

# Ordinance No. 107828

AN ORDINANCE relating to exemptions from the Civil Service.

ENGROSSED

*REPEALED -  
ORD. 109004*

## Council Bill No. 99819

INTRODUCED: October 16, 1978	BY: HILL
REFERRED: October 16, 1978	to Personnel and Property Management
REFERRED: NOV 20 1978	<i>held / will</i>
REPORTED: DEC 1 1978	SECOND READING: DEC 1 1978
THIRD READING: DEC 1 1978	SIGNED: DEC 1 1978
PRESENTED TO MAYOR: DEC 1 1978	APPROVED: DEC 7 1978
RETD. TO CITY CLERK: DEC 7 1978	PUBLISHED: DEC 7 1978
VETOED BY MAYOR:	VETO PUBLISHED:
PASSED OVER VETO:	VETO SUSTAINED:
ENGROSSED:	BY:
VOL. _____	PAGE _____

See Back Cover

Ord. 108074 - Amends Sec. 1, .....re exemptions from the Civil Service...to include position changes in the 1979 City Budget.

Ord. 108841 -Amends Section 1 to exempt the position of Assistant City Clerk from Civil Service

Ord. 109004 -REPEALS ORD. 107828.

(Include attachment)

John Cannon

John Cannon

Seattle, WA

REPEALED - ORD.

109004

ORDINANCE 107828

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AN ORDINANCE relating to exemptions from the Civil Service.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

108074  
107841

Section 1. In addition to those positions exempted by Statute or City Charter (elected officers, officers appointed pursuant to charter, assistant city attorneys, heads of departments, members of boards and commissions established by charter, members of boards and commissions established by ordinance, and library employees), the following positions of City employment, requiring a particularly high degree of professional responsiveness and individual accountability, and/or requiring a confidential or fiduciary relationship with the appointing authority, and/or being judicial positions requiring insulation as a third branch of government, are hereby declared to be exempt from compliance with the Personnel Ordinance, the Public Safety Personnel Ordinance, and the rules of the Personnel Department and the Public Safety Personnel Commission regarding examination and selection, discipline and termination, and appeals.

Department	Position Title
All Departments	All administrator and director positions listed in Attachment A
	All physicians, surgeons, dentists, and interns
	All personal secretaries to heads of departments and directors of executive offices
	All legal advisors to departments
	All student interns and work-study program students
Arts Commission	Special Assistant for the Arts
Board of Public Works	Executive Secretary to the Board of Public Works
Building	City Architect
Civil Service Commission	The highest ranking employee of the Civil Service Commission
Elections Administrator, Office of	Elections Administrator

1	Engineering	Special Assistant to the City Engineer	
2	Executive	All positions in the Office of Mayor, <u>except</u> clerical positions classified in the Office Assistant class	
3			
4		All directors of offices in the Executive Department	
5		The highest ranking position in the Citizens Service Bureau	
6	Hearing Examiner, Office of		
7		All positions in the Office of Hearing Examiner, <u>except</u> clerical positions classified in the Office Assistant class	
8	Human Resources	The Director of Aging in the Department of Human Resources	
9	Human Rights	Assistant Director	
10	Law		
11		All positions in the Law Department <u>except</u> clerical positions classified in the Office Assistant class	
12	Legislative		
13		All positions in the Legislative Department <u>except</u> clerical positions classified in the Office Assistant class	
14	Lighting	Conservation Manager	
15		Coordinator of Community Affairs	
16		Environmentalist	
17		Municipal Courts	Bailiff
18			Magistrate
19		Magistrate, Supervising	
20		Probation Counselor	
21		Probation Service Director	
22		Assistant Probation Service Director	
23	Police		
24		Warrant Server	
25	Public Health	Police Department Psychologist; Administrative Assistant to the Chief; Director III (Fiscal and Property Management)	
26		Chief of Dental Services	
27		Chief of Environmental Health Services	
28		Chief of Nursing Services	
		Chief of Physician Services	
	Public Health Veterinarian		

(To be used for all Ordinances except Emergency.)

Public Safety Personnel  
Commission

The highest ranking employee of the Public  
Safety Personnel Commission

**Section 2.** Any regular employee appointed to an exempt position and any regular employee exempted by this ordinance, shall have the right to return to a similar regular position upon the termination of the exempt appointment, unless dismissed from the exempt position for cause. "Regular employee" is one who has been appointed from an eligible register and who has completed a one-year period of probationary employment. "Cause" means any of the items listed in the Personnel Ordinance as grounds for discipline or termination of employment.

