



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

MINUTES
Regular Meeting
June 15, 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 #2664 158 5946. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2664 158 5946
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
THERESA M. LEE
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 posted 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 #2664 158 5946.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	Excused
Commissioner Theresa M. Lee	Present
Commissioner Vitus Leung	Excused
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)

None.

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of June 1, 2026 – 2:00 p.m.

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

ANNOUNCEMENTS (Item No. 4)

Lavena Holmes, Deputy Director, announced that the Department of Public Health requested Item #9 and Item 10 be heard together.

Other announcements.

None.

Item severed from the Ratification Agenda:

- PSC #DHRPSC0002623 v1.01 from the Department of Public Health

Item severed from the Consent Agenda:

- Item #8 One Year Report Back from the Department of Public Works for proposed Personal Services Contract Number DHRPSC0005230 – Municipal Transportation Agency - Garage Assessment. (File No. 0114-26-8)

Announcements Continued

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)

Carol Isen, Human Resources Director, presented the Workforce Development team, a small but mighty team, who accomplishes a lot of work. She presented one member of the team John Weber a 1250 Recruiter in the Workforce Development team. John was selected as one of the Community Marshals for the Pride Parade this year.

John Weber, 1250 Citywide Inclusion Recruiter, and member of the Department of Human Resources. Originally from New Orleans, Louisiana. His family arrived in San Francisco after surviving Hurricane Katrina. San Francisco gave him a second chance, gave him an education (graduate from San Francisco State University), a career, a home, a community, and the opportunity to rebuild a meaningful life. Over the last two decades he's dedicated his time to philanthropy and community service throughout San Francisco and the Bay Area, particularly with the LGBTQ+ Community and the Communities of Color. He's honored and humbled to be named the 2026 Community Grand Marshall for the San Francisco Pride Parade. Honors are really important, but what matters most to him is service. Creating opportunities and supporting others, helping people reach their full potential. He's proud to be a delegate for IFPTE Local 21. He deeply believes that public service begins with supporting public servants who deliver the services. He's a proud black gay man who uses the pronoun he/him and stands in the intersection between these two communities that has overcome tremendous challenges and helps shape the nation and this city for the better. He wished all a Happy Pride Month and early Juneteenth. He thanked leadership for their service and commitment to the people of San Francisco.

EXECUTIVE OFFICER'S REPORT (Item No. 6)

Lavena Holmes, Deputy Director, advised of a project the Commission Office is working on, the launch/implementation of an Appeals Management System. The Appeals Management System is the internal case management hub that will be used by Civil Service Commission staff to receive, track and process appeals, inspection and audit requests from intake through resolution. It will be hosted on the City's SharePoint site and is being built by staff and authorized Department of Technology administrators. Dep Dir Holmes shared, "we'll be able to manage our inspection service requests, appeals and correspondence that come into the office and will be able to maintain those documents in one place. We were approved to fill our 1203 in a permanent exempt capacity as a project lead for this project." She also made announcements about Juneteenth. On Juneteenth there is a Valkyrie celebration at the game at Thrive City that begins at 4:30 p.m. There is a Juneteenth Parade on Saturday, June 20th, it will start at 11:00 a.m. and a Juneteenth/Father's Day Festival in Bayview on Sunday, June 21st. A lot of ways to celebrate Juneteenth as well as Pride Month.

