



**CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

**DANIEL LURIE
MAYOR**

**MINUTES
Special Meeting
January 26, 2026**

**9:00 a.m.
Room 400, CITY HALL
1 Dr. Carlton B. Goodlett Place**

This meeting will be held in person at the location listed above. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or by calling (415) 655-0001 and entering meeting id #2661 531 1706. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
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Press # twice to listen to the meeting via audio conference
Dial *3 when you are ready to queue**

DANIEL LURIE, MAYOR

COMMISSIONERS

**KATE FAVETTI
President
JACQUELINE MINOR
Vice President
VITUS LEUNG
ADAM WOOD**

**SANDRA ENG
Executive Officer**

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at (628) 652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be included in the record on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2661 531 1706.

CALL TO ORDER

9:00 a.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	Present
Commissioner Vitus Leung	Present
Commissioner Adam Wood	Present

President Kate Favetti presided.

REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA (Item No.2)

James Murphy is formally appealing his separation from Laguna Honda Hospital, he was falsely accused of misconduct by Aisha Calloway. A situation compounded by the influence of his supervisor Arnold Brunswick who has a close relationship with the accuser. This conflict of interest has severely compromised the integrity of an investigation against him. This deliberate oversight significantly affected the investigator's outcome and further illustrates the unjust nature of the proceedings. HR covered up serious issues that were related to Brunswick's conduct as a supervisor. Including incidents involving assault, threats of violence, overtime fraud, timesheet fraud pay to play schemes, failure to follow safety protocols. He respectfully requests a transparent investigation into his case and an opportunity for evidence to be evaluated impartially. He firmly believe that if these facts are presented, they will demonstrate his innocence and reveal unjust practices that have occurred. He thanked the Commission for considering his appeal and looks forward to their response and an opportunity to provide his evidence.

Brenda Barros stated "I'm an employee at San Francisco General Hospital and a union chapter president. The reason that I'm speaking is about safety. We're not bargaining about safety. One of the issues is that we feel like we're being neglected, it's about psychological safety. Psychological safety primarily impacts black workers because we're the ones that are suffering. We don't see anything coming from anybody to address that, (the Commission) represent us, (the Commission) protects the workers, that's one of (the Commission)'s jobs, we expect (the Commission) to do that. Hopefully you can encourage Carol (Isen) to add that to the bargaining table, to start seriously talking about the psychological damage, the physical, and the health issues caused by what employees have been going through over years. It has a psychological impact on (the employee), they say go to the EAP, but that's only so many sessions. That's not going to do it. That's not enough. We had something called Working While Black, it was a focus group for black employees to go and talk to each other and support each other. That's been eliminated, we want it back. We see what's happening out there. San Francisco is not exempt from the racism. We have to deal with it here too. So that's what we want from (the Commission). Thank you."

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of December 15, 2025 – 2:00 p.m.

Action: Adopted the Minutes as corrected. (Vote of 4 to 0)

ANNOUNCEMENTS (Item No. 4)

Sandra Eng announced that PSC #DHR0005879 – v0.01 from the Public Utilities Commission has been postponed to a future meeting.

President Kate Favetti announced that Item #6 and #7 we'll be heard after item #8.

Items severed from the Ratification Agenda:

- PSC #DHR0005926 – v0.01 from the Airport
- PSC #DHR0005739 – v0.01 from the Public Utilities Commission
- PSC #DHR0002548 – v2.01 from the Department of Early Childhood

Public comment, including public comment on any additional Ratification or Consent items that the public would like severed from the agenda.

None.

HUMAN RESOURCES DIRECTOR'S REPORT (Item No. 5)

None.

(0300-25-1) EXECUTIVE OFFICER'S REPORT

Fiscal Years 2026-27 and 2027-28 Mayor's Budget Instructions and Department Budget Preparation Schedule. (Item No. 6)

December 15, 2025: No action taken.

