



PUBLIC SAFETY CIVIL SERVICE COMMISSION
MONTHLY MEETING AGENDA

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

DATE: Thursday, October 9, 2025

TIME: 10:00 a.m.

LOCATION: In person **SMT Room 1679**

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.

Teams Meeting Public Login:

[PSCSC Monthly Meeting \(Possible Fireboat Engineer Practical Exam Protest Review\) | 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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<https://www.seattle.gov/public-safety-civil-service-commission>

Public Safety Civil Service Commission

Monthly Meeting Agenda

October 9, 2025 @ 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.	EXECUTIVE SESSION	May be cancelled if not needed
4.	PUBLIC COMMENT	
5.	APPROVAL OF MINUTES	September 18, 2025, PSCSC Monthly Meeting
6.	ACTION ITEMS	POSSIBLE EXAM PROTEST REVIEWS There were no Fireboat Engineer Practical Exam protest reviews submitted. 2026 FIRE & POLICE EXAMS SCHEDULE
7.	UPDATES/DISCUSSION	A. FIRE AND POLICE EXAM UNIT UPDATES 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) 4. Staffing Update (Andrea Scheele, Executive Director)

		<p>B. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES</p> <p>5. Department Update</p> <p>6. Budget Update</p> <p>C. CASE STATUS REPORT/APPEAL UPDATES</p> <p>7. Hill v. SPD-PSCSC No. 24-01-004A</p> <p>8. Englund v. SPD-PSCSC No. 25-01-024A</p> <p>9. Rigon v. SPD-PSCSC No. 25-01-032A</p>
8.	OLD/NEW BUSINESS	<p>D. REGISTRATION IS OPEN</p> <p>44th Annual Civil Service Conference</p> <p>October 21 and 22, 2025 (9 a.m.-4 p.m.)</p>
9.	ADJOURNMENT	<p>Next Meeting Date:</p> <p>November 20, 2025, at 10:00 a.m.</p> <p>Joint Meeting with CSC</p> <p>Thursday, November 20, 2025, at 11:15 a.m.</p> <p>PSCSC Monthly Meeting</p>



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

September 18, 2025 @ 10:00 a.m.

Seattle Municipal Tower Room 1679 and Teams

1.	CALL TO ORDER Commission Chair (PSCSC 2.04)	Commissioner Greene called the meeting to order at 10:05 am.
2.	LAND ACKNOWLEDGEMENT COMMISSIONER INTRODUCTIONS STAFF, COUNSEL AND GUESTS	The Commissioners were present and introduced themselves: Commission Chair Richard Greene, and Commissioners Tom Applegate and Queniya Mays. Andrea Scheele, Executive Director; Sarah Butler, Operations & Policy Advisor; Staff of the Public Safety Exams Unit; and Teresa Jacobs, Executive Assistant. Joe Levan, Assistant City Attorney/Commission Counsel; Anne Vold, Assistant City Attorney; Representatives of Seattle Fire HR and Seattle Police HR.
3.	EXECUTIVE SESSION	The commission went into Executive Session at 10:15 a.m. The Executive Session ended at: 10:35 a.m.
4.	PUBLIC COMMENT (GENERAL)	There was no public comment in person or in writing.
5.	APPROVAL OF MINUTES	June 12, 2025, PSCSC Monthly Meeting August 21, 2025, PSCSC Retreat/Hearing Prep Training Commissioner Greene moved to accept the minutes of June 12, 2025, and August 21, 2025, as written. Commissioner Applegate seconded the motion. The minutes were approved.
6.	ACTION ITEMS	There were no action items.
7.	UPDATES/DISCUSSION	A. FIRE AND POLICE EXAM UNIT UPDATES 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) 4. Staffing Update (Andrea Scheele, Executive Director)

		B. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES 5. Department Update 6. Budget Update C. CASE STATUS REPORT/APEAL UPDATES 7. Hill v. SPD-PSCSC No. 24-01-004A 8. Englund v. SPD-PSCSC No. 24-01-006A 9. Englund v. SPD-PSCSC No. 25-01-024A
8.	OLD/NEW BUSINESS	D. SAVE THE DATE 44 th Annual Civil Service Conference October 21 and 22, 2025 (9 a.m.-4 p.m.) E. JOINT MEETING WITH CSC November 20, 2025 (10:00 a.m.)
9.	ADJOURNMENT	The meeting adjourned at 11: 13 a.m.

Minutes submitted **October 9, 2025**, by: Teresa Jacobs

Minutes Approved Amended
October 9, 2025, by: PSCSC

Signed by PSCSC Commission Chair, Richard Greene

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

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

City of Seattle Fire & Police Exams Unit

2026 Examination Dates and Timelines

Last Updated: September 2025

Firefighter– Application, Testing, Oral Boards

- Application Period: October 7 – November 25, 2025
- NTN Video Exams: October 7 – December 9, 2025
- Oral Boards: January 21 – February 7, 2026
- Register Published: Tentative – February 20

Promotional Exams Open Application Period

- Application Period: December 16 –30, 2025 (Fire)
- Application Period: December 9 – 23, 2025 (Police)

Police Sergeant – Written Exam

- Written Exam: February 21
- Protest Period (Tentative): February 23 – 25
- Appeal Period (Tentative): February 26 – 27
- Appeal Packet Due Date: March 4
- PSCSC Protest Review (if needed): March 11* Request special meeting