(0113-26-8) Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 7)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006335 - v0.01	Municipal Transportation Agency	\$750,000	The contractor will provide: A. Policy & Fiscal Functions Translate parcel tax ordinance into operational rules Validate parcel tax classifications, exemptions, and calculations Conduct revenue forecasting and fiscal modeling B. Technical / Systems Functions Build parcel-level database (~212,000 parcels) Integrate Assessor, Tax Collector, and external datasets Develop data resources and automated Quality Assurance/Quality Control systems Generate sample and final tax rolls C. Analytical / Modeling Functions Estimate missing square footage (~20,000 parcels) Apply statistical and GIS-based modeling Develop defensible methodologies for appeals and audits D. Operational / Administrative Functions Coordinate across departments Track reviews, exemptions, and reporting Maintain records and data to support assessment/adjustment process and/or calculation review	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005757 - v0.01	Municipal Transportation Agency	\$1,000,000	The San Francisco Municipal Transportation Agency (SFMTA or Agency) requires knowledgeable, skilled and experienced consultants to develop and deliver customized training programs and materials that strengthen employee and customer engagement in the following areas: Customer Service Skills, De-Escalation Techniques, Managing Implicit Bias, Racial Equity, and Organizational Support for a Diverse Workplace. The consultant shall also provide executive coaching services for senior leaders and executives within the Agency. Since 2019, the SFMTA has partnered with specialized consultants to design and implement equity-centered training and executive coaching programs. Building upon this foundational work, the selected Contractor shall deliver a comprehensive suite of services that includes: • Continued delivery of racial equity and bias awareness training, equipping participants with the tools to recognize and mitigate bias, understand racial inequities and microaggressions, and foster inclusive practices in service to the public and internal teams. • Workforce development assessments and targeted skill-building programs that identify current and future organizational needs, assess team and leadership competencies, and offer training pathways to help employees grow into new roles, take on greater responsibilities, and align with the Agency's long-term strategic goals. • Confidential executive and management coaching services for senior leaders and executives to enhance leadership capacity, support professional development, and improve organizational decision-making. The Contractor shall partner with the Agency teams to ensure that training and development offerings are aligned with department goals, responsive to feedback, and accessible across various shifts and workgroups. Programs must be scalable, measurable, and responsive to the evolving needs of SFMTA's workforce and the communities it serves. Together, these training, coaching, and workforce development services will contribute to a high-performing, equitable, and adaptable organization ready to meet today's operational challenges and tomorrow's opportunities.	New	36 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006346 - v0.01	Public Utilities Commission	\$4,000,000	SFPUC will be upgrading its existing onsite non-potable water treatment system (ONWS) at its headquarters in San Francisco (525 Golden Gate Avenue) to meet the new regulatory standards set by the State Water Resources Control Board (SWRCB) Department of Drinking Water (DDW) regulations for Onsite Treatment and Reuse of Non-potable Water adopted on November 18th , 2025. In addition to the new regulations by DDW the upgrade of the ONWS must also meet the requirements set by the San Francisco Health Code Article 12C. Article 12C also requires that buildings/developments greater than 100,000 sq ft install and operate on-site water reuse systems. Through this project the SFPUC will replace the existing Living Machine treatment system (which treated the building's wastewater to provide non-potable water for toilet flushing) with a new treatment system that meets the new State and Local requirements (including the proposed pathogen log reduction targets) for non-potable reuse. The system will include membrane biological reactor, reverse osmosis, biological activated carbon, ozone and ultraviolet light/advanced oxidation disinfection. The project will provide up to 8,000 gallons per day of recycled water for toilet flushing in the building, saving potable water for higher uses. The project also includes a side stream treatment system that will produce purified water (treated to potable water standards) as an opportunity for SFPUC to use this system for public outreach and education on advanced wastewater treatment with tours and tastings. The treatment system will be installed in the basement level of the SFPUC headquarters at 525 Golden Gate Avenue. The DB-142 contract is a collaborative delivery contract employing the progressive design-build approach, and will provide the design services for this new treatment system, the construction of the system (including modifications to existing building systems as required), the start-up testing and commissioning of the system, including all testing and reporting required by State and Local laws to demonstrate that the system meets the regulatory standards, and training of City staff on the operation of the new system.	New	48 months