Speaker: Lavena Holmes, Deputy Director

Action: Accepted the report. (Vote of 4 to 0)

(0009-26-1) Civil Service Commission Annual Report Fiscal Years 2020 – 2025. (Item No.7) - Action Item

Speaker: Lavena Holmes, Deputy Director

Action: Accepted the report. (Vote of 4 to 0)

**(0006-26-8) Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 8)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005312 - v0.01	City Administrator	\$1,570,000	The vendor will provide as-needed, ADA-compliant shuttle buses and an appropriately licensed driver to shuttle City employees or the public on an as-needed basis, via specialized routes based on the specific need. Shuttle drivers may assist riders in loading and unloading personal and work-related items. These are intermittent services, utilized for short-term engagements, with transport provided generally one to two times to/from a location each day, or multiple times on the same route during special events. As examples of past use, the City has utilized these services to provide transportation: for SFPD officers, to and from special event locations to support with public safety during large-scale special events, such as was done during the APEC conference, and for SHF clients, from county jails to court appointments. The service may also be utilized in the event of emergencies to move individuals out of harms way or to specific locations to access emergency public services when public transit and other transportation options do not suffice.	New	60 Months
DHRPSC 0005923 - v0.01	City Administrator	\$3,500,000	TIDA is seeking a supplier to provide financial consulting and reimbursement management for eligible requests from TIDC against the various governing documents. The selected contractor will perform the following services: Review documentation related to the Development Agreements between the TIDA, the City, and the Master Developer, to identify parameters for reimbursement for qualified project costs; Review submitted reimbursement documentation from the Master Developer; upon receipt of complete documentation, prepare a comprehensive reimbursement report for each developer payment request; review bid documentation and change orders for accuracy and eligibility; track and report on the status of all reimbursements and payments.	New	60 months
DHRPSC 0005868 - v0.01	City Administrator	\$2,500,000	For furnishing and maintaining parts washer equipment, including: <ul style="list-style-type: none"> • Providing rental units and servicing for parts washer equipment, including both rented and City-owned units; • Performing regular exchange and replenishment of cleaning solutions/solvents used in the equipment; • Ensuring proper recycling and/or disposal of used cleaning solutions/solvents, and automotive fluids in full compliance with applicable Local, State of California, and Federal regulations. 	New	60 months
DHRPSC 0005784 - v0.01	Airport	\$500,000	San Francisco International Airport (SFO) will participate in the contractor's Airport Service Quality (ASQ) survey programs. The contractor is the sole source provider of the ASQ survey programs, and they will support SFO by designing survey sampling plans, supplying survey tools, analyzing survey results, and delivering quarterly and annual performance reports, including industry ASQ benchmarking. In addition, SFO will participate in the contractor's airport accreditation assessment for the industry recognized ACI Airport Customer Experience Accreditation. Fieldwork surveys will be conducted by a separate party.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005926 - v0.01	Airport	\$10,000,000	<p>The San Francisco International Airport (Airport) has multiple staff that are involved in the administration and management of procurement activities across various Airport divisions. The Airport is in the process of restructuring its procurement team and adding multiple new positions to centralize procurement staff and standardize processes. The Contractor will use specialized procurement industry expertise and knowledge to provide the following services on an as-needed basis:</p> <ol style="list-style-type: none"> 1) review and assess the Airport procurement practice and processes and provide recommendations, 2) audit, analysis and reporting on various procurement projects and related services, 3) create and provide training to staff on various procurement related topics, 4) assist with compliance with applicable government and Federal Aviation Administration regulations, 5) assist with the development and implementation of the Airport's procurement strategic plan, and 6) provide support services including, but not limited to, assisting with gathering and analysis of technical specification and requirements, assisting with administration and management of procurement activities. 	New	60 months
DHRPSC 0005914 - v0.01	Public Health	\$850,000	<p>The contractor will deliver consulting and project-management services that supplement City staff during implementation. Key tasks include:</p> <p>Regulatory alignment with CalAIM, the Managed Care Final Rule, and Proposition 1 (2024) behavioral-health reforms.</p> <p>Systems integration among BHS, JHS, ECM providers, and MCPs to establish Justice-Involved Behavioral Health Links and pre-release Medi-Cal services.</p> <p>Payment-model support for capitation and other value-based reimbursement designs. (Capitation means a fixed per-person payment to manage care within defined quality and outcome standards.)</p> <p>Training and knowledge transfer through development of standard operating procedures, process maps, and toolkits.</p> <p>Project management for scheduling, milestone tracking, and inter-agency coordination, primarily through virtual meetings.</p>	New	30 months
