



City of Seattle CLAIM FOR DAMAGES

CITY USE ONLY	
CLAIM NUMBER	26-0371
DATE FILED	3/23/2026

Note:
Type or Print Legibly.
See instructions on back.

CLAIMANT	NAME (FIRST - MIDDLE - LAST, OR BUSINESS NAME) Anna Louise Fishel	DATE OF BIRTH 12/08/1982	HOME PHONE (206) 816-6603
CURRENT HOME ADDRESS (NUMBER - STREET - CITY - STATE - ZIP) Care of Toby Marshall, Terrell Marshall Law Group PLLC 1700 Westlake Ave N, Suite 300 Seattle, WA 98109 T 206.816.6603 F 206.319.5450		BUS. PHONE (206) 816-6603	
HOME ADDRESS AT THE TIME THE CLAIM AROSE (NUMBER - STREET - CITY - STATE - ZIP) Same		CELL PHONE (206) 816-6603	E-MAIL ADDRESS tmarshall@terrellmarshall.com
ACCIDENT/LOSS	DATE October 29, 2025	TIME 8:00 A.M.	DIAGRAM Use if this will help you locate or describe what happened
LOCATION/SITE	BE VERY SPECIFIC: STREETS, ADDRESSES, etc. 610 5th Ave, Seattle, WA 98104 (Police HQ)		
WHAT HAPPENED?	DESCRIBE IN YOUR OWN WORDS HOW THIS LOSS OCCURRED AND WHY YOU BELIEVE THE CITY IS RESPONSIBLE. (additional space on reverse side or attach additional pages and supportive documents as needed)		
See Attachment A			
NAMES, ADDRESSES, AND PHONE NUMBERS OF ALL PERSONS INVOLVED IN OR WITNESS TO THIS INCIDENT		CITY DEPT? Police	CITY EMPLOYEE Shon Barnes
1) See Attachment B	2) _____	3) _____	CITY VEHICLE NUMBER, LICENSE, etc. N/A
Ph: _____	Ph: _____	Ph: _____	
WAS YOUR PROPERTY DAMAGED? (i.e. Home, Auto, Personal Property)			
<input type="checkbox"/> YES IF SO, THEN FULLY DESCRIBE - SUCH AS AGE, MAKE, MODEL, CONDITION, VALUE, OR EXTENT OF DAMAGE <input checked="" type="checkbox"/> NO (additional space on reverse side or attach additional pages and supportive documents as needed)			
WERE YOU INJURED?			
<input checked="" type="checkbox"/> YES IF YES, THEN COMPLETE THE FOLLOWING: <input type="checkbox"/> NO (additional space on reverse side or attach additional pages and supportive documents as needed)			
DESCRIBE YOUR INJURY (IDENTIFY YOUR DOCTOR(S))		Lost back and future wages; lost back and future benefits, including retirement and pension benefits; harm to future job opportunities; and emotional harm.	
WAGE LOSS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO IF YES, THEN RATE OF PAY: _____			
KIND OF WORK Failure to promote from Detective to Sergeant EMPLOYER City of Seattle			
AMOUNT CLAIMED (if known)		\$ \$ 3,540,000.00	
SIGNATURE OF CLAIMANT (AND TITLE, IF A BUSINESS)		I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct	
This claim form must be signed by the Claimant, verifying the claim; or pursuant to a written power of attorney, by the attorney in fact for the claimant; or by an attorney admitted to practice in Washington State on the claimant's behalf; or by a court-approved guardian or guardian ad litem on behalf of the claimant.		EXECUTED this 23 day of March 2026	
		At Seattle, King County, Washington	
		X	

PRESENTATION OF A CLAIM

This official City of Seattle document must be signed before it is filed.

Mail to:
OFFICE OF THE CITY CLERK
PO BOX 94728
Seattle, WA 98124-4728

Deliver to:
OFFICE OF THE CITY CLERK
3rd FLOOR OF CITY HALL
600 Fourth Ave. (between Cherry and James Sts,
entrances on 4th and 5th Avenues)
Call 206-684-8344 for open hours
Closed on weekends and official City of Seattle holidays

An adjuster will be assigned to your claim after it is filed with the City Clerk’s Office. **It is to your advantage** to present with your claim relevant supporting documents (receipts, cancelled checks, estimates, billings, etc.) or additional evidence (photos, diagrams, etc.). Please note that the claim form and other supporting documents filed with the City Clerk are considered public records under Revised Code of Washington Chapter 42.56, the Public Records Act. Public records are presumed subject to disclosure upon request. Additional claim forms can be downloaded from the Risk Management website: (<http://www.seattle.gov/riskmanagement/>)

EXPLANATION OF THE CLAIMS PROCESS

Shortly after your claim is filed in the City Clerk’s Office, it is delivered to the Claims Section. The claim is then assigned to an adjuster who will contact you with your assigned claim number and their contact information and then they will conduct an investigation which includes a written response from the involved department(s). The Claims Section will then evaluate and recommend a reasonable resolution of your claim which will be one of three alternatives:

- 1. Pay a sum of money.
- 2. Tender – transfer to another party or entity responsible for your alleged damages.
- 3. Deny – where there is no evidence of any negligence by the City of Seattle.

If you have any questions about filing then do not hesitate to call 684-8213 during normal business hours Monday-Friday, 8:00 a.m.-5:00 p.m. If you have any questions after filing, call the Claims Adjuster assigned to your claim.

CS 19.10 REV. 12/14

THIS SPACE PROVIDED FOR ADDITIONAL INFORMATION

Please refer to Attachment A (Description of Incident) and Attachment B (list of witnesses)

Attachment A Incident Description

The Seattle Police Department has discriminated against me on account of my gender and sexual orientation.

