



City of Seattle

2013 Civil Service Commissions

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**Public Safety Civil Service Commission**

Commission Chair Terrence Carroll

Commissioner Christian M. Halliburton

Commissioner Joel A. Nark

**Civil Service Commission**

Commission Chair Steven A. Jewell

Commissioner Eric de los Santos

Commissioner Angelique Davis



# 2013 ANNUAL REPORT

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# Seattle CIVIL SERVICE COMMISSIONS 2013 ANNUAL REPORT

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## Introduction

The Seattle Civil Service Commissions is pleased to present its 2013 annual report. This report provides an overview of the Commission's activities for the past year and information on citywide personnel activities related to the Commission's chartered responsibilities.

### Commissions Established by Ordinance

The City of Seattle established the **Public Safety Civil Service Commission** by Ordinance in 1979, to provide Civil Service System members of the Police and Fire departments. By an amendment to the City's charter, in 1979 the Civil Service Commission for non-uniformed or civilian employees was established.

The **Civil Service Commission** was established in 1896 to oversee the Civil Service Department, which administered the City's personnel system, including the fire and police forces, laborers, inspectors, and clerical, electrical, and library workers. The commissioners classified city services and employees, coordinated and administered physical, medical, and competence examinations, dealt with appointments, promotions, and removals, and conducted investigations in the event of an employee appeal. The years brought new employment issues, including those of wartime employment conditions and women in the workforce.

In 1979, the City's personnel system was reorganized with the creation of a Personnel Department independent of the Commission. The Commission was reorganized with jurisdiction to hear employee appeals relating to demotions, terminations, suspensions, certain lay-offs, and violations of personnel rules. Three members, serving staggered three-year terms, comprise the Commission. One member is appointed by the mayor and one by the City Council; the third is elected by City employees.

## Civil Service Commissions

On November 21, 2011, the Seattle City Council approved the City's 2012 Budget and voted to approve the reorganization of the Public Safety Civil Service Commission and the Civil Service Commission, thereby forming the **Civil Service Commissions (CIV)**. The reorganization included consolidating staff from both Commissions. The Civil Service Commission (CSC) and Public Safety Civil Service Commission (PSCSC) remain separate in duties and responsibilities.

## The Commissioners

Each Commission has three members, one elected by the City's civil service employees, one appointed by the Mayor and one appointed by the Seattle City Council. The Commissions are impartial and primarily conduct quasi-judicial hearings related to appeals of disciplinary actions and alleged violations of the City Charter, Personnel Rules and the Personnel Ordinance. The Commissioners serve staggered three year terms. The **Public Safety Civil Service Commission** hears appeals for sworn police and uniformed fire employees involving disciplinary actions, examination and testing. The **Civil Service Commission** hears appeals related to the administration of the City's personnel system and submitting to the Mayor and Council recommendations concerning the personnel system, as it deems appropriate.

## Members of your 2013 Civil Service Commissions:

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### Civil Service Commission:

- **Commissioner Steven Jewell, Chair:** Steven Jewell is the employee elected Commissioner. Civil Service employees originally elected Commissioner Jewell in December of 2005. In November 2011, employees reelected Commissioner Jewell to a third term, which expires in December 2014.
- **Commissioner Eric de los Santos:** Commissioner de los Santos was appointed to the Commission by Mayor Mike McGinn for a term that expires in December 2014.
- **Commissioner Angelique Davis:** Commissioner Davis was appointed by the City Council in January 2013 to serve a term that expires in December 2015.

### Public Safety Civil Service Commission:

- **Commissioner Terrence Carroll, Chair:** Commissioner Carroll was appointed by the City Council in January 2009 and reappointed to a term of three years in January 2011. Commissioner Carroll's term expired December 31, 2013.