**Section 3.** This ordinance shall become effective on January 1, 1979.

**Section 4.** This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 7 day of December, 1978,  
and signed by me in open session in authentication of its passage this 7 day of  
December, 1978.

*John Miller*  
President of the City Council.

Approved by me this 7 day of December, 1978.

*Charles Poyner*  
Mayor.

Filed by me this 7 day of December, 1978.

Attest: *E. L. King*  
City Comptroller and City Clerk.

(SEAL)

Published.....

By *Raymond [Signature]*  
Deputy Clerk.

**ATTACHMENT A TO ORDINANCE 107828**

Administrators

<u>Department</u>	<u>Position Title</u>	<u>Position #</u>
Building	Asst. Superintendent, Building	016834
	Asst. Superintendent, Building	014446
	Administrative Services Director	014309
	Asst. Superintendent of Buildings Housing Conservation	014444
Comptroller	Chief Deputy Comptroller	010691
Engineering	Asst. City Engineer, Administration	007901
	Asst. Principal City Engineer - Engineering	007904
	Asst. City Engineer, Mgt./Plng.	007902
	Asst. Principal City Engineer - Operations	007903
Executive/OMB	Asst. Budget Director for MIS	010438
	Program Budget Director	010442
Executive/OPP	Program Manager	010595
General Services	Fleets and Shops Administrator	010982
Law	Law Department Administrator	016625
Legislative	Executive Director, Legislative Department	010390
Licensing and Consumer Affairs	Asst. Director Consumer Affairs	010783
	Asst. Director Licenses	010784
Lighting	Systems Support Director	013630
	Marketing and Commercial Activities Director	012681
	Finance and Accounts Director - Light	012680
	Administrative Services Director - Light	012678
	Operations Director, Lighting	012682
	Distribution Director	012679
	Asst. Superintendent, Lighting	014134
	Chief Engineer, Lighting	012847
Chief Civil Engineer	012863	
Chief Electrical Engineer	012917	
Municipal Courts	Ordinance Violations Director	011497
	Municipal Court Administrator	011400
Parks	Zoo Director	009849
	Project Development Director	009846
	Maintenance Director	010277
	Aquarium Director	009841
	Management Director	016559
	Recreation Programs Director	009847

Department	Position Title	Position #
Human Resources	Director V	011378
Legislative	Director IX	010388
	Director IX	010389
Lighting	Director VIII	015195
	Director X	013627
	Director V	014147
	Director VIII	015315
	Director VIII	012683
	Director VIII	012865
	Director XII	013638
	Director XII	013622
	Director XII	013623
	Director VIII	012954
	Director VIII	015314
	Director VIII	012864
Parks	Director XII	013624
	Director III	009844
Personnel/CS	Director III	009842
	Director X	010458
Public Health	Director X	015644
	Director X	010931
	Director X	010457
	Director V	009193
Police	Director III	005133
Water	Director XII	011755
	Director VIII	011756
	Director VII	011961
	Director VII	012120
	Director VIII	011773
	Director XII	011750

Department	Position Title	Position #
Public Health  Seattle Center	Staff Services Director	009350
	Administrative Services Director - Health	009345
	Operations Director	009346
	<i>Executive Secretary</i> Asst. Director, Planning and Program Development	<i>010953</i> 008911
	Asst. Director, Administration and Operations	008910
Treasurer	Asst. City Treasurer	010752
Water	Support Services Director	011752
	Water Operations Director	011753
	Asst. Superintendent/Mgt./Plng.	012108
<u>Directors</u>		
Community Development	Director VII	011608
	Director VII	011604
	Director VII	011597
	Director VII	011596
Comptroller	Director V	015219
	Director V	010695
Engineering	Director V	008858
	Director V	008474
	Director V	008861
	Director VIII	008020
	Director VIII	008021
	Director V	008475
	Director VIII	008083
	Director VIII	008022
Executive/OMB	Director XII	010444
	Director XII	010443
Executive/Opp	Director VII	015077
	Director VII	010603
	Director VII	010600
	Director VII	010601
Fire	Director III	006636
General Services	Director IV	011097
	Director V	011159
	Director V	011162
	Director V	011164

*J. W.* Retirement



# Seattle City Council

## Memorandum

Date: November 29, 1978  
 To: All Councilmembers  
 From: Tom Walsh

For consideration and vote  
 Friday, December 1, 1978,  
 9:00 a.m.

