



CIVIL SERVICE COMMISSION
MEETING AGENDA

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

DATE: **Thursday, May 14, 2026**

TIME: **2:00 p.m.**

LOCATION: **In Person and Remote**

In Person: **SMT 1679-700 Fifth Avenue-Civil Service Department Hearing Room**

Remote Attendance: **Microsoft Teams**

Teams Meeting Public Login: **Civil Service Commission Monthly Meeting & OPMA Training | Join meeting in Teams | 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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Civil Service Commission
Monthly Meeting Agenda
May 14, 2026 @ [2:00 p.m.](#)

SMT 1679 Civil Service Department Hearing Room and Microsoft Teams

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (CSC 2.05)
2.	COMMISSIONER INTRODUCTIONS	
3.	ADOPTION OF AGENDA	
4.	PUBLIC COMMENT	
5.	APPROVAL OF MINUTES	April 23, 2026, CSC Monthly Meeting
6.	UPDATES/DISCUSSION	A. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES 1. Budget Update 2. Department Update B. CASE STATUS REPORT/APPEAL UPDATES Franklin v. SPR-CSC No. 26-07-001A Lacambra v. SCL-CSC No. 26-06-015P
7.	OPMA TRAINING	Presenter: Joe Levan, Assistant City Attorney
8.	ACTION ITEMS	
9.	EXECUTIVE SESSION	May be cancelled if not needed
10.	OLD/NEW BUSINESS	
11.	ADJOURNMENT	Next Meeting Date: Thursday, June 18, 2026



**Civil Service Commission
Monthly Meeting Minutes
April 23, 2026 @ 2:00 p.m.
Seattle City Hall Room 370 and Teams**

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (CSC Rule 2.05) Commission Chair Denise Wells called the meeting to order at 2:01 p.m.
2.	COMMISSIONER INTRODUCTIONS STAFF, COUNSEL AND GUESTS	The Commissioners were present and introduced themselves. Commission Chair Denise Wells and Commissioners Ray Ceaser and Steve Zwerin. Andrea Scheele, Executive Director; Commission Staff. Commission Counsel: Joe Levan, Assistant City Attorney. Not Present: Anne Vold, Assistant City Attorney
3.	ADOPTION OF AGENDA	
4.	PUBLIC COMMENT	There was no written comment, and no members of the public requested to give public comment.
5.	PRA TRAINING	Presenter: Aaron Valla, Assistant City Attorney
6.	APPROVAL OF MINUTES	March 16, 2026-CSC Monthly Meeting Commissioners reviewed the minutes of the March 16, 2026, CSC Monthly Meeting Commissioner Ceaser moved to accept the minutes as written. Commissioner Zwerin seconded the motion. The minutes were approved as read.
7.	UPDATES/DISCUSSION	A. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES 1. Budget Update 2. Department Update B. CASE STATUS REPORT/APPEAL UPDATES 3. Franklin v. SPR-CSC No. 26-08-001A 4. Lacambra v. SCL-CSC No. 26-04-009A

8.	CIVIL SERVICE DEPARTMENT OVERVIEW	Presenter: Andrea Scheele, Executive Director
9.	ACTION ITEMS	There were no action items
10.	EXECUTIVE SESSION	The commission did not go into Executive Session.
11.	OLD/NEW BUSINESS	Financial Interest Statements
12.	ADJOURNMENT	The meeting ended at 3:00 p.m.

Minutes submitted May 14, 2026, by: Teresa Jacobs

Minutes Approved Amended

May 14, 2026, by: PSCSC

Signed by CSC Commission Chair, Denise Wells

Monthly meetings are recorded; after January 1, 2024, they may be found at:

<https://www.youtube.com/channel/UCLjvUwCTxoAH-cC4Vt1fMTA>

Previous recordings may be requested via the public records portal at

<https://www.seattle.gov/public-records>

Budget Summary

Business Unit ID

VC0

Year

2026

05/05/2026
Last Pay Period End Date

Monday, May 11, 2026 02:00 PM Pacific Daylight Time (PDT)
Last Refreshed Date

\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$7,722.00	\$939,572.90	\$947,294.90	\$2,122,980.10
Adopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Committments	Remaining Legal Bu...

2,122,980.10	2,115,258.10	30.68%	69.32%
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	Remaining Legal Budget
☐ Revenue - Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
☐ BO-VC-V1CIV - Civil Service Commissions	\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$7,722.00	\$939,572.90	\$947,294.90	\$2,122,980.10
Total	\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$7,722.00	\$939,572.90	\$947,294.90	\$2,122,980.10

**CIVIL SERVICE COMMISSION
CASE STATUS REPORT (CSR)
May 2026**

FILED/OPEN

CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	STATUS	PRESIDING
26-06-015P	Lacambra	SCL	4-23-2026	SMC 4.04.070; CSC Rule 4.02	Whether there were testing irregularities for position.	Political Patronage Complaint was filed.	CSC
26-07-001A	Franklin	Parks	1-5-2026	City of Seattle Personnel Rules Violations: PR 1.1 and PR 1.3	Whether Administrative Reassignment was justified.	Appeal filed. Appeal was delegated to the Office of the Hearing Examiner (SMC 4.04.250.K.7; CSC Rule 5.08, 5.08.2)	OHE

CLOSED

CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	STATUS	PRESIDING
26-04-009A	Lacambra (Non-employee)	Light	3-27-2026		Alleges irregularities in exam process	Appeal was dismissed for lack of jurisdiction. Appellant lacked standing to file an appeal.	