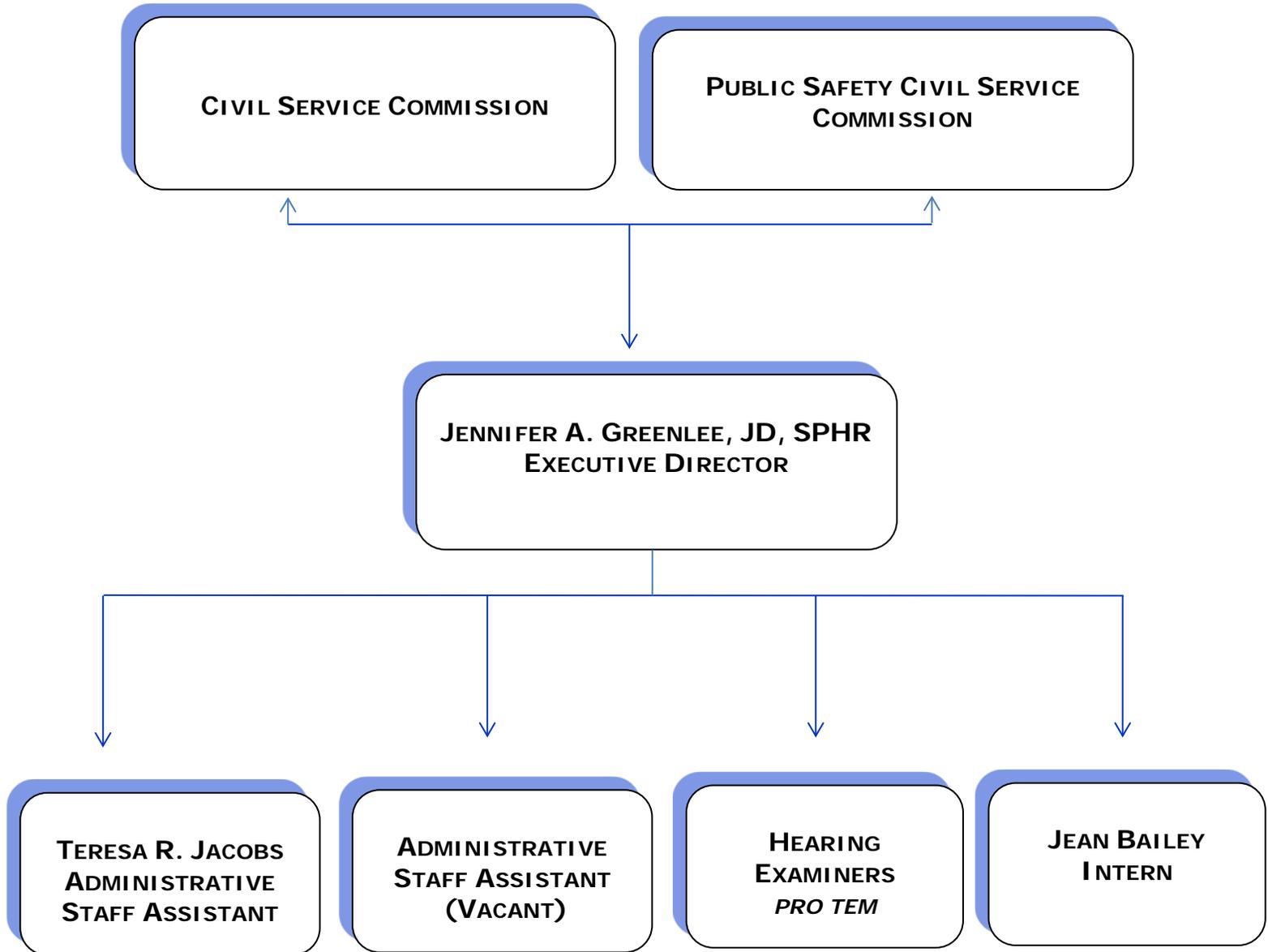
- **Commissioner Christian M. Halliburton:** Commissioner Halliburton was appointed by Mayor Mike McGinn in April 2010 and reappointed in December 2012. Commissioner Halliburton's term expires in December 2015.
- **Commissioner Joel A. Nark:** Commissioner Nark is serving his third term as the employee elected commissioner. He was first elected in 2003. In November 2011, employees reelected Commissioner Nark to a term that will expire in December 2014.

**Commission Staff:**

- Jennifer A. Greenlee, Executive Director
- Teresa R. Jacobs, Administrative Staff Assistant

# CIVIL SERVICE COMMISSIONS

## ORGANIZATIONAL CHART



## **BUDGET**

The Commission's budget comes from the City's General Fund. The revised 2013 budget totaled \$373,370.50. Ninety-six percent (96%), \$358,120.50 was designated for personnel expenses. This includes salaries and benefits for staff, Commissioner stipends, and pay for pro-tem Hearing Officers and interns.

