

Civil Service – An Introduction

44th Annual Civil Service Conference

OCTOBER 21-22, 2025

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SPEAKER: P. Stephen DiJulio
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PROGRAM OUTLINE:

1. INTRODUCTION
2. THE BASICS
 - 2.1 History & Framework
 - 2.2 Administration & Operations
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 - 2.4 Classification of Positions
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 - 2.7 Certification & Appointment
 - 2.8 Probation
 - 2.9 Discipline & Discharge
3. MEETINGS, HEARINGS & PROCEDURES
 - 3.1 Open Meetings Act
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 - 3.4 Conduct of a Disciplinary Hearing

ATTACHMENTS:

- Civil Service—A Chronology

CIVIL SERVICE

A CHRONOLOGY Washington Law and Practice

**P. STEPHEN DiJULIO
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October 2025

- 1883 Pendleton Act – Federal Civil Service
- 1889 State of Washington Incorporation
- 1896 Seattle City Charter
- 1903 Easson v. Seattle,
32 Wash. 405, 73 Pac. 496 (1903)
- 1906 Ryan v. Handley,
43 Wash. 232, 86 Pac. 398 (1906)
- 1914 Clayton Antitrust Act
as amended, 15 U.S.C. § § 12-27
- 1919 Labor Unions Legalized
Chapter 185, Laws of 1919, and
RCW 49.36.010-49.36.030
- 1926 Railway Labor Act
as amended, 45 U.S.C. §§ 151-188
- 1932 Norris-LaGuardia Act
as amended, 29, U. S. C. § § 101-115
- 1933 Injunctions in Labor disputes
Chapter 7, Laws of 1933, Ex. Sess., and
Chapter 49.32 RCW
- 1935 National Labor Relations Act
as amended, 29 U.S.C. § § 151-169
- Civil Service for City Firemen
Chapter 31, Laws of 1935, and
Chapter 41.08 RCW
- 1937 Civil Service for City Policemen
Chapter 13, Laws of 1937, and
Chapter 41.12 RCW
- 1939 State ex. rel. Hearty v. Mullin,
198 Wash. 99, 87 P.2d 280
- 1940 Isham v. Spokane,
2 Wn.2d 392, 98 P.2d 306 (1940)

- 1941 State ex rel Reilly v. Civil Serv. Comm.,
8 Wn.2d 498, 112 P.2d 987 (1941)
- 1947 Labor Management Relations Act
as amended, 29 U.S.C. § § 141, et seq.
- 1954 Stoor v. Seattle,
44 Wn.2d 405, 267 P.2d 902 (1954)
- 1958 Civil Service for County Sheriffs
Initiative Measure No. 23, and
Chapter 41.14 RCW
- 1959 Labor Management Reporting and Disclosure Act
29 U.S.C. § § 401-531
- 1960 State Civil Service
Initiative Measure No. 207, and
Chapter 41.06 RCW
- 1963 Reynolds v. Kirkland Police Comm.,
62 Wn.2d 720, 384 P.2d 819 (1963)
- 1967 Public Employees Collective Bargaining Act
Chapter 108, Laws of 1967, Ex. Sess., and
Chapter 41.56 RCW
- 1973 Interest Arbitration
Chapter 131, Laws of 1973, and
RCW 41.56.430-41.56.490
- 1976 PERC Created
Chapter 5, Laws of 1975-1976, 2nd Ex. Sess., and
Chapter 41.58 RCW
- 1977 Arbogast v. Westport,
18 Wn. App. 4, 567 P.2d 244 (1977)
- 1976- Bellingham Fire Fighters v. Bellingham,
15 Wn. App. 662, 551 P.2d 142 (1976)
- 1978 Firefighters v. Walla Walla,
90 Wn.2d 828, 586 P.2d 479 (1978)
- 1978 State Employees v. Community College,
90 Wn.2d 698, 585 P.2d 474 (1978)

