



FOSTER PEPPER PLLC

Civil Service: An Overview

33rd Annual Civil Service Conference

P. Stephen DiJulio



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PROGRAM OUTLINE

- INTRODUCTION
- BASICS
- OPMA AND PRA
- HEARINGS

INTRODUCTION

Background

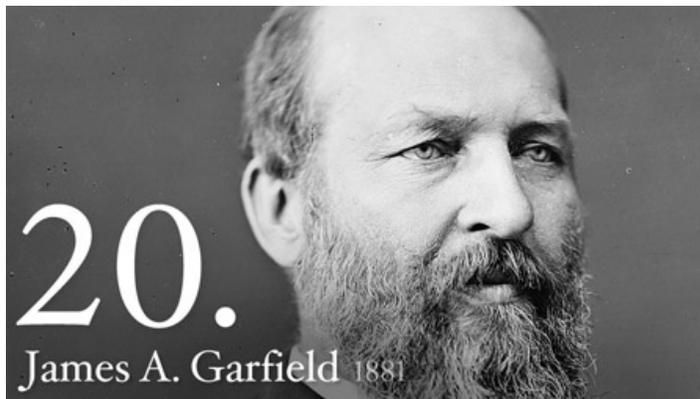


Jefferson
(1801-1809)



Jackson
(1829-1837)

Background



Background

Pendleton Act —

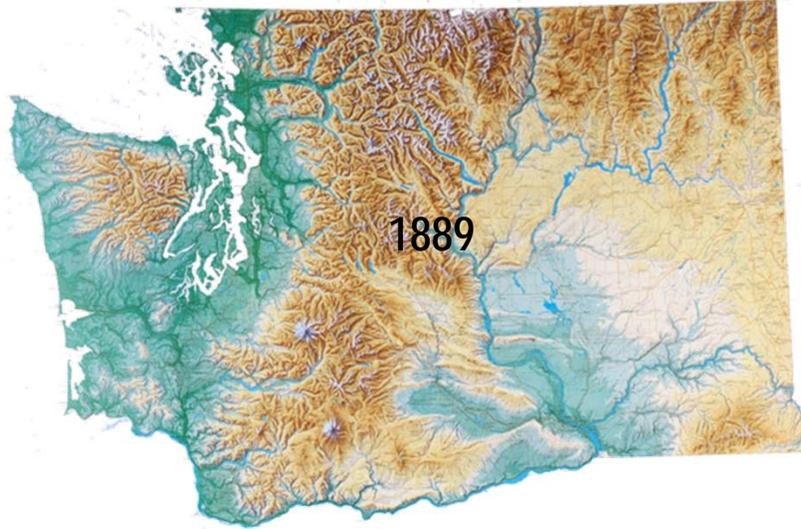
Civil Service Reform Act of 1883

Background



Civil Service Reform Act of 1978

Progressive Era



Systems



Systems



Ch 41.08 RCW
(1935)

Systems



Ch 41.12 RCW
(1937)

Systems



Ch. 41.14 RCW
(1-23, 1958)

Systems



Other

BASICS

- STRUCTURE
- PURPOSE
- COVERAGE
- JURISDICTION
- COLLECTIVE BARGAINING

Structure



Reynolds v. Kirkland Police Commission

Purpose

- MERIT
- TENURE
- INDEPENDENT COMMISSION

Vested rights?



