



**PUBLIC SAFETY CIVIL SERVICE COMMISSION
MONTHLY MEETING AGENDA**

The agenda is subject to change to address immediate Commission concerns.

DATE: **Friday, April 17, 2026**

TIME: **10:00 a.m.**

LOCATION: In person at **SMT Room 1679** and Remote via **Teams**

Directions to SMT 1679-Seattle Municipal Tower, 700 5th Ave, Seattle, WA 98104.

In person attendance: Call (206) 233-7118 or (206) 586-1991 to be escorted to the 16th floor from the 4th floor lobby.

Public Login:

[PSCSC Monthly Meeting \(Possible Police Sergeant Oral Board Protest Review\) | Meeting-Join | Microsoft Teams](#)

Commissioners, staff, and invited guests Login:

Please JOIN via the Teams presenter invitation, please do not join the public login.

Notify staff if you'd like to log in early for a technical check of your audio and video.

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Public Safety Civil Service Commission
Monthly Meeting Agenda
April 17, 2026 @ 10:00 a.m.

Seattle Municipal Tower Room 1679 and Teams

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (PSCSC 2.04)
2.	COMMISSIONER INTRODUCTIONS	
3.	ADOPTION OF AGENDA	
4.	PUBLIC COMMENT	
5.	APPROVAL OF MINUTES	March 11, 2026, PSCSC Monthly Meeting (Pages 3-5)
6.	UPDATES/DISCUSSION	<p>A. Johnson v. PSCSC, No. 25-07-052A (Pages 6-21) Consider Request by Captain Johnson to Revise or Modify a Decision of the Executive Director under PSCSC Rule 2.13.b. (Possible Vote)</p> <p>B. FIRE AND POLICE EXAM UNIT UPDATES</p> <ol style="list-style-type: none"> 1. Police Exams Team 2. Fire Exams Team 3. Fire and Police Staffing (Hiring/Attrition Numbers) <p>C. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES</p> <ol style="list-style-type: none"> 4. Department Update 5. Budget Update (Page 22)

		<p>D. CASE STATUS REPORT/APPEAL UPDATES/HEARING SCHEDULE (Page 23-25)</p> <p>6. Hill v. SPD-PSCSC No. 24-01-004A</p> <p>7. Rigon v. SPD-PSCSC No. 25-01-032A</p> <p>8. Johnson v. PSCSC-PSCSC No. 25-07-052A</p>
7.	ACTION ITEMS	<p>E. PROMOTIONAL EXAM PROTEST REVIEWS</p> <p>Police Sergeant Oral Board</p> <p><i>(No exam protest reviews were filed)</i></p>
8.	EXECUTIVE SESSION	May be cancelled if not needed
9.	OPEN PUBLIC MEETINGS ACT TRAINING	Presenter: Joe Levan, Assistant City Attorney
10.	OLD/NEW BUSINESS	Financial Interest Statements for Calendar Year 2025
11.	ADJOURNMENT	<p>Next Meeting Date: Wednesday, May 20, 2026</p> <p>@ 10:00 a.m.</p> <p>Possible Fire Captain Oral Board Protest Review</p>



**Public Safety Civil Service Commission
Monthly Meeting Minutes**

March 11, 2026 @ 10:00 a.m.

Seattle Municipal Tower Room 1679 and Teams

1.	CALL TO ORDER Commission Chair (PSCSC 2.04) LAND ACKNOWLEDGEMENT	Commissioner Mays called the meeting to order at 10:03 am. and read the Land Acknowledgement.
2.	COMMISSIONER INTRODUCTIONS STAFF, COUNSEL AND GUESTS	The Commissioners were present and introduced themselves: Commission Chair Queniya Mays and Commissioners Tom Applegate and Richard Greene Andrea Scheele, Executive Director; Commission Staff and Public Safety Exams Staff; Joe Levan, Assistant City Attorney/Commission Counsel. Anne Vold, Assistant City Attorney, Aaron Valla, Assistant City Attorney and representatives of Seattle Police HR and Seattle Fire HR.
3.	ADOPTION OF AGENDA	Commissioner Greene moved to adopt the March 11, 2026, agenda. Commissioner Applegate seconded the motion. The motion passed.
4.	PUBLIC COMMENT (GENERAL)	There was no public comment in writing or in person.
5.	PUBLIC RECORDS ACT TRAINING	Presenter: Aaron Valla, Assistant City Attorney
6.	APPROVAL OF MINUTES February 2, 2026 PSCSC Monthly Meeting	Commissioner Mays moved to accept the minutes of February 2, 2026, monthly meeting as written. Commissioner Greene seconded the motion. The motion passed.
7.	UPDATES/DISCUSSION	A. PSCSC PROMOTIONAL EXAM DEVELOPMENT COMMITTEE/SFD PROCEDURES AND OPERATING GUIDELINES (POG) UPDATE B. FIRE AND POLICE EXAM UNIT UPDATES