Four percent (4%), \$15,250.00 was designated for other purchases and charges. This must cover any and all department costs including all office supplies, equipment (copier) rental and maintenance, telephone, computer, and internet related charges, travel and training, and any services needed such as copying or transcription. In 2013, \$12,970.47 was spent on "other charges." The Department has no on-going contracts for services. Contracted services include the occasional use of a court reporter, transcription, or copying services. The Department hires pro-tem Hearing Officers to hear employee appeals. They are processed through the City's personnel system as intermittent temporary employees.

## **MONTHLY MEETINGS**

Each Commission schedules regular monthly meetings: CSC on the third Wednesday of the month and PSCSC on the third Friday of the month. A quorum must be present, two of the three Commissioners, to conduct Commission business. Occasionally the Commissions will hold special meetings including joint meetings of the PSCSC and CSC. In 2013 a joint PSCSC and CSC meeting was held in November.

Commission meetings are open to the public and subject to the Open Public Meetings Act (RCW 42.30).

Schedules, agendas and minutes for the meetings can be found on the Commission websites.

CSC: <http://www.seattle.gov/csc/agendasandminutes.htm>

PSCSC: <http://www.seattle.gov/pscsc/agendas.htm>.

## **SUMMER INTERN OPERATIONS MANUAL PROJECT**

The Commissions hired Jean Bailey, a graduate student at the University of Washington, as the 2013 summer intern. Ms. Bailey worked from June to September in the Commission offices focusing on developing an operations and procedures manual covering everything from a general overview of the structure of City government to the day to day operations of the Commissions. She obtained information and guidance from the Personnel, Information Technology, Legislative, and Law Departments when necessary.

The resulting reference manual consists of almost 200 pages of information useful to Commissioners and staff.

Chapters include:

1. **Overview**
2. **Legislation for the Civil Service Commissions**
3. **Rules of Practice and Procedures**
4. **Personnel**
5. **Administrative Processes for Commissions**
6. **Administration**

## **OUTREACH AND TRAINING PROJECTS**

### **Website:**

The objective of the Commission website is to provide information that is useful, helpful and easily understood. Web pages include: Home; About Us; Contact Us; News & Updates; Monthly Meetings; Laws, Rules, Policies; Resources & Links; Appeals; Findings; and Archives. The PSCSC website also has a page for Exams & Registers. Staff have continued to update the website using Adobe Contribute to ensure that the pages are always current. As another way to reach employees, the Executive Director has been using the City's Yammer network to post schedules, agendas, registers, and other news related to the Commissions.

### **Training:**

While the majority of City employees are covered by Civil Service, many are not aware of the Civil Service Commission or what rights and protections it affords. The Commission continued presenting on the Civil Service Commission during the New Employee Orientations (NEO) and New Supervisor Orientations (NSO) facilitated by the Personnel Department. In addition to the presentations the employees receive materials they can keep for future reference. Generally, employees in attendance have not been familiar with the Commissions and have been encouraged to view the websites or stop by the office for additional information.

## **APPEALS**

The Commission hears appeals related to disciplinary actions and the interpretation and application of personnel rules, policies and procedures.

Appeals of disciplinary actions include:

- Suspensions
- Demotions
- Discharges

Appeals involving alleged violations of personnel rules, policies and procedures, include:

- Classification and/or Compensation
- Reclassification and other Job Reassignments
- Selection Process/Hiring/Promotions
- Employee Evaluation Process
- Political Patronage or Influence in the Hiring Process
- Alleged violations of Personnel Laws, Rules, Policies and Procedures

The Commission does not hear appeals related to:

- Salary or job title determinations
- Disciplinary actions resulting in reprimand letters
- Written statements or assessments in performance reviews
- Discrimination or other equal employment opportunity issues
- Disciplinary actions against temporary or probationary employees

Employees are required to exhaust their departments Internal Grievance process before filing an appeal with the Civil Service Commission. After the Internal Grievance process has been exhausted and the employee receives a final determination letter from the department director that states the final personnel action or decision, the employee may then file an appeal with the Commission.

