/civil-service-commission>
<http://www.seattle.gov/public-safety-civil-service-commission>

Department Overview

The **Civil Service Department** administers civil service exams and appeals, supports two independent commissions overseeing civilian and public safety civil service systems, and advises lawmakers on related policies. This work ensures that public employees are qualified to perform the work of their position, and that they have fair access and opportunity for hire/promotion and fair employment.

The Civil Service Commission (CSC) hears employee appeals of alleged violations of the City's personnel rules, disciplinary actions, and alleged violations of the City of Seattle Personnel Ordinance. The Public Safety Civil Service Commission (PSCSC) directs the civil service system for sworn personnel of the Seattle Police Department (SPD) and uniformed personnel of the Seattle Fire Department (SFD). The PSCSC also conducts appeals related to serious disciplinary decisions, examination and testing, has authority over classification for public safety classifications, other civil service issues. CSC and PSCSC are required by the City Charter, and the PSCSC is required by state law.

Budget Snapshot

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
Department Support				
General Fund Support	997,509	2,817,650	2,883,313	3,038,328
Total Operations	997,509	2,817,650	2,883,313	3,038,328
Total Appropriations	997,509	2,817,650	2,883,313	3,038,328
Full-Time Equivalents Total*	3.00	10.00	10.00	10.00

** FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here*

Budget Overview

The 2026 Proposed Budget maintains core services for the Civil Service Commissions (CIV).

The 2026 Proposed Budget makes technical adjustments to the CIV budget including wage and retirement adjustments and a reallocation to align budget with actuals. The budget increases nearly 8% over 2025, due in part to an increase in central costs that support the civil service exam staff transferred from the Seattle Department of Human Resources in 2025.

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Incremental Budget Changes

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	2026 Budget	FTE
Total 2026 Endorsed Budget	2,883,313	10.00
Baseline		
Citywide Adjustments for Standard Cost Changes	176,595	-
Proposed Technical		
Bargained Annual Wage Adjustment to Base Budget	(19,851)	-
SCERS Retirement Contribution Rate Reduction	(1,729)	-
Reallocation of Commissioner Stipend Budget	-	-
Total Incremental Changes	\$155,015	-
Total 2026 Proposed Budget	\$3,038,328	10.00

Description of Incremental Budget Changes

Baseline

Citywide Adjustments for Standard Cost Changes

Expenditures \$176,595

Citywide technical adjustments made in the baseline phase reflect changes to internal services costs, including rates from the Department of Finance & Administrative Services, Seattle Information Technology Department, Seattle Department of Human Resources, and for healthcare and other central cost factors. These adjustments reflect initial assumptions about these costs and inflators early in the budget process.

Proposed Technical

Bargained Annual Wage Adjustment to Base Budget

Expenditures \$(19,851)

This centrally administered change adjusts base budget appropriations to reflect the proper Annual Wage Increase (AWI) increment for 2026, as outlined in the agreements between the City and the Coalition of City Unions for personnel costs. AWI increments are determined based on the average change in the local Consumer Price Index (CPI). This change represents a true-up between the forecasted CPI assumption included in the Endorsed Budget and the actual CPI data.

SCERS Retirement Contribution Rate Reduction

Expenditures \$(1,729)

The City's employee retirement system, the Seattle City Employees Retirement System (SCERS) is a defined benefit pension program funded by a combination of salary-based employer (i.e., the City) and employee contributions, and

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investment earnings. Based on the updated actuarial valuation for 2025, this item reduces the employer contribution rate from the endorsed rate of 15.17% to the SCERS minimum actuarial required rate of 15.06%.

Reallocation of Commissioner Stipend Budget

Expenditures	-
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Each Civil Service Commissioner receives a stipend for being a member. This item is a cost-neutral reallocation of the budget to align with actual expenditures for these stipends.

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Expenditure Overview

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
Appropriations				
CIV - BO-VC-V1CIV - Civil Service Commissions				
00100 - General Fund	997,509	2,817,650	2,883,313	3,038,328
Total for BSL: BO-VC-V1CIV	997,509	2,817,650	2,883,313	3,038,328
Department Total	997,509	2,817,650	2,883,313	3,038,328
Department Full-Time Equivalents Total*	3.00	10.00	10.00	10.00

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Budget Summary by Fund Civil Service Commissions

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
00100 - General Fund	997,509	2,817,650	2,883,313	3,038,328
Budget Totals for CIV	997,509	2,817,650	2,883,313	3,038,328

Revenue Overview

2026 Estimated Revenues

Account Code	Account Name	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
341900	General Government-Other Rev	269,676	247,422	258,553	258,553
Total Revenues for: 00100 - General Fund		269,676	247,422	258,553	258,553
Total CIV Resources		269,676	247,422	258,553	258,553

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Appropriations by Budget Summary Level and Program

CIV - BO-VC-V1CIV - Civil Service Commissions

The purpose of the Civil Service Commissions Budget Summary Level is to fund the work of two independent commissions, the Public Safety Civil Service Commission (PSCSC) and the Civil Service Commission (CSC). The PSCSC develops and administers entry and promotional civil service exams for ranks in the Seattle Police and Fire Departments and conducts hearings on employee appeals of discipline and other employment matters. The CSC conducts hearings on employment-related appeals filed by covered employees, investigates allegations of political patronage in hiring, and advises on the administration of the City's personnel system.

Program Expenditures	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Proposed
Civil Service Commissions	997,509	2,817,650	2,883,313	3,038,328
Total	997,509	2,817,650	2,883,313	3,038,328
Full-time Equivalents Total*	3.00	10.00	10.00	10.00

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