



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

**DANIEL LURIE
MAYOR**

Date: October 20, 2025

To: Civil Service Commission

From: Sandra Eng
Executive Officer

Subject: **Year-End Report on the Civil Service Commission's Activities and Achievements
for Fiscal Year 2024-25**

The following is a summary report on the activities of the Civil Service Commission (Commission or Department) in Fiscal Year 2024-2025 period covering July 1, 2024, through June 30, 2025.

Background

The Civil Service Commission continued with hybrid meetings to allow flexibility for departments who have selected representatives who may be unable to attend the meeting in-person and to allow employees, unions, and the public to listen to the meeting live. During this fiscal year, the Commission no longer read aloud emailed public comment submissions at Commission meetings and the Commission now has the flexibility to hear individual personnel matters in closed sessions on a case by case.

Staffing

After over 16 years of service, our 1244 Senior Human Resources Analyst retired from the Civil Service Commission in November 2024. Within a few months, our new 1244 Senior Human Resources Analyst transferred to our department in January 2025. In March 2025, most of the staff returned to working in the office 4 days/week with the flexibility of telecommuting when necessary.

The department was fortunate to participate in the Opportunities for All Program and had the pleasure of hosting one (1) college summer intern for six (6) weeks. Catherine Perez Cruz of San Francisco State University, majoring in Political Science returned for a second summer with the Civil Service Commission and offered great contribution during her time with us.

Budget

The Department is funded for six full-time equivalent (FTE) positions. Due to the brief vacancy of the 1244 Senior Human Resources Analyst position, we were able to achieve a small amount

of salary savings in the budget for the fiscal year. However, the Mayor's Office required 15% in ongoing reductions beginning in fiscal year 2025-26. If we were to remove the highest line items in our budget of services from other departments that include work orders with Real Estate (provides CSC office allocation), the City Attorney's Office (provides confidential and privileged guidance to the Civil Service Commission and management staff), and the Department of Human Resources (provides employment services guidance and support to all City departments including the CSC), it would be insufficient to reduce the budget by 15%. A 15% reduction would require the removal of at least one full-time employee in an already resource depleted department. Civil Service Commission services mandated by Charter such as inspection service requests, processing appeals, advising departments, responding to employees, applicants, unions, and the public regarding hiring processes, proposing rule amendments to expedite hiring and expanding equity, developing pathways for career growth, training managers and human resources staff to ensure compliance while encouraging staff development and expanding racial equity would have been affected tremendously by staff reduction.

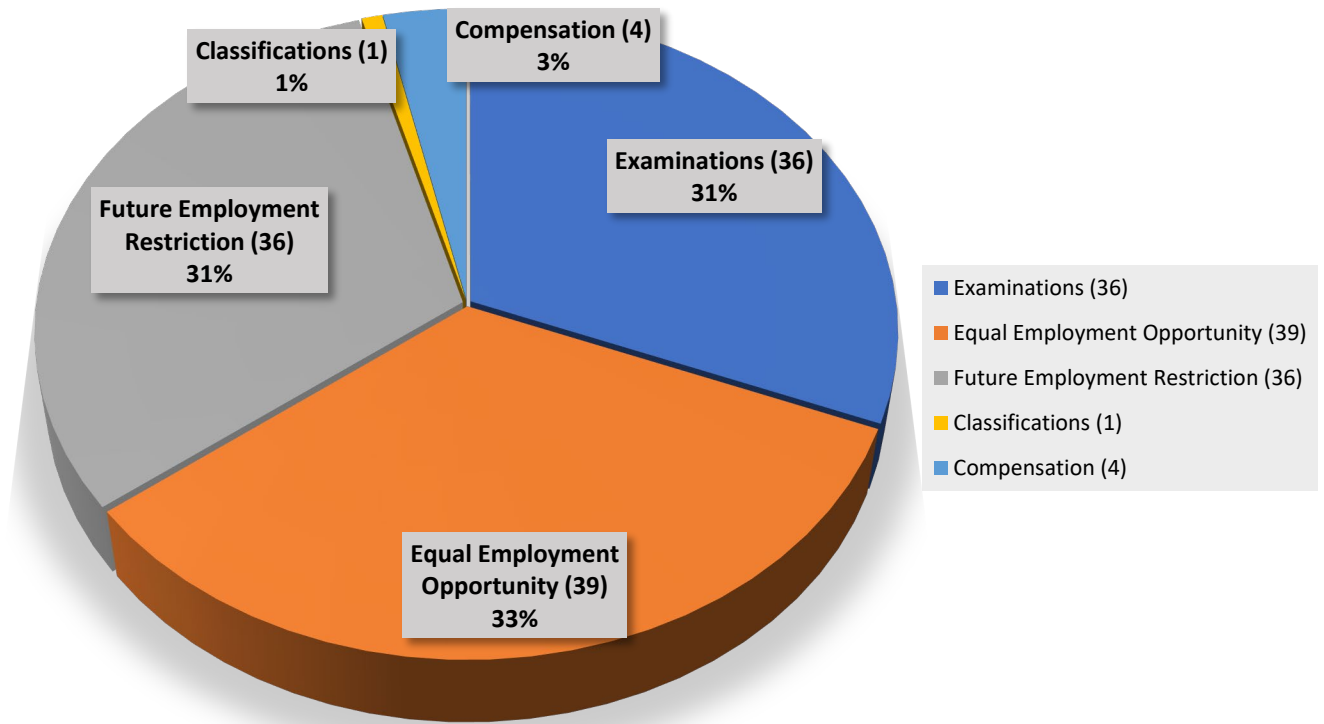
Adjustments were made to the proposed budget reflecting the elimination of a single position to meet the Mayor's directive. The Deputy Director scheduled a meeting with the new Chief of Staff, Staci Slaughter, as an opportunity for Chief Slaughter to meet the President and Vice-President of the Commission along with the Commission's senior staff and learn of the department's 125-years of merit system oversight in the City and County of San Francisco and our unique contributions to fair, equitable and transparent city governance. A presentation for the Board of Supervisors Budget Committee was also developed and delivered during the budget hearings to demonstrate the significant impact to the department and how the loss of even one position would severely impact the staff's ability to accomplish the work of the Commission. Fortunately, as the result of our efforts and the recognition of the department's importance and small budget, the position identified for elimination was ultimately saved and the necessary upgrade for our 1426 clerk position, which has assumed additional fiscal and procurement duties was approved. An additional advantage that we were able to achieve without an increase in budget was direct support from the Department of Technology. With their direct support we have been able to receive newish laptops and docking stations at our desks so that our workstations are mobile and we have also implemented commission meeting material through SharePoint, removing it from Dropbox to keep proprietary information secure.

Appeals and Hearings

The Commission received a total of 79 new appeals and requests for hearings in Fiscal Year 2024-2025, in addition to the 37 active unresolved appeals that were carried over from the previous fiscal year. This is a 10% increase in appeals submitted to the Commission. (Attachment B)

The Commission resolved 27 of the 36 examination appeals representing 75%. The Commission passed the performance measure goal of resolving 60% of the examination appeals within 60 days.