		<ol style="list-style-type: none"> 1. Police Exams (Rachael Schade, Police Exams Administrator) 2. Fire Exams (Yoshiko Grace Matsui, Fire Exams Administrator) 3. Fire and Police Staffing (Hiring/Attrition Numbers) <p>C. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES</p> <ol style="list-style-type: none"> 4. Department Update 5. Budget Update <p>D. CASE STATUS REPORT/APEAL UPDATES</p> <ol style="list-style-type: none"> 6. Hill v. SPD-PSCSC No. 24-01-004A 7. Rigon v. SPD-PSCSC No. 25-01-032A 8. Johnson v. PSCSC-PSCSC No. 25-07-052A
8.	<p>ACTION ITEMS</p> <p>CONTINUATION OF RULEMAKING</p> <p>PUBLIC COMMENT ON PROPOSED RULEMAKING</p> <p>DISCUSSION</p> <p>POTENTIAL VOTE</p>	<p>E. PROMOTIONAL EXAM PROTEST REVIEWS</p> <p>PSCSC PROPOSED RULEMAKING</p> <ol style="list-style-type: none"> 9. Police Sergeant Written Exam-<i>There were no Police Sergeant protest reviews submitted.</i> 10. Fire Captain Written Exam- <i>There were no Fire Captain protest reviews submitted.</i> 11. Battalion Chief Written Exam: <i>There were no Battalion Chief protest reviews submitted.</i> <p>F. 2026 PSCSC PROPOSED SPECIAL MEETING DATE</p> <p>Proposed: June 5, 2026: <i>Commissioner Mays moved to hold a special meeting on June 5, 2026, at 10:30 a.m. Commissioner Greene seconded the motion. The motion passed.</i></p>
9.	EXECUTIVE SESSION	The commission did not go into Executive Session.
10.	OLD/NEW BUSINESS	Financial Interest Statements
11.	ADJOURNMENT	The meeting adjourned at 10:51 a.m.

Minutes submitted **April 17, 2026**, by: Teresa Jacobs

Minutes Approved Amended
April 17, 2026, by: PSCSC

Signed by PSCSC Commission Chair, Queniya Mays

Monthly meetings are recorded, they can be found at:
<https://www.youtube.com/channel/UCglMkgpm-XFGWnnYfMRL4tQ>

Previous recordings may be requested via the public records portal at
<https://www.seattle.gov/public-records>

From: [Johnson, Douglas](#)
To: [CSC PublicSafety](#)
Cc: [Jacobs, Teresa](#); [Johnson, Douglas](#)
Subject: Written Statement
Date: Thursday, April 16, 2026 2:00:18 PM

Dear Commissioners,

I submit this written statement for consideration at the April 17, 2026 PSCSC meeting because I will not be appearing in person. The Commission's notice states that if I am unable to attend in person, I may submit a written statement by email and that it will be distributed to the Commissioners.

This statement is limited to my request under PSCSC Rule 2.13 for review of the Executive Director's March 10, 2026 dismissal order in PSCSC No. 25-07-052A. It is not intended to address or waive any issue, objection, or position relating to any separate Executive Director decision, including the March 24, 2026 final decision in PSCSC Investigation 2025-004F, which I have separately challenged under Rule 2.13(b).

I respectfully request that the Commission reverse or modify the March 10, 2026 dismissal and remand the matter for proper procedural review.

My December 29, 2025 filing identified the December 19, 2025 action as the decision being challenged and asked for threshold determinations regarding appealability, finality, and filing sufficiency under the PSCSC Rules. On December 19, 2025, I had been informed in writing that I was not selected to serve as an assessor for the 2025 to 2026 Firefighter oral boards, and the stated reasons were alleged prior mistreatment of CIV staff and that I was then the subject of an investigation. After additional correspondence in January and February 2026, the Executive Director dismissed the matter on March 10, 2026 for lack of subject matter jurisdiction, concluding that the non selection of an assessor does not affect a civil service right and is therefore not appealable.

The Commission should review and modify that decision for several reasons.

First, Rule 2.13 expressly permits any person adversely affected by an action or decision of the Executive Director to request that the Commission revise or modify that decision. The March 10, 2026 dismissal is such a decision. This matter is therefore properly before the Commission even if there is disagreement about the precise Chapter 6 pathway applicable to the underlying filing.

Second, my filing was procedurally sufficient under Rule 6.02. That rule permits a notice of appeal to be filed in writing or by email and states that Commission forms may be used but are not required. My December 29, 2025 filing was a written email submission that identified the action challenged, described the relevant facts, and stated the reasons and relief sought.

Third, the March 10 dismissal resolved the matter too narrowly. The December 19, 2025 action was not communicated as a silent discretionary staffing decision. It was a discrete agency action communicated to me with stated reasons tied to alleged misconduct and investigative status. At minimum, that kind of action warranted threshold procedural review rather than summary dismissal at the jurisdictional stage.

