

Civil Service Commission Presentation: Appeal for Q080 Captain Exam Eligibility

Good afternoon Commissioners.

Thank you for the opportunity to speak today.

I'm here to respectfully request reconsideration of my eligibility — and that of six of my peers — to sit for the upcoming Q080 Captain promotional exam scheduled for November 5, 2025.

Why We're Appealing

Our appeal is based on three primary concerns:

- Inconsistencies in how qualifications have been applied,
- Fairness and transparency in the process, and
- Past practices that were not followed in this instance.

Stated Qualifications

According to the official job announcement, candidates must:

1. Be a sworn member of the SFPD who has:
 - Completed probation, and
 - At least two years of experience at the rank of Q060 Lieutenant with permanent status as of September 8, 2025
2. Possess a POST Management Certificate — due by December 31, 2025 (after the exam)
3. Hold a valid California Class C Driver License by September 8, 2025

Only items 1 and 3 must be met by September 8 to qualify for the exam.

Fairness Issue: Unequal Deadlines

- The POST Management Certificate may be submitted up to December 31, well after the exam.
- But the experience cutoff is fixed at September 8.

- This creates two different deadlines for equally important qualifications.

For fairness and consistency, both deadlines should align.

Our Group

This decision impacted seven of us:

Nicholas Chorley, Carla Hurley, Wayman Young, Jon Kasper, Uwem Obot, Ryan Crosby, and myself.

- We were all promoted to Lieutenant on November 26, 2022, and completed probation on November 25, 2023.
- As of September 8, 2025, we will each have 1 year and 9½ months of post-probation experience — roughly 440 hours short of the two-year mark.

Notably, two of the seven were approved to take the exam despite all of us being promoted to Lieutenant on the same day. I'll return to that point shortly.

Why Our Experience Should Be Counted

1. Probationary Time

- The requirement excludes probationary time, implying that year doesn't count as "real" experience.
 - If that's the intent, the requirement should read three years total — not two.
 - In every practical sense, our probationary year was spent performing full lieutenant duties and responsibilities.
If probation were included, we would clearly qualify.
-

2. "Like Work" Experience

- In prior promotional exams, "like work" — performing the duties of the higher rank — has counted toward experience.
- This precedent was followed during the last Q080 Captain exam cycle.

In my case:

- Between 2013 and 2022, I logged 441 hours of lieutenant-level "like work."

- From December 2020 to August 2021, I served as Officer-in-Charge of the Crisis Negotiation Team for 208 days / 463 hours — in every respect, a lieutenant-level role.
 - Although compensated through on-call pay rather than “like work” designation, the duties and decision-making authority were identical and should be recognized.
-

3. Overtime

- On October 16, at least two members of our group were told their overtime hours were applied toward their eligibility.
- My own record reflects:
 - 427 hours of overtime during probation, and
 - 190.5 hours post-probation — for a total of 617.5 hours.

If overtime hours are being counted for some, they must be applied consistently to all. Doing so would make me eligible.

4. On-Call Work

- On October 17, I was told I did not qualify due to a lack of overtime post-probation.
- Yet, overtime is not listed among the official qualifications — creating the appearance of an unwritten rule.

From November 2024 through September 2025, while assigned to a specialized unit, I performed 247 days / 604 hours of on-call duty.

If that time — performing supervisory work equivalent to overtime — were credited, I would meet the two-year experience requirement.

5. Inconsistency

- All seven of us share the same promotion and probation completion dates.
- Yet two were deemed eligible while five were not.
This inconsistency raises serious concerns about equity, transparency, and procedural fairness.

Conclusion

We are not asking for special treatment or exceptions.

We are asking for fair and consistent application of the stated qualifications and for all relevant experience — including probationary time, like work, overtime, and on-call hours — to be recognized.

We are qualified, ready, and eager to compete.

We simply ask for the opportunity to do so.

Thank you for your time and thoughtful consideration.