Fire Captain & Battalion Chief – Written Exam

- Final bibliography due November 23
- Written Exam: Feb 21
- Protest Period (Tentative): Feb 23 – 25
- Appeal Period (Tentative): Feb 26 – 27
- Appeal Packet Due Date: March 4
- PSCSC Protest Review (if needed): March 11* Request special meeting

Police Sergeant – Oral Board

- Oral Board Exam Administration: March 28 and March 30
- Oral Board Assessor Week: April 6 – 11
- Protest Period (Tentative): March 30 – April 1
- Appeal Period (Tentative): April 2-3
- Appeal Packet Due Date: April 8
- PSCSC Protest Review (if needed): April 15
- Register: July 14, 2026

City of Seattle Fire & Police Exams Unit

2026 Examination Dates and Timelines

Last Updated: September 2025

Fire Captain – Oral Board

- Oral Board Exam: April 20 – 25
- Protest Period (Tentative): April 27 - 29
- Appeal Period (Tentative):
- Appeal Packet Due Date:
- PSCSC Protest Review (if needed): May 20
- Register: August 15

Fire Battalion Chief – Oral Board

- Oral Board Exam (+ Writing Exercise): May 12 – 15
- Protest Period (Tentative): May 18 - 20
- Appeal Period (Tentative):
- Appeal Packet Due Date:
- PSCSC Protest Review (if needed): June 17
- Register: August 15

Fireboat Pilot – Written Exam

- Final bibliography due March 4
- Written Exam: June 2
- Protest Period (Tentative): June 3-5
- Appeal Period (Tentative):
- Appeal Packet Due Date:
- PSCSC Protest Review (if needed): June 17

Fireboat Pilot – Practical Exam

- Practical Exam: August 24 - 28
- Protest Period (Tentative): August 31 – September 2
- Appeal Period (Tentative):
- Appeal Packet Due Date:
- PSCSC Protest Review (if needed): September 16
- Register: December 15

Budget Summary

Business Unit ID

Year

VC0

2025

10/07/2025
Last Pay Period End Date

Friday, October 3, 2025 09:00 AM Pacific Daylight Time (PDT)
Last Refreshed Date

\$2,817,650.00	\$0.00	\$67,211.00	\$0.00	\$2,884,861.00	\$40,460.00	\$2,013,831.56	\$2,054,291.56	\$871,029.44
Adopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Committments	Remaining Legal Bu...

871,029.44	830,569.44	69.81%	30.19%
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 Committments	Rem
BO-VC-V1CIV - Civil Service Commissions	\$2,817,650.00	\$0.00	\$67,211.00	\$0.00	\$2,884,861.00	\$40,460.00	\$2,013,831.56	\$2,054,291.56	
MO-VC-V1CIV - Civil Service Commissions	\$2,817,650.00	\$0.00	\$67,211.00	\$0.00	\$2,884,861.00	\$40,460.00	\$2,013,831.56	\$2,054,291.56	
00100 - General Fund	\$2,817,650.00	\$0.00	\$67,211.00	\$0.00	\$2,884,861.00	\$40,460.00	\$2,013,831.56	\$2,054,291.56	
VCADMIN - Leadership and Administration	\$964,071.68	\$0.00	\$67,211.00	\$0.00	\$1,031,282.68	\$8,000.00	\$557,499.55	\$565,499.55	
VCCIV-FIREEXAMS - PUBLIC SAFETY CIVIL SVC EXAMS	\$907,412.34	\$0.00	\$0.00	\$0.00	\$907,412.34	\$30,555.00	\$431,997.37	\$462,552.37	
VCCIVILSV - Civil Service Commissions	\$38,753.52	\$0.00	\$0.00	\$0.00	\$38,753.52	\$0.00	\$438,330.73	\$438,330.73	
VCCIV-POLEXAMS - Police Civil Service Exams	\$907,412.46	\$0.00	\$0.00	\$0.00	\$907,412.46	\$1,905.00	\$586,003.91	\$587,908.91	
Revenue - Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Total	\$2,817,650.00	\$0.00	\$67,211.00	\$0.00	\$2,884,861.00	\$40,460.00	\$2,013,831.56	\$2,054,291.56	

**PUBLIC SAFETY CIVIL SERVICE COMMISSION
CASE STATUS REPORT
October 2025**

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		Disciplinary Appeal/Issue of Timeliness. The appellant must submit written reasons to the Executive Director by October 14 explaining why the appeal should not be dismissed due to untimeliness.	Executive Director
A	24-01-004A	Hill	SPD	5-21-2024	Discharge		1 st Prehearing was held October 24, 2024. 9-3-2025 The parties were granted a Joint Motion for Continuance. The hearing scheduled for September is cancelled. New hearing dates: February 9-13, 2026.	PSCSC

A=Appeal (PSCSC 6) E=Exam Protest (PSCSC 9.22) C=Complaint RRM=Request to Review or Modify (PSCSC 2.13.b)
RPro=Register-Promotional

A	25-01-024A	Englund	SPD	8-28-2025	Suspension		Disciplinary appeal. Appellant is awaiting SPOG decision on possible grievance.	Abeyance
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CLOSED APPEAL/EXAM PROTEST/REQUEST FOR DECISION								
Type	CASE NUMBER	APPELLANT/REQUESTOR	RESPONDENT DEPARTMENT	DATE FILED	ISSUE	Register/Exam/Position	Issue/Requested Outcome/Status	PRESIDED
A	24-01-006A	Englund	SPD	9-23-2024	Suspension		Appellant requested to withdraw the appeal, because the parties reached a settlement. A dismissal order was issued 8-26-2025	Executive Director
A	25-01-004A	Allen	SPD	2-11-2025	Suspension		Appellant requested to withdraw the appeal on 3-5-2025.	Executive Director
A	25-01-001A	Dave	SPD	1-10-2025	Discharge		Appellant requested to withdraw the appeal on 3-11-2025.	Executive Director
RPro	25-05-002RPro	Schenkelberg	Fire	1-31-2025	Eligible Register Expired	Fire Captain	Dismissed for lack of timeliness. Dismissal Order issued 2-21-2025	Executive Director
A	24-01-007A	Willis	SPD	10-1-2024	Suspension		Appellant requested to withdraw the appeal, because the parties reached a settlement. A dismissal order was issued 1-4-2025.	Executive Director