Fourth, Rule 6.19 provides that an employee adversely affected by an alleged violation of the Charter, the Public Safety Civil Service Ordinance, or the PSCSC Rules, in matters

outside Rule 6.01(a) and (b), may submit a written complaint requesting review. My filing squarely requested threshold review of whether the challenged action was appealable and final under the governing rules, and whether the filing preserved review rights. The March 10 dismissal did not meaningfully address whether the matter should proceed under Rule 6.19 or another proper procedural pathway before terminating the case.

Fifth, if the Commission concludes that the December 19, 2025 action was not final, Rule 6.05 states that in the case of an action that is not final, the appeal shall be stayed until the action becomes final. Under that rule, the proper alternative to immediate dismissal would have been a stay, not termination.

Sixth, the handling of this matter raises a fairness and consistency concern under Rule 1.02, which provides that proceedings before the Commission are to be conducted in an orderly, fair, and timely manner. My filing was submitted on December 29, 2025. PSCSC then requested additional clarification on January 28 and February 5, 2026, and I responded. The Executive Director did not issue the dismissal until March 10, 2026. I respectfully submit that a process that rigidly enforces short filing periods against an employee, while taking more than two months to resolve threshold issues after accepting the filing and requesting further submissions, is difficult to reconcile with Rule 1.02's requirement of orderly, fair, and timely proceedings.

The record also reflects a broader inconsistency in how exclusion decisions of this kind have been treated. In the earlier 2025 committee matter, Executive Director Scheele wrote that committee member selections "are not subject to appeal." But the later dismissal order in that matter analyzed timeliness under Rules 6.19 and 6.02, treating the underlying non selection as the operative action for purposes of dismissal, and the Commission later affirmed that dismissal under Rule 2.13. In the current matter, the Executive Director again ended review at the threshold by concluding the December 19, 2025 assessor action was not appealable. I respectfully ask the Commission to provide a clear and coherent rule based pathway rather than allowing materially similar exclusion decisions to shift between "not appealable" and procedural dismissal depending on posture.

For these reasons, I respectfully request that the Commission:

1. Review the March 10, 2026 dismissal order under Rule 2.13.
2. Reverse or modify that order.
3. Determine that the matter was reviewable under Rule 2.13, Rule 6.19, or both, or otherwise identify the proper rule based pathway.
4. Remand the matter for procedural review.
5. Alternatively, if the Commission concludes the December 19, 2025 action was not final, stay the matter rather than dismiss it under Rule 6.05.
6. State with specificity the rule basis for its decision.

This request is made in good faith to preserve a clear administrative record, exhaust available remedies, and obtain a consistent rule based determination from the Commission. Nothing in this statement is intended to waive any right, objection, or position in any separate administrative matter, judicial proceeding, or other forum.

Request for Commission Review and Revision of Executive Director's March 10, 2026 Decision Under PSCSC Rule 2.13(b), and in the Alternative Motion for Reconsideration

To the Public Safety Civil Service Commission:

I submit this request under **PSCSC Rule 2.13(b)** seeking Commission review and revision of the Executive Director's March 10, 2026 decision dismissing PSCSC No. 25-07-052A for lack of subject matter jurisdiction. Rule 2.13(b) provides that 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, and that such request must state with reasonable certainty the action objected to, the grounds supporting the request, and the relief sought. This filing is made within the time allowed by the Rules. In the alternative, if the Commission construes the March 10, 2026 ruling as requiring reconsideration under any other rule or Commission practice, I request such reconsideration as well, without waiving the primary Rule 2.13(b) basis for relief.

Action Objected To

The action objected to is the **March 10, 2026 decision of Executive Director Andrea Scheele** dismissing my appeal concerning the **December 19, 2025 assessor non-selection email from Mike Nelson**. In that decision, the Executive Director stated that the December 19 communication does not constitute an appealable decision under the PSCSC Rules because nothing in the Rules, Seattle Municipal Code Chapter 4.08, or RCW Chapters 41.08 or 41.12 establishes a right to be selected to serve as an assessor, and because not being selected does not affect an employee's civil service status or rights. The decision further states that Rule 2.13 does not create new civil service rights or expand categories of appealable matters.

Grounds Supporting Request

1. The March 10 decision misconceives the claim that was actually presented

My December 29, 2025 filing did **not** claim that I had an unconditional substantive right to be selected as an assessor. Instead, I expressly asked for threshold determinations regarding whether the December 19, 2025 action was appealable, whether it constituted final action for timeliness and jurisdiction purposes, and whether my filing preserved my rights under the applicable rules. I stated that the basis and grounds were limited at that stage to procedural authority and timing, pending confirmation of the governing rule pathway.

At the Executive Director's request, I then clarified on February 6, 2026 that the December 19, 2025 email constituted a "**discrete and subsequent agency action**" that independently affected my status and opportunities, that it was taken without prior notice, written standards, or an articulated process, and that it was supported by shifting or inconsistent rationales. I requested only a written threshold determination as to whether the December 19 action constituted an appealable and final decision under the PSCSC Rules and identification of the applicable rule pathway.

