



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Steven A. Jewell
Commissioner Eric de los Santos
Commissioner Angelique M. Davis

February 17, 2016
Civil Service Commission Monthly Meeting
Approved March 16, 2016

Call to Order: Commission Chair Steven Jewell, called the meeting to order at 9:30 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commission Chair Steven Jewell
Commissioner Angelique Davis
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney
Donna Lurie, CSC Hearing Officer

In Attendance By Phone:

Commissioner Eric de los Santos

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes-

December 17, 2015-CSC Regular Meeting: The Commission reviewed the minutes of the December 17, 2015 regular meeting of the Commission. Commissioner Davis moved to accept the minutes as written. Commissioner de los Santos seconded the motion. The motion passed and the minutes were approved by acclamation and signed by the Chair.

December 17, 2015-Joint Meeting of CSC & PSCSC: The Commission reviewed the minutes of the December 17, 2015 joint meeting of the Commissions. Commissioner de los Santos stated that the word "Chair" appeared before his name and should be removed. Commissioner de los Santos moved to accept the minutes as corrected. Commissioner Davis seconded the motion. The motion passed and the minutes were approved by acclamation and signed by the Chair.

2 Monthly Case Status Report/Appeals Update: The Commission reviewed the Monthly Case Status Report.

Disclosure: Gary Smith, Assistant City Attorney stated that in addition to advising the CSC, as a City Attorney he also advises other City departments. He stated he has advised Mr. Fowler and Mr. Potter (Fowler's supervisor) on matters related to the enforcement of Rules of Conduct that apply to FAS buildings and unrelated to the Fowler appeal. Mr. Smith stated

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he can objectively advise the commission on the Fowler appeal matter and wanted to make the full disclosure on the record.

- **Petition for Review: Fowler v. FAS-CSC No. 15-01-013-Commissioner Davis, Reviewing Officer.** The Commission reviewed the Decision issued by Hearing Officer Donna Lurie and the Petitions for Review filed by both parties. Commissioner Davis was the Reviewing Officer.
- **Executive Session:** The Commission went into Executive Session at 9:35 am. The Executive Session ended at 10:15 am.

Prior to the next monthly meeting in March, the Commission will review applicable past decisions and other information that the Commission feels pertinent, prior to attempting to come to a finalization on a decision in the Fowler matter.

3. Executive Director Report:



- **Monthly Summit (Budget) Report:** The Commission reviewed the budget. The Executive Director reported the budget is on track for January.
- **City Training for Boards & Commissions:** The Executive Director presented to the Commission the dates for the next City Training for Boards and Commission members. The training includes an overview of the City of Seattle Governance, RSJL, Ethics, Open Meetings Act and Public Records.
- **Adjourn:** All other business before the Commission having been considered, Commission Chair Jewell adjourned the meeting at 10:20 am.

Respectfully Submitted By:

/s/ Teresa R. Jacobs 3/16/2016


Teresa R. Jacobs
Administrative Staff Assistant

/s/ Angelique M. Davis 3/16/2016

 -nt- 
Angelique M. Davis
Acting Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Steven A. Jewell
Commissioner Eric de los Santos
Commissioner Angelique M. Davis

March 16, 2016
Civil Service Commission Monthly Meeting
Approved June 15, 2016

Call to Order: Acting Commission Chair Angelique Davis, called the meeting to order at 9:30 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commissioner Angelique Davis
Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

In Attendance By Phone:

Commission Chair Steven Jewell

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes-

February 17, 2016-CSC Monthly Meeting: The Commission reviewed the minutes of the February 17, 2016 regular monthly meeting of the Commission. Commissioner Davis moved to accept the minutes as written. Commissioner de los Santos seconded the motion. The motion passed and the minutes were approved by acclamation and signed by the Acting Chair.