RE: Q080 Police Captain Preparation Guide

From: Lo, Jen (HRD) <jen.lo@sfgov.org>
Date: Tue 10/21/2025 8:41 AM
To: Anderson, Donald (POL) <Donald.D.Anderson@sfgov.org>

Hello Lt. Anderson,

We will be submitting our staff report to the Civil Service Commission and you will be notified by them regarding your hearing date and time. With regards to your other concerns, you may present these at the Civil Service Commission hearing.



Connecting People with Purpose

Jen Lo, Public Safety Team Manager
Department of Human Resources
One South Van Ness Ave., 4th Floor
San Francisco, CA 94103
Website: www.sfdhr.org
Phone: 628-652-0724

From: Anderson, Donald (POL) <Donald.D.Anderson@sfgov.org>
Sent: Tuesday, October 21, 2025 8:05 AM
To: Lo, Jen (HRD) <jen.lo@sfgov.org>
Subject: Re: Q080 Police Captain Preparation Guide

Good morning,

I'm following up on my previous email regarding the distinction between on-call hours and overtime hours.

Additionally, I wanted to inquire about when we will be notified of the hearing date and time. With only two weeks remaining before the exam, I want to ensure we are given a fair opportunity to present our case for eligibility.

Thank you in advance for your time and attention to these matters. I look forward to your response.

Thank you,
Lieutenant Donald Anderson #691
Officer in Charge, Crisis Intervention Team & Hostage Crisis Negotiation Team
San Francisco Police Department

Desk: (415) 837-7392 | Cell: (415) 589-1554
donald.d.anderson@sfgov.org

"When you can't control what's happening, challenge yourself to control the way you respond to what's happening. That's where your power is."



From: Anderson, Donald (POL) <Donald.D.Anderson@sfgov.org>
Sent: Friday, October 17, 2025 9:28 AM
To: Lo, Jen (HRD) <jen.lo@sfgov.org>
Subject: Re: Q080 Police Captain Preparation Guide

Thank you for the update.

I appreciate the clarification regarding how my post-probationary experience was calculated. However, I continue to believe that this process has been unfair. Two of the seven members from my group were permitted to take the examination because their overtime hours accrued after probation were counted toward the experience requirement. This approach places others, like myself, at a disadvantage, as opportunities for overtime are often dependent on assignment rather than individual effort.

Additionally, I have a question regarding my time with the Crisis Intervention Team. I was transferred to CIT on November 23, 2024, and have been on call every day since that date. This on-call status equates to approximately 34 hours per pay period. While I did not submit overtime during this period, I regularly responded to calls and fulfilled my duties as required. Between November 23, 2024, and September 8, 2025, this would amount to over 600 hours of on-call time.

Given that these hours represent work-related responsibilities outside regular duty hours, shouldn't they be considered as part of the total experience calculation?

Thank you for your time and consideration. I appreciate the opportunity to clarify this matter.

Thank you,

Lieutenant Donald Anderson #691

Officer in Charge, Crisis Intervention Team & Hostage Crisis Negotiation Team

San Francisco Police Department

Desk: (415) 837-7392 | Cell: (415) 589-1554

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"When you can't control what's happening, challenge yourself to control the way you respond to what's happening. That's where your power is."



From: Lo, Jen (HRD) <jen.lo@sfgov.org>

Sent: Friday, October 17, 2025 8:56 AM

To: Anderson, Donald (POL) <Donald.D.Anderson@sfgov.org>

Subject: RE: Q080 Police Captain Preparation Guide

Hello Lt. Anderson,

We obtained payroll records and calculated overtime hours from the date you passed probation on November 25, 2023 through September 8, 2025. These records included both regular and overtime hours. Based on this data, even when overtime hours are included, you still did not meet the minimum requirement of two full years of post-probationary experience. We will be submitting our staff report to the Civil Service Commission. Your original hearing date was scheduled for December 1, 2025, but we have requested it be moved to November 3, 2025, so you would be able to take the exam if your appeal is granted.



