
SENATE BILL 6036

State of Washington

53rd Legislature

1994 Regular Session

By Senator Haugen

Read first time 01/10/94. Referred to Committee on Government Operations.

1 AN ACT Relating to civil service; amending RCW 41.08.030,
2 41.08.040, 41.08.050, 41.08.060, 41.08.075, 41.08.100, 41.08.220,
3 41.14.010, 41.14.020, 41.14.030, 41.14.040, 41.14.050, 41.14.060,
4 41.14.070, 41.14.080, 41.14.100, 41.14.120, 41.14.130, 41.14.140,
5 41.14.160, 41.14.180, 41.14.210, 41.14.270, and 35A.11.020; adding new
6 sections to chapter 41.08 RCW; adding new sections to chapter 41.14
7 RCW; repealing RCW 41.08.010, 41.08.020, 41.12.010, 41.12.020,
8 41.12.030, 41.12.040, 41.12.050, 41.12.060, 41.12.070, 41.12.075,
9 41.12.080, 41.12.090, 41.12.100, 41.12.110, 41.12.120, 41.12.130,
10 41.12.140, 41.12.150, 41.12.160, 41.12.170, 41.12.180, 41.12.183,
11 41.12.185, 41.12.190, 41.12.200, 41.12.210, 41.12.220, 41.12.900, and
12 41.12.910; prescribing penalties; and providing an effective date.

13 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

14 NEW SECTION. **Sec. 1.** A new section is added to chapter 41.08 RCW
15 to read as follows:

16 The general purpose of this chapter is to establish a merit system
17 of employment for full paid employees of the police and fire
18 departments of each city and town, thereby raising the standards and

1 efficiency of such offices and law enforcement and fire protection in
2 general.

3 **Sec. 2.** RCW 41.08.030 and 1935 c 31 s 3 are each amended to read
4 as follows:

5 There is hereby created in every city, town, or municipality
6 (~~((except those referred to in RCW 41.08.010,))~~) with a population of two
7 thousand or more having a full paid fire department or full paid police
8 department a civil service commission which shall be composed of
9 ~~((three))~~ five persons. In every city, town, or municipality with a
10 population of less than two thousand having a full paid fire department
11 or full paid police department, a civil service commission is hereby
12 created which shall be composed of three persons. Any fire protection
13 district with full paid employees serving the city, town, or
14 municipality shall also be under the jurisdiction of the civil service
15 commission.

16 The members of such commission shall be appointed by the person or
17 group of persons who, acting singly or in conjunction, as a mayor, city
18 manager, council, common council, commission, or otherwise, is or are
19 vested by law with (~~(power and))~~ the authority to select, appoint, or
20 employ the chief of a fire or police department in any such city, prior
21 to the enactment of this chapter. Persons appointed to the commission
22 must have clearly demonstrated an interest and belief in the merit
23 principle. The members of such commission shall serve without
24 compensation. No person shall be appointed a member of such commission
25 who is not a citizen of the United States, a resident of such city for
26 at least three years immediately preceding such appointment, and an
27 elector of the county wherein he or she resides. The term of office of
28 such commissioners shall be for six years, except that the first
29 ~~((three))~~ five members of such commission shall be appointed for
30 different terms, as follows: One to serve for a period of two years,
31 ~~((one))~~ two to serve for a period of four years, and ~~((one))~~ two to
32 serve for a period of six years.

33 Any member of such commission may be removed from office for
34 incompetency, (~~(incompatibility or))~~ dereliction of duty, or
35 malfeasance in office, or other good cause: PROVIDED, HOWEVER, That no
36 member of the commission shall be removed until charges have been
37 preferred, in writing, due notice and a full hearing had. Any member

1 of the commission who is removed may appeal the decision to the
2 superior court.

3 The members of such commission shall devote due time and attention
4 to the performance of the duties hereinafter specified and imposed upon
5 them by this chapter. (~~Two~~) Three members of such commission shall
6 constitute a quorum and the votes of any (~~two~~) three members of such
7 commission concurring shall be sufficient for the decision of all
8 matters and the transaction of all business to be decided or transacted
9 by the commission under or by virtue of the provisions of this chapter.
10 Confirmation of (~~said~~) the appointment or appointments of
11 commissioners by any legislative body shall not be required. At the
12 time of any appointment not more than (~~two~~) three commissioners shall
13 be adherents of the same political party.

14 No member after appointment may hold any salaried public office or
15 engage in city, town, or municipal employment, other than his or her
16 commission duties, except in a city, town, or municipality with a
17 population of less than two thousand.

18 In any city, town, or municipality having only one civil service
19 commission, the civil service commission shall begin operating under
20 this chapter on the effective date of this act. Two new members shall
21 be appointed by the appointing power. The initial terms of the new
22 members shall be co-extensive with the two longest remaining terms from
23 among existing positions on the commission, and thereafter shall be six
24 years.

25 In any city, town, or municipality having two civil service
26 commissions, the two commissions shall be combined into one and begin
27 operating under this chapter on the effective date of this act. If the
28 combining of the two commissions results in there being six members,
29 the member with the shortest remaining term shall be removed from the
30 commission. If two members are tied with the shortest remaining term,
31 the member to be removed from the commission shall be determined by
32 lot.

33 **Sec. 3.** RCW 41.08.040 and 1993 c 47 s 4 are each amended to read
34 as follows:

35 Immediately after appointment the commission shall organize by
36 electing one of its members chair and hold regular meetings at least
37 once a month, and such additional meetings as may be required for the
38 proper discharge of (~~their~~) the commission's duties.

1 (~~They~~) The commission shall appoint a (~~secretary and~~) chief
2 examiner, who shall serve as secretary to the commission, keep the
3 records of the commission, preserve all reports made to it, superintend
4 and keep a record of all examinations held under its direction, and
5 perform such other duties as the commission may prescribe.

6 The (~~secretary and~~) chief examiner shall be appointed as a result
7 of competitive examination which examination may be either original and
8 open to all properly qualified citizens of the city, town or
9 municipality, or promotional and limited to persons already in the
10 service of the fire or police department or of the fire or police
11 department and other departments of (~~said~~) the city, town, or
12 municipality, as the commission may decide. The chief examiner shall
13 be considered an employee of the city, town, or municipality, but may
14 not be placed under the supervision of the police or fire department
15 for any portion of his or her employment. The (~~secretary and~~) chief
16 examiner may be subject to suspension, reduction, or discharge in the
17 same manner and subject to the same limitations as are provided in the
18 case of members of the fire or police department. It shall be the duty
19 of the civil service commission:

20 (1) To make suitable rules and regulations not inconsistent with
21 the provisions of this chapter. Such rules and regulations shall
22 provide in detail the manner in which examinations may be held, and
23 appointments, promotions, transfers, reinstatements, demotions,
24 suspensions and discharges shall be made, and may also provide for any
25 other matters connected with the general subject of personnel
26 administration, and which may be considered desirable to further carry
27 out the general purposes of this chapter, or which may be found to be
28 in the interest of good personnel administration. Such rules and
29 regulations may be changed from time to time. The rules and
30 regulations and any amendments thereof shall be printed, mimeographed
31 or multigraphed for free public distribution. Such rules and
32 regulations may be changed from time to time.