DHRPSC 0005887 - v0.01	Human Services Agency	\$900,000	<p>Contractor shall be responsible for monitoring alcohol and substance use among parents and guardians involved with Child Welfare Services through a comprehensive and randomized testing program. The Contractor will conduct direct observation of urine sample collections to ensure accuracy and integrity and will test for a wide range of substances as specified by the agency. All verified test results will be promptly provided to the assigned Protective Services Worker (PSW). The Contractor will maintain complete and accurate records of all scheduled, completed, and missed testing appointments, and will provide timely data summaries and reports to PSWs. A structured referral process will be established to manage testing frequency requirements, including schedules ranging from one to two times per week or four to six times per month, as determined by case needs. The Contractor will work directly with clients to coordinate randomized testing schedules and provide clear instructions regarding procedures and compliance expectations. Additionally, the Contractor will implement a secure, web-based tracking and notification system to manage scheduling, ensure accountability, and deliver confidential test results and reports efficiently and accurately.</p>	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005772 - v0.01	Municipal Transportation Agency Withdrawn	\$500,000	The consultant will provide independent project management oversight services for the Potrero Yard Modernization Project. Services will include reviewing project plans, schedules, and budgets; monitoring progress against milestones; assessing risk management and project controls; and providing recommendations to improve delivery efficiency. The consultant will also evaluate compliance with applicable City and funding requirements, prepare oversight reports, and present findings to project leadership. All services will be advisory in nature and will remain independent from internal project management functions.	New	54 months
DHRPSC 0005950 - v0.01	Municipal Transportation Agency	\$260,000	The consultant will provide oversight-monitoring assistance to the San Francisco Municipal Transportation Agency (SFMTA) to review a designated contractor's drug and alcohol testing policies and procedures for compliance. The consultant will conduct an annual on-site review of the selected collection and testing contractor's drug and alcohol testing policy, record keeping, testing reports, education, and training attendance rosters, and any other documents pertaining to compliance with the Department of Transportation/Federal Transit Administration (DOT/FTA) Drug and Alcohol Testing Rules and Regulations. Also conduct audits of service agents (Specimen Collector, Medical Review Officer, laboratory, Sub-Recipients, etc.) that assist the SFMTA in maintaining compliance with the drug and alcohol testing guidelines.	New	60 months
DHRPSC 0005942 - v0.01	Municipal Transportation Agency	\$700,000	The scope is to install complex vendor-specific hardware/software solutions designed to detect unauthorized parking in designated transit or bus lanes, automatically read license plates, and create evidence packages for our PCOs (Parking Control Officer) to review and approve as valid citations.	New	24 months
DHRPSC 0005710 - v0.01	Public Utilities Commission	\$800,00	Inventory Count Services consisting of a full count for three enterprises. Work includes observing, performing, and/or validating physical inventory counts of various inventory items and comparing them to the SFPUC's Inventory Tracking System. The analysis, findings and recommendations will be provided in a written report for each warehouse location. Format for the content of such reports shall be determined by the Financial Reporting and Analysis group (FR&A). The timely submission of all reports is a necessary and material term and condition of this Agreement. Full counts are required at each location. Inventories include but not limited to the following items: water pipes, valves, fittings, meters and meter boxes, safety gear, electrical supplies, switches, power poles, fittings, safety gear, and sewage treatment inventory supplies, chains, rotors, valves, switches, tubes, etc. It is expected 1. March to plan of the count days in June. 2. June is the physical inventory count. 3. July, draft report regarding results of the count. 4. August, issuance of the inventory report 5. Sept/Oct presentation to Commissioner by the audit bureau team.	