Connecting People with Purpose

Jen Lo, Public Safety Team Manager

Department of Human Resources

One South Van Ness Ave., 4th Floor

San Francisco, CA 94103

Website: www.sfdhr.org

Phone: 628-652-0724

From: Anderson, Donald (POL) <Donald.D.Anderson@sfgov.org>

Sent: Thursday, October 16, 2025 12:53 PM

To: Lo, Jen (HRD) <jen.lo@sfgov.org>

Cc: DHR-Publicsafety, DHR (HRD) <dhrr-publicsafety@sfgov.org>
Subject: Fw: Q080 Police Captain Preparation Guide

Good afternoon,

I've heard that some members of my group have recently received notifications indicating they are now eligible for the Q080 Police Captain examination. I wanted to follow up to see if you could provide any insight into the status of my eligibility, as I have not yet received a similar email.

Thank you in advance for your time and assistance.

Thank you,

Lieutenant Donald Anderson #691

Officer in Charge, Crisis Intervention Team & Hostage Crisis Negotiation Team

San Francisco Police Department

Desk: (415) 837-7392 | Cell: (415) 589-1554

donald.d.anderson@sfgov.org

"When you can't control what's happening, challenge yourself to control the way you respond to what's happening. That's where your power is."



From: Jen Lo from City and County of San Francisco <notifications@smartrecruiters.com>

Sent: Monday, October 6, 2025 10:12 AM

To: Anderson, Donald (POL) <Donald.D.Anderson@sfgov.org>

Subject: Q080 Police Captain Preparation Guide

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Donald Anderson:

While we are aware of your pending Civil Service Commission appeal regarding your application for Q080 Police Captain, we are providing the attached Q080 Police Captain Preparation Guide for your reference.

It can also be found at: <https://media.api.sf.gov/documents/Q080-Police-Captain-Preparation-Guide-2025.pdf>

Please be advised that this does not imply that your application has been accepted. The exam is tentatively scheduled for Wednesday, November 5, 2025. If your appeal is granted by the Civil Service Commission, you will be scheduled to take the examination with all other candidates.

After reading this Preparation Guide you may have additional questions regarding the selection process. In order to be fair, we cannot answer one candidate's question without sharing the information with everyone. If you have questions, they must be submitted via email to DHR-PublicSafety@sfgov.org by 5:00 PM Pacific Time Tuesday, October 14, 2025.

Responses to relevant questions submitted will be e-mailed to candidates on Friday, October 17, 2025. For obvious reasons we cannot answer questions that might compromise the security or validity of the test.

Jen Lo, Public Safety Team Manager
Department of Human Resources

Name	Pay Period End	Earn Code	Earn Code Description	Oth Hrs
Anderson,Donald D	10/11/13	939	LWLP/Regular	20.00
Anderson,Donald D	11/8/13	939	LWLP/Regular	10.00
Anderson,Donald D	1/3/14	939	LWLP/Regular	10.00
Anderson,Donald D	1/17/14	939	LWLP/Regular	20.00
Anderson,Donald D	8/29/14	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	12/5/14	LC8	LWLP Q52/0382 as Q62	30.00
Anderson,Donald D	6/5/15	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	8/14/15	LC8	LWLP Q52/0382 as Q62	40.00
Anderson,Donald D	7/29/16	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	12/14/18	LC8	LWLP Q52/0382 as Q62	8.00
Anderson,Donald D	2/22/19	LC8	LWLP Q52/0382 as Q62	16.00
Anderson,Donald D	7/10/20	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	8/20/21	LC8	LWLP Q52/0382 as Q62	40.00
Anderson,Donald D	9/3/21	LC8	LWLP Q52/0382 as Q62	40.00
Anderson,Donald D	11/26/21	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	4/1/22	LC8	LWLP Q52/0382 as Q62	37.00
Anderson,Donald D	4/15/22	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	6/10/22	LC8	LWLP Q52/0382 as Q62	30.00
Anderson,Donald D	5/13/22	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	9/2/22	LC8	LWLP Q52/0382 as Q62	50.00
Anderson,Donald D	8/19/22	LC8	LWLP Q52/0382 as Q62	10.00
Anderson,Donald D	10/28/22	LC8	LWLP Q52/0382 as Q62	10.00
			Total Hours:	441.00

