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PSCSC no. 24-01-006A

On July 31, 2025, SPD notified the PSCSC that the parties had mutually agreed to resolve the matter and entered into a Settlement Agreement. On August 26, 2025, the PSCSC received a Voluntary Request to Withdraw Appeal from the parties and a copy of the amended Disciplinary Action Report reducing the discipline to a 90-hour suspension. PSCSC Rule 6.07 b. states, “Upon resolution of a matter prior to hearing any party may request the dismissal of the matter. A stipulation signed by both parties should be submitted to the Commission prior to such dismissal.”

Upon reviewing the terms of the settlement agreement and having considered the parties' stipulated request to dismiss, I hereby order that the Appellant's appeal is **dismissed**.

FOR THE CITY OF SEATTLE PUBLIC SAFETY CIVIL SERVICE COMMISSION

City of Seattle
Public Safety Civil Service Commission
PO Box 94729, Seattle, WA 98124-4729
(206) 233-7118

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

In the matter of the appeal of

STEPHEN ENGLUND
Appellant

V.

SEATTLE POLICE DEPARTMENT
Respondent

DECLARATION OF SERVICE

PSCSC no. 24-01-006A

I, Teresa 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 email, a true and correct copy of the foregoing document: **Dismissal Order**.

Party	Method of Service
Appellant: Stephen Englund [REDACTED] Mark Conrad, Attorney mconrad@freybuck.com	<input checked="" type="checkbox"/> E-Mail
Respondent: on behalf of the Seattle Police Department, Kathryn Childers, Assistant City Attorney Kathryn.childers@seattle.gov Bibi Shairulla, Legal Assistant, Law Bibi.Shairulla@seattle.gov Brian Strobel, Paralegal, Law Brian.strobel@seattle.gov	<input checked="" type="checkbox"/> E-Mail

Dated this 26th day of August 2025, in Seattle, Washington.

Teresa R. Jacobs

Teresa R. Jacobs, Executive Assistant
Civil Service Department

AGREEMENT BETWEEN THE CITY OF SEATTLE AND STEPHEN ENGLUND

Whereas, Officer Stephen Englund #8689, filed an appeal from his discipline, PSCSC Case No. 24-1-006A. Englund is a current employee within the Seattle Police Department, SPD.

A. AGREEMENT

1. The Parties agree that the City shall reduce Mr. Englund's fifteen (15) day suspension to a ten (10) day suspension. Mr. Englund's personnel file shall be updated accordingly.
2. The Parties agree that Mr. Englund has served his entire suspension and no further dates are to be suspended due to this violation.
3. This Agreement is specific and limited to this appeal and sets no precedence, practice or evidence of a precedent or practice by the City or SPD, or between the City, SPD and its employees, and the Agreement cannot be used or introduced in any forum or proceeding as evidence of a precedent or practice.
4. The underlying discipline shall be available for use as a comparable discipline (with the amended suspension of ten days) for future disciplinary actions against Mr. Englund or other SPD officers.
5. This Agreement is not to be considered as an admission of liability or guilt by either Party.
6. Mr. Englund has legal representation and has had the ability to discuss this agreement fully with his representation.
7. This Agreement is the full and entire agreement of the Parties. There are no written or oral representations, understandings, promises or agreements directly or indirectly related to this Agreement that are not incorporated.

STEPHEN ENGLUND


By:


Stephen Englund

Date signed: 07/21/2025

CITY OF SEATTLE

By:


MichaelR Fields (Jul 31, 2025 10:52:31 PDT)
Mike Fields, Executive Director,
Human Resources
Seattle Police Department

Date signed: 07/31/2025



City of Seattle
Civil Service Commissions

VOLUNTARY REQUEST TO WITHDRAW APPEAL

This matter was before the: ☒ Public Safety Civil Service Commission ☐ Civil Service Commission

Appellant Name: <u>STEPHEN ENGLUND</u>		CSC/PSCSC Case No.: <u>24-01-006A</u>	Date: <u>03/01/2025</u>
Respondent: <u>SEATTLE POLICE DEPARTMENT</u>		Appellant's Authorized Representative:	

¹Denotes required

Please select the appropriate action

☐ I am the above-named **Appellant**, and hereby withdraw my appeal in the above-referenced matter. Although you are not required, you may state the reason for withdrawal*

☐ I am the above-named **Authorized Representative** of the Appellant, and hereby withdraw the appeal in the above-referenced matter on the Appellant's behalf.

☒ I am the above-named **Appellant**, Respondent and I have entered into a settlement agreement which resolves the appeal to my satisfaction. (See: CSC Rule 5.22E 1-3). The settlement agreement is attached for the record.