Seattle Civil Service Department

April 29, 2026

Chris Lacambra, Complainant
[REDACTED]

Craig Smith, Interim Manager and CEO, Seattle City Light
Craig.Smith@seattle.gov

Re: *Lacambra v. Seattle City Light*, CSC No. 26-06-015P – Political Patronage Complaint Acknowledgement and CSC Rule IV Review

Dear Chris Lacambra and City Light Interim Manager and CEO Craig Smith:

On April 23, 2026, the Civil Service Commission (CSC) received an emailed political patronage complaint from Chris Lacambra regarding concerns about an examination process for the Cable Splicer Apprentice program.

This notice is to inform you that the complaint has been received and is currently under investigation pursuant to [Civil Service Commission Rules of Practice and Procedure](#) IV – Political Patronage Proceedings. The political patronage complaint is attached.

Sincerely,

Andrea Scheele

Andrea Scheele
Executive Director

Encl: Complaint to the Civil Service Commission Re: Political Patronage in Hiring/Promotion
Cc: DaVonna Johnson, Chief People and Culture Officer, City Light Department
Kimberly Loving, Director, Seattle Department of Human Resources
Annie Nguyen, Citywide Employment Compliance Advisor, Seattle Department of Human Resources



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

COMPLAINT TO THE CIVIL SERVICE COMMISSION RE:
Political Patronage in Hiring/Promotion

Pursuant to Art. XVI of the City Charter and SMC 4.04.250.K.4, the Civil Service Commission are authorized to investigate and issue findings regarding allegations of political patronage in the hiring process for any candidate for City employment.

CSC Rule 4.01 POLITICAL PATRONAGE - SCOPE- Commission staff shall investigate any complaints alleging that the Mayor, a City Councilmember, or member of their immediate staff has initiated a recommendation regarding a candidate for City employment, or that such person has used inappropriate pressure to effect the hiring of any candidate for City employment.

CSC Rule 4.02 POLITICAL PATRONAGE - INAPPROPRIATE PRESSURE- Inappropriate pressure includes any suggestion (either by oral or written communication) to a City employee, the effect of which would:

- A. Preclude job advertising for, or open consideration of, qualified applicants; or
- B. Result in the selection of an employee for reasons other than relative ability, knowledge, and skill.

CSC Rule 4.03 POLITICAL PATRONAGE HEARING- Commission staff shall report the results of its investigation to the Commission. The Commission, upon review of the report, may dismiss the complaint or set the matter for a full hearing.

COMPLAINANT CONTACT INFORMATION			
Full Name		Employee ID	
Christian Lacambra		non-employee	
Email		Job Title	
[REDACTED]		Cable Splicer	
Home/Cell/ Email address		Department	
[REDACTED]		Seattle City Lights	
Residence Address		Work Address	
[REDACTED]		[REDACTED]	
City	State	Zip	Work Telephone
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

COMPLAINT INSTRUCTIONS

On the lines below or in an attachment, provide a detailed description of the facts related to the alleged violation(s) and attach/enclose any supporting documentation with your complaint. Staff will then contact the complainant for an intake before deciding whether to investigate.

A detailed description of the facts should include:

- a. Who violated the rules against political patronage/who is the Subject of the allegation?
- b. What hiring process was involved? When did the events occur?
- c. What did the Subject do that constituted political patronage in hiring?
- d. When did the events occur?
- e. Who else has information or knowledge of the events?

1. Describe the facts that support your complaint:

HR has admitted in writing to testing irregularities for the Cable Slicer position. By refusing to remedy these errors and instead moving forward with a hiring list based on a 'tainted' exam, the department is precluding open and fair consideration of qualified applicants. This violates the principle of relative ability, knowledge, and skill required by SMC 4.04.070, effectively creating a 'patronage' system where candidates are selected based on a flawed process rather than merit.

2. Have you complained about these facts to another agency, or do you plan to do so?

Please indicate below if you have already reported these facts to other agencies or organizations. If yes, identify the agency or organization where you reported the matter and provide the status. If you have received a response from the other agency regarding your complaint, summarize what that response was and include a copy of the result or other relevant correspondence.

Have you reported these facts to another agency? Yes No

[Seattle City Light HR.](#)

Do you have representation? Yes No

I have attorney representation:

*If you have an attorney representing you, please have your attorney submit a **NOTICE OF APPEARANCE** to the Civil Service Commission.*

Attorney Name	Email	Telephone
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I have other representation:

Representative Name	Email	Telephone
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All documents and information related to the complaint will go to the attorney or representative.

I represent that my statements in this complaint are true and correct to the best of my knowledge and belief.

SIGNATURE OF COMPLAINANT

DATE

Christian Lacambra

4/23/26

**SIGNATURE OF ATTORNEY OR REPRESENTATIVE
(IF FILLING OUT THIS FORM**

DATE