Respectfully,

Captain Douglas R Johnson

The March 10 dismissal does not answer that claim. Instead, it reframes the matter as though I asserted only a right to be selected as an assessor. That is not the claim I filed. The issue presented was whether a discrete later examination-related exclusion decision, expressly justified by conduct- and investigation-based reasons, could be insulated from review without identifying the governing written standard, rule-based authority, or procedural pathway.

2. Rule 2.12 confirms examination authority, but not standardless exclusion authority

The current rules provide in Rule 2.12 that the Executive Director supervises examinations, may appoint experts and special examiners, decides questions arising during the course of an examination, and prepares reports on appeals from the Director's rulings or appeals from any part of the examination. That confirms that assessor or subject-matter-expert selection is tied to the Commission's examination process. But Rule 2.12 does not identify any written assessor-selection standard, and it does not expressly authorize exclusion based on uncodified conduct or investigation criteria without notice, articulated standards, or disclosed process.

Here, Mike Nelson's December 19, 2025 email stated that I was not selected as an assessor because of "previous mistreatment of CIV staff" and because I was "currently the subject of an investigation." The March 10 dismissal relied on the idea that assessor selection is not appealable, but it did not identify any written PSCSC rule, published selection standard, or adopted process authorizing those particular exclusion criteria.

3. Rule 6.19 at minimum supported threshold review of the alleged violation

The current Rule 6.19 provides that any employee adversely affected by an alleged violation of Article XVI, the Public Safety Civil Service Ordinance, or the PSCSC Rules, outside Rules 6.01(a) or (b), may submit a written complaint to the Executive Director within ten days of the alleged violation. Rule 6.19(b) states that the complaint follows Rule 6.02 and that the Executive Director may investigate, decide the matter, and/or refer it to the Commission for decision or hearing.

The Executive Director's own March 10 decision states that she reviewed the matter "in accordance with PSCSC Rules 6.19, 6.02, and 6.05." My filing identified the December 19 action, described the facts giving rise to the matter, stated the reason for the appeal, and requested only threshold procedural determinations. The current Rule 6.02 requires a written notice of appeal filed within ten days, with contact information, a brief description of facts, and a concise statement of the reason for appeal, and it expressly states that Commission forms may be used but are not required.

Accordingly, even if the Commission ultimately concludes the matter is not a classic appeal under Rule 6.01, the March 10 order still fails to explain why the filing was not, at minimum, a proper Rule 6.19 request for threshold review of an alleged rule-related violation arising out of the examination process.

4. The filing should not be denied or narrowed based on form

The March 10 decision notes that I declined to complete the Commission's Notice of Appeal form. But the current Rule 6.02 expressly states that Commission forms **may be used** and **are not required**. My December 29 filing identified the action challenged, the facts, the requested threshold determinations,

and the relief sought. I later provided additional clarification at the Executive Director's request. On this record, form nonuse is not a valid basis to narrow or dismiss the filing.

5. This matter is distinct from the prior dismissal in PSCSC No. 25-07-046A

I acknowledge the prior dismissal order in **PSCSC No. 25-07-046A** and the Commission's later affirmance of that dismissal. But that prior matter was dismissed as **untimely** under Rules 6.19, 6.02, and 6.05, based on the conclusion that the foundational action at issue there was the earlier committee non-selection communicated in August 2025. The dismissal order expressly states that it did **not** reach other issues, including whether a claim had been stated. The Commission later affirmed that dismissal by determining that cause had not been shown to conduct a hearing and that the dismissal order should stand.

By contrast, the present matter concerns the **December 19, 2025 assessor non-selection email**, which I expressly identified in my December 29 filing as the action being appealed. I also expressly stated, both in the original filing and in later clarifications, that the filing was made without prejudice and without waiver as to jurisdiction, appealability, scope, or operative date. This matter therefore should not be collapsed into the earlier untimeliness ruling. It concerns a later action, a later notice date, and a different jurisdictional question.

Relief Sought

I respectfully request that the Commission:

1. **Revise or modify** the Executive Director's March 10, 2026 decision under **Rule 2.13(b)**.
2. Determine that the March 10 decision misconceived the nature of the claim presented by treating it as an asserted right to be selected as an assessor, rather than as a request for review of a discrete later examination-related exclusion action allegedly taken without prior notice, written standards, or an articulated rule-based process.
3. Remand the matter for threshold review under the proper rule framework, including whether the December 19, 2025 action is reviewable under Rule 6.19 and whether any governing written standard or articulated process existed for the conduct- and investigation-based exclusion criteria stated in the December 19 email.
4. In the alternative, if the Commission declines to revise or modify the March 10 decision, state in writing whether the denial rests on lack of jurisdiction, lack of good cause for a hearing under Rule 2.13(b), or a merits determination regarding legal sufficiency, so that the administrative record clearly reflects the procedural basis of the Commission's action.
5. Accept and file this submission under any procedurally applicable rule, including Rule 2.13(b), and do not reject or narrow it based on caption or form, because the current rules do not require use of Commission forms.