Uniformed fire and police must file an appeal with the Public Safety Civil Service Commission within (ten) 10 days of receiving final notice of discipline. The Public Safety Civil Service Commission also has a *Non-Disciplinary Request for Decision* appeal procedure, for the Commission to reconsider a candidate's reinstatement to a register and/or exam eligibility. In addition, the PSCSC makes final determinations on examination protests for Fire and Police promotional exams.

City of Seattle employees filing appeals are encouraged to resolve the issue of their appeal using the City's Alternative Dispute Resolution program (ADR). This process is independent from the Commission's quasi-judicial process and encourages discussion and mutual agreements in order to resolve the issue. Most appeals must be filed within twenty days of the personnel action or decision. If an employee wants to pursue ADR, an appeal must be filed and the Commission holds the appeal in abeyance until the ADR process is complete. If the issue is not resolved through ADR, the employee can continue with the Commission appeal process.

The Commission's decision on an appeal may affirm, modify or dismiss a personnel action. The Commission's final decision on the issue of an appeal is also the City's final decision. Final decisions from the Commission must be timely appealed in the Superior Court of the State of Washington for King County.

# **WORK OVERVIEW**

## **PUBLIC SAFETY CIVIL SERVICE COMMISSION 2013 WORK OVERVIEW**

**APPEALS AND HEARINGS-** The Public Safety Civil Service Commissions primary responsibility is to hear appeals of sworn police and uniformed fire employees involving the disciplinary actions, examination and testing, and alleged violations of the City Charter, Personnel Rules and the Personnel Ordinance. Unlike the Civil Service Commission, PSCSC conducts all hearings for appeals filed by police and fire. PSCSC does not delegate appeals to hearing officers or the OHE.

Within ten (10) days of the Commission issuing a final decision, any party may file a *Petition for Review* with the Commission of all or any part of the decision on the basis of fraud, mistake, or misconception of facts.

### **APPEALS FILED WITH PSCSC IN 2013 AND NON-DISCIPLINARY REQUEST FOR DECISION\***

The Commission's case status report provides summary details on all appeals filed with the Commission. During 2013 there were two appeals filed regarding suspensions and two regarding termination/discharge from employment. There was one appeal previously filed in 2012 regarding an alleged demotion that was carried over into 2013.

The Non-Disciplinary Request for Decision appeal procedure is used to reconsider a fire or police candidate's reinstatement to a register and/or exam eligibility. In 2013 there was one request under eligibility and five reinstatements. Generally these requests are considered and decided by the Executive Director or at the Commission meeting and do not require a separate hearing.

**REQUESTS FOR EXTENSIONS-**The Executive Director has the authority to approve extension requests for certifications and received one such request in 2013.

After the Commission issues a decision, the Commission's records of an appeal are public. Copies of Commission decisions are available for review. Links to appeal Findings and Decisions are available online <http://www.seattle.gov/pscsc/findings.htm> or by request through the Commission's office.

**POLICE AND FIRE EXAMINATION PROTESTS-** The Commission hears and makes determinations on protests regarding the scoring, scope, content, or practicality of any part of an examination. Protests include requests that a question or portion of the test be thrown out or that alternative answers be accepted. Scoring of the examination is completed pursuant to the Commission’s determination.

*\*The 2013 PSCSC Case Status Report can be found in the Appendix section at the end of this report.*

**FIRE AND POLICE EXAMS**

**FIRE EXAM**

<b>Exam</b>	<b>Filing Period</b>	<b># of Applicants</b>	<b># took Written Exam</b>	<b># Participated in Assessment Center</b>	<b># on Final Register</b>
Firefighter	May 15/October 1	5839	2746	Pending 2014	Pending 2014
Lieutenant	January 4-18	129	82	62	57

Responded to 14 Requests for Certification from the Fire Department

## POLICE EXAM

### Entry-level Police Officer

Exam	# of Applicants	#Took Written/ Video Exams	# on Final Register
March	1247	785	350
July	1672	786	381
October	1357	560	283

### Lateral Police Officer

Exam	# of Applicants	#Took Written Exam	# Participated in Assessment Center	# on Final Register
February	76	37	32	28
October	139	61	57	50

### Captain/Lieutenant

Exam	# of Applicants	#Took Written Exam	# Participated in Assessment Center	# on Final Register
Captain	21	N/A	12	11
Lieutenant	34	17	17	15

Responded to 9 Requests for Certification from the Police Department.