- 1979 Deputy Sheriff's Guild v. Comm'rs,
92 Wn.2d 844, 601 P.2d 943 (1979)
- 1980 Seattle v. Auto Sheet Metal Workers, Local 387,
27 Wn. App. 669, 620 P.2d 119 (1980)
- City of Bellevue,
Decision No. 839 (PECB, 1980)
- 1981 Yakima v. Yakima Police,
29 Wn. App. 756, 631 P.2d 400 (1981)
- 1982 Greig v. Metzler,
33 Wn. App. 223, 653 P.2d 1346 (1982)
- 1983 Pierce County v. Civil Service Commission,
98 Wn.2d 690, 658 P.2d 648 (1983)
- Keeton v. Social & Health Servs.,
34 Wn. App. 353, 661 P.2d 982 (1983)
- 1984 State Employees v. State,
101 Wn.2d 536, 682 P.2d 869 (1984)
- Pool v. Omak,
36 Wn. App. 844, 678 P.2d 343 (1984)
- 1985 Simonds v. Kennewick,
41 Wn. App. 851, 706 P.2d 1080 (1985)
- Cleveland Board of Education v. Loudermill,
470 U.S. 532, 84 L.Ed.2d 494, 105 S.Ct. 1487 (1985)
- City of Wenatchee,
Decision No. 2216 (PECB, 1985)
- 1986 Rose v. Erickson,
106 Wn.2d 420, 721 P.2d 969 (1986)
- Micone v. Town of Steilacoom Civil Serv. Comm.,
44 Wn. App. 636, 722 P.2d 1369 (1986)
- Roberts v. Fire Protection Dist.,
44 Wn. App. 744, 723 P.2d 488 (1986)
- 1987 Shoemaker v. City of Bremerton,
109 Wn.2d 504, 745 P.2d 858 (1987)

- 1988 Samuels v. Lake Stevens,
50 Wn. App. 475, 749 P.2d 187 (1988)
- 1991 Crippen v. Bellevue,
61 Wn. App. 251, 810 P.2d 50 (1991)
- Yakima v. Yakima Firefighters,
117 Wn.2d 655, 818 P.2d 1076 (1991)
- 1992 Pasco v. PERC,
119 Wn.2d 504, 833 P.2d 381 (1992)
- 1993 Teamsters v. Moses Lake,
70 Wn. App. 404, 853 P.2d 951 (1993)
- Dawson v. Daly,
120 Wn.2d 782, 845 P.2d 995 (1993)
- 1994 Matson v. Civil Service Board [Tacoma],
75 Wn. App. 370 (1994)
- 1997 Amren v. Kalama,
131 Wn.2d 25, 929 P.2d 389 (1997), and
- Limstrom v. Ladenburg,
85 Wn. App. 524, 933 P.2d 1055 (1997)
- 1998 Civil Service Comm’n v. City of Kelso,
137 Wn. 2d 166, 969 P.2d 474 (1998)
- 1999 Bunko v. Puyallup Civil Service Comm’n, 95 Wn. App. 495, 975 P.2d 1055 (1999)
- Civil Service Commission [City of Kelso] v. City of Kelso, 137 Wn.2d 166 (1999)
- Americans with Disabilities Act (“ADA”),
42 USC §12101, et seq.
- 2001 Bickford v. City of Seattle,
104 Wn. App. 809, 17 P.3d 1240 (Wash. App. Div.1 2001);
review denied, 144 Wn. 2d 1019, 32 P.3d 284 (2001)
- 2002 Chapter 143, Laws of 2002 Amends RCW 41.12.050 (unclassified positions)
- 2004 Seattle Police Officers Guild v. City of Seattle,
151 Wn. 2d 823, 92 P.3d 243 (2004).

- 2005 Leonel v. American Airlines,
400 F.3d 702 (9th Cir. 2005)
- 2006 Yakima County Law Enforcement Officers Guild v. Yakima County,
133 Wn. App. 281, 135 P.3d 558 (2006)
- 2010 City of Seattle Police Dept. v. City of Seattle Public Safety Civil Service Comm’n.,
155 Wn. App. 878 (2010)
- 2010 Skinner v. City of Medina, 168 Wn.2d 845 (2010)
- 2011 City of Seattle v. Werner, 163 Wn. App.899, 261 P.3d 218 (2011)
- 2014 City of Medina v. Skinner, 184 Wn. App. 449, 336 P.3d 1172 (2014)
- 2015 Goding v. King County, 192 Wn. App. 270, 366 P.3d 1 (2015)
- 2016 McGowan v. City of Asotin, 193 Wn. App. 1052 (2016, unpublished)
- 2017 AGO 2017 No. 3 (March 20, 2017)
- 2018 Sprague v. Spokane Valley Fire Dep’t, 189 Wn.2d 858, 409 P.3d 160 (2018)
- Sheats v. City of East Wenatchee, 6 Wn. App. 2d 253, 431 P.3d 489 (2018)
- 2019 Bahra v. Cnty. of San Bernardino, 945 F.3d 1231 (9th Cir. 2019)
- 2020 Sidibe v. Pierce County, No. 53484 -3-II (WA Court of Appeals, September 29, 2020)
- Vahle v. City of Lakewood, No. 5317-1-II (WA Court of Appeals, October 27, 2020)
- 2022 Robertson v. Clover Park Technical College, No. 55294-9-II (WA Court of Appeals,
January 11, 2022)
- 2024 Chapter 330, WA Laws of 2024 (candidate eligibility; preference points)