Appeals Log Year End Report Fiscal Year 2024-2025



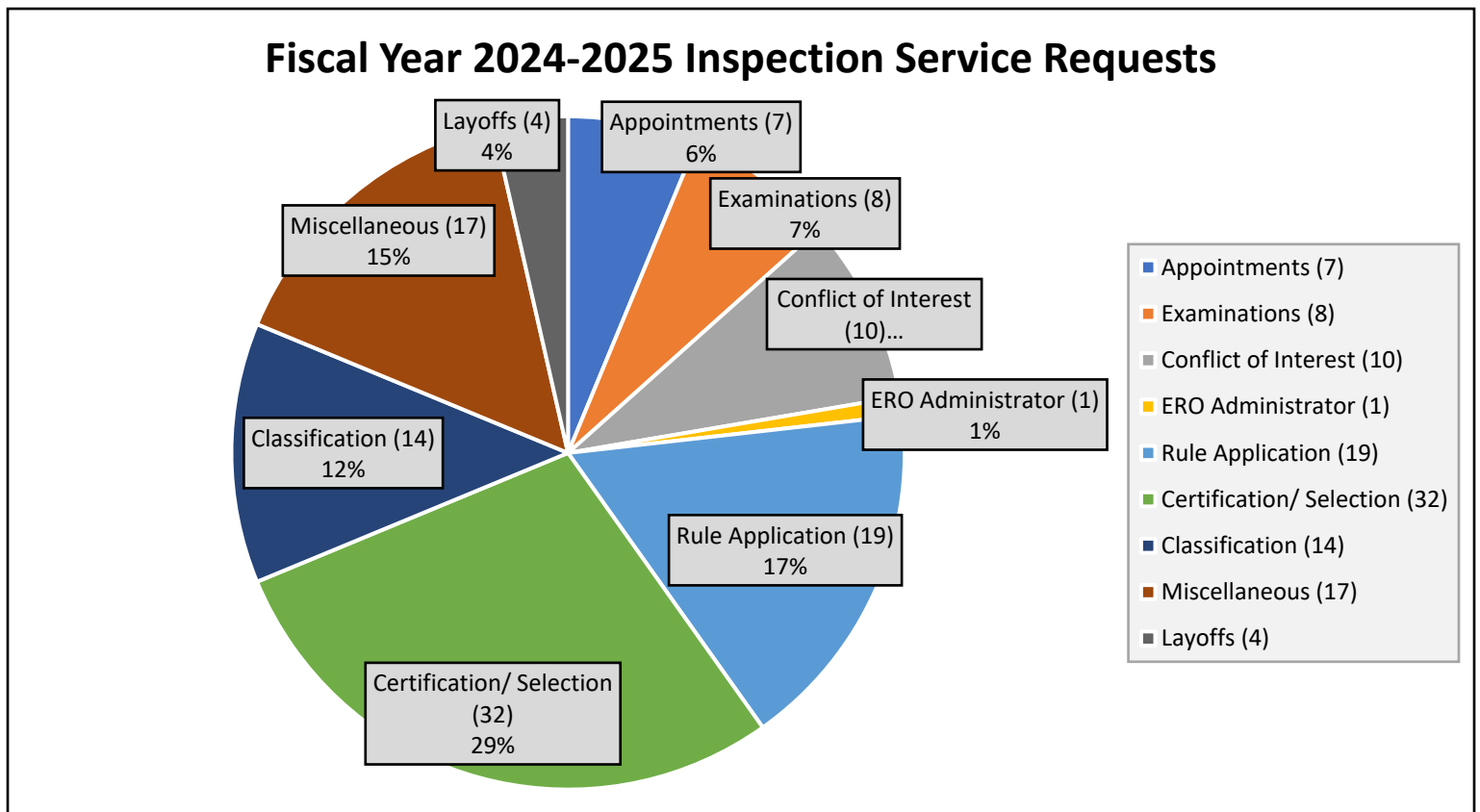
The Commission heard and/or resolved 18 of the 39 equal employment opportunity appeals representing 46%. The Commission did not reach the performance measure goal of resolving 60% of the equal employment opportunity appeals, due to litigation, grievances, arbitration, settlement agreements, and DHR EEO requests for further investigations. The Commission heard or resolved 14 of the 36 requests for hearing on future employment restrictions representing 48%. The Commission did not reach the performance measure goal of resolving 60% of the requests for hearing on future employment restrictions due to litigation, grievances, arbitration or pending settlement agreements.

The Commission heard and/or resolved 5 of the 5 appeals regarding other matters representing 100%. The Commission passed the performance measure goal of resolving 60% of appeals regarding other matters.

Inspection Service Requests

In Fiscal Year 2024-2025, the Commission received a total of 112 Inspection Service Requests from employees, labor representatives, job applicants/candidates, anonymous individuals, and members of the public. (Attachment C). Commission staff resolved 76% (86 out of 112) of the Inspection Service Requests within 60 days, which surpassed our goal of 70%. Commission staff

resolved the total number of 92 out of 112 (82%) inspection service requests. The Commission staff surpassed the goal of completing 70% of inspection service requests. Please note that 31 (28%) of the inspection service requests were received in the last 2 months of the fiscal year. In Fiscal Year 2024-2025, staff found that complaints included favoritism, nepotism, appointees not meeting the minimum qualifications, order of layoff, probationary periods, reversion rights, out-of-class assignments, status grant, disqualification after appointment to the position, leaves of absence, and employee personnel files. The following chart summarizes the reviews.



Rule Amendments, Policies, and Procedures

Rule Amendments

Proposing rule amendments include reviewing recent changes in law, hiring patterns and challenges through appeals and inspection service requests, listening to concerns from employees, departmental human resources management and unions, and meeting with subject matter experts from the Department of Human Resources (DHR) and the Municipal Transportation Agency (MTA). If proposed amendments are approved by the Commission for public posting, DHR, MTA, and Commission management conduct meetings with interested stakeholders and

union representatives. After the questions have been answered and if there are no changes to the proposed amendments, the Executive Officer, DHR, and MTA return to the Commission for adoption of the rule amendments.

Due to updates and a review of the state and federal laws, the Commission amended Rule Series 020 Leaves of Absence on Bereavement Leave, Reproduction Loss Leave, and Military Leave in all four volumes to align with the laws.

The Commission adopted rule amendments to Volume II Uniformed Ranks of the Police Department Rule 213.2.1 and Volume III Uniformed Ranks of the Fire Department Rule 313.2.1 Certification of Eligibles – Including Secondary Criteria to reduce the time to hire for classifications with high vacancies and turnover rates. For many years secondary criteria was utilized by the Police and Fire Departments to provide a selection procedure that includes identifying candidates with comparable knowledge, skills and abilities; ensures compliance with federal, state and local anti-discrimination laws; and enables the Chief of the Department to select the best-qualified candidate. By placing this requirement in the Rules, the departments are no longer required to obtain Commission approval to use secondary criteria in advance of posting the examination announcement.

To modernize and expedite the hiring process for permanent civil service positions, the Commission adopted the following Civil Service Commission Rule Series Amendments for Volumes I-IV: 02 Definitions, 09 Position Classifications, 013 Certification of Eligibles, Rule 014 Appointments, 020 Leaves of Absence, and 021 Layoff for the following changes:

- Civil Service seniority dates for new appointments are determined by appointment date.
- Expanding the certification rule to Rule of the List for continuous eligible lists and entrance level examinations.

Due to the Department of Human Resources decision to remove de-identification from the hiring process in December 2024, the Executive Officer proposed amendments to remove de-identification from the Civil Service Commission Rules at the meetings of March 3, 2025, and June 2, 2025. Although the Commission approved the posting of the proposed amendments and the City has completed the meetings with the unions, the proposed rule amendments were adopted in the new fiscal year on August 11, 2025.

Civil Service Advisers

Through inspection service requests, CSC staff discovered a pattern of departments not verifying selected candidates met the minimum qualifications and/or special conditions of their position prior to appointment, particularly for internal candidates. DHR policy requires departments to verify that appointees meet the minimum qualifications once a conditional job offer is given and accepted. The practice of completing the required verification at the point of conditional offer has not been consistent citywide. In response to these findings, Commission staff updated

and re-issued three Civil Service Advisers to provide guidance to departmental HR staff and clarify the importance of verifying minimum qualifications. Additionally, there were findings of appointees who had difficulty obtaining employment verification from outside employers. In several instances, appointees worked for outside employers several years ago and the business either closed or kept no record of employment making it impossible to obtain verification. Internal candidates also experienced issues with obtaining verification because they were not receiving regular annual performance appraisals to validate their work experience. The Civil Service Adviser on minimum qualifications was created to define contemporaneous and non-contemporaneous documentation and how it can be used in certain circumstances to provide verification and validation for applicants and appointees to demonstrate they meet the minimum qualifications. Civil Service Advisers on Seniority, Out-of-Class Assignments, and Minimum Qualifications, and Contemporaneous/Non-Contemporaneous Documentation were adopted by the Commission on February 3, 2025.

Training

Twenty (20) trainings were conducted on application of merit system principles, appealable matters, preparing and presenting staff reports, responding to inspection service requests, personal service contracts, role of the Civil Service Commission, applicability of the Civil Service Commission Rules and policies, and the ability to expand equity within the Rules for the following departments, unions, and groups: Department of Public Health, Department of Public Works, San Francisco International Airport, Public Utilities Commission, Municipal Transportation Agency, Recreation and Parks Department, Office of Racial Equity and Citywide Racial Equity Leaders, Service Employees International Union 1021, Transport Workers Union Local 200, personal service contract coordinators and hiring managers of various departments. Stakeholders have a much better understanding of the role of the Commission, the purpose of the merit system, and departments already have the ability to expedite hiring and expand equity in the hiring process.

Setting of Salary and Benefits for Elected Officials and Members of the Board of Supervisors

The Commission sets the salary and benefits of all Elected Officials, including members of the Board of Supervisors of the City and County of San Francisco in accordance with the Charter Section A8.409-1 and Section 2.100.

At the Civil Service Commission meeting on June 2, 2025, the Commission had for its consideration the annual salary adjustment for the 4th year of the 5-year cycle for Elected Officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff) in accordance with Charter Section A8.409-1 for Fiscal Year 2025-2026 effective July 1, 2025. The Commission voted to approve a 2.9% salary increase for the Elected Officials effective July 1, 2025, for the Fiscal Year 2025-2026 budget.

At the Civil Service Commission meeting on June 2, 2025, the Commission had for its consideration the annual salary adjustment for the 2nd of the 5-year cycle for Members of the Board of Supervisors for the five-year cycle effective July 1, 2025, in accordance with Charter Section 2.100 commencing Fiscal Year 2025-2026. The Commission voted to approve 2.9% increase for the Members of the Board of Supervisors for the Fiscal Year 2025-2026 budget.

