

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

3 In the matter of the appeal of

4 **RONALD WILLIS**

5 Appellant

6 V.

7 **SEATTLE POLICE DEPARTMENT**

8 Respondent

**DISMISSAL ORDER**

**PSCSC no. 24-01-006A**

9 On October 1, 2024, the Appellant filed a timely appeal with the Public Safety Civil Service  
10 Commission (PSCSC) of a 90-hour disciplinary suspension issued to him by Seattle Police  
11 Department (SPD). The first prehearing conference was held on December 5, 2024.

12 Officer Willis represented himself, the department was represented by Catherine Seelig, Assistant City  
13 Attorney.

14 On January 30, 2025, Assistant City Attorney Catherine Seelig, emailed the PSCSC to notify  
15 that Officer Willis and the department entered into a Settlement Agreement. On February 3, 2025,  
16 PSCSC received Officer Willis' signed Voluntary Request to Withdraw Appeal form and a copy of the  
17 amended Disciplinary Action Report indicating his suspension was reduced to 45-hours. PSCSC Rule  
18 6.07 provides that an appellant may withdraw their appeal prior to hearing.

19 **ORDER**

20 Upon reviewing the terms of the settlement agreement and having considered the Appellant's  
21 request to withdraw their appeal, I hereby order that the Appellant's appeal is **dismissed**.

22 Dated this 4th day of February 2025

23 FOR THE CITY OF SEATTLE PUBLIC SAFETY CIVIL SERVICE COMMISSION

*Andrea Scheele*  
Andrea Scheele, Executive Director

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**RONALD WILLIS**

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**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: Ofc. Ronald Willis [REDACTED]	<input checked="" type="checkbox"/> E-Mail
Respondent: <i>on behalf of the Seattle Police Department</i> , c/o Catherine Seelig, Assistant City Attorney, Law <a href="mailto:Catherine.Seelig@seattle.gov">Catherine.Seelig@seattle.gov</a> Kim Fabel, Legal Assistant, Law <a href="mailto:Kim.Fabel@seattle.gov">Kim.Fabel@seattle.gov</a>  Cc: Kimberly Loving, Director, SHR <a href="mailto:Kimberly.loving@seattle.gov">Kimberly.loving@seattle.gov</a>	<input checked="" type="checkbox"/> E-Mail

22 DATED: February 4, 2025, at Seattle, Washington.

*Teresa R. Jacobs*

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Teresa R. Jacobs, Executive Assistant  
Civil Service Commissions

## SETTLEMENT AGREEMENT PSCSC Case No. 24-01-006A

Seattle Police Department Officer Ron Willis and Seattle Police Department (SPD) enter into this settlement agreement to fully resolve Officer Willis's appeal of discipline in PSCSC Case No. 24-01-006A, in connection with OPA 23-0523.

The parties agree as follows:

1. This settlement is a compromise of disputed claims. The Parties do not admit any wrongdoing and do not concede their positions regarding this appeal. As this agreement is non-precedent setting and entered into to resolve a specific dispute, it is not intended to alter the collective bargaining agreement (CBA) of the parties.
2. This agreement shall be a fully binding and complete settlement of Willis's disciplinary appeal in PSCSC 24-01-006A. Per SPOG CBA 14.1 and PSCSC Rule 2.14, an employee may not appeal/grieve a disciplinary decision through both the PSCSC and grievance arbitration. Willis therefore agrees that no grievance pursuant to the CBA can be filed related to OPA 23-0523.
3. Forty-Five (45) out of Ninety (90) hours of the suspension ordered in the Final Disciplinary Action Report (DAR) for OPA 23-0523 will be rescinded, and this change will be reflected in both the Final DAR and in SPD personnel records for Ofc. Willis. SPD will make the necessary Payroll adjustments to compensate Ofc. Willis for the rescinded 45 hours suspension at his hourly rate in effect at the time the suspension was served, subject to all regular payroll withholding. All other findings in the OPA 23-0523 Final DAR will remain unchanged.
4. Ofc. Willis agrees to withdraw his appeal in PSCSC Case No 24-01-006A.
5. This settlement agreement is effective following the signature of both parties.

  
\_\_\_\_\_  
INTERIM CHIEF SUE RAHR, SPD

Date:

1/29/25

SPD OFFICER RON WILLIS

Date:

  
\_\_\_\_\_  
Ron Willis

January 29, 2025