

Public Safety Civil Service Commission - Overview and Update

Public Safety and Human Services Committee

Executive Director Andrea Scheele

Tuesday, January 24, 2023



City of Seattle

Public Safety Civil Service Commission Overview

- History and Context
- Exam Development and Administration
- Police Hiring Crisis



History and Context



Seattle History: Civil Service

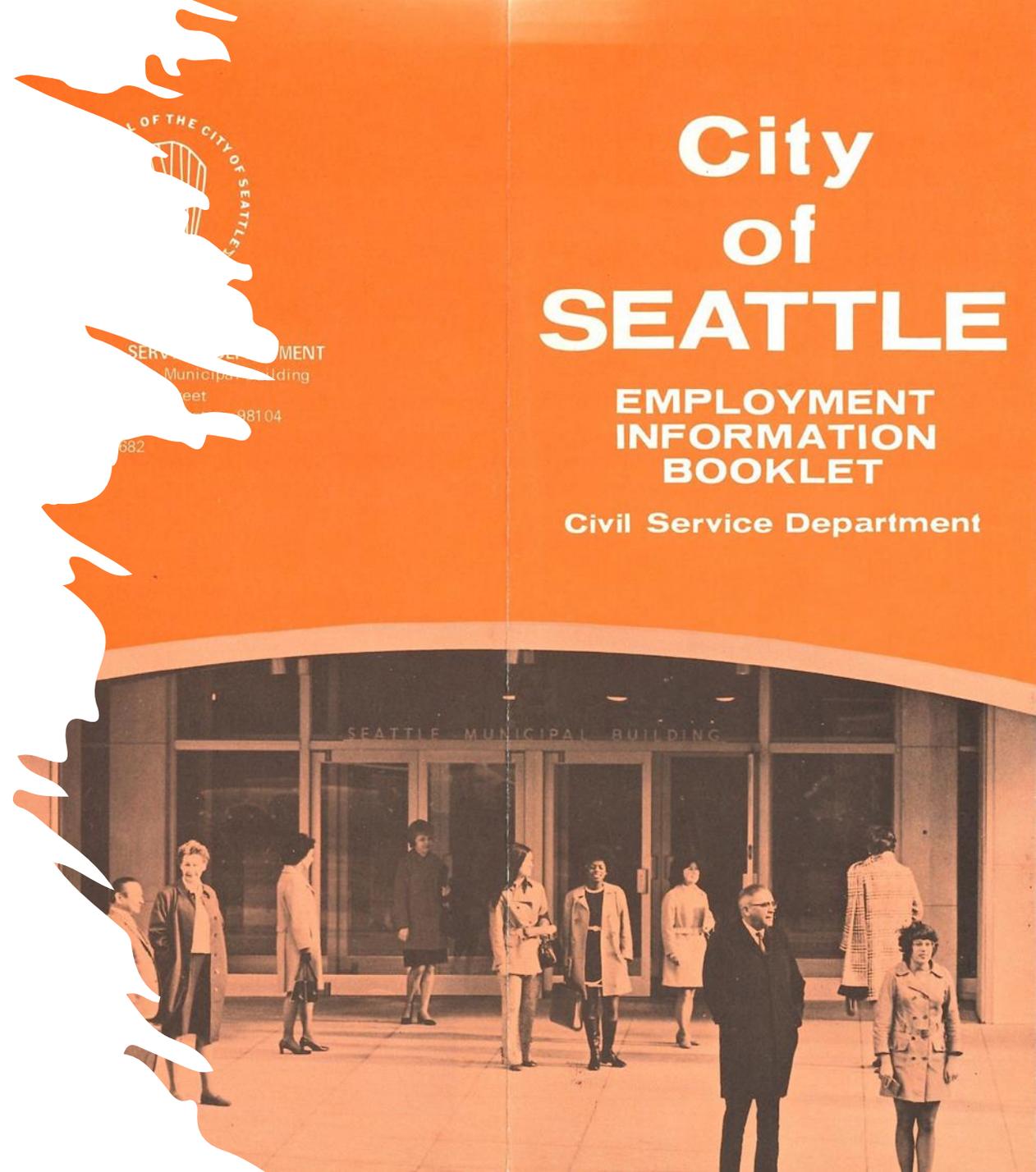
1896 – Beginning of Civil Service in Seattle