2. Monthly Case Status Report/Appeals Update: The Commission reviewed the Monthly Case Status Report.

- **Petition for Review: Fowler v. FAS-CSC No. 15-01-013-Commissioner Davis, Reviewing Officer:** The Commission reviewed the Decision issued by Hearing Officer Donna Lurie and the Petitions for Review filed by both parties. Commissioner Davis was the Reviewing Officer. Commissioner Davis stated there would be no final decision on the Fowler matter until a special meeting is held by the Commission on March 30, at which time the Commission will render a decision.

3. Executive Director Report:

- **Monthly Summit (Budget) Report:** The Commission reviewed the budget. The Executive Director reported the budget is on track for the month.

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- **Financial Interest Statements:** The Executive Director informed the Commission that Financial Interest Statements will be available online to fill out and electronically sign. Staff will send the Commissioners the link. .
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- **Adjourn:** All other business before the Commission having been considered, Acting Commission Chair Davis adjourned the meeting at 10:28 am.

Respectfully Submitted By:

/s/ Teresa R. Jacobs 6/15/2016

/s/ Steven A. Jewell 6/15/2016

Date:

Date:

Teresa R. Jacobs
Administrative Staff Assistant

Steven A. Jewell
Acting Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Steven A. Jewell
Commissioner Eric de los Santos
Commissioner Angelique M. Davis

March 30, 2016
Civil Service Commission Special Meeting
Approved June 15, 2016

Call to Order: Commission Chair Steven Jewell, called the meeting to order at 9:30 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commission Chair Steven Jewell
Commissioner Angelique Davis
Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

PUBLIC COMMENT: No one signed up to speak

1. Monthly Case Status Report/Appeals Update:

- **Petition for Review: Fowler v. FAS-CSC No. 15-01-013-Commissioner Davis, Reviewing Officer.** The Commission went to into Executive Session.
- The Executive Session began at 9:30 am. The Executive Session ended at 10:02 am.

Commissioner Davis motioned for a Decision consistent with recommendations. Commissioner de los Santos seconded the motion. The motion was approved. The Commission will issue a written decision to the parties and the decision will be posted and available to view on the Commission's website.

- 2. Old Business/New Business:** Commissioner Jewell requested the Commission review the issue again regarding Service Credit and it being applied equitably. Commissioner Jewell stated he was not proposing any action at this time, only a review, and if it lead to anything subsequent then the Commission could take action. Commissioner's Davis and de los Santos expressed their support of the proposal.

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- **Adjourn:** All other business before the Commission having been considered, Commission Chair Jewell adjourned the meeting at 10:07 am.

Respectfully Submitted By:

/s/ Teresa R. Jacobs 6/15/2016

/s/ Angelique M. Davis 6/15/2016


_____ Date: 6/15/16

Teresa R. Jacobs
Administrative Staff Assistant


_____ Date: VJ P-10

Angelique M. Davis
Acting Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Steven A. Jewell
Commissioner Eric de los Santos
Commissioner Angelique M. Davis

June 15, 2016

Civil Service Commission Special Meeting

Approved July 20, 2016

Call to Order: Acting Commission Chair Angelique Davis, called the meeting to order at 9:39 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commissioner Angelique Davis
Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

In Attendance By Phone:

Commission Chair Steven Jewell

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes:

March 16, 2016 CSC Meeting: The Commission reviewed the minutes of March 16, 2016. Commission Chair Jewell moved to accept the minutes as written. Commissioner de los Santos seconded the motion. The motion passed and the minutes were approved by acclamation and will be signed by the Chair.

March 30, 2016 CSC Special Meeting: The Commission reviewed the Special Meeting minutes of March 30, 2016. Commission Chair Jewell moved to accept the minutes as written. Commissioner de los Santos seconded the motion. The motion passed and the minutes were approved by acclamation and will be signed by the Chair.

2. Monthly Case Status Report/Appeals Update:

- **Arnold v, City of Seattle #91742-6:** The Commission was updated on the appeal of Arnold v. City of Seattle. Ms. Arnold's appeal for award of attorney's fees was remanded back to the King County Superior Court. The matter is still pending. There was no further action taken on the matter.

