



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commissioner Mary Wideman-Williams, Chair
Commissioner Charlene MacMillan
Commissioner Ray Ceaser

Staff

Andrea Scheele, Executive Director
Sarah Butler, Operations & Policy Advisor
Teresa Jacobs, Executive Assistant

CIVIL SERVICE COMMISSION SPECIAL MEETING AGENDA

The agenda is subject to change to address immediate Commission concerns.

DATE: February 12, 2024

TIME 2:30 p.m.

LOCATION: Hybrid meeting- In person or via Webex

In Person: Seattle Municipal Tower, 700 5th Ave #1679, Seattle, WA 98104. At the 4th floor main building entry security desk, request elevator access to 16th floor and follow the signs to the Commission Hearing Room.

Join from the meeting link

<https://seattle.webex.com/seattle/j.php?MTID=md28aca0b5bdad9f1ff9a95d82f56cc3c>

Join by meeting number

Meeting number (access code): 2484 525 8050 Meeting password: kuZDwyHc374

Tap to join from a mobile device (attendees only)

+1-206-207-1700,,24845258050## United States Toll (Seattle) +1-408-418-9388,,24845258050##
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**CITY OF SEATTLE
CIVIL SERVICE COMMISSION
SPECIAL MEETING AGENDA
February 12, 2024 @ 2:30 PM**

The agenda is subject to change to address immediate Commission concerns.

1. **CALL TO ORDER** Commission Chair (CSC 2.05)
LAND ACKNOWLEDGEMENT

2. **ATTENDEE INTRODUCTIONS**

3. **PUBLIC COMMENT**

4. **APPROVAL OF MINUTES** January 29, 2024, CSC Monthly Meeting ([Pages 3-4](#))

5. **GUEST PRESENTATION** Land Acknowledgements-Honoring the Original People of Seattle
Rita Gray, Learning Partner, SDHR ([Pages 5-17](#))

6. **ACTION ITEMS**
 - a. Commission Vote on Proposed-2024 Meeting Schedule ([Page 18](#))
 - b. Selection of 2024 Commission Chair (CSC Rule 2.04) ([Page 19](#))**EXECUTIVE SESSION**

7. **UPDATES/DISCUSSION** May be cancelled if not needed
EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES
 - c. Budget Update
 - d. Department Update
CASE STATUS REPORT/APPEAL UPDATES ([Page 20-CSR](#))
 - e. Reichenbach v. SPU-CSC No. 23-03-002
 - f. LaFazia-Geraghty v. HSD-CSC No. 23-01-003 ([Page 21-23](#))

8. **OLD/NEW BUSINESS**

9. **ADJOURNMENT**

Next Meeting Date: TBD



CITY OF SEATTLE CIVIL SERVICE COMMISSION
SPECIAL MEETING MINUTES
January 29, 2024
Location: WebEx and SMT 1679

**1. CALL TO ORDER
LAND ACKNOWLEDGEMENT**

CSC Commission Chair Mary Wideman-Williams called to order the special meeting of the Civil Service Commission at 2:00 pm on January 29, 2024.

2. ATTENDEE INTRODUCTIONS

Chair Wideman-Williams gave attendees an opportunity to introduce themselves. The following people were present: CSC Commissioner: Ray Ceaser. Commission Staff: Andrea Scheele, Executive Director, Sarah Butler, Operations & Policy Advisor, and Teresa Jacobs, Executive Assistant. Commission Counsel/ Assistant City Attorneys: Joe Levan and Anne Vold. Not Present: Commissioner Charlene MacMillan

**3. WELCOME NEW COMMISSIONER
RAY CEASER**

The commission chair and staff welcomed employee elected commissioner Ray Ceaser.

4. PUBLIC COMMENT

There was no Public Comment in person or in writing.

5. APPROVAL OF MINUTES

Commissioners reviewed the minutes from the last meeting held on December 11, 2023. There was a correction to Joe Levan's name. The minutes were corrected and tabled until the February meeting.

6. ACTION ITEMS

There were no action items.

EXECUTIVE SESSION

The commission did not go into Executive Session.