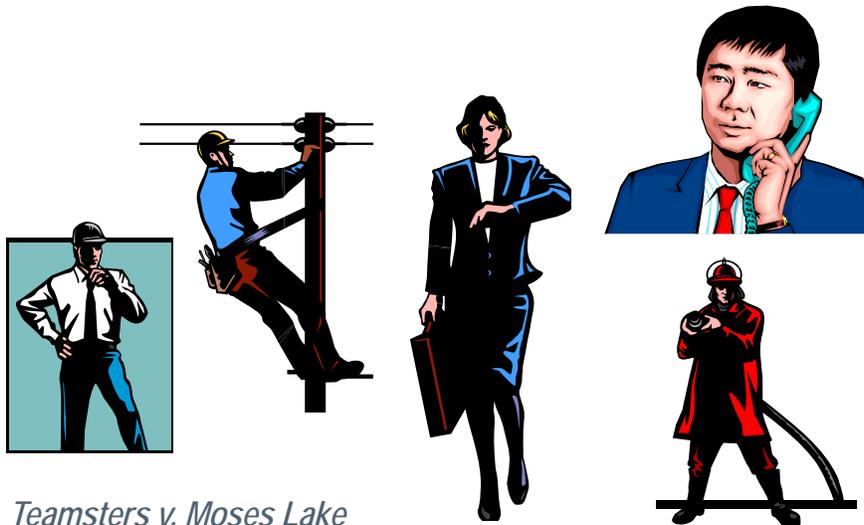
Greig v. Metzler

Who runs department?



Eason v. Seattle

Who Covered?



Teamsters v. Moses Lake

RCW 41.12.050

Persons included -- Restricted exemptions:

If the police chief is exempt, the classified civil service includes all full paid employees of the department of the city, town, or municipality, except the police chief and an additional number of positions, designated the unclassified service, determined as follows:

Department Position	Unclassified Position Appointments
6 through 10	2
11 through 20	3
21 through 50	4
51 through 100	5
101 through 250	6
251 through 500	8
501 and over	10

RCW 41.12.050

Persons included -- Restricted exemptions:

- Assistant chief
- Deputy chief
- Bureau commander, and
- Administrative assistant or administrative secretary.

RCW 41.14.070

County Classified and unclassified service designated:

The classified civil service and provisions of this chapter shall include all deputy sheriffs and other employees of the office of sheriff in each county except the county sheriff in every county and an additional number of positions, designated the unclassified service, determined as follows:

Staff Personnel	Unclassified Position Appointments
1 through 10	2
11 through 20	3
21 through 50	4
51 through 100	5
101 through 250	6
251 through 500	8
501 and over	10

RCW 41.14.070

County Classified and unclassified service designated:

- Undersheriff
- Inspector
- Chief criminal deputy
- Chief civil deputy
- Jail superintendent, and
- Administrative assistant or administrative secretary
- King County (> 500,000): unclassified positions of administrative responsibility not to exceed twenty positions



Chapter 41.56 RCW and Collective Bargaining

Civil Service v. Collective Bargaining



Spokane v. Civil Service Commission

BASICS

- CLASSIFICATION OF POSITIONS
- EXAMINATIONS
- REGISTERS AND ELIGIBILITY
- CERTIFICATION AND APPOINTMENT
- PROBATION
- DISCIPLINE AND DISCHARGE

Classifications



*State ex rel.
Reilly v. Civil Service*

Examinations: Written or Oral?



Stoor v. Seattle

Examinations: Test Materials



Answer

- A. It is a “crime” because it violates an existing statute.
- B. It is not a “crime” because the statute is obsolete and not usually enforced.
- C. It is a “crime” because the exposure may incite others to more serious crime.
- D. It is a “crime” because the offensiveness to public opinion justifies the use of the obsolete statute.
- E. It is not a “crime” because public opinion would not support the police in taking enforcement action.

See Helland v. King County, 84 Wn.2d 858 (1975)

Examinations: Follow the Rules



See State ex rel. Hearty v. Mullin, 198 Wash. 99 (1939)

Examinations: Open or Promotional?



O'Brien v. Civil Service Commission

Examinations: Who tests?



Simonds v. Kennewick

Examinations: Basics

EMPLOYMENT SELECTION PROCEDURE IS VALID IF

“PREDICTIVE OF OR SIGNIFICANTLY CORRELATED WITH
IMPORTANT ELEMENTS OF JOB PERFORMANCE.”

29 CFR § 16-7.5(B)

See, TITLE VII of the Civil Rights Act of 1964,
42 USC § 2000-e2(a)

Examinations: Test Sequence



See Leonel v. American Airlines

Register/List: Rule of three (or more)?



Seattle Police Officers Guild v. City of Seattle

Certification and Appointment



See Crippen v. City of Bellevue

Department Screening?



Commission Review of Registers

- Who tests?
- Who determines candidate eligibility?
- Managing appeals

Probation



Civil Service: An Overview

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Discharge/discipline



Civil Service: An Overview

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Reprimands?