3. Executive Directors Report:

- **Monthly Summit (Budget) Report:** The Executive Director reported to the Commission that the department is under budget and the City is currently working on the 2017 proposed budget.

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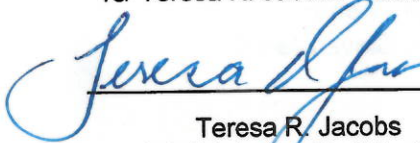
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4. **Old Business/New Business:**

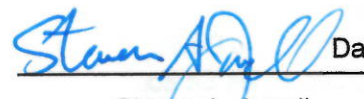
- **Service Credit:** Commissioner Jewell requested the Commission review the issue again regarding Service Credit and it being applied equitably and the impact it may have during a reduction in force. The commission will discuss at a later date the legal and political implications of pursuing the matter.
- **Adjourn:** All other business before the Commission having been considered, Commissioner Davis adjourned the meeting at 10:10 am.

Respectfully Submitted By:

/s/ Teresa R. Jacobs 7/20/2016

 Date: 7-20-16
Teresa R. Jacobs
Administrative Staff Assistant

/s/ Steven A. Jewell 7/20/2016

 Date: 7/20/2016
Steven A. Jewell
Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Steven A. Jewell
Commissioner Eric de los Santos
Commissioner Angelique M. Davis

July 20, 2016

Civil Service Commission Special Meeting

Approved September 21, 2016

Call to Order: Commission Chair Steven A. Jewell, called the meeting to order at 9:30 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commission Chair Steven Jewell
Commissioner Angelique Davis
Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes:

June 15, 2016 CSC Meeting: The Commission reviewed the minutes of June 15, 2016. Commissioner de los Santos moved to accept the minutes as written. Commissioner Davis seconded the motion. The motion passed and the minutes were approved by acclamation and signed by the Chair.

2. Service Credit: Commission counsel Gary Smith informed the Commission that after reviewing applicable rules and laws, he found no conflict with the Commission moving forward to make a recommendation to the Mayor and Council regarding Service Credit. Commissioner Davis moved to draft a letter to the Mayor and Council with recommendations tailored to non-represented employees, Commissioner de los Santos seconded the motion. The motion passed.

3. Monthly Case Status Report: There were no new appeals.

4. Executive Directors Report:

• **Monthly Summit (Budget) Report:** The Executive Director reported to the Commission that the department is under budget. Commissioner Davis informed the Commission that there are several relevant conferences that staff or Commissioners could participate in, barring any budgetary restrictions.

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5. Old Business/New Business:

- **Civil Service Conference:** Commissioner de los Santos confirmed he will attend the conference in September.
- **August Meeting:** The Commission agreed to cancel the August meeting and move the start time of the meetings to 9 am, beginning in September, through the remainder of the year. The October and November meetings will be moved to the fourth Wednesday.
- **Resignation of Employee Elected Commissioner:** Commissioner Jewell announced his resignation from the Commission effective immediately. Commissioner Jewell commended his fellow Commissioners on their service and dedication. Commissioners Davis and de los Santos thanked Commissioner Jewell on his contributions to the City and Commission. The Commission presented Commissioner Jewell with a signed resolution.
- **Commission Chair:** Commissioner Jewell nominated Commissioner Davis as the Chair for the remainder of 2016. Commissioner de los Santos seconded the motion. The motion passed.
- **Special Election for Employee Elected Commissioner:** The Executive Director informed the Commission that a special election will need to be called to fill the position of the Employee Elected Commissioner. Commissioner Davis moved to hold a special election. Commissioner de los Santos seconded the motion. The motion passed.
- **Adjourn:** All other business before the Commission having been considered, Commissioner Jewell adjourned the meeting at 10:14 am.