Subject: Proposed Amendments to Exemptions Ordinance

On October 13, the Personnel and Property Management Committee amended and unanimously approved the exemptions ordinance prepared by the Personnel Ordinance Drafting Committee. The ordinance was scheduled for full Council consideration on November 6, 13, and 20, and on each of these days consideration of the ordinance was postponed.

We have now scheduled consideration and vote on the ordinance and Councilmember Revelle's amendments for Friday, December 1. It is important to adopt the ordinance on Friday -- and not again postpone -- so that the ordinance can take effect with proper advance planning at the same time as the new Personnel Ordinance. Councilmember Revelle's proposed amendments, including pro/con reasoning, are as follows:

1. Mayor's Office.

Amend p. 2, line 1, as follows: "All positions in the office of the Mayor, except clerical positions classified in the Office Assistant class."

The purpose of this amendment is to continue the Civil Service status of the clerical positions in the Mayor's Office. This change would make the status of the Mayor's Office positions consistent with the status of Legislative and Law Department positions in the proposed ordinance. With clerical positions, it is important to hire and retain the best qualified individuals regardless of their sensitivities to the Mayor's point of view. A close fiduciary relationship with the Mayor is not required.

The reasons to exempt these positions are as follows. The Mayor's Office is unique from any other office in the City. On a regular basis, it is involved in highly sensitive matters such as labor relations, police investigations, and others. All employees, regardless of classification, deal directly with the Mayor's personal correspondence and phone calls, and this requires a high degree of professional responsiveness and individual accountability. The same as secretaries to Councilmembers or Department heads, these employees must maintain a confidential relationship with their appointing authority, the Mayor.

With this amendment, the following positions would not be exempt:

Administrative Specialist I	3
Administrative Specialist II	3
Administrative Specialist III	<u>1</u>
TOTAL POSITIONS	7

4. Police Director.

Amend p. 2, line 21 to delete "police director."

The purpose of this amendment is to not exempt the director of the Communications Division in the Police Department. This is a uniformed position on the same level as a captain, and the proposed ordinance does not exempt captains. Furthermore, there is no direct reporting relationship between this position and the Police Chief, and therefore there is no need for a confidential or fiduciary relationship. Finally, the current Chief has requested that this position not be exempted.

The reasons to exempt this position include the following. The Communications Director is different from other captain positions in the department, since it is primarily an administrative function. The new Police Chief should be given the discretion to fill the position with someone who is highly responsive to his needs.

5. Directors.

Amend p. 1, line 16, as follows: "All administrator ( ~~and director~~ ) positions listed in Attachment A." Delete the list of directors on pages 2 and 3 of Attachment A.

The purpose of this amendment is to postpone exemption of director positions until further analysis of the director positions can take place. Not all directors should be exempted. For example, about half the director positions are not in compliance with the general guidelines of the proposed ordinance, because they do not have a direct reporting relationship with their appointing authorities. The P&PM Committee spent only a limited amount of time reviewing their director positions for compliance with the general guidelines, and should do further analysis.

The reasons for exempting all director positions include the following. The decision of which position to exempt should be based on the level of responsibility of the position, and not solely on the nature of the relationship with the department head. The managerial study, which was completed by the Civil Service Department early this year, exhaustively reviewed the level of responsibilities for City personnel and categorized these positions in the following hierarchy:

- |    |                   |                |
|----|-------------------|----------------|
| 1. | Elected Officials | (17 positions) |
| 2. | Executives        | (19)           |
| 3. | Administrators    | (63)           |
| 4. | Directors         | (54)           |
| 5. | Managers          | (123)          |



Seattle City Council

Memorandum

IMMEDIATE ATTENTION PLEASE!

Date: November 13, 1978

To: Seattle City Councilmembers

From: Randy Revelle  
Seattle City Councilman

Subject: Proposed Exemption Ordinance

This afternoon I will recommend the following changes to the proposed ordinance relating to exemptions from Civil Service:

- (1) In the Office of the Mayor, the clerical positions in the Office Assistant class should continue to be Civil Service positions, just as they are in the Legislative and Law Departments.
- (2) In the Office of the Hearing Examiner, the clerical positions in the Office Assistant class should continue to be Civil Service positions.
- (3) Only the Director of the Citizens Service Bureau should be exempt, (not the entire Bureau Staff), similar to the other Executive Offices such as Purchasing.
- (4) The police director position should not be exempt, except for the civilian position of Fiscal and Property Director. (See the attached letter from Police Chief VandenWyer.)
- (5) In my judgment, only about one-half of the fifty-six Director positions meet the exemption criteria of the proposed ordinance. Therefore, I recommend deferring exemption of the Directors until the Personnel and Property Management Committee determines which positions "require a particularly high degree of professional responsiveness and individual accountability, and/or require a confidential or fiduciary relationship with the appointing authority."

