



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

**DANIEL LURIE  
MAYOR**

**MINUTES  
Regular Meeting  
March 2, 2026**

**2:00 p.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 140 0422. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: #2661 140 0422  
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](mailto: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 140 0422.

**CALL TO ORDER**

2:00 p.m.

**ROLL CALL**

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

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)**

**Erin Williams**, I am currently ranked 24 for classification 2905. Today I am requesting an emergency administrative stay under rule 112.3 to freeze the expiration of my seniority standing, which the department is trying to kill on April 3, 2026. The metadata evidence that the department is willfully suppressing hiring metadata for a retaliatory bypass. They are currently in willful default of the Sunshine Ordinance order complaint 25044 because the audit trail will prove I was the highest ranked candidate available for appointment. Instead of following the merit system, they are hiding data to let my rank expire while forcing me to retest for the same position that's currently active on my birthday, March 5, 2026. The perfect performance that I have, I have proof of perfect performance. HSA cannot justify this. My supervisor, Sylvia Thompson, rated me three out of three, exceeded expectations in every category. She documented that I work with good ethical standards and exceeded accuracy. I am a top tier employee being retaliated against because I reported on March 24, 2025. Today HSA even tried to block my 1402 onboarding because I signed under protest to reserve my legal rights. I ask the commission to stay the April expiration immediately. Do not allow the department to use a calendar and suppress metadata to hide retaliatory bypass. My performance is proven. My rank is earned. Thank you.

**APPROVAL OF MINUTES (Item No. 3)**

Regular Meeting of February 2, 2026 – 2:00 p.m.

**Action:** Adopted the Minutes. (Vote of 3 to 0)

**ANNOUNCEMENTS (Item No. 4)**

PSC #DHRPSC0002793 v1.01 from the Department of Emergency Management was withdrawn by the department.

President Kate Favetti announced that Item #6 will be heard after Item #18.

Items severed from the Ratification Agenda:

- PSC #DHRPSC0006029 v0.01 from the Airport
- PSC #DHRPSC0006030 v0.01 from the Department of Public Health
- PSC #DHRPSC0005946 v0.01 from the Department of Public Health
- PSC #DHRPSC0006041 v0.01 from the Human Services Agency

Items severed from the Consent Agenda:

- Item #9 PSC #DHRPSC0004099 v0.01 from the Human Services Agency
- Item #10 PSC #DHRPSC0004444 v0.01 from the Public Utilities Commission

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.

