



CIVIL SERVICE COMMISSION
UPDATED MEETING AGENDA

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

DATE: **Thursday, April 23, 2026**

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

LOCATION: In person **Seattle City Hall Room 370** and Remote Attendance via **Teams**

Seattle City Hall 600 4th Ave, Seattle, WA 98104.

Teams Meeting Public Login:

[Civil Service Commission Monthly Meeting & PRA 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
Updated Monthly Meeting Agenda
April 23, 2026 @ [2:00 p.m.](#)
 Seattle City Hall-Room 370 and Teams

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (CSC 2.05)
2.	COMMISSIONER INTRODUCTIONS	
3.	ADOPTION OF AGENDA	
4.	PUBLIC COMMENT	
5.	PRA TRAINING	Presenter: Aaron Valla, Assistant City Attorney
6.	APPROVAL OF MINUTES	March 16, 2026, CSC Monthly Meeting
7.	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. 26-04-009A
8.	CIVIL SERVICE DEPARTMENT OVERVIEW	Presenter: Andrea Scheele, Executive Director
9.	ACTION ITEMS	
10.	EXECUTIVE SESSION	May be cancelled if not needed
11.	OLD/NEW BUSINESS	Financial Interest Statements for Calendar Year 2025
12.	ADJOURNMENT	Next Meeting Date: Thursday, May 14, 2026 @ 2:00 p.m.



**Civil Service Commission
Monthly Meeting Minutes
March 16, 2026 @ 2:00 p.m.
Seattle Municipal Tower Room 1679 and Teams**

1.	<p>CALL TO ORDER Commission Chair (CSC Rule 2.05)</p> <p>LAND ACKNOWLEDGEMENT</p>	<p>Commission Chair Denise Wells called the meeting to order at 2:04 p.m. and read the Land Acknowledgement</p>
2.	<p>COMMISSIONER INTRODUCTIONS</p> <p>STAFF, COUNSEL AND GUESTS</p>	<p>The Commissioners were present and introduced themselves. Commission Chair Denise Wells, Commissioners Ray Ceaser and Steve Zwerin.</p> <p>Andrea Scheele, Executive Director; Commission Staff. Joe Levan, Assistant City Attorney/Commission Counsel. Anne Vold, Assistant City Attorney. Wayne Barnett, Executive Director, Ethics and Elections Commission.</p>
3.	ADOPTION OF AGENDA	<p>Commissioner Ceaser moved to adopt the March 16, 2026, agenda. Commissioner Wells seconded the motion. The motion passed.</p>
4.	WELCOME NEW COMMISSIONER	<p>Mayoral Appointed Commissioner Steve Zwerin</p>
5.	PUBLIC COMMENT	<p>There was no written comment, and no members of the public requested to give public comment.</p>
6.	GUEST SPEAKER	<p>Wayne Barnett, Executive Director, Ethics and Elections Commission</p>
7.	APPROVAL OF MINUTES	<p>December 8, 2025-CSC Monthly Meeting Commissioners reviewed the minutes of the December 8, 2025, CSC Monthly Meeting.</p> <p><i>Commissioner Ceaser moved to accept the minutes as written. Commissioner Wells seconded the motion. Commissioner Zwerin abstained. The minutes were approved.</i></p>

Minutes submitted **April 23, 2026**, by: Teresa Jacobs

Minutes Approved Amended

April 23, 2026, by: CSC

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

04/07/2026
Last Pay Period End Date

Friday, April 10, 2026 12:00 PM Pacific Daylight Time (PDT)
Last Refreshed Date

\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$11,972.00	\$701,912.15	\$713,884.15	\$2,360,640.85
Adopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Commitments	Remaining Legal Bu...

2,360,640.85	2,348,668.85	22.92%	77.08%
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 Commitments	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	\$11,972.00	\$701,912.15	\$713,884.15	\$2,360,640.85
Total	\$3,038,328.00	\$24,225.00	\$0.00	\$0.00	\$3,062,553.00	\$11,972.00	\$701,912.15	\$713,884.15	\$2,360,640.85

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

3 In the matter of the appeal of

4 **ANDRÉ FRANKLIN**
5 Appellant

6 V.

7 **SEATTLE PARKS AND RECREATION**
8 **(SPR)**
9 Respondent

**ORDER DELEGATING APPEAL TO
THE OFFICE OF THE HEARING
EXAMINER**

CSC no. 26-07-001A

10 The Civil Service Commission (CSC) at its March 16, 2026, meeting delegated
11 hearing the above actioned appeal to the Seattle Office of the Hearing Examiner (OHE).

12 **ORDER**

13 Pursuant to SMC 4.04.250.K.7, and the City of Seattle Civil Service Commission Rule
14 of Practice and Procedure 5.08 and 5.08.2, the CSC approved delegation of the hearing and
15 final decision or decisions in this matter to the City's Hearing Examiner, to serve as Presiding
16 Officer for the CSC. All final decisions will be subject to review and recommendation by a
17 commissioner serving as the Reviewing Officer.