New	120 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005879 - v0.01	Public Utilities Commission	\$24,000,000	<p>Scope of Work/Services to be Contracted Out: The San Francisco Public Utilities Commission (SFPUC) intends to award one (1) contract for \$24 million over 10 years to provide services to support the planning and engineering design for Southeast Water Pollution Control Plant, Oceanside Water Pollution Control Plant, and Northpoint Facility. SFPUC is seeking a comprehensive phased process engineering master plan and the related designs for construction that will include the rehabilitation, repair, replacement or upgrade of wastewater treatment systems and their components. Systems include primary treatment, secondary treatment, tertiary treatment, and related sidestream systems. Current systems conditions will be reviewed and analyzed with respect to the currently available industry technologies while considering increased process reliability and efficiencies.</p> <p>Systems components to be incorporated as part this phased approach include grit classification and removal, screening conveyers, scum removal and compaction, digested sludge dewatering capability increases by centrifuge and screw press, primary and aeration tank rehabilitation, primary odor controls, secondary odor controls, solids handling capacity increases, secondary system capacity increases through load removal by primary filtration, primary sedimentation tank upgrades, secondary sedimentation tank upgrades, sludge transfer pumping, metering upgrades, variable frequency driven fans, feasibility for digestion capacity increase through incorporating recuperative thickening or thermal hydrolysis, electrical system and emergency generator evaluation and upgrades.</p> <p>The systems have special safety consideration of the OSHA hazardous classified locations as defined by NFPA 70 NEC, including Class 1 Division 1 and Division 2 ignitable concentrations of gases. Also, flow pattern optimizations for fluid systems with the boundary condition interactions between liquids and gasses will require the development of Computational Fluid Dynamics (CFD) models.</p> <p>City Staff will be managing and overseeing the work of the consultants on these multiple related projects to assure that the project deliverables achieve the goals within the defined constraints. Spending totals for this project will vary from year to year, so an even distribution of funds by year is not expected.</p>	New	120 months
DHRPSC 0005883 - v0.01	Public Utilities Commission	\$5,000,000	<p>The San Francisco Public Utilities Commission (SFPUC) intends to award an approximately \$44 million (\$5 million design and \$39 million construction) Fixed Budget Limit Design-Build construction contract (DB-140) for design and construction services to upgrade and increase operational reliability for eight (8) of sixteen (16) clarifiers at the Southeast Water Pollution Control Plant (SEP).</p> <p>The \$5,000,000 design portion of the D-B procurement will complete the detailed design utilizing the bridging documents (~10+% design level) to be provided in the Request for Proposal. The duration of the design portion is approximately 1 year, and the duration of engineering supporting during construction is approximately 2 years.</p>	New	59 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005873 - v0.01	Public Utilities Commission	\$5,000,000	<p>The San Francisco Public Utilities Commission (SFPUC) intends to award an approximately \$40 million (\$5 million design and \$35 million construction) Progressive Design Build (PDB) construction contract (DB-136) to support SFPUC civil and electrical engineering staff with specialized security design services to upgrade physical security across SFPUC's wastewater facilities. Locations include Southeast and Oceanside wastewater treatment plants, Northpoint wet-weather facility, and other facilities adjacent to these three major facilities.</p> <p>Progressive Design Build is a delivery system, where design and construction professionals are integrated as one team in order to deliver complex, high risk and security sensitive projects such as DB-136. Because of how rapidly security infrastructure and technologies are advancing, the bifurcation of design and construction accountability is not conducive to security innovations necessary for this Project. As such, failure to procure specialty design-build security system design services as a part of the DB-136 contract may result in very significant delays and may jeopardize our efforts to implement security at SFPUC's critical/vulnerable facilities.</p> <p>The \$5,000,000 design portion of the DB procurement will complete the detailed design utilizing the planning documents (~10% design level) to be provided in the Request for Proposal. The duration of the design portion is approximately 1.5 years, and the duration of engineering supporting during construction is approximately 2 years.</p>	New	59 months
DHRPSC 0005104 - v0.01	Public Utilities Commission	\$9,000,000	<p>The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of a qualified Proposer to provide support to the Regional Water System's (RWS'S) Pipeline and Tunnel Inspection and Repair Renewal and Replacement (R&R) Program. The SFPUC has developed the RWS's R&R Program to manage and document the Department's aging infrastructure, i.e., life extension of existing capital assets. The RWS comprises of pipelines and tunnels that range greatly in terms of diameter, installation date, pipeline material, pipeline condition, and operational importance. The scope of work is to analyze the water transmission system to understand operations, failure mechanisms, and how to inspect/assess, maintain, and perform work on the asset, which must remain partially in service to meet water level of service goals defined by SFPUC Water System Improvement Program (WSIP). It is also to support the Water Supply and Treatment Division (WSTD) staff efforts to understand failure mechanisms, perform comprehensive condition assessments, recommend monitoring programs, and create repair and replacement strategies. Additionally, the proposed work is to also provide technical support for pipeline and tunnel condition assessment services of steel pipe, non-steel pipe, and tunnels utilizing current and available inspection technologies.</p>	New	96 months
