

Civil Service Commissions

Andrea Scheele, Executive Director

(206) 233-7118

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

Department Overview

The **Civil Service Commission (CSC)** is the small department that houses two City Charter-mandated commissions, the Seattle Civil Service Commission (CSC) and the Seattle Public Safety Civil Service Commission (PSCSC). The Seattle Municipal Code and Washington law charge both commissions with providing fair and impartial appeal hearings on serious disciplinary decisions and other civil service issues. The CSC conducts appeal hearings of alleged violations of the City's personnel rules, disciplinary actions, and alleged violations of the Personnel Ordinance. The PSCSC oversees and directs a 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 quasi-judicial appeals related to serious disciplinary decisions, examination and testing, and related issues.

Budget Snapshot

	2022 Actuals	2023 Adopted	2024 Endorsed	2024 Adopted
Department Support				
General Fund Support	609,411	895,020	919,137	881,534
Total Operations	609,411	895,020	919,137	881,534
Total Appropriations	609,411	895,020	919,137	881,534
Full-Time Equivalents Total*	3.00	2.00	3.00	3.00

* 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

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Incremental Budget Changes

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	2024 Budget	FTE
Total 2024 Endorsed Budget	919,137	3.00
Baseline		
Citywide Adjustments for Standard Cost Changes	(31,533)	-
Council		
SCERS Contribution Rate Change	(6,070)	-
Total Incremental Changes	\$(37,603)	-
Total 2024 Adopted Budget	\$881,534	3.00

Description of Incremental Budget Changes

Baseline

Citywide Adjustments for Standard Cost Changes

Expenditures \$(31,533)

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, retirement, and industrial insurance charges for the department. These adjustments reflect initial assumptions about these costs and inflators early in the budget process.

Council

SCERS Contribution Rate Change

Expenditures \$(6,070)

The City’s employee retirement system, the Seattle City Employees Retirement System (SCERS), of which most non-uniformed City employees are members, is a defined benefit pension program funded by a combination of salary-based employer (i.e., the City) and employee contributions, and investment earnings.

The employer portion of the SCERS contribution is funded through the annual budget process as a percentage of salaries based on several factors including reports from the contracted actuary and the City’s long-range financial forecasts. The Mayor’s 2024 Proposed Mid-Biennial Budget included an employer contribution rate of 16.22%, which was determined prior to the actuary’s recommendation but provided for long-term “smoothing” given the City’s long-term financial challenges.

This item reduces the employer contribution rate from the proposed rate of 16.22% to the SCERS minimum actuarial required rate of 15.17%, which was determined to provide sufficient funding to the retirement system to achieve 100% funded status by 2042.

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2023-24 Mid-Biennium Adopted Budget Updates - Expenses

Budget Summary Level	Fund	Budget Process Phase Endorsed	Adopted Changes	Grand Total
Civil Service Commissions	00100 - General Fund	919,137	-37,603	881,534
Civil Service Commissions Total		919,137	-37,603	881,534
Grand Total		919,137	-37,603	881,534