REQUESTS FOR REINSTATEMENT TO ELIGIBLE REGISTER				
RFR=Request for Reinstatement (PSCSC 10.03)				
CASE NUMBER	DEPT	DATE REQUESTED	POSITION/RANK	DECISION
25-05-002RFR	Police	1-30-2025	Officer	Request Withdrawn
25-05-004RFR	Police	3-7-2025	Officer	Approved
25-05-008RFR	Police	3-11-2025	Officer	Approved
25-05-010RFR	Police	3-27-2025	Officer	Approved
25-05-011RFR	Fire	4-2-2025	Firefighter	Approved
25-05-012RFR	Fire	4-11-2025	Firefighter	Approved
25-05-013RFR	Police	4-16-2025	Lieutenant	Approved at Rank of Police Officer
25-05-015RFR	Police	4-28-2025	Sergeant	Approved at Rank of Police Officer
25-05-016RFR	Police	4-30-2025	Officer	Approved
25-05-017RFR	Fire	4-29-2025	Firefighter	Not Recommended
25-05-022RFR	Police	8-18-2025	Officer	Request Withdrawn
25-05-023RFR	Fire	8-19-2025	Firefighter	Request Withdrawn
25-05-028RFR	Fire	9-18-2025	Firefighter	TBD
25-05-029RFR	Fire	9-19-2025	Firefighter	TBD
25-05-030RFR	Fire	9-20-2025	Firefighter	TBD
25-05-031RFR	Fire	9-20-2025	Firefighter	TBD

	REQUESTS FOR PROBATIONARY EXTENSION RPE= Request for Probationary Extension (PSCSC Rule 12.0)		
DEPT	DATE REQUESTED	POSITION/RANK	APPROVED/DENIED
Fire	1-10-2025	Battalion Chief	Approved
Fire	1-10-2025	Lieutenant	Approved
Fire	1-10-2025	Firefighter	Approved
Fire	2-3-2025	Firefighter	Approved
Police	2-18-2025	Officer	Approved
Police	2-24-2025	Officer	Approved
Police	4-14-2025	Officer	Approved
Fire	4-27-2025	Firefighter	Approved
Police	4-29-2025	Sergeant	Approved
Police	5-5-2025	Officer	Approved
Police	5-29-2025	Officer	Approved
Police	6-17-2025	Officer	Approved
Police	8-1-2025	Officer	Approved
Police	8-11-2025	Officer	Approved
Police	8-15-2025	Officer	Approved
Fire	8-21-2025	Firefighter	Approved
Fire	8-21-2025	Firefighter	Approved
Police	8-29-2025	Officer	Approved
Police	9-2-2025	Officer	Approved
Police	9-2-2025	Officer	Approved
Police	9-3-2025	Officer	Approved
Police	9-15-2025	Officer	Approved
Police	9-21-2025	Officer	Approved



Seattle Civil Service Department

Public Safety Civil Service Commission

Andrea Scheele, Executive Director

October 1, 2025

Olivier Rigon
[REDACTED]

Re: Olivier Rigon v. SPD-PSCSC Case no. 25-01-032A

Dear Olivier Rigon:

On September 29, 2025, the Public Safety Civil Service Commission received your email requesting appeal to a termination decision issued by SPD.

Based on my review of the above, it appears that your September 29, 2025, appeal was not timely filed. An appeal of a suspension, demotion or termination must be filed with the Public Safety Civil Service Commission within ten (10) days of the date of the final notice from the Department. Your appeal appears to have been filed more than ten days after the cover letter attached to the DAR. If your appeal was late, I will have to dismiss it.

Please provide any additional information you want me to consider regarding the question of timeliness within seven (7) days of the date of this letter to make a final decision on this issue. If I dismiss, that decision may be appealed to the Commission within ten (10) days of the order.

The Commission may review your appeal at its next meeting scheduled on November 20, 2025. You will be notified if further information is needed, or action has taken place regarding your appeal. Your presence is not required at monthly meetings, although you are welcome to attend.

If you have any questions, please do not hesitate to contact me at (206) 233-7118 or Andrea.Scheele@seattle.gov

Sincerely,

Andrea Scheele
Executive Director

Copy w/ Encl:

Chief Barnes c/o Mike Fields, Exec. Director HR for SPD



City of Seattle
CIVIL SERVICE COMMISSION

700 5th Avenue, Suite 1670
PO Box 94729
Seattle, WA 9124-4729
Office: 206-233-7118
Fax: 206-684-0755

APPEAL TO THE CIVIL SERVICE COMMISSION (DISCIPLINARY)
INSTRUCTIONS

Disciplinary appeals to the Commission must be filed within twenty (20) calendar days of delivery of the Step Three grievance response. See [Personnel Rule 1.4-Employee Grievance Procedure](#).