**(0033-26-1) Civil Service Commission Mid-Year Report for Fiscal Year 2025-2026. (Item No. 6)**

**Speaker:** Sandra Eng, Executive Officer

**Action:** Accepted the report. (Vote of 3 to 0)

**(0027-26-8) Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 7)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005759 - v0.01	City Administrator	\$6,800,000	Contractor shall provide facilities for the City to dump truckloads of various abandoned materials from the public right of way and inerts for reuse, recycling, and composting. Material includes but is not limited to: Abandoned materials from public parkways, public rights-of-way, and trackway systems. • Debris materials from screening sewage treatment plants, catch-basin cleaning, and/or main sewer cleaning. • This contract will not include bulky items, construction & demolition materials, green waste materials, prohibited waste, and refuse materials within city collection locations.	New	60 Months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005966 - v0.01	Airport	\$3,500,000	The Contractor will provide as-needed support services for aviation security systems projects, as well as compliance and risk assessment consulting related to aviation security regulatory mandates. The services include system assessment, industry best-practice guidance, design and development support, testing and implementation assistance, ongoing maintenance support, regulatory and Transportation Security Administration (TSA) compliance consulting, and risk vulnerability assessment to drive continuous improvement.	New	60 months
DHRPSC 0005952 - v0.01	Airport	\$6,000,000	<p>The Parking Access and Revenue Control System (PARCS) Replacement Project requires end-to-end support to replace the Airport's revenue-critical parking system, which now serves over 23,000 spaces and must remain fully operational during implementation. This adds significant complexity to planning, phasing, and commissioning.</p> <p>Services include:</p> <ul style="list-style-type: none"> <li>- Program &amp; Project Management: Planning, scheduling, budgeting, risk management, and multi-phase coordination.</li> <li>- Stakeholder &amp; Design Management: Integrating technology, electrical, and low-voltage system designs; coordinating with Airport operations to avoid service disruptions.</li> <li>- Design Services: Design of the coordination and construction for the infrastructure needs for Parking Access, and Revenue Control Systems.</li> <li>- Construction Management: Overseeing installation, system integration, field testing, and operational continuity.</li> <li>- Project Controls &amp; Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management.</li> <li>- Cost Estimating: Preparing independent estimates for equipment, software, and infrastructure upgrades.</li> <li>- Commissioning &amp; Activation: Executing commissioning of airport special systems—security, power, and low-voltage—and developing test plans, inspections, and software/hardware activation for all parking facilities.</li> </ul> <p>This scope requires specialized airport systems expertise and seamless coordination to ensure uninterrupted revenue collection and reliable parking throughout the system replacement.</p>	New	50 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005978 - v0.01	Airport	\$50,000,000	<p>The Airport seeks professional and design services to support the Airport Tenant Relocations (ATR) Project, which includes selective renovation of interior office and operational spaces in the Dianne Feinstein International Terminal (DFIT) and Courtyard 4 Connector (C4C) Building, and the relocation of existing Airport tenants and Commission staff to create revenue-generating spaces and to enable future capital development.</p> <p>Services include:</p> <ul style="list-style-type: none"> <li>- Program &amp; Project Management: Program development, planning, scheduling, budgeting, risk management, and multi-phase construction coordination.</li> <li>- Stakeholder &amp; Design Management: Coordinating with multiple stakeholders (airport, tenants, airlines, federal agencies) and other construction projects to avoid disruptions to tenant and Airport operations.</li> <li>- Design Services: Design of architectural, MEP, electrical, and low-voltage systems, investigation and documentation of existing conditions, and analysis of the existing building systems within the limits of work, which may require upgrades to current building codes.</li> <li>- Construction Management &amp; Scheduling: Overseeing construction of tenant improvement work, which requires close coordination with multiple tenant groups, enabling work and multi-phase construction scheduling to minimize disruptions to adjacent tenants and Airport operations.</li> <li>- Project Controls &amp; Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management.</li> <li>- Cost Estimating: Preparing independent estimates for trade packages and equipment to support tenant improvement build-outs and early enabling work.</li> <li>- Commissioning &amp; Activation: Commissioning and activation of MEP and special systems to meet Airport and federal design standards, as applicable.</li> </ul>	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006029 - v0.01	Airport	\$6,000,000	Terminal Kitchen Electrical Upgrade - Assess multiple terminal kitchen spaces in Terminals 2 and 3 to evaluate existing electrical capacity and identify required upgrades for tenant kitchen spaces with lease end dates of October 31, 2027. The purpose is to support the transition from natural gas to fully electric operations in order to meet city-required all-electric standards. The work focuses on the building electrical backbone, including evaluation of existing systems, identification of necessary upgrades, and preparation of each kitchen space to support full electrification. eGSE Charging Infrastructure upgrade- Replace inoperable eGSE charging units and components that prevent the units from fully functioning and support the integration of basic monitoring capabilities where required. The goal is to maintain a reliable charging network that supports daily airside operations. Services include: - Program & Project Management: Planning, scheduling, budgeting, risk management, and multi-phase coordination. - Stakeholder & Design Management: Integrating technology, electrical, and low-voltage system designs; coordinating with Airport operations to avoid service disruptions. - Design Services: Design of the coordination and construction for the infrastructure needs for Parking Access, and Revenue Control Systems. - Construction Management: Overseeing installation, system integration, field testing, and operational continuity. - Project Controls & Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management. - Cost Estimating: Preparing independent estimates for equipment, software, and infrastructure upgrades. - Commissioning & Activation: Executing commissioning of airport special systems—security, power, and low-voltage—and developing test plans, inspections, and software/hardware activation for all parking facilities.	New	60 months