7. UPDATES/DISCUSSION

EXECUTIVE DIRECTOR DEPARTMENTAL AND BUDGET UPDATE

- a. Budget Update: The 2024 budget has not been loaded. Director Scheele reported she is working with the budget analyst on the 2025/2026 Biennial budget.
- b. Departmental Update: Director Scheele gave an update on the work of the department.

PREVIEW FEBRUARY 2024 COMMISSION BUSINESS

The commission reviewed the topics that will be taken up at the February 12 meeting.

- c. Proposed-Date/Time February Meeting
- d. Proposed-2024 Meeting Schedule
- e. Selection of 2024 Commission Chair (CSC Rule 2.04)
- f. Proposed-Land Acknowledgement Presentation (Rita Gray)

CASE STATUS REPORT: The commission reviewed the Case Status Report. Director Scheele gave an update on the appeals of:

- g. Reichenbach v. SPU-CSC #23-01-002 and
- h. LaFazia-Geraghty v. HSD-CSC #23-01-003

8. OLD/NEW BUSINESS

There was no old or new business.

9. ADJOURNMENT

Commission Chair Wideman-Williams adjourned the meeting at 2:26 pm

February 12, 2024

Minutes submitted by: Teresa Jacobs

Minutes Approved by: Commissioner Mary Wideman-Williams,
Chair

Signed: _____

Monthly meetings are recorded; after January 1, 2024, they may be found at:

<https://www.youtube.com/channel/UCLjvUwCTxoAH-cC4Vt1fMTA>

Previous recordings may be requested via the public records portal at <https://www.seattle.gov/public-records>

Honoring the Original People of Seattle



Duwamish Westcoast Canoe with traditional longhouse in background, Cedar River, 1893

Honoring the Original People of Seattle

Learning Objectives

- 1. City employees will be able to** describe who the original stewards of the greater Seattle area are.
- 2. City employees will be able to explain** why a land acknowledgment should not be performative and requires the person giving it to reflect on the history and current presence of the Duwamish people.
- 3. *City employees will be able to deliver an inclusive and accurate land acknowledgment that can be used in trainings, meetings, and workshops.***



Honoring the Original People of Seattle



Honoring the Original People of Seattle Pre Survey



Honoring the Original People of Seattle

WHY IS IT IMPORTANT TO GIVE A LAND ACKNOWLEDGMENT?



- Andrew Jackson signed [The Indian Relocation Act](#) in 1830, which was used to forcibly move Native Americans off their traditional land and into "Indian Territory."
- The philosophy during the boarding school era was "[kill the Indian, save the man](#)," -Richard A Pratt.
- By the early 1920s, roughly 83% of Indian school-age children attended a [boarding school](#).
- During the boarding school era, Native Americans code talkers invented [a new type of military intelligence](#) for the U.S. military.
- Native Americans were not [granted citizenship until 1924](#).
- North America was home to more than 300 languages pre-contact. All but two Native American languages are in danger of [disappearing altogether by 2050](#).
- There are [574 federally recognized](#) tribes in the United States.
- Only [2% of the current U.S population](#) is American Indians and Alaska Natives. *This 2% should not be used against indigenous people in recruiting and retention data.*

Honoring the Original People of Seattle

“We are intentional about developing government-to-government relationships. It’s going to be based on meaningful and consistent engagement and constructive dialogue centered on the priorities that you are telling us need to be made. We want to provide opportunities for our city officials, our staff, and our residents to learn from the Native people of this land. We want to amplify the voices, experiences, priorities, and histories of the Indigenous peoples of this land.”

– Mayor Bruce Harrell, City of Seattle



Reading a Land Acknowledgment

"This history is not your fault. But it absolutely is your responsibility" - Nikki Sanchez

PURPOSE:

Ensure that SHR has a localized land and people acknowledgment that can be included in presentations, meetings, and trainings to honor the original stewards of the land.

WHEN AND HOW TO USE A LAND ACKNOWLEDGMENT:

Reading a land acknowledgment can be done in presentations, small meetings, large meetings, trainings, etc. Use the Change Teams [Tips for Writing and Reading a Land Acknowledgment](#) resource as a guide.