INSTRUCTIONS:

Complete all three pages and attach any related documents or correspondence that is related to your appeal. **Commission staff is teleworking until further notice and temporarily unable to accept appeals in person or through the commission mail slot at SMT.** We will accept a signed .pdf sent via email to the Executive Director Andrea.Scheele@seattle.gov and Cc: Executive Assistant Teresa.Jacobs@seattle.gov. If you are unable to email a .pdf, please send your appeal via US Postal or fax and notify staff by email that you mailed your appeal to the commission office.

Upon receipt of your appeal, the Executive Director will review the appeal. If the appeal is deemed to be timely and within the Commission's jurisdiction, it will be reviewed at the Commission's next regularly scheduled meeting. You and the employing department will be notified of the time and date of the meeting. If your appeal is accepted, staff will follow up with both parties to schedule the first prehearing conference. If you intend to be represented by an attorney, please have the attorney submit a [Notice of Appearance](#). **If you are appealing a disciplinary decision, you are required to complete the Employee Grievance Process before your appeal will be accepted by the Civil Service Commission. See [Personnel Rule 1.4](#) for more information about this exhaustion requirement.** For more information about appeal rights and deadlines, please review the Civil Service Rules of Practice and Procedure [Rules of Practice and Procedure](#)

Use additional page(s) if necessary.

APPEAL TO THE CIVIL SERVICE COMMISSION (DISCIPLINARY)

<p>Appeal No. <u>25-01-032A</u></p> <p>Date Filed <u>September 29, 2025</u> TRJ</p>	<p>Appellant is a former Police Officer. The Civil Service Commission appeal form was used rather than Public Safety Civil Service appeal form.</p>
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Full Name of Appellant	Work Address
Olivier Rigon	2300 Webster St, Seattle WA 98108
Residence Address	Work Telephone
[REDACTED]	
City State Zip	Employee ID
[REDACTED]	[REDACTED]
Home/Cell Phone:	Department
[REDACTED]	Seattle Police
Email:	Job Title
[REDACTED]	Police Officer

<p>1. WHAT ACTION IS BEING APPEALED? (CHECK ONE)</p>	<p><input type="checkbox"/> Demotion (5.01A)</p> <p><input type="checkbox"/> Suspension <input type="checkbox"/> Probation <input checked="" type="checkbox"/> Discharge (5.01B)</p> <p><input type="checkbox"/> City of Seattle Personnel Ordinance or Rule(s) Violation (5.01C.):</p>
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What Personnel rule, regulation, or provision, do you believe was violated? Lied under oath

<p>Reason for this appeal I believe the reason I was ter _____ _____ _____</p>	<p>Remedy Sought (What do you want?): I would would like to get my position as a Police _____ _____</p>
<p>2. UNION: If you are a member of a union, what is the name of your union? Seattle Police Guild _____ Local Number: <u>206-767-1150</u></p>	<p><input checked="" type="checkbox"/> I HAVE <input type="checkbox"/> I HAVE NOT filed a grievance on the same issues that I identified in this appeal, with my union or bargaining unit. This matter <input checked="" type="checkbox"/> IS <input type="checkbox"/> IS NOT the subject of arbitration pursuant to a collective bargaining agreement.</p>
<p>3. EMPLOYEE GRIEVANCE PROCEDURE: Did you receive notification of your right to a timely resolution of this grievance from your Department? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (SMC 4.04.070)</p>	<p>If you filed a grievance through the Employee Grievance Procedure, what was the outcome? _____ _____ _____ _____</p>
<p><input type="checkbox"/> I HAVE <input checked="" type="checkbox"/> I HAVE NOT filed a grievance on the issues that are identified in this appeal, through the Employee Grievance Procedure. (Personnel Rule 1.4.2)</p>	

Please include with your appeal form the **Step 3 Grievance decision** of your employing department and **Investigatory Report from SDHR**, and any documents or correspondence that you have received from the Department related to your appeal. To meet timely filing of your appeal, these documents can be sent after filing this document.

4. **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 the Department.

All documents and information related to the appeal will go to the attorney or representative.

Name: I am still looking for an attorney _____ Firm: _____

Address: _____ Email: _____

5. **APPELLANT:**

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

Mailing Address: _____

Personal Email: _____

Home/Cell Phone: _____

SIGNATURE OF APPELLANT	DATE
olivier rigon _____	09/29/2025 _____
SIGNATURE OF ATTORNEY OR REPRESENTATIVE: (IF FILLING OUT THIS FORM):	DATE
_____	_____

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729
Tel (206) 437-5425, Fax: (206) 684-0755, <http://www.seattle.gov/CivilServiceCommissions/>

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

SEATTLE POLICE DEPARTMENT MEMORANDUM

TO: Chain of Command
UNIT B152F

DATE: September 15, 2025


FROM: Mike Fields
Executive Director of Human Resources

SUBJECT: Final Discipline-Oliver Rigon-OPA 22-0250

Attached are the Cover Letter and Final DAR for Officer Rigon. The Cover Letter and Final DAR need to be given to Officer Rigon via his chain of command. Electronic copies have been or will be provided to all recipients copied on the cover letter.

Please have Officer Rigon sign in the appropriate place below, then complete the bottom section. **On the day of service, scan the completed, signed receipt and send it to SPD_EmploymentCounsel@seattle.gov.** Within 7 days of service, return the original signed receipt to the SPD HR Unit (JC-05-01).

My signature below indicates that I have received the Cover Letter and Final DAR regarding OPA 22-0250.



Oliver Rigon, #8801

9/18/25

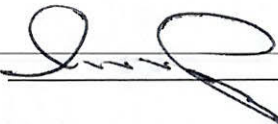
Date

After providing Officer Rigon with the documents, please complete the information below as appropriate.