This request is submitted without waiver of any rights, objections, arguments, or remedies in any other forum.

Respectfully,
Capt. Doug RA Johnson



Seattle Civil Service Department

Public Safety Civil Service Commission

Andrea Scheele, Executive Director

March 10, 2026

To: Captain Douglas Johnson
Douglas.Johnson@seattle.gov


douglas.johnson@seattle.gov

Re: *Douglas Johnson v. Public Safety Civil Service Commission (PSCSC)*
PSCSC No. 25-07-052A

Dear Captain Johnson:

On December 29, 2025, the Public Safety Civil Service Commission received your email seeking to appeal CIV Manager Mike Nelson's decision not to select you to participate as an assessor at the 2025-2026 Firefighter oral boards.

On December 19, 2025, Mr. Nelson notified you of the non-selection. Exhibit 1. Exam assessors participate in PSCSC examination processes as subject matter experts. They are trained by PSCSC staff to conduct structured assessments of candidates' performance during oral board administration.

Your December 29, 2025, appeal email stated, in part:

"I am submitting this letter as an appeal of the December 19, 2025 assessor eligibility decision communicated to me. This letter is intended to meet all requirements to preserve my appeal rights under the Public Safety Civil Service Commission Rules of Practice and Procedure. ... The basis and grounds for this appeal are limited at this stage to procedural authority and timing. Once I receive confirmation of appealability and process under the rules, I will provide any additional written material required. ..." Exhibit 2.

You declined to complete the Commission's Notice of Appeal form, which is used to gather relevant information regarding the facts, the legal basis for alleged violations, and other necessary information to evaluate an appeal.

Upon request, on January 29, 2026, you confirmed the email that is the subject of your appeal. Upon further request, on February 6, 2026, you provided additional information regarding the grounds for your request and the remedy sought:

On grounds for appeal, you wrote, in part: “[the decision] constitutes a **discrete and subsequent agency action**, issued after the conclusion of prior proceedings, that independently affected my status and opportunities. That action was taken without prior notice, written standards, or an articulated process, and was supported by shifting or inconsistent rationales.” (Emphasis in original.)

On relief sought, you requested: “A written threshold determination by the Executive Director as to whether the December 19, 2025 action constitutes an appealable and final decision under the PSCSC Rules, and identification of the applicable rule pathway governing any further process.” Exhibit 3.

Jurisdiction

Consistent with the remedy you requested, the Executive Director first considered whether the December 19, 2025 communication constitutes an appealable decision under the PSCSC Rules. In accordance with PSCSC Rules 6.19, 6.02, and 6.05, the Executive Director reviewed and considered the materials you submitted and makes the following determination:

Upon review, the December 19, 2025, communication does not constitute an appealable decision under the PSCSC Rules. The decision at issue concerns the selection of assessors who serve as subject matter experts in support of the Commission’s examination process. Nothing in the PSCSC Rules, Seattle Municipal Code Chapter 4.08, nor Chapters RCW 41.08 or 41.12 RCW establishes a right to be selected to serve as an assessor. Not being selected to serve as an assessor does not impact an employee’s civil service status or rights.

Because the non-selection of an assessor does not affect a civil service right and no PSCSC Rule or law establishes that assessor selections are appealable, it does not give rise to a right of appeal. Accordingly, the Commission lacks subject matter jurisdiction to consider the appeal.

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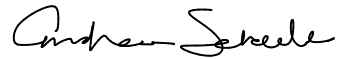
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PSCSC Rule 2.13 does not alter this conclusion. The rule provides a mechanism for Commission review of certain decisions of the Executive Director made under the PSCSC Rules; however, it does not create any new civil service rights or expand the categories of appealable matters.

For these reasons, the appeal is dismissed for lack of subject matter jurisdiction.

Thank you,

A handwritten signature in black ink that reads "Andrea Scheele". The signature is written in a cursive, flowing style.

Andrea Scheele
Executive Director
City of Seattle Public Safety Civil Service Commission, Civil Service Department

cc: Ireneo Bartolome, Interim Human Resources Director, Seattle Fire Department

Scheele, Andrea

From: Nelson, Mike (CIV)
Sent: Friday, December 19, 2025 11:23 AM
To: Johnson, Douglas
Subject: 2026 Firefighter Oral Board Assessor

Capt. Johnson,

Thank you for your interest in supporting the 2025/2026 Firefighter Civil Service Oral Boards. Unfortunately, you have not been selected as an assessor due to your previous mistreatment of CIV staff and because you are currently the subject of an investigation.

Sincerely,

Mike Nelson

Mike Nelson (he/him)
Public Safety Exam Manager, [Public Safety Civil Service Commission](#)
City of Seattle | Civil Service Department

The City of Seattle is an equal employment opportunity employer. Accommodations for people with disabilities provided upon request.