18 Parties should address all future pleadings and correspondence to that office at:
19 Office of the Hearing Examiner, Seattle Municipal Tower, 700 Fifth Avenue, Suite 4000, P.O.
20 Box 94729, Seattle, WA 98124-4729, or as that office directs.

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1 **BEFORE THE CITY OF SEATTLE CIVIL SERVICE COMMISSION**

2 In the matter of the appeal of

3 **ANDRÉ FRANKLIN**
4 Appellant


5 V.

6 **SEATTLE PARKS AND RECREATION**
7 **(SPR)**
8 Respondent

DECLARATION OF SERVICE

CSC no. 26-07-001A

9 I, Teresa R. Jacobs, declare under penalty of perjury under the laws of the State of
10 Washington, that on the date below, I caused to be served upon the below-listed parties, via
11 email, a true and correct copy of the foregoing document: **Order Delegating Appeal to the
12 Office of the Hearing Examiner.**

Party	Method of Service
Office of the Hearing Examiner	<input checked="" type="checkbox"/> E-Mail
<p>14 Appellant: André Franklin</p> <p>15 </p> <p>16 Respondent: Seattle Parks & Recreation Department 17 c/o Molly Daily, Assistant City Attorney 18 Molly.Daily@seattle.gov</p> <p>19 Tiffany Headington, Paralegal 20 tiffany.headington@seattle.gov</p> <p>21 Anab Mohamud, Legal Assistant 22 anab.mohamud@seattle.gov</p>	<input checked="" type="checkbox"/> E-Mail

23 DATED: March 23, 2026, at Seattle, Washington.

Teresa Jacobs

Executive Assistant
Seattle Civil Service Department

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

In the matter of the appeal of

Chris Lacambra,

Appellant

V.

City Light Department

Respondent

DISMISSAL ORDER

CSC No. 26-04-009A

10 On March 27, 2026, the Civil Service Commission received an emailed Notice of Appeal
11 form, with an attached letter. In these documents, appellant Chris Lacambra outlined concerns
12 about a City Light examination process for the Cable Splicer Apprenticeship program, and alleged
13 the violation of Personnel Rule 2.2.

14 Executive Director Andrea Scheele completed a review to determine whether the City's
15 employee grievance procedure was sufficiently exhausted, whether the appeal was timely, and
16 whether the subject matter of the appeal was within the jurisdiction of the Civil Service
17 Commission.

18 Seattle Municipal Code (SMC) 4.04.260 establishes the following requirements for employee
19 appeals:

- 20 • SMC 4.04.260(A) - "A regular employee who is aggrieved thereby may appeal to
21 the Civil Service Commission his/her demotion, suspension, termination of
22 employment, or violation of this Chapter 4.04 or rules passed pursuant thereto,
23 provided that the employee first exhausts the intradepartmental grievance
remedies under Section 4.04.240 and the Personnel Rules."

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

In the matter of the appeal of

CHRIS LACAMBRA,

Appellant

V.

CITY LIGHT

Respondent

CERTIFICATE OF SERVICE

CSC No. 26-04-009A

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: Chris Lacambra

[REDACTED]

Respondent: City Light

DaVonna Johnson, Chief People and Culture Officer

davonna.johnson@seattle.gov

DATED: April 7, 2026, at Seattle, Washington.

Andrea Scheele

Andrea Scheele, Executive Director
Civil Service Commission

Subject: Formal Notice of Appeal: CAST Testing Irregularities – Cable Splicer Candidate
Christian Lacambra

To: Seattle Civil Service Commission

To the Civil Service Commission,

I am writing to formally report significant technical and administrative irregularities encountered during my CAST (Construction and Skilled Trades) examination for the Cable Splicer position at Seattle City Light, conducted in March 2026.

I am requesting a review of the testing logs and proctor reports to determine if the integrity of my examination was compromised. My goal is to ensure a fair evaluation of my abilities through a standardized re-test.

Statement of Facts:

The following events occurred during the administration of the exam which I believe impacted the validity of the results:

1. **System Identification Error:** Upon beginning the digital exam, the testing terminal displayed another candidate's name. The proctor was notified and had to manually reset the station. This raises a significant concern regarding the integrity of the data link between my performance and my specific candidate file.
2. **External Disruptions:** A nearby candidate experienced repeated technical failures, leading to multiple loud verbal disruptions and the eventual removal of that candidate from the room. These interruptions occurred during timed modules requiring high concentration.
3. **Module Timing Inconsistency:** One specific test module appeared to have a significantly shorter time allotment than the standardized parameters for other modules in the same battery, suggesting a potential software or configuration error at my station.

Requested Action:

Given these documented irregularities—specifically the system's failure to correctly identify my session at the start—I am requesting that the Commission oversee a re-test under standard, stable conditions.

I am highly committed to this career path with Seattle City Light and simply wish to ensure that my qualifying scores are an accurate and fair reflection of my mechanical and mathematical aptitude.

Thank you for your time and for ensuring the fairness of the City's competitive examination

process.

Sincerely,
Christian Lacambra