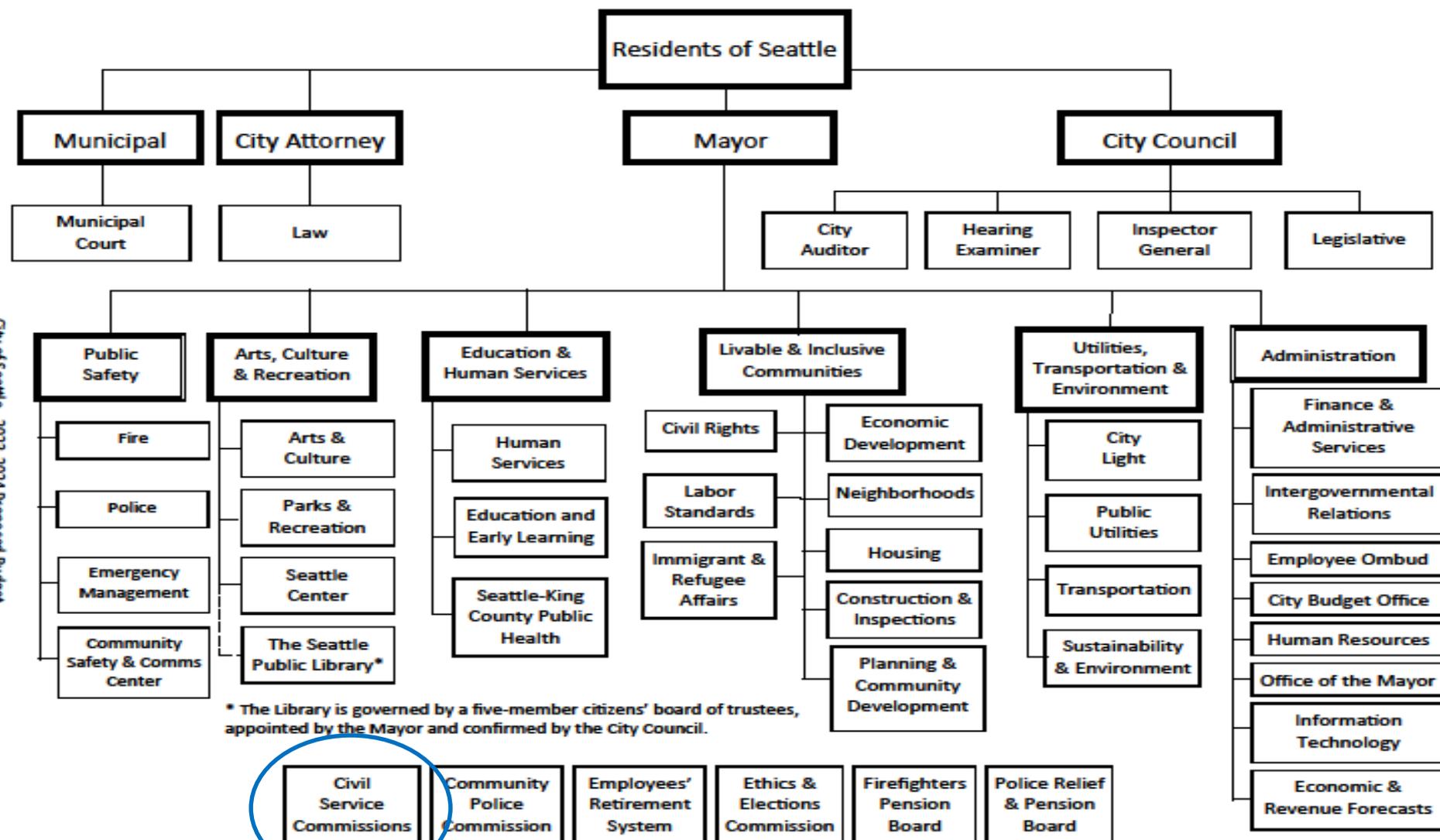
CSC and Civil Service Department established by City Charter to oversee and administer City's personnel system

1979- Reorganization and PSCSC established

- Most personnel functions assigned to new Personnel Department; CSC as separate agency
- CSC as separate agency with oversight of civil service system/disciplinary appeals
- PSCSC established separately to oversee civil service system for ranks in Police and Fire Departments.
Required by RCWs 4.12 and 4.08.