From: [Johnson, Douglas](#)
To: [Scheele, Andrea](#)
Cc: [Jacobs, Teresa](#); [CSC PublicSafety](#)
Subject: APPEAL December 19 Decision
Date: Monday, December 29, 2025 9:53:09 AM

Executive Director Scheele,

I am submitting this letter as an appeal of the December 19, 2025 assessor eligibility decision communicated to me. This letter is intended to meet all requirements to preserve my appeal rights under the Public Safety Civil Service Commission Rules of Practice and Procedure.

For appeal purposes, I identify the December 19 action as the decision communicated to me that I would not be selected to serve on the upcoming firefighter oral board based on my past treatment of CIV staff and an investigation referenced at that time. I understand appealability and classification of the action must be determined before any additional steps occur. I am therefore appealing the December 19 decision and seeking review consistent with the PSCSC Rules.

In support of this appeal, I am respectfully requesting that you make the threshold determinations required under the rules regarding:

1. Whether the December 19 decision constitutes an action or decision that is appealable under Rule 2.13 or another provision of the rules.
2. Whether the December 19 decision constitutes a final action for purposes of timeliness and jurisdiction under Rule 6.
3. Whether this letter satisfies the filing requirements to preserve my appeal under the applicable rules.

The basis and grounds for this appeal are limited at this stage to procedural authority and timing. Once I receive confirmation of appealability and process under the rules, I will provide any additional written material required. I am not requesting confidential investigative material or factual determinations at this time. I am only seeking confirmation of the governing rule pathway so I may proceed appropriately.

I am requesting the following relief:

1. Acceptance of this appeal as timely and properly filed under the rules.
2. Written confirmation regarding the appealability of the December 19 decision under Rule 2.13 or other applicable rule provisions.

3. Direction regarding the next procedural step required of me to continue the appeal under the applicable rules.

This appeal is submitted without prejudice to any future rights I may have under the PSCSC Rules, the Seattle Municipal Code, state or federal law, or any other process or forum. By submitting this appeal, I am not waiving any rights or positions related to other matters, including any earlier actions or decisions of the Commission or Executive Director.

Please confirm receipt of this appeal and advise in writing regarding the determinations described above.

Respectfully,
Capt. Doug RA Johnson

Scheele, Andrea

From: Johnson, Douglas
Sent: Friday, February 6, 2026 7:50 AM
To: Scheele, Andrea
Subject: Re: Procedural Clarification Notice of Appeal

Director Scheele,

In response to your request for additional information, and without waiving any rights, positions, or objections previously stated, I provide the following for record-clarification purposes only.

Grounds:

The December 19, 2025 email from Mike Nelson constitutes a **discrete and subsequent agency action**, issued after the conclusion of prior proceedings, that independently affected my status and opportunities. That action was taken without prior notice, written standards, or an articulated process, and was supported by shifting or inconsistent rationales. My December 29, 2025 filing invoked review under the PSCSC Rules for the limited purpose of determining whether this December 19, 2025 action constitutes an appealable and final decision, and whether it was taken in compliance with governing procedures.

Relief Sought:

A written threshold determination by the Executive Director as to whether the December 19, 2025 action constitutes an appealable and final decision under the PSCSC Rules, and identification of the applicable rule pathway governing any further process.

This response is submitted without prejudice and is not intended to expand, narrow, or supersede the issues raised in my December 29, 2025 appeal, nor to waive any objections regarding jurisdiction, appealability, scope, or operative date.

Capt. Doug RA Johnson

From: Scheele, Andrea <Andrea.Scheele@seattle.gov>
Sent: Thursday, February 5, 2026 11:01 AM
To: Johnson, Douglas <Douglas.Johnson@seattle.gov>
Cc: Jacobs, Teresa <Teresa.Jacobs@seattle.gov>
Subject: RE: Procedural Clarification Notice of Appeal

Captain Johnson,

Thank you for confirming the email and decision you object to.

More information is needed to review your request. Please provide:

- The grounds supporting the request

- The relief sought



Andrea Scheele she/her

Executive Director, Civil Service Department

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

Sent: Thursday, January 29, 2026 8:16 AM

To: Scheele, Andrea <Andrea.Scheele@seattle.gov>

Subject: Re: Procedural Clarification Notice of Appeal

ED Scheele,

Thank you for your message.

To confirm, my December 29, 2025 written appeal identifies the December 19, 2025 email from Mike Nelson, which you attached, as the action being appealed. That filing was submitted to preserve my appeal rights under the PSCSC Rules and has been acknowledged by PSCSC for timeliness purposes.

As stated in my December 29 appeal and subsequent correspondence, I continue to await written determination by the Executive Director as to whether the December 19, 2025 action constitutes an appealable and final decision under Rule 2.13, Rule 6, or any other applicable provision of the PSCSC Rules, prior to any additional procedural steps.