## **CIVIL SERVICE COMMISSION 2013 WORK OVERVIEW**

The Civil Service Commission hears appeals involving the disciplinary actions and/or alleged violations of the City Charter, Personnel Rules and the Personnel Ordinance.

**APPEALS AND HEARINGS-** Upon exhausting the department's internal Grievance Process an employee may file an appeal with the Commission.

The Executive Director can make a determination to dismiss an appeal for lack of jurisdiction or lack of timeliness in filing an appeal. If the appeal has met all criteria related to jurisdiction, timeliness, and/or exhaustion of the Internal Grievance Process, the Executive Director assigns the appeal to a CSC Hearing Officer, Pro Tem (HO) or delegates the appeal to the Office of the Hearing Examiner (OHE), unless the Commission (CMSN) will hear the appeal. The body hearing the appeal is the Presiding Officer.

Within ten (10) days of an issuance of the Presiding Officer's final decision, any party may file a *Petition for Review* with the Commission of all or any part of the decision. Whether or not a Petition for Review is filed, the full Commission may review and discuss the Presiding Officer's decision in an executive session. The Commission then votes in open session to modify, reject or affirm the Presiding Officer's (HO, OHE) decision. A majority of the Commissioners (2/3) must affirm all final decisions.

The Commission dismisses all appeals upon closure. The Commission will dismiss an appeal without a hearing by request of the Appellant (withdrawal or settlement), for jurisdictional issues and for timeliness. The Commission will also dismiss an appeal after they have reviewed, voted, approved and/or modified the Presiding Officer's findings and decision.

When the decision is issued, the Commission's records of an appeal are public. Copies of all commission decisions are available for review. Links to appeal Findings and Decisions are available online <http://www.seattle.gov/csc/findings.htm> or by request through the Commission's office.

## **CSC HEARING OFFICER HIRING**

The Civil Service Commission uses pro-tem Hearing Examiners to provide an impartial experienced Hearing Officer to hear employee appeals. These individuals are not contracted, but are processed through the City's personnel system as intermittent temporary employees. In 2013, four percent (4%) of the budget, \$12,497, went to Hearing Officer's salaries.

One of the three Hearing Officers resigned her position and the Commission made the decision to run a hiring process to replace her. The Executive Director worked with the Personnel Department to develop and post a job announcement utilizing resources such as the various minority and women bar associations to reach potential applicants.

The Executive Director screened eight applicants and interviewed five candidates. The two resulting finalists were interviewed by the Civil Service Commission and the Commission decided to bring both on and increase the pool of Hearing Officers to a total of four. Both highly qualified successful candidates are women including one person of color. The Commission's four Hearing Examiners now include two persons of color and two women: Gary McLean, Christopher Mathews, Barbara Harris, and Donna Lurie.

## **INTRADEPARTMENTAL GRIEVANCE PROCEDURE**

During 2012/2013 the Personnel Department reviewed and updated several Personnel Rules. The Civil Service Commission was involved in the change to Personnel Rule 1.4 Employee Grievance Procedure. The change in the rule provides consistency between appeals filed regarding discipline and those filed on alleged violations of Personnel Rules or the Seattle Municipal Code. Prior to the change employees could file appeals regarding discipline without exhausting the intradepartmental grievance procedure. Effective April 15, 2013 an employees must first exhaust this procedure and then may file an appeal with the Commission.

Employees grieving disciplinary matters file at Step 3 with the City's Personnel Director. The Personnel Director reviews the grievance, conducts additional investigation if necessary, and provides a report of his or her investigation to the grievant and the grievant's appointing authority. The Personnel Director also provides a confidential recommendation to the appointing authority,

who makes the final decision or resolves the grievance. If the employee is dissatisfied with the decision by the appointing authority, he or she may file an appeal with the Commission. The number of appeals filed with the Civil Service Commission dropped from nine in 2012 to three in 2013.

