

**FOR IMMEDIATE RELEASE**

**January 28, 2025**

## **Seattle Sees Surge in Police and Firefighter Applications**

Seattle, WA – The City of Seattle’s Public Safety Civil Service Commission (PSCSC) is pleased to announce major public safety staffing achievements in 2024, with record-breaking numbers of applications for the ranks of Firefighter and Police Officer. Thanks to the dedicated work of our staff, Seattle is experiencing an unprecedented increase in applications, which will support hiring and help stabilize Seattle’s public safety workforce.

### **Record Police Applications and Improved Outreach**

In 2024, PSCSC received a total of 4,331 applications for lateral and entry-level police officers, reversing a historical trend of declining applications since 2013. This record achievement is the outcome of PSCSC’s focused efforts to engage its applicants.

A key innovation in the application process is the personalized outreach approach, which prompts applicants to select their preferred method of communication.

This individualized approach resulted in a 17.5% increase in exam completion from the previous year.

### **Entry-Level Police Applications: Historic Apply-to-Eligible Rates**

PSCSC processed 4,115 entry-level police applications in 2024—averaging 11.4 applications per day. The year marked the highest applicant to eligible conversion rate in recent years, underscoring the efficacy of recent improvements and growing interest in Seattle police jobs.

### **Police Hiring Surpassed Separations, Exam Maintained Standards Related to Constitutional Policing**

Seattle Police Department (SPD) sworn staffing is on a path to recovery. In 2024, the department hired **84 officers**, surpassing the number of separations for the first time since 2019. All officers considered for appointment by SPD must first pass the PSCSC exam, which assesses cognitive abilities and competencies related to constitutional policing, is validated for use by Seattle, and does not result in adverse impact as defined by the EEOC.

### **2025: Strong Firefighter Application Numbers, New Investments to Boost SFD Staffing**

More than 3,850 candidates [recently applied](#) to be a Seattle Firefighter, the most since 2018. Candidates will be notified if they passed the civil service exam this Spring, and the first SFD class recruit hired from the new register will begin in August 2025.

PSCSC is also addressing Firefighter staffing needs with two new programs:

- **Yearly Firefighter Testing:** Council appropriated new funding for the PSCSC to double the frequency of firefighter exams. The process will happen yearly, up from every two years
- **Lateral Firefighter/Paramedic Hiring:** In partnership with SFD, PSCSC developed and launched a one-time program to hire experienced Firefighter (Paramedics) in 2025.

### **About the PSCSC**

The PSCSC is an independent body authorized and directed by the Seattle City Charter and state law to administer merit-based public safety civil service exams. PSCSC exams are designed to identify candidates who possess competencies needed to become effective Seattle Police Officers and Firefighters. The PSCSC does not make hiring decisions.

The PSCSC thanks the Seattle City Council, Mayor Harrell, Seattle Fire and Police Departments, and the staff of the Civil Service Commissions Department, for their diligent work, expertise, and teamwork in 2024 and every year.

For more information on PSCSC initiatives and upcoming application windows, please visit our [website](#).