ID	Name	Rpt Dt	Time Reporting Code	Description	Hours/Units	Pay
028159	Anderson, Donald D	1/10/2023	CTE	Comp Time Earned	1.00	94.11
028159	Anderson, Donald D	1/12/2023	CTE	Comp Time Earned	8.00	752.90
028159	Anderson, Donald D	1/17/2023	CTE	Comp Time Earned	2.00	188.23
028159	Anderson, Donald D	1/19/2023	CTE	Comp Time Earned	11.00	1035.24
028159	Anderson, Donald D	1/27/2023	CTE	Comp Time Earned	10.00	941.13
028159	Anderson, Donald D	1/29/2023	CTE	Comp Time Earned	9.00	847.01
028159	Anderson, Donald D	2/10/2023	CTE	Comp Time Earned	10.00	941.13
028159	Anderson, Donald D	2/11/2023	CTE	Comp Time Earned	5.00	470.56
028159	Anderson, Donald D	2/16/2023	CTE	Comp Time Earned	3.00	282.34
028159	Anderson, Donald D	2/17/2023	CTE	Comp Time Earned	11.00	1035.24
028159	Anderson, Donald D	2/23/2023	CTE	Comp Time Earned	11.00	1035.24
028159	Anderson, Donald D	2/24/2023	CTE	Comp Time Earned	10.00	941.13
028159	Anderson, Donald D	3/16/2023	CTE	Comp Time Earned	5.00	470.56
028159	Anderson, Donald D	3/24/2023	CTE	Comp Time Earned	4.00	376.45
028159	Anderson, Donald D	3/30/2023	CTE	Comp Time Earned	11.00	1035.24
028159	Anderson, Donald D	4/14/2023	CTE	Comp Time Earned	11.00	1035.24
028159	Anderson, Donald D	4/24/2023	CTE	Comp Time Earned	10.00	941.13
028159	Anderson, Donald D	4/25/2023	CTE	Comp Time Earned	9.00	847.01
028159	Anderson, Donald D	4/27/2023	OTP	Overtime Pay 1.5	8.00	1129.35
028159	Anderson, Donald D	4/28/2023	CTE	Comp Time Earned	5.00	470.56
028159	Anderson, Donald D	4/28/2023	OTP	Overtime Pay 1.5	6.00	847.01
028159	Anderson, Donald D	5/25/2023	OTP	Overtime Pay 1.5	8.00	1129.35
028159	Anderson, Donald D	6/6/2023	CTE	Comp Time Earned	4.00	376.45
028159	Anderson, Donald D	6/7/2023	OTP	Overtime Pay 1.5	9.00	1270.52
028159	Anderson, Donald D	6/8/2023	OTP	Overtime Pay 1.5	4.00	564.68
028159	Anderson, Donald D	6/13/2023	OTP	Overtime Pay 1.5	3.00	423.51
028159	Anderson, Donald D	6/15/2023	OTP	Overtime Pay 1.5	4.00	564.68
028159	Anderson, Donald D	7/13/2023	OTP	Overtime Pay 1.5	3.00	434.08
028159	Anderson, Donald D	7/28/2023	OTP	Overtime Pay 1.5	11.00	1591.63
028159	Anderson, Donald D	8/1/2023	OTP	Overtime Pay 1.5	5.00	723.47