DHRPSC 0005984 - v0.01	Public Utilities Commission	\$925,000	<p>The scope covers the hosting, maintenance and upgrade of a proprietary conservation database and software system the SFPUC Water Conservation Section uses to process and track water customer participation in the SFPUC's conservation assistance programs and allows customers to apply for programs online and track the status of their applications online.</p>	New	48 months
DHRPSC 0005739 - v0.01	Public Utilities Commission	\$8,000,000	<p>engineering design, engineering support during construction, and surveying for curb ramps to support water conveyance, water distribution, wastewater collection, and power projects</p>	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002548 – v2.01	Department of Early Childhood	Current Approved Amount \$1,900,000 Increase Amount Requested \$3,000,000 New Total Amount Requested \$4,900,000	The contractor will continue to help plan and increase the communications capacity for the Department of Early Childhood (DEC), formed by the San Francisco Children and Families First Commission, dba First 5 San Francisco (F5SF) and the San Francisco Office of Early Care & Education (OECE). As DEC increased its staffing, it anticipates that the consultant will play a more direct role with the implementation during the initial phase of this project, and DEC staff members will increase their responsibilities for the communications plan implementation accordingly. Key deliverables include, but are not limited to: 1. Planning, designing, implementing, and evaluating digital and place-based advertising campaigns to raise awareness of DEC programs and services to the public. 2. Support for the planning, design, and implementation of digital collateral, including photography and videography, editing, and publication. 3. Writing, design, and publication support for DEC print collateral, such as annual reports, briefing materials, and program brochures. 4. Support for media and community outreach events, including program planning, and design, creation, and acquisition of materials, supplies, and equipment to increase public engagement with DEC. 5. Market research support, to assist DEC in reaching its intended audiences and understanding how to serve them more effectively.	Amendment	Increase months 72 Total months 120
DHRPSC 0004810 - v1.01	Public Health	Current Approved Amount \$367,880,000 Increase Amount Requested \$280,000,000 New Total Amount Requested \$647,880,000	There is no substantive change to the scope of work. Instead, the purpose of the change is to reflect that this PSC supports continuing these services at existing funding levels. These services are provided by contractors to continue San Francisco's Drug Medi-Cal Organized Delivery System (DMC-ODS). Initially, the proposed PSC authorized the implementation of ODS programming in San Francisco, following a solicitation utilized to bring existing services up to the new Federal standards. This organized delivery system ensures that the full continuum of health care services continues to be accessible to Medicaid eligible individuals with substance use disorders. Its purpose is to provide the appropriate level of care to meet the needs of Drug/MediCal (DMC) beneficiaries while decreasing other system health care costs. Critical ongoing elements include: 1. Continue to deliver a full continuum of care including Opioid Treatment Program, Outpatient Program, Intensive Outpatient, and Residential SUD Services, including Withdrawal Management and Residential Step Down services. 2. Continue to deliver evidence-based practices and improve coordination with other health systems, including primary care and mental health. 3. Sustain services reaching broad range of San Franciscans in need of substance use services, including justice-involved populations, youth, those who are under-housed or homeless. Services will continue to prioritize the following: -Services to specific underserved and priority populations, including persons who are Black/African American, homeless, incarcerated or involved with the criminal/juvenile justice systems/Drug Court, adolescents aged 10-18 years old, Transitional Aged Youth (TAY) aged 18-24 years old, Lesbian/Gay/Bisexual/Transgender/Queer/Questioning/Intersex/Ally/Two-Spirit, and Pregnant/Parenting women with children. -Under resourced geographic areas, including Hayes Valley/Tenderloin/North of Market, South of Market, Bernal Heights/Inner Mission/94110, Bayview Hunter's Point/94124, and Southeast/Visitation Valley/Sunnydale/94134. -Opportunities to enhance patient engagement, peer support, medication assisted treatment, case management, and recovery services and supports ancillary treatment and outreach services.	Amendment	Increase months 0 Total months 144