- *City of Yakima* (1991)



Resignation



Micone v. Civil Service Commission

Commission Jurisdiction?

APPEAL

Yakima v. Yakima Police Civil Service

Increased penalties



Pool v. City of Omak

Arbitration v. Civil Service



City of Kelso

Cause?

“In Good Faith For Cause”
v. “Just Cause”



Seattle Police Dept. v. Civil Service

Authority to appeal



Pierce County v. Civil Service Commission

OPEN GOVERNMENT

- OPEN PUBLIC MEETINGS ACT
 - Chapter 42.30 RCW
- PUBLIC RECORDS ACT
 - Chapter 42.56 RCW

Commission Meetings

- LEGISLATIVE
- QUASI-JUDICIAL
 - BIAS
 - PREJUDICE
 - PREJUDGMENT
 - APPEARANCE OF FAIRNESS



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Civil Service – An Introduction

33rd Annual Civil Service Conference

Yakima, Washington

September 22, 2014

**Presented by P. Stephen DiJulio
Foster Pepper PLLC**



FOSTER PEPPER PLLC

CIVIL SERVICE—AN INTRODUCTION

PROGRAM

- 1. INTRODUCTION**
- 2. THE BASICS**
 - 2.1 HISTORY AND FRAMEWORK
 - 2.2 ADMINISTRATION AND OPERATIONS
 - 2.3 COLLECTIVE BARGAINING ISSUES
 - 2.4 CLASSIFICATION OF POSITIONS
 - 2.5 EXAMINATIONS
 - 2.6 REGISTERS AND ELIGIBILITY
 - 2.7 CERTIFICATION AND APPOINTMENT
 - 2.8 PROBATION
 - 2.9 DISCIPLINE AND DISCHARGE
- 3. MEETINGS, HEARINGS, AND PROCEDURES**
 - 3.1 OPEN MEETINGS ACT
 - 3.2 PUBLIC DISCLOSURE
 - 3.3 APPEARANCE OF FAIRNESS DOCTRINE
 - 3.4 CONDUCT OF A DISCIPLINARY HEARING

ATTACHMENTS:

- Civil Service—A CHRONOLOGY

CIVIL SERVICE

A CHRONOLOGY Washington Law and Practice

**P. STEPHEN DiJULIO
Foster Pepper PLLC
Seattle, Washington**

September 2014

- 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)
- 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)
- 2011 City of Seattle v. Werner, 163 Wn. App.899, 261 P.3d 218 (2011)



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Member

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PRACTICES

Municipal Government

Land Use

Litigation and Dispute Resolution

Employment and Labor Relations

Environmental

Real Estate

INDUSTRIES

Right-of-Way (Chair)

Energy and Utilities

Infrastructure

Construction

Sustainable Development/
Green Building

Transportation Industries

Sports and Sports Facility

PRACTICE OVERVIEW

Steve focuses his practice on both trial and appellate litigation involving major infrastructure projects. His work assists the efficient and effective environmental compliance, permitting, financing, defense, and construction of major development. Steve represents both the private sector and the government as developer, as well as facilitating public-private partnerships. He often serves as counsel in litigation over constitutional claims, property rights, and annexation disputes.

REPRESENTATIVE CASES

- *Brower v. State/Football Northwest*, 137 Wn.2d 44 (1998) (Successful defense of public-private stadium project and legislative referendum)
- *Central Puget Sound Regional Transit Authority v. Miller*, 156 Wn.2d 403 (2006) (successful defense of Sound Transit eminent domain action)
- *HTK v. Seattle Popular Monorail*, 155 Wn.2d 612 (2005) (successful defense of municipal condemnation authority)
- *Servais v. Port of Bellingham*, 127 Wn.2d 820 (1995) (amicus for Washington Public Ports Association in defense of protected public records)
- *Klickitat Citizens v. Klickitat County*, 122 Wn.2d 619 (1993) (Defense of comprehensive plan and environmental impact statement for regional landfill)
- *Rabanco v. King County*, 125 Wn. App. 794 (2005) (successful defense of county solid waste management authority)
- *Wong, et al. v. City of Long Beach*, 119 Wn. App. (2004) rev. denied 152 Wn.2d 1015 (2004) (successful defense of city trail project)
- *Washington Waste Systems, Inc. v. Clark County*, 115 Wn.2d 74 (1990) (Defense of multi-million dollar government contract procurement)
- *Barnier v. City of Kent*, 44 Wn. App. 868 (1986) (Defense of development assessment process)
- *Tiffany Family Trust v. City of Kent*, 155 Wash.2d 225 (2005) (successful defense of assessments and rejection of civil rights claims)
- *Grant County Fire District No. 5 v. Moses Lake*, Supreme Court, 150 Wn.2d 791 (2004) (Court reconsiders and unanimously reverses earlier ruling; affirms city annexation authority)

