



Seattle Civil Service Department

CIVIL SERVICE COMMISSION MEETING AGENDA

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

DATE: Thursday, August 13, 2026

TIME: 2:00 p.m.

LOCATION: In Person and Microsoft Teams (Webinar-view only)

In-Person Location:

SMT 1679 – 700 Fifth Avenue

Civil Service Department Hearing Room

In-Person Attendance Instructions:

Call **(206) 233-7118** or **(206) 586-1991** from the 4th floor lobby to be escorted to the 16th floor.

Important Notes:

- The Microsoft Teams webinar is **view-only**.
- Public comment will NOT be accepted through the webinar platform.
- Public comment may be provided **in person** or **in writing** only.
- For public comment instructions, visit the CSC website:

[Civil Service Commission - Meeting Agenda and Minutes | seattle.gov](https://www.seattle.gov/civil-service-commission/meeting-agendas-and-minutes)

Webinar Public Login:

<https://teams.microsoft.com/meet/25882796911828?p=l1mmVsP4EZghlsIqL>

Commissioners, Staff, and Invited Guests:

Please join using the Teams presenter invitation. Do not join through the public login link.

Notify staff if you would like to log in early for an audio/video technical check.

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Civil Service Commission
Monthly Meeting Agenda
August 13, 2026 @ 2:00 p.m.

SMT 1679 Civil Service Department Hearing Room and Microsoft Teams Webinar-View Only

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (CSC 2.05)
2.	COMMISSIONER INTRODUCTIONS	
3.	ADOPTION OF AGENDA	
4.	PUBLIC COMMENT (In Person/Written)	
5.	APPROVAL OF MINUTES	June 18, 2026, CSC Monthly Meeting
6.	UPDATES/DISCUSSION	A. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES - Budget Update - Department Update - CSC Rule Revisions Update B. CASE STATUS REPORT/APPEAL UPDATES - Franklin v. SPR-CSC No. 26-07-001A - Lacambra v. SCL-CSC No. 26-06-015P - Russell v. SPU-CSC No. 26-01-019A - Hecht v. Parks-CSC No. 26-07-021A
7.	ACTION ITEMS	C. LACAMBRA v. SCL-CSC No. 26-06-015P Staff report investigation results and Commission vote (CSC Rule 4.03): Set matter for hearing or dismissal.
8.	EXECUTIVE SESSION	May be cancelled if not needed
9.	OLD/NEW BUSINESS	
10.	ADJOURNMENT	Next Meeting Date: Thursday, September 17, 2026



**Civil Service Commission
Monthly Meeting Minutes**

June 18, 2026 @ 2:00 p.m.

Seattle Municipal Tower Room 1679 and Teams

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (CSC Rule 2.05) Commission Chair Denise Wells called the meeting to order at 2:04 p.m. and read the Land Acknowledgement.
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	Commissioner Zwerin moved to adopt the June 18, 2026, CSC Agenda. Commissioner Ceaser seconded the motion. The motion passed unanimously.
4.	PUBLIC COMMENT	There was no written comment, and no members of the public requested to give public comment.
5.	APPROVAL OF MINUTES	May 14, 2026-CSC Monthly Meeting Commissioners reviewed the minutes of May 14, 2026, CSC Monthly Meeting. Commissioner Ceaser moved to accept the minutes as written. Commissioner Zwerin seconded the motion. The minutes were approved as read.
6.	UPDATES/DISCUSSION	A. EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES 1. Budget Update 2. Department Update 3. CSC Rules Revisions Update B. CASE STATUS REPORT/APPEAL UPDATES 1. Franklin v. SPR-CSC No. 26-08-001A 2. Lacambra v. SCL-CSC No. 26-04-009A 3. Russell v. SPU-CSC No. 26-01-019A 4. Hecht v. Parks-CSC No. 26-07-021A

7.	ACTION ITEMS	Russell v. SPU-CSC No. 26-01-019A Potential Vote to Retain or Delegate Hearing Commissioner Zwerin moved for the CSC to retain and preside over the appeal. Commissioner Ceaser seconded the motion. The motion passed. July CSC Monthly Meeting The commission discussed canceling the July meeting. Commissioner Zwerin moved to cancel the July meeting. The motion carried unanimously.
8.	EXECUTIVE SESSION	The commission did not go into Executive Session.
9.	OLD/NEW BUSINESS	Proposed Rules Updates Presenter: Sarah Butler, Operations and Policy Advisor
10.	ADJOURNMENT	The meeting ended at 2:42 p.m.

Minutes submitted August 13, 2026, by: Teresa Jacobs

Minutes ☐ Approved ☐ Amended

August 13, 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

07/14/2026

Last Pay Period End Date

Tuesday, August 4, 2026 11:00 AM Pacific Daylight Time (PDT)

Last Refreshed Date

\$3,038,328.00	\$24,225.00	\$67,211.00	\$0.00	\$3,129,764.00	\$59,722.00	\$1,714,766.13	\$1,774,488.13	\$1,414,997.87
Adopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Commitments	Remaining Legal Bu...