### Appeals Filed with CSC in 2013

Type of Appeal	Filed	Status Year End 2013	Assigned
Suspension	February 2013	Department	CSC
Termination	February 2013	Settled	CSC
Termination	March 2013	FTA/Department	CSC
Termination	October 2013	No Jurisdiction	CSC
Termination	November 2013	No Jurisdiction	CSC

*The Commission's case status report provides summary details on all appeals filed with the Commission in 2013. The case status report for 2013 is included in the Appendix section at the end of this report.*

### CLASSIFICATIONS

**CIVIL SERVICE DESIGNATIONS**-Another function of the Civil Service Commission is to monitor the City's designation of positions from non-exempt to exempt from civil service resulting in exemption from the Seattle Municipal Code Chapters 4.04 and 4.08, the Personnel Rules, and the Civil Service Commission, and the Public Safety Civil Service Commission Rules regarding examination, selection, discipline, termination, and appeals. Departments submit request for exemptions to the City's Personnel Director for positions they feel the appointing authority needs discretion to terminate immediately without cause, because of the nature of the work performed. Generally, these are positions requiring a particularly high degree of professional responsiveness and individual accountability, or requiring a confidential or fiduciary relationship with the appointing authority. The Personnel Director

reviews the request and position and makes a determination for exemption. Proposed civil service position exemptions are submitted to the Seattle City Council for approval via quarterly salary ordinances.

The Public Safety Civil Service Commission is responsible for preparing and maintaining the class specification for each class in the classified Public Safety Civil Service System. Position classification studies of individual positions or groups of positions are made whenever it is deemed necessary, whenever the duties or responsibilities of existing positions have undergone significant changes; whenever notification is received that new positions are to be established by the City Council; or may do so upon request of an appointing authority or department head or an effected employee if the classification of such position has not been reviewed within the last 12 months.

### **CIVIL SERVICE CLASSIFICATIONS**

<b>Department</b>	<b>Job Title</b>	<b>Designation</b>	<b>Personnel Approval Date</b>	<b>Council Consideration</b>
City Light	Manager 3 Utilities	Executive 2	February 23, 2013	2 <sup>nd</sup> Quarter
Transportation (SDOT)	Manager 2 CSPI&P	Executive 1	February 23, 2013	2 <sup>nd</sup> Quarter

## UNIFORMED CLASSIFICATIONS

Assignment Type	Department	Recommended Budgeted Title	Date Completed
PDQ Review, Budget	Police	Pol Ofcr-Non Patrl	10-7-2013
PDQ Review, Budget	Police	Pol Ofcr-Non Patrl	10-7-2013
PDQ Review, Budget	Police	Pol Ofcr-Non Patrl	10-7-2013
PDQ Review, Budget	Police	Pol Ofcr-Non Patrl	10-7-2013
PDQ Review, Budget	Police	Pol Ofcr-Patrl	10-7-2013
PDQ Review, Budget	Police	Pol Ofcr-Patrl	10-7-2013
PDQ Review, Standard	Police	Pol Ofcr-Detective	1-23-2013
PDQ Review, Standard	Police	Pol Ofcr-Detective	1-23-2013
PDQ Review, Standard	Police	Pol Ofcr-Detective	1-23-2013
PDQ Review, Standard	Police	Police Sergeant - Detective	1-23-2013
PDQ Review, Standard	Police	Pol Sgt-Patrl	1-19-2013
PDQ Review, Standard	Police	Pol Sgt-Patrl	1-19-2013
PDQ Review, Standard	Police	Pol Sgt-Patrl	1-19-2013
PDQ Review, Standard	Police	Pol Sgt-Patrl	1-19-2013
PDQ Review, Standard	Police	Pol Sgt-Patrl	1-19-2013
PDQ Review, Standard	Police	Pol Sgt-Patrl	1-19-2013