P. Stephen DiJulio (continued)

- *Jensen v. Torr*, 44 Wn. App. 207 (1986) (Defense of government permit process and immunity of government officials)
- *Prater v. City of Kent*, 40 Wn. App. 639 (1985) (Defense of claims of discrimination in employment)
- *Babcock v. Mason County Fire Dist. No. 6*, 144 Wn.2d 774 (2001) (amicus for Fire Commissioners Association regarding public duty doctrine)
- *Silver Firs Town Homes, Inc. v. Silver Lake Water Dist.*, 103 App. 411 (2000) rev. denied 143 Wn.2d 1013 (2001) (successful defense of utility connection charges)
- *City of Seattle v. Shepherd*, 93 Wn.2d 861 (1980) (upholding crime victims' property rights)
- *Washington Securities v. Horse Heaven Heights*, 132 Wn. App. 188, rev. den. 158 Wn.2d 1023 (2006) (successful quiet title action regarding rail road right-of-way)
- *Futurewise, et al. v. Western Wa. Growth Mngt. Hearing Bd.*, 164 Wn.2d 242 (2008) (successful defense of City of Anacortes shoreline management practices)
- *Morgan v. City of Federal Way*, 166 Wn.2d 747 (2009) and *City of Federal Way v. Koenig*, 167 Wn.2d 341 (2009)(successful defense of city, public records compliance)
- *City of Port Angeles v. Our Water-Our Choice*, 170 Wn.2d 1 (2010) (successful defense of city fluoridation program; invalidated initiative)
- *Washington Assoc. of Substance Abuse v. State*, 174 Wn.2d 642 (2012) (amicus support of liquor privatization effort)

Real Estate Related Appellate Cases

- *Parrell Sisters v. Spokane County*, 147 Wn. App. 356, 195 P.3d 573 (2008) (Developer charges)
- *Roger Pederson v. Skagit County PUD No. 1*, 149 Wn. App. 1023, 2009 WL 667244 (2009) (Special benefit valuation)
- *Cowlitz County v. Martin*, 140 Wn. App. 170, 165 P.3d 51; withdrawn and superseded at reconsideration, 142 Wn. App. 868, 177 P.3d 102 (2008), rev. den., 164 Wn.2d 1021 (2008) (Eminent domain authority)
- *In re Petition of City of Long Beach*, Court of Appeals No. 34371-1-II (dismissed July 2006) (Eminent domain valuation)
- *Desimone Trust v. Szmodis, et al.*, Court of Appeals No. 57906-1-I (dismissed 2008) (Ground lease valuation)
- *Clear Channel Outdoor, Inc. v. Sound Transit*, Court of Appeals No. 34685-1-II (dismissed June 2006) (Leasehold interest dispute)