Respectfully Submitted By:

/s/ Teresa R. Jacobs 9/21/2016

 Date: 9-21-16

Teresa R. Jacobs
Administrative Staff Assistant

/s/ Angelique M. Davis 9/21/2016

 Date: 9-21-16

Angelique M. Davis
Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Angelique M. Davis
Commissioner Eric de los Santos

September 21, 2016
Civil Service Commission Special Meeting
Approved October 26, 2016

Call to Order: Commission Chair Angelique M. Davis called the meeting to order at 9:15 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commission Angelique Davis
Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes:

July 20, 2016 CSC Meeting: The Commission reviewed the minutes of July 20, 2016. Commissioner de los Santos moved to accept the minutes as written. Commissioner Davis seconded the motion. The motion passed and the minutes were approved by acclamation and signed by the Chair.

2. Monthly Case Status Report: There were no new appeals. The Executive Director will contact Sarah Butler in Human Resources to get an update on the Inter Departmental Grievance process and how that may be affecting why appeals are not being filed with the Commission.

3. Executive Directors Report:

- **Monthly Summit (Budget) Report:** The Commission reviewed the budget. The Executive Director stated the budget is on track and the department is awaiting the invoice for the tenant improvements for installation of the hearing room door.
- **Office 365:** The Executive Director reported to the Commission that the Public Safety Civil Service Commission requested she look into licensing the Commissioners to have email they can access through City email or SharePoint, to receive Commission business, rather than using their personal email. The Executive Director stated, that since the City has moved to Office 365 the issues Commissioners face in the past, such as password

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changes, and general access, would no longer be an issue. The Executive Director will update the Commission on the progress.


- **Special Election for Employee Elected Commissioner:** The Executive Director reported to the Commission that two information sessions for employees interested in running for the vacant Civil Service Commissioner spot took place on September 20 at the City Clerk's office and prior to today's meeting. Three interested parties attended the sessions.

4. Old Business/New Business:

- **Summary of 2016 Civil Service Conference:** Commissioner de los Santos gave a summary of the 2016 Civil Service Conference he attended in Yakima. Commissioner de los Santos stated the conference was very interesting, although it leaned more toward Public Safety. Commissioner de los Santos said he noticed there was a lack of diversity among the uniform officers outside of Seattle.
- **Boards & Commissions Appreciation Event-October 27th at City Hall:** The Executive Director notified the Commission of the upcoming event.
- **Service Credit Draft Letter:** The Executive Director informed the Commission that she has not received a draft letter from former Commissioner Steven Jewell regarding Service Credit. The Commission agreed they would revisit the issue at the next Commission meeting after reviewing previous documents regarding the issue.
- **Adjourn:** All other business before the Commission having been considered, Commissioner Davis adjourned the meeting at 9:27 am.

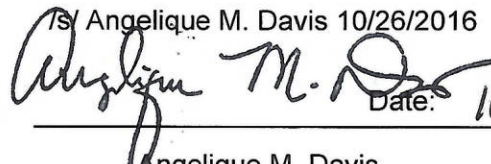
Respectfully Submitted By:

/s/ Teresa R. Jacobs 10/26/2016



Date: 10-26-16
Teresa R. Jacobs
Administrative Staff Assistant

/s/ Angelique M. Davis 10/26/2016



Date: 10-26-16
Angelique M. Davis
Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Angelique M. Davis
Commissioner Amy S. Bonfrisco
Commissioner Eric de los Santos

November 23, 2016
Civil Service Commission Special Meeting
Approved December 14, 2016

Call to Order: Acting Chair, Commissioner de los Santos called the meeting to order at 9:02 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

In Attendance by Phone:

Commission Chair Angelique Davis

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes:

October 26, 2016: The Commission reviewed the minutes of the October 26, 2016 monthly meeting. Commissioner Davis moved to accept the minutes as written. Commissioner de los Santos seconded the motion. The motion passed and the minutes were approved by acclamation and will be signed by the Chair.