1,414,997.87	1,355,275.87	54.79%	45.21%
Available Balance Before Encumbrances	Available Balance After Encumbrances	Percent Spent Before Encumbrances	Percent Available Before Encumbrances

BSL ID And Name	dopted Budget	Carryforward	Budget Revisions	Budget Transfers	Revised Budget	Encumbrances	Total Expenses	Total Commitments	Remaining Legal Budget
BO-VC-V1CIV - Civil Service Commissions	\$3,038,328.00	\$24,225.00	\$67,211.00	\$0.00	\$3,129,764.00	\$59,722.00	\$1,714,766.13	\$1,774,488.13	\$1,414,997.87
Revenue - Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total	\$3,038,328.00	\$24,225.00	\$67,211.00	\$0.00	\$3,129,764.00	\$59,722.00	\$1,714,766.13	\$1,774,488.13	\$1,414,997.87

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

FILED/OPEN

CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	RULE/CODE	ISSUE	STATUS	PRESIDING
26-07-021A	Hecht	Parks	5-21-2026	Classification/Multiple Violations	Under Review	Appeal filed	Executive Director
26-01-019A	Russell	SPU	5-17-2026	Personnel Rule 1.1, 1.3	Suspension	First Prehearing was held on July 7. Hearing dates TBD.	PSCSC
26-06-015P	Lacambra	SCL	4-23-2026	SMC 4.04.070; CSC Rule 4.02	Political Patronage	Investigation Report Under Review.	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 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

Civil Service Commission

Andrea Scheele, Executive Director

To: Seattle Civil Service Commissioners
From: Sarah Butler, CIV Operations and Policy Advisor
Andrea Scheele, Executive Director
Date: August 7, 2026
Subject: *Lacambra v. Seattle City Light*, CSC No. 26-06-015P - Staff Investigative Report and Recommendation

On April 23, 2026, job applicant Chris Lacambra (“Complainant”) submitted a political patronage complaint to the Civil Service Commission (CSC), in response to a Seattle City Light (“SCL” or “City Light”) hiring process for a Cable Splicer Apprentice position. The complainant alleged that City Light “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.” Civil Service Department staff investigated and are providing this report and recommendation.

1. Executive Summary of Findings and Conclusions

This investigation concluded, by a preponderance of evidence, that the complainant’s allegation of political patronage is not supported. He did not specifically allege or provide evidence to support the conclusion that an elected official or their immediate staff applied or attempted to apply pressure or influence on the hiring process for a Seattle City Light Cable Splicer Apprentice position. Additionally, no evidence was provided that any person improperly influenced the testing process, which was the stage beyond which the complainant did not progress.

2. Authority and Standard of Review

The CSC Rules of Practice and Procedure, Section IV, along with the Seattle Municipal Code, outline how the Civil Service Commission addresses political patronage complaints. These provisions direct staff to investigate such allegations and report their findings to the Commission, either for dismissal or for setting the matter for hearing.

IV. POLITICAL PATRONAGE PROCEEDINGS

4.01 POLITICAL PATRONAGE - SCOPE - Commission staff shall investigate any complaints alleging that the Mayor, a City Council member, 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 affect the hiring of any candidate for City employment.

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.*

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.

After receiving the complaint, staff investigated using the preponderance of the evidence (“more likely than not”) standard in evaluating the allegations. Findings and a staff recommendation are below.

3. Investigation Plan and Process

Staff reviewed the complaint and all materials submitted by the complainant. The complainant and SCL were provided with written investigative questions and submitted written responses. Follow-up interviews were conducted or attempted to clarify factual issues raised by the complaint and response.

- A. People Interviewed
 - a. Kavya Setty, SCL Talent Acquisition and Compensation Unit Manager¹
- B. People Not Interviewed
 - a. Chris Lacambra – Complainant did not respond to follow-up attempts after submitting written responses.
- C. Evidence Reviewed:
 - a. Complainant’s political patronage complaint
 - b. Documents submitted by the complainant

¹ Kavya Setty is Ms. Fuller’s supervisor. Ms. Fuller was not available for interview.

- i. Notice of Appeal to the Civil Service Commission
 - ii. Email chain between Complainant and SCL Talent Specialist Courtney Fuller regarding Complainant’s application and examination (emails exchanged between March 20–27, 2026)
 - iii. Complainant’s written responses to investigative questions
 - iv. Documents associated with *Lacambra v. Seattle City Light*, CSC no. 26-004-009A
- c. Materials submitted by Seattle City Light
 - i. Job Description
 - ii. Job Bulletin
 - iii. Hiring and Selection Process Description
 - iv. SCL’s written responses to investigative questions

4. Procedural History

Before filing this political patronage complaint, the complainant filed a civil service appeal arising from the same underlying facts. See *Lacambra v. Seattle City Light*, CSC no. 26-004-009A. The appeal was dismissed because Mr. Lacambra was not a City of Seattle employee and therefore lacked standing. He subsequently filed the present political patronage complaint.

5. Allegation

The complainant alleged that irregularities in the administration of an exam at a private testing center constituted political patronage because they did not allow for his knowledge, skills and ability to be fairly assessed. Specifically, he alleged that relying on his actual performance when irregularities occurred during his exam administration, “...effectively create[ed] a ‘patronage’ system where candidates are selected based on a flawed process rather than merit.” *Lacambra*, Complaint to the Civil Service Commission re: Political Patronage in Hiring/Promotion.

6. Findings of Fact

- a. Cable Splicer Apprenticeship Application and Testing Process

Seattle Municipal Code 4.04.150 (Employee Selection) and Personnel Rule Chapter 4 (Employment) require the City to conduct open and competitive hiring processes for civil service classified positions. Seattle City Light conducts an annual selection process for the Cable Splicer Apprenticeship and Electrician Constructor Apprenticeship.