33 (2) All tests shall be practical, and shall consist only of
34 subjects which will fairly determine the capacity of persons examined
35 to perform duties of the position to which appointment is to be made,
36 and may include tests of physical fitness and/or of manual skill.

37 (3) The rules and regulations adopted by the commission shall
38 provide for a credit in accordance with RCW 41.04.010 in favor of all
39 applicants for appointment under civil service, who, in time of war, or

1 in any expedition of the armed forces of the United States, have served
2 in and been honorably discharged from the armed forces of the United
3 States(~~(, including the army, navy, and marine corps and the American~~
4 ~~Red Cross)~~). These credits apply to entrance examinations only.

5 (4) The commission shall make preliminary investigations concerning
6 and report, in a public meeting, upon all matters touching the
7 enforcement and effect of the provisions of this chapter, and the rules
8 and regulations prescribed hereunder; inspect all institutions,
9 departments, offices, places, positions and employments affected by
10 this chapter, and ascertain whether this chapter and all such rules and
11 regulations are being obeyed. All such investigations may be preceded
12 by a preliminary investigation, which may be conducted informally by
13 the commission or its designee, the results of which shall be reported
14 in the next meeting held pursuant to this section. Such investigations
15 may be made by the commission or by any commissioner designated by the
16 commission for that purpose. Not only must these investigations be made
17 by the commission as aforesaid, but the commission must make like
18 investigation on petition of a citizen, duly verified, stating that
19 irregularities or abuses exist, or setting forth in concise language,
20 in writing, the necessity for such investigation. In the course of
21 such investigation the commission or designated commissioner, or chief
22 examiner, shall have the power to administer oaths, subpoena and
23 require the attendance of witnesses and the production by them of
24 books, papers, documents and accounts appertaining to the investigation
25 and also to cause the deposition of witnesses residing within or
26 without the state to be taken in the manner prescribed by law for like
27 depositions in civil actions in the superior court; and the oaths
28 administered hereunder and the subpoenas issued hereunder shall have
29 the same force and effect as the oaths administered by a superior court
30 judge in his or her judicial capacity; and the failure upon the part of
31 any person so subpoenaed to comply with the provisions of this section
32 shall be deemed a violation of this chapter, and punishable as such.

33 (5) All hearings and investigations before the commission, or
34 designated commissioner, or chief examiner, shall be governed by this
35 chapter and by rules of practice and procedure to be adopted by the
36 commission, and in the conduct thereof neither the commission, nor
37 designated commissioner shall be bound by the technical rules of
38 evidence. No informality in any proceedings or hearing, or in the
39 manner of taking testimony before the commission or designated

1 commissioner, shall invalidate any order, decision, rule or regulation
2 made, approved or confirmed by the commission: PROVIDED, HOWEVER, That
3 no order, decision, rule or regulation made by any designated
4 commissioner conducting any hearing or investigation alone shall be of
5 any force or effect whatsoever unless and until concurred in by at
6 least ~~((one))~~ two of the other ~~((two))~~ four members.

7 (6) To hear and determine appeals or complaints respecting the
8 administrative work of the personnel department; appeals upon the
9 allocation of positions; the rejection of an examination, and such
10 other matters as may be referred to the commission.

11 ~~((Establish and maintain in card or other suitable form a
12 roster of officers and employees.~~

13 ~~(8))~~ Provide for, formulate and hold competitive tests to
14 determine the relative qualifications of persons who seek employment in
15 any class or position and as a result thereof establish eligible lists
16 for the various classes of positions, and to provide that persons laid
17 off because of curtailment of expenditures, reduction in force, and for
18 like causes, head the list in the order of their seniority, to the end
19 that they shall be the first to be reemployed.

20 ~~((+9))~~ (8) When a vacant position is to be filled, to certify to
21 the appointing authority, on written request, the name of the person
22 highest on the eligible list for the class. If there are no such
23 lists, to authorize provisional or temporary appointment list of such
24 class. Such temporary or provisional appointment shall not continue
25 for a period longer than four months; nor shall any person receive more
26 than one provisional appointment or serve more than four months as a
27 provisional appointee in any one fiscal year.

28 ~~((+10))~~ (9) Keep such records as may be necessary for the proper
29 administration of this chapter including a roster of officers and
30 employees.

31 **Sec. 4.** RCW 41.08.050 and 1987 c 339 s 1 are each amended to read
32 as follows:

33 The classified civil service and provisions of this chapter shall
34 include all full paid employees of the fire department and the police
35 department of each city, town, or municipality coming within its
36 purview and include the full paid employees of any fire protection
37 district serving any such city, town, or municipality, except that
38 individuals appointed as fire chief and police chief after July 1,

1 1987, may be excluded by the legislative body of the city, town, or
2 municipality. All initial appointments to and promotions in ((said))
3 the department shall be made solely on merit, efficiency, and fitness,
4 which shall be ascertained by open competitive examination and
5 impartial investigation. No person shall be reinstated in, or
6 transferred, suspended or discharged from any such place, position or
7 employment contrary to the provisions of this chapter.

8 Any classified employee having civil service status in a classified
9 position who accepts an appointment in an exempt position shall have
10 the right of reversion to the highest class of position previously
11 held, or to a position of similar nature and salary. A person
12 occupying an exempt position who is terminated from the position for
13 misconduct or malfeasance does not have the right of reversion to a
14 classified position as provided for in this section.

15 NEW SECTION. Sec. 5. A new section is added to chapter 41.08 RCW
16 to read as follows:

17 (1) A transfer of a permanent employee from a position in one class
18 to a position in another class having the same salary range may be made
19 upon approval of the commission that the employee has the minimum
20 qualifications for the position to which transfer is proposed. The
21 commission may require a qualifying examination.

22 (2) A permanent employee may also apply promotionally for positions
23 in other class series which by definition are transfers. Employees who
24 transfer under the provisions of this subsection shall serve a
25 probationary service period.

26 NEW SECTION. Sec. 6. A new section is added to chapter 41.08 RCW
27 to read as follows:

28 (1) The commission may approve a disability separation of a
29 permanent employee only when reasonable accommodations cannot be
30 provided. When the employee requests a disability separation, the
31 departmental official is not required to consider reasonable
32 accommodations.