2. Service Credit: Tabled until the new year.

3. Executive Directors Report:

- **Monthly Summit (Budget) Report:** The Commission reviewed the budget. The Executive Director stated the budget is on track at 80%.

4. Update-2016 Civil Service Employee's Special Election for the Employee Elected Commissioner of the Civil Service Commission: The Executive Director reported to the Commission that Amy S. Bonfrisco has been declared the winner of the employee elected commissioner position vacated by Commissioner Jewell. Ms. Bonfrisco is a hearing officer with Seattle Public Utilities, she will serve the remainder of Mr. Jewell's term through December 2017. Ms. Bonfrisco will attend the January meeting. There will be an election in September 2017 for the employee elected position for the full three-year term. Discussion on possible processes for employee elections, rather than the hard-copy ballot format, will be on the January agenda.

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4. Old Business/New Business:

- **Intradepartmental Grievance Procedure:** The Executive Director contacted David Bracilano and Sarah Butler to get data on non-represented employee issues and how they were resolved after Step 3 of the process. Ms. Greenlee notified the Commission that Labor Relations is gathering the data and will provide information on the results.
- **Office 365:** The Executive Director reported to the Commission that the Civil Service and Public Safety Civil Service Commissions have received their sign on and passwords to access Microsoft Office 365 City including email and SharePoint. The Executive Director stated she requested an exception to have an extension on the frequency of password expiration.
The Commissioners will be notified if the exception is granted.
- **2016 Joint Meeting with PSCSC:** The regular meeting of the CSC will be at 9:30 am on December 14 followed by the joint meeting at 10:30 am.
- **Adjourn:** All other business before the Commission having been considered, Commissioner de los Santos adjourned the meeting at 9:19 am.

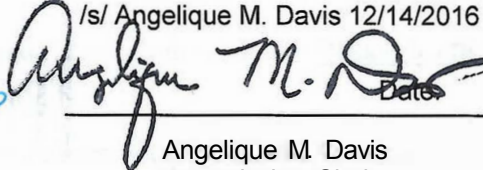
Respectfully Submitted By:

/s/ Teresa R. Jacobs 12/14/2016

 Date: 12.14.16

Teresa R. Jacobs
Administrative Staff Assistant

/s/ Angelique M. Davis 12/14/2016

 Date: 12.14.16

Angelique M. Davis
Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Eric de los Santos
Commissioner Amy S. Bonfrisco
Commissioner Angelique M. Davis

December 14, 2016

Civil Service Commission Special Meeting

Approved February 15, 2017

Call to Order: Commission Chair Angelique M. Davis called the special meeting to order at 9:32 a.m. The meeting was in Suite 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commissioner Eric de los Santos
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant
Gary Smith, Assistant City Attorney

Not In Attendance:

Commissioner Amy S. Bonfrisco

PUBLIC COMMENT: No one signed up to speak

1. Approval of Minutes:

November 23, 2016: The Commission reviewed the minutes of the November 23, 2016 monthly meeting. Commissioner de los Santos moved to accept the minutes as written. Commissioner Davis seconded the motion. The motion passed and the minutes were approved by acclamation and will be signed by the Chair.

- 2. Case Status Report/Appeals Update:** The Commission reviewed the year end Case Status report. Jennifer Greenlee, Executive Director reported there were no new appeals filed. Ms. Greenlee notified the Commission that David Bracilano and Sarah Butler of SDHR Labor Relations were gathering data on non-represented employee issues and how they were resolved after Step 3 of Intradepartmental Grievance process. Ms. Greenlee stated they would provide information to the commission at the beginning of the new year.

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3. **2017 Chair:** Commission Chair Davis moved to nominate Commissioner de los Santos to serve as Chair for 2017. Commissioner de los Santos accepted. The motion was approved by acclamation.

4. **2017 Meeting Schedule:** The Commission reviewed the dates for the 2017 monthly meetings and agreed to continue to hold the meetings on the third Wednesday of the month except for January. It was agreed to change the start time to 9:00 am. The first meeting of the year will be held on the fourth Wednesday, January 25th.