028159	Anderson, Donald D	8/3/2023	OTP	Overtime Pay 1.5	11.00	1591.63
028159	Anderson, Donald D	8/14/2023	OTP	Overtime Pay 1.5	3.00	434.08
028159	Anderson, Donald D	8/18/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	9/11/2023	OTP	Overtime Pay 1.5	1.00	144.69
028159	Anderson, Donald D	9/12/2023	OTP	Overtime Pay 1.5	1.00	144.69
028159	Anderson, Donald D	9/13/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	9/14/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	9/15/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	9/27/2023	OTP	Overtime Pay 1.5	3.00	434.08
028159	Anderson, Donald D	9/28/2023	OTP	Overtime Pay 1.5	3.00	434.08
028159	Anderson, Donald D	10/8/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	10/11/2023	OTP	Overtime Pay 1.5	2.00	289.39
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028159	Anderson, Donald D	10/13/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	10/19/2023	OTP	Overtime Pay 1.5	10.00	1446.94
028159	Anderson, Donald D	10/20/2023	OTP	Overtime Pay 1.5	16.00	2315.11
028159	Anderson, Donald D	10/21/2023	OTP	Overtime Pay 1.5	10.00	1446.94
028159	Anderson, Donald D	10/23/2023	OTP	Overtime Pay 1.5	1.00	144.69
028159	Anderson, Donald D	10/24/2023	OTP	Overtime Pay 1.5	1.00	144.69
028159	Anderson, Donald D	10/25/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	10/27/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	11/8/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	11/9/2023	OTP	Overtime Pay 1.5	12.00	1736.33
028159	Anderson, Donald D	11/10/2023	OTP	Overtime Pay 1.5	4.00	578.78
028159	Anderson, Donald D	11/11/2023	OTP	Overtime Pay 1.5	14.00	2025.71
028159	Anderson, Donald D	11/12/2023	OTP	Overtime Pay 1.5	14.00	2025.71
028159	Anderson, Donald D	11/13/2023	OTP	Overtime Pay 1.5	14.00	2025.71
028159	Anderson, Donald D	11/14/2023	OTP	Overtime Pay 1.5	14.00	2025.71
028159	Anderson, Donald D	11/15/2023	OTP	Overtime Pay 1.5	4.00	578.78
028159	Anderson, Donald D	11/16/2023	OTP	Overtime Pay 1.5	4.00	578.78
028159	Anderson, Donald D	11/17/2023	OTP	Overtime Pay 1.5	4.00	578.78
028159	Anderson, Donald D	12/13/2023	OTP	Overtime Pay 1.5	1.50	217.04

028159	Anderson, Donald D	12/14/2023	OTP	Overtime Pay 1.5	1.50	217.04
028159	Anderson, Donald D	12/20/2023	OTP	Overtime Pay 1.5	6.00	868.16
028159	Anderson, Donald D	12/27/2023	OTP	Overtime Pay 1.5	1.50	217.04
028159	Anderson, Donald D	1/4/2024	OTP	Overtime Pay 1.5	3.00	434.08
028159	Anderson, Donald D	1/5/2024	OTP	Overtime Pay 1.5	3.00	434.08
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028159	Anderson, Donald D	1/14/2024	OTP	Overtime Pay 1.5	1.50	221.93
028159	Anderson, Donald D	1/18/2024	OTP	Overtime Pay 1.5	6.00	887.74
028159	Anderson, Donald D	1/23/2024	OTP	Overtime Pay 1.5	4.00	591.83
028159	Anderson, Donald D	1/24/2024	OTP	Overtime Pay 1.5	1.50	221.93
028159	Anderson, Donald D	1/25/2024	OTP	Overtime Pay 1.5	1.50	221.93
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028159	Anderson, Donald D	1/29/2024	OTP	Overtime Pay 1.5	3.00	443.87
028159	Anderson, Donald D	1/30/2024	OTP	Overtime Pay 1.5	9.00	1331.61
028159	Anderson, Donald D	2/8/2024	OTP	Overtime Pay 1.5	6.00	1121.74
028159	Anderson, Donald D	2/10/2024	OTP	Overtime Pay 1.5	10.00	1479.56
028159	Anderson, Donald D	2/11/2024	OTP	Overtime Pay 1.5	3.00	443.87
028159	Anderson, Donald D	2/17/2024	OTP	Overtime Pay 1.5	7.00	1035.69
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028159	Anderson, Donald D	2/19/2024	OTP	Overtime Pay 1.5	5.00	739.78
028159	Anderson, Donald D	2/22/2024	OTP	Overtime Pay 1.5	6.00	887.74
028159	Anderson, Donald D	2/23/2024	OTP	Overtime Pay 1.5	4.00	591.83
028159	Anderson, Donald D	2/24/2024	OTP	Overtime Pay 1.5	6.00	887.74
028159	Anderson, Donald D	3/7/2024	OTP	Overtime Pay 1.5	6.00	887.74
028159	Anderson, Donald D	3/9/2024	OTP	Overtime Pay 1.5	14.00	2071.39
028159	Anderson, Donald D	4/18/2024	OTP	Overtime Pay 1.5	6.00	887.74
028159	Anderson, Donald D	4/20/2024	OTP	Overtime Pay 1.5	4.00	591.83
028159	Anderson, Donald D	5/2/2024	OTP	Overtime Pay 1.5	3.00	443.87
028159	Anderson, Donald D	6/29/2024	OTP	Overtime Pay 1.5	10.00	1479.56
028159	Anderson, Donald D	6/30/2024	OTP	Overtime Pay 1.5	10.00	1479.56
028159	Anderson, Donald D	1/13/2025	OTP	Overtime Pay 1.5	1.00	152.40
028159	Anderson, Donald D	1/14/2025	OTP	Overtime Pay 1.5	1.00	152.40