DHRPSC 0006057 - v0.01	Public Health	\$1,000,000	DPH is acquiring a personal duress devices solution for 400+ field-based staff. Personal duress device solutions operate in similar ways to alarm monitoring services for home security systems. Alarm monitoring services are a critical component to field-based duress alarm systems because they receive alerts from end-users that have activated a duress alarm through their mobile device. The alarm monitoring service operates 24/7/365 and can take immediate actions on those alerts, including communicating with the person in distress as well as ensuring that the alert and accompanying location data is immediately routed to law enforcement or emergency medical services for response. The systems in use at the alarm monitoring company will also provide data that DPH will depend on to monitor the performance of the contract (e.g., timeliness of response) as well as understand the disposition of various kinds of incidents staff encounter in the field, including verbal threats, stalking, aggressive behavior, attempted physical assault, weapons present, unsafe environments/conditions.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006030 - v0.01	Public Health	\$1,153,600	The purpose of this grant project is to create and expand capacity at the local level to educate, prevent, and provide linkages to treatment programs, including dental disease caused by using cigarettes and other tobacco products. The contractor will provide program and fiscal administration services, including the hiring and management of short-term contracted employees. They will also manage and disburse funds, such as consultant payments and volunteer stipends, as directed by the DPH System of Care. These disbursements will be made in accordance with the specific project requirements and the California Department of Public Health (CDPH)-approved grant budget. The contractor must have the capacity to make payments by check, credit card, or other electronic payment mechanisms. Additionally, the contractor will manage travel arrangements for short-term contracted employees to attend grant-required convenings or to report on programs at local or national conferences, ensuring adherence to applicable City and County policies and procedures. The contractor will also oversee professional consultants and manage subcontract agreements, ensuring compliance with relevant City and County policies.	New	60 months
DHRPSC 0005946 - v0.01	Public Health	\$2,500,000	Contractor will support the continuation and preservation of public health services through program administration support and program staffing services, with an emphasis on services supporting San Francisco's current and future strategies related to "Getting to Zero" (GTZ) and "Ending the HIV/STI/HCV Epidemic" Initiatives. Program administration services include support for as-needed and continuing public health research and programs including financial management and reporting, performance and quality management, and management of subcontract agreements. Program staffing services include, but are not limited to, as-needed recruitment, onboarding, and human resource management of public health positions allowed under Human Resources management directive (currently limited to research staff).	New	60 Months
DHRPSC 0006038 - v0.01	Public Works	\$7,500,000	As Needed Historical Preservation Specialty Services: Provide as-needed historic preservation services to support Public Works' design teams and ensure compliance with the Public Resources Code (PRC) 5024 and 5024.5, the California Environmental Quality Act (CEQA), the National Environmental Policy Act (NEPA), and Section 106 of the National Historic Preservation Act (NHPA) for campuses, buildings, and structures owned and operated by the City and County of San Francisco. Services may include cultural resource inventories, historical evaluations, impact assessments and studies, management documents, and preparation of construction documents and specifications.	New	84 Months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006053 - v0.01	Homelessness and Supporting Housing	\$30,000,000	Non-profit service providers will provide integrated, culturally competent emergency shelter services and operations 24/7 at City-owned shelter sites, including emergency shelters, congregate and non-congregate shelters, navigation centers, and transitional or interim housing sites. The programs serve adults, transitional age youth, and families experiencing homelessness. Guest support services include, but are not limited to, guest intake, assessment and creation of an individualized housing-focused service plan; case management, including ongoing counseling services to establish goals and track progress towards those goals; wellness checks and connection to care for anyone demonstrating symptoms of physical or behavioral health needs; referrals and coordination of services to support guests' application for and maintaining various local benefits, community resources and social services; housing search and placement support to assist clients with finding and securing permanent housing by problem solving and helping to navigate the application process; referral and linkage to mental health services or connections to external therapists; coordination of support groups and organized activities for peer support, including age-appropriate activities and enrichment programming for youth under the age of 18; and document readiness to support guests with housing options and placement. Safety and de-escalation services to ensure the safety of the served population, staff and visitors, including conducting search of persons and property for potentially dangerous items prior to entering sites, patrol of the site and surrounding area, and assistance with conflict de-escalation and crisis management in trauma-informed approach. Emergency shelter and operations management services including reservation and waitlist management; storage services; access to and maintenance of shower and restroom facilities; janitorial services to keep facilities safe, sanitary and pest free; general maintenance and access to meals.	New	60 Months