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005164 - v1.01	Public Health	Current Approved Amount \$4,800,000 Increase Amount Requested \$13,981,169 New Total Amount Requested \$18,781,169	Contractor will provide general program administration services, financial management and reporting, performance and quality management, management of subcontractor agreements, and as-needed recruitment, onboarding and human resource management. Contractor will also staff public health positions specific to achieving the goals of the Community Health Equity and Promotion (CHEP) programs.	Amendment	Increase months 72 Total months 120
DHRPSC 0004741 - v1.01	Police	Current Approved Amount \$500,000 Increase Amount Requested \$840,250 New Total Amount Requested \$1,340,250	The O2X Human Performance program is designed to target areas of risk and improve occupational health outcomes within the department. Through an integrated approach, O2X focuses on reducing the risk of injury and mitigating occupational health issues in the areas of orthopedic injury, cardiac disease risk, obesity and associated health risks amplified by job demands. In addition, the program is designed to improve fitness and conditioning, increase readiness and resilience, and optimize performance in job-related tasks and demands. Along with on-site specialists, virtual resources included in the O2X program are able to extend the bandwidth of the on-site specialists and incorporate resources and education in the areas of nutrition and energy management, mental health, resiliency, and sleep. The O2X Human Performance targets increasing readiness, enhancing resilience, improving retention and extending career longevity for members at every department level.	Amendment	Increase months 24 Total months 48
DHRPSC 0003558 - v1.01	Public Utilities Commission	Current Approved Amount \$888,000 Increase Amount Requested \$1,636,512 New Total Amount Requested \$2,524,512	Original coordinator's email: shale@sfwater.org. CleanPowerSF (CPSF) currently has contracts with two large battery storage systems as part of its renewable energy compliance requirements. The contract amount for this contract will go towards software licensing and overhead costs. The batteries are operated by two different vendors and charge during solar energy producing hours so they can provide energy when solar is not available. The California Independent System Operator (CAISO) mandates a certain amount of energy be available from entities such as CPSF to ensure the reliability of California electric grid and entities are fined if energy is not available as required. In order to comply with availability requirements, CPSF must procure a battery optimization tool for both projects and other future battery installations.	Amendment	Increase months 0 Total months 48
DHRPSC 0005565 - v1.01	Public Utilities Commission	Current Approved Amount \$1,500,000 Increase Amount Requested \$1,962,770.90 New Total Amount Requested \$3,462,770.90	Crane inspections and repair in accordance with CalOSHA ANSI standards in compliance with Plate V title 8 Federal code including OSHA 1810.179, ASME, and ANSI. Scope of services will include, but is not limited to the following main services on equipment located within SFPUC-WWE system wide: <ul style="list-style-type: none"> • Quarterly Maintenance and Inspections • Mandatory Partial Load Testing, • Proof Load and Operational Testing, • Mandatory Annual Inspection, Maintenance, Certification • Quadrennial Inspection, Maintenance, Certification, • Troubleshooting and • "As-needed Repairs" 	Amendment	Increase months 0 Total months 84