I respectfully urge you to support the foregoing recommended changes to the exemption ordinance. If you have any questions or comments, please contact me.



# Seattle City Council

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To: Seattle City Councilmembers  
From: Randy Revelle  
Seattle City Councilman  
Subject: Proposed Exemption Ordinance

CB-99819

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ORDINANCE \_\_\_\_\_

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<u>Department</u>	<u>Position Title</u>
All Departments	All administrator and director positions listed in Attachment A
	All physicians, surgeons, dentists, and interns
	All personal secretaries to heads of departments and directors of executive offices
	All legal advisors to departments
	All student interns and work-study program students
Arts Commission	Special Assistant for the Arts
Board of Public Works	Executive Secretary to the Board of Public Works
Building	City Architect
Civil Service Commission	The highest ranking employee of the Civil Service Commission
Elections Administrator, Office of	Elections Administrator
Engineering	Principal Civil Engineer (Special Assistant to the City Engineer)

1	Executive	All positions in the Office of Mayor
2		All directors of offices in the Executive Department
3		All positions in the Citizens Service Bureau
4	Fire	All uniformed positions in the Fire Department above the rank of battalion chief
5	Hearing Examiner, Office of	All positions in the Office of Hearing Examiner
6	Human Resources	The Director of Aging in the Department of Human Resources
7		
8	Human Rights	Assistant Director
9	Law	All positions in the Law Department <u>except</u> clerical positions classified in the Office Assistant class
10	Legislative	All positions in the Legislative Department <u>except</u> clerical positions classified in the Office Assistant class
11		
12	Lighting	Conservation Manager
13		Coordinator of Community Affairs
14		Environmentalist
15	Municipal Courts	Bailiff
16		Magistrate
17		Magistrate, Supervising
18		Probation Counselor
19		Probation Service Director
20		Assistant Probation Service Director
21	Police	Warrant Server
22		All uniformed positions in the Police Department above the rank of captain; police department psychologist; police director; and administrative assistant to the chief
23	Public Health	Chief of Dental Services
24		Chief of Environmental Health Services
25		Chief of Nursing Services
26		Chief of Physician Services
27		Public Health Veterinarian
28	Public Safety Personnel Commission	The highest ranking employee of the Public Safety Personnel Commission

(To be used for all Ordinances except Emergency.)

**Section 2.** Any regular employee appointed to an exempt position and any regular employee exempted by this ordinance, shall have the right to return to a similar regular position upon the termination of the exempt appointment, unless dismissed from the exempt position for cause. "Regular employee" is one who has been appointed from an eligible register and who has completed a one-year period of probationary employment. "Cause" means any of the items listed in the Personnel Ordinance as grounds for discipline or termination of employment.

**Section 3.** This ordinance shall become effective on January 1, 1979.

**Section 4.** This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the ..... day of ....., 19 ..,  
and signed by me in open session in authentication of its passage this ..... day of ....., 19 ..

President ..... of the City Council.

Approved by me this ..... day of ....., 19 ..

Mayor.

Filed by me this ..... day of ....., 19 ..

Attest: .....  
City Comptroller and City Clerk.

(SEAL)

Published.....

By .....  
Deputy Clerk.

Directors

Department	Position Title	Position #	Present Exemption	Name of Incumbent
Community Development	Director VII	011608	None	Peter K. Henrickson
	Director VII	011604	None	L. Schmeiser
	Director VII	011597	None	Gerald R. Jones
	Director VII	011596	None	William T. Vivian
Comptroller	Director V	015219	None	Charles E. Bessner
	Director V	010695	None	Willis E. Maxfield
Engineering	Director V	008858	None	Doyle W. Anderson
	Director V	008474	None	Gerard Fairbanks
	Director V	008861	None	Charles T. Murray
	Director V	008020	None	Ronald E. Nieforth
	Director VIII	008021	None	Vacant
	Director VIII	008475	None	Vacant
	Director VIII	008083	None	William G. Van Gelder
	Director VIII	008022	None	Vacant
Executive/OMB	Director XII	010444	None	Vacant
	Director XII	010443	None	James P. Needham
Executive/OPP	Director VII	015077	None	Lawrence G. Gunn
	Director VII	010603	None	Frederick C. Painter
	Director VII	010600	None	Phillip G. Sherburne
	Director VII	010601	None	William B. Stafford
Fire	Director III	006636	None	Theodore L. Hughes
	Director IV	011097	None	Vacant
General Services	Director V	011159	None	Vacant
	Director V	011162	None	David M. Gordon
	Director V	011164	None	Edmond Liss
	Director V	011164	None	Vacant