# **APPENDIX**

**CIVIL SERVICE COMMISSION**  
**2013 YEAR END CASE STATUS REPORT**

CIVIL SERVICE COMMISSION  
CASE STATUS REPORT  
FILED IN 2013 OR CARRIED OVER

CASE NUMBER	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	STATUS	PRESIDING OFFICER
13-01-003	DoIT	3-19-2013		Appellant Alleges Discipline to Severe/Medical Condition not Considered	Appellant Failed to appear at 4/9 Appeal Dismissed <b>4-17-13</b>	McLean
12-01-012	HSD	12-5-12		Appellant alleges discipline (suspension) to severe	<b>Dismissed 7-17-13 Department Prevailed</b>	Mathews
13-01-002	Parks	2-15-2013		Appellant Alleges Process Flawed and Discipline too Severe	Parties Settled <b>April 1, 2013</b>	Mathews
12-07-009	SCL	10-28-12	1.1 Workplace Harassment; 8.1 Safety Programs	Appellant alleges harassment investigation had predetermined outcome.	Grievance Not Timely <b>March 20, 2013</b>	OHE
11-01-018	HSD	9-19-2011 (Appeal) 10-12-2012 (Writ)	SMC 4.04.070 C&D, PR 1-3	Termination/ Demotion	Writ of Review Filed KCSC/Filed with COA1 4-18-13	OHE

CIVIL SERVICE COMMISSION  
CASE STATUS REPORT  
FILED IN 2013 OR CARRIED OVER

13-01-001	SCL	2-13-2013		Appellant Alleges He Was not Told of the Department Safe Driving Policy Until After Vehicle Accident	<b>Dismissed 7-17-13 Department Prevailed</b>	McLean
12-01-006	SPU	8-27-12	SMC 4.04.230 PGD	Inaccurate Facts for Cause of Termination	<b>Dismissed 1-17-13 Department Prevailed</b>	OHE
12-01-004	SPU	5-21-2012 10-28-2012 (PFR)	1.1 Workplace Harassment*	Appellant alleges suspension & harassment is unjust Harassment & Protected Class issues delegated to Mayor's Office and SOCR	<b>Dismissed 1-17-13 Department Prevailed</b>	OHE

CIVIL SERVICE COMMISSION  
CASE STATUS REPORT  
FILED IN 2013 OR CARRIED OVER

12-01-007	SPU	10-11-2012	1.1 Workplace Harassment*	Appellant alleges suspension & harassment is unjust Harassment & Protected Class issues delegated to Mayor's Office and SOCR	<b>Dismissed 4-4-13 Department Prevailed</b>	OHE
12-01-005	Parks	7-3-2012		Appellant Alleges Wrongful Termination	<b>Dismissed 1-17-13 Department Prevailed</b>	OHE
13-04-005	ARC/Parks	11-25-2013		Appellant Alleges Wrongful Termination	<b>Administrative Dismissal No Jurisdiction 11-27-2013</b>	CSC
12-01-010	Personnel	11-3-2012		Appellant alleges suspension unjust	<b>Dismissed 3-28-2013 Suspension Rescinded/Appellant Received Wages</b>	OHE
13-01-004	SCL	10-17-2013		Appellant Alleges Wrongful Termination	<b>Dismissed 12-23-2013 No Jurisdiction/Untimely Filing</b>	CSC

**PUBLIC SAFETY CIVIL SERVICE COMMISSION**  
**2013 YEAR END CASE STATUS REPORT**

PUBLIC SAFETY CIVIL SERVICE COMMISSION  
2013 CASE STATUS REPORT

**OPEN AS OF DECEMBER 31, 2013:**

CASE NUMBER	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	STATUS	PRESIDING OFFICER
13-01-003	SPD	4-17-13	SPD DPP 5.001.III.A & 3.010.I	Discharge/Termination	Waiting for Appellant to Withdraw	PSCSC
13-01-007	SPD	7-17-13		Discharge/Termination	Pre-Hearing Motions	PSCSC

**CLOSED DURING 2013:**

CASE NUMBER	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	DATE DISMISSED	PRESIDING OFFICER
12-03-013	SFD	12-26-12		Fireboat Pilot Exam	1-3-13 (untimely)	ED
12-03-011	SFD	12-19-12		Fireboat Pilot Exam	1-18-13 Approved	PSCSC
12-03-012	SFD	12-19-12		Fireboat Pilot Exam	1-18-13 Approved	PSCSC
12-03-14	SFD	1-09-13		Educational Substitution	1-18-13 Denied	PSCSC
09-006	SPD	7-1-09		Termination/Discharge. Writ of Review. Hearing 3/29/13. Writ denied.	3/29/13	KC Sup Ct
13-01-006	SPD	6-18-13	SPD 13.01.II	Suspension	Appellant Withdrew/Dismissal Order Issued 7-23-13	PSCSC