The Cable Splicer Apprenticeship job posting was published on the NeoGOV platform February 10–17, 2026. The complainant applied for the position and sat for an exam as part of

the selection process. Although he completed the exam, he did not achieve a score high enough to proceed to the next phase of the selection process.

b. Notice of Examination Results and Complainant's Concerns Regarding Exam Administration

City Light Senior Talent Acquisition Specialist Courtney Fuller notified the complainant by email on March 20, 2026, that based on his examination performance, City Light was not advancing him in the hiring process. In response, the complainant raised three concerns regarding the administration of his exam by third-party vendor, Edison Electrical Institute (EEI):

- The testing computer initially displayed another tester's name, requiring a proctor to reset the exam.
- Another test taker experienced technical issues during the exam, causing distractions in the testing room
- One examination module provided less time for completion than the other modules.

Ms. Fuller informed the complainant that she consulted EEI about his concerns. City Light nevertheless continued with the hiring process and advised that he would be eligible to take the examination again when it was next administered. Complainant submitted this political patronage complaint.

c. City Light's Response

City Light provided written responses to investigative questions, documents describing the hiring process, and an interview with SCL Talent Acquisition and Compensation Unit Manager Kavya Setty.

SCL stated that no mayor, councilmember, or member of their immediate staff directed or attempted to influence the hiring process. City Light further explained that the CAST exam is an industry standard, nationally validated exam administered by the Edison Electric Institute (EEI) through Talogy. According to City Light, it does not store, design, or control the examination or establish the rules governing retest eligibility.

Regarding the complainant's concerns about the administration of the examination, City Light stated:

- City Light promptly escalated all reported testing concerns to EEI and Talogy for logging, and incident review.
- EEI determined that the initial login issue was corrected before the candidate began testing and did not impact the assessment.

- EEI found no scoring anomalies or irregularities beyond those typical for timed exam modules.
- City Light does not have authority to override EEI's retest policies, alter CAST exam scores, or authorize retests outside EEI's established rules.

7. Analysis

The issue presented is whether a mayor, councilmember, or member of their immediate staff exerted or attempted to exert inappropriate influence over the hiring decision.

The complainant did not present evidence that a mayor, councilmember, or member of their immediate staff applied inappropriate pressure to influence the hiring process. Rather, the complainant alleged that irregularities in the administration of the exam prevented the exam from accurately measuring his relative merit.

The investigation found no evidence that the mayor, councilmember, or their staff intervened or attempted to influence the hiring process.

The investigation does not minimize the complainant's concerns regarding the administration of the exam. However, even assuming the testing irregularities occurred as alleged, they do not constitute political patronage in the absence of evidence that a mayor, councilmember, or member of their immediate staff improperly influenced the hiring process.

8. Staff Recommendation

Based on the findings and analysis above, staff recommend that the Commission dismiss the complaint. Although the complainant identified concerns regarding administration of the exam, the investigation found no evidence that a mayor, councilmember, or their immediate staff intervened in or attempted to influence the hiring process, as required to establish political patronage under Commission Rule 4.03.

Lacambra v. Seattle City Light CSC No. 26-06-015P

Staff Investigative Report and Recommendation- Attachments

A	Chris Lacambra Political Patronage in Hiring/Promotion Complaint, April 23, 2026
B	Cable Spicer and Electrician Constructor Apprentice – Position Posting
C	Email correspondence between complainant and SCL regarding exam administration
D	Complainant’s written answers to investigative questions
E	SCL’s written answers to investigative questions

A



City of Seattle
CIVIL SERVICE COMMISSION

700 5th Avenue, Suite 1670

PO Box 94729

Seattle, WA 98104-4729

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]			
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

B

City of Seattle

Cable Splicer and Electrician Constructor Apprenticeship

SALARY	DEPARTMENT
\$51.83 - \$73.49 Hourly	Seattle City Light
LOCATION	OPENING DATE
City Light North and South Service Centers, WA	02/10/2026
JOB TYPE	CLOSING DATE
Classified Civil Service, Regular, Full-Time	2/17/2026 4:00 PM Pacific
JOB NUMBER	LANGUAGE PREMIUM
2026-00195	No

Position Description

At Seattle City Light, we power Seattle and as a municipally owned utility, public service is at the core of our mission. We are one of the nation's largest municipally owned utilities in terms of the number of customers served. Over the years, we have been dedicated to delivering customers affordable, reliable, and environmentally responsible electricity services. And to this day, City Light aspires to be the nation's greenest utility by fulfilling our mission in an environmentally and socially responsible manner.

Seattle City Light is now accepting applications for our **Cable Splicer Apprenticeship Program** and **Electrician Constructor Apprenticeship Program**.

Individuals selected for this program will enter a four-year (8000 hours) apprenticeship agreement with the City of Seattle as the sponsor and approved by the Joint Apprenticeship Training Committee (JATC) and the Washington State Apprenticeship and Training Council, with the purpose of becoming a qualified journey-level Cable Splicer or Electrician Constructor.

Apprenticeship is a system of education and training using a planned, closely supervised combination of hands-on, on-the-job training, and academic classroom-style education. Over the course of the paid training program, apprentices learn progressively more

demanding components of their craft. This helps apprenticeship graduates to become qualified journey-level workers when they successfully complete their training program. Seattle City Light apprenticeship programs are approved, registered, and monitored by the State of Washington Labor and Industries Apprenticeship and Training Council.

All apprentices are required to adhere to the Standards of Apprenticeship, as well as the City of Seattle Personnel rules, and any other applicable policies and procedures. All apprentices will receive on-the-job training to perform progressively more difficult, physically demanding, and complex work assignments. In addition to on-the-job training activities, apprentices must be prepared to complete a minimum of 144 hours per year of evening academic training.