2012- CSC and PSCSC Departments Combined under Civil Service Commissions Department (CIV)

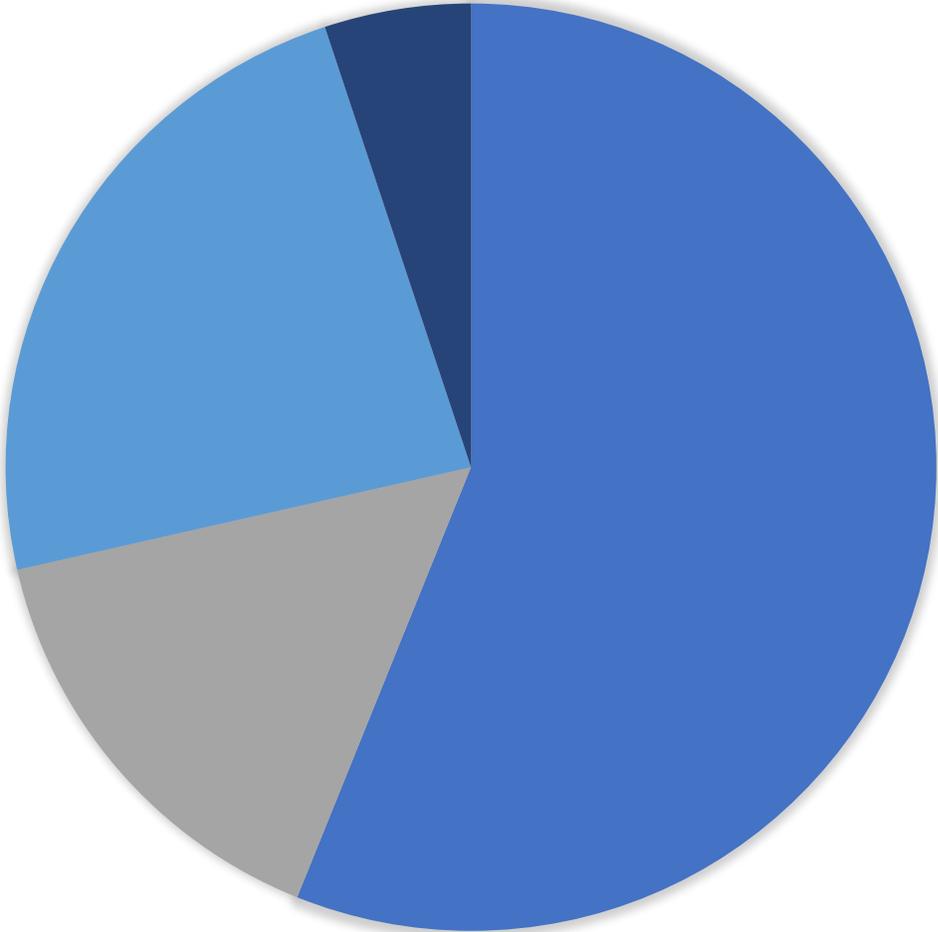




* The Library is governed by a five-member citizens' board of trustees, appointed by the Mayor and confirmed by the City Council.



COS Employees' Civil Service Status



Total # Employees: 13,392

- Civil Service (7,512)
- Public Safety Civil Service (2,056)
- Exempt, incl. temporary (3,143)
- SPL, not in civil service system (681)