Served by: LT ADAM THORP
Rank/Printed Name

Date: 9/18/25

If not served within three days of issuance, provide explanation:

Signature: _____

On the day of service, scan the completed, signed receipt and send it to SPD_EmploymentCounsel@seattle.gov
Original receipt should be returned within 7 days to SPD HR Unit (JC-05-01)



City of Seattle

Seattle Police Department

September 15, 2025

Oliver Rigon, #8801
(Hand-delivered)

RE: OPA 22-0250

Dear Officer Rigon:

I want to thank you and your representatives for meeting with the Chief of Police on September 2, 2025, to discuss the recommended discipline arising from the investigation of OPA 22-0250. Based upon the information presented at the meeting, and a review of relevant materials, the Chief has sustained the following allegations:

Violation of Seattle Police Manual, Sections:

- **5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**
- **5.001 - Standards and Duties. 10. Employees Will Strive to be Professional**
- **5.001 Standards and duties 11. Employees will be truthful and complete in all communication**

A description of the sustained allegations of misconduct and the final disciplinary action is set forth in the enclosed Disciplinary Action Report.

If you have any questions regarding this notice, please feel free to contact me.

Sincerely,

Shon Barnes
Chief of Police

/s/ Mike Fields

Mike Fields
Executive Director of Human Resources

Enclosure



City of Seattle

Seattle Police Department

cc: Shon Barnes, Chief of Police
Yvonne Underwood, Deputy Chief
Robert Brown, Acting Assistant Chief
Matthew Hyra, Acting Captain
Bonnie Glenn, Interim Director of OPA
Mike Solan, Union President
Allen McKenzie, SPD Labor and Employment Advisor

Seattle Police Department DISCIPLINARY ACTION REPORT		FILE NUMBER OPA 22-0250	
RANK/TITLE Officer	NAME Oliver Rigon	SERIAL NUMBER 8801	UNIT B152F
<p>SUSTAINED ALLEGATIONS:</p> <p>Violation of Seattle Police Department Policy & Procedure Manual Sections:</p> <ul style="list-style-type: none"> • 5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy • 5.001 - Standards and Duties. 10. Employees Will Strive to be Professional • 5.001 Standards and duties 11. Employees will be truthful and complete in all communication 			
<p><u>Specification:</u></p> <p>You and your wife filed for bankruptcy in 2021, as did the real estate company the two of you owned together. The United States Trustee alleged that you engaged in misconduct within the bankruptcy proceedings by, among other things, wrongfully transferring and concealing assets, maintaining inadequate records, and knowingly and fraudulently making false oaths. The Trustee took the extraordinary step of filing an adversary proceeding.</p> <p>Following a trial, the Bankruptcy Court entered an order and judgment denying your discharge. The Court relied on three different provisions of the Bankruptcy Code: 11 U.S.C. § 727(a)(3) (failure to keep adequate records), § 727(a)(5) (failure to adequately explain the loss of assets), and, most significantly, § 727(a)(4) (knowingly and fraudulently making a false oath in connection with the case). You appealed.</p> <p>An Appellate Panel consisting of three United States Bankruptcy Judges found that you “exhibited willful ignorance” of your assets and liabilities, and that your avowed complete reliance on your wife in verifying the accuracy and completeness of the schedules and statement of financial affairs (“SOFA”) you submitted was “at least reckless indifference to the truth”.¹ The Panel affirmed the Bankruptcy Court’s decision to deny your discharge. All three panel judges agreed that you knowingly and fraudulently made false oaths in violation of 11 U.S.C. § 727(a)(4).² You appealed the Panel’s decision, but you abandoned that appeal.</p> <p>The Office of Police Accountability (OPA) commenced its investigation following the conclusion of the bankruptcy proceedings, and determined that your conduct violated three SPD Policies: 5.001(2) (adherence to the law), 5.001(10) (professionalism), and 5.001(11) (dishonesty).</p> <p>SPD Policy 5.001(2) requires Department employees to adhere to all applicable laws, including federal laws. Every federal judge involved in your bankruptcy case agreed that you violated federal law, specifically, 11 U.S.C. § 727(a). OPA accepted the federal judges’ findings, and recommended that the allegation that you violated SPD Policy 5.001(2) should be sustained.</p>			

¹ Judge Gan Memorandum (Appellate Panel majority opinion) at 16.

² Two of the three Panel judges also agreed with the Bankruptcy Court’s finding that that you failed to keep adequate records in violation of 11 U.S.C. § 727(a)(3).

SPD Policy 5.001(10) prohibits employees from engaging in conduct, either on or off duty, that undermines the public trust in the Department, the officer, or other officers. You signed documents and filed them in federal court without taking any meaningful steps to verify the information they contained, and you attested that the information provided was true, correct, and complete, even though it was not. You implausibly claimed to be almost totally unaware of your financial affairs, and asserted that you relied on your wife to provide accurate information for you. Assuming this last assertion is true, it only reinforces the problematic nature of your conduct.

As OPA observed, police officers are professional witnesses, and the “reckless indifference to accuracy and completeness” you displayed during your own high-stakes case casts serious doubts on your ability to take the stand for the City as a reliable witness.³ Your untruthfulness during your bankruptcy proceedings tainted any future testimony you might offer; your credibility will always be a question mark. OPA found that your conduct “resulted in public findings that tend to greatly undermine public trust”.⁴ Accordingly, OPA recommended the allegation you violated the Department’s professionalism policy should be sustained.