To learn more about the Apprenticeship Program please visit: <https://www.seattle.gov/city-light/about-us/careers/apprenticeships>.

Job Responsibilities

Cable Splicer Apprentices learn to splice, terminate, and maintain low and high voltage power cables in an underground network distribution system. Apprentices will learn to install and maintain conductors, transformers, network protectors, relays, switches, and related electrical equipment. Apprentices will also learn to locate and repair electrical faults and will perform physically demanding work in confined areas such as vaults and tunnels.

Electrician Constructor Apprentices learn to install, maintain, test, and repair generators, control equipment, electrical motors, power circuit breakers, voltage regulators, automatic generation control equipment, and transformers. Apprentices will learn to install and repair conduit and wiring in and around substations, powerhouses, and other installations. They will also inspect, diagnose, and repair security systems, selective and control relays, station batteries, chargers, water-level monitoring, hoisting equipment, and other mobile equipment.

Qualifications

Required Qualifications

Education:

- High School Transcript or General Equivalency Diploma (GED)
- Completion of 1 year of high school level or 1 quarter of college level algebra, geometry or trigonometry with a grade of C (70%)

OR

- Completion of Seattle City Light's Basic Electricity and Math (BEAM) class.

Experience:

A combination of training or experience equivalent to at least one of the following:

1. Successful completion of at least one year of high school training in electrical theory
2. Successful completion of at least one half-year high school training installing, configuring, maintaining, or repairing electrical equipment;
3. Successful completion of at least one semester (at least 15 weeks) of post-high school level training in electrical theory;
4. Successful completion of at least one semester (at least 15 weeks) of post-high school level training in installing, configuring, maintaining or repairing electrical, or electrical utility equipment;
5. At least three months of experience (paid or volunteer) applying electrical theory or installing, configuring, maintaining, or repairing electrical, or electrical utility equipment;
6. At least four months of experience (paid or volunteer) handling or assisting in installing or configuring electrical equipment, or electrical utility equipment.

Certification/License: Valid Washington State Driver's License.

Additional Information

Salary: The hourly compensation range is \$51.83 to \$73.49.

Application status: Email will be the primary form of communication regarding all steps in the hiring process. The email you provide in your application must be accurate and current.

Supplemental Questions: The application includes several supplemental questions to help us learn more about your qualifying experience, education, and other factors relevant to being qualified for the position. *Please answer all questions, as incomplete applications will not be considered.*

Hiring Process

These apprenticeship openings are highly competitive. The selection process includes multiple steps and is expected to take place over several months. Dates are estimated and may shift based on applicant volume and operational needs:

- **February - Application Review:**

- Applications are screened to confirm minimum qualifications are met.

- **Late February/March – CAST Aptitude Assessment**

Qualified applicants will be invited by email to complete the CAST aptitude assessment during a designated testing window. Candidates must complete the assessment by the deadline provided in their invitation email.

- **April – Working Test Self-Scheduling (first-come, first-served)**

Candidates who score most competitively on the CAST written test will be invited to the next step in the hiring process: the Working Test. Working Test capacity is limited. Eligible candidates will receive an email in advance with the date and time that self-scheduling will open. Appointments are offered on a **first-come, first-served** basis and may fill quickly. Please monitor the email address on your application throughout the process, including junk/spam folders, to avoid missing time-sensitive scheduling instructions and other important updates.

- Working test details
 - Multi-station practical and physical assessments to evaluate ability to follow instructions, apply safety awareness, demonstrate basic mechanical aptitude, and meet the physical demands of apprenticeship work.

- **May/June – Panel Interview to assess qualifications, job readiness, and overall fit.**

- **June – Status Notifications**

- Candidates are notified of their status approximately three weeks after the interview/assessment process is completed.

- **June/July - Contingent Offers and Pre-Employment Requirements:**

- Candidates receiving a conditional offer will complete a reference check, background check, and pre-employment physical (and any other required verifications)

- **August - Program Launch**

- Apprenticeship program begins (start date may vary)

Veterans may receive preference points added to their overall competitive exam results. To receive preference points you must have served in the armed forces, have been honorably

discharged, and, when requested, you must submit a long-form DD214 with Box 24 indicating the nature of your discharge or NGB Form 22. This information will be requested if you advance to the competitive portion of the hiring process.

Professional Reference Checks: You will be asked to provide a minimum of three (3) professional references, of which one must be a former supervisor, or someone who oversaw your work quality and performance.

Additional Information

Please note this job advertisement is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Who May Apply: This position is open to all candidates that meet the qualifications. Seattle City Light values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, or gender identity. Seattle City Light encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQIA+, people with disabilities, veterans, and those with diverse life experiences.

Job offers are contingent on the verification of credentials and other information required by the employment process, including the completion of a background check. The background check will involve a criminal history check, which includes conviction and arrest records in compliance with the [Seattle's Fair Chance Employment Ordinance, SMC 14.17](#) and the [City of Seattle Personnel Rule 10.3 \(Download PDF reader\) \(Download PDF reader\)\(Download PDF reader\)](#). A driving history review may be conducted in compliance with [SMC 4.79.020](#). Applicants will be provided with an opportunity to explain or correct background information.

The City of Seattle offers a comprehensive benefits package including vacation, holiday, and sick leave as well as medical, dental, vision, life and long-term disability insurance for employees and their dependents. More information about employee benefits is available on the City's website at: <https://www.seattle.gov/human-resources/benefits/employees-and-covered-family-members/most-employees-plans>

Want to know more about Seattle City Light? Check out our web page: www.seattle.gov/city-light.