028159	Anderson, Donald D	1/15/2025	OTP	Overtime Pay 1.5	6.00	914.40
028159	Anderson, Donald D	1/16/2025	OTP	Overtime Pay 1.5	1.00	152.40
028159	Anderson, Donald D	5/14/2025	OTP	Overtime Pay 1.5	4.00	609.60
028159	Anderson, Donald D	5/19/2025	OTP	Overtime Pay 1.5	1.00	152.40
028159	Anderson, Donald D	5/20/2025	OTP	Overtime Pay 1.5	1.00	152.40
028159	Anderson, Donald D	5/23/2025	OTP	Overtime Pay 1.5	10.00	1524.00
028159	Anderson, Donald D	6/3/2025	OTP	Overtime Pay 1.5	3.00	457.20
028159	Anderson, Donald D	9/2/2025	OTP	Overtime Pay 1.5	4.00	627.90

ID	Name	Rpt Dt	Time Reporting Code	Description	Hours/Units	Pay
028159	Anderson, Donald D	12/10/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/12/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/13/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/14/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/15/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/16/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/17/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/18/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/19/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/20/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/21/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/22/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/23/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/24/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/25/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/26/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/27/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/28/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/29/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/30/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	12/31/2020	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/1/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/2/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/3/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/4/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/5/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/6/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/7/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/8/2021	S86	Standby Pay - 100%	1.00	75.43
028159	Anderson, Donald D	1/9/2021	S86	Standby Pay - 100%	3.00	226.28

028159	Anderson, Donald D	1/10/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	1/11/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/13/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/14/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/15/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	1/16/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	1/17/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	1/19/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/20/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/21/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/22/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	1/23/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/25/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/26/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/27/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/28/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	1/29/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	1/30/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/1/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/2/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/3/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/4/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/5/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/6/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/7/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/8/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/9/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/10/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/11/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/13/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/14/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/15/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/16/2021	S86	Standby Pay - 100%	2.00	150.85

028159	Anderson, Donald D	2/18/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/19/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/20/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/21/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/22/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/23/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/24/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/25/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	2/26/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/27/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	2/28/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/1/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/2/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/3/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/4/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/5/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/6/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/7/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/8/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/9/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/10/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/11/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/12/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/13/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/14/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/15/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/16/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/17/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/18/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/20/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/21/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/22/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/23/2021	S86	Standby Pay - 100%	2.00	150.85

028159	Anderson, Donald D	3/24/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/25/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/27/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/28/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	3/29/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/30/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	3/31/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/1/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/2/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/3/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/6/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/7/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/9/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/11/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/12/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/13/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/14/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/15/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/16/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/17/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/18/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/19/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/20/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/22/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/23/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/24/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	4/25/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/26/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/27/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/28/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/29/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	4/30/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/1/2021	S86	Standby Pay - 100%	3.00	226.28

