

BEFORE THE CITY OF SEATTLE
CIVIL SERVICE COMMISSION

CHRISTIAN LACAMBRA

Complainant

v.

SEATTLE CITY LIGHT

Respondent

DISMISSAL ORDER

CSC No. 26-06-015P

SUMMARY BACKGROUND

The Civil Service Commission ("Commission"), as part of its regular meeting on August 13, 2026, considered the complaint ("Complaint") brought by Complainant Christian Lacambra ("Complainant") under CSC Rules 4.01, 4.02, and 4.03 regarding alleged political patronage as relates to a Seattle City Light ("SCL") hiring process for a Cable Splicer Apprentice position.

The Complaint was received by the Commission on April 23, 2026. The Complaint alleges, in relevant part, that SCL "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." Complaint, at p. 2.

Regarding the process for intake and investigation of such complaints, CSC Rule 4.01 states:

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.

Regarding what constitutes political patronage, CSC Rule 4.02 states:

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

1 B. Result in the selection of an employee for reasons other than relative ability,
2 knowledge, and skill.

3 In accordance with CSC Rules 4.01 and 4.02, Commission staff investigated the allegations
4 and issued its report and recommendation on August 7, 2026, entitled, "*Lacambra v. Seattle City*
5 *Light*, CSC No. 26-06-015P – Staff Investigative Report and Recommendation" ("Report and
6 Recommendation"). As described in the Report and Recommendation, as part of its investigation
7 Commission staff interviewed and sought to interview relevant persons and reviewed evidence
8 submitted by the parties. The Report and Recommendation includes an initial section providing an
9 executive summary of findings and conclusions, followed by other sections describing the authority
10 and standard of review, investigation plan and process, procedural history, allegation, findings of
11 fact, analysis, and concludes with a recommendation. The "Staff Recommendation" is as follows:

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

18 Regarding the process for considering such complaints and conducting a potential hearing,
19 CSC Rule 4.03 states:

20 **POLITICAL PATRONAGE HEARING** – Commission staff shall report the results
21 of its investigation to the Commission. The Commission, upon review of the
22 report, may dismiss the complaint or set the matter for a full hearing.

23 Leading up to the Commission's meeting on August 13, 2026, Commission staff provided
24 the Report and Recommendation and associated documents to the Commission for its review and
25 consideration. At its meeting on August 13, 2026, the Commission considered the Complaint and
the Report and Recommendation. CSC Executive Director Andrea Scheele presented to the
Commission related to the Report and Recommendation, and a representative from SCL presented
on behalf of SCL. The Complainant was not in attendance. After considering the matter, the
Commission by unanimous vote dismissed the Complaint.

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ORDER

Pursuant to CSC Rules 4.01, 4.02, and 4.03, the Commission reviewed and considered the Complaint related to alleged political patronage by SCL. It is hereby ordered, pursuant to CSC Rule 4.03 and in accordance with the above-stated action by the Commission regarding this matter, that the Complaint is dismissed.

Dated this 19 day of August, 2026.

FOR THE CITY OF SEATTLE CIVIL SERVICE COMMISSION

A handwritten signature in dark ink, appearing to read "Denise Wells", is written over a horizontal line.

Denise Wells
Presiding Officer for this Proceeding on behalf of the Civil
Service Commission

CERTIFICATE OF SERVICE

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 the method of service listed below, a true and correct copy of the foregoing document: **DISMISSAL ORDER**.

Party	Method of Service
Complainant: Christian Lacambra chrislacambra.jb@gmail.com	☒ E-Mail
Respondent: Seattle City Light DaVonna Johnson DaVonna.Johnson@seattle.gov	☒ E-Mail

Dated this 19 day of August, 2026, at Seattle, Washington.



Andrea Scheele (08/19/2026 20:04:18 PDT)
Andrea Scheele, Executive Director
Civil Service Commission