

BEFORE THE CITY OF SEATTLE CIVIL SERVICE COMMISSION

Steven Bangert
Appellant,

V.

Fleets and Facilities Department
City of Seattle, Respondent

ORDER FOR REMEDY

CSC No. 06-01-013

The Executive Director hereby enters the following for the Civil Service Commission;

INTRODUCTION

On June 5, 2007, the Seattle Civil Service Commission issued a Decision and Order, for the above appeal. The Decision concluded that *"The just cause standard as defined by applicable personnel rules was not met in this case because the investigation did not produce accurate results (inaccuracies in disciplinary letter), the rule was not reasonable in its application in conjunction with the policy on overtime use, and the City failed to demonstrate consistent enforcement of the rule at issue."*

The Commission also ordered the following regarding remedy:

"...that Appellant's 3-day disciplinary suspension for conduct on August 23, 2006, is vacated. Appellant's personnel file shall be purged to reflect this action. Appellant shall be reimbursed for suspension days already served, and any related employee benefits that would accrue from being a paid employee during those three days."

On July 6, 2007 the Appellant notified the Commission via e-mail stating *"On 6/6/07 a decision was released by Hearing Officer Diane Hess-Taylor, in that decision I was awarded back pay, to date ... I have received *nothing*,..."*

This issue must be resolved before the Appeal is dismissed.

BEFORE THE CITY OF SEATTLE CIVIL SERVICE COMMISSION

Therefore, the Executive Director hereby orders the following:

ORDER

A. The parties shall submit an agreed upon remedy to the Commission, no later than 4 p.m. on Tuesday, July 17, 2007.

Or,

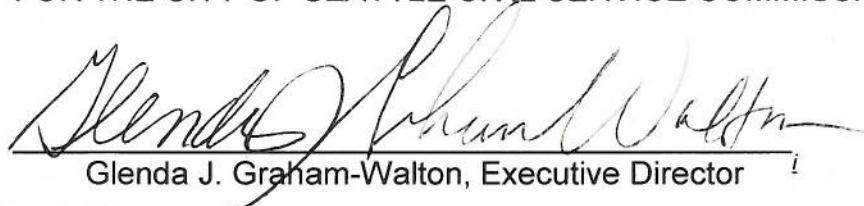
B. The Fleets and Facilities Department shall submit a motion regarding proposed remedy to the Appellant and the Commission, no later than 4 p.m. on Tuesday, July 17, 2007.

C. The Appellant must submit any response to the motion to the Fleets and Facilities Department and the Commission, no later than 4 p.m. on Tuesday, July 24, 2007.

The Executive Director will review any motion and response and take appropriate action regarding the remedy, which may include ordering a hearing limited to the remedy issue or presenting the issue to the full Commission at its next scheduled meeting, following the July 24, 2007 due date.

Entered this 10th day of *July*, 2007

FOR THE CITY OF SEATTLE CIVIL SERVICE COMMISSION


Glenda J. Graham-Walton, Executive Director

ⁱ All Orders entered by the Executive Director shall control the subsequent course of the appeal. Orders shall be subject to modification only if objections to the Order are filed with the Commission within twenty (20) days after receipt of said Order. Failure to raise timely objections to an Order shall constitute a waiver of such objections, and will preclude the party from introducing new evidence, exhibits, witnesses, issues, objections pertaining thereto, or any other hearing matter.

**CITY OF SEATTLE
CIVIL SERVICE COMMISSION**

**Affidavit of Service
By Mailing**

STATE OF WASHINGTON }
COUNTY OF KING }

TERESA R. JACOBS, deposes and states as follows:

That on the 10th day of July, 2007, I deposited in the U.S. mail, postage prepaid, a
copy of **ORDER FOR REMEDY** to:

**S. Bangert
c/o Melody Coffman
9135 15th Place S.
Seattle, WA 98108**

And copies of same via interdepartmental and U.S. mail addressed to:

Mark McDermott, Director, Personnel Department
Galen Mauden, Human Resource Manager, FFD
Diane Hess Taylor, Hearing Officer, CSC

In the appeal of:

Steven Bangert v. Fleets & Facilities Department

CSC Appeal No. 06-01-013

DATED this 10th day of July, 2007



TERESA R. JACOBS

BEFORE THE CITY OF SEATTLE CIVIL SERVICE COMMISSION

Steven Bangert
Appellant

V.

Fleets and Facilities Department,
City of Seattle, Respondent

DISMISSAL ORDER

CSC No. 06-1-013

The Executive Director of the City of Seattle, Civil Service Commission hereby enters the following

At its June 20, 2007 meeting, the Civil Service Commission considered the June 5, 2007 Decision by Diane Hess Taylor, Hearing Officer on the above appeal and voted to affirm the decision.

On July 6, 2007 the Commission received an email from the appellant stating that back pay awarded by the decision of the Hearing Officer in the Hearing Order dated June 5, 2007 had not been received. This was followed by an e-mail on July 10, 2006 stating that a check had been received.

On July 10, 2007 the Executive Director issued an Order for Remedy for parties to submit an agreed upon remedy or motion regarding proposed remedy.

On July 10, 2007 the Executive Director also received an email from the Fleets and Facilities Human Resource Manager, declaring a check was mailed to the Appellant on July 3, 2007 and the disciplinary letter was removed from Appellant's personnel file as ordered in the June 5, 2007 Hearing Order.

ORDER

The Civil Service Commission hereby dismisses this appeal *with prejudice*.

Issued this *12th* day of *July, 2007*

FOR THE CITY OF SEATTLE CIVIL SERVICE COMMISSION



Glenda J. Graham-Walton, Executive Director

Commission decisions are final and conclusive unless a party of record makes application for a writ of review to the Superior Court of the State of Washington for King County within fourteen days of issuance.

**CITY OF SEATTLE
CIVIL SERVICE COMMISSION**

**Affidavit of Service
By Mailing**

STATE OF WASHINGTON }
COUNTY OF KING }

TERESA R. JACOBS, deposes and states as follows:

That on the 12th day of July, 2007, I deposited in the U.S. mail, postage prepaid, a
copy of **DISMISSAL ORDER** to:

**S. Bangert
c/o Melody Coffman
9135 15th Place S.
Seattle, WA 98108**

And copies of same via interdepartmental and U.S. mail addressed to:

Mark McDermott, Director, Personnel Department
Galen Mauden, Human Resource Manager, FFD
Diane Hess Taylor, Hearing Officer, CSC

In the appeal of:

Steven Bangert v. Fleets & Facilities Department

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DATED this 12th day of July, 2007



TERESA R. JACOBS