



# LiUNA! LOCAL 261

*Feel the Power*

June 11, 2026

## **Civil Service Commission**

25 Van Ness Avenue, Suite 720  
San Francisco, CA 94102

### **Re: Union's request for investigation**

We are writing on behalf of Local 261 and the employees of the bargaining unit to request a comprehensive investigation into the Department of Public Works, as well as any other City departments that may be improperly utilizing the 9916 job/pay code and related employment classifications.

Attached are materials that we respectfully request the Commission review, including transcripts and supporting documents from approximately seven years ago in which we identified concerns regarding the contracting out and granting out of bargaining unit work, as well as the absence of transparent, merit-based professional training and certification opportunities for frontline employees. Unfortunately, many of those concerns remain unresolved today.

As you may be aware, Local 261 has advanced citywide proposals to establish prevailing rates of pay for the substantial number of workers who are currently performing bargaining unit functions while receiving significantly lower compensation and, in many cases, little or no benefits. These practices undermine both workforce stability and the City's commitment to fair labor standards.

We are also concerned that there continues to be institutional resistance to Local 261's efforts to raise these issues. In addition to concerns raised during collective bargaining in 2019, our union provided information that contributed to significant management and administrative changes within several departments. Many of the policy objectives advanced during those administrations, (including the expansion of nonprofit, grant-funded, and community-benefit arrangements that displaced or

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*Business Manager/  
Secretary-Treasurer*

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*President*

OSCAR DE LA TORRE  
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*Recording Secretary*

VINCE COURTNEY  
*Executive Board*

JUAN GUTIERREZ  
*Executive Board*

RAMON HERNANDEZ JR.  
*Executive Board*

3271 - 18<sup>th</sup> Street  
San Francisco, CA 94110  
(415) 826-4550 Office  
(415) 826-1948 Fax

300 - 7<sup>th</sup> Avenue  
San Mateo, CA 94401  
(650) 344-7168 Office  
(650) 344-5357 Fax

1114 Irwin Street  
San Rafael, CA 94901  
(415) 492-0936 Office  
(415) 492-8233 Fax

diluted bargaining unit work,) appear to persist today. As a result, we no longer have confidence that the City's contractual obligations are being administered consistently or in good faith.

We intend to share with the Commission findings that have already been documented, as well as areas warranting further investigation. These include concerns regarding civil service compliance, hiring practices involving journey-level positions for which minimum qualifications may not have been met, and the proliferation of grant agreements and service contracts that lack sufficient accountability, oversight, or workforce protections.

We have repeatedly heard concerns from City leaders regarding the performance and effectiveness of the Department of Public Works. Whether or not those concerns are well-founded, we believe the solution does not lie in further diminishing the role of frontline essential workers. Rather, the evidence points to management, organizational, and accountability challenges that require thoughtful leadership and structural reform. Any effort to improve departmental performance should begin with a careful examination of management practices, organizational efficiency, and administrative oversight.

We welcome the opportunity to meet with you individually, provide additional documentation, and appear before the Commission to discuss these matters in greater detail. Our objective is not merely to identify problems, but to work collaboratively toward solutions that strengthen public services, protect workers, and ensure the City's operations are conducted fairly, transparently, and in compliance with applicable laws, policies, and labor agreements.

Thank you for your consideration and service.

Yours Truly,



Theresa Foglio Ramirez  
Public Sector Business Agent

Cc: Vince Courtney  
Carol Isen