SPD Policy 5.001(11) requires employees to be truthful and complete in their communications. The Collective Bargaining Agreement by and between the City of Seattle and the Seattle Police Officers Guild (the “SPOG CBA”) provides: “In the case of an officer receiving a sustained complaint of dishonesty in the course of the officer’s official duties or relating to the administration of justice, a presumption of termination shall apply.”⁵ Formal court proceedings, including Bankruptcy Court proceedings, obviously “relat[e] to the administration of justice”.

“Dishonesty is defined [under the SPOG CBA] as intentionally providing false information, which the officer knows to be false, or intentionally providing incomplete responses to specific questions, regarding facts that are material to the investigation.”⁶ The Bankruptcy Court found that you deliberately made false statements, intending that creditors and the Trustee would rely on the information, and that you would ultimately receive a discharge. The Court also found that you “feigned ignorance” – in other words, you intentionally provided incomplete responses to specific questions, regarding facts material to the Trustee’s investigation.

An elevated standard of review (i.e., more than a preponderance of the evidence) applies in termination cases where the alleged offense, such as dishonesty, is stigmatizing to a law enforcement officer.⁷ Even the Appellate Panel judge who viewed your conduct most leniently stated that there was “substantial” evidence that you knowingly and fraudulently made a false oath.

You argued on appeal that you were unaware of undisclosed assets and transfers, that you relied on your wife’s superior financial sophistication, and that the Bankruptcy Court was wrong to impute your wife’s actions to you. You urged the Appellate Panel to accept your assertions that the errors you made were inadvertent or de minimis, that you were only minimally involved in your company’s business, and that you disclosed everything

³ Director’s Certification Memo dated June 20, 2025 (“DCM”) at 14.

⁴ *Id.*

⁵ SPOG CBA Art. 3.1.

⁶ *Id.*

⁷ *Id.*

you knew. The Panel rejected these arguments, and specifically found your assertion that you were unaware of the \$10,000 you and your wife received within a few weeks of filing your petition to be “not plausible”.⁸

In your OPA interview, you reiterated much of what you told the federal jurists. You claimed you had very little to do with the business you owned with your wife, and you denied being involved in any of the decision-making regarding the bankruptcy filings. You said you trusted your wife to do what she thought was best, and you trusted that what she said was true and accurate.

You told OPA you executed the bankruptcy forms to the best of your knowledge, and you denied intending to hide anything. You acknowledged that it was “probably a mistake on [your] part” to not check the documents yourself before attesting to their accuracy and completeness, but you then again deflected blame onto your wife. You denied making any false oaths, and you denied all of the other allegations against you.

OPA was “unmoved” by your “persistent claims to have been almost totally ignorant of [your] financial affairs”⁹ and found, by more than a preponderance of the evidence, that you intentionally provided false information, which you knew to be false, during your bankruptcy proceedings.¹⁰ As a result, OPA found by more than a preponderance of the evidence that you were not truthful and complete in your communications during the bankruptcy proceedings, and recommended that the allegation that you violated SPD Policy 5.001(11) should be sustained, and that your employment should be terminated.

According to OPA, although there were several serious examples of your lack of candor or reckless disregard for the truth during the bankruptcy proceedings, your representation that you read the initial documents that were filed, and that the information in those documents was true and correct, when in fact you (in the words of the Bankruptcy Court) “‘at best, leafed or skimmed’ the documents or, ‘at worst, signed the documents without verifying *any* of the information”¹¹ was dispositive.

Employee Response:

An attorney representing the Seattle Police Officers’ Guild spoke on your behalf at the *Loudermill* meeting. She argued that just cause does not exist to terminate your employment, and she claimed that the Department bears the burden to prove every element of the just cause test by clear and convincing evidence.

The attorney contended that your conduct did not meet the definition of “dishonesty” as that term is defined in the SPOG CBA. She argued that you did not knowingly and fraudulently mislead your creditors, and that ample evidence proves you had only limited involvement in your wife’s real estate business, and no knowledge of her other financial dealings. The attorney stated that you signed the schedules and the SOFA believing them to be true and accurate. Although the documents may have in fact been inaccurate, she continued, “dishonesty means more than mere inaccuracy” under the SPOG CBA.

The attorney insisted that you did not intend to mislead the Bankruptcy Court, you simply relied on your wife, and because you genuinely believed that your wife provided accurate information, you could not have intentionally provided false information to the Court.

⁸ Judge Gan Memorandum at 18.

⁹ DCM at 13.

¹⁰ DCM at 15.

¹¹ DCM at 15, *quoting* the Order of the Bankruptcy Court.

The attorney cited parts of the opinion authored by Judge Spraker, one of the Bankruptcy Judges on the Appellate Panel, in support of the Guild's position.¹² Specifically, she pointed to Judge Spraker's observations that the Bankruptcy Court's decision focused predominately on your wife's actions rather than yours, and that the Bankruptcy Court made no findings with respect to your involvement in several of your wife's business dealings. The attorney stated that according to Judge Spraker, the lower court made no adverse credibility finding with respect to yourself,¹³ and she argued that Judge Spraker's findings demonstrate a lack of clear and convincing evidence to prove you were dishonest.

The attorney closed her presentation by discussing your good service record and lack of prior discipline. She characterized you as an asset to the Department and said there is no evidence your conduct during this personal bankruptcy matter affected your ability to serve.