P. Stephen DiJulio (continued)

- *Clear Channel Outdoor, Inc. v. Seattle Popular Monorail*, 136 Wn. App. 781, 150 P.3d 649 (2007) rev. denied 161 Wn.2d 1027 (2007) (Leasehold interest dispute)
- *Clear Channel Outdoor, Inc. v. Seattle Popular Monorail*, 132 Wn. App. 1025, 2006 WL 1029638 (2006) (unpublished opinion) (Leasehold interest dispute)
- *Central Puget Sound Regional Transit Authority v. Miller*, 156 Wn.2d 403, 128 P.3d 588 (2006) (Eminent domain authority)
- *Washington Securities v. Horse Heaven Heights*, 132 Wn. App. 188 (2006), 149 P.3d 370, rev. denied, 158 Wn. 2d 1023 (Railroad right of way quiet title)
- *HTK v. Seattle Popular Monorail*, 155 Wn.2d 612, 121 P.3d 1166 (2005); and 139 Wn. App. 772, 162 P.3d 1147 (Eminent domain authority)
- *Young K. Lee v. Seattle Popular Monorail*, (unpublished opinion) 124 Wn. App 1052, 2004 WL2981337 (2004) (Eminent domain authority)
- *Wong, et al. v. City of Long Beach*, 119 Wn. App. 628, 82 P.3d 259 (2004) rev. denied 152 Wn.2d 1015 (2004) (Eminent domain authority)
- *Tiffany Family Trust v. City of Kent*, Court of Appeals, 119 Wn. App 262, 77 P.3d 354 (2003); affirmed 155 Wn.2d 225, 119 P.3d 325 (2005) (Special benefit valuation)
- *Grant County Fire District No. 5 v. Moses Lake*, Supreme Court, 150 Wn.2d 791, 83 P.3d 419 (2004) (Annexation authority)
- *Berg v. Department of Natural Resources*, Court of Appeals No. 28324-7-II (dismissed, 2003) (DNR lease valuation dispute)
- *Little Deli Marts, Inc. v. City of Kent*, 108 Wn. App. 1, 32 P.3d 286 (2001); 107 Wash. App. 1011 (2001) rev. denied 145 Wn.2d 1030 (2002) (Special benefit valuation)
- *Silver Firs Town Homes, Inc. v. Silver Lake Water Dist.*, 103 Wn. App. 411, 12 P.3d 1022 (2000) rev. denied 143 Wn.2d 1013 (2001) (Developer charges)
- *City of Seattle v. WR Partners II, et al.*, 80 Wn. App 1059, 1996 WL 1062493 (1996); rev. denied 129 Wn.2d 1031, 922 P.2d 97 (1996) (Leasehold claim dispute)
- *Woodcreek Land Ltd. Partnerships I, II, III and IV v. City of Puyallup*, 69 Wn. App. 1, 847 P.2d 501 (1993) (Developer charges)
- *Barnier v. City of Kent*, 44 Wn. App. 868, 723 P.2d 1167 (1986) (Acted as supervising counsel in defense of developer contracts)
- *Wagle v. Williamson*, 51 Wn. App. 312, 754 P.2d 684 (1988) and 61 Wn. App. 474, 810 P.2d 1372 (1991) (Private way of necessity)

P. Stephen DiJulio (continued)

- *Jensen v. Torr*, 44 Wn. App. 207, 721 P.2d 992 (1986) rev. denied 107 Wn.2d 1004 (1986) (Defense of view blockage claim)

HONORS & AWARDS

- *The Best Lawyers in America*®, Appellate Practice, 2012-2015
- *Washington Super Lawyers*, 2002-2014
- 2010 Top Lawyer, *Seattle Metropolitan* magazine
- Martindale-Hubbell AV rating

PROFESSIONAL/CIVIC ACTIVITIES

- Municipal League, Board of Trustees, 2010-2013
- Washington State Association of Municipal Attorneys
- International Municipal Lawyers Association
- American Bar Association, State and Local Government Law and Labor and Employment Law Sections, Member
- Washington State Bar Association
 - Environmental and Land Use Law and Administrative Law Sections
- Foster Pepper Pro Bono
 - Featured in 2009 Pro Bono Annual Report
- King County Bar Association, Trustee, 1986-1989
- South King County Bar Association, Trustee, 1986-1988
- King County Legal Clinic
 - Founder and Attorney Coordinator, 1985-1986 (South Clinic)
 - Volunteer, 1978-1989
- University of Washington
 - Lecturer, Evans Graduate School of Public Affairs

PUBLICATIONS

Steve DiJulio is a contributor to Foster Pepper's Local Open Government Blog. Check out the latest news in this fast-changing area at: www.localopengovernment.com.

