



# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

## CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

Refer to Civil Service Commission Procedure for Staff - Submission of  
Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Number: \_\_\_\_\_
2. For Civil Service Commission Meeting of: August 17, 2026
3. Check One:                      Ratification Agenda  
                                                 Consent Agenda                        X    
                                                 Regular Agenda  
                                                 Human Resources Director's Report
4. Subject: Report of Future Employment Restrictions and Probationary Releases for the period of  
July 1, 2025 to June 30, 2026
5. Recommendation: Adopt the report.
6. Report prepared by:    Giano Bito, Client Services Consulting Manager  
Telephone number:    (628) 652-0708
7. Notifications:    **(Attach a list of the person(s) to be notified in the format described in Civil  
Service Commission Procedure Number Two.)**
8. Reviewed and approved for Civil Service Commission Agenda:  
Human Resources Director: Anna Biasbas    Anna Biasbas on behalf of Carol Isen  
Date:    7/30/2026
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7  
above) along with the required copies of the report to:

**Executive Officer  
Civil Service Commission  
25 Van Ness Avenue, Suite 720  
San Francisco, CA 94102**

10. Receipt-stamp this form in the "CSC RECEIPT STAMP"  
box to the right using the time-stamp in the CSC Office.

Attachment

CSC-22 (11/97)

**CSC RECEIPT STAMP**

## **Notification List**

Report of Future Employment Restrictions and Probationary Releases for the period of July 1, 2025 to June 30, 2026

Carol Isen  
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## MEMORANDUM

**DATE:** August 6, 2026

**TO:** Honorable Civil Service Commission

**THROUGH:** Carol Isen  
Human Resources Director  
  
Anna Biasbas  
Employment Services Director

**FROM:** Shawn Sherburne, Assistant Director of Employment Services  
Giano Bito, Client Services Consulting Manager

**SUBJECT:** Report of Future Employment Restrictions and Probationary Releases for the period of July 1, 2025 to June 30, 2026

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### **Executive Summary**

This annual report is requested by the Civil Service Commission and provides updates on the City's total number of separations with future employment restrictions and the total number of probationary releases for the period of July 1, 2025 to June 30, 2026.

### **Separations with Future Employment Restrictions**

This report provides information on future employment restrictions for all City departments, excluding the Community College District, Trial Courts, Unified School District, Municipal Transportation Agency, and City employees designated as Peace Officers under Penal Code 830, for the period of July 1, 2025, through June 30, 2026 (Attachment A). The information also includes restrictions appealed to the Commission and the status of those appeals.

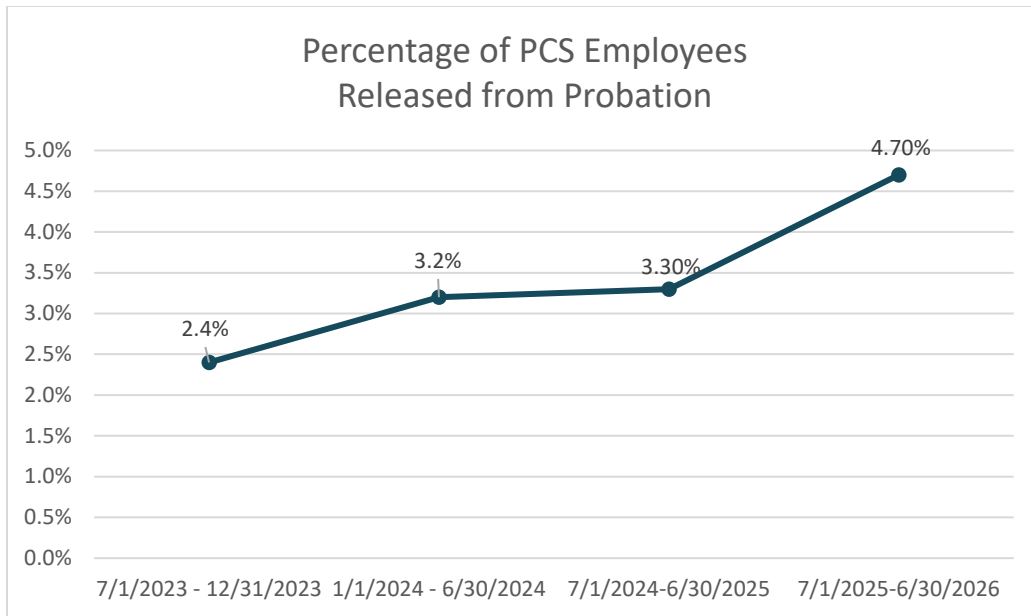
There was a total of 36 separations with future employment restrictions imposed. Of these, nine (9) appealed their restrictions to the Commission. Currently, three (3) appeals are pending a hearing, three (3) have been postponed, one (1) has been withdrawn, and two (2) have been denied.