DHRPSC 0002623 – v1.01	Public Health	Current Approved Amount \$6,000,000 Increase Amount Requested \$3,978,412 New Total Amount Requested \$9,978,412	Previous scope of work: The contractor will provide patient safety services, implementing a new security model designed to address racial disparities in patient safety and patient experience to support a welcoming and healing environment while maintaining safety for patients and staff. Client safety services are part of the Department's delivery of patient-centered services. Staff providing the services will be specifically trained in providing patient safety services following this model, including client greeting, navigation, and de-escalation. Safety Service staff must have both lived experience and good training and support, which are essential to successfully providing services to our patients (e.g., lived experience with substance use disorders, housing instability, mental illness, and/or incarceration), and come from the patients' communities. In moving from traditional security services to this new safety services model and to focus on providing effective patient safety services with minimal law-enforcement personnel, DPH will work with the Sheriff's Department to reassign the current 5.2 FTE (inclusive of backfill) of Sheriff's Deputies (job classification 8304) from their present assignments in DPH community clinics to work in the community off-site, with availability to respond to clinic needs when called by clinic staff, based on clear protocols. The services provided by 5.2 FTE of Sheriff's Deputies will be provided by 4.4 FTE of community safety officers who will be stationed at the following DPH community clinic sites: Tom Waddell Urgent Care (to become Maria X Martinez Health Service Center), Tom Waddell Urban Health Clinic, Mission Mental Health Clinic, and Behavioral Health Services at 1380 Howard Street. DPH Director of Security Basil Price has been in ongoing communication with Sheriff Paul Miyamoto to plan for this transfer of service provision. Once the RFP is awarded and a contract executed, a transition plan will be developed with sufficient time to ensure continuity of service. Please see the attached current Letter of Agreement (LOA) between the Department of Public Health (DPH) and the Sheriff's Department for additional detail. New scope of work: The contractor will provide patient safety services, implementing a new security model designed to address racial disparities in patient safety and patient experience to support a welcoming and healing environment while maintaining safety for patients and staff. Client safety services are part of the Department's delivery of patient-centered services. Staff providing the services will be specifically trained in providing patient safety services following this model, including client greeting, navigation, and verbal and physical de-escalation. Safety Service staff must have both lived experience and good training and support which are essential to successfully providing services to our patients (e.g., lived experience with substance use disorders, housing instability, mental illness, and/or incarceration), and come from the patients' communities. In moving from a traditional security services to this new safety services model and to focus on providing effective patient safety services with minimal law enforcement personnel. At each owned, occupied, or non-traditional care environment, DPH will prioritize patients, clients, staff, visitors, and DPH physical assets, standardized and integrated safeguards that are person-centered that align with organizational priorities and regulatory requirements. Additional client safety services will be assigned to new DPH locations or the redeployment of existing client safety services to support workplace safety. Once the RFP is awarded and a contract executed, a transition plan will be developed with sufficient time to ensure continuity of service.	Amendment	Increase months 0 Total months 45
------------------------------	---------------	---	--	-----------	---

Item #7 Continued

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

Speakers: My Lan Do Nguyen and Basil Price from the Department of Public Health spoke on PSC #DHRPSC0002623 v1.01.

Action: 1. Approved PSC #DHRPSC0002623 v1.01. (Vote of 3 to 0)
2. Adopted the report. Approved the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 3 to 0)

(0114-26-8) One Year Report Back from the Department of Public Works for Proposed Personal Services Contract Number DHRPSC0005230 – Municipal Transportation Agency Garage Assessment. (Item No. 8)

Speakers: Belle Macaranas, Department of Public Works
Lisa Zhuo, Department of Public Works

Action: Accepted the one year report back and approved the PSC duration change to sixty (60) months with the requirement that DPW come back in a year with regard to the in house capacity versus consultant services. (Vote of 3 to 0)

(0115-26-8) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0006205 v0.01 (As-Needed, Temporary Ancillary Nursing and Clinical Support Staff) – Fact Finding from the Department of Public Health. (Item No. 9)

DHRPSC 0006205 – v0.01	Public Health	\$11,500,000	Contractors will provide the San Francisco Health Network (SFHN), which includes San Francisco General Hospital (SFGH), Laguna Honda Hospital (LHH), and Ambulatory Care Services (includes Jail Health Services, Primary Care, Whole Person Integrated Care, Maternal Child Adolescent Health, HIV Health Services) a continuous, reliable source of intermittent, supplemental, and travel clinical nursing staff and clinical support staff to backfill staffing in times of staffing challenges to ensure safe and high-quality patient care.	New	12 months
------------------------------	---------------	--------------	---	-----	-----------

Speakers: My Lan Do Nguyen, Department of Public Health
Troy Williams, Department of Public Health
Nato Green, SEIU 1021
Luenna Kim, Department of Public Health
Carol Isen, Department of Human Resources

