



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Steven Zwerin</i>		
Board/Commission Name: <i>Civil Service Commission</i>		Position Title: <i>Commissioner</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other	Term of Position: * <i>01/01/2026 to</i> <i>12/31/2028</i> <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: <i>Capitol Hill</i>	Zip Code: <i>98122</i>	Contact Phone No.: [REDACTED]
Background: <i>Mr. Zwerin is a former City of Seattle employee with significant experience in civil rights, workplace investigations, and public-sector personnel systems. From 2000–2006, he served at the Seattle Office for Civil Rights, where he conducted civil rights investigations. He returned to the City in 2019 to establish and lead the Human Resources Investigations Unit (HRIU), which provides independent investigations and related services for City employees.</i> <i>Mr. Zwerin has extensive experience training staff on City Personnel Rules and policies, giving him a strong understanding of the issues within the Civil Service Commission's jurisdiction. In addition to his public service, he is an employment attorney specializing in workplace investigations and conflict resolution. His professional work includes training on employment and civil rights law, labor relations, dispute resolution, diversity and inclusion, and the intersection of employment law with race and social justice. He has conducted hundreds of investigations involving harassment, discrimination, retaliation, and other workplace misconduct, and has mediated numerous conflicts between employees and leadership.</i>		
Authorizing Signature (original signature): 	Appointing Signatory: <i>Katie B. Wilson</i> <i>Mayor of Seattle</i>	
Date Signed (appointed): <i>02/09/2026</i>		

*Term begin and end date is fixed and tied to the position and not the appointment date.

Steven Zwerin, JD, SPHR

Knowledgeable and solutions-focused Employment attorney and Employee Relations professional with a passion for building strong relationships with a focus on minimizing legal risk and reducing costs for organizations. Proven track record of collaborating closely with key stakeholders to build and grow high-performing teams, develop robust programs, minimize escalations, and implement proactive strategies. Well-versed in employment law, conflict resolution, investigation management, and regulatory compliance. Core competencies include:

Management Consulting | Program Monitoring | Training and Development | Employment Discrimination | Strategy Alignment | Policy Analysis | Employment Law | Strategic HR Planning | Talent Management | Microsoft Office 365 Suite | Google Suite | PowerPoint Creator and Presenter | Apple OS Case Management Systems (Convercent | NavEx | LaborSoft) | ChatGPT

KEY ACCOMPLISHMENTS

- Highly regarded “leader whisperer,” offering trusted, proactive guidance to minimize liability and conflict.
- Directed multiple Employee Relations teams, and guided direct reports to successful leadership promotions.
- Leveraged data and various strategies to predict trends and challenges, minimizing claims and disputes.
- Developed and delivered numerous training sessions on myriad legal and Human Resources topics.

PROFESSIONAL EXPERIENCE

Axiom Law

February 2025 – Present

Employee Relations Consultant to several Fortune 500 companies (contract position)

- Investigate EEO and misconduct claims timely and thoroughly, using industry best practices.
- Write strong, clear, legally-defensible investigation reports.
- Work closely with numerous teams, including legal, HR partners, leaders, and more.

Alaska Airlines

February 2022 – November 2024

Director, Employee Relations, Mediations, and Investigations (ERMI)

- Created and grew ERMI from scratch, reducing liability and enabling HRBPs to focus on critical tasks.
- Avoided escalations to litigation or arbitration due to robust, dependable, and timely investigations.
- Streamlined processes to reduce liability, costs, and turnover, sharing best practices organization-wide.

City of Seattle

2019 - 2022

Director, Human Resources Investigations

- Established a centralized investigations program, enhancing HR capacity to focus on strategic priorities.
- Attained 95%+ conflict resolution success rate, driving positive outcomes for the parties involved.
- Identified micro and macro trends, implementing processes to reduce liability, costs, and turnover.

University of Washington

2017 - 2022

Lecturer, Paralegal Degree program

- Designed, delivered, and continuously refined a 40-hour investigations training course, equipping paralegal students with essential interviewing and investigative expertise to excel in their careers.

King County

2016 - 2019

Manager, EEO Investigations

- As with the City of Seattle, created a centralized investigations program that served as a Center of Excellence.

Providence Health

2014 - 2016

Sr. Human Resources Manager

- Subject matter expert on Labor/Bargaining, Employee Relations issues; mentored junior staff.

Microsoft

2012 - 2014

Attorney, Employee Relations Investigations

- Avoided escalations to litigation with impeccable global harassment and discrimination investigations.

UW Medicine

2006 - 2012

Manager, Employee and Labor Relations

- Subject matter expert to leaders and staff on Employee Relations and Labor issues.

EDUCATIONAL CREDENTIALS

Juris Doctor (JD)

Seattle University School of Law

Bachelor of Arts (BA), English and Sociology

Lewis and Clark College

PROFESSIONAL CREDENTIALS

- **Licensed attorney (since 1999)** - Washington State Bar Association
- **HR Management certificate** - George Mason University
- **Dispute Resolution certificate** - University of Washington
- **Member, professional affiliation** - Association of Workplace Investigators
- **Member, professional affiliation** - HR Acuity

INDUSTRY AWARDS AND RECOGNITION

- **Alaska Airlines:** customer news article (2023): "Meet an Alaska Airlines leader with a disability who says he is doing what he was meant to do."
- **City of Seattle:** leadership award (2021)
- **University of Washington:** favorite lecturer award (2020)
- **Microsoft:** Diversity Inclusion award (2013)
- **UW Medicine:** CARE award (2011)

VOLUNTEER ACTIVITIES

- **Immediate past Board President** - Listen & Talk (Board Member since 1999)
- **Mentor to law students and new lawyers** - Seattle University School of Law
- **Washington State Bar Association** - Investigator for Office of Disciplinary Counsel

LEADERSHIP SKILLS

- **Integrity:** consistently modeling integrity in all actions and decisions.
- **Empathy:** leading with empathy, fostering trust and collaboration.
- **Servant leadership:** mentoring, empowering, and developing my team members to achieve their potential.
- **Problem solving** creating bold, effective solutions to complex, challenging problems.
- **Communication:** adaptable communication skills, with a talent for simplifying "legalese" for non-lawyers.
- **Resourceful:** developed top programs, impactful teams, and efficient processes within time and budget limits.
- **Trust building:** fostering strong, trusting relationships across all organizational levels.
- **Passion:** enthusiastic about ER, conducting thorough investigations, and upholding integrity in every decision.
- **Adaptability:** leverage experiences, feedback, and changing circumstances to continually adapt and improve.
- **Sense of humor:** building rapport and defusing challenging situations through well-timed humor.

Civil Service Commission

3 Members: Pursuant to SMC 4.04.250, 1 member subject to City Council confirmation, 3-year terms:

- 1 City Council- appointed
- 1 Mayor- appointed
- 1 Other Appointing Authority: Employee Elected

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F		1.	Commissioner	Wells, Denise	1-1-2025	12-31-2027	1	Council
9	M	3	2.	Commissioner	Zwerin, Steven	1-1-2026	12-31-2028	1	Mayor
2	M		3.	Commissioner	Ceaser, Ray	1-1-2024	12-31-2026	1	Employee Elected

SELF-IDENTIFIED DIVERSITY CHART

	(1)		(2)		(3)		(4)		(5)		(6)		(7)		(8)		(9)	
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial					
Mayor	1																	1
Council		1								1								
Other	1					1												
Total	2	1																

Key:

- *D List the corresponding *Diversity Chart* number (1 through 9)
- **G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary, O= Other, U= Unknown
- RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.