DHRPSC 0006041 - v0.01	Human Services Agency	\$6,500,000	Collaborate with FCS, Department of Public Health (DPH), and other local agencies. <ul style="list-style-type: none"> <li>• DPH clinician assess FCS clients via the Substance Use Disorder (SUD) Assessment to determine whether the client requires inpatient or outpatient treatment services.</li> <li>• Upon determination that the client meets criteria for outpatient services and has an open child welfare case, the contracted vendor will promptly outreach the client to offer services.                             <ul style="list-style-type: none"> <li>o Contracting vendor provides intensive case management services, community outreach, and supportive services for families served by FCS annually. The goal of intensive case management is to provide individualized, collaborative, coordinated and supportive services that will assist the client in their family reunification, stabilization, or prevention of FCS involvement. Case management will be based on a formal assessment, and will be family-centered, strength-based, needs-driven, solution-oriented, and community-based. Intensive case management will work to support families in strengthening the Five Protective Factors:                                     <ol style="list-style-type: none"> <li>a. Family functioning/resiliency</li> <li>b. Social support</li> <li>c. Concrete support</li> <li>d. Nurturing and attachment</li> <li>e. Knowledge of parenting/child development</li> </ol> </li> </ul> </li> </ul>	New	48 Months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006036 - v0.01	Municipal Transportation Agency	\$850,731.11	AFC equipment consists of Ticket Vending Machine (TVM), Reversible Fare Gates, Station Agent Gates, and Station Operations Control Unit. Hardware maintenance must include maintenance strategy; corrective maintenance; preventive maintenance; configuration monitoring to comply and communicate with established software; spares inventory; systems monitoring; and Maintenance Help Desk (METRIX) implementation and management. Contractor will also be required to submit weekly maintenance reports as outlined by SFMTA. Contractor, per the agreed schedule and timeline, is responsible to train SFMTA personnel for First Line Maintenance tasks of TVM's and Fare Gates, work that was previously done by Cubic personnel under contract with the Metropolitan Transportation Commission.	New	24 Months
DHRPSC 0006040 - v0.01	Municipal Transportation Agency	\$3,600,000	Design, furnish and install a wheel profile measuring system and a pantograph automated measuring system at the Muni Metro East (MME) Facility. These systems will be integrated into SFMTA's rail vehicle maintenance operations.	New	18 Months
DHRPSC 0006043 - v0.01	Municipal Transportation Agency	\$440,000	SFMTA requires engineering support to manage interfaces between the Advanced Train Control System (ATCS) and the Train Control Upgrade Project (TCUP). Train Control Upgrade Project involves extensive coordination with the existing Advanced Train Control System and will ultimately replace it with a modern Communication-Based Train Control (CBTC) system. This engineering support includes support during design reviews, technical review of supplier deliverable documents, visits to the work site in San Francisco, inspections of site installations, site test witnessing and reporting, and hosting training workshops for staff.	New	12 Months
DHRPSC 0006063 - v0.01	Police	\$375,000	The San Francisco Police Department (SFPD) Mounted Unit requires as-needed farrier services (horseshoeing) for a herd of approximately 20 horses. The services will include (1) trimming and shoeing hooves, (2) responding to same day emergency calls for missing shoes or making shoe adjustments, (3) evaluating horses for SFPD procurement and (4) providing specialized tools and equipment to perform services.	New	60 Months
DHRPSC 0005903 - v0.01	Public Utilities Commission	\$2,000,000	Due to the remote nature of the Alameda Creek Watershed Center (ACWC) as well as its proximity to Alameda Creek, traditional sewer systems such as municipal sewer access or on-site septic systems are unavailable to this facility. In response to this, the ACWC has been designed to collect all sewer waste within a below-grade holding tank until full, at which time it must be pumped into a mobile sewer transport truck and taken off-site for appropriate disposal. The services to be performed through this PSC are limited to the pumping out of collected sewer waste and transported to a nearby sewer treatment plant for proper treatment and disposal.	New	60 Months
DHRPSC 0002793 - v1.01	<b>Emergency Management</b>  <b>Withdrawn</b>	Current Approved Amount \$6,000,000 Increase Amount Requested \$9,000,000 New Total Amount Requested \$15,000,000	Contractor will provide software, maintenance, support, and services to the eight urban areas collectively known as 'California Urban Area Subscribers' under a statewide risk management program. The program leverages local and regional risk management, critical infrastructure assessments, and cybersecurity services to create a common threat awareness picture for the State of California. Contractor will provide a variety of services to support this effort, including: Maintenance of a cloud-based Protected Critical Infrastructure Information (PCII) configured critical infrastructure database; vulnerability assessment and real-time incident management tools; provision of training to support platforms; consultant services for annual threat and hazard analysis and capability assessments; and cybersecurity services to increase cyber readiness within the region.	Amendment	Increase months 72 Total months 120