Native people camp among their canoes at Ballast Island, at the foot of Washington Street in Seattle, circa 1890.



Indigenizing and Decolonizing

WHAT IS SETTLER COLONIALISM?

The forcible erasure of Indigenous people, culture, and language to protect and maintain the superiority of western ways of knowing and being.

WHAT IS COLONIZATION?

Colonization is a practice of domination and taking over land that is not your own by using force. It is motivated by economics and led by white supremacy.

WHAT IS DECOLONIZING?

Decolonizing is reflecting on how systems, institutions, and yourself perpetuate settler colonialism and white supremacy, and actively dismantles those beliefs and behaviors.

WHAT IS INDIGENIZING?

Indigenizing is the process of highlighting and implementing indigenous ways of knowing, thinking, feeling, and being. It is about elevating indigenous voices, bringing in traditional and cultural knowledge, and lifting the indigenous perspective.



Reading a Land Acknowledgment

WHY DID THE SHR CHANGE TEAM WRITE AN INCLUSIVE LAND ACKNOWLEDGMENT?

The SHR Change Team acknowledges that Seattle is on the land of two federally recognized tribes- the Muckleshoot Indian Tribe and the Suquamish Indian Tribe. We included all Duwamish descendants because as City employees we must consider our positionality. We want to honor and validate everyone's identities. There are several versions of land acknowledgments being used within the City and they are not inclusive. We are choosing to be inclusive and acknowledge that several tribal communities have been stewards of this land since time immemorial. We also acknowledge the Treaty of Point Elliot and the Medicine Creek Treaty and recognize that Muckleshoot Indian Tribe and Suquamish Indian Tribe are federally recognized. This [article](#) explains the situation regarding the Duwamish Tribal Organization and their fight for federal recognition as well as the perspectives of the Muckleshoot Indian Tribe and Suquamish Indian Tribe on the matter.

SAMPLE LAND ACKNOWLEDGMENTS:

[Long Land Acknowledgment](#)

[Short Land Acknowledgment](#)

[Email Land Acknowledgment](#)



Indigenizing and Decolonizing

DECOLONIZING

Decolonizing is everyone's responsibility.

Decolonizing acknowledges that America is built on settler colonialism and stolen land. It requires indigenous people and allies to deconstruct ways of knowing, thinking, and feeling within systems, institutions, and everyday life.

- Reflecting on your own beliefs and behaviors as well as systems that perpetuate settler colonialism.
- When you notice problematic information or content being shared, actively challenge it.
- Critically analyzing your managerial approach and philosophy and how it perpetuates settler colonialism.
- Examine existing personnel policies to ensure they are collaborative.
- Confronting power disparities within the workplace.
- Create opportunities for indigenous language learners to be compensated in the language premium program.
- Have outdoor meetings.
- Be collaborative instead of working in silos.

INDIGENIZING

Indigenizing is indigenous led but is for everyone.

Indigenous led process that brings indigenous ways of knowing, thinking, and feeling to the forefront while inviting non-indigenous allies to work in collaboration to indigenize spaces.

- Work in collaboration with local tribes and communities to learn and embed indigenous perspectives- especially if it is land related.
- Write and read a localized land and people acknowledgment.
- Learn what the original language of the land you are on is and learn phrases in the language.
- Learn the history of local tribes from local tribes.
- Greet and introduce yourself in your first language or the language of the land that you are on.
- Partner with the local tribes whenever possible.



May 13, 1966 Treaty Trek on Muckleshoot Reservation.