Employer

City of Seattle

Address

Seattle Municipal Tower
700 5th Avenue, Suite 5500
Seattle, Washington, 98104

Website

<http://www.seattle.gov/jobs>

Cable Splicer and Electrician Constructor Apprenticeship Supplemental Questionnaire***QUESTION 1**

Which Apprenticeship Program(s) are you interested in applying to? Please select all that apply.

Cable Splicer Apprenticeship

Electrician Constructor Apprenticeship

***QUESTION 2**

Have you successfully completed one (1) year of high school level or one (1) quarter of college level Algebra, Geometry or Trigonometry with a grade of "C" (a score of 70%) or above? You will be asked to provide an unofficial school transcript to prove this upon receiving a job offer. It is recommended to start obtaining your transcripts as soon as possible.

Yes

No

***QUESTION 3**

Have you successfully completed the Seattle City Light's Basic Electricity and Math (BEAM) class? This course is not required to move forward but can be taken in place of the math requirement and electrical experience requirement.

Yes

No

***QUESTION 4**

Which areas do you have training and/or experience? Please check all that apply.

Successful completion of at least one year of high school training in electrical theory.

Successful completion of at least one half-year or semester of high school training in installing, configuring, maintaining or repairing electrical equipment.

Successful completion of at least one semester (at least 15 weeks) of post high school electrical theory training.

Successful completion of at least one semester (at least 15 weeks) of post high school training in installing, configuring, maintaining, or repairing electrical, or electrical utility equipment.

At least three (3) months' experience (paid or volunteer) applying electrical theory or installing, configuring, maintaining, or repairing electrical, or electrical utility equipment.

At least four (4) months' experience (paid or volunteer) handling or assisting the installing or configuring of electrical, or electrical utility equipment.

None of the above

***QUESTION 5**

In the past have you completed the Construction and Skilled Trades (CAST) Test for Seattle City Light or another company? If no, then you will be invited to take this test if you meet the minimum qualifications.

No

Yes, with Seattle City Light

Yes, with a different company

***QUESTION 6**

Do you possess a current, valid Washington State Drivers License?

Yes

No, but I can obtain a valid Washington State Drivers License by the time of hire.

No, and I will not be able to obtain a valid Washington State Drivers License.

***QUESTION 7**

Please select the highest level of education you have completed.

High School Diploma/GED

Some College

Associate's Degree

Bachelor's Degree

Master's Degree

JD/Doctorate Degree

None of the Above

***QUESTION 8**

To participate in the hiring process, Seattle City Light requires strict confidentiality of all related information, including any discussions outside the workplace. This ensures fairness and protects the integrity of the process. This obligation applies during and after the hiring process. Do you understand and agree to maintain this confidentiality?

Yes, I understand and agree.

No, I do not agree.

* Required Question

Hiring and Selection Process Description

Overview

The Cable Splicer and Electrician Constructor Apprenticeship openings follow a multi-step, competitive selection process that takes place over several months. The timeline below reflects the 2026 recruitment cycle. Dates are approximate and may shift based on applicant volume and operational needs.

1. Application Review (February)

- Applications are screened to confirm all minimum qualifications are met.

2. CAST Aptitude Assessment (Late February–March)

- Applicants who meet minimum qualifications are invited by email to take the Construction and Skilled Trades (CAST) aptitude assessment.
- The assessment is administered through the Edison Electric Institute in partnership with Talogy.
- Testing is conducted at Talogy centers located across Washington State, including Bellevue, Ellensburg, Everett, Federal Way, Liberty Lake, Olympia, Spokane, Tacoma, and Yakima.
- Candidates must complete the assessment within the timeframe provided in their invitation email.

3. Working Test Scheduling (April)

- Candidates with the most competitive CAST scores are invited to the next phase: the Working Test.
- Due to limited capacity, candidates' self-schedule online on a first come, first served basis.
- Candidates are instructed to closely monitor their email, including junk/spam folders, to avoid missing time sensitive scheduling instructions.

4. Working Test (April)

The Working Test includes multiple practical and physical assessment stations designed to evaluate:

- Ability to follow instructions
- Safety awareness
- Basic mechanical aptitude
- Ability to meet the physical requirements of apprenticeship work

5. Panel Interviews (May–June)

- The most competitive candidates from the working test are invited to participate in a panel interview to evaluate their qualifications, job readiness, and overall fit through the TEA (talent, experience, and chemistry) assessment.

6. Status Notifications (June)

- Candidates are notified of their status approximately three weeks after the interview and assessment stages conclude.

7. Contingent Offers and Pre-employment Requirements (June–July)

- Candidates receiving contingent offers undergo reference checks, background checks, pre-employment physicals, and any additional required verifications.

8. Program Start (August)

- The apprenticeship program begins in August (start dates may vary).

Status of the Selection Process at Key Dates

- **March 27, 2026 (First Appeal to CSC):**
The written assessment phase (CAST) had been completed, and the process had progressed to the Working Test scheduling stage.
- **April 23, 2026 (Date of Political Patronage Allegation):**
This date was the final day of the apprenticeship Working Tests.

C

From: [Chris Lacambra](#)
To: [Butler, Sarah \(CIV\)](#); [SCD_CivilService](#)
Subject: Fwd: Christian Lacambra Appeal- Seattle City Light Apprenticeship - Written Exam Results
Date: Wednesday, April 1, 2026 2:21:42 PM
Attachments: [image001.png](#)

Hi Sarah,

Please see below for the emails you've requested.