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003377 – v1.01	Mayor’s Office	Current Approved Amount \$2,500,000 Increase Amount Requested \$0 New Total Amount Requested \$2,500,000	The Mayor’s Office of Housing and Community Development (MOHCD) is seeking to establish a pool of qualified consultants and financial advisors to advise the City on all pertinent issues relating to particular financings, to ensure that the City’s transactions meet all applicable standards of competence and fiscal prudence, to structure and update existing programs, assist in advocacy and application for funds and other resources, all while adhering to program requirements, and affordable housing objectives. The consultants and financial advisors will; provide advisory services to competitive sales, negotiated sales, private placements, and management of housing assets and/or bond types (tax bond, revenue bond, etc.), provide financial advisory services to structuring the City’s affordable housing programs; provide advisory services for structuring of particularly complex development proposal; provide advisory services for commercial space financing and asset management in affordable housing; assist in applications for state and federal resources; provide policy expertise on structuring new programs and updating existing programs; and to provide advice on advocacy and regulatory changes to housing programs.	Amendment	Increase months 36 Total months 84
DHRPSC 0003434 – v1.01	Police	Current Approved Amount \$400,000 Increase Amount Requested \$550,000 New Total Amount Requested \$950,000	The Veterinarian will provide routine and emergency medical care for upto twenty horses assigned to the San Francisco Police Department’s (SFPD) Mounted Unit. Services will include, but not be limited to, approximately 15 visits per year and pre-purchase horse examinations.	Amendment	Increase months 36 Total months 84
DHRPSC 0003972 – v2.01	Sheriff	Current Approved Amount \$400,000 Increase Amount Requested \$56,000 New Total Amount Requested \$456,000	Contractor will examine and monitor the Incarcerated Person Communication Services ("IPCS) at the San Francisco Sheriff’s Office ("SFSO) Facilities to assess the accuracy of SFSO’s records and to provide a basis for evaluating service quality to meet the requirements of the SFSO under existing contracts with vendors. Contractor will work with the SFSO’s contracted IPCS provider to ensure that all contractually required updates to hardware and software are completed. Contractor will continuously monitor and validate IPCS hardware and software against industry standards to ensure the SFSO and incarcerated population is receiving the best performance from the system and the best support from the contracted IPCS providers. In addition, the Contractor will assist SFSO in creating technical requirements for all incarcerated communication services solicitations, such as, telephones, video visitation system, and tablets. Contractor will work as the SFSO’s liaison to resolve service calls and incarcerated grievances.	Amendment	Increase months 12 Total months 60