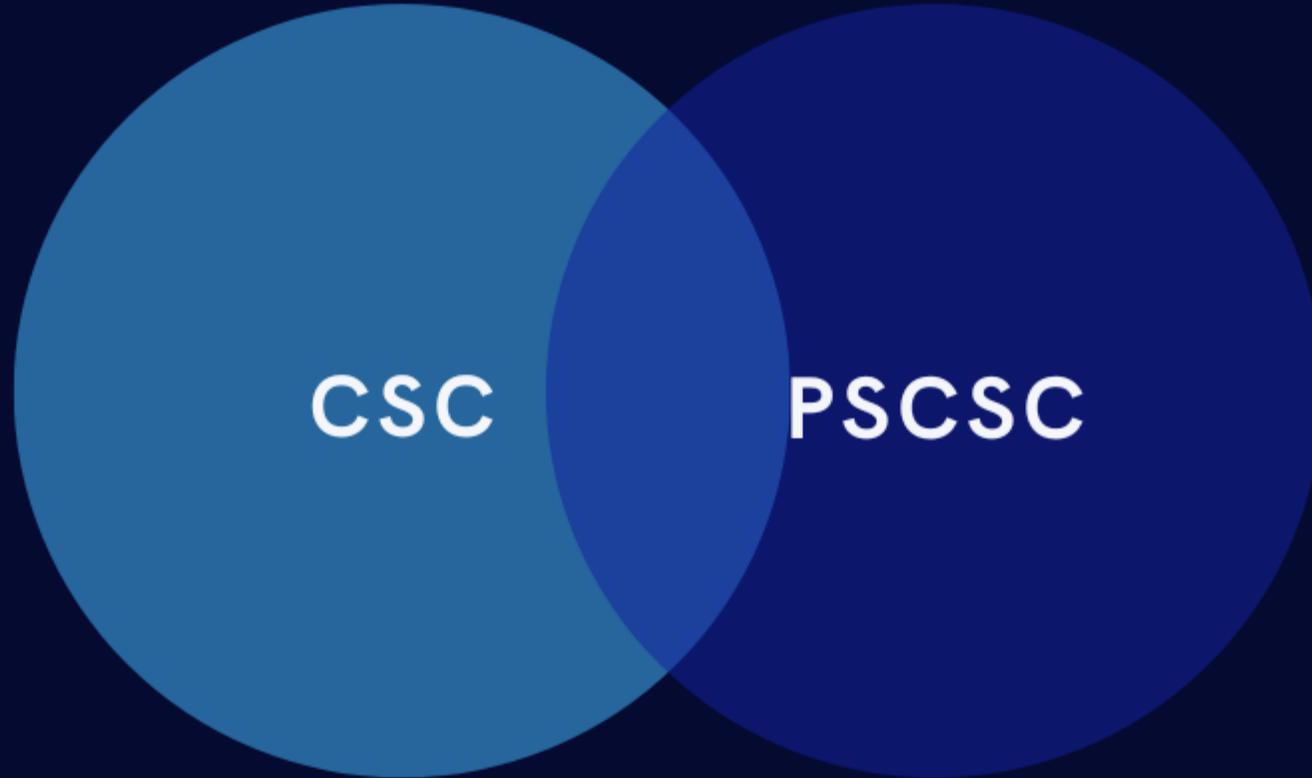
Source: City of Seattle 1/19/2023

Civil Service Commissions Department (CIV)

Disciplinary
Appeals

Investigates
Political
Influence in
Hiring

Makes Reccom-
mendations re City's
Personnel System



Civil Service
Exams
Entry and
Promotional
SPD and SFD
(with SHR
support)

Disciplinary
Appeals

Oversight of
Public Safety
Civil Service
System

Classification
with SHR
support



PSCSC Commissioners

- Commission Chair Stacy Connole, 2022-2024 (Mayor appointee)
- Commissioner Joel Nark, 2021-2023 (Employee elected)
- Dorothy Leggett, 2020-2022 (City Council appointee)
- City Council will appoint a new commissioner in 2023



CSC Commissioners

- Commission Chair Mary Wideman-Williams, 2023-2025 (Mayor appointee)
- Commissioner Joshua Werner, 2022-2023 (Employee elected)
- Vacant (City Council appointee)



Exam Development and Administration



Civil Service Exam Administration Goals

- In accordance with State Law and City Ordinance - and in keeping with best practices - the SDHR Fire & Police Unit **develops** and **administers** merit-based, entry-level, and promotional exams under the direction of the Public Safety Civil Service Commission (PSCSC) and on behalf of the Seattle Police and Fire Departments.
- We strive to administer exams that are **equitable, compliant,** and **transparent.**



Civil Service Principles

- Hiring/promotion rankings based on exam scores
- Exams, classifications and job advertisements based on knowledge, skills, and abilities necessary to perform the work of the public safety position
- Independence insulates civil service processes from political influence
- Appointing authority has discretion in final hiring/promotional appointment decision



Compliance + Risk Mitigation

Adverse Impact

- Feds: NJ police sergeant exams discriminatory
- Justice Dept Settles Employment Discrimination Allegations Against City of Austin
- Minority New York firefighters settle racial bias suit for \$98 million
- Washington sues Florida city over firefighter tests

Testing Integrity, Cheating, and Nepotism

- Chicago Police Sergeant Challenges Testing System as Rigged
- Richmond Police, Firefighters Question Promotion Process

- Port Authority police captain accused of e-mailing promotion exam to himself
- LAFD Hiring Controversy

