

1  
2  
3  
4  
5  
6  
7  
8  
9

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

In the matter of the appeal of

**ANDREW YOUNG**

Appellant

v.

**SEATTLE FIRE DEPARTMENT**

Respondent

**DISMISSAL ORDER**

**PSCSC No. 22-01-001APS**

10 On January 4, 2022, the Appellant filed an appeal with the Public Safety Civil Service  
11 Commission (PSCSC) regarding the Seattle Fire Department's (SFD's) decision to end his  
12 employment as a Fire Lieutenant, effective December 22, 2021, for noncompliance with the City  
13 of Seattle's vaccine requirement.

14 PSCSC Rule 5.03 assigns initial review of appeals to the Executive Director, "to determine  
15 whether the employee has timely filed an appeal, whether the employee has exhausted the  
16 Employee Grievance Procedure, and if the appeal falls within the Commission's jurisdiction. If the  
17 Executive Director determines that an appeal is untimely, premature, or not within the  
18 Commission's jurisdiction, the Executive Director shall dismiss the appeal by a dismissal order  
19 stating the reasons for the dismissal. Decisions by the Executive Director may be appealed to the  
20 Commission within twenty calendar (20) days after the date of the order."

21 In this matter, the Appellant filed a "Notice of Appeal to the Public Safety Civil Service  
22 Commission," which alleged, "SFD violated my civil rights on 12/22/2021 by termination." The  
23 Executive Director thereafter requested a more specific description of the laws and/or rules that  
SFD allegedly violated and the basic facts underlying his claims. On January 17, 2022, the  
Appellant responded, "My unlawful and involuntary termination violated my absolute Right of

1 Conscience, Religious Protection and Right to Privacy under Article 1 of the Washington State  
2 Constitution, as well as federal laws against discrimination as found in the Civil Rights Act of 1964  
3 and ADA, among a few. I was terminated from the Seattle Fire Department on December 22,  
4 2021, for not providing my private medical information to the administration.” On February 15,  
5 2022, the PSCSC notified the Appellant that 1) pursuant to PSCSC Rule 2.15 and SMC  
6 4.08.100.D, it was referring his discrimination allegations to the Seattle Office for Civil Rights  
7 (SOCR), the City agency authorized to investigate and enforce employment discrimination claims;  
8 and 2) the Appellant had ten days to set forth how his discharge was not made in good faith or  
9 for cause, or the appeal would be dismissed for lack of subject matter jurisdiction. The Appellant  
10 did not provide additional information or argument.

11 In cases of discharge, the PSCSC is only authorized to determine whether such  
12 discharge was made in good faith for cause under Article XVI of the Charter of The City of Seattle,  
13 SMC 4.08.010 (also known as “the Public Safety Civil Service Ordinance”) or the Public Safety  
14 Civil Service Commission Rules. The Appellant has failed to allege any violation of the laws  
15 and/or rules that are within the PSCSC’s enforcement authority.

16 **ORDER**

17 Having considered the Appellant’s submissions and in accordance with the facts and  
18 reasoning set forth above, I hereby order that the Appellant’s appeal is **dismissed** for lack of  
19 subject matter jurisdiction.

20 Dated this 3<sup>rd</sup> day of March 2022,  
21

22 FOR THE CITY OF SEATTLE PUBLIC SAFETY CIVIL SERVICE COMMISSION

23 

Andrea Scheele, Executive Director

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23

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

In the matter of the appeal of

**ANDREW YOUNG**

Appellant,

v.

**SEATTLE FIRE DEPARTMENT**

Respondent

**DECLARATION OF SERVICE**

**PSCSC No. 22-01-001APS**

I, Andrea Scheele, 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**.

Appellant: Andrew Young [REDACTED]

Appellant's counsel: Nathan Arnold, [nathan@cajlawyers.com](mailto:nathan@cajlawyers.com)

Respondent: Seattle Fire Department c/o Sarah Lee, Human Resources Director,  
[sarah.lee@seattle.gov](mailto:sarah.lee@seattle.gov)

DATED: March 3, 2022, at Seattle, Washington.



Andrea Scheele, Executive Director  
Civil Service Commission