Note: New Personal Services Contracts start date may not exceed eighteen (18) months after approval/commission meeting date.

(0006-26-8) Continued

Speakers: Quoc Truong from the Airport spoke on PSC #DHR0005926 – v0.01
Tedman Lee from the Public Utilities Commission spoke on PSC
#DHR0005739 – v0.01
Wei-min Wang from the Department of Early Childhood spoke on PSC
#DHR0002548 – v2.01

Action: 1. Approved PSC #DHR0005926 – v0.01 with a conditional approval to report back to the Commission in six (6) months with a staffing plan. (Vote of 4 to 0)
2. Approved PSC #DHR0005739 – v0.01 with the condition to provide an expanded description of work to the Executive Director and provide an annual summary to the Commission. (Vote of 4 to 0)
3. Approved PSC #DHR0002548 v2.01 with the condition to report back to the commission annually. (Vote of 4 to 0)
4. Adopted the report. Approved the requests for the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 4 to 0)

(0261-25-1) Civil Service Commission Five-Year Strategic Plan. (Item No. 9)

November 3, 2025: Continued to the meeting of December 15, 2026.

December 15, 2025: Postponed to the meeting of January 26, 2026.

Speaker: Lavena Holmes, Deputy Director

Action: Accepted the report. (Vote of 4 to 0)

(0007-26-6) Review of the Status Report on Implementation of EEO Reform Recommendations from the San Francisco Independent Reviewer Report. (Item No. 10)

Speakers: Carol Isen, Human Resources Director
Amalia Martinez, Department of Human Resources

Action: Accepted the report. (Vote of 4 to 0)

Public Comment: **Brenda Barros** – stated, “Agree EEO intakes are moving faster, however witnesses are not being contacted, while some things are moving good still a lot of things aren’t working. Employees are quitting, leaving, and filing lawsuit. All of the Gould report needs to be implemented.”

(0007-26-6) Continued

Jesse Stanton – stated, “the Gould report is broken into three sections. The report has nineteen findings and a large number of recommendations. The report presented today was entirely contained in Section I. Some of the recommendations in findings 17 and 18 would have some value in a report back from Director Isen on the discipline and corrective action and their recruitment hiring and advancement, how they've implemented those recommendations based on those additional ten findings.”

Cheryl Thornton – stated, “the City's EEO system that continues to fail workers, not in theory but in real time. Recently, after expressing interest in filing an EEO complaint involving discrimination harassment or retaliation. I experienced firsthand how difficult it is for employees to even begin this process. I initially expressed my intent to file a complaint, but my case was left on hold. I did not receive timely follow up for a clear next step. In fact, I ultimately had to reach out directly to Amalia Martinez just to ensure that the intake interview would be scheduled. Only after that escalation did I receive an email from an HR analyst assigned to my case. This message states that the intake interview could take an hour or more and that available appointments may be in January or February. This is a clear example of the problem when an employee comes forward with allegations of discrimination or retaliation, the response cannot be delayed by weeks or months. Workplace harm does not pause while the system schedules itself. Workers are being told their allegations are serious but not urgent. That contradiction is exactly why employees lose trust in this process. The intake interview is supposed to be the first step towards accountability, even the initial meeting is pushed out for months and employees must escalate just to be heard, the system communicates that the discrimination complaints are treated as administrative burdens rather than workplace emergencies. Meanwhile employees remain in the same environment often exposed to continued retaliation, discipline, isolation or career harm. Delays do not protect workers, they protect institutions. This is why San Francisco needs a transparent and accountable employee electronic record system, one that tracks complaints, timelines and outcomes across departments. Right now, the process is fragmented, unclear, and difficult for employees to navigate. Workers often have no way to know where their cases stand, what steps have been completed and what timeline is or what the next action will be. Electronic employee record will provide key information directly to the employee about their case such as status updates, assigned