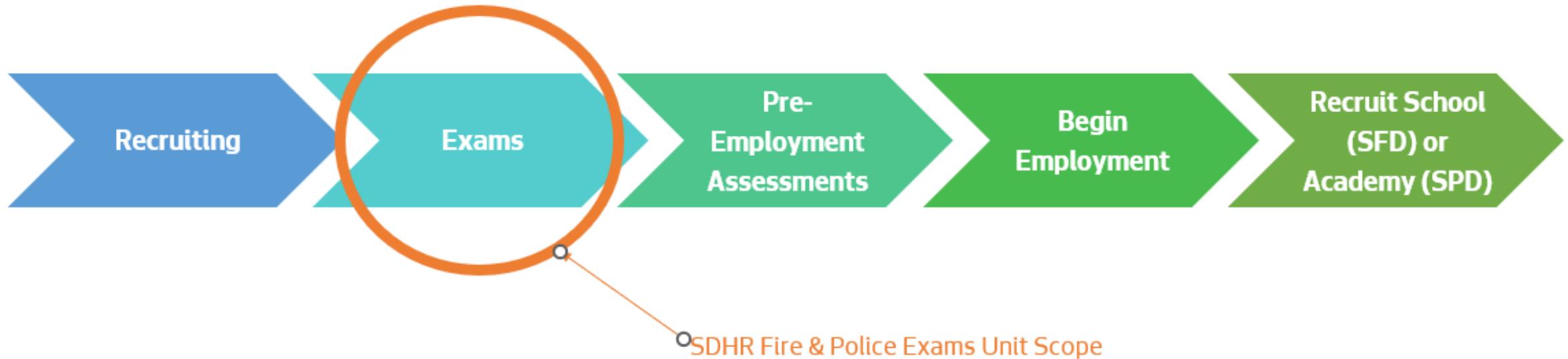
Other Legal Challenges, Issues, and Errors

- Washington State Patrol settles veterans preference lawsuit, awards \$13 million to applicants
- Glitch Prompts Alliance to offer firefighter test again
- Boston union wins its case on exam issue
- Dallas police investigating potential irregularities on promotion exams



What we do

Entry Level Fire & Police Hiring Process



*Promotional exams are truncated versions of the above process, as all applicants are internal [except police command staff]



What we do: 11 Exam Types

Police Exams

Police Officer

Lateral Entry

Sergeant

Lieutenant

Captain

Fire Exams

Firefighter

Lieutenant

Fireboat Engineer

Fireboat Pilot

Fire Captain

Battalion Chief

* Promotional exams are administered every-other year. **Entry and lateral exams** have varying schedules based on need.



What we do not do

Recruiting

Physical
Fitness Testing

Drug Testing

Polygraph

Job Offers

Outreach

Background
Investigations

Job Specific
Training



Police Hiring Crisis



Issue: Police Officer Hiring Crisis

SEATTLE POLICE STAFFING: 'Unprecedented separation numbers' continue, though Southwest Precinct rebounds

Harrell proposes new hiring incentives for Seattle police, aims to add 500 officers in next 5 years

July 13, 2022 at 5:56 pm | Updated July 13, 2022 at 6:41 pm



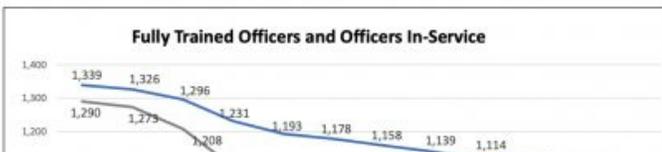
AUGUST 8, 2022 5:19 PM | 48 COMMENTS | WEST SEATTLE NEWS | WEST SEATTLE POLICE | WEST SEATTLE POLITICS

Tomorrow at 9:30 am, the City Council's **Public Safety and Human Services Committee**, chaired by West Seattle/South Park Councilmember **Lisa Herbold**, gets its quarterly report on **Seattle Police** staffing. "Unprecedented separation numbers have continued into 2022," the [presentation prepared for the meeting](#) notes. Through the first half of the year, SPD had lost 109 more officers, and hired 30. The number of departures is close to the 125 originally projected for the entire year.



Sworn Staffing

Including SPD hiring and Council separation projections through the end of 2022



- 2022 Q2 SPD Actuals**
January - June Actuals:
- Actual Hires: 30
 - Actual Separations: 109

PSCSC's Efforts to Increase PO hiring

- Application and testing for SPD officer accessible 365 (almost)
- Remote, proctored exam reduces participation barriers (i.e., travel, family caretaking)
- Sharing lists of successful candidates to SPD frequently, reducing wait times, increasing engagement, and hiring faster
- Implementing Community Service Preference Points for Entry Police Officer exam. Will increase score for candidates who been in direct service to community for 2+ years (June 2023)
- Partnering with SHR and SPD to ensure communications with candidates are clear, frequent, and consistent.
- Maintaining Seattle's high standards for integrity, safety, equity.



