

From: [Elias Georgopoulos](#)
To: [Eng, Sandra \(CSC\)](#)
Cc: [Holmes, Lavena \(CSC\)](#); [Gordon, Mika \(CSC\)](#); [Aldana, Elizabeth \(CSC\)](#); [CivilService, Civil \(CSC\)](#)
Subject: Re: Civil Service Commission Notice of Action - July 20, 2026
Date: Wednesday, August 12, 2026 6:13:39 PM
Attachments: [image002.png](#)
[image003.png](#)

Dear Ms. Eng and Members of the Civil Service Commission,

I have read the latest response concerning my July 20, 2026 hearing. At this point, I need to say plainly what I think about what occurred and about this entire process.

I am profoundly disappointed in the San Francisco Civil Service Commission and in the manner in which my appeal was handled.

Sandra, I spoke with you specifically about the process I needed to follow. I relied upon the guidance I was given regarding proceeding through the SFMTA Internal Investigations process and ultimately bringing my concerns before the Civil Service Commission. I followed that process because I believed that once I finally reached the Commission, I would have a meaningful opportunity to present the underlying facts concerning the retaliation I alleged, my protected activity, the recruitment process, and the evidence I had spent considerable time obtaining and organizing.

Instead, when I finally appeared before the Commission, I was essentially told that I had presented the wrong case.

I find that completely unacceptable.

I raised this issue during the hearing, and I have raised it again afterward. Yet your responses have failed to meaningfully acknowledge or address my central concern: **I believe I was steered through a process and then penalized for following the very process I understood I had been instructed to follow.**

I spent an enormous amount of time preparing my evidence and presentation. This was not a game to me. This concerned my career, my reputation, and what I believe was retaliation following my participation in protected activity.

I also remain deeply troubled by the atmosphere of the hearing itself.

The Deputy City Attorney sat with the Commission and advised the

Commissioners that they could consider only the narrow matter before them. While I understand that commissions may receive legal advice, as the individual challenging actions of a City department, the entire arrangement created an appearance of institutional imbalance that I found disturbing.

I came before what I believed was supposed to be an independent Civil Service Commission, yet I walked away feeling that I was facing another part of the same City structure I was asking the Commission to independently scrutinize.

That experience has seriously damaged my confidence in this process.

I believe what I witnessed was classic City politics and institutional protection. From my perspective, there appeared to be far greater interest in sustaining the SFMTA's position than in seriously confronting the evidence I presented or questioning how this recruitment process was handled.

I also came away from the hearing with the strong impression that several Commissioners had already reached their conclusions. There was remarkably little questioning of the serious issues I raised.

There was, however, one notable exception.

One Commissioner was willing to question the City's position, raise concerns regarding the five-year criterion, examine the evidence differently, and ultimately vote against sustaining the Transportation Director's determination.

The vote was therefore **not unanimous**.

I sincerely appreciate that Commissioner for demonstrating the independence that I expected from the entire Commission. His willingness to ask questions and ultimately cast a dissenting vote demonstrated that the issues I presented were not so insignificant or obvious that reasonable people could not view them differently.

What happened to me is disturbing and alarming.

After nearly twenty-four years of service to the City and County of San Francisco, I expected better from an institution whose very purpose should include protecting the integrity and fairness of the Civil Service system.

Instead, I walked away feeling failed by that institution.

I will not remain silent about my experience.

I intend to speak publicly about what occurred, the process I was instructed to follow, the manner in which my appeal was handled, the involvement of the City Attorney's Office during the hearing, the lack of meaningful questioning that I witnessed, and the fact that one Commissioner was willing to break from the majority and vote against sustaining the SFMTA's determination.

The public has a right to know how these processes actually operate when an individual comes before a City commission alleging wrongdoing by another City agency.

I am not writing this because I expect the Commission to change its vote. I am writing it because I believe what occurred was wrong, and I want my profound disappointment formally communicated to every member of this Commission.

Sandra, I am particularly disappointed that despite my repeatedly raising the fact that I believe I was misled regarding how I was supposed to present my appeal, you have still not meaningfully addressed that concern.

That speaks volumes to me.

I expected independence. I expected meaningful scrutiny. I expected fairness.

I did not experience those things on July 20, 2026.

I will not tolerate being dismissed or silenced, and I will not simply walk away pretending that what happened was acceptable.

Regarding my request for the record of the July 20, 2026 hearing, I want to be clear that I do want the audio recording and transcript. I am willing to sign the Request and Waiver Regarding Confidentiality of Closed Session Proceedings and to pay the applicable costs for transcription. Please process my request and provide these materials as soon as they become available. These records remain important to me, and nothing in this correspondence should be interpreted as withdrawing or modifying my request for them.

Respectfully,

Elias Georgopoulos

On Aug 12, 2026, at 5:53 PM, Eng, Sandra (CSC) <sandra.eng@sfgov.org> wrote:

Dear Elias Georgopoulos,

At the Civil Service Commission Meeting of July 20, 2026, the hearing of your appeal 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 was heard in closed session. The Commission denied your appeal and voted not to disclose any discussions in closed session.

In response to your request to obtain the audio recording of the July 20, 2026 Civil Service Commission hearing of your appeal and any transcript of the hearing, our office will need your signature on the Request and Waiver Regarding Confidentiality of Closed Session Proceedings Form. (attached) We will present your waiver to the Civil Service Commission. If the Commission votes **to disclose** any discussions in closed session which makes the hearing and discussion available to the public, we can then arrange for transcripts of the hearing. The appellant is responsible for paying for the transcription.

Thank you for your attention to this matter.

Sincerely,

Sandra Eng



<!--[if !vml]--> <!--[endif]--> **Sandra Eng (she, her)**
Executive Director
Civil Service Commission
25 Van Ness Avenue | Suite 720 | San Francisco | CA | 94102
628-652-1100 Main | sandra.eng@sfgov.org



[<image004.png>](#)

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From: Elias Georgopoulos [REDACTED]
Sent: Thursday, July 30, 2026 8:28 PM
To: Eng, Sandra (CSC) <sandra.eng@sfgov.org>
Cc: Holmes, Lavena (CSC) <lavena.holmes@sfgov.org>; Gordon, Mika (CSC) <shamika.gordon@sfgov.org>; Aldana, Elizabeth (CSC) <elizabeth.aldana@sfgov.org>
Subject: Re: Civil Service Commission Notice of Action - July 20, 2026

Dear Ms. Eng, Ms. Holmes, Ms. Gordon, and Commissioners,

Thank you for acknowledging receipt of my request and for advising me that the Commission is invoking a 14-day extension to respond.

I appreciate your response. However, I want to express my concern regarding the process that has led to this point.

During my July 20, 2026 appeal hearing, I stated that I believed I had been misinformed regarding the scope and procedure of my appeal. As a result, I structured my presentation differently than I otherwise would have. I respectfully believe this affected my ability to fully present the issues I intended to raise before the Commission.

The Notice of Action issued by the Commission does not address that concern or explain whether the Commission considered it in reaching its decision.

My request for the complete administrative record is not simply to obtain documents. It is to understand the basis for the Commission's decision and to determine whether the proceedings complied with applicable procedures and afforded me a full and fair opportunity to be heard.

I respectfully ask that the Commission preserve the complete administrative record while my request is pending, including the

hearing audio, agenda packets, exhibits, staff materials, and any records that formed the basis of the Commission's decision.

I look forward to receiving the requested records within the extended response period and appreciate your attention to this matter.

Respectfully,

Elias Georgopoulos

On Jul 30, 2026, at 4:58 PM, Eng, Sandra (CSC)

<sandra.eng@sfgov.org> wrote:

Dear Elias Georgopoulos,

This is to acknowledge receipt of your request and to invoke a 14-day extension to respond to your request.

Sincerely,

Sandra Eng

<image002.jpg>

Sandra Eng (she, her)

Executive Director

Civil Service Commission

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

628-652-1100 Main | sandra.eng@sfgov.org

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communication.

From: Holmes, Lavena (CSC) <lavena.holmes@sfgov.org>
Sent: Friday, July 24, 2026 1:49 PM
To: Elias Georgopoulos <[REDACTED]>; Gordon, Mika (CSC) <shamika.gordon@sfgov.org>
Cc: Eng, Sandra (CSC) <sandra.eng@sfgov.org>; Aldana, Elizabeth (CSC) <elizabeth.aldana@sfgov.org>
Subject: RE: Civil Service Commission Notice of Action - July 20, 2026

Hello Elias Georgeopolous,

Thank you for your communication and for restating the your request sent after your hearing earlier this week. Mika Gordon sends the notices of commission action as a matter of course after each meeting. The notice you received today was not in response to your request. I acknowledged your request earlier this week and you will receive a response from either Executive Officer Eng or me when we have information to share. I am going on vacation shortly and Sandra returns midweek. We will be in touch. Thank you and have a pleasant weekend.

All the best,
Lavena

"Upholding Merit, Advancing Equity"

<image001.jpg>

Lavena Holmes (she, her), SHRM-SCP

Deputy Director

Civil Service Commission

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

628-652-1100 Main | lavena.holmes@sfgov.org

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From: Elias Georgopoulos [REDACTED] >
Sent: Friday, July 24, 2026 1:34 PM
To: Gordon, Mika (CSC) <shamika.gordon@sfgov.org>
Cc: Holmes, Lavena (CSC) <lavena.holmes@sfgov.org>; Eng, Sandra (CSC) <sandra.eng@sfgov.org>; Aldana, Elizabeth (CSC) <elizabeth.aldana@sfgov.org>
Subject: Re: Civil Service Commission Notice of Action - July 20, 2026

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Dear Ms. Gordon and Ms. Holmes,

Thank you for providing the Civil Service Commission's Notice of Decision regarding my appeal.

I appreciate your assistance throughout this process.

However, my understanding from our prior communications was that I would also be receiving the complete administrative record and related hearing materials. At this time, I have only received the one-page Notice of Decision.

To ensure that I can fully evaluate the Commission's decision and preserve any rights to judicial review, I respectfully request the complete administrative record considered by the Civil Service Commission in connection with my appeal, including, but not limited to:

1. The audio recording of the July 20, 2026 Civil Service Commission hearing.
2. Any transcript of the hearing, if one exists.
3. The Commissioners' agenda packet and all materials provided to the Commissioners before the hearing.
4. All exhibits admitted or considered during the hearing.
5. The complete staff report, including all

attachments and supporting documents.

6. Any written findings, memoranda, recommendations, or internal documents adopted or relied upon by the Commission.
7. The meeting minutes, or draft minutes if the final minutes have not yet been approved.
8. Any written communications or memoranda distributed to the Commissioners regarding my appeal before or after the hearing.
9. Any documents reflecting the Commission's vote, deliberations, or official action to the extent they are part of the administrative record.

In addition, during the hearing, I was advised that the Commission's review was limited to the Department of Human Resources Internal Investigations report. Because this procedural limitation significantly affected the manner in which I presented my appeal, I respectfully request copies of any rules, policies, procedures, memoranda, or legal authority relied upon by the Commission in determining the scope of the appeal.

If any portion of the administrative record is being withheld, redacted, or is not yet available, I respectfully request that you identify the specific records being withheld and the legal basis for doing so, as well as the anticipated date they will be available.

Because the Notice of Decision references judicial review under Code of Civil Procedure section 1094.5, I would appreciate receiving these materials as soon as reasonably possible so that I may fully evaluate my legal rights and any applicable deadlines.

Thank you for your time and assistance. I look forward to your response.

Respectfully,

Elias Georgopoulos

[REDACTED]

[REDACTED]

On Jul 24, 2026, at 12:57 PM, Gordon, Mika (CSC)
<shamika.gordon@sfgov.org> wrote:

Dear Elias Georgopoulos,

Please find the attached **Civil Service Commission
Notice of Action** reflecting the actions taken by the
Commission at its meeting of **July 20, 2026**. This serves
as formal notification; you will not receive a hard copy
via U.S. mail or inter-office mail. Thank you

Sincerely,

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<07-20-26 ACTN Elias Georgopoulos.pdf>

<Waiver and Release re Confidentiality form.pdf>