028159	Anderson, Donald D	5/2/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/3/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/5/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/6/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/7/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/9/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/10/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/11/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/12/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/13/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/14/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/22/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/23/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/24/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/25/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/26/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	5/27/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/28/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/29/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/30/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	5/31/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/1/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/2/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/3/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/4/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/5/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/6/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/9/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/10/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/11/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/12/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/13/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/14/2021	S86	Standby Pay - 100%	2.00	150.85

028159	Anderson, Donald D	6/15/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/16/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/17/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/18/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/19/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/20/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/21/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/22/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/23/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/24/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/25/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/26/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/27/2021	S86	Standby Pay - 100%	3.00	226.28
028159	Anderson, Donald D	6/28/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/29/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	6/30/2021	S86	Standby Pay - 100%	2.00	150.85
028159	Anderson, Donald D	7/3/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/4/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/5/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/6/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/7/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/8/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/9/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/11/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/12/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/14/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/15/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/16/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/17/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/18/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/19/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/20/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/22/2021	S86	Standby Pay - 100%	2.00	155.38

028159	Anderson, Donald D	7/23/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/24/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/25/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	7/26/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/27/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/28/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	7/31/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	8/1/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	8/2/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	8/3/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	8/4/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	8/5/2021	S86	Standby Pay - 100%	2.00	155.38
028159	Anderson, Donald D	8/6/2021	S86	Standby Pay - 100%	3.00	233.06
028159	Anderson, Donald D	11/23/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	11/24/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	11/25/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	11/26/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	11/27/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	11/28/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	11/29/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	11/30/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/1/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/2/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/3/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/4/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/5/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/6/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/7/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/8/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/9/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/10/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/11/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/12/2024	S86	Standby Pay - 100%	2.00	197.28

028159	Anderson, Donald D	12/13/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/14/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/15/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/16/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/17/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/18/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/19/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/20/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/21/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/22/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/23/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/24/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/25/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/26/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	12/27/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/28/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/29/2024	S86	Standby Pay - 100%	3.00	295.91
028159	Anderson, Donald D	12/30/2024	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	1/1/2025	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	1/2/2025	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	1/3/2025	S86	Standby Pay - 100%	2.00	197.28
028159	Anderson, Donald D	1/4/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/5/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/6/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/7/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/8/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/9/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/10/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/11/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/12/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/13/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/14/2025	S86	Standby Pay - 100%	2.00	203.20

028159	Anderson, Donald D	1/15/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/16/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/17/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/18/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/19/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/20/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/21/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/22/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/23/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/24/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/25/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/26/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/27/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	1/28/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/29/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/30/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	1/31/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/1/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/2/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/3/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/4/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/5/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/6/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/7/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/8/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/9/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/10/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/11/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/12/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/13/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/14/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/15/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/16/2025	S86	Standby Pay - 100%	2.00	203.20

028159	Anderson, Donald D	2/17/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/18/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/19/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/20/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/21/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	2/22/2025	S86	Standby Pay - 100%	3.00	304.80
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028159	Anderson, Donald D	2/24/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/25/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/26/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/27/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	2/28/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/1/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/2/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/3/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/4/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/5/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/6/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/7/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/8/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/9/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/10/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/11/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/12/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/13/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/14/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/15/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/16/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/17/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/18/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/19/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/20/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/21/2025	S86	Standby Pay - 100%	2.00	203.20

028159	Anderson, Donald D	3/22/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/23/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/24/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/25/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/26/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/27/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/28/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	3/29/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/30/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	3/31/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/1/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/2/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/3/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/4/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/5/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/6/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/7/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/8/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/9/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/10/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/11/2025	S86	Standby Pay - 100%	2.00	203.20
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028159	Anderson, Donald D	4/14/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/15/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/16/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/17/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/18/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/19/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/20/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/21/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/22/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/23/2025	S86	Standby Pay - 100%	3.00	304.80

028159	Anderson, Donald D	4/24/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/25/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	4/26/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	4/27/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/9/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/10/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/11/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/12/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/13/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/14/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/15/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/16/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/17/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/18/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/19/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/20/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/21/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/22/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/23/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/24/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/25/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/26/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	5/27/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/28/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/29/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	5/30/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/3/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/6/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/7/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/8/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/9/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/10/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/11/2025	S86	Standby Pay - 100%	2.00	203.20

