

## Chapter 2.20

### CIVIL SERVICE COMMISSION

#### Sections:

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**2.20.010 Created, Duties.** Pursuant to the authority conferred to RCW Chapter 41.12, there is created a City Civil Service Commission to execute the powers and perform the duties established by such state law in connection with the selection, appointment and employment of police department personnel.

The Civil Service Commission shall write an annual report to the City Council on its activities for the previous year and make special reports as necessary in response to specific Council requests. The City shall provide the Commission with necessary administrative support and expense budget as needed to perform the functions described by this chapter.

**2.20.020 Number of Members, Terms, Qualifications.** Such commission shall be composed of five members to be appointed and qualified consistent with SMC 2.06.030 and RCW 41.12.030 by the Mayor of the City, with confirmation by the City Council, and shall serve without compensation. The term of office for such commissioners shall be six years. Terms of appointment for the appointive members shall be in such manner as to provide that the fewest possible terms expire in any one year. If a Civil Service Commissioner resigns prior to the normal end of his term, an appointment will be

made for completion of the unexpired term.

**2.20.030 Meetings--Rules--Powers.** Such commission upon appointment, qualification and organization shall hold meetings, adopt rules and regulations, perform the duties and exercise the powers of such commission in compliance with the state law governing same.

**2.20.040 Eligibility for Participation in Civil Service System.** All full paid employees of the Police Department, including the Police Commander, Administrative Manager, Administrative Secretary, Clerk, Community Services Officer, and all Police Officers, but excluding the Chief of Police, shall be included in the Classified Civil Service and shall be participants in the Civil Service System; provided, that such employees must first successfully qualify for full-time, full paid employment to a classified position. All applicants for employment shall be required to have the qualifications, be subject to the competitive examinations, and have a tenure of office, and be subject to removal as provided by the Civil Service Rules adopted by the City's Civil Service Commission.

**2.20.050 Present Police Department Employment.** All full-paid employees referenced in SMC 2.20.040 who are employed by the City on or before the effective date of this ordinance shall be grandfathered and considered to be members of the Classified Service and shall be subject to all of the benefits, rules and regulations of the City's Civil Service Commission.

**2.20.060 Police Chief Excluded from Classified Civil Service.** Pursuant to RCW 41.12.050, all individuals appointed as Police Chief after the effective date of this ordinance are hereby excluded from the classified civil service. The City Manager shall be responsible for the hiring, discipline and discharge of the Police Chief. The

Police Chief shall be employed by the City pursuant to the terms of an employment contract between the City and the Police Chief that shall be approved by the City Council. (Ord. 1899, 1999)