(0007-26-6) Continued

investigators, deadlines, documentation, and outcomes. It would prevent complaints from being buried or delayed and it would help restore the trust that the process is real and accountable. If San Francisco is serious about equity, then the EEO system must be responsive, timely, transparent, and independent. Workers should not have to wait months just to be heard.”

Public Comment on all matters pertaining to Items 12 and 13. (Item No. 11)

None.

Vote on whether to hold Item 13 in closed session. (Item No. 12)

Action: The Commission voted to go into Closed Session. (Vote of 4 to 0)

CONFERENCE WITH LEGAL COUNSEL – EXISTING AND ANTICIPATED LITIGATION [Discussion] (Item No. 13)

Various Matters. Closed Session for the Civil Service Commission to convene on January 26, 2026, pursuant to California Government Code, Section 54956.9(a), 54956.9(d)(1), 54956.9(d)(2), 54956.9(d)(4), 54956.9(e) and San Francisco Administrative Code, Section 67.10(d), for the purpose of conferring with, or receiving advice from, legal counsel regarding the following existing litigation matters in which the City is a party: State of New Jersey, et al. v. Donald J. Trump, et al., Case No. 1:25-cv-10139 (D. Mass.), 25-1170 (1st Cir.), 24A886 (U.S. Sup. Ct.); City and County of San Francisco v. Donald J. Trump, et al., Case No. 3:25-cv01350 (N.D. Cal.); Doctors for America v. Office of Personnel Management, Case No. 1:25-cv00322 (D.D.C.); SFUSD, City of Santa Fe v. AmeriCorps, et al., Case No. 3:25-cv-02425 (N.D. Cal.); AFGE, et al. v. Trump, et al., Case No. 3:25-cv-03698 (N.D. Cal.), King County, et al. v. Turner, et al., Case No. 2:25-cv-00814 (W.D. Wash.), City of Chicago v. U.S. Dep’t of Homeland Security and Kristi Noem, Case No. 25-cv-05462, (N.D. Ill); Appalachian Voices, et al v. US. Environmental Protection Agency, Case No. 25-cv-01982 (D.D.C.), and regarding anticipated litigation as plaintiff and/or defendant.

Closed Session started at 11:42 a.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sandra Eng, Civil Service Commission
Lavena Holmes, Civil Service Commission (virtual)
Sarah Fabian, Office of the City Attorney
Christina Fletes-Romo, Office of the City Attorney
Elizabeth Aldana, Civil Service Commission (virtual)
Shamika Gordon, Civil Service Commission

Speakers: Sarah Fabian, Office of the City Attorney
Christina Fletes-Romo, Office of the City Attorney

Closed Session ended at 12:13 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 13 in closed session (S.F. Admin. §67.12 (a)). (Item No. 14)

The Commission reconvened in Open Session at 12:17 p.m.

The Commission voted not to disclose any discussions in closed session.

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 15)

Commissioner Wood requested an update from DHR EEO on part 2 and 3 of the Gould Recommendations.

President Favetti requested a status report from MTA EEO after transfer from DHR to be presented after July 1, 2026.

Vice President Minor requested that the Gould Report be posted on the CSC website.

ADJOURNMENT (Item No. 16)

12:23 p.m.