Let me know if you need more information.

Thanks,
Chris

----- Forwarded message -----

From: Fuller, Courtney <Courtney.Fuller@seattle.gov>
Date: Friday, March 27, 2026
Subject: Seattle City Light Apprenticeship - Written Exam Results
To: Chris Lacambra [REDACTED]

Hi Chris,

Thank you for this email. I did send both of your emails with the information over to my contact at Edison Electrical Institute. They're the company that owns the test and is contracted with the testing centers. She was going to look into what happened and hopefully get back to me soon. She'll be able to let me know if we can set up another test for you sooner than the typical year requirement.

Unfortunately, we've moved forward in the apprenticeship hiring for this process and we only run each apprenticeship hiring once a year. So if Cable Splicer is where your heart is set, you would still need to apply next February again. The working test spots are all filled up and start soon. Unless Lineworker apprenticeship interests you at all, that hiring process will get posted in August.

I will keep you posted on what I hear back from EEI and what the options will then be.

Thank you and happy Friday!

COURTNEY FULLER



M: 206-459-9789 | Courtney.Fuller@seattle.gov
We Power Seattle seattle.gov/city-light

From: Chris Lacambra [REDACTED]
Sent: Thursday, March 26, 2026 4:27 PM
To: Fuller, Courtney <Courtney.Fuller@seattle.gov>
Subject: Re: Seattle City Light Apprenticeship - Written Exam Results

You don't often get email from [REDACTED]. [Learn why this is important](#)

Hi Courtney,

I just wanted to follow up on my previous email. I realize it was a bit formal—I've been focused on the technical issues during the test because I'm really excited about the Cable Splicer role.

Please disregard the mention of the Public Records Act—I'm not looking to cause any trouble, just want to make sure my test results are accurately considered. I'll follow the standard city process and file a quick note with the Civil Service Commission to see if they can help me schedule a re-test.

I remain very interested in the position and really appreciate your help.

Thanks,
Chris

On Thursday, March 26, 2026, Chris Lacambra [REDACTED] wrote:

Hi Courtney,

Thank you for your prompt response and for looking into the issues I encountered during the CAST test in March. I

appreciate Seattle City Light's commitment to a fair testing process. As these records and any internal proctor logs are part of the city's public testing documentation, I want to ensure my account aligns with what was recorded on your end so we can find a fair path forward.

To ensure you have all the necessary context for your investigation, the primary issues I experienced at the testing center in Everett, WA were:

- Another tester was having issues with their test in the beginning of the test and caused many disruptions until leaving and saying he would have to try to reschedule his exam.
- My computer started the test with another tester's name. The proctor had to reset my test.
- One of the test modules had considerably less time to complete than the other modules.

I had written that there issues during my test upon completion and submitted these through the post exam survey.

Given these disruptions, I am concerned that my score may not accurately reflect my abilities. I look forward to the results of your investigation. I am prepared to file a formal request for the testing logs and related internal communications via the Public Records Act if necessary to understand what went wrong, but I'm hopeful we can resolve this directly first. Please let me know if a re-test or a score adjustment is an option under these circumstances. Also, feel free to request any additional details from my end to assist with your inquiry.

Thanks,

Chris

On Wednesday, March 25, 2026, Fuller, Courtney <Courtney.Fuller@seattle.gov> wrote:

Hi Chris,

I'm sorry to hear about that. Unfortunately I don't have a lot of control over the rules set in place around retest time but I will forward this to my contact at EEI to see what they say.

Thank you,

COURTNEY FULLER
Senior Talent Acquisition Specialist | People & Culture



M: 206-459-9789 | Courtney.Fuller@seattle.gov
We Power Seattle seattle.gov/city-light

From: Chris Lacambra [REDACTED]
Sent: Tuesday, March 24, 2026 4:24 PM
To: Fuller, Courtney <Courtney.Fuller@seattle.gov>
Subject: Re: Seattle City Light Apprenticeship - Written Exam Results

You don't often get email from [REDACTED]. [Learn why this is important](#)

CAUTION: External Email

Hi Courtney,

Thank you for your email regarding my CAST test results.

I wanted to follow up regarding the testing conditions during my session, as I experienced several issues that may have

affected my performance.

During the exam, there were significant distractions caused by another candidate whose test was not functioning properly, creating ongoing noise before he eventually left the room.

Additionally, when my test began, it was initially loaded under the wrong name, and the proctor had to stop and reload the exam, which delayed my start.

Because of these disruptions and technical issues, I would like to respectfully request a review of my test session and consideration for an opportunity to retake the exam sooner than the standard one-year waiting period.

Please let me know if any additional information would be helpful.

Thank you for your time and consideration.

Chris

On Friday, March 20, 2026, Courtney Fuller <info@governmentjobs.com> wrote:

March 20, 2026

Christian Lacambra

[REDACTED]
[REDACTED]

Dear Christian:

Thank you for your interest in Seattle City Light's Apprenticeship Program and your participation in the Cable Splicer and Electrician Constructor Apprenticeship (Job#2026-00195) written exam.

You were part of a very competitive pool of candidates, and unfortunately your

exam score (either taken recently or within the last 12 months) was not competitive enough for you to advance in this process.

Frequently Asked Questions:

Q: What was my score, and what is required to pass?

A: Seattle City Light does not release specific test scores or the criteria for passing. This is aligned with the standards from Edison Electrical Institute, the company who owns and validates the test content and scoring.

Q: Can I retake CAST to improve my score?