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

**Speakers:** Rick Thall, from the Airport spoke on PSC #DHRPSC0006029 v0.01.  
 My Lan Do Nguyen, from the Department of Public Health spoke on PSC #DHR0006030 v0.01.  
 My Lan Do Nguyen and Anthony Taylor, from the Department of Public Health spoke on PSC #DHRPSC0005946 v0.01.  
 Elizabeth Leone, Mirna Palma, and Elena Wong, from the Human Services Agency spoke on PSC #DHRPSC0006041 v0.01.

**(0027-26-8) Continued**

- Action:**
1. Approved PSC #DHRPSC0006029 0.01 with the condition to the report back to the Commission in six (6) months on the specialized as well as non-specialized nature of the work; include for the non-specialized work, which classifications of Local 21 will be performing the work during the life of the contract, also include in the report the staffing plan for the vacancies in the classifications that are that are listed in the PSC Form 1.  
(Vote of 3 to 0)
  2. Approved PSC #DHRPSC0006030 v0.01. (Vote of 3 to 0)
  3. Approved PSC #DHRPSC0005946 v0.01 with the condition to provide the Executive Officer a list of city classifications working alongside consultants on this contract during the life of the agreement within six (6) months.  
(Vote of 3 to 0)
  4. Approved PSC #DHRPSC0006041v0.01 with the condition to report back in six (6) months with a staffing plan report. (Vote of 3 to 0)
  5. 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 3 to 0)

**Public Comment:** Jesse Stanton, SEIU Local 1021

**(0028-26-8) Follow-up Report on Personal Services Contract Number DHRPSC0002373 (formerly PSC #43636-21/22) from the Airport. (Item No. 8)**

**Action:** Adopted the report. (Vote of 3 to 0)

**(0029-26-8) Follow-up Report on Personal Services Contract Number DHRPSC0004099 v0.01 from the Human Services Agency. (Item No. 9)**

**Speakers:** Mirna Palma, Human Services Agency  
Jason Adamek, Human Services Agency

**Action:** Adopted the report. (Vote of 3 to 0)

**Public Comment:** Jesse Stanton, SEIU Local 1021

**(0030-26-8) Follow-up Report on Personal Services Contract Number DHRPSC0004444 v0.01 from the Public Utilities Commission. (Item No. 10)**

**Speakers:** Olga Mejia-Rocha, Public Utilities Commission  
Anthony Yu, Public Utilities Commission

**Action:** Adopted the report. (Vote of 3 to 0)

**(0031-26-8) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0005237 - v0.01 – from the Office of the Sheriff. (Item No. 11)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005237 - v0.01	Sheriff	\$1,100,000	The Sheriff's Office is procuring mobile data computers and mobile printers for patrol vehicles which requires installation services. This will involve the installation of mounting equipment and wiring throughout the patrol vehicles.	New	36 months

**Speaker:** Henry Gong, Office of the Sheriff

**Action:** Adopted the report. Approved the requests for proposed Personal Services Contract; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 3 to 0)

**Public Comment on all matters pertaining to Items 14, 15, 16, and 17 including public comment on whether to hold Items 14, 15, 16, and 17 in closed session pursuant to California Government Code section 54957(b) and San Francisco Administrative Code section 67.10(b). (Item No. 12)**

None.

**Vote on whether to hold Items 14, 15, 16, and 17 in closed session. (Item No. 13)**

**Action:** The Commission voted to go into Closed Session. (Vote of 3 to 0)

**(0278-25-6) Appeal by Jennie Chien of the Human Resources Director’s determination to administratively close Chien’s complaint of harassment. (Item No. 14)**

**Closed Session started at 3:43 p.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
- Sarah Fabian, Office of the City Attorney
- Sandra Eng, Civil Service Commission
- Carol Isen, Department of Human Resources
- Amalia Martinez, Department of Human Resources
- Jennifer Burke, Department of Human Resources
- Brian Capurro, Department of Human Resources
- Lori Reglaer, San Francisco Public Library
- Sharon Tam, San Francisco Public Library
- Joshua Borlaza, San Francisco Public Library
- Rebecca Alcalá-Veraflor, San Francisco Public Library
- Jennie Chie, Appellant
- Colleen McDonald-Smalarz, San Francisco Public Library
- Connie Porciuncula, Respondent (Virtual)
- Shamika Gordon, Civil Service
- Elizabeth Aldana, Civil Service (Virtual)
- Preeti Grewal, Civil Service (Virtual)

**(0278-25-6) Continued**

**Speakers:** Brian Capurro, San Francisco Public Library  
Jennie Chien, Appellant  
Rebecca Alcala-Veraflor, San Francisco Public Library  
Joshua Burlaza, San Francisco Public Library  
Carol Isen, Department of Human Resources  
Connie Porciuncula, Respondent (Virtual)  
Colleen McDonald-Smalarz, San Francisco Public Library

