

Introduction

Why do we have Civil Service?

State law requires that all cities provide a system of civil service for employees in the police and fire departments. RCW 41.08 is the reason we have a civil service system for fire personnel and RCW 41.12 is the reason we have a civil service system for police personnel.

State law allows cities to tailor their civil service systems to their individual needs as long as the systems substantially accomplish the purposes for which the state civil service laws were enacted. Those purposes are:

1. To ensure that all appointments and promotions to positions covered by civil service are made solely on the basis of merit, efficiency and fitness;
2. To provide tenure to police and fire personnel, i.e., to prevent dismissal and other discipline without cause; and
3. To provide for an impartial civil service commission to administer the system and to investigate removals, suspensions, demotions, and discharges in order to ensure that those actions are taken in good faith, for cause, and not for political or religious reasons.

Chapter 2.12 of the Redmond Municipal Code fulfills the purposes of the state civil service law by providing a civil service system for Redmond police and fire personnel which is tailored to Redmond's particular needs. These Civil Service Rules and Regulations have been adopted under the authority of and to implement RMC 2.12.