Indigenizing and the Workplace Resources

- Muckleshoot Language Department Land Acknowledgment
- Five Traditional Teachers
- Tips for Writing and Reading a Land Acknowledgment
- Puyallup Tribe Language Department Resources
- Muckleshoot Tribe Language Website
- Calina Lawrence- ʔəshəliʔ ti txʷəlšucid Official Video (Suquamish)
- All My Relations Podcast
- Indigenized Meditations
- Puyallup Tribe Language Department Resources
- Recording of Honoring the Original People of Seattle Video (Long Version)
- Leanne Betasamosake Simpson Resources
- Cushman & Boarding School Project
- The Absolutely True Diary of a Part-Time Indian by Sherman Alexie
- Red Skins, White Masks by Glen Sean Coulhard
- Project 565 by Matika Wilbur
- Braiding Sweat Grass by Robin Wall Kimmerer

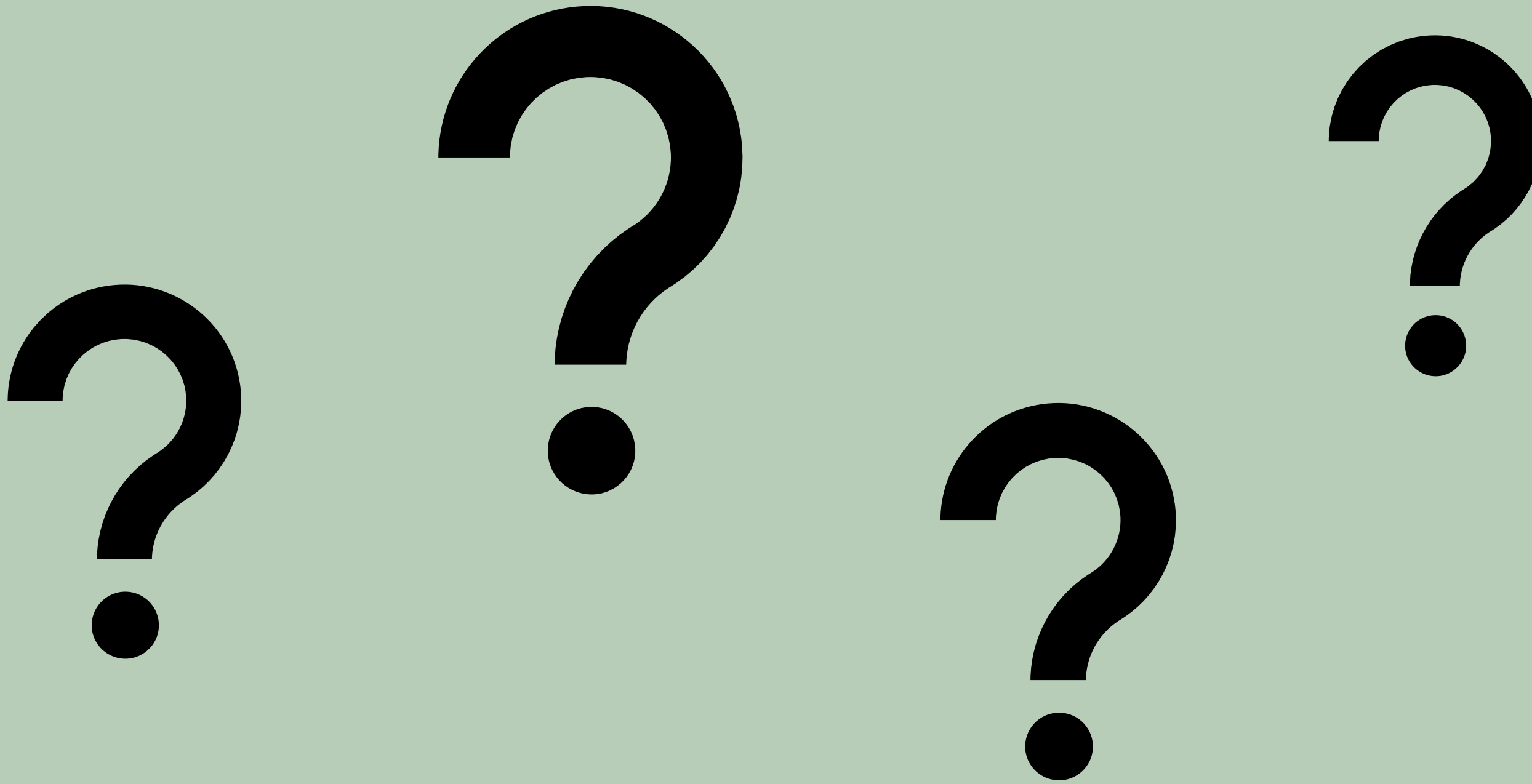


References

1. **Indigenizing Workplaces: What does it mean and how do we get started?**
2. **Decolonizing the Cultural Workplace: A New Organizing Front**
3. **Tips for Decolonizing Your Work Meetings**
4. **A Guide to Indigenous Land Acknowledgment**
5. **Five Steps to Writing a Land Acknowledgment**
6. **Bringing Deeper Awareness To Your Land Acknowledgment**
7. **Honor Native Land Guide**
8. **Indigenizing Workplaces Part of Reconciliation**
9. **'Real' Duwamish: Seattle's First People and the Bitter Fight Over Federal Recognition**



Questions



Honoring the Original People of Seattle



Honoring the Original People of
Seattle Post Survey



Memo

To: Civil Service Commissioners
From: Teresa R. Jacobs
Date: February 2024
Re: 2024 Meeting Dates

Commissioners:

Below are the CSC meeting dates through December 2024. As in the past, the Commission can accept the dates for the meetings and if conflicts arise, with proper notice, change the meeting date. If the commission decides to defer a meeting, it can be addressed prior to the meeting date. I have added alternate dates* for commission meetings that are not being held on the third Monday due to a city holiday or during staff absences. All meetings start at 2:00 p.m., unless otherwise noted. Thank you.

***February 12 @ 2:30 p.m.**

***March 25-Special Meeting**

April 15

May 20

June 17

July 15-Commissioner Ceaser unavailable. Commission to consider an alternate date