**Action:** Adopted the report, upheld the decision of the Human Resources Director, and denied the appeal by Jennie Chien. (Vote of 3 to 0)

**Closed Session for this item ended at 4:52 p.m.**

**(0275-25-7) Request for a Hearing by Dawn Johnson on their Citywide Future Employment Restrictions. (Item No. 15)**

**Closed Session started at 4:57 p.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  
Sarah Fabian, Office of the City Attorney  
Sandra Eng, Civil Service Commission  
Anna Biasbas, Department of Human Resources  
Shawn Sherburne, Department of Human Resources  
Andrea Caporale, Airport  
Dawn Johnson, Appellant (Virtual)  
Shamika Gordon, Civil Service  
Elizabeth Aldana, Civil Service (Virtual)  
Preeti Grewal, Civil Service (Virtual)

**Speakers:** Andrea Caporale, Airport  
Dawn Johnson, Appellant  
Shawn Sherburne, Department of Human Resources

**Action:** Adopted the report, denied the appeal, and upheld the appellant's permanent citywide future employment restrictions with the City and County of San Francisco. (Vote of 3 to 0)

**Closed Session for this item ended at 5:36 p.m.**

**(0227-25-7) Request for a Hearing by Bernard Sices, former 7514 General Laborer on their Future Employment Restrictions with the San Francisco Department of Public Works. (Item No. 16)**

**Closed Session started at 5:40 p.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  
Sarah Fabian, Office of the City Attorney  
Sandra Eng, Civil Service Commission  
Anna Biasbas, Department of Human Resources  
Shawn Sherburne, Department of Human Resources  
Karen Hill, Department of Public Works  
Christine Cayabyab, Department of Public Works  
Shamika Gordon, Civil Service  
Elizabeth Aldana, Civil Service (Virtual)  
Preeti Grewal, Civil Service (Virtual)

**December 1, 2025:** Postponed to the meeting of March 2, 2026, at the request of the appellant.

**Speakers:** None

**Action:** Adopted the report, denied the appeal, and upheld the appellant's permanent citywide future employment restrictions with the City and County of San Francisco. Appellant failed to appear. (Vote of 3 to 0)

**Closed Session for this item ended at 5:48 p.m.**

**(0044-25-7) Request for a Hearing by Terrell Kindred, former 7514 General Laborer on their Future Employment Restrictions with the San Francisco Department of Public Works. (Item No. 17)**

**Closed Session started at 5:50 p.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  
Sarah Fabian, Office of the City Attorney  
Sandra Eng, Civil Service Commission  
Anna Biasbas, Department of Human Resources  
Shawn Sherburne, Department of Human Resources  
Karen Hill, Department of Public Works  
Christine Cayabyab, Department of Public Works  
Joy Emole, Department of Public Works  
Kareem Jackson, Department of Public Works  
Shamika Gordon, Civil Service  
Elizabeth Aldana, Civil Service (Virtual)  
Preeti Grewal, Civil Service (Virtual)

**(0044-25-7) Continued**

**May 19, 2025:** Continued to a future meeting once the EEO investigation has been completed. (Vote of 4 to 0)

**Speaker:** Karen Hill, Department of Public Works

**Action:** Adopted the report, denied the appeal, and upheld the appellant's permanent citywide future employment restrictions with the City and County of San Francisco. Appellant failed to appear. (Vote of 3 to 0)

**Closed Session for this item ended at 5:55 p.m.**

**Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 14, 15, 16, and 17 in closed session (S.F. Admin. Code §67.12 (a)) – (Item No. 18)**

The Commission reconvened in Open Session at 5:59 p.m.

The Commission voted not to disclose any discussions in closed session. (Vote of 3 to 0)

The Commission took a break at 6:03 p.m. and returned at 6:08 p.m.

**COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 19)**

Vice President Minor announced that she will not be present at the Civil Service Commission meeting of March 16, 2026.

President Favetti announced that she will not be present at the Civil Service Commission meeting of May 18, 2026.

**ADJOURNMENT (Item No. 20)**

6:20 p.m.