



## APPENDIX 2

## Seattle City Charter

Information retrieved June 17, 2010 11:58 AM

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**ARTICLE XVI. Personnel System and Civil Service**  
**Section 1. PERSONNEL SYSTEM**

A personnel system for the City shall be established by ordinance.<sup>1</sup> The system shall be administered by the Personnel Director, who shall be appointed by the Mayor, such appointment to be effective only upon confirmation by the City Council passed by a majority of all its members, and shall be subject to reappointment and reconfirmation every four years. The Personnel Director may be removed for cause by the Mayor upon filing a statement of his or her reasons therefor with the City Council; provided that upon the resignation of the Personnel Director in response to the Mayor's request, the Mayor shall file with the City Council a statement of his or her reasons for making such request.

The ordinance shall establish uniform procedures for recruitment, selection, development, and maintenance of an effective and responsible work force, including but not limited to, job advertising, training, job classification, examinations, appointments, transfers within the system, career development, salary administration, labor negotiations, safety, employee benefits, grievance procedures, discipline, discharge, layoff and recall, regulation of political activity, and other personnel matters.

(As amended at November 8, 1977 election, and November 7, 2006 election.)

**Notes:**

1. *Editor's Note: Ord. 107790, the Personnel Ordinance, is codified in Chapter 4.04 of this Code.*

*Cases: Only the appointing power has authority to discharge a civil service employee, and an attempt by a departmental superintendent (the appointing power) to delegate such authority was illegal and void. State ex rel. West v. Seattle, 61 Wn.2d 658, 379 P.2d 925 (1963).*

*Charter provision granting preference in employment to applicants who had been residents of the county for at least one year was held unconstitutional as a denial of equal protection and the right to travel. Eggert v. Seattle, 81 Wn.2d 840, 505 P.2d 801 (1973).*

*The City of Seattle has no authority to extend its civil service provisions to warrant servers. Massie v. Brown, 84 Wn.2d 490, 527 P.2d 476 (1974).*

*City could not use the residency of its employees as a criterion in determining the order in which they were to be laid off. Bjorseth v. City of Seattle, 15 Wn.App. 797, 551 P.2d 1372 (1977).*

*City Charter provisions did not authorize a residence preference system for determining which civil service employees would be promoted. Bjorseth v. City of Seattle, 17 Wn.App. 521, 563 P.2d 1320 (1977).*

*Amendment to City Charter Art. 16, and the personnel ordinance passed pursuant to it, were not void as conflicting with the Public Employees' Collective Bargaining Act. City of Seattle v. Auto Sheet Metal, Etc., 27 Wn.App. 669, 620 P.2d 119 (1980).*

*Ordinance vesting rule-making authority in the Director of Personnel did not conflict with City Charter. City of Seattle v. Auto Sheet Metal, Etc., 27 Wn.App. 669, 620 P.2d 119 (1980).*