August 19

September 16-Commissioner Wideman-Williams (Tentative)

October 21

November 18

November 21 @ 10:00 a.m. Joint meeting with PSCSC

December 16

Rules of Practice and Procedure

City of Seattle

CIVIL SERVICE COMMISSION

Adopted: May 22, 2014

2.03 SELECTION OF CHAIR

The Chair shall be elected from among the Commissioners by majority vote for a one year term. A Commissioner may serve two consecutive terms as Chair.

2.04 DUTIES OF THE CHAIR - The Chair:

- A.** Shall preside over Commission meetings.
- B.** Shall rule on matters of parliamentary procedure.
- C.** Shall act as primary supervisor for the Executive Director.
- D.** May sign correspondence on behalf of the Commission.

2.05.1 ACTIONS OF THE CHAIR

The Chair's actions are subject to review and modification by a majority vote of the full Commission.

2.05.2 DELEGATION OF CHAIR'S DUTIES

In the absence of the Chair, the Chair's authority shall be delegated to another member of the Commission.

**CIVIL SERVICE COMMISSION
CASE STATUS REPORT (CSR)
February 2024**

FILED/OPEN:

CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	STATUS	PRESIDING OFFICER
23-01-003	LaFazia- Geraghty	HSD	11-27-2023	PR 1.3-Workplace Expectations	Suspension	February 2, 2024 Appellant withdrew appeal. Dismissal Order pending. 1 st Prehearing scheduled for February 16 is cancelled.	CSC
23-03-002	Reichenbach	SPU	4-5-2023	City of Seattle Personnel Rules Violations: PR 1.1.2; 1.1.7A; 1.1.7B; 1.1.7C	Alleged prohibited behavior by department and flawed investigation.	2 nd Prehearing was held October 26, 2023. Hearing dates TBD	CSC

DISMISSED/CLOSED:

CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	DISPOSITION

1 **BEFORE THE CITY OF SEATTLE**
2 **CIVIL SERVICE COMMISSION**

3 In the matter of the appeal of

4 **Andrea LaFazia-Geraghty,**

5 Appellant

6 V.

7 **Human Services Department,**
8 **(HSD)**

9 Respondent

DISMISSAL ORDER

CSC No. 23-01-003

10 On November 27, 2023, the Appellant filed a timely appeal with the Civil Service
11 Commission regarding her suspension.

12 On January 22, 2024, the Appellant notified the commission via email that she resigned
13 her position at HSD and inquired about her appeal hearing.