After the attorney concluded her remarks, the Guild president read a statement prepared by you. In that statement, you provided some background information about meeting your wife, moving to this country, and starting a family. You wrote that your involvement in your wife's business was minimal at first, and increased over time, but that you never had access to company financing. You wrote that the COVID pandemic devastated "our" business, and "we" prioritized finishing projects and repaying investors, even to the point of losing your home to foreclosure. You described your role in the business as supportive, and helping where you could. You wrote that your wife has always run the business.

You told me, in your prepared statement, that you filed for personal bankruptcy protection on the advice of an attorney, and that this was an extremely stressful process, particularly since you had a young family to care for. You described your marital community's finances as extremely complex, and stated that gathering all of the documentation was challenging, confusing, overwhelming, and that you and your wife followed your attorney's advice to include everything to the best of your knowledge. You wrote that much of what was produced later on in the process in response to notices of deficiency were items to which you did not have access to at the time of your original filings, or which you overlooked as unimportant, although you did not specify what information this was, why you did not have access to it, or why you felt it was unimportant. You confirmed that you were represented by counsel throughout the bankruptcy proceedings, and you blamed one of those attorneys for failing to timely submit some documentation to the Trustee. You said that sometimes only your wife met with the bankruptcy attorney, and sometimes you met with the attorney together.

A Sergeant spoke next. He described you as a phenomenal officer with great integrity. He said you always tell the truth, and when you make a mistake, you don't sugar coat it. He said you would never purposefully lie, in his opinion, and that it would be a disservice to the City to terminate your employment. He provided me a folder consisting of statements attesting to your character, and commendations you have received.

I granted, on a non-precedent-setting basis, the Guild's request to allow your wife to speak at the *Loudermill* meeting. She also discussed how the two of you met and started a family together. She described you as the children's caregiver while she worked a full time job, then opened a real estate business. She explained, like you did, that the business was doing well until the COVID pandemic hit, then she detailed her efforts to repay

¹² The Guild's attorney characterized Judge Spraker's opinion as a dissenting opinion; in fact it was a partial concurrence, partial dissent.

¹³ Counsel was mistaken. In fact, Judge Spraker wrote: "The bankruptcy court found Mr. Rigon not credible as to his knowledge of the Trust rather than the Sands companies." See Spraker Partial Concurrence Partial Dissent ("Judge Spraker Opinion") at 4.

creditors, and her decision to file for business bankruptcy, then personal bankruptcy, on the advice of an attorney. Your wife also described being stressed and confused, and having “papers all over the place” as a result of two moves. She said that the bankruptcy attorney advised her to file as much information as she could, and that she could always amend it. She said she followed this advice.

Your wife told me that it was difficult for her to sit down and explain everything to you, and that it made more sense to her to just put all of the information down on paper then ask you to take a “quick glimpse” at it, although she knew you would not understand it. She said in retrospect she should have allowed you be more involved, but due to the difficulty of explaining everything to you, she made the decision to be responsible for your marital community’s finances. She expressed regret that you are facing career-altering consequences as a result of her pursuing her dream of financial independence. She claimed that neither of you did anything wrong intentionally, you thought you were doing the right thing, but it was a difficult situation.

Your wife told me that although losing your paycheck would be significant, losing your job would mean a lot more to you than just losing a paycheck. She said that you love your team, it is like your second family, and you are the only person she knows who looks forward to Mondays. She implored me not to terminate your employment.

Determination of The Chief:

I recognize the profound effect that a sustained allegation of dishonesty has on a police officer’s career. I listened carefully to the arguments and information presented at the *Loudermill* meeting and gave this matter thoughtful consideration. I have decided to terminate your employment. I will summarize my reasoning below, although this is only a summary.

As a threshold matter, I disagree with the Guild’s attorney that “clear and convincing” is the applicable evidentiary standard. Counsel is correct that this case triggers the SPOG CBA provision referencing an “elevated standard of review (i.e. – more than preponderance of the evidence)”. However, Counsel cited no authority supporting her assertion that by “more than a preponderance of the evidence” the parties to the SPOG CBA meant “clear and convincing evidence”. She relied instead on repetition to drive the point home. But repeating a statement does not make it true.

I believe that the appropriate standard of review, in the event my decision is appealed, is “substantial evidence”. And, as Judge Spraker determined:

substantial evidence supports the [bankruptcy] court’s decision that [you] knowingly and fraudulently made a false oath by failing to disclose the sales of the Denny Street Properties and the income received from those sales. ¹⁴

Judge Spraker wrote that he “would end the analysis there”.¹⁵ I could too. However, I will go further. Without conceding that I am required to make such a finding to support termination in this case, I do find that the evidence that you were intentionally dishonest is clear and convincing.

¹⁴Judge Spraker Opinion at 1.

¹⁵ *Id.*

Neither you nor the Guild's attorney disputed the Bankruptcy Court's factual finding that you "swore [your] initial bankruptcy documents were true and correct and there were no omissions" on multiple occasions.¹⁶ Nor did either of you dispute the Court's finding that you falsely "declared under the penalty of perjury that [you] read the summary, the schedules, the SOFA, and affirmed the responses are true and correct."¹⁷ According to your own trial testimony, you did not actually review the documents, you did not have enough information to know if the answer to each question was true or false, and you did not take any steps or try to determine whether the information was correct.¹⁸

The question is not – as Counsel contends – whether you believed the documents were accurate when you signed them. You knew that you had not read the documents or affirmed their accuracy, but you swore that you had done so. That is intentional dishonesty. Your reason for providing this untrue information under penalty of perjury is beside the point.

For purposes of the intentional dishonesty analysis, whether you intentionally concealed assets from your creditors is also immaterial. However, I do agree with OPA that the record is replete with examples of your lack of candor or reckless disregard for the truth. In addition to OPA's reasoning and my own consideration, I give substantial deference to the judicial findings of the Bankruptcy Court, including that you "exhibited willful ignorance of [your] assets and liabilities". Thus, even if the evidence of your intentional dishonesty were insubstantial, unclear, and unconvincing – which it is not – I would still find that you were at least incomplete in your communications in the bankruptcy proceedings and sustain the allegation.

I did not find your wife's testimony, including her inability to adequately explain her actions in moving money around, to be compelling. Regardless, I am solely concerned with your own dishonesty. It was your actions – not your wife's – which would oblige our partners at the City Attorney's office to have to disclose your demonstrated lack of integrity to defense counsel pursuant to *Brady*¹⁹ if I were to continue to employ you. Paraphrasing OPA, because you did not act with honesty and integrity in your personal legal proceedings, your future usefulness as a professional witness for the City is marginal at best.

The allegation you violated SPD Policy 5.001(11) is sustained. Neither you nor your representatives disputed that you violated SPD Policies 5.001(2) and 5.001(10), and OPA's analysis and findings are persuasive. Those allegations are also sustained.

The mitigating information that was presented at the *Loudermill* meeting did not overcome the presumption of termination for a sustained complaint of dishonesty involving the administration of justice articulated in the SPOG CBA. Even if no such presumption existed, I would terminate your employment, despite the mitigating information presented.


Honesty, integrity, and credibility are essential in police work. All four Bankruptcy Judges found that you made a false oath. OPA conducted a thorough and fair investigation, and concluded, by more than a preponderance of the evidence, that you were not truthful and complete in your communications. I agree with the Judges and with OPA. Just cause exists to terminate your employment and that is my decision.

¹⁶ See Order of the Bankruptcy Court at p. 11, ln. 16-18.

¹⁷ Order of the Bankruptcy Court at 11, 18-20.

¹⁸ Order of the Bankruptcy Court at 12, 2-7.

¹⁹ *Brady v. Maryland*, 373 U.S. 83 (1963).

FINAL DISPOSITION	
Termination	
DATE	BY ORDER OF
9/15/2025	 <hr/> CHIEF OF POLICE

APPEAL OF FINAL DISPOSITION

Appeals to a Commission:

SWORN EMPLOYEES: Public Safety Civil Service Commission

See Seattle Municipal Code 4.08.100. Employee must file written demand within ten (10) days of a suspension, demotion or discharge for a hearing to determine whether the decision to suspend, demote or discharge was made in good faith for cause. Information on the process for filing a claim with the Public Safety Civil Service Commission may be found on the Commission’s website.

Alternative Appeal Options for Represented Employees:

Consult your collective bargaining agreement or union representative to determine eligibility, notice periods, and details of the disciplinary grievance process. Any remedy available through a collective bargaining agreement is an alternative remedy and not in addition to an appeal to the Public Safety Civil Service Commission or Civil Service Commission.

44th Annual Civil Service Conference

Event
October 21-22, 2025
Virtual
Event Sponsor: Foster Garvey and Public Safety Testing

Join us for the 44th Annual Civil Service Conference, which will be held virtually via Zoom on October 21 and 22, 2025, from 9:00 a.m. to 4:00 p.m. each day.

The conference provides civil service commissioners, secretaries and examiners, other local human resources officials, and legal counsel with practical information on best practices and emerging issues they face every day.

How to register? This year's program features three conference sessions. Please sign up for each session you would like to attend. If you plan to attend all sessions of the conference, **register for both days and receive a discounted ticket price.**

[Register for both days.](#)

Tuesday, October 21 - Day One

[Public Safety Testing's Annual Business Meeting](#)

9:00 a.m. to 12:00 p.m. Pacific Time

Multiple speakers

Join fellow PST-partner agencies at our Annual Business Meeting — a collaborative space to connect, learn, and engage. We'll explore applicant trends and dive into current topics in pre-employment and promotional testing, investigations, and Human Resources and Civil Service.

[Register for PST Business Meeting.](#)

Basic Training for New Commissioners & Staff

1:00 p.m. to 4:00 p.m. Pacific Time

Contact

P. Stephen DiJulio
Alyssa A. Melter
Kelly M. Woodward

Related Services

Labor, Employment & Immigration
Public Finance & Municipal Government
Public Records & Open Government

Steve DiJulio, Foster Garvey PC

Join [Steve DiJulio](#) as he provides an overview of civil service fundamentals, including the history and evolution of the civil service system in the United States, with a focus on Washington state. His presentation will cover the structure and purpose of civil service, commission jurisdiction, and the role of collective bargaining. Steve will also break down key issues such as discharge and discipline of civil service employees, conduct of hearings, and the application of Washington's Open Public Meetings Act (OPMA) and Public Records Act (PRA).

[Register for Basic Training.](#)

Wednesday, October 22 - Day Two

Civil Service Conference Main Sessions

9:00 a.m. to 4:00 p.m. Pacific Time

Multiple speakers

Planned topics include:

- DEI in Employment: What Has Changed and What Has Not
- Recruiting
- Managing the Eligible Register and Other Efficiencies to Satisfy Civil Service Responsibilities
- Public Safety Testing Update & Current Issues
- 47 Years of Civil Service – Looking Back on an Anachronistic System of Hiring
- Foster Garvey's Annual Legal Update

[Register for day two only.](#)

The conference will be hosted via the Zoom Webinar platform.

Credits. We are pleased to offer both CLE and SHRM credits. We will also offer certificates of completion upon request. Credit hours pending.
