



**Office of the Mayor**  
**City of Seattle**  
Gregory J. Nickels, Mayor

**Executive Order: 04-08**  
**Rescinding Executive Order 284960**

*An Executive Order rescinding Executive Order 284960 concerning the retirement age of City of Seattle employees.*

WHEREAS, Executive Order #284960, signed on May 9, 1977, prohibits the compulsory retirement of any City of Seattle employee who has reached the age of 65; and

WHEREAS, the principles expressed in this Executive Order supported the pre-existing notions expressed in The Age Discrimination Employment Act of 1967 (ADEA) codified at 29 USC § 621 which prohibits all employment discrimination against persons over the age of 40; and

WHEREAS, the purpose of this Executive Order prohibiting mandatory retirement for persons over the age of 65 has been codified at Revised Code of Washington 41.04.350 which expressly prohibits mandatory retirement of public employees prior to the age of 70; and

WHEREAS, these sources of pre-existing and subsequent legislation articulate a firm rejection of discriminatory conduct against persons over the age of 65 in the workplace; and

WHEREAS, the laws governing age discrimination in the workplace dictate that such conduct is expressly unlawful and details the appropriate remedies available to parties aggrieved by such workplace conduct; and

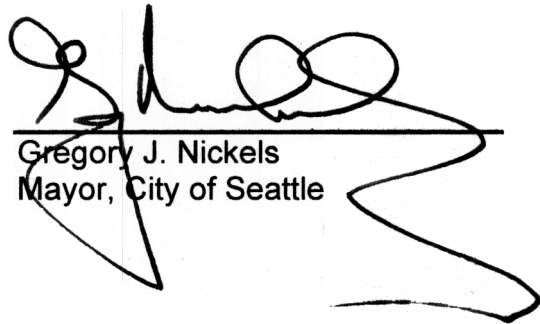
WHEREAS, the comprehensive language of such legislation exceed the standards of Executive Order 284960;

*Executive Order 04-08*  
*Rescinding Executive Order 284960*

NOW, THEREFORE, I, GREGORY NICKELS, Seattle Mayor, do hereby rescind  
Executive Order 284960.

Inquiries regarding this Executive Order should be directed to Regina LaBelle at  
(206) 684-4000.

Dated this 17<sup>th</sup> day of March, 2008



Gregory J. Nickels  
Mayor, City of Seattle