



City of Seattle
CIVIL SERVICE COMMISSION

700 5th Avenue, Suite 1670

PO Box 94729

Seattle, WA 98104-4729

Office: 206-233-7118

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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]			
City	State	Zip	Work Telephone
[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:

- Who violated the rules against political patronage/who is the Subject of the allegation?
- What hiring process was involved? When did the events occur?
- What did the Subject do that constituted political patronage in hiring?
- When did the events occur?
- 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

☐ **I have other representation:**

Representative Name

Email

Telephone

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