A: Retakes for CAST are allowed, when you have an active application to an open position that requires the CAST assessment, AND you meet the following criteria:

- You have met the minimum qualifications for the position, and received an invitation from the City Light Talent team to schedule a CAST assessment, AND
- It has been 12 months since your most recent CAST assessment was completed through City Light, or another employer.

Q: When is the next Apprenticeship application window?

A: City Light offers four Apprenticeship programs: (1) the Pre-Apprentice Lineworker program typically begins hiring in August of each year; and (2) the Cable Splicer / Electrician Constructor / Meter Electrician Apprentice programs typically begin hiring in February of each year. To receive alerts for any available apprenticeship hiring opportunity you can create a profile and job alerts on our careers page here: Job Alerts | City of Seattle ([governmentjobs.com](https://www.seattle.gov/governmentjobs))

******Due to the large amount of applicants in this process, please do not respond to this email unless you have an urgent question that was not answered above.******

On behalf of the Human Resources Department at Seattle City Light, we wish you the best in your career endeavors.

Sincerely,

Talent Acquisition Unit

Seattle City Light

If you do not want to receive emails please click on the following : [Unsubscribe](#)

[from Emails](#)

D

From: [Chris Lacambra](#)
To: [Butler, Sarah \(CIV\)](#)
Subject: Re: Lacambra v. Seattle City Light 26-06-015P / request for response
Date: Thursday, May 21, 2026 2:09:35 AM
Attachments: [image001.png](#)
[LacambraAppealAcknowledgementEncl.pdf](#)

CAUTION: External Email

Dear Ms. Butler,

Please find below my responses to the Commission's request for information dated May 20, 2026, regarding my Political Patronage complaint (Lacambra v. Seattle City Light 26-06-015P).

As requested in Question 6, I have also re-attached the relevant documentation from my initial appeal (CSC No. 26-04-009A), including written admissions from HR regarding the testing irregularities.

1) Identify the elected official (Mayor, City Councilmember or member of their immediate staff) who improperly influenced or attempted to influence hiring of a candidate for City employment. Provide the individual's name and title, if known.

While I do not have access to internal City communications to name a specific individual or staff member who initiated this specific bypass, this complaint is grounded in the *systemic* failure of Seattle City Light (SCL) leadership and Seattle Department of Human Resources (SDHR) leadership to maintain an open, competitive merit system as mandated by City Charter Article XVI. By allowing appointing authorities to finalize a hiring list derived from an admittedly flawed and non-standardized examination, leadership effectively sanctioned a non-competitive selection process, which functions inherently as institutional patronage.

2) Describe how the Mayor, Councilmember, or member of their immediate staff attempted to influence the hiring process. Be specific, including dates of the events and roles or job titles of the involved city staff.

The influence occurred through administrative omission and arbitrary enforcement of policy by department leadership. SCL HR explicitly documented and acknowledged significant testing irregularities (including an active disturbance by another tester and reduced time constraints during a section of the Edison Electrical Institute exam). SCL HR escalated the matter to the testing vendor to investigate a remedy.

However, despite knowing the exam administration was invalid, SCL leadership chose to prematurely close the process, fill all "working test spots," and move forward with hiring from a tainted, uncompetitive list. Furthermore, leadership actively shielded this decision by applying a 12-month waiting rule—designed strictly for candidates who fail a *valid* exam—to bar a qualified candidate from a fair administration. Because leadership refused a timely administrative remedy and caused a direct loss of employment opportunity, I am concurrently filing a formal Tort Claim for Damages with the City's Risk Management Division.

3) Was the Cable Slicer position to which you applied advertised? Describe how you learned about the opportunity, and provide copies of the job posting

and any related documents.

Yes. The position was advertised publicly through the City of Seattle's employment portal during the February 2026 hiring cycle for SCL Apprenticeships. I have attached a copy of my application confirmation and the relevant email communications regarding my testing schedule to this response.

4) Identify which candidate, if known, was hired as part of the selection process.

The identities of the candidates selected for the current "working test spots" are unknown to me, as SCL handles the hiring pool privately. However, because the selection pool was finalized using an invalid testing metric, every candidate hired through this specific list was granted an unfair, non-competitive advantage over qualified applicants who were subjected to broken testing conditions.

5) If applicable, provide details about how the hiring process resulted in the selection of an employee for reasons other than relative ability, knowledge, and skill.

The merit system requires a standardized, level playing field to measure relative ability, knowledge, and skill. Because my examination environment was compromised (admitted by HR in writing), the results did not accurately reflect my knowledge or skill. By rushing to fill the positions anyway because "the hiring process only runs once a year," SCL prioritized administrative convenience over merit. The employees selected were ultimately chosen based on a flawed procedural metric, rather than a lawful, competitive civil service examination.

6) Provide any relevant additional information or materials that you would like to be considered as part of your political patronage complaint. To have documents you submitted as part of your first appeal to the Civil service Commission (CSC No. 26-04-009A, dismissed on April 7, 2026) considered as part of your political patronage complaint, resubmit those documents.

I am re-submitting the formal emails exchanged with SCL HR. Please note the explicit admission from HR stating:

"I did send both of your emails with the information over to my contact at Edison Electrical Institute... She'll be able to let me know if we can set up another test for you sooner than the typical year requirement. Unfortunately, we've moved forward in the apprenticeship hiring for this process... The working test spots are all filled up and start soon."

This text explicitly proves that the City recognized the test was compromised, yet intentionally chose to fill safety-critical public utility roles using a flawed process while locked into an arbitrary annual schedule.