This confirmation is provided without prejudice and is not intended to waive any rights, positions, or objections regarding appealability, jurisdiction, scope, or operative date. Thanks.

Capt. Doug RA Johnson

From: Scheele, Andrea <Andrea.Scheele@seattle.gov>

Sent: Wednesday, January 28, 2026 12:55 PM

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

Cc: Jacobs, Teresa <Teresa.Jacobs@seattle.gov>

Subject: RE: Procedural Clarification Notice of Appeal

Captain Johnson,

The PSCSC appreciates your help establishing a clear record so that I am able review your appeal.

Please see attached a December 19, 2025, email from Mike Nelson to you with the subject "2026 Firefighter Oral Board Assessor."

Please reply to confirm that the attached email/decision are the subject of your appeal, which was submitted on December 29, 2026.

Thank you.



Andrea Scheele she/her

Executive Director, [Civil Service Department \(CIV\)](#)

City of Seattle

Phone: 206-233-7118 | Cell: 206-437-5425 | Fax: 206-684-0755 | andrea.scheele@seattle.gov

The City of Seattle is an equal employment opportunity employer. Accommodations for people with disabilities provided upon request.

From: Jacobs, Teresa <Teresa.Jacobs@seattle.gov>
Sent: Friday, January 16, 2026 9:03 AM
To: Johnson, Douglas <Douglas.Johnson@seattle.gov>
Cc: Scheele, Andrea <Andrea.Scheele@seattle.gov>
Subject: Re: Procedural Clarification Notice of Appeal

Captain Johnson,
Director Scheele continues to review your appeal.
I will not be engaging further on this matter.

Teresa Jacobs

Executive Assistant to

Executive Director Andrea Scheele

City of Seattle Civil Service Department

[Civil Service Commission](#) | [Public Safety Civil Service Commission](#)

Phone: [206-605-9014](tel:206-605-9014) | teresa.jacobs@seattle.gov

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Seattle

Civil Service Department

From: Johnson, Douglas <Douglas.Johnson@seattle.gov>
Sent: Friday, January 16, 2026 8:00 AM
To: Jacobs, Teresa <Teresa.Jacobs@seattle.gov>
Subject: Re: Procedural Clarification Notice of Appeal

Theresa,

Good morning and thank you for your message.

To ensure clarity and preserve the record, please identify the specific PSCSC Rule, Charter provision, or ordinance that requires completion of the “Notice of Appeal” form as a condition of a valid or perfected appeal.

My December 29, 2025 written appeal was accepted and acknowledged by the Commission and is being used for timeliness purposes. That filing was intended to invoke appeal rights under the PSCSC Rules. I have not located any rule provision that conditions appeal validity or jurisdiction on use of a specific form, as opposed to timely written notice.

If the form is requested solely for administrative tracking purposes, please confirm that completion is not jurisdictional and does not waive or narrow any previously asserted objections regarding appealability, scope, or operative date.

Once the governing rule basis is identified or that clarification is provided, I will respond accordingly. Again, thank you.

Capt. Doug RA Johnson

From: Jacobs, Teresa <Teresa.Jacobs@seattle.gov>
Sent: Thursday, January 15, 2026 3:11 PM
To: Johnson, Douglas <Douglas.Johnson@seattle.gov>; Doug Johnson [REDACTED]
Cc: Scheele, Andrea <Andrea.Scheele@seattle.gov>; CSC_PublicSafety <PublicSafety@seattle.gov>
Subject: RE: Procedural Clarification Notice of Appeal

Dear Captain Johnson,

Your appeal submitted by email on December 29, 2025, was accepted and acknowledged. I am the staff member responsible for processing initial appeal filings. Although we allow appeals to be submitted by email to ensure filing deadlines are met, the signed appeal form is still required. The form is necessary for departmental tracking and requests information needed to continue the review.

Please submit the completed form, along with the email you referenced, so Director Scheele's review of your appeal can proceed.

Thank you.

Teresa Jacobs

Executive Assistant to
Executive Director Andrea Scheele
City of Seattle Civil Service Department
[Civil Service Commission](#) | [Public Safety Civil Service Commission](#)
Phone: 206-605-9014 | teresa.jacobs@seattle.gov

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From: Scheele, Andrea <Andrea.Scheele@seattle.gov>
Sent: Thursday, January 15, 2026 2:18 PM

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

Subject: FW: Procedural Clarification Notice of Appeal



Andrea Scheele she/her

Executive Director, [Civil Service Department \(CIV\)](#)

City of Seattle

Phone: 206-233-7118 | Cell: 206-437-5425 | Fax: 206-684-0755 | andrea.scheele@seattle.gov

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

Sent: Wednesday, January 14, 2026 10:31 AM

To: Scheele, Andrea <Andrea.Scheele@seattle.gov>

Subject: Procedural Clarification Notice of Appeal

Dear ED Scheele,

I am writing in response to recent communications sent from the PSCSC administrative inbox regarding completion of the Notice of Appeal form.