I am an openly gay female and mother. My current assignment is Detective in the Audit, Policy, and Research Section ("Policy Unit"), where I have worked since June 2021. I have been a Police Officer for nineteen years, and thirteen of those have been with the Seattle Police Department.

For the past two years, I have served on SPD's 30x30 committee. 30x30 is an initiative designed to promote women in law enforcement—specifically, to increase representation of women in policing to 30% by 2030. I joined the committee because I wanted to help address negative employment impacts caused by a lack of childcare options available to single parents. I have been married to my wife since March 2023, but she lives out of the country. As a result, I provide solo care to my daughter.

I tested for Sergeant in the spring of 2024 and rose to number one on the promotion list in August 2025. Since I entered that position, five people have been promoted ahead of me. Among that group, I am the only openly gay female up for Sergeant.

With the support, recommendation, and coordination of my superiors, I became Temporary Acting Sergeant of the Policy Unit in the summer of 2025. On September 17, 2025, I became Permanent Acting Sergeant of the Policy Unit.

While I was serving as Acting Sergeant of the Policy Unit, the open position was posted for application. I applied along with two others. The application period closed on October 10, 2025.

Before interviews were conducted, the third applicant chose another assignment. After the interviews, I ranked first above the second applicant. Everyone in my chain of command endorsed me for the position, including my Assistant Chief, Captain, and Lieutenant (who was formerly my Sergeant). I brought many years of experience and an educational background in policy development to the Unit, and I hold a Master's in Public Administration with a concentration in Public Management and a Technical Writing Certificate.

Deputy Chief Yvonne Underwood scheduled a meeting with me to discuss my promotability to Sergeant, and it was scheduled for October 14, 2025. Because she had scheduled that meeting with me, I scheduled a separate meeting with Chief Shon Barnes to occur later that same day so that I could state my case to him as to why I should be promoted in place to Sergeant of the Policy Unit. Deputy Chief Underwood canceled the meeting she had scheduled, but I still had my ten-minute meeting with Chief Shon Barnes. I laid out my credentials and experience and my work on the 30x30 initiative. I also told him that I am the sole caregiver to my daughter and the only gay female up for Sergeant. Despite this, my ranking, and the support of my chain of command, Chief Barnes refused to promote me in place. Instead, he offered me the position of Third Watch Patrol Sergeant. Because of my childcare obligations, I cannot work the schedule

Attachment A
Incident Description

required for Patrol, which involves four ten-hour shifts that rotate the working days of the week every six months plus 90 to 120 minutes of commute time each shift. I explained that to Chief Barnes, noting the cost of a nanny was prohibitive. He said he would think about it.

Several weeks later, I was told that I could take the position of Third Watch Patrol Sergeant or defer. I once again explained that Patrol was not logistically or financially possible for me given my childcare situation.

On October 29, 2025, I was forced to defer promotion.

On December 31, 2025, the second person who applied for Sergeant of the Policy Unit—a straight male—was taken off patrol and promoted to that position.

I have also applied for a Sergeant position with the Office of Professional Accountability (“OPA”) several times. In November 2025, I applied for one of two open positions and I had a formal interview in December with OPA Director Bonnie Glenn and another staff member. During that application process, two current Sergeants also applied for the open positions. Those two positions were filled in December 2025 and January 2026 by the current Sergeants—one of whom came from another detective unit.

On February 20, 2026, Director Glenn contacted me and told me that I interviewed very well and that she wanted me in OPA for an open Sergeant position because of my policy knowledge and experience, but Deputy Chief Underwood was refusing to promote anyone to anywhere except Patrol. I applied to the OPA for the fourth time on March 10, 2026.

On March 16, 2026, Deputy Chief Underwood emailed me about two upcoming Sergeant promotions. Deputy Chief Underwood stated that the two Sergeants would be sent to Patrol operations and outlined the vacancies available.

I informed Deputy Chief Underwood that I was unable to take any of the Patrol positions for the same reasons I had previously stated. I reiterated that as the parent solely responsible for care of my school-aged child, I would need to secure childcare for time spent working outside “normal” hours (7am to 5pm). Any patrol shift is a hardship for me because the shift times fall outside “normal” working hours—First Watch is 4am to 2pm, Second Watch is 11am to 9pm, and Third Watch is 7pm to 5am. I again explained that purchasing childcare to cover the working hours required for a Patrol shift is not financially feasible for my family. I highlighted my experience understanding and interpreting policy and requested that I be promoted to the OPA Sergeant position.

Deputy Chief Underwood responded to me on March 19, 2026, and again stated that Patrol was my only option at this time.

Attachment B
List of Known Witnesses

City of Seattle Employees:

- Shon Barnes
- Yvonne Underwood
- Alex Ricketts
- Andre Sayles
- Robert Brown
- Lori Aagard
- James Danielson
- Kerry Keefe
- David Terry
- Kurt Preuss
- Phil Morrison
- Anthony Bennett
- Doug Raguso

All City employees can be contacted through the City of Seattle at 600 4th Avenue, Seattle, WA 98104 or (206) 684-2489, except Doug Raguso who should be contacted through counsel.

Former City of Seattle Employees:

- Brian Maxey, former SPD Chief Operating Officer—(646) 315-0354, bgmaxey@gmail.com
- Rebecca Boatright, former SPD General Counsel—(206) 300-5205, beccaboatright@gmail.com

Non-City Employee Witnesses:

- Anna Fishel, mother—(336) 416-7463

I anticipate that additional witnesses will be identified as my claim moves forward.