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**BEFORE THE CITY OF SEATTLE
PUBLIC SAFETY CIVIL SERVICE COMMISSION**

Captain Douglas Johnson

v.
**City of Seattle Public Safety Civil Service
Commission**

**ORDER AFFIRMING EXECUTIVE
DIRECTOR'S DECISION**

PSCSC No. 26-07-020RCRM

SUMMARY BACKGROUND

The Public Safety Civil Service Commission ("Commission"), as part of its regular meeting on June 17, 2026, considered the request by Captain Douglas Johnson under PSCSC Rule 2.13.b. to revise or modify an action or decision of the Executive Director. PSCSC Rule 2.13.b. states (emphasis in original):

Any person adversely affected by any action or decision of the Executive Director may request the Commission to revise or modify such action or decision. Such request shall be in writing setting forth with reasonable certainty the action objected to, the grounds supporting the request, and the relief sought, and must be made within 10 days from the date of notice of such action unless established otherwise by City Charter or elsewhere in these Rules. The Commission shall thereupon, if in its opinion good cause is shown, conduct a hearing thereon.

The action or decision at issue is the Executive Director's March 24, 2026, Final Decision related to PSCSC Investigation 2025-004F-Johnson ("March 24, 2026, Decision"). In the March 24, 2026, Decision, the Executive Director described the findings from an independent investigation related to the conduct of Captain Johnson during the PSCSC Fire Battalion Chief oral board examination administered June 11-12, 2024. After reviewing and considering the findings from the investigative report, the Executive Director's decision was to adopt the investigator's findings and sustain the finding that Captain Johnson's conduct violated PSCSC Rule 9.29 (related to the conduct of exam participants).

1 In the "Decision and Future Expectations" portion of the March 24, 2026, Decision, the
2 Executive Director stated, in part, as relates to participation in future promotional civil service
3 exams:

4 You are hereby issued a formal warning. Future failures to follow exam rules or instructions
5 may result in immediate removal from the examination site and disqualification from the
6 testing process, as necessary to ensure compliance with examination instructions and the
7 orderly administration of civil service examinations. Determinations during an exam are
8 within the discretion of CIV exam staff.

9 In the "Two Year Restriction on PSCSC Exam Development and Administration Activities"
10 portion of the March 24, 2026, Decision, the Executive Director stated, in part, as relates to
11 participation in exam development and administration activities (internal footnote omitted):

12 Your conduct was not consistent with the expectations of professionalism, sound judgment,
13 and adherence to instructions required for participation in civil service examination
14 development and administration activities. Selection for such activities is not a civil service
15 right and is determined by PSCSC/Civil Service Department staff.

16 Accordingly, you are not eligible, for a period of two (2) years, to participate in civil service
17 examination development or administration activities, for examinations that will be
18 administered in 2027 and 2028.

19 In Captain Johnson's "Request for Review and Modification Under PSCSC Rule 2.13(b),"
20 dated April 2, 2026, he requested, in relevant part, that the Commission:

- 21 1. Accept this request as timely under Rule 2.13(b).
- 22 2. Revise or modify the March 24, 2026 Final Decision by rescinding the two year restriction
23 on my participation in civil service examination development and administration activities.
- 24 3. In the alternative, conduct a hearing on the issues of authority, rule basis, and remedy.
- 25 4. In the further alternative, stay the two year restriction pending Commission review.

On June 12, 2026, Captain Johnson was provided written notice by the Executive Assistant
for the Commission that the Commission would be considering his request as part of the agenda for
the Commission's June 17, 2026, meeting, and that he would be given an opportunity to speak as
part of that agenda item regarding his request to revise or modify the decision of the Executive
Director. In that same communication he was notified that if he was unable to attend the meeting in

1 person, he was welcome to submit a written statement to the Commission regarding the matter and
2 it would be distributed to the Commissioners. Captain Johnson did not submit a written statement
3 for distribution to the Commission in response to the notice provided by the Executive Assistant.

4 The Commission considered Captain Johnson's request as part of its June 17, 2026, regular
5 meeting. All three Commissioners were in attendance for the meeting. Captain Johnson did not
6 appear in person to present his request at the meeting. The Commission, by motion and vote,
7 determined that under PSCSC Rule 2.13.b. good cause was not shown to conduct a hearing in this
8 matter and that the Commission, therefore, affirmed the Executive Director's March 24, 2026,
9 Decision.

10 **ORDER**


11 Pursuant to PSCSC Rule 2.13.b., the Commission reviewed and considered Captain
12 Johnson's request to revise or modify the subject decision of the Executive Director, including the
13 documents filed and related therewith. It is hereby ordered, pursuant to PSCSC Rule 2.13.b. and in
14 accordance with the above-stated action by the Commission regarding this matter, that good cause
15 was not shown to conduct a hearing in this matter and that, therefore, the Commission hereby
16 affirms the Executive Director's March 24, 2026, Decision, consistent with this order. In considering
17 this matter and issuing this order, the Commission exercised jurisdiction over this request.