Merit System Audit Program

All candidates selected for permanent civil service, provisional, and exempt appointments must meet the minimum qualifications for the jobs to which they are appointed. It is the City's policy that employment verification for all applicants be completed by departmental Human Resources professionals prior to an offer of employment with the City and County of San Francisco. This means that prior to extending an employment offer, or processing a candidate's appointment, hiring departments are required to verify information provided by the applicant regarding their qualifying experience and education, licenses, certifications, etc. Throughout the fiscal year, the Commission receives numerous complaints alleging that appointees do not meet the required qualifications for the position to which they are appointed.

Therefore, for FY 2025 the Commission focused on reviewing the selection and appointment practices for thirteen (13) management recruitments conducted by various City departments to assess the department's compliance with applicable Charter provisions, Commission Rules, and merit system policies and procedures. Specifically, the requirement to verify information provided by the applicant regarding their qualifying experience, education, licenses, and certifications.

A total of thirteen (13) audits were conducted from selected departments for compliance with obtaining verification of qualifying education and experience, for the appointees selected to fill temporary exempt or permanent exempt management positions. Commission staff audited the following departments: Human Services Agency, Department of Public Works, Public Utilities Commission, Recreation and Park Department, Department of Public Health, Department of Homelessness & Supportive Housing, Controller's Office, Airport Commission, Department of Children, Youth and Their Families, and Arts Commission.

Recommendation: Adopt the report.

Attachments:

Attachment A: Fiscal Year 2024-2025 Appeals Log

Attachment B: Fiscal Year 2024-2025 Inspection Service Requests

ATTACHMENT A

Register No.	Type	Subject	Date Received	Date Trans	Referred To	Dept.	Tentative Hearing Date	Staff Report Due Date	Resolved On	Resolution No.	Confirmed Hearing Date	Staff Report Received	Postponement Request	Grievance Arbitration Litigation Settlement Agreement
0125-23-4	4	Gregg Adam, Attorney on behalf of Daniel Csaneros, appealing the disqualification of their application for Class 8434/8534 Supervising Adult Probation Officer.	06/06/23	06/08/23	C. Isen J. Buick K. Howard A. Blasbas D. Johnson M. Nieve	ADP	08/21/23	08/10/23					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0128-25-4	4	Appealing the minimum qualifications for Class 8239 Public Safety Communications Supervisor	05/28/25	05/29/25	C. Isen J. Buick L. Pigula K. Kesler	DEM	08/18/25	08/07/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0084-25-4	4	Appealing the disqualification of the 2119 - Health Care Analyst Examination	04/17/25	04/23/25	C. Isen A. Blasbas J. Buick S. Dewolfe L. Kim J. Kraus L. Pigula	DPH	07/07/25	06/26/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0123-23-4	4	Gregg Adam, Attorney on behalf of Nizon Lazaro, appealing the disqualification of their application for Class 8434/8534 Supervising Adult Probation Officer.	06/06/23	06/08/23	C. Isen J. Buick K. Howard A. Blasbas D. Johnson M. Nieve	ADP	08/21/23	08/10/23					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0099-25-4	4	Appealing the disqualification for the 8312 - Sheriff's Captain and 8512 - Sheriff's Captain (SFERS) examination.	05/09/25	05/09/25	C. Isen J. Buick A. Blasbas L. Pigula J. Kraus	SHF	07/21/25	07/10/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0133-25-4	4	Appealing the disqualification of the 1842 - Management Assistant and 1844 - Senior Management Assistant position.	06/06/25	06/10/25	C. Isen A. Blasbas J. Buick J. Kraus L. Pigula	DHR	09/15/25	09/04/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	
0147-25-4	4	Appealing the disqualification of the 7329-Electronic Maintenance Technician Assistant Supervisor examination.	06/16/25	06/17/25	J. Kirschbaum K. Ackerman W. Miles S. Neith	MTA	09/15/25	09/04/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0091-25-4	4	Appealing the Department of Human Resources denial of requested accommodation for the Q50 Sergeant Examination.	04/28/25	04/29/25	C. Isen A. Blasbas J. Lo J. Buick	POL	07/21/25	07/10/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0210-24-10	4	Appealing the Civil Service Commission Executive Director Decision on closing an untimely appeal	10/23/24	10/29/24	S. Eng	CSC	02/03/25	01/23/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0221-23-6	6	Appealing the Department of Human Resources offer of settlement regarding their EEO Complaint.	10/13/23	10/19/23	C. Isen J. Buick K. Howard A. Martinez J. Burke	PUC	02/05/24	01/25/24					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0096-24-6	6	Appealing the Municipal Transportation Agency decision on EEO complaint.	05/08/24	05/13/24	J. Tumlin MJ Johnson V. Harmon A. Martinez	MTA	07/15/24	07/03/24					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0206-24-6	6	Appealing the Human Resources Director's decision on EEO complaint.	10/07/24	10/11/24	C. Isen K. Howard A. Martinez L. Regier	LIB	12/02/24	11/21/24					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0156-24-6	6	Appealing the Human Resources Director's decision on EEO complaint	07/23/24	08/07/24	C. Isen J. Buick A. Martinez J. Burke J. Sanford P. Miyamoto K. Johnson J. Ramirez L. Bui	SHF	10/21/24	10/10/24					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0051-25-6	6	Appealing the Human Resources Director's decision on EEO complaint	03/17/25	03/19/25	J. Kirschbaum MJ Johnson S. Dines K. Ackerman V. Harmon	MTA	06/02/25	05/22/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0351-24-6	6	Appealing the Denial of Reasonable Accommodation Request	12/12/24	12/20/24	C. Isen A. Martinez J. Burke A. Romano	RET	03/17/25	03/06/25					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N

0126-24-6	6	Appealing the Municipal Transportation Agency decision on EEO complaint, EEO File No. HRC0003730.	05/17/24	06/24/24	J. Tumlin MJ Johnson V. Harmon A. Martinez	MTA	09/16/24	09/05/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0082-25-6	6	Appealing the Municipal Transportation Agency decision on EEO complaint.	04/16/25	04/18/25	J. Kirschbaum K. Ackerman M.J. Johnson	MTA	06/16/25	06/05/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0140-24-6	6	Appealing the Human Resources Director's determination regarding their EEO Complaint.	7/17/2024	7/19/2024	C. Isen L. Bul J. Buick J. Burke K. Howard K. Johnson A. Martinez P. Miyamoto J. Ramirez J. Sanford	SHF	10/7/2024	9/26/2024							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0132-23-6	6	Appealing the Human Resources Director's determination regarding their EEO Complaint.	06/20/23	06/21/23	C. Isen J. Buick K. Howard A. Martinez M. Tugbengh J. Bushong	FIR	09/18/23	09/07/23							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0017-24-6	6	Appealing the Human Resources Director's decision on EEP Complaint	01/18/24	01/19/24	C. Isen J. Buick A. Martinez J. Burke W. Macy R. Gardunio	PUC	03/21/24	04/01/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0081-25-6	6	Appealing the Municipal Transportation Agency decision on EEO complaint, EEO File No. HRC0004568.	04/03/25	04/18/25	C. Isen J. Buick J. Burke K. Hill A. Martinez	DPW	06/16/25	06/05/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0069-24-6	6	Appealing the Human Resources Director's decision on EEO complaint.	04/02/24	04/05/24	C. Isen K. Howard A. Martinez J. White	AAM	06/17/24	06/06/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0143-24-6	6	Appealing the Human Resources Director's decision on EEO complaint.	07/18/24	07/22/24	C. Isen L. Bul J. Buick J. Burke K. Howard K. Johnson A. Martinez P. Miyamoto J. Ramirez J. Sanford	SHF	10/07/24	09/26/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0059-25-6	6	Appealing the Human Resources Director's decision on EEO complaint.	03/21/25	03/25/25	C. Isen J. Buick J. Burke W. Macy A. Martinez	PUC	06/02/25	05/22/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0072-25-6	6	Appealing the Human Resources Director's decision on EEO complaint.	04/08/25	04/15/25	C. Isen J. Buick J. Burke L. Kim A. Martinez	DPH	06/16/25	06/25/05							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	
0208-24-6	6	Appealing the Municipal Transportation Agency decision on EEO discrimination complaint.	09/16/24	10/21/24	V. Harmon MJ. Johnson S. Dines J. Moy	MTA	01/06/25	12/26/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0067-23-6	6	Appealing the Director of Transportation's determination regarding their complaint of discrimination, DHR EEO File No. HRC 0002520	04/04/23	04/06/23	J. Tumlin MJ Johnson V. Harmon A. Martinez	MTA	07/03/23	06/29/23							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N