028159	Anderson, Donald D	6/12/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/13/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/14/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/15/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/16/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/17/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/18/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/19/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/20/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/21/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/22/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	6/23/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/24/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/25/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/26/2025	S86	Standby Pay - 100%	2.00	203.20
028159	Anderson, Donald D	6/27/2025	S86	Standby Pay - 100%	3.00	304.80
028159	Anderson, Donald D	7/10/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/14/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/15/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/16/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/17/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/18/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/19/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	7/20/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/21/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	7/22/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/23/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/24/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/26/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	7/27/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	7/28/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/29/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	7/30/2025	S86	Standby Pay - 100%	2.00	209.30

028159	Anderson, Donald D	7/31/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/1/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/2/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/3/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/4/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/5/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/14/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/15/2025	S86	Standby Pay - 100%	3.00	313.95
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028159	Anderson, Donald D	8/17/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/18/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/19/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/20/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/21/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/22/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/23/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/24/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/25/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/26/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	8/27/2025	S86	Standby Pay - 100%	2.00	209.30
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028159	Anderson, Donald D	8/29/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/30/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	8/31/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	9/1/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	9/2/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	9/3/2025	S86	Standby Pay - 100%	2.00	209.30
028159	Anderson, Donald D	9/6/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	9/7/2025	S86	Standby Pay - 100%	3.00	313.95
028159	Anderson, Donald D	9/8/2025	S86	Standby Pay - 100%	2.00	209.30



Career Opportunity

Q080-Captain, (Police Department)

Recruitment: REF55286V

Published: August 25, 2025

Contact:

Jen Lo - jen.lo@sfgov.org

Sorry, this opening is closed

Apply using SmartRecruiters, the City and County of San Francisco's application portal.

Share

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Department: Police

Job class: [Q080-Captain, \(Police Department\)](#)

Salary range: \$254,592.00 - \$254,592.00

Role type: Permanent Civil Service [What does this mean?](#)

Hours: Full-time

Exam type: Class Based Test

Rule: Rule of 10

List type: Promotive

About:

Application Opening: August 25, 2025
Application Deadline: September 8, 2025
Compensation Range: \$254,592 Yearly
Recruitment ID: C00361

Role description

The Captain in the San Francisco Police Department (SFPD) is a management level position that may be assigned to the Operations, Administration, Special Operations, Investigations, Airport or Chief of Staff Bureaus. Captains report directly to a Commander or Deputy Chief.

Essential functions of the position include directing, supervising and monitoring personnel; training, developing and evaluating unit personnel; reviewing and processing documents/communications; analyzing procedures/information and developing plans; interacting with individuals other than unit personnel; and community policing. Captains routinely perform other law enforcement duties.

How to qualify

Experience:

1. Sworn members of the SFPD who have completed probation and have a minimum of two (2) years of experience with the SFPD at the rank of Q060 Lieutenant with permanent status as of September 8, 2025. Length of service is calculated from completion of probation.

AND

2. Possession of a POST Management Certificate issued by California Commission on Peace Officer Standards and Training;

AND

3. Possession of a valid Class C California Driver License.

Applicants must meet minimum qualifications (1) and (3) above by September 8, 2025 to be considered a "qualified candidate".

Evidence of possession of the POST Management Certificate must be submitted no later than 4:00 p.m. on December 31, 2025 to dhrr-publicsafety@sfgov.org. Candidates who have not provided a certificate

as of eligible list posting will be placed under waiver until such time as they provide a certificate. Candidates who do not provide a certificate by December 31, 2025, will be disqualified from the selection process.

Note: Falsifying one's education, training, or work experience or attempted deception on the application may result in disqualification for this and future job opportunities with the City and County of San Francisco.

What else should I know?

Selection Procedures:

The test will consist of an Assessment Center with various exercises. At this time, all components are tentatively planned for administration in November 2025. Qualified applicants will be notified by email of the exact date, time and location of the test components at least 10 days