

Community Service Preference Points (CSPP)

June 2023 Program Update

City of Seattle Fire & Police Exams Unit
City of Seattle Public Safety Civil Service Commission

Background/ Context

Concept of Community Service Preference Points discussed since 2016

Police Accountability Ordinance (125315) passed in 2017

PSCSC Rule 9.21 added in 2022

Only applies to Police Officer classifications (entry and lateral)

PSCSC Rule 9.21

PREFERENCE FOR COMMUNITY SERVICE

In an open graded examination for police officer, candidates who receive a passing grade, and who have two or more years of verifiable full-time professional or volunteer experience or equivalent (4,160 cumulative hours) delivering direct human/social services, such as but not limited to the Peace Corps, AmeriCorps, domestic violence counseling, mental, or behavioral health care, and/or homelessness programs, shall have 10% of their examination grade added to the passing mark, grade, or rating only, based on upon a possible rating of one hundred points as a perfect percentage. Said credit may be applied anytime during the life of the examination register. Candidates who qualify for preference points under any other Rule shall be limited to the application of a maximum of only 10% in preference points, regardless of the type of points that are applied. *Rule 9.21 shall be effective June 1, 2023.*

Our Program Goals

Clear and Reliable Standards

- Candidates' community service experience must:
 - Meets the requirements of PSCSC Rule 9.21
 - Be verifiable

Consistent and Equitable Procedures

- Standardized process to ensure fairness
- Consistent communication to candidates
- Measurable outcomes to monitor impact

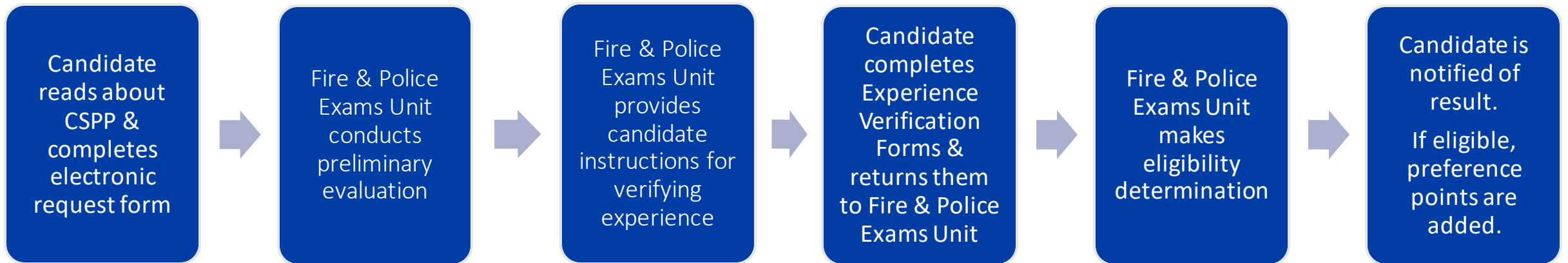
Efficient Processing

- Fire & Police Exams Unit staff can review and make eligibility determinations efficiently and effectively
- Eligible candidates can be awarded their community service preference points as soon as possible

Program Development Steps



Process for Candidates & City of Seattle



Applicable Experience

Direct Human/Social Services

Eligible candidates must work directly with community. Examples include:

- Peace Corps
- AmeriCorps
- Domestic Violence Counseling
- Mental/Behavioral Health Care
 - [Professions listed by WA State DOH](#)
- Homelessness Programs
- Social Services - "programs and services that improve the well-being of individuals, families, and communities"
 - [Professions listed by the US Dept of Health and Human Services](#)
- Community and Social Service Job Family (O-NET) Examples:
 - Community and Social Service Specialists
 - Social Workers
 - Mental Health and Rehabilitation Counselors
 - Substance Abuse Social Workers/Counselors
 - Educational, Guidance, and Career Counselors
 - Marriage and Family Therapists
 - Clergy and Religious Workers

**Note: This list is not exhaustive*

Q&A