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Dated this 29th day of June 2026.

FOR THE CITY OF SEATTLE PUBLIC SAFETY CIVIL SERVICE COMMISSION


Queniya Mays (6/29/2026 12:36:50 PDT)

Queniya Mays
Presiding Officer for this Proceeding on behalf of the Public
Safety Civil Service Commission

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CERTIFICATE OF SERVICE

I, Teresa R. Jacobs, declare under penalty of perjury under the laws of the State of Washington, that on the date below I caused to be served upon the below-listed parties, via the method of service listed below, a true and correct copy of the foregoing document: **ORDER AFFIRMING EXECUTIVE DIRECTOR'S DECISION.**

Party	Method of Service
Requestor: Captain Douglas Johnson Douglas.Johnson@seattle.gov [REDACTED]	<input checked="" type="checkbox"/> E-Mail
Respondent: Public Safety Civil Service Commission Andrea Scheele, PSCSC Executive Director andrea.scheele@seattle.gov	<input checked="" type="checkbox"/> E-Mail

Dated this 29th day of June 2026, at Seattle, Washington.

Teresa R. Jacobs
Teresa R. Jacobs (06/26/2026 12:50:24 PDT)
Teresa R. Jacobs, Executive Assistant
Public Safety Civil Service Commission

From: Johnson, Douglas <Douglas.Johnson@seattle.gov>

Sent: Thursday, April 2, 2026 3:13 PM

To: CSC_PublicSafety <PublicSafety@seattle.gov>; Jacobs, Teresa <Teresa.Jacobs@seattle.gov>

Subject: REQUEST FOR REVIEW

GOOD AFTERNOON. PLEASE SEE ATTACHED.

4/2/2026

BEFORE THE PUBLIC SAFETY CIVIL SERVICE COMMISSION OF THE CITY OF SEATTLE

Request for Review and Modification Under PSCSC Rule 2.13(b)

Captain Douglas Johnson Requesting Party

Re: March 24, 2026 Final Decision PSCSC Investigation 2025-004F-Johnson

To the Public Safety Civil Service Commission:

I submit this written request under PSCSC Rule 2.13(b) seeking Commission review and modification of the Executive Director Scheele's March 24, 2026 Final Decision in PSCSC Investigation 2025-004F-Johnson.

This request is timely. Rule 2.13(b) provides that a person adversely affected by an action or decision of the Executive Director may request that the Commission revise or modify that action or decision within ten days from the date of notice.

This request concerns the March 24, 2026 Final Decision, which is distinct from prior non selection communications because it is the first formal written Executive Director action imposing a defined two year restriction on my participation in civil service examination development and administration activities. The prior non selection communications provide background, but this request is directed to the separate final sanction imposed on March 24, 2026.

Good cause exists for Commission review and modification. The March 24, 2026 Final Decision imposes a prospective two year restriction based on disputed authority, disputed rule application, and a remedy that is not adequately supported by the decision itself. The decision expressly states that the record did not establish that my conduct materially affected the examination process, yet it imposed a separate forward looking restriction on future participation in exam development and administration activities.

I respectfully request that the Commission:

1. Accept this request as timely under Rule 2.13(b).
2. Revise or modify the March 24, 2026 Final Decision by rescinding the two year restriction on my participation in civil service examination development and administration activities.
3. In the alternative, conduct a hearing on the issues of authority, rule basis, and remedy.
4. In the further alternative, stay the two year restriction pending Commission review.

This request is submitted without waiver of any rights, objections, or positions I may have in any administrative, judicial, or other forum. Nothing in this request should be construed as conceding the legal or factual basis of the March 24, 2026 sanction.

Respectfully submitted,

Captain Douglas Johnson Seattle Fire Department

[REDACTED]

[REDACTED] douglas.johnson@seattle.gov

[REDACTED]

REQUEST FOR REVIEW

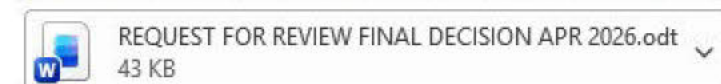


Johnson, Douglas

To CSC_PublicSafety; Jacobs, Teresa

Retention Policy 90 days Inbox (90 days)

This item will expire in 19 days. To keep this item longer apply a different Retention Policy.



Expires 7/1/2026

Reply Reply All Forward

Thu 4/2/2026 3:13 PM

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Respectfully submitted,

Captain Douglas Johnson Seattle Fire Department

[Redacted]

[Redacted] douglas.johnson@seattle.gov

[Redacted]