### **Probationary Releases**

This report also provides information on probationary releases for the period of July 1, 2025 to June 30, 2026.

There was a total of 180 probationary releases out of 3,803 permanent civil service appointments during this period. This 4.7% release rate is included in the chart below along with a three-year trend of probationary releases.

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Of the 180 employees released from probation, nine (9) were released for disciplinary reasons and 171 were released for non-disciplinary reasons.

At its March 2023 meeting, Commissioners requested data on the job codes of individuals who were released from probation. This information is provided in Attachment B of this report. Please note that classifications with fewer than ten terminations during the reporting period have been aggregated to prevent potential disclosure of information that could identify an individual incumbent.

### **Recommendation**

Adopt the report.

### **Attachment**

Attachment A: Future Employment Restrictions from July 1, 2025 to June 30, 2026

Attachment B: Probationary Releases from July 1, 2025 to June 30, 2026

## ATTACHMENT A

### FUTURE EMPLOYMENT RESTRICTIONS IMPOSED BUT NOT APPEALED

| Department                      | Job Code | Appointment Type | Title                              | Effective Date | Restriction |
|---------------------------------|----------|------------------|------------------------------------|----------------|-------------|
| City Administrator              | 2578     | PCS              | Med Examiner's Investigator II     | 7/10/2025      | Citywide    |
| City Administrator              | 7334     | PCS              | Stationary Engineer                | 7/22/2025      | Citywide    |
| City Administrator              | 7308     | PCS              | Cable Splicer                      | 8/4/2025       | Citywide    |
| City Administrator              | 3370     | PCS              | Animal Care Attendant              | 10/14/2025     | Department  |
| City Administrator              | 7323     | PCS              | Heavy Duty Mechanic/Auto Machinist | 1/7/2026       | Citywide    |
| City Administrator              | 2578     | PCS              | Med Examiner's Investigator II     | 4/21/2026      | Department  |
| Airport Commission              | 7334     | PCS              | Stationary Engineer                | 8/18/2025      | Department  |
| Airport Commission              | 2708     | PCS              | Custodian                          | 3/6/2026       | Department  |
| Airport Commission              | 0923     | PCS              | Manager II                         | 4/11/2026      | Citywide    |
| Controller's Office             | 1054     | PCS              | Principal IS Business Analyst      | 3/23/2026      | Citywide    |
| Human Services Agency           | 2905     | PCS              | Senior Eligibility Worker          | 10/22/2025     | Citywide    |
| Juvenile Probation              | 8564     | PCS              | Counselor, Log Cabin Ranch         | 7/21/2025      | Citywide    |
| Juvenile Probation              | 8320     | PCS              | Counselor, Juvenile Hall           | 8/26/2025      | Department  |
| Public Health                   | 2320     | PCS              | Registered Nurse                   | 11/20/2025     | Department  |
| Public Health                   | 2320     | PCS              | Registered Nurse                   | 1/14/2026      | Department  |
| Public Health                   | 2586     | PCS              | Health Worker II                   | 1/29/2026      | Citywide    |
| Public Health                   | 2320     | PCS              | Registered Nurse                   | 4/7/2026       | Citywide    |
| Public Health                   | 7524     | TEX              | Institution Utility Worker         | 5/12/2026      | Citywide    |
| Public Health                   | 2320     | PCS              | Registered Nurse                   | 5/14/2026      | Citywide    |
| Public Health                   | 2320     | PCS              | Registered Nurse                   | 5/27/2026      | Department  |
| Public Health                   | 2932     | PCS              | Senior Behavioral Health Clinician | 6/17/2026      | Citywide    |
| Public Works                    | 9916     | TEX              | Public Service Aide - Public Works | 7/1/2025       | Department  |
| Public Works                    | 9916     | TEX              | Public Service Aide - Public Works | 11/26/2025     | Citywide    |
| Public Works                    | 3434     | TPV              | Arborist Technician                | 4/13/2026      | Citywide    |
| Public Works                    | 7215     | PCS              | General Laborer Supervisor I       | 4/16/2026      | Citywide    |
| Recreation and Parks            | 2708     | PCS              | Custodian                          | 4/20/2026      | Department  |
| San Francisco Police Department | 0933     | PCS              | Manager V                          | 5/27/2026      | Citywide    |

### FUTURE EMPLOYMENT RESTRICTIONS APPEALED

| Department                  | Job Code | Appointment Type | Title                    | Effective Date | Restriction | Status           |
|-----------------------------|----------|------------------|--------------------------|----------------|-------------|------------------|
| Airport Commission          | 2708     | PCS              | Custodian                | 8/15/2025      | Citywide    | Appeal Denied    |
| Airport Commission          | 2708     | PCS              | Custodian                | 5/9/2026       | Citywide    | Appeal Pending   |
| Public Works                | 7514     | PCS              | General Laborer          | 7/2/2025       | Citywide    | Appeal Postponed |
| Public Works                | 7514     | PCS              | General Laborer          | 10/8/2025      | Department  | Appeal Denied    |
| Public Works                | 3435     | TPV              | Urban Forestry Inspector | 1/28/2026      | Citywide    | Appeal Postponed |
| Public Works                | 3417     | PCS              | Gardener                 | 6/10/2026      | Citywide    | Appeal Pending   |
| Public Utilities Commission | 5241     | PCS              | Engineer                 | 1/21/2026      | Citywide    | Appeal Postponed |
| Recreation and Parks        | 3283     | PEX              | Recreation Specialist    | 10/11/2025     | Citywide    | Appeal Withdrawn |
| Recreation and Parks        | 3286     | PCS              | Recreation Coordinator   | 4/14/2026      | Citywide    | Appeal Pending   |

## ATTACHMENT B

### Probationary Releases from July 1, 2025 to June 30, 2026

| Row Labels                            | Count of Job Code |
|---------------------------------------|-------------------|
| 0923 Manager II                       | 2                 |
| 0941 Manager VI                       | 1                 |
| 1241 Human Resources Analyst          | 2                 |
| 1244 Senior Human Resources Analyst   | 1                 |
| 1406 Senior Clerk                     | 3                 |
| 1822 Administrative Analyst           | 2                 |
| 1824 Principal Administrative Analyst | 1                 |
| 2303 Certified Nursing Assistant      | 8                 |
| 2312 Licensed Vocational Nurse        | 3                 |
| 2320 Registered Nurse                 | 9                 |
| 2328 Nurse Practitioner               | 1                 |
| 2586 Health Worker II                 | 2                 |
| 2708 Custodian                        | 2                 |
| 2905 HSA Sr Eligibility Worker        | 12                |
| 2930 Behavioral Health Clinician      | 1                 |
| 2940 Protective Services Worker       | 2                 |
| 3417 Gardener                         | 7                 |
| 7334 Stationary Engineer              | 4                 |
| 7355 Truck Driver                     | 1                 |
| 7514 General Laborer                  | 5                 |
| 8202 Security Guard                   | 1                 |
| 8238 Public Safety Comm Disp          | 16                |
| 8302 Deputy Sheriff I                 | 5                 |
| 8504 Deputy Sheriff (SFERS)           | 3                 |
| H002 Firefighter                      | 4                 |
| H003 EMT/Paramedic/Firefighter        | 7                 |
| Q002 Police Officer                   | 37                |
| Q004 Police Officer III               | 1                 |
| Other                                 | 37                |
| <b>Grand Total</b>                    | <b>180</b>        |