

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

3 **Captain Douglas Johnson**

4 **v.**

5 **City of Seattle Public Safety Civil Service**
6 **Commission**

ORDER AFFIRMING EXECUTIVE
 DIRECTOR'S DISMISSAL ORDER

PSCSC No. 25-07-046A

7 **SUMMARY BACKGROUND**

8 The Public Safety Civil Service Commission ("Commission"), as part of its regular meeting
9 on December 18, 2025, considered the request by Captain Douglas Johnson under PSCSC Rule
10 2.13.b. to revise or modify an action or decision of the Executive Director. PSCSC Rule 2.13.b.
11 states (emphasis in original):

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

19 The Executive Director's action or decision at issue is the Dismissal Order issued November
20 17, 2025, by the Executive Director. In that Dismissal Order, the Executive Director held:

21 Pursuant to PSCSC Rules 6.19, 6.02, and 6.05, the Executive Director has
22 reviewed and considered the Appeal and documents filed and related therewith
23 and determined appropriate action. It is hereby ordered, pursuant to PSCSC
24 Rules 6.19, 6.02, and 6.05, that the Appeal is untimely as a matter of law and this
25 matter is dismissed, with prejudice.

 On December 16, 2025, 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 December 18, 2025, 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

1 unable to attend the meeting in person, he was welcome to submit a written statement to the
2 Commission regarding the matter by 2:00 PM on December 17, 2025, and it would be distributed to
3 the Commissioners.

4 On December 17, 2025, Captain Johnson submitted a written statement entitled, "Written
5 Statement, Request to Revise or Modify Executive Director Decision, PSCSC Rule 2.13.b, PSCSC
6 No. 25-07-046A." The Executive Assistant for the Commission thereupon distributed Captain
7 Johnson's written statement to the Commission.

8 After the Commission considered Captain Johnson's request as part of its December 18,
9 2025, regular meeting, Commissioner Mays moved that "good cause has not been shown to
10 conduct a hearing in this matter and that therefore the Dismissal Order issued November 17, 2025,
11 is affirmed." The Commission voted unanimously in favor of the motion.

12 ORDER

13 Pursuant to PSCSC Rule 2.13.b., the Commission has reviewed and considered Captain
14 Johnson's request to revise or modify the subject decision of the Executive Director, including the
15 documents filed and related therewith. It is hereby ordered, pursuant to PSCSC Rule 2.13.b. and in
16 accordance with the above-stated motion adopted by the Commission regarding this matter, that
17 good cause has not been shown to conduct a hearing in this matter and that therefore the Dismissal
18 Order issued November 17, 2025, is affirmed.

19
20 Dated: 01/05/2026 at Seattle, Washington

21
22 FOR THE CITY OF SEATTLE PUBLIC SAFETY CIVIL SERVICE COMMISSION

23 Richard Greene
Richard Greene (11/05/2025 12:46:55 PST)

24 Richard Greene
Presiding Officer for this Proceeding on behalf of the Public
Safety Civil Service Commission
25

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 DISMISSAL ORDER.**

Party	Method of Service
Requestor: Captain Douglas Johnson Douglas.Johnson@seattle.gov 	<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: 01/05/2026 at Seattle, Washington

Teresa Jacobs
Teresa Jacobs (01/05/2026 13:06:14 PST)

Teresa R. Jacobs, Executive Assistant
Public Safety Civil Service Commission