☐ I am the **Authorized Representative** of the Appellant. Respondent and Appellant have entered into a settlement agreement which resolves the appeal to the satisfaction of the Appellant. (See: CSC Rule 5.22E 1-3). The settlement agreement is attached for the record.

By signing and dating below, I certify that the information on this form is correct.

Signature:

Date:

03/01/2025

Please submit this completed form via email to andrea.scheele@seattle.gov. This form may also be submitted via regular mail to City of Seattle Civil Service Commission, 700 5th Avenue, Suite 1670-P.O. Box 94729, Seattle, WA 98124-4729 or by fax to (206) 684-0755. If you are sending via regular mail, please notify staff that you are mailing in the document.

A Dismissal Order will be issued by the Presiding Officer or Executive Director.



CITY OF SEATTLE CIVIL SERVICE COMMISSIONS

APPEAL NO. 24-01-006A

FILED: September 23, 2024

NOTICE OF APPEAL TO THE PUBLIC SAFETY CIVIL SERVICE COMMISSION

The appeal must be received by the Executive Director within 10 (ten) days, following the received date or the postmarked date of the final notice from the department to the appellant.

INSTRUCTIONS: Complete all the pages, sign and attach any documents or correspondence that you have received from the Department related to your appeal. Send by postal or hand deliver to the Executive Director, Civil Service Commissions 700 5th Avenue, Suite 1670, PO Box 94729, Seattle, WA 98124-472 or email to Andrea.Scheele@seattle.gov or Teresa.Jacobs@seattle.gov

An original signature of the appellant or authorized representative is required for appeals.

I.	<u>Stephen Brad Englund</u>	<u>610 5th Ave, Seattle, WA 98104</u>	<u>(206) 484-5310</u>
	Appellant's Full Name	Work Address	Work Telephone
	<u>[REDACTED]</u>	<u>[REDACTED]</u>	<u>[REDACTED]</u>
	Residence Address	City /State/Zip	Home Telephone/Email
	<u>Police Officer</u>	<u>Seattle Police Department/ B132R</u>	<u>Sgt. John Marion</u>
	Job Title/Position	Department/Unit	Immediate Supervisor
	<u>April 2019</u>	<u>April 2019</u>	<u>[REDACTED]</u>
	Start Date in Position	City Employee Since, Month/Date/Year	Employee ID #

II. ACTION BEING APPEALED: (check one)

☒ Suspension

☐ Discharge

☐ Demotion

☐ Violation of Article XVI of the Charter of the City of Seattle, PSCSC Ordinance or PSCSC Rules
(Please list the rule): _____

☒ Other Personnel Related Issue: (Please briefly state the issue): _____
Discipline Grievence related to 2024OPA-0012.

If needed, you may provide the following information on an additional sheet of paper and attach any documents or correspondence that you have received from the Department related to your appeal.

Reason for this appeal (Please include dates, location and action): Chief Rahr deviated from the proposed discipline recommended by OPA of 7 to 10 days suspension without pay to 15 days without just cause.

Remedy Sought (What do you want?): I wish the imposed discipline to be issued within the recommendation by OPA of 7 to 10 days.

III. UNION:

WHAT IS THE NAME OF YOUR UNION ASSOCIATION OR GUILD?

Seattle Police Officer's Guild (SPOG) Local Number: _____

☒ I HAVE / ☐ I HAVE NOT filed a grievance on the same issues that I identified in this appeal, with my union or bargaining unit.

- This matter ☒ IS / ☐ IS NOT the subject of arbitration pursuant to a collective bargaining agreement.

IV. ATTORNEY/AUTHORIZED REPRESENTATIVE:

An Attorney or a representative is NOT required for the appeal process.

- Do you have an attorney or another person representing you for this appeal? ☐ YES ☒ NO
If yes, please have your attorney submit a NOTICE OF APPEARANCE to the Commission Office and Department. All documents and information related to the appeal will go to the attorney or representative.

Name: _____

Firm: _____

Address: _____

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

Tel (206) 233-7118, Fax: (206) 684-0755, <http://www.seattle.gov/CivilServiceCommissions/>

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request

Email: _____

Signature of Attorney/Representative: (If filling out this form):

_____ Date _____

A. APPELLANT:

If you **do not** have an attorney or a representative, please enter the address where All documents related to this appeal should be sent:

Mailing Address: _____

Personal Email: _____

Home/Cell Phone (Include Area Code): _____

Stephen Brad Englund

APPELLANT'S NAME (PLEASE PRINT)

Stephen Englund
SIGNATURE OF APPELLANT

09/23/2024

DATE

City of Seattle Civil Service Commissions

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