My December 29, 2025 written appeal was submitted directly to you in your capacity as Executive Director and was intended to preserve my appeal rights under the PSCSC Rules. I understand from subsequent written communications from PSCSC that the December 29 filing date is being used for purposes of assessing timeliness.

That filing expressly requested the threshold determinations required under the PSCSC Rules before any additional procedural steps occur.

At this time, I am awaiting written confirmation of:

Whether the December 19, 2025 action constitutes an appealable decision under Rule 2.13 or any other applicable provision, and

Whether that action constitutes a final decision for purposes of jurisdiction and further process under Rule 6.

Once those threshold determinations are made **by the Executive Director**, I will promptly complete and submit any required administrative form consistent with the governing rule pathway identified.

This response is submitted without prejudice and is not intended to waive any rights, positions, or objections regarding jurisdiction, appealability, or scope.

Please confirm that my appeal remains under review pending these determinations.

Respectfully,

Capt. Doug RA Johnson

Budget Summary

Business Unit ID

VC0

Year

2026

04/07/2026
Last Pay Period End Date

Friday, April 10, 2026 12:00 PM Pacific Daylight Time (PDT)
Last Refreshed Date

\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$11,972.00	\$701,912.15	\$713,884.15	\$2,360,640.85
Adopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Commitments	Remaining Legal Bu...

2,360,640.85	2,348,668.85	22.92%	77.08%
Available Balance Before Encumbrances	Available Balance After Encumbrances	Percent Spent Before Encumbrances	Percent Available Before Encumbrances

BSL ID And Name	Adopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Total Commitments	Remaining Legal Budget
Revenue - Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
BO-VC-V1CIV - Civil Service Commissions	\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$11,972.00	\$701,912.15	\$713,884.15	\$2,360,640.85
Total	\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$11,972.00	\$701,912.15	\$713,884.15	\$2,360,640.85

**PUBLIC SAFETY CIVIL SERVICE COMMISSION
CASE STATUS REPORT
April 2026**

Type	CASE NUMBER	APPELLANT	OPEN APPEAL/EXAM PROTEST/REQUEST FOR DECISION/COMPLAINT				Register/Exam/ Position	Issue/Requested Outcome/Status	PRESIDING
			RESPONDENT DEPARTMENT	DATE FILED	ISSUE				
A	25-01-032A	Rigon	SPD	9-29-2025	Discharge		1 st Prehearing was held January 8, 2026. Hearing scheduled for October 27-29, 2026.	PSCSC	
A	24-01-004A	Hill	SPD	5-21-2024	Discharge		Hearing Scheduled for June 8-12, 2026	Executive Director	
A	25-07-052A	Johnson	SFD	12-29-2025	Assessor		Appellant filed an appeal regarding Firefighter Assessor selection. The appeal was dismissed on March 10, 2026, for lack of jurisdiction.	Executive Director	

							Appellant timely filed a Request to Revise or Modify a Decision of the Executive Director (PSCSC Rule 2.13.b)	
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Type	CASE NUMBER	APPELLANT/REQUESTOR	CLOSED APPEAL/EXAM PROTEST/REQUEST FOR DECISION			Register/Exam/Position	Issue/Requested Outcome/Status	PRESIDED
			RESPONDENT DEPARTMENT	DATE FILED	ISSUE			

REQUESTS FOR PROBATIONARY EXTENSION RPE= Request for Probationary Extension (PSCSC Rule 12.0)			
DEPT	DATE REQUESTED	POSITION/RANK	APPROVED/DENIED
SPD	1-5-2026	Officer	Approved
SPD	1-10-2026	Officer	Approved
SPD	1-10-2026	Officer	Approved
SPD	1-14-2026	Officer	Approved
SFD	2-9-2026	Firefighter-Recruit	Approved
SPD	3-3-2026	Officer	Approved
SPD	3-3-2026	Officer	Approved
SPD	3-12-2026	Officer	Rescinded
SPD	3-27-2026	Officer	Denied
SPD	3-2-2026	Officer	TBD

REQUESTS FOR REINSTATEMENT TO ELIGIBLE REGISTER				
RFR=Request for Reinstatement (PSCSC 10.03)				
CASE NUMBER	DEPT	DATE REQUESTED	POSITION/RANK	DECISION
26-05-002RFR	SFD	1-26-2026	Firefighter	Recommended
26-05-003RFR	SFD	1-23-2026	Firefighter	Not Recommended
26-05-004RFR	SPD	2-28-2026	Officer	Recommended
26-05-005RFR	SFD	2-26-2026	Firefighter	TBD
26-05-006RFR	SFD	2-27-2026	Firefighter	TBD
26-05-007RFR	SPD	3-12-2026	Officer	Recommended
26-05-008RFR	SFD	3-19-2026	Firefighter	TBD
26-05-010RFR	SPD	3-30-2026	Officer	TBD
26-05-011RFR	SFD	3-31-2026	Firefighter	TBD