0067-24-6	6	Appealing the Human Resources Director's decision on EEO complaint	03/25/24		C. Isen K. Howard A. Martinez B. Houston	POL	06/17/24	06/06/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0018-19-6	6	Appealing the HR Director's decision to administratively close the harassment/discrimination complaint.	01/16/19	01/18/19	Callahan S. Gard L. Simon M. Valdez	DPH	04/01/19	03/21/19							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0141-24-6	6	Appealing the Human Resources Director's decision on EEO complaint	07/18/24	07/19/24	C. Isen J. Bulck J. Burke B. Houston A. Martinez W. Scott A. Worsham	POL	10/07/24	09/26/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0125-25-6	6	Appealing the Human Resources Director's decision on EEO complaint	05/21/25	06/03/25	C. Isen J. Bulck J. Burke K. Williams A. Martinez	HSA	08/18/25	08/07/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0047-25-7	7	Request for hearing on his future employability with the City & County of San Francisco	03/12/25	03/14/25	J. Kirschbaum K. Ackerman S. Dines D. Garcia R. Williams	MTA	05/19/25	05/08/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0179-23-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	9/8/2023	9/13/2023	C. Isen J. Bulck A. Blasbas K. Howard S. Sherburne S. Vaksberg R. DeWit	ADM	12/4/2023	11/22/2023							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0138-24-7	7	Requesting a hearing on her future employability with the City and County of San Francisco.	7/11/2024	7/16/2024	J. Tumlin K. Ackerman S. Dines D. Garcia I. Omokaro	MTA	10/7/2024	9/26/2024							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0149-25-7	7	Requesting a hearing on her future employability with the City and County of San Francisco.	6/17/2025	6/18/2025	C. Isen A. Blasbas J. Bulck S. Sherburne K. Hill	DPW	9/15/2025	9/4/2025							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0036-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco	2/22/2024	2/23/2024	J. Tumlin K. Ackerman S. Dines	MTA	5/6/2024	4/25/2024							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0195-24-7	7	Requesting a hearing on their future employment restrictions.	09/13/24	09/23/24	c. Isen J. Bulck A. Blasbas K. Howard S. Sherburne L. Kim	DPH	12/02/24	11/21/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0124-25-7	7	Requesting a hearing on their future employment restrictions.	05/23/25	05/28/25	C. Isen A. Blasbas J. Bulck S. Sherburne K. Hill	DPW	08/04/25	07/24/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0257-23-7	7	Requesting a hearing on their future employment restrictions.	12/28/23	12/28/23	C. Isen K. Howard S. Sherburne L. Kim C. Rutherford R. Williams	DPH	03/18/24	03/07/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0074-25-7	7	Request for hearing on his future employability with the City & County of San Francisco	04/11/25	04/15/25	C. Isen A. Blasbas J. Bulck S. Sherburne L. Kim R. Williams	DPH	06/16/25	06/05/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	

0043-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	03/05/24	03/08/24	C. Isen K. Howard A. Biasbas S. Sherburne K. Williams	HSA	05/20/24	05/09/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0131-25-7	7	Request for hearing on his future employability with the City & County of San Francisco	06/04/25	06/10/25	C. Isen J. Buick A. Biasbas S. Sherburne K. Hill	DPW	09/15/25	9/4/2025							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	
0137-24-7	7	Request for hearing on his future employability with the City & County of San Francisco	07/08/24	07/10/24	C. Isen J. Buick A. Biasbas A. Graham J. Wright S. Vaksberg	ADM	10/07/24	9/26/2024							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0044-25-7	7	Request for hearing on his future employability with the City & County of San Francisco	03/06/25	03/11/25	C. Isen J. Buick A. Biasbas K. Hill S. Sherburne	DPW	05/19/25	5/8/2025							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0063-23-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	03/21/23	03/22/23	C. Isen J. Buick K. Howard S. Sherburne L. Kim R. Williams	DPH	06/05/23	5/25/2023							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0007-23-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	01/11/23	01/13/23	C. Isen J. Buick K. Howard M. Tugbenyoh A. Biasbas S. Sherburne L. Kim R. Williams	DPH	04/03/23	03/23/23							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0032-25-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	02/26/25	03/04/25	C. Isen A. Biasbas L. Kim S. Sherburne R. Williams	DPH	05/05/25	04/24/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0097-25-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	05/02/25	05/14/25	C. Isen A. Biasbas S. Sherburne K. Hill	DPW	07/21/25	07/10/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0111-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	06/04/24	06/04/24	J. Tumlin K. Ackerman S. Dines D. Garcia	MTA	08/19/24	08/08/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0015-25-7	7	Requesting a hearing on their future employability with the Department of Public Works	01/22/25	01/24/25	C. Isen J. Buick A. Biasbas K. Hill S. Sherburne	DPW	04/07/25	03/27/25							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	
0177-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco	09/03/24	09/04/24	J. Tumlin K. Ackerman R. Williams S. Dines D. Garcia I. Omokaro	MTA	11/04/24	10/24/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0236-23-7	7	Requesting a hearing on behalf of Bo Yao on their future employability with the City and County of San Francisco.	11/16/23	11/20/23	C. Isen K. Howard A. Biasbas L. Kim R. Williams S. Sherburne	DPH	02/05/24	01/25/24							Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
Completed Appeals																
0077-25-2	2	SEIU Local 1021 appealing the classification action regarding classification specification for the 2430 – Medical Evaluation Assistant position	04/08/25	04/18/25	C. Isen J. Buick S. Ponder L. Kim	DPH	06/16/25	06/05/25	06/16/25	1	06/16/25	5/19/2025			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0075-24-3	3	Appealing the denial of Battery pay as a 9163 Transit Operator with the Municipal Transportation Agency.	04/09/24	04/11/24	J. Tumlin K. Ackerman S. Dines R. Williams	MTA	07/01/24	06/20/24	08/19/24	1					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0338-24-6	3	Appealing the Denial of Reasonable Accommodation Request - 8504- Deputy Sheriff.	12/04/24	12/10/24	C. Isen A. Martinez J. Burke J. Sanford A. Woo F. Perez	SHF	03/17/25	03/06/25	03/17/25	1					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0170-24-3	3	Appealing the denial of Battery pay as a 9163 Transit Operator with the Municipal Transportation Agency.	08/16/24	08/19/24	J. Tumlin K. Ackerman R. Williams S. Dines J. Radding	MTA	11/24/24	10/24/24	10/21/24	1	10/21/2024	10/8/2024			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0157-24-3	3	Appealing Discrepancy in Assault Pay			M. Fong	DPH			08/15/24	5					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0139-24-4	4	Appealing the disqualification of application for the 1314 Public Relations Officer.	07/16/24	07/18/24	J. Tumlin K. Ackerman W. Miles S. Nath	MTA	10/07/24	09/26/24	10/07/24	1	10/7/2024	9/23/2024			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0021-24-4	4	Appealing the disqualification of application for the 2917 Program Support Analyst.	02/02/24	02/05/24	C. Isen J. Buick A. Biasbas D. Johnson K. Williams M. Palma	HSA	04/15/24	04/04/24	11/26/25	4					Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0172-24-4	4	Appealing the Human Resources Director's decision that denies ICEW, Local 6 use of certification rule - Rule of the list for the 9240 Airport Electrician Examination.	08/26/24	08/27/24	C. Isen J. Buick A. Biasbas J. Krous S. Sherburne A. Caporale	DHR	11/04/24	10/24/24	11/04/24	1	11/4/2024	10/23/2024			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N

