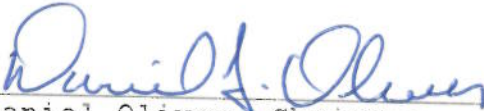


IV. ORDER


4.1 The discharge of Timothy Malkow is hereby affirmed.

Signed at Seattle, Washington this Eighth day of January 1991.


PUBLIC SAFETY CIVIL SERVICE COMMISSION
OF THE CITY OF SEATTLE



Daniel Oliver, Chairman



Maura O'Neill



Barbara Laners