Item #8 Continued

Action: Adopted the report and approved Personal Services Contract DHRPSC0006205 v 0.01 with the condition of the Department of Public Health shall continue their efforts to decrease the usage of the registry and shall provide at its regular meeting with the Union on an aggregate basis the reasons for registry usage; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 3 to 0)

(0116-26-8) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0006206 v0.01 from the Department of Public Health. (Item No. 10)

DHRPSC 0006206 – v0.01	Public Health	\$8,100,000	Contractors will provide the San Francisco Health Network (SFHN), which includes San Francisco General Hospital (SFGH), Laguna Honda Hospital (LHH), and Ambulatory Care Services (includes Jail Health Services, Primary Care, Whole Person Integrated Care, Maternal Child Adolescent Health, HIV Health Services) a continuous, reliable source of intermittent, supplemental, and travel nursing personnel to backfill staffing in times of staffing challenges. Reasons for staffing challenges may include patient census surge and backfilling nursing vacancies and leaves of absence. We must have supplemental staffing to ensure the SFHN meets California State mandated nurse-to-patient staffing ratio requirements and ensure safe and high-quality patient care.	New	12 months
------------------------------	---------------	-------------	--	-----	-----------

June 1, 2026: Postponed to the meeting of June 15, 2026.

Speakers: My Lan Do Nguyen, Department of Public Health
Troy Williams, Department of Public Health
Nato Green, SEIU 1021
Luenna Kim, Department of Public Health
Carol Isen, Department of Human Resources

Action: Adopted the report and approved Personal Services Contract DHRPSC0006206 v 0.01 with the condition of the Department of Public Health shall continue their efforts to decrease the usage of the registry and shall provide at its regular meeting with the Union on an aggregate basis the reasons for registry usage; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 3 to 0)

(0066-26-4) Appeal by Isaac D. James Appealing the Disqualification for the H033 Captain - Emergency Medical Services Examination. (Item No. 11)

Speakers: Deana Kwan, Department of Human Resources
Isaac James, Appellant
Garreth Miller, San Francisco Fire Department
Anna Biasbas, Department of Human Resources

Action: Adopted the report and denied the appeal by Isaac D. James. (Vote of 3 to 0)

Public Comment on all matters pertaining to Item 14 including public comment on whether to hold Item 14 closed session. (Item No. 12)

None.

Vote on whether to hold Item 14 in closed session. (Item No. 13)

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

- (0067-23-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Pornthipa Rojanadechakul of the Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy. (Item No. 14)

Closed Session started at 3:54 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Commissioner Therese Lee, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Lavena Holmes, Civil Service Commission
Sarah Fabian, Office of the City Attorney
Anna Biasbas, Department of Human Resources
John Sears, Municipal Transportation Agency
Jade Moy, Municipal Transportation Agency
Anna Lee, Municipal Transportation Agency
Ammee Alvior, Municipal Transportation Agency
Pornthipa Rojanadechakul, Appellant (Virtual)
Preeti Grewal, Civil Service Commission
Shamika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission (Virtual)

September 18, 2023: The Civil Service Commission continued this item to a future meeting and moved to agendize the matter as a closed session for consideration by the Commission at a date to be determined after the appellant has been given the opportunity to review their EEO file at the Department of Human Resources.

June 1, 2026: Postponed to the meeting of June 15, 2026, at the request of the department.

Item # 14 Continued

Speakers: Jade Moy, Municipal Transportation Agency
John Sears, Municipal Transportation Agency
Pornthipa Rojanadechakul, Appellant (Virtual)

Action: Continued to the meeting of July 20, 2026, to give time to the department to meet with the appellant. (Vote 3 to 0)

(0096-24-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Rickey Bradley of the Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy. (Item No. 15)

June 1, 2026: Postponed to the meeting of June 15, 2026, at the request of the department.

Action: Postponed to a future meeting date that both the department and appellant are available. (Vote of 3 to 0)

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 14 in closed session (S.F. Admin. Code §67.12 (a)) - (Item No. 16)

The Commission reconvened in Open Session at 4:23 p.m.

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

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 17)

None.

ADJOURNMENT (Item No. 18)

4:26 p.m.