Directors

Department	Position Title	Position #	Present Exemption	Name of Incumbent
Human Resources	Director V	011378	None	Jack Robinson
	Director IX	010388	None	Shirley Koim
Legislative	Director IX	010389	None	Thomas M. Walsh
	Director VIII	015195	None	Garland W. Bishop
Lighting	Director X	013627	None	Thomas N. Bucknell
	Director V	014147	None	Ben Cohn
	Director VIII	015315	None	James E. Fletcher
	Director VIII	012683	None	Gerald Garman
	Director VIII	012865	None	John M. Hansen
	Director VIII	013638	None	Ivan C. Holbrook
	Director XII	013622	None	Gerd Jerochim
	Director XII	013623	None	Robert E. Kleth
	Director VIII	012954	None	Thomas R. Miller
	Director VIII	015314	None	Robert E. Milthoug
Paris	Director VIII	012864	None	Cosmo T. Rockey
	Director XII	013624	None	Vacant
Personnel/CS	Director III	009844	None	Gordon W. Lorlmer
	Director III	009842	None	Richard Richards
	Director X	010458	None	Everett Rosmith
	Director X	015644	None	John L. Talerico
	Director X	010931	None	Dallas Shockley
Public Health	Director X	010457	None	Michael W. Wilson
	Director V	009193	None	Paul Bonin
Police	Director III	005133	None	C.D. Lovejoy
			<del>0105320-376</del>	

Directors

Department	Position Title	Position #	Present Exemption	Name of Incumbent
Water	Director XII	011755	None	John E. Courchene
	Director VIII	011756	None	Frank Fields, Jr.
	Director VII	011961	None	Lawton Gewey
	Director VII	012120	None	Kenneth D. Kiesel
	Director VIII	011773	None	J.W. Miller
	Director XII	011750	None	Joe E. Monahan

# 4

Amendment to Exemptions Ordinance

Amend p. 2, lines 20-22, to add the following:

"Director III (Fiscal and Property Management Director)"

Rationale:

This position satisfies the general guidelines for exemption, because it has major programmatic responsibility and requires a high degree of professional responsiveness and individual accountability. It is currently exempt, and the exemption should be continued.

H/dt

Amendment to Exemptions Ordinance

Amend p. 2, lines 3-4, to delete the following:

"Fire All uniformed positions in the Fire Department above the rank of battalion chief."

Amend p. 2, lines 20-21, to delete the following:

"All uniformed positions in the Police Department above the rank of captain;"

Rationale:

Following lengthy debate on the Public Safety Personnel Ordinance, the City Council decided to establish special rules for hiring and terminating employees holding positions above the ranks of captain and battalion chief. The ordinance provides that these positions will be filled by assignment from the ranks of lieutenant and captain in the Police Department, and captain and battalion chief in the Fire Department. Employees who are terminated while holding these positions have the right to return to their previous positions.

The essential purpose of an exemption is to eliminate any restrictions on hiring and terminating an employee. Since there are detailed rules governing these matters in the Public Safety Personnel Ordinance, it would be meaningless to exempt positions above the rank of captain and battalion chief. Moreover, if these positions are exempted, there would be great confusion over the extent to which civil service rules regulate their activities.

Accordingly, the proposed ordinance should be amended to eliminate these exemptions.

# The City of Seattle--Legislative Department

MR. PRESIDENT:

Date Reported  
and Adopted

Your Committee on

*Personnel & Prop. Manag*

to which was referred

C.B. 99819

Relating to exemptions from the Civil Service.