14 On January 25, 2024, the department and Ms. LaFazia-Geraghty came to an agreement
15 that HSD would remove the suspension memo from her personnel file following the withdrawal of
16 her Civil Service Appeal.

17 On February 2, 2024, the Appellant submitted via email a signed request to voluntarily
18 withdraw her appeal. A copy of her withdrawal request is attached to this Dismissal Order.

19 **ORDER**

20 Based on Ms. LaFazia-Geraghty's request to withdraw the appeal and in accordance
21 with CSC Rule 5.22, this appeal is hereby dismissed. The February 16, 2024, First Prehearing
22 Conference in this matter is cancelled.

1 Dated this 8th day of February 2024,

2
3 FOR THE CITY OF SEATTLE CIVIL SERVICE COMMISSION

4 Andrea Scheele

Andrea Scheele, Executive Director

5
6
7 BEFORE THE CITY OF SEATTLE
CIVIL SERVICE COMMISSION

8 In the matter of the appeal of

9 **Andrea LaFazia-Geraghty,**

10 **Appellant**

11 **V.**

12 **Human Services Department,**
13 **(HSD)**

14 **Respondent**

CERTIFICATE OF SERVICE

CSC No. 23-01-003

15 I, Teresa Jacobs, declare under penalty of perjury under the laws of the State of Washington,
16 that on the date below, I caused to be served upon the below-listed parties, via email, a true and
17 correct copy of the foregoing document: **Dismissal Order.**

18 Appellant: Andrea LaFazia-Geraghty

19 [REDACTED]

20 Respondent: Human Services Department (HSD)

21 Terry McLellan, HR Director, HSD

22 Terry.McLellan@seattle.gov

23 DATED: February 8, 2024, in Seattle, Washington.

Teresa Jacobs

Teresa Jacobs, Executive Assistant
Civil Service Commission



City of Seattle
Civil Service Commissions

VOLUNTARY REQUEST TO WITHDRAW APPEAL

This matter was before the: ☐ Public Safety Civil Service Commission ☒ Civil Service Commission

¹ Appellant Name: Andrea LaFazia-Geraghty		¹ CSC/PSCSC Case No:	¹ Date: 2/2/2024
¹ Respondent:		Appellant's Authorized Representative:	

¹ Denotes required

Please select the appropriate action

☒ I am the above-named **Appellant**, and hereby withdraw my appeal in the above-referenced matter.
Although you are not required, you may state the reason for withdrawal*

☐ I am the above-named **Authorized Representative** of the Appellant, and hereby withdraw the appeal in the above-referenced matter on the Appellant's behalf.

☒ I am the above-named **Appellant**. Respondent and I have entered into a settlement agreement which resolves the appeal to my satisfaction. (See: CSC Rule 5.22E 1-3). The settlement agreement is attached for the record

☐ I am the **Authorized Representative** of the Appellant. Respondent and Appellant have entered into a settlement agreement which resolves the appeal to the satisfaction of the Appellant. (See: CSC Rule 5.22E 1-3). The settlement agreement is attached for the record.

By signing and dating below, I certify that the information on this form is correct.

Signature: Andrea LaFazia-Geraghty, electronically signed

Date: 2/2/2024

Please submit this completed form via email to CivilService@seattle.gov. This form may also be submitted via regular mail to **City of Seattle Civil Service Commission, 700 5th Avenue, Suite 1670-P.O. Box 94729, Seattle, WA 98124-4729** or by fax to **(206) 684-0755**. If you are sending via regular mail, please notify staff that you are mailing in the document.

A Dismissal Order will be issued by the Presiding Officer or Executive Director.

I hereby withdraw my appeal only based on HSD rescinding the suspension and provides documentation that there is no disciplinary action against me whatsoever.

1/25/2024 - HSD accepts your response, and we are in agreement. I affirm that HSD will remove the suspension record/memo from your personnel file following the withdrawal of your Civil Service Appeal. Terry McLellan

Please let this serve as a settlement agreement, which resolves the appeal to my satisfaction.