33 (2) When reasonable accommodations cannot be provided, the employee
34 may be separated from the department after a minimum of sixty calendar
35 days' written notice, provided that the employee shall be allowed to
36 exhaust accrued sick leave before separation if the disability prevents
37 attendance at work. If the employee is unable to work due to the

1 disability during the notice period and there is no paid leave
2 available, the absence shall be considered approved leave without pay.

3 The sixty calendar days' notice shall not be required when the
4 employee requests and the departmental official approves a shorter
5 notice period.

6 (3) For purposes of this section, determinations of disability
7 shall be made by the department only at the employee's written request
8 or after obtaining a written statement from a physician or a licensed
9 mental health professional. The commission may require an employee to
10 obtain a medical examination at department expense from a physician or
11 a licensed mental health professional of the commission's choice. In
12 such cases, the commission shall provide the physician or licensed
13 mental health professional with the specification for the employee's
14 class and a description of the employee's position. Evidence may be
15 requested from the physician or licensed mental health professional
16 regarding the employee's ability to perform the specified duties.

17 (4) Separations due to disability shall not be considered
18 disciplinary actions and shall be appealable. At the time of
19 notification that their employment will be terminated because of
20 disability, such employees shall be informed by the departmental
21 official of their right to appeal. The appeal must be filed with the
22 commission in writing within ten calendar days after notice of
23 separation is given.

24 (5) During the notice period required by subsection (2) of this
25 section the departmental official shall inform employees being
26 separated due to disability that they may be eligible for benefits/
27 assistance programs such as employees' insurance plans, social
28 security, workers' compensation, veterans' benefits, public assistance,
29 disability retirement, and vocational rehabilitation.

30 (6) The names of permanent employees who have been separated
31 because of disability shall be placed on the reinstatement or
32 promotional registers by the commission upon submission of a statement
33 from a physician or licensed mental health professional that they are
34 able to perform the duties of the class or classes for which the
35 registers are established.

36 **Sec. 7.** RCW 41.08.060 and 1935 c 31 s 6 are each amended to read
37 as follows:

1 For the benefit of the public service and to prevent delay, injury,
2 or interruption therein by reason of the enactment of this chapter, all
3 persons holding a position in the fire or police department of any such
4 city, including the chief thereof, when this chapter takes effect, who
5 shall have served in such position for a period of at least six months
6 last past continuously, are hereby declared eligible for permanent
7 appointment under civil service to the offices, places, positions or
8 employments which they shall then hold, respectively, without
9 examination or other act on their part, and not on probation; and every
10 such person is hereby automatically adopted and inducted permanently
11 into civil service, into such office, place, position or employment
12 which such person then holds as completely and effectually to all
13 intents and purposes as if such person had been permanently appointed
14 thereto under civil service after examination and investigation.

15 **Sec. 8.** RCW 41.08.075 and 1972 ex.s. c 37 s 4 are each amended to
16 read as follows:

17 No city, town, or municipality shall require any person applying
18 for or holding an office, place, position, or employment under the
19 provisions of this chapter (~~((or under any local charter or other
20 regulations described in RCW 41.08.010))~~) to reside within the limits of
21 such municipal corporation as a condition of employment, or to
22 discriminate in any manner against any such person because of his or
23 her residence outside of the limits of such city, town, or
24 municipality.

25 **Sec. 9.** RCW 41.08.100 and 1935 c 31 s 11 are each amended to read
26 as follows:

27 Whenever a position in the classified service becomes vacant, the
28 (~~((appointing power, if it desires))~~) departmental official desiring to
29 fill the vacancy((~~7~~)) shall make requisition upon the commission for
30 the names and addresses of ((~~a~~)) persons eligible for appointment
31 thereto. Before a requisition can be made, the departmental official
32 shall give employees of the department who are in layoff status or who
33 have been notified of an intended layoff an opportunity to qualify for
34 any class within the department. The commission shall certify the
35 names of the three persons highest on the eligible list for the class
36 to which the vacant position has been allocated, who (~~((is))~~) are willing
37 to accept employment. If there is no appropriate eligible list for the

1 class, the commission shall certify the names of the three persons
2 standing highest on ~~((said))~~ the list held appropriate for such class.
3 If more than one vacancy is to be filled an additional name shall be
4 certified for each additional vacancy. The ~~((appointing power))~~
5 departmental official shall forthwith appoint ~~((such))~~ a person from
6 those certified to ~~((such))~~ the vacant position.

7 Whenever requisition is to be made, or whenever a position is held
8 by a temporary appointee and an eligible list for the class of such
9 position exists, the commission shall forthwith certify the names of
10 the three persons eligible for appointment to the ~~((appointing power))~~
11 department, and ~~((said appointing power))~~ the departmental official
12 shall forthwith appoint one of the three persons so certified to
13 ~~((said))~~ the position. No person so certified shall be laid off,
14 suspended, or given leave of absence from duty, transferred or reduced
15 in pay or grade, except for reasons which will promote the good of the
16 service, specified in writing, and after an opportunity to be heard by
17 the commission and then only with its consent and approval.

18 To enable the ~~((appointing power))~~ departmental official to
19 exercise a choice in the filling of positions, no appointment,
20 employment or promotion in any position in the classified service shall
21 be deemed complete until after the expiration of a period of ~~((three to~~
22 ~~six months^))~~ one year's probationary service, as may be provided in
23 the rules of the civil service commission during which the ~~((appointing~~
24 ~~power))~~ departmental official may terminate the employment of the
25 person ~~((certified to him, or it))~~ appointed, if during the performance
26 test thus afforded, upon observation or consideration of the
27 performance of duty, the ~~((appointing power))~~ departmental official
28 deems ~~((him))~~ such person unfit or unsatisfactory for service in the
29 department. Whereupon the ~~((appointing power))~~ departmental official
30 shall ~~((designate the person certified as standing next highest on any~~
31 ~~such list and such person))~~ again requisition the commission for the
32 names and addresses of persons eligible for appointment in the manner
33 provided by this section and the person appointed in the manner
34 provided by this section shall likewise enter upon ~~((said))~~ the duties
35 for the probationary period until some person is found who is deemed
36 fit for appointment, employment, or promotion ~~((for the probationary~~
37 ~~period provided therefor))~~, whereupon the appointment, employment, or
38 promotion shall be deemed ~~((to be))~~ complete.

1 **Sec. 10.** RCW 41.08.220 and 1935 c 31 s 24 are each amended to read
2 as follows:

3 As used in this chapter, the following mentioned terms shall have
4 the following described meanings:

5 (~~The term~~) (1) "Commission" means the civil service commission
6 (~~herein~~) created in this chapter, and the term "commissioner" means
7 any one of the (~~three~~) five commissioners of that commission.