I request that the Commission exercise its full investigative authority under SMC 4.04.070 to ensure the integrity of the civil service system is upheld.

Sincerely,

Chris Lacambra

[REDACTED]

On Wed, May 20, 2026 at 2:37 PM Butler, Sarah (CIV) <Sarah.Butler@seattle.gov> wrote:

Chris,

Attached is a letter requesting information related to your April 29, 2026 political patronage complaint (Lacambra v. Seattle City Light 26-06-015P). **Please respond to this request by June 5, 2026**, using the civilservice@seattle.gov email address to provide information or submit documents.

Thank you,



Sarah Butler she/her

Operations & Policy Advisor, Civil Service Department

City of Seattle | [Civil Service Commission](#) and [Public Safety Civil Service Commission](#)

Phone: 206-586-1991 | Fax: 206-684-0755 | sarah.butler@seattle.gov

The City of Seattle is an equal employment opportunity employer. Accommodations for people with disabilities provided upon request.

E

Pursuant to [SMC 4.04.250\(K\)4](#) and the [Civil Service Commission's Rules of Practice and Procedure IV – Political Patronage Proceedings](#), the Civil Service Commission is charged with investigating 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. The purpose of this request is to gather information as part of the investigation.

Please respond to the following questions and request for information relating to the Cable Splicer selection process by May 28, 2026.

- 1) Describe the hiring/selection process for the Cable Splicer and Electrician Constructor Apprenticeship position, including the following elements:
 - a. A brief description of the selection process for this position, include all phases, if applicable – Hiring and Selection Process document added to the folder
 - b. Who oversaw the selection process – this is currently in the hiring process.
 - c. Who was/were decision makers in the selection process – this is currently in the hiring process.
 - d. Description of the Cable Splicer exam, including how it is administered, and who administered the exam completed by the complainant
 - Applicants who meet minimum qualifications for the Cable Splicer and Electrician Constructor Apprenticeship position are invited by email to take the Construction and Skilled Trades (CAST) aptitude assessment.
 - The assessment is administered through the Edison Electric Institute in partnership with Talogy.
 - Testing is conducted at Talogy centers located across Washington State, including Bellevue, Ellensburg, Everett, Federal Way, Liberty Lake, Olympia, Spokane, Tacoma, and Yakima.
 - Candidates must complete the assessment within the timeframe provided in their invitation email.
 - e. What phase the selection process was in on the date of the first appeal to the CSC (March 27, 2026), which was dismissed by the CSC on April 7, 2026 - The written assessment phase (CAST) had been completed, and the process had progressed to the Working Test scheduling stage.
 - f. What phase the selection process was in on the date of the Complainant's political patronage allegation (April 23, 2026) - This date was the final day of the apprenticeship Working Tests.

- g. What is the status of the selection process currently; and if City Light has made a hiring decision – The interviews closed on 5/28/2026 and in debrief process.
- 2) If it is Seattle City Light's position that it met the obligation to hold an open and competitive process for the position of Cable Splicer, please provide relevant records, including:
 - a. The job advertisement used for the selection process - Neogov
 - b. Dates of the job posting - 02/10/2026 to 2/17/2026 4:00 PM Pacific
 - c. Media through which the position was posted (NeoGov, City Light websites, or other City owned platforms) - Neogov
 - d. Any documents that relate to the Complainant's allegation 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.
 - e. Other recruiting efforts completed
 - f. Any other documents or records related to the allegation, or any defense.
- 3) Provide a statement in response to Mr. Lacambra's allegation of political patronage (see attached form submitted by Mr. Lacambra).

Seattle City Light appreciates the opportunity to respond to the allegation that the Cable Splicer and Electrician Constructor Apprenticeship testing process constituted political patronage or violated the merit principles outlined in SMC 4.04.070. We take all such concerns seriously and have reviewed the facts thoroughly.

Based on our review, City Light does not engage in political patronage, nor were any hiring or testing decisions influenced by personal, political, or non-merit factors. Under the political patronage rules, such conduct would involve intervention or direction from the Mayor, a City Councilmember, or members of their immediate staff. No such involvement occurred in this process.

The CAST exam used in this recruitment is an industry-standard, nationally validated assessment owned and administered by the Edison Electric Institute (EEI) and delivered through Talogy. Seattle City Light does not design, score, or control the exam content or the rules governing retest eligibility. All candidates are evaluated under the same testing requirements, timelines, and criteria, consistent with civil service principles. City Light did not restrict advertising, limit access to the exam, or deviate from equal, merit-based consideration for all candidates.

Regarding the concerns raised about Mr. Lacambra's test session:

- City Light promptly escalated all reported testing concerns to EEI and Talogy, the vendors responsible for exam administration, logging, and incident review.
- EEI confirmed that the initial login error was corrected before the candidate began testing and did not impact the assessment.
- EEI reviewed the test data and found no scoring anomalies or irregularities outside what is typical for time limited portions of the exam.
- City Light does not have authority to override EEI's retest policies, alter CAST scores, or independently grant retests outside the rules that apply to all candidates.

While we understand and respect the candidate's concerns about the testing environment, the information obtained from EEI indicates that the exam results remain valid and were not compromised in a way that would affect the fairness of the testing or the resulting hiring list.

City Light's actions were consistent with established civil service requirements, including the obligation to select candidates solely on the basis of relative ability, knowledge, and skill. Based on all information reviewed, there is no indication that political patronage, as defined in the Civil Service Commission Rules, occurred in this process.