5. **Executive Directors Report:**
 - **Monthly Summit (Budget) Report: Monthly Summit (Budget) Report:** The Commission reviewed the budget. The Executive Director stated the budget is on track and there will be funds to cover the "Exit" sign that is required to be installed above the new door.

 - **Office 365:** The Executive Director reported to the Commission that the Civil Service and Public Safety Civil Service Commissions can access Commission email via their City Outlook email accounts as well as SharePoint. The Executive Director also reported that she has requested an exception from Seattle IT to extend the password expiration to longer than ninety-days.

 - **Adjourn:** All other business before the Commission having been considered, Commission Chair Davis adjourned the meeting at 9:45 am.

Respectfully Submitted By:

/s/ Teresa R. Jacobs 2/15/2017

/s/ Eric de los Santos 2/15/2017

 Date: 2-15-17

 Date: 2/15/17

Teresa R. Jacobs
Administrative Staff Assistant

Eric de los Santos
Commission Chair



City of Seattle

CIVIL SERVICE COMMISSIONS

Civil Service Commission

Commission Chair Eric de los Santos
Commissioner Amy S. Bonfrisco
Commissioner Angelique M. Davis

Public Safety Civil Service Commission

Commission Chair Joel A. Nark
Commissioner Christian M. Halliburton
Commissioner Sam Pailca

Combined Special Meeting of Public Safety and Civil Service Commissions

December 14, 2016

Approved January 19, 2017 (PSCSC)

Approved February 15, 2017 (CSC)

Call to Order: Public Safety and Civil Service Commission Chairs Joel Nark and Angelique Davis called the Special Joint meeting to order at 10:40 AM. The meeting was in Room 1679 of the Seattle Municipal Tower, 700 Fifth Avenue, Seattle, Washington 98104.

In Attendance:

Commission Chair Angelique Davis (CSC)
Commission Chair Joel Nark (PSCSC)
Commissioner Eric de los Santos (CSC)
Commissioner Christian Halliburton (PSCSC)
Commissioner Sam Pailca (PSCSC)
Gary Smith, Assistant City Attorney (CSC)
Jeff Slayton, Assistant City Attorney (PSCSC)
Jennifer A. Greenlee, Executive Director
Teresa Jacobs, Administrative Staff Assistant

Not in Attendance:

Commissioner Amy S. Bonfrisco (CSC)

Public Comment: No one signed up to speak.

1. Executive Session

• Executive Director Performance/Salary Adjustment/ Merit Leave:

The Commissions went into Executive Session at 10:40 am to discuss a possible Salary Adjustment and Merit Leave award for the Executive Director. The Executive Session ended at 11:00 am.

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Upon returning on the record Commission Chairs Nark and Davis on behalf of the Commissions, thanked the Executive Director and the Administrative Staff Assistant for their service to the Commissions.

Commissioner Nark moved to grant the Executive Director the maximum of 6 days Merit Leave and an Annual Wage Increase. The motion passed and was approved by acclamation.

Adjourn: No other business was before the Commissions. Commission Chairs Davis and Nark adjourned the meeting at 11:02 am.

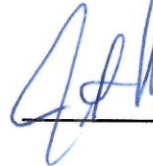
Respectfully Submitted By:

/s/ Teresa R. Jacobs 1/19/2017

 Date: 1-19-17

Teresa R. Jacobs
Administrative Staff Assistant


/s/ Joel A. Nark 1/19/2017

 Date: 1.19.17

Joel A. Nark, Chair
Public Safety Civil Service Commission

Respectfully Submitted By:

/s/ Teresa R. Jacobs ²⁻¹⁵ 1/25/2017

 Date: 2-15-17

Teresa R. Jacobs
Administrative Staff Assistant

/s/ Eric de los Santos ^{2/15} 1/25/2017

 Date: 2/15/17

Eric de los Santos, Chair
Civil Service Commission