DEC 1 1978

RECOMMEND PASS AS AMENDED

Chairman

*Dolores Sibanga*

Chairman

*11-6-78 motion held 1 week.*

*motion carried*

*11-13- motion held 1 week. Motion*

*carried*

*NOV 20 1978 - motion was made, duly recorded & carried to hold*

*over C.B. 99819 for one week, until Nov. 27, 1978.*

Committee

Committee

NOV 27 1978 - MOTION MADE, DULY SECONDED & CARRIED, TO HOLD IN FULL COUNCIL UNTIL 12-1-78.

# The City of Seattle--Legislative Department

MR. PRESIDENT:

Date Reported  
and Adopted

Your Committee on

to which was referred

C.B. 99819

Relating to exemptions from the Civil Service.

Chairman

Chairman

Committee

Committee

# Affidavit of Publication

## STATE OF WASHINGTON KING COUNTY—SS.

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a .....

Ordinance No. 107828

was published on December 8, 1978

*[Signature]*  
Subscribed and sworn to before me on

December 8, 1978

*[Signature]*  
Notary Public for the State of Washington,  
residing in Seattle.

**ORDINANCE 10722**

AN ORDINANCE relating to exemptions from the Civil Service  
BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. In addition to those positions exempted by Statute or City Charter (elected officers, officers appointed pursuant to charter, assistant city attorneys, heads of departments, members of boards and commissions established by charter, members of boards and commissions established by ordinance, and library employees), the following positions of City employment, requiring a particularly high degree of professional responsiveness and individual accountability, and/or requiring a confidential or fiduciary relationship with the appointing authority, and/or being judicial positions requiring insulation as a third branch of government, are hereby declared to be exempt from compliance with the Personnel Ordinance, the Public Safety Personnel Ordinance, and the rules of the Personnel Department and the Public Safety Personnel Commission regarding examination and selection, discipline and termination, and appeals.

DEPARTMENT	POSITION TITLE
All Departments	All administrator and director positions listed in Attachment A All physicians, surgeons, dentists and interns All personal secretaries to heads of departments and directors of executive offices All legal advisors to departments All student interns and work-study program students
Arts Commission	Special Assistant for the Arts
Board of Public Works	Executive Secretary to the Board of Public Works
Building	City Architect
Civil Service Commission	The highest ranking employee of the Civil Service Commission
Elections Administrator, Office of	Elections Administrator
Engineering	Special Assistant to the City Engineer
Executive	All positions in the Office of Mayor, EXCEPT clerical positions classified in the Office Assistant class All directors of offices in the Executive Department The highest ranking position in the Citizens Service Bureau
Hearing Examiner, Office of	All positions in the Office of Hearing Examiner, EXCEPT clerical positions classified in the Office Assistant Class
Human Resources	The Director of Aging in the Department of Human Resources
Human Rights	Assistant Director
Law	All positions in the Law Department EXCEPT clerical positions classified in the Office Assistant class
Legislative	All positions in the Legislative Department EXCEPT clerical positions classified in the Office Assistant class
Lighting	Conservation Manager Coordinator of Community Affairs Environmentalist
Municipal Courts	Bailliff Magistrate Magistrate, Supervising Probation Counselor Probation Service Director Assistant Probation Service Director Warrant Server
Police	Police Department Psychologist; Administrative Assistant to the Chief, Director III (Fiscal and Property Management)
Public Health	Chief of Dental Services Chief of Environmental Health Services Chief of Nursing Services Chief of Physician Services Public Health Veterinarian
Public Safety Personnel Commission	The highest ranking employee of the Public Safety Personnel Commission

Section 2. Any regular employee appointed to an exempt position and any regular employee exempted by this ordinance, shall have the right to return to a similar regular position upon the termination of the exempt appointment, unless dismissed from the exempt position for cause. "Regular employee" is one who has been appointed from an eligible register and who has completed a one-year period of probationary employment. "Cause" means any of the items listed in the Personnel Ordinance as grounds for discipline or termination of employment.

Section 3. This ordinance shall become effective on January 1, 1979.

Section 4. This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 1st day of December, 1978, and signed by me in open session in authentication of its passage this 1st day of December, 1978.

JOHN MILLER,  
President of the City Council.

Approved by me this 7th day of December, 1978.

CHARLES ROYER,  
Mayor.

Filed by me this 7th day of December, 1978.

Attest: E. L. KIDD,  
City Comptroller and City Clerk.

(Seal)

By WAYNE ANGEVINE,  
Deputy Clerk.

Publication ordered by E. L. KIDD, Comptroller & City Clerk.  
Date of Official Publication in Daily Journal of Commerce  
Evening, December 5, 1978. (C-648)