**PUBLIC SAFETY CIVIL SERVICE COMMISSION  
2013 CASE STATUS REPORT**

13-01-005	SPD	5-30-13		Suspension	Appellant Withdrew/Dismissal Order Issued 8-27-13	PSCSC
12-002	SPD	3-12-12		Demotion/Pay reduced without cause.	Commission Decision/Dismissal 12-20-13	PSCSC

**2013 FILED APPEALS**

Dept.	Appeal #	Filed	Closed	Issue_Type	SUMMARY
SFD	13-05-010	12/11/2013	12/23/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SFD	13-05-009	9/9/2013	9/18/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SFD	13-05-008	8/13/2013	8/14/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SPD	13-01-007	7/17/2013		Discharge	Termination/Discharge based on OPA files 12-0477 and 12-0263. Appellant alleges wrong standard used - preponderance rather than clear and convincing. City motion to disqualify counsel. Discovery stayed.
SPD	13-01-006	6/18/2013	7/23/2013	Suspension	1 day suspension for violation of 13.010.11. Alleged unfair, not corrective, not equitable. Dismissed/Withdrawn. Appellant pursuing through union.
SPD	13-01-005	5/30/2013	8/27/2013	Suspension	OPA #12-005. Violations of DPP 5.000.I.V & 4.010.IV. On August 23, 2013, the Appellant notified the Executive Director via email that he wished to withdraw his appeal. Dismissed
SFD	13-05-004	5/29/2013	5/31/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SPD	13-01-003	4/17/2013	2/10/2014	Discharge	Alleged no just cause, violation of Police Policy and Procedures, 5.001.III.A and 3.010.I. Dismissed/Withdrawn. Appellant pursuing through union.
SFD	13-05-002	3/11/2013	3/20/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation
SFD	13-03-001	2/7/2013	2/15/2013	Eligibility	Requesting to be allowed to submit late application for Lt exam. Denied.

PUBLIC SAFETY CIVIL SERVICE COMMISSION  
2013 CASE STATUS REPORT

**2013 CLOSED APPEALS**

Dept.	Appeal #	Filed	Closed	Issue_Type	SUMMARY
SFD	13-05-010	12/11/2013	12/23/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SPD	12-002	3/8/2012	12/20/2013	Demotion	Communications Director. Filed with CSC but PSCSC has jurisdiction. Told to file with PSCSC. Pay reduced and duties taken away. Hearing October 24 & 25, 2013, Decision 12/20/13. SPD prevailed. Appeal denied. Dismissed.
SFD	13-05-009	9/9/2013	9/18/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SPD	13-01-005	5/30/2013	8/27/2013	Suspension	OPA #12-005. Violations of DPP 5.000.I.V & 4.010.IV. On August 23, 2013, the Appellant notified the Executive Director via email that he wished to withdraw his appeal. Dismissed.
SFD	13-05-008	8/13/2013	8/14/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SPD	13-01-006	6/18/2013	7/23/2013	Suspension	1 day suspension for violation of 13.010.11. Alleged unfair, not corrective, not equitable. Dismissed/Withdrawn. Appellant pursuing through union.
SFD	13-05-004	5/29/2013	5/31/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation.
SFD	13-05-002	3/11/2013	3/20/2013	Reinstatement	Request for Decision - Reinstatement to Entry Level FF Register after Resignation
SFD	13-03-001	2/7/2013	2/15/2013	Eligibility	Requesting to be allowed to submit late application for Lt exam. Denied.
SFD	12-03-014	1/9/2013	1/18/2013	Eligibility	Educational Substitution for Battalion Chief. Request to substitute paramedic training was denied.
SFD	12-03-012	12/19/2012	1/18/2013	Exam Issue	Appeal of failing grade on Fireboat Pilot Exam. Scores and register to be recalculated excluding simulator portion of practical exam.
SFD	12-03-011	12/19/2012	1/18/2013	Exam Issue	Appeal of failing grade on Fireboat Pilot Exam. Scores and register to be recalculated excluding simulator portion of practical exam.
SFD	12-03-013	12/26/2012	1/3/2013	Exam Issue	Appeal of failing grade on Fireboat Pilot Exam. Dismissed by ED, untimely.