8 (~~The term~~) (2) "Appointing power" includes every person or group
9 of persons who, acting singly or in conjunction, as a mayor, city
10 manager, council, common council, commission, or otherwise, is or are,
11 vested by law with (~~power and~~) the authority to select, appoint, or
12 employ any person to hold any office, place, position or employment
13 subject to civil service.

14 (~~The term~~) (3) "Appointment" includes all means of selection,
15 appointing or employing any person to hold any office, place, position
16 or employment subject to civil service.

17 (~~The term~~) (4) "City" includes all cities, towns, and
18 municipalities having a full paid fire or police department.

19 (~~The term~~) (5) "Full paid fire department" means that the
20 officers and (~~firemen~~) fire fighters employed in such are paid
21 regularly by the city and devote their whole time to fire fighting.

22 (6) "Full paid police department" means that the police officers
23 employed in such are paid regularly by the city and devote their whole
24 time to police duty. "Full paid police department" whenever used in
25 this chapter shall also mean "full paid police officers".

26 (7) "Departmental official" means the fire chief, police chief, or
27 fire district chief who has been delegated the authority to recommend
28 and/or make personnel decisions and appointments.

29 **Sec. 11.** RCW 41.14.010 and 1987 c 251 s 1 are each amended to read
30 as follows:

31 The general purpose of this chapter is to establish a merit system
32 of employment for county deputy sheriffs and other employees of the
33 office of county sheriff, and fire fighters and other employees of a
34 fire protection district within the county not serving a city or town,
35 thereby raising the standards and efficiency of such offices and law
36 enforcement and fire protection in general.

1 **Sec. 12.** RCW 41.14.020 and 1959 c 1 s 2 are each amended to read
2 as follows:

3 Definition of terms:

4 (1) "Commission" means the civil service commission, or combined
5 county civil service commission, herein created, and "commissioner"
6 means any one of the ~~((three))~~ five members of any such commission;

7 (2) "Appointing ~~((power))~~ authority" means the county sheriff who
8 is invested by law with ~~((power and))~~ the authority to select, appoint,
9 or employ any deputy, deputies or other necessary employees subject to
10 civil service or the person who is invested by law with the authority
11 to select, appoint, or employ any fire fighters or other necessary
12 employees subject to civil service;

13 (3) "Appointment" includes all means of selecting, appointing, or
14 employing any person to any office, place, position, or employment
15 subject to civil service;

16 (4) "County" means any county of the state, or any counties
17 combined pursuant to RCW 41.14.040 for the purpose of carrying out the
18 provisions of this chapter;

19 (5) "Deputy sheriff ~~((or))~~ and other ~~((members))~~ employees of the
20 office of county sheriff" means all persons regularly employed in the
21 office of county sheriff either on a part time or full time basis;

22 (6) "Fire fighter and other employees of a fire protection
23 district" means all persons regularly employed by a fire protection
24 district either on a part-time or full-time basis.

25 **Sec. 13.** RCW 41.14.030 and 1959 c 1 s 3 are each amended to read
26 as follows:

27 There is created in each county including counties with home rule
28 charters and in each combination of counties, combined pursuant to RCW
29 41.14.040 to carry out the provisions of this chapter, a civil service
30 commission which shall be composed of ~~((three))~~ five persons. The
31 commission members shall be appointed by the ~~((board))~~ legislative
32 authority of the county ~~((commissioners)), or ((boards of county~~
33 ~~commissioners))~~ legislative authorities of each combination of
34 counties~~((, within sixty days after December 4, 1958))~~. Persons
35 appointed to the commission must have clearly demonstrated an interest
36 and belief in the merit principle. No person shall be appointed to the
37 commission who is not a citizen of the United States, a resident of the
38 county, or one of the counties combined, for at least two years

1 immediately preceding his or her appointment, and an elector of the
2 county wherein he or she resides. The term of office of the
3 commissioners shall be six years, except that the first (~~three~~) five
4 members of the commission shall be appointed for different terms, as
5 follows: One to serve for a period of two years, (~~one~~) two to serve
6 for a period of four years, and (~~one~~) two to serve for a period of
7 six years. Any member of the commission may be removed from office for
8 incompetency, (~~incompatibility, or~~) dereliction of duty, or
9 malfeasance in office, or other good cause: PROVIDED, That no member
10 of the commission shall be removed until charges have been preferred,
11 in writing, due notice, and a full hearing had. Any member of the
12 commission who is removed may appeal the decision to the superior
13 court. Any vacancy in the commission shall be filled by the county
14 commissioners for the unexpired term. (~~Two~~) Three members of the
15 commission shall constitute a quorum and the votes of any (~~two~~) three
16 members concurring shall be sufficient for the decision of all matters
17 and the transaction of all business to be decided or transacted by the
18 commission. Confirmation of the appointment of commissioners by any
19 legislative body shall not be required. At the time of appointment not
20 more than (~~two~~) three commissioners shall be adherents of the same
21 political party. No member after appointment shall hold any salaried
22 public office or engage in county employment, other than his or her
23 commission duties. The members of the commission shall serve without
24 compensation.

25 Two new members shall be appointed by the appointing power after
26 the effective date of this act. The initial terms of the new members
27 shall be co-extensive with the two longest remaining terms from among
28 existing positions on the commission, and thereafter shall be six
29 years.

30 **Sec. 14.** RCW 41.14.040 and 1991 c 363 s 114 are each amended to
31 read as follows:

32 Any counties with populations of less than forty thousand, whether
33 contiguous or not, are authorized to establish and operate a combined
34 civil service system to serve all counties so combined. The
35 combination of any such counties shall be effective whenever each board
36 of county commissioners of the counties involved adopts a resolution
37 declaring intention to participate in the operation of a combined
38 county civil service system in accordance with agreements made between

1 any such counties. Any such combined county civil service commission
2 shall serve the employees of each county sheriff's office and fire
3 protection district impartially and according to need.

4 All matters affecting the combined civil service commission,
5 including the selection of commissioners, shall be decided by majority
6 vote of all the (~~county commissioners~~) legislative authorities of the
7 counties involved.

8 All the provisions of this chapter shall apply equally to any such
9 combined civil service system.

10 **Sec. 15.** RCW 41.14.050 and 1979 ex.s. c 153 s 1 are each amended
11 to read as follows:

12 Immediately after appointment the commission shall organize by
13 electing one of its members (~~chairman~~) chair and shall hold regular
14 meetings at least once a month, and such additional meetings as may be
15 required for the proper discharge of its duties.