- Washington Initiative I-517 Impacts Retailers, Public Facility Access and Local Government Elections ,” Co-Author, Foster Pepper News Alert, September 2013
- “U.S. Supreme Court Decision Expands Scope of Takings Claus,” Co-Author, Foster Pepper News Alert, June 2013
- “Court of Appeals Reaffirms Public Utility District Authority to Condemn State School Trust Lands,” Co-author, Foster Pepper News Alert, May 2013

P. Stephen DiJulio (continued)

- “Pollution Control Hearings Board Clarifies Use of Overriding Consideration of Public Interest Statute,” Co-Author, Foster Pepper News Alert, March 2013
- “Curing a Violation of the Open Public Meetings Act?” Co-Author, Advisor Column, Municipal Research and Services Center of Washington, March 2013
- “A Blessing on Your Meeting?” Co-Author, MRSC In Focus: Council/Commission Advisor, April 2012
- “Giving for the City: Constitutional Limits on Municipal Economic Development Programs,” Cityvision Magazine, March/April 2012
- “2011 Washington Real Property Deskbook: Causes of Action, Taxation, Regulation,” Editor
- Administrative Law Desk Book
- “Council Meeting Conduct and Citizen Rights under the First Amendment,” Author, Municipal Research and Services Center of Washington, November 2009

NEWS

- “Breaking Down Freedom of Information Laws,” *The Willis Report*, FOX Business News, July 29, 2010

PRESENTATIONS

- “The Okanogan PUD Litigation: The Pitfalls of Life in One of Washington’s Great Scenic Locations and Condemnation of State Lands,” Speaker, PUD-Municipal Attorney Conference, Union, WA, June 2014
- “[Infrastructure Development-Managing Property Acquisition and Procurement](#),” Speaker, Washington Public Utility District Association, Managers Committee Meeting, Sea-Tac, WA, May 2014
- “[Labor Relations and Public Record Disclosure](#),” Speaker, Washington Association of Public Records Officers Spring Training, Lynnwood, WA, May 2014
- Litigating Open Government Cases: *A Well-Stocked Tool-Kit for Public and Private Practitioners*, Program Co-Chair and Speaker, February 2014
 - “Legal Ethics: Managing Conflicts and Understanding Privileges; What To Do When The Client Does Not Disclose”
 - “Continue the Exchange of Ideas: Reception for Faculty and Attendees”
- “Privilege and the PRA: Freedom Foundation v. Gregoire,” Speaker, Law Seminar International, One-Hour Expert Analysis, December 2013
- “Wage & Hour Compliance – Beyond the Basics (Part I),” Presenter, Seattle, WA, February 2013

P. Stephen DiJulio (continued)

- LIDs: Nuts and Bolts Speaker, Washington State Association of Municipal Attorneys (WSAMA) Fairmont Chateau Whistler, British Columbia - May 2008
- Newly Elected Officials Workshop Speaker, Association of Washington Cities, Yakima, Spokane, Lynnwood, & Tacoma - January 2008
- Eminent Domain Speaker, Lorman Seminar - Tacoma, WA - September 2006
- Knowing the Legal Territory Association of Washington Cities, 1988-2006 (Newly Elected Officials Workshop).
- Road and Access Law in Washington National Business Institute, 1999 and 2001
- Inverse Condemnation Issues in the Direct Condemnation Setting Law Seminars International, Seattle, November 2000; Seattle, December 1999; Bellevue, December 1998; and other programs
- “Basic Training for New Commissioners and Staff; Annual Legal Update,” Presenter, Civil Service Conference, 1986-2013

PROFESSIONAL BACKGROUND

- Foster Pepper PLLC
 - Member, 1990-Present
 - Associate, 1986-1990
- City of Kent (Kent, WA), City Attorney, 1982-1986
- City of Seattle (Seattle, WA), Assistant City Attorney, 1977-1982

ADMISSIONS

- U.S. District Court
 - Eastern Division of Washington, 1993
 - Western Division of Washington, 1976
- U.S. Court of Appeals for the Ninth District, 1980
- Supreme Court, State of Washington, 1976

EDUCATION

- J.D., Seattle University, 1976
- B.A., University of Washington (Oval Club Scholastic Honorary), 1973