



City of Seattle
Civil Service Commissions

Press Release

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For Immediate Release

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PSCSC to expedite police exams, with support from City Council

Today the Seattle City Council voted unanimously on the passage of Council Bill 120766, which allocates budget to add an exam staffer to the Public Safety Civil Service Commission (“PSCSC”) Exams Unit, establishes reporting requirements for SPD and PSCSC, and moves recruiting positions from Seattle Human Resources to the Seattle Police Department.

The bill’s passage will enable the PSCSC to provide more robust support to applicants and more efficiently deliver registers of eligible (passing) candidates to the Seattle Police Department (SPD).

The PSCSC’s legal mandate is to conduct examination processes that are merit-based, fair, and appropriate for policing in a large, urban police department. In Seattle’s civil service system, police candidates are assessed using consistent, job-related, non-discriminatory standards. We consider the perspectives of stakeholders and community members and will continue to hold ourselves accountable for this important work.

Over the past two years, the exam team has implemented dozens of data-backed improvements. We are committed to helping Seattle rebuild SPD’s ranks with qualified police officers.

Seattle’s police officer civil service exam is more available, accessible, and flexible than ever.

- Candidates can apply and take the police officer exam almost any day, from any location (1811 testing sessions available/month).
- Candidates can attend workshops developed and co-conducted by exam staff and SPD.
- Exams improved to assess competencies crucial for constitutional policing.
- Candidates may retest after 3 months (rather than 6 months).
- New Community Service Preference Points program gives credit to passing candidates who worked or volunteered in direct service to community.
- Applicant feedback surveys to inform process improvements.
- Respond to candidate contacts, usually within 24 hours.

The PSCSC thanks the City Council for its efforts to improve police hiring via passage of CB 120766. We look forward to continued partnership with stakeholders to improve police officer hiring, including the recruitment, backgrounding, and hiring processes.