0130-24-4	4	Appealing the disqualification of application for the 9504 Permit and Citation Clerk	06/26/24	06/27/24	J. Tumlin K. Ackerman W. Miles	MTA	09/16/24	09/05/24	08/23/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0009-25-4	4	Appealing the disqualification score and the examination scoring methodology for the 0922 - Manager I with the Human Service Agency	01/16/25	01/21/25	C. Isen J. Buick A. Biasbas S. Sherburne J. Kraus K. Williams	HSA	04/17/25	03/27/25	03/14/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0144-24-4	4	Appealing the disqualification of application for the 1314 Public Relations Officer.	07/22/24	07/23/24	C. Isen J. Buick A. Biasbas J. Kraus	DHR	10/07/24	09/26/24	09/29/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0058-25-4	4	Appealing the disqualification of the 8216 - Parking Control Supervisor Examination.	03/17/25	03/24/25	J. Kirschbaum K. Ackerman S. Nath W. Miles	MTA	06/02/25	05/22/25	06/02/25	1	06/02/25	5/21/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0100-25-4	4	Appealing the disqualification for the 8530 - Deputy Probation Officer examination.	05/09/25	05/16/25	C. Isen A. Biasbas J. Buick J. Kraus L. Pigula M. Nieve	ADP	07/21/25	07/10/25	05/29/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0227-24-4	4	Appealing the Disqualification of the 7355- Truck Driver examination administration.	11/04/24	12/03/24	C. Isen A. Biasbas J. Buick J. Kraus K. Hill S. Sherburne	DPW	03/17/25	03/06/25	01/27/25	2				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0225-24-4	4	Appealing the Disqualification of the Junior Mechanical Engineering Examination.	11/22/24	12/04/24	C. Isen A. Biasbas J. Buick J. Kraus L. Pigula S. Sherburne	DHR	03/17/25	03/06/25	12/22/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0093-25-4	4	Appealing the disqualification of application for the 1244 - Senior Human Resources Analyst position.	4/30/2025	4/30/2025	C. Isen A. Biasbas J. Buick L. Pigula	DHR	7/21/2025	7/10/2025	5/1/2025	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0008-25-4	4	Appealing the rejection of the 2708-Custodian position with Recreation and Parks	1/16/2025	1/21/2025	C. Isen A. Biasbas L. Pigula D. Jou L. Nakamura	REC	4/7/2025	3/27/2025	4/7/2025	1	4/7/2025	3/26/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0007-25-4	4	Appealing the disqualification of the 0923 Manager II Supplemental Examination with the Human Service Agency	01/13/25	01/21/25	C. Isen J. Buick A. Biasbas S. Sherburne J. Kraus K. Williams	HSA	04/07/25	03/24/25	03/14/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0092-25-4	4	Appealing the examination administration and the adequacy of the examination questions that were administered for the 8216 - Parking Control Supervisor examination.	04/14/25	04/29/25	J. Kirschbaum K. Ackerman S. Nath W. Miles	MTA	07/21/25	07/10/25	05/26/25	5				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0065-25-4	4	Appealing the disqualification for the Q050 - Sergeant, Police Department examination.	03/28/25	03/31/25	C. Isen A. Biasbas J. Buick Houston J. Lo L. Pigula S. Sherburne	POL	06/02/25	05/22/25	06/02/25	1	06/02/25	5/22/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0194-24-4	4	Appealing the disqualification for the 1312 Public Information Officer Examination.	09/11/24	09/20/24	J. Tumlin K. Ackerman W. Miles S. Nath	MTA	12/02/24	11/21/24	10/17/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0048-25-4	4	Appealing the disqualification of the 2591 - Health Program Coordinator II and 2593 - Health Program Coordinator III	03/14/25	03/19/25	C. Isen A. Biasbas J. Buick S. Dewolfe L. Kim J. Kraus L. Pigula	DPH	06/02/25	05/22/25	06/02/25	1	06/02/25	5/22/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0056-25-4	4	Appealing the denial of late application to examination Q050 – Sergeant, Police Department after Military deployment.	03/18/25	03/24/25	C. Isen J. Buick S. Sherburne J. Lo B. Houston	POL	06/02/25	05/22/25	04/21/25	1	04/21/25	4/10/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0183-24-4	4	Appealing the disqualification for the H004 Inspectors, Fire Department Examination.	09/06/24	09/10/24	C. Isen J. Buick A. Biasbas J. Kraus S. Sherburne J. Bushong	FIR	11/18/24	11/07/24	10/23/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0217-24-4	4	Appealing the disqualification of their application for the H20 Lieutenant (Fire Suppression), Fire Department	10/31/24	10/31/24	C. Isen A. Biasbas J. Buick J. Bushong J. Kraus J. Lo S. Sherburne	FIR	02/03/25	01/23/25	02/03/25	1	2/3/2025	1/23/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	
0169-24-4	4	Appealing the disqualification of application for the 1314 Public Relations Officer	09/12/24	09/15/24	C. Isen J. Buick A. Biasbas J. Kraus	DHR	10/07/24	09/26/24	10/10/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0175-24-4	4	Appealing the disqualification for the H004 Inspectors, Fire Department Examination.	08/30/24	09/04/24	C. Isen J. Buick A. Biasbas J. Kraus J. Lo J. Bushong S. Sherburne	FIR	11/04/24	10/24/24	10/23/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0026-25-4	4	Appealing the disqualification of the 7408 Assistant Power System Operator Examination with the Municipal Transportation Agency.	02/03/25	02/04/25	J. Kirschbaum K. Ackerman W. Miles S. Nath	MTA	04/21/25	04/10/25	03/04/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0174-24-4	4	Appealing the disqualification for the H004 Inspectors, Fire Department Examination.	08/29/24	09/04/24	C. Isen J. Buick A. Biasbas J. Kraus J. Lo J. Bushong S. Sherburne	FIR	11/04/24	10/24/24	11/4/2024	1	11/4/2024	10/23/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0127-24-4	4	Appealing the disqualification of their application for the 2324 Nursing Supervisor Examination.	06/19/24	06/24/24	C. Isen A. Biasbas J. Buick L. Kim J. Kraus	DPH	09/16/24	09/05/24	08/19/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0176-24-4	4	Appealing the disqualification for the H004 Inspectors, Fire Department Examination.	08/30/24	09/04/24	C. Isen J. Buick A. Biasbas J. Kraus J. Lo J. Bushong S. Sherburne	FIR	11/04/24	10/24/24	11/04/24	1	11/4/2024	10/23/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0006-25-4	4	Appealing failing score and the Examination scoring Methodology for the 0922 Manager I Examination with the Human Service Agency	01/10/25	01/14/25	C. Isen A. Biasbas J. Buick J. Kraus S. Sherburne K. Williams	HSA	04/07/25	03/27/25	03/14/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0043-25-5	7	Appealing Rule Violation - Rule 417 Probationary Period with the San Francisco Municipal Transportation Agency.	03/04/25	03/11/25	J. Kirschbaum K. Ackerman S. Dines	MTA	05/19/25	05/08/25	04/14/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0093-24-6	6	Appealing the Municipal Transportation Agency decision on EEO complaint.	05/06/24	05/10/24	J. Tumlin K. Ackerman A. Martinez	MTA	07/15/24	07/03/24	09/16/24	5	9/16/2024	8/14/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0149-24-6	6	Appealing the Municipal Transportation Agency decision on EEO discrimination complaint.	07/26/24	07/29/24	J. Tumlin K. Ackerman V. Harmon MJ. Johnson A. Martinez	MTA	10/07/24	09/26/24	11/13/24	5				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N

0166-21-6	6	Appealing the HRD's determination on her EEO Complaint File No. 3157.	09/24/21	10/01/21	C. Isen J. Buick K. Howard M. Tugbenyoh A. Martinez R. DeWit K. Williams	HSA	12/20/21	12/09/21	05/22/25	4			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0350-24-6	6	Appealing the Human Resources Director's decision on EEO complaint	12/12/24	12/20/24	C. Isen A. Martinez J. Burke A. Romano	RET	03/17/25	03/06/25	03/18/25	4			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0121-23-6	6	Appealing the Human Resources Director's determination on their Complaint of Discrimination, EEO File No. 3995.	05/30/23	05/31/23	C. Isen J. Buick K. Howard A. Martinez A. Kwan S. Vaksberg R. De Wit	ADM	08/21/23	08/10/23	07/25/24	4			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0063-25-6	6	Appealing the Human Resources Director's determination regarding their EEO Complaint.	03/25/25	03/27/25	C. Isen J. Buick Burke W. Macy A. Martinez	PUC	06/02/25	05/22/25	06/02/25	1	06/02/25	5/22/2025	Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0134-23-6	6	Appealing the HRD's determination on their EEO Complaint, DHR EEO File No. 4157.	6/22/2023	6/23/2023	C. Isen J. Buick K. Howard M. Tugbenyoh A. Martinez K. Hill	DPW	9/18/2023	9/7/2023	6/10/2025	5			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	Y
0198-24-6	6	Appealing the Human Resources Director's determination regarding their EEO Complaint.	09/27/24	09/30/24	C. Isen J. Buick J. Burke A. Martinez L. Kim	DPH	12/02/24	11/21/24	01/27/25	5			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0196-23-6	6	Appealing the Human Resources Director's determination regarding their EEO Complaint, EEO File No. HRC0003754.	09/22/23	09/26/23	C. Isen J. Buick K. Howard A. Martinez J. Burke S. Kim	AIR	12/18/23	12/07/23	05/19/25	1			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0148-24-6	6	Appeling the Municipal Transportation Agency decision on EEO discrimination complaint.	07/24/24	07/29/24	J. Tumlin MJ Johnson V. Harmon A. Martinez	MTA	10/07/24	09/26/24	12/16/24	1			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0132-24-6	6	Appealing the Human Resources Director's decision on EEO complaint.	06/28/24	07/09/24	C. Isen A. Martinez J. Burke S. Love	PRT	10/07/24	09/26/24	12/16/24	1	11/18/2024	11/7/2024	Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0083-25-6	6	Appealing the Human Resources Director's decision on EEO complaint.	04/16/25	04/18/25	C. Isen J. Buick J. Burke A. Martinez P. Treichel	JUV	06/16/25	06/05/25	06/10/25	5			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0038-24-6	6	Appealing the Human Resources Director's decision on EEO complaint.	02/26/24	02/27/24	C. Isen K. Howard A. Martinez	ENV	05/06/24	04/25/24	10/30/24	5	11/4/2024	10/23/2024	Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0002-24-6	6	Appealing the Human Resources Director's decision on EEO complaint	01/07/24	01/08/24	C. Isen J. Buick A. Martinez J. Burke L. Kim	DPH	04/01/24	03/21/24	08/19/24	1			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0131-24-6	6	Appealing the Human Resources Director's decision on EEO complaint, EEO File No. HRC0004535.	06/26/24	07/02/24	C. Isen J. Buick J. Burke A. Martinez S. Kim I. Satero A. Cajulao	AIR	09/16/24	09/05/24	09/04/24	4			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N

0219-23-6	6	Appealing the HR Director's determination regarding their EEO Complaint, EEO File No. HRC0001517.	07/20/23	10/18/23	C. Isen J. Bulck J. Burke K. Howard A. Martinez	HSA	02/05/24	01/25/24	03/19/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0084-24-6	6	Appealing the Human Resources Director's decision on their EEO discrimination complaint, EEO File No. HRC0004760.	04/26/24	04/29/24	C. Isen J. Bulck J. Martinez J. Burke A. Caporale	AJR	07/01/24	06/20/24	09/04/24	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0085-22-7	7	Requesting a hearing on her future employability with the City and County of San Francisco.	6/21/2022	6/28/2022	C. Isen K. Howard M. Tugbenyoh A. Blasbas D. Johnson S. Sherburne L. Taylor K. Ellis	WOM	9/19/2022	9/8/2022	8/15/2024	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0128-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	6/20/2024	6/25/2024	C. Isen J. Bulck A. Graham K. Hill	DPW	9/16/2024	9/5/2024	9/16/2024	1	9/16/2024	9/4/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0145-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	7/22/2024	7/23/2024	C. Isen J. Bulck K. Hill S. Sherburne	DPW	10/7/2024	9/26/2024	10/21/2024	1	10/7/2024	9/26/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0304-18-7	7	Appealing future employment restrictions	09/10/18	09/12/18	Callahan Gard Weigelt Simmons	DPH	12/03/18	11/21/18	11/26/2024	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0047-25-7	7	Request for hearing on his future employability with the City & County of San Francisco	03/12/25	03/14/25	J. Kirschbaum K. Ackerman S. Dines D. Garcia R. Williams	MTA	05/19/25	05/08/25	06/02/25	1	06/02/25	5/19/2025		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0143-25-7	7	Appealing Automatic Resignation with the Department of Human Service Agency	06/10/25	06/13/25	J. Kirschbaum K. Ackerman S. Dines D. Garcia I. Onokaro	MTA	09/15/25	09/04/25	06/17/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	
0096-25-7	7	Appealing Automatic Resignation with the Department of Human Service Agency	04/30/25	05/13/25	J. Kirschbaum K. Ackerman S. Dines D. Garcia	MTA	07/21/25	07/10/25	05/13/25	5				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0004-25-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	12/20/24	01/08/25	C. Isen J. Bulck A. Blasbas K. Hill S. Sherburne	DPW	04/07/25	03/27/25	04/07/25	1	04/07/25	03/26/25		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0349-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	12/05/24	12/19/24	C. Isen A. Blasbas K. Hill S. Sherburne	DPW	03/17/25	3/6/2025	3/17/2025	1				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0052-24-7	7	Requesting a hearing on their future employment with the City and County of San Francisco.	03/13/24	03/14/24	C. Isen K. Howard A. Blasbas S. Sherburne W. Macy	PUC	05/20/24	5/9/2024	12/16/24	1	12/16/2024	12/5/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0034-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	02/21/24	02/23/24	J. Tumlin K. Ackerman S. Dines	MTA	05/06/24	04/25/24	04/07/25	4				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0041-24-7	7	Requesting a hearing on their future employability with the City and County of San Francisco.	02/28/24	02/29/24	C. Isen K. Howard A. Blasbas S. Sherburne W. Macy	PUC	05/06/24	04/25/24	12/16/24	1	12/16/2024	12/5/2024		Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
0226-24-7	7	Requesting a Hearing on Future Employability with the Department of Public Works	11/22/24	12/03/24	C. Isen J. Bulck A. Blasbas K. Hill S. Sherburne	DPW	03/17/25	03/06/25	03/17/25	1				Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N

0125-21-7	7	Requesting a hearing on his future employability as a 2604 Food Service Worker with the City and County of San Francisco.	07/22/21	07/28/21	C. Isen J. Buick K. Howard M. Tugbenyoh L. Kim L. Brooks-Houston	DPH	10/18/21	10/04/21	11/26/24	4			Request by: <input type="checkbox"/> No. of request: Reason: Approved by:	N
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Number of Appeals	
Carried Over from FY2023-24	37
Appeals Received in FY2024-25	79
Total Number of Appeals in FY24-25	116

Total Appeals by Category	
Classification (2)	1
Compensation (3)	4
Examination (4)	36
Rules (5)	0
EO/Disrimination (6)	35
Future Employment Restrictions (7)	35
Personal Services Contracts (8)	0
Appealing the decision of the Executive Officer (11)	0

Pending due to grievance, arbitration, litigation or settlement agreement	
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Resolutions	
Hearing at CSC (1)	27
Unimely (2)	2
Not Appealable (3)	0
Resolved Administratively (4)	26
Other (5)	10
Total Resolved	65
% Resolved	56%

ATTACHMENT B

Inspection Log 24-25

Total for 2024-25		112		Total for 2024-25										112	
Totals by Category															
Letter or Email		96				Appointments (1)		7				Letter or Email		96	
Phone - Walk in		16				Examinations (2)		8				Phone - Walk in		16	
Resolved in 60 days		86		77%		Conflict of Interest (3)		10				Resolved in 60 days		86	
						ERO Administrator (4)		1							
						Salary Setting (5)		0							
						Rule Application (6)		19							
						Certification/Selection (7)		32							
						Classification (8)		14							
						Miscellaneous (9)		17							
						Layoffs (10)		4							
Code	Received Date	Letter or Email	Phone Walk in	Date Sent to Dept.	Dept. Due Date	Requested By		Issue	Job Class	Dept.	Resolution/Remedy	Date Resolved	60 days		
1	6/4/2024	1				WB		Nepotism		DPW			N		
8	6/12/2024	1				Redacted		Request a Civil Service Commission inspection and audit:1232 Training Officer Out of Class Assignments	1232	AIR	Resolved	12/27/2024	N		
9	7/3/2024	1				Redacted		How does the Sunshine Ordinance apply?			Resolved	7/3/2024	Y		
9	7/9/2024	1				Redacted		Does a PCS employee need to resign before accepting another PCS position in the City?			Resolved	7/9/2024	Y		
6	7/15/2024	1				Redacted		If reappointed after 6 months, how is seniority date, vacation, and sick leave affected?			Resolved	7/15/2024	Y		
2	7/18/2024	1				Redacted		Removed for PCS 1241 – non-punitive	1241	DPW	Resolved	9/5/2024	Y		
7	7/19/2024	1				WB		Favoritism & MQ's for appointee to 0923	923	DPH	Resolved	9/19/2024	Y		
7	7/23/2024	1				WB		Favoritism & Nepotism & MQs for appointee to 6231	6231	DPW	Resolved	9/3/2024	Y		
2	7/25/2024		1			Redacted		1241 experience did not qualify for 1822 examination; MTA and PUC have allowed 124X series to qualify for 182X series	1822	DHR	Resolved	7/30/2024	Y		
7	8/5/2024	1				WB		Alleges that K P does not meet MQ's	2940	HSA	Resolved	9/27/2024	Y		
3	8/16/2024	1				WB		Nepotism by Guillvin Magno helping his brother Lloyd Magno to be appointed to the 8207 position at SFPL.	8207	SFPL	Resolved	9/23/2024	Y		
6	8/29/2024	1				Redacted		Requested procedures and explanation for employees with disability		AIR	Resolved	8/30/2024	Y		
7	9/5/2024	1				WB		Ayodele Mitchell a candidate for a promotive position had a conditional offer of employment rescinded because an additional requisition was inappropriately added & Larrell Dean a successful candidate lacked the minimum qualifications for the position.	8216	MTA	Resolved	9/10/2024	Y		
7	9/9/2024	1				WB		Allegation that J G does not meet MQ's for 9775	9775	REC	Resolved	10/15/2024	Y		
8	9/12/2024	1		9/20/2024		Redacted		Dept replacing 2496 Imaging Supervisor position with 0922 mgmt. position without requirement of licenses		DPH	Resolved	9/27/2024	Y		
7	9/13/2024	1				WB		DHR is not compliant with certain hiring processes.			Resolved	10/9/2024	Y		
7	9/16/2024	1				Redacted		Review regarding post-referral for MTA 7287	7287	MTA	Resolved	10/23/2024	Y		
7	9/17/2024	1				Redacted		Review regarding post-referral for 1934 at DT & DPH	1934	DPH			N		
8	9/12/2024	1		9/16/2024	10/1/2024	Redacted		William Vargas applied for the 7463 Utility Plumber Apprentice I (Utility Plumber Apprenticeship Program). PUC interviewed him. AIR contacted him but he was not selected for interviews because the department stated he had no plumbing experience. The position does not require experience and he is member of Local 38. He was informed that AIR hired an internal candidate who had no plumbing experience	7463	AIR	Resolved	11/27/2024	N		
9	9/19/2024	1		9/19/2024	9/23/24 & 9/25/24	Redacted		MOU states subject to CSC approval, employee may request removal of disciplinary documentation that after 36 months		MTA	Resolved	9/27/2024	Y		
1	9/25/2024	1		10/3/2024	10/17/2024	WB		Review ECN 1823 Sr. Admin Analyst recruitment – alleged no job posting and inappropriate personal connection	1823	ECN	Resolved	10/18/2024	Y		

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6	9/26/2024	1				Redacted	Due to concerns regarding amended classifications, who is the governing qualification appraisal boards (Rule 411.35.5)	9152/9153	MTA	Resolved	9/27/2024	Y
6	9/27/2024	1				Redacted	If I do not pass the probationary period, can I fall back to my previous PCS position? Can I take a leave of absence?		SHF	Resolved	9/27/2024	Y
6	10/1/2024	1				Redacted	If I am in a PCS position, can I request a leave to accept an exempt position? What if the request is denied? Do I need to go to the union?		MTA	Resolved	10/1/2024	Y
9	10/1/2024		1			Redacted	While seeking employment in another department, HR disclosed information about their settlement agreement		LIB	Resolved	10/4/2024	Y
3	10/3/2024	1		10/4/2024	10/18/2024	WB	Nepotism in the hiring of the 8207 positions.		SFPL	Resolved	11/26/2024	Y
1	10/3/2024	1				WB	1823 Sr. Admin Analyst recruitment – alleged no job posting and inappropriate personal connection	1823	ECN			N
6	10/4/2024		1			Redacted	Is first disqualification from an examination an appealable matter or does the applicant need to protest and receive a 2nd disqualification from the department?		MTA	Resolved	10/4/2024	Y
2	10/7/2024	1		10/7/2024		Redacted	When a job is posted on SmartRecruiters with an end date and no end time posted, what is the deadline time on the deadline date? Applicant was informed that their application was submitted untimely at 8 a.m. on the deadline date.	7262	PUC	Resolved	10/7/2024	Y
3	9/25/2024	1		10/8/2024	10/23/2024	WB	Nepotism in the hiring of M Moe		DPH	Resolved		N
9	10/3/2024	1		10/10/2024		Redacted	Audit employee personnel files to determine if department complied with CSC Employee Personnel File Guidelines	9139/9160	MTA	Resolved	11/14/2024	Y
7	10/7/2024	1				Redacted	Brandon Tom & Janelle Cortright didn't take the exam for the H33 position	H33	SFFD	Resolved	10/23/2024	Y
7	10/8/2024	1				WB	Alleging employee was promoted to a captain (H33) position without taking the proper test and in a romantic relationship at work.	H33	SFFD	Resolved	10/24/2024	Y
7	10/7/2024	1		10/10/2024	10/24/2024	Redacted	Requesting an investigation regarding the 1241 HR Analyst interviews with ADM/HR.	1241	ADM	Resolved	11/22/2024	Y
6	10/10/2024	1				Redacted	While on probationary period, can they accept a provisional position in another department and still have underlying return rights to the current position?		ADM	Resolved	10/11/2024	Y
9	10/11/2024	1				Redacted	Disqualified but never received the notice and now informed appeal is untimely; have been working out-of-class in 2 departments; submitted most recent performance appraisal and letter from current supervisor		MTA/DH R	Resolved	10/11/2024	Y
2	10/16/2024	1				Redacted	1844 Examination Process	1844		Resolved	11/18/2024	Y
9	10/18/2024	1				Redacted	Postpone PSC DHRPSC0004099 v. 0.01 that is scheduled to be heard in 4 days at the CSC meeting; dept and union do not have agreement		HSA	Resolved	10/18/2024	Y
8	10/18/2024		1			Redacted	If a dept substitutes a classification for another classification in which it is currently filled, does the PCS employee have status grant in the new classification? Employee is already performing the work.			Resolved	10/18/2024	Y
6	10/21/2024	1				Redacted	Does a non-probationary PCS employee who transfers to another department serve a new probationary period and not have the ability to revert, reinstate or reappoint to their former PCS position in the department?			Resolved	10/21/2024	Y
7	11/4/2024	1		11/7/2024	11/20/2024	WB	Favoritism in the Post-Referral Selection Procedures Utilized in the Hiring Process for Class 1822 Administrative Analyst (1822) and Class 0923 Manager II (0923) positions at Human Services Agency (HSA).	1822/0923	HSA	Resolved	12/10/2024	Y
1	11/4/2024	1				WB	Favoritism in the 2024 hiring process in the appointment of Joel Paaga	8207	SFPL	Resolved	11/22/2024	Y
9	11/14/2024	1		11/27/2024		Anonymous	PCS employee transferred to new department as 7321; due to agreement between City and union, every 7321 is temporarily placed in 7313 TEX CAT 18 to eventually move to the new established classification of 7323; department released		AIR	Resolved	12/19/2024	Y
9	11/15/2024	1				Redacted	Dept delayed the position of a vacancy, incorrectly posting reassignments, hired external candidates before any internal postings, and manager influenced the hiring of their spouse		DPH	Resolved	11/15/2024	Y
6	11/18/2024	1				Redacted	Are PCS employees eligible to request an unpaid leave from day one?		SFUSD	Resolved	11/18/2024	Y
6	11/22/2024	1				Redacted	The department recorded the incorrect citywide and department seniority date. Employee started working in the department years earlier.	7345	SFUSD	Resolved	11/27/2024	Y
9	11/25/2024	1				Redacted	release from probationary period; never received training; treated differently from other new colleagues because he was not promoted form within the division; did not receive any indication of his performance until 1 month before the end of his probationary period.	8216	MTA	Resolved	11/25/2024	Y
7	11/25/2024	1		12/11/2024		Redacted	Requesting an inspection regarding 2 employees in completely different job classifications (5602 Utility Specialist) managing human resources analysts series (124x) in the human resources division and performing human resources duties.	5602	PUC	Resolved	12/12/2024	Y

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10	12/4/2024		1			Redacted		Unclear about the layoff process; kept getting passed to different people; why were they required to sign separation forms within a limited number of days if the notification of the layoff was received after 5 p.m.; unclear about rights, holdover roster, ability to stay employed; union informed them to fight back and not allow department to layoff		DHR	Resolved	12/9/2024	Y
6	12/16/2024		1			Redacted		If a PCS employee is promoted twice while on probation and is released from their most recent promotive probationary period, do they have reversion rights to their first promotive position even though they did not complete the probationary period?		USD	Resolved	12/16/2024	Y
6	12/19/2024		1			Redacted		Employee was disqualified from 5207 Exam because his years of experience as a 5203 did not count because he did not meet the minimum qualifications for the 5203 position at the time he was appointed.	5203/5207		Resolved	12/19/2024	Y
3	1/6/2025		1	1/8/2025	1/22/2025	WB		Favoritism in the post-referral selection process for 2322 Nurse Manager at DPH.	2322	DPH	Resolved	3/6/2025	Y
2	1/9/2025		1	1/22/2025	2/5/2025	WB		R. Milton does not meet the MQs for the 7281 position at DPW	7281	DPW	Resolved	2/10/2025	Y
6	1/16/2025		1			Redacted		If I am the least senior employee in my classification in the department and laid off, do I revert back to my former position in the department? Can I apply for other positions in the City? Will I receive advance notice of being laid off? How does the holdover roster work? Can I work for another City and still be on the holdover roster?			Resolved	1/16/2025	Y
8	1/17/2025		1			WB	PG	The alleges a 7514 General Laborer with DPW does not meet the MQ's for the position.	7514	DPW	Resolved	2/10/2025	Y
1	1/17/2025		1			Redacted		1823 Promotive Probation - Local 21 Grievance	1823	PUC			N
1	1/27/2025		1			WB	PG	Report alleges a candidate was bypassed during a selection process and other due to their age.	1480	PUC	Resolved	3/5/2025	Y
4	1/23/2025		1			WB	PG	Report alleges a an employee was inappropriately promoted without fair process	9251	PUC	Resolved	2/18/2025	Y
9	1/31/2025		1			Redacted		Department placed written counseling in the employee's personnel file and stated the Civil Service Commission directed them to do so		GSA	Resolved	1/31/2025	Y
2	1/31/2025		1	2/4/2025	2/18/2025	WB		This report alleges that an employee lacks the necessary skills to qualify for their current position.	2806	DPH	Resolved	4/23/2025	N