16 It shall appoint a chief examiner who shall also serve as secretary
17 of the commission and such assistants as may be necessary. The chief
18 examiner shall keep the records for the commission, preserve all
19 reports made to it, superintend and keep a record of all examinations
20 held under its direction, and perform such other duties as the
21 commission may prescribe.

22 The chief examiner shall be appointed as a result of competitive
23 examination, which examination must be open to all properly qualified
24 citizens of the county: PROVIDED, That no appointee of the commission,
25 either as chief examiner or as an assistant to the chief examiner,
26 shall be an employee of the sheriff's department or a fire protection
27 district. The chief examiner of a commission that serves a single
28 county shall be considered an employee of the county. The chief
29 examiner may be subject to suspension, reduction, or discharge in the
30 same manner and subject to the same limitations as are provided in the
31 case of members of the classified service.

32 **Sec. 16.** RCW 41.14.060 and 1979 ex.s. c 153 s 2 are each amended
33 to read as follows:

34 It shall be the duty of the civil service commission:

35 (1) To make suitable rules and regulations not inconsistent with
36 the provisions hereof. Such rules and regulations shall provide in
37 detail the manner in which examinations may be held, and appointments,

1 promotions, reallocations, transfers, reinstatements, demotions,
2 suspensions, and discharges shall be made, and may also provide for any
3 other matters connected with the general subject of personnel
4 administration, and which may be considered desirable to further carry
5 out the general purposes of this chapter, or which may be found to be
6 in the interest of good personnel administration. The rules and
7 regulations and any amendments thereof shall be printed, mimeographed,
8 or multigraphed for free public distribution. Such rules and
9 regulations may be changed from time to time.

10 (2) To give practical tests which shall consist only of subjects
11 which will fairly determine the capacity of persons examined to perform
12 duties of the position to which appointment is to be made. Such tests
13 may include tests of physical fitness or manual skill or both.

14 (3) To make preliminary investigations concerning and report, in a
15 public meeting, upon all matters touching the enforcement and effect of
16 the provisions of this chapter, and the rules and regulations
17 prescribed hereunder; to inspect all departments, offices, places,
18 positions, and employments affected by this chapter, and ascertain
19 whether this chapter and all such rules and regulations are being
20 obeyed. Such investigations may be made by the commission or by any
21 commissioner designated by the commission for that purpose. Not only
22 must these investigations be made by the commission as aforesaid, but
23 the commission must make like investigation on petition of a citizen,
24 duly verified, stating that irregularities or abuses exist, or setting
25 forth in concise language, in writing, the necessity for such
26 investigation. In the course of such investigation the commission or
27 designated commissioner, or chief examiner, may administer oaths,
28 subpoena and require the attendance of witnesses and the production by
29 them of books, papers, documents, and accounts appertaining to the
30 investigation and also cause the deposition of witnesses residing
31 within or without the state to be taken in the manner prescribed by law
32 for like depositions in civil actions in the superior court; and the
33 oaths administered and the subpoenas issued hereunder shall have the
34 same force and effect as the oaths administered and subpoenas issued by
35 a superior court judge in his or her judicial capacity; and the failure
36 of any person so subpoenaed to comply with the provisions of this
37 section shall be deemed a violation of this chapter, and punishable as
38 such.

1 (4) To conduct hearings and investigations in accordance with this
2 chapter and by the rules of practice and procedure adopted by the
3 commission, and in the conduct thereof neither the commission, nor
4 designated commissioner shall be bound by technical rules of evidence.
5 No informality in any proceedings or hearing, or in the manner of
6 taking testimony before the commission or designated commissioner,
7 shall invalidate any order, decision, rule, or regulation made,
8 approved, or confirmed by the commission: PROVIDED, That no order,
9 decision, rule, or regulation made by any designated commissioner
10 conducting any hearing or investigation alone shall be of any force or
11 effect whatsoever unless and until concurred in by at least ~~((one))~~ two
12 of the other ~~((two))~~ four members.

13 (5) To hear and determine appeals or complaints respecting the
14 allocation of positions, the rejection of an examinee, and such other
15 matters as may be referred to the commission.

16 (6) To provide for, formulate, and hold competitive tests to
17 determine the relative qualifications of persons who seek employment in
18 any class or position and as a result thereof establish eligible lists
19 for the various classes of positions, and provide that persons laid
20 off, or who have accepted voluntary demotion in lieu of layoff, because
21 of curtailment of expenditures, reduction in force, and for like
22 causes, head the list in the order of their seniority, to the end that
23 they shall be the first to be reemployed or reinstated in their former
24 job class.

25 (7) To provide by rule for a credit in accordance with RCW
26 41.04.010 in favor of all applicants for appointment under civil
27 service, who, in time of war, or in any expedition of the armed forces
28 of the United States, have served in and been honorably discharged from
29 the armed forces of the United States. These credits apply to entrance
30 examinations only.

31 (8) To certify to the appointing authority, when a vacant position
32 is to be filled, on written request, the names of the three persons
33 highest on the eligible list for the class. If there is no such list,
34 to authorize a provisional or temporary appointment list for such
35 class. Such temporary provisional appointment shall not continue for
36 a period longer than four months; nor shall any person receive more
37 than one provisional appointment or serve more than four months as
38 provisional appointee in any one fiscal year.

1 (~~(8)~~) (9) To keep such records as may be necessary for the proper
2 administration of this chapter including a roster of officers and
3 employees.

4 **Sec. 17.** RCW 41.14.070 and 1991 c 363 s 116 are each amended to
5 read as follows:

6 The classified civil service and provisions of this chapter shall
7 include all deputy sheriffs and other employees of the office of
8 sheriff in each county except the county sheriff in every county, all
9 fire fighters and other employees of any fire protection district
10 located within the county not serving a city, and an additional number
11 of positions in the sheriff's department, designated the unclassified
12 service, determined as follows:

	Unclassified
Staff Personnel	Position Appointments
1 through 10	2
11 through 20	3
21 through 50	4
51 through 100	5
101 and over	6

20 The unclassified position appointments authorized by this section
21 must include selections from the following positions up to the limit of
22 the number of positions authorized: Undersheriff, inspector, chief
23 criminal deputy, chief civil deputy, jail superintendent, and
24 administrative assistant or administrative secretary. The initial
25 selection of specific positions to be exempt shall be made by the
26 sheriff, who shall notify the civil service commission of his or her
27 selection. Subsequent changes in the designation of which positions
28 are to be exempt may be made only with the concurrence of the sheriff
29 and the civil service commission, and then only after the civil service
30 commission has heard the issue in open meeting. Should the position or
31 positions initially selected by the sheriff to be exempt (unclassified)
32 pursuant to this section be under the classified civil service at the
33 time of such selection, and should it (or they) be occupied, the
34 employee(s) occupying (~~said~~) the position(s) shall have the right to
35 return to the next highest position or a like position under classified
36 civil service.

1 The county legislative authority of any county with a population of
2 five hundred thousand or more operating under a home rule charter may
3 designate unclassified positions of administrative responsibility not
4 to exceed twelve positions.

5 **Sec. 18.** RCW 41.14.080 and 1980 c 108 s 1 are each amended to read
6 as follows:

7 All initial appointments to and promotions to positions in the
8 classified civil service of the office of county sheriff or of a fire
9 protection district shall be made solely on merit, efficiency, and
10 fitness, which shall be ascertained by open competitive examination and
11 impartial investigation(~~(:— PROVIDED, That before June 30, 1981,~~
12 ~~employees in an existing county personnel system may be transferred to~~
13 ~~newly created and classified positions within such county's sheriff's~~
14 ~~office, in order to permanently transfer the functions of these~~
15 ~~positions, without meeting the open competitive examination~~
16 ~~requirements of this section if the transfer is approved by the civil~~
17 ~~service commission created in RCW 41.14.030)). No person in the~~
18 classified civil service shall be reinstated in or transferred,
19 suspended, or discharged from any such place, position, or employment
20 contrary to the provisions of this chapter.

21 NEW SECTION. **Sec. 19.** A new section is added to chapter 41.14 RCW
22 to read as follows:

23 (1) A transfer of a permanent employee from a position in one class
24 to a position in another class having the same salary range may be made
25 upon approval of the commission that the employee has the minimum
26 qualifications for the position to which transfer is proposed. The
27 commission may require a qualifying examination.

28 (2) A permanent employee may also apply promotionally for positions
29 in other class series which by definition are transfers. Employees who
30 transfer under the provisions of this subsection shall serve a
31 probationary service period.

32 NEW SECTION. **Sec. 20.** A new section is added to chapter 41.14 RCW
33 to read as follows:

34 (1) The commission may approve a disability separation of a
35 permanent employee only when reasonable accommodations cannot be
36 provided. When the employee requests a disability separation, the

1 appointing authority is not required to consider reasonable
2 accommodations.

3 (2) When reasonable accommodations cannot be provided, the employee
4 may be separated by the appointing authority after a minimum of sixty
5 calendar days' written notice, provided that the employee shall be
6 allowed to exhaust accrued sick leave before separation if the
7 disability prevents attendance at work. If the employee is unable to
8 work due to the disability during the notice period and there is no
9 paid leave available, the absence shall be considered approved leave
10 without pay.

11 The sixty calendar days' notice shall not be required when the
12 employee requests and the appointing authority approves a shorter
13 notice period.

14 (3) For purposes of this section, determinations of disability
15 shall be made by the appointing authority only at the employee's
16 written request or after obtaining a written statement from a physician
17 or a licensed mental health professional. The appointing authority may
18 require an employee to obtain a medical examination at department
19 expense from a physician or a licensed mental health professional of
20 the commission's choice. In such cases, the commission shall provide
21 the physician or licensed mental health professional with the
22 specification for the employee's class and a description of the
23 employee's position. Evidence may be requested from the physician or
24 licensed mental health professional regarding the employee's ability to
25 perform the specified duties.

26 (4) Separations due to disability shall not be considered
27 disciplinary actions and shall be appealable. At the time of
28 notification that their employment will be terminated because of
29 disability, such employees shall be informed by the appointing
30 authority of their right to appeal. The appeal must be filed in
31 writing within ten calendar days after notice of separation is given.

32 (5) During the notice period required by subsection (2) of this
33 section the appointing authority shall inform employees being separated
34 due to disability that they may be eligible for benefits/assistance
35 programs such as employees' insurance plans, social security, workers'
36 compensation, veterans' benefits, public assistance, disability
37 retirement, and vocational rehabilitation.

38 (6) The names of permanent employees who have been separated
39 because of disability shall be placed on reduction-in-force and

1 promotional registers by the commission upon submission of a statement
2 from a physician or licensed mental health professional that they are
3 able to perform the duties of the class or classes for which the
4 registers are established.

5 **Sec. 21.** RCW 41.14.100 and 1963 c 95 s 3 are each amended to read
6 as follows:

7 An applicant for a position of any kind under civil service, must
8 be a citizen of the United States who can read and write the English
9 language.

10 An applicant for a position of any kind under civil service must be
11 of an age suitable for the position applied for, in ordinary good
12 health, of good moral character and of temperate and industrious
13 habits; these facts to be ascertained in such manner as the commission
14 may deem advisable.

15 **Sec. 22.** RCW 41.14.120 and 1984 c 199 s 1 are each amended to read
16 as follows:

17 No person in the classified civil service who has been permanently
18 appointed or inducted into civil service under provisions of this
19 chapter, shall be removed, suspended, demoted, or discharged except for
20 cause, and only upon written accusation of the appointing (~~power~~)
21 authority or any citizen or taxpayer; a written statement of which
22 accusation, in general terms, shall be served upon the accused, and a
23 duplicate filed with the commission. Any person so removed, suspended,
24 discharged, or demoted may within ten days from the time of his or her
25 removal, suspension, discharge, or demotion file with the commission a
26 written demand for an investigation, whereupon the commission shall
27 conduct such investigation. Upon receipt of the written demand for an
28 investigation, the commission shall within ten days set a date for a
29 public hearing which will be held within thirty days from the date of
30 receipt. The investigation shall be confined to the determination of
31 the question of whether the removal, suspension, demotion, or discharge
32 was made in good faith for cause. After such investigation the
33 commission shall render a written decision within ten days and may
34 affirm the removal, suspension, demotion, or discharge, or if it finds
35 that removal, suspension, demotion, or discharge was not made in good
36 faith for cause, shall order the immediate reinstatement or
37 reemployment of such person in the office, place, position, or

1 employment from which he or she was removed, suspended, demoted, or
2 discharged, which reinstatement shall, if the commission so provides,
3 be retroactive, and entitle such person to pay or compensation from the
4 time of the removal, suspension, demotion, or discharge. The
5 commission upon such investigation, in lieu of affirming a removal,
6 suspension, demotion, or discharge, may modify the order by directing
7 the removal, suspension, demotion, or discharge without pay, for a
8 given period, and subsequent restoration to duty, or demotion in
9 classification, grade, or pay. The findings of the commission shall be
10 certified, in writing to the appointing (~~(power)~~) authority, and shall
11 be forthwith enforced by such officer.

12 All investigations made by the commission pursuant to this section
13 shall be by public hearing, after reasonable notice to the accused of
14 the time and place thereof, at which hearing the accused shall be
15 afforded an opportunity of appearing in person and by counsel, and
16 presenting his or her defense. If order of removal, suspension,
17 demotion, or discharge is concurred in by the commission or a majority
18 thereof, the accused may appeal therefrom to the superior court of the
19 county wherein he or she resides. Such appeal shall be taken by
20 serving the commission, within thirty days after the entry of its
21 order, a written notice of appeal, stating the grounds thereof, and
22 demanding that a certified transcript of the record and of all papers
23 on file in the office of the commission affecting or relating to its
24 order, be filed by the commission with the court. The commission
25 shall, within ten days after the filing of the notice, make, certify,
26 and file such transcript with the court. The court shall thereupon
27 proceed to hear and determine the appeal in a summary manner. Such
28 hearing shall be confined to the determination of whether the order of
29 removal, suspension, demotion, or discharge made by the commission, was
30 or was not made in good faith for cause, and no appeal shall be taken
31 except upon such ground or grounds. The decision of the superior court
32 may be appealed to the supreme court or the court of appeals.

33 **Sec. 23.** RCW 41.14.130 and 1984 c 199 s 2 are each amended to read
34 as follows:

35 Whenever a position in the classified service becomes vacant, the
36 appointing (~~(power)~~) authority, if it desires to fill the vacancy,
37 shall requisition the commission for the names and addresses of persons
38 eligible for appointment thereto. Before a requisition can be made,

1 the appointing authority shall give employees of the appointing
2 authority who are in layoff status or who have been notified of an
3 intended layoff an opportunity to qualify for any class within the
4 office of the appointing authority. The commission shall certify the
5 names of the three persons highest on the eligible list for the class
6 to which the vacant position has been allocated, who are willing to
7 accept employment. (~~If there is no appropriate eligible list for the~~
8 ~~class, the commission shall certify the names of the three persons~~
9 ~~standing highest on the list held appropriate for such class.~~) If
10 more than one vacancy is to be filled an additional name shall be
11 certified for each additional vacancy. The appointing (~~power~~)
12 authority shall forthwith appoint a person from those certified to the
13 vacant position.

14 To enable the appointing (~~power~~) authority to exercise a greater
15 degree of choice in the filling of positions, no appointment,
16 employment, or promotion in any position in the classified service
17 shall be deemed complete until after the expiration of a period of one
18 year's probationary service, as may be provided in the rules of the
19 civil service commission, during which the appointing (~~power~~)
20 authority may terminate the employment of the person appointed, if
21 during the performance test thus afforded, upon observation or
22 consideration of the performance of duty, the appointing (~~power~~)
23 authority deems such person unfit or unsatisfactory for service (~~in~~
24 ~~the office of county sheriff~~). Thereupon the appointing (~~power~~)
25 authority shall again requisition the commission for the names and
26 addresses of persons eligible for appointment in the manner provided by
27 this section and the person appointed in the manner provided by this
28 section shall likewise enter upon (~~said~~) the duties for the
29 probationary period, until some person is found who is deemed fit for
30 appointment, employment, or promotion whereupon the appointment,
31 employment, or promotion shall be deemed complete.

32 **Sec. 24.** RCW 41.14.140 and 1959 c 1 s 14 are each amended to read
33 as follows:

34 All offices, places, positions, and employments coming within the
35 purview of this chapter, shall be filled by the appointing (~~power~~)
36 authority with the consent of the (~~board of~~) county (~~commissioners~~)
37 legislative authority, and nothing herein contained shall infringe upon

1 such authority that an appointing ((power)) authority may have to fix
2 the salaries and compensation of all employees employed hereunder.

3 **Sec. 25.** RCW 41.14.160 and 1959 c 1 s 16 are each amended to read
4 as follows:

5 Leave of absence, without pay, may be granted by any appointing
6 ((power)) authority to any person under civil service: PROVIDED, That
7 such appointing ((power)) authority gives notice of the leave to the
8 commission. All temporary employment caused by leaves of absence shall
9 be made from the eligible list of the classified civil service.

10 **Sec. 26.** RCW 41.14.180 and 1959 c 1 s 18 are each amended to read
11 as follows:

12 No commissioner or any other person, shall, by himself or herself
13 alone or in cooperation with others, defeat, deceive, or obstruct any
14 person in respect of his or her right of examination or registration
15 according to the rules and regulations, or falsely mark, grade,
16 estimate, or report upon the examination or proper standing of any
17 person examined, registered, or certified pursuant to this chapter, or
18 aid in so doing, or make any false representation concerning the same,
19 or concerning the person examined, or furnish any person any special or
20 secret information for the purpose of improving or injuring the
21 prospects or chances of any person so examined, registered or
22 certified, or to be examined, registered, or certified, or persuade any
23 other person, or permit or aid in any manner any other person to
24 personate him or her, in connection with any examination or
25 registration of application or request to be examined or registered.

26 The right of any person to an appointment or promotion to any
27 position ((in a sheriff's office)) shall not be withheld because of his
28 or her race, color, creed, national origin, political affiliation or
29 belief, nor shall any person be dismissed, demoted, or reduced in grade
30 for such reason.

31 **Sec. 27.** RCW 41.14.210 and 1991 c 363 s 117 are each amended to
32 read as follows:

33 (1) The county legislative authority ((or {of})) of each county
34 with a population of two hundred ten thousand or more ((may)) shall
35 provide in the county budget for each fiscal year a sum equal to one
36 percent of the preceding year's total payroll of those included under

1 the jurisdiction and scope of this chapter. The funds so provided
2 shall be used for the support of the commission. Any part of the funds
3 so provided and not expended for the support of the commission during
4 the fiscal year shall be placed in the general fund of the county, or
5 counties according to the ratio of contribution, on the first day of
6 January following the close of such fiscal year.

7 (2) The county legislative authority of each county with a
8 population of less than two hundred ten thousand shall appropriate from
9 the general fund a sum equal to three-fourths of one percent of the
10 total payroll of those included under the jurisdiction and scope of
11 this chapter. The funds so provided shall be used for the support of
12 the commission. However, if the legislative authority makes an
13 appropriation for the support of the commission equal to or more than
14 the continuing appropriation in any year, this subsection shall not be
15 operative for the year but otherwise shall be in full force and effect.

16 NEW SECTION. Sec. 28. A new section is added to chapter 41.14 RCW
17 to read as follows:

18 The duly constituted authorities of each and every county coming
19 within the purview of this chapter shall provide the commission with
20 suitable and convenient rooms and accommodations and cause the same to
21 be furnished, heated, and lighted and supplied with all office supplies
22 and equipment necessary to carry on the business of the commission and
23 with such clerical assistance as may be necessary, all of which is to
24 be commensurate with the number of persons in each such county coming
25 within the purview of this chapter; and the failure upon the part of
26 the duly constituted authorities to do so, shall be considered a
27 violation of this chapter and shall be punishable as such.

28 **Sec. 29.** RCW 41.14.270 and 1972 ex.s. c 48 s 3 are each amended to
29 read as follows:

30 When a city or town shall contract with the county sheriff's office
31 for law enforcement services and as a result thereof lays off any
32 employee who is eligible to transfer to the county sheriff's office
33 pursuant to RCW 41.14.250 and 41.14.260, the city or town shall notify
34 such employee of his or her right to so transfer and such employee
35 shall have ninety days to transfer his or her employment to the county
36 sheriff's office(~~(:~~ ~~PROVIDED, That any employee layed off during the~~

1 year prior to February 21, 1972 shall have ninety days after the
2 effective date to transfer his employment)).

3 **Sec. 30.** RCW 35A.11.020 and 1993 c 83 s 8 are each amended to read
4 as follows:

5 The legislative body of each code city shall have power to organize
6 and regulate its internal affairs within the provisions of this title
7 and its charter, if any; and to define the functions, powers, and
8 duties of its officers and employees; within the limitations imposed by
9 vested rights, to fix the compensation and working conditions of such
10 officers and employees and establish and maintain civil service, or
11 merit systems, retirement and pension systems not in conflict with the
12 provisions of this title or of existing charter provisions until
13 changed by the people: PROVIDED, That nothing in this section or in
14 this title shall permit any city, whether a code city or otherwise, to
15 enact any provisions establishing or respecting a merit system or
16 system of civil service for ~~((firemen))~~ fire fighters and ~~((policemen~~
17 ~~which does not substantially accomplish the same purpose as provided by~~
18 ~~general law in))~~ police officers that conflicts with chapter 41.08 RCW
19 ~~((for firemen and chapter 41.12 RCW for policemen now or as hereafter~~
20 ~~amended)), or enact any provision establishing or respecting a pension~~
21 ~~or retirement system for ((firemen))~~ fire fighters or ~~((policemen))~~
22 police officers which provides different pensions or retirement
23 benefits than are provided by general law for such classes.

24 Such body may adopt and enforce ordinances of all kinds relating to
25 and regulating its local or municipal affairs and appropriate to the
26 good government of the city, and may impose penalties of fine not
27 exceeding five thousand dollars or imprisonment for any term not
28 exceeding one year, or both, for the violation of such ordinances,
29 constituting a misdemeanor or gross misdemeanor as provided therein.
30 However, the punishment for any criminal ordinance shall be the same as
31 the punishment provided in state law for the same crime. Such a body
32 alternatively may provide that violation of such ordinances constitutes
33 a civil violation subject to monetary penalty, but no act which is a
34 state crime may be made a civil violation.

35 The legislative body of each code city shall have all powers
36 possible for a city or town to have under the Constitution of this
37 state, and not specifically denied to code cities by law. By way of
38 illustration and not in limitation, such powers may be exercised in

1 regard to the acquisition, sale, ownership, improvement, maintenance,
2 protection, restoration, regulation, use, leasing, disposition,
3 vacation, abandonment or beautification of public ways, real property
4 of all kinds, waterways, structures, or any other improvement or use of
5 real or personal property, in regard to all aspects of collective
6 bargaining as provided for and subject to the provisions of chapter
7 41.56 RCW, as now or hereafter amended, and in the rendering of local
8 social, cultural, recreational, educational, governmental, or corporate
9 services, including operating and supplying of utilities and municipal
10 services commonly or conveniently rendered by cities or towns.

11 In addition and not in limitation, the legislative body of each
12 code city shall have any authority ever given to any class of
13 municipality or to all municipalities of this state before or after the
14 enactment of this title, such authority to be exercised in the manner
15 provided, if any, by the granting statute, when not in conflict with
16 this title. Within constitutional limitations, legislative bodies of
17 code cities shall have within their territorial limits all powers of
18 taxation for local purposes except those which are expressly preempted
19 by the state as provided in RCW 66.08.120, 82.36.440, 48.14.020, and
20 48.14.080.

21 NEW SECTION. **Sec. 31.** The following acts or parts of acts are
22 each repealed:

- 23 (1) RCW 41.08.010 and 1935 c 31 s 1;
- 24 (2) RCW 41.08.020 and 1935 c 31 s 2;
- 25 (3) RCW 41.12.010 and 1937 c 13 s 1;
- 26 (4) RCW 41.12.020 and 1937 c 13 s 2;
- 27 (5) RCW 41.12.030 and 1937 c 13 s 3;
- 28 (6) RCW 41.12.040 and 1993 c 47 s 5 & 1937 c 13 s 5;
- 29 (7) RCW 41.12.050 and 1993 c 189 s 1, 1987 c 339 s 2, & 1937 c 13
30 s 4;
- 31 (8) RCW 41.12.060 and 1937 c 13 s 6;
- 32 (9) RCW 41.12.070 and 1972 ex.s. c 37 s 3, 1963 c 95 s 2, & 1937 c
33 13 s 7;
- 34 (10) RCW 41.12.075 and 1972 ex.s. c 37 s 5;
- 35 (11) RCW 41.12.080 and 1937 c 13 s 8;
- 36 (12) RCW 41.12.090 and 1937 c 13 s 9;
- 37 (13) RCW 41.12.100 and 1937 c 13 s 11;
- 38 (14) RCW 41.12.110 and 1937 c 13 s 12;

- 1 (15) RCW 41.12.120 and 1937 c 13 s 13;
- 2 (16) RCW 41.12.130 and 1937 c 13 s 14;
- 3 (17) RCW 41.12.140 and 1937 c 13 s 15;
- 4 (18) RCW 41.12.150 and 1937 c 13 s 16;
- 5 (19) RCW 41.12.160 and 1937 c 13 s 17;
- 6 (20) RCW 41.12.170 and 1937 c 13 s 18;
- 7 (21) RCW 41.12.180 and 1937 c 13 s 19;
- 8 (22) RCW 41.12.183 and 1937 c 13 s 20;
- 9 (23) RCW 41.12.185 and 1937 c 13 s 21;
- 10 (24) RCW 41.12.190 and 1937 c 13 s 10;
- 11 (25) RCW 41.12.200 and 1937 c 13 s 22;
- 12 (26) RCW 41.12.210 and 1937 c 13 s 23;
- 13 (27) RCW 41.12.220 and 1937 c 13 s 24;
- 14 (28) RCW 41.12.900 and 1937 c 13 s 25; and
- 15 (29) RCW 41.12.910 and 1937 c 13 s 26.

16 NEW SECTION. **Sec. 32.** This act shall take effect July 1, 1994.

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