

ORDINANCE NO. 643

AN ORDINANCE OF THE CITY OF KIRKLAND, WASHINGTON, CREATING AND ESTABLISHING A POLICE COMMISSION PROVIDING FOR REGULAR MEETINGS THEREOF, SETTING ITS DUTIES AND CREATING AND ESTABLISHING A MERIT SYSTEM FOR THE POLICE DEPARTMENT OF THE CITY OF KIRKLAND, PROVIDING GRADES AND FIXING A POINT SYSTEM FOR PROMOTION.

THAT WHEREAS, the City Council recognizes the special needs of the Police Department and the long periods of training necessary to prepare capable police officers and the need for high rate of moral and standards of physical being and educational and mental requirements, now, therefore,

THE CITY COUNCIL OF THE CITY OF KIRKLAND DO ORDAIN AS FOLLOWS:

Section 1. That there is hereby established and created a Police Commission to be composed of three members of the Kirkland City Council. This Commission shall sit as a policy board and court of appeals in all matters relating to the Kirkland Police Department. The Commission shall be appointed by the Mayor and approved by the City Council by a majority vote thereof. Members of the Commission shall be appointed for a period of not to exceed *four* years.

Section 2. The Police Commission shall issue no direct orders to the Police Department, but such policy or administrative request as may be desired by the Police Commission shall be issued through the office of the Mayor.

Section 3. The Police Commission shall meet monthly, the meeting date to be the second Wednesday of every month at 9:00 a.m., or such other place and time as may be decided and designated by the Commission. The purpose of such meeting shall be to discuss and explore ways and means of increasing the efficiency and effectiveness of the Kirkland Police Department, and also to hear such complaints as members of the local force may wish to direct to the Commission, further to consider recommendations for suspension or reprimand as the Chief of Police may bring before the Commission, and to act as a court of last appeal and in all such matters to submit the recommendation on such appeals or action to the Mayor for corrective action.

Section 4. There is also hereby created and established a merit system for the purpose of creating grades within the Kirkland Police Department and determining promotions within such grades.

Section 5. There shall be the following grades within the Kirkland Police Department: One Chief of Police; one Captain of Police; two Sergeants of Police; Patrolmen, first-class, Patrolmen, second class; and Recruits.

The salaries payable for each of the aforementioned classes shall be determined by the City Council as a whole after receiving recommendations of the Mayor and Police Commission and such wages and salaries shall be incorporated in the general City Salary Ordinance passed yearly at the time of making the annual City budget.

Section 6. All future Chiefs of Police shall be selected on a basis of qualification and as a result of competitive examinations. Examinations for Chief of Police shall be conducted under the supervision of the Police Commission and the Mayor shall choose any new Chief of Police from the top three qualifying candidates on such examinations.

Section 7. All future promotions in the Kirkland Police Department in either the Commission or enlisted ranks shall be made on a basis of competitive examinations to be given under the supervision of the Police Commission.

Section 8. In addition to grades made at the time of taking competitive examinations, the Police Commission shall also give consideration to seniority within the department. One point shall be allowed any member of the Kirkland Police Department for each six months of service in said department up to a maximum of ten points. For this purpose these seniority points shall be allowed by the Police Commission on the score of officers taking promotion examinations as a credit for their seniority.

Section 9. A maximum of five points may be deducted from the record of any member of the Kirkland Police Department for each reprimand

or suspension meted out against a police officer by the Commission. The exact number of demerits for any offense shall be determined by the Police Commission in each instance. Further any officer or member of the Kirkland Police Department reprimanded or suspended for failure to properly perform his duties as a police officer within a six month period prior to a promotion examination shall not be allowed to compete in that examination and must wait until the following promotion examination is held.

Section 10. Any suspension or ~~discharge from service~~ ^{demotion} shall be ordered by the Chief of Police subject to right of appeal by the officer to the Police Commission, Actual discharges from service will be meted out only by the Police Commission, after the commission has met and duly considered the charges against the officer in question, and after such officer has had an opportunity to appear and present his case.

Section 11. It is the intention of the City Council that the pension system of the Kirkland Police Department shall be Social Security. The City plans no additional participation in pension systems other than Social Security and should the officers of the Kirkland Police Department desire additional coverage, they will have to arrange such coverage privately on their own initiative.

Section 12. This Ordinance shall take effect five days from and after its passage, approval and publication as provided by law.

Introduce the 4th day of May, 1953.

Passed and approved the 18th day of May, 1953.

Alfred E. Leland
Mayor

I hereby certify that the foregoing is a true and correct copy of an Ordinance of the City of Kirkland and that the same was published or posted according to law, said Ordinance being No. 643 and entitled "An Ordinance as above."

Alfred E. Leland City Clerk

Attest:

Lawrence L. Vitch
City Clerk

Approved as to form:

Charles W. Johnson Jr.
City Attorney