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1	1/2/2025	1				WB	PG	This report alleges that an employee did not meet the MQ(Employee don't have bachelors degree)	1446	AIR	Resolved	2/11/2025	Y
6	2/12/2025		1			Redacted		Department informed the employee on the last day of the probationary period that their probation will be extended 6 months without any written warning or mid year review. There appears to be a pattern of employees who do not have any idea of their performance so as they are in the last week of the original probationary period, departments then suddenly decide to extend the probationary period.			Resolved	2/12/2025	Y
6	2/11/2025		1			Anonymous		Department already planned to promote this employee before the interviews were conducted; everyone knew who the favored employees are; retiring department head informed the panelists who they thought should be promoted before the panelists had an opportunity to interview the candidates.			Resolved	2/12/2025	Y
9	2/11/2025		1			Redacted		Due to a settlement agreement regarding harassment, the department no longer allowed anything on the walls of the office/warehouse, personal toolboxes, etc. This included the US Flag, any sports item (Warriors, Giants, and 49ers), stickers (car parts, hobbies) on their own personal toolboxes; this is happening in all divisions, however, it does not appear to apply to any administrator or HR offices. In the main building, there are several sports themed items posted where any employee walking by these cubicles would see it.		MTA			N
3	2/13/2025	1		2/18/2025	3/4/2025	WB		Favoritism in the post-referral selection process for 2322 Nurse Manager at DPH.	2322	DPH	Resolved	3/14/2025	Y
7	2/27/2025	1		2/27/2025	3/13/2025	WB		Unfair Hiring/Selection Process for the 7227 Cement Finisher Supervisor I Position at the Department of Public Works	7227	DPW	Resolved	4/1/2025	Y
9	3/4/2025	1		3/4/2025	3/18/2025	Redacted		Employee Natisha Countee has not received their notice of probation period completion from MTA	9139	MTA	Resolved	3/27/2025	Y
8	3/7/2025	1		3/7/2025		WB		Report alleges that an employee falsified minimum qualification for their current position.		AIR	Resolved	3/26/2025	Y
8	3/7/2025	1				WB		The report alleges that employees were inappropriately promoted.		TIS	Resolved	4/17/2025	Y
8	3/7/2025	1				Redacted		Inspection service request to review the hiring process of 3616 – Library Technical Assistant I interview.	3616	LIB	Resolved	4/8/2025	Y
6	3/7/2025	1				Redacted		If a person takes 6 KIN Care days do they have to go through the RTW process as would normally be required after 5 days? If a person takes 2 KIN Care days and 4 regular sick days do they have to go through the RTW process as would normally be required after 5 days		MTA	Resolved	3/14/2025	Y
6	3/7/2025		1			Redacted		Can a department change an employee's assignment after returning from a 6 month protective leave of absence? Department did not return the employee to their previous position and instead place them in a different division where the employee had to learn new responsibilities			Resolved	3/7/2025	Y
9	3/11/2025	1				Redacted		9139 - probationary release; request progressive discipline; employee has reversion rights back to 9163 position, no future employment restrictions	9139	MTA	Resolved	3/11/2025	Y

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								Request for Job Scope Review, Position Reclassification, and Verification of 2021 Job Scope Changes Class 7376 Sheetmetal Worker					
8	3/11/2025	1				Redacted			7376	MTA	Resolved	3/26/2025	Y
7	3/21/2025	1		3/26/2025	4/9/2025	Anonymous		Unfair hiring/selection process for class 8558 @ DAT.	8558	DAT	Resolved	5/8/2025	Y
3	4/8/2025	1		5/13/2025		Anonymous		Favoritism/Conflict of Interest (Romantic Relationships)		SFPD			N
7	4/9/2025	1				WB		Report alleges that a participant in a hiring panel favored and promised the position to a candidate who was selected for the position.		DPH	Resolved	6/9/2025	Y
6	4/16/2025	1				Redacted		If another employee has already requested a leave of absence to become a union representative full time, can a second employee also request a leave of absence to become a full time union representative?		MTA	Resolved	4/21/2025	Y
7	4/16/2025	1		4/18/2025	5/2/2025	WB		Review of the Post-Referral Selection Process of the 2903 Hospital Eligibility Worker Position.	2903	DPH	Resolved	5/22/2025	Y
8	4/24/2025	1		6/25/2025	7/9/2025	Anonymous		Classifications Concern/Conflict for Class 9139 Transit Supervisor (9139) at the Municipal Transportation Agency (MTA).	9139	MTA			N
7	5/1/2025	1		5/6/2025	5/20/2025	Anonymous		Appointee does not meet MQs for 1093 position at AIR	1093	AIR	Resolved	6/10/2025	Y
7	5/1/2025	1		5/7/2025	5/21/2025	Anonymous		HSA is hiring people unfairly who do not meet MQs	2918	HSA	Resolved	6/10/2025	Y
6	5/9/2025	1				Redacted		If an employee is currently on a leave of absence for a year to accept an exempt position and the position is for longer than a year, can the employee appeal the denial for extending the leave of absence for another year?		DPH	Resolved	5/12/2025	Y
7	5/13/25	1				Redacted		Requesting an appeal for disqualification of Airport – Student Design Trainee Program ITT (Summer internship) – internships are not appealing.		AIR			N
3	5/15/2025	1		5/21/2025	6/4/2025	WB		Favoritism in the Post-Referral Selection Procedures Utilized in the Hiring Process for Class 9910 Public Service Trainees positions.	9910	REC	Resolved	6/17/2025	Y
2	5/16/2025		1			Redacted		Completed supplemental questionnaire before the deadline; department never received the questionnaire and as a result did not get invited for interview. This also occurred with another applicant.	8216	MTA	Resolved	5/16/2025	Y
7	5/18/2025	1		5/21/2025	6/4/2025	Anonymous		HSA is hiring people unfairly who do not meet MQs	2904	HSA	Resolved	6/24/2025	Y
7	6/3/2025	1		6/10/2025	6/24/2025	Redacted		Appointee does not meet MQs for 7345 position at REC.	7345	REC	Resolved		N
10	6/6/2025	1				Redacted		Will be released from exempt position due to budget cuts after over 13 years; will department reinstate to former PCS position?		SFPD	Resolved	6/9/2025	Y
7	6/9/2025	1		6/24/2025	7/8/2025	Redacted		1043 hiring process at AIR - Appointee does not meet MQs	1043	AIR			N
8	6/10/2025	1				Redacted		Employee is performing out-of-class duties and department agrees but after a few months the department still has not responded with any changes		SFPL	Resolved	6/10/2025	Y
10	6/10/2025		1			Anonymous		Informed that they will likely be laid off from their position in September; what rights do they have? Why were TEX employees not informed about being released?			Resolved	6/10/2025	Y
3	6/10/2025	1		6/18/2025	7/2/2025	Anonymous		Hiring and Selection Process for Class 2578 Medical Examiner's Investigator II.	2578	OCME			N
7	6/10/2025	1		6/18/2025	7/2/2025	Anonymous		Hiring and Selection Process for Class 2579 Medical Examiner's Investigator III.	2579	OCME			N
10	6/11/2025		1			Redacted		Informed of being laid off; concerned it may be retaliation; what is available to them?			Resolved	6/11/2025	Y
8	6/12/2025		1			Redacted		If department agrees that the employee is performing out-of-class duties, why are they taking so long to move the employee and now not responding? Are individuals required to meet the MQs before being assigned out-of-class duties?			Resolved	6/12/2025	Y
8	6/11/2025	1				Redacted		Rule violations in reassignments because another classification who is already performing 80-90% of the work on a daily basis is not given an opportunity for the reassignment.		DEM	Resolved	6/12/2025	Y
7	6/13/2025	1		6/18/2024	7/2/2025	Redacted		Hiring and Selection Procedures Utilized by DEM for class 8602 Integrated Preparedness Specialist position.	8602	DEM	Resolved	6/27/2025	Y
7	6/17/2025	1		6/20/2025	7/7/2025	WB		Favoritism in the Post-Referral Selection Procedures Utilized in the Hiring Process for Class 1823 Senior Administrative Analyst position (1823) at the Department of Police Accountability (DPA).	1823	DPA			N
8	6/17/2025	1		6/25/2025	7/9/2025	Redacted		Classifications Concern/Conflict for Class 9139 Transit Supervisor (9139) at the Municipal Transportation Agency (MTA).	9139	MTA			N
3	6/17/2025	1		6/17/2025		WB		Favoritism in the Post-Referral Selection Procedures Utilized in the Hiring Process for Class 1705 at PUC	1705	PUC			N
3	5/15/2025	1		5/15/2025		WB		Biased in the hiring process for class 2320 at DPH	2320	DPH			N
7	5/27/2025	1		5/27/2025		WB		Unfair hiring process at DPW for class 3422 at DPW	3422	DPW			N
2	4/24/2025	1		5/2/2025		Redacted		Did not pass 0923 exam	923	HSA	Resolved	6/23/2025	Y

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Inspection Log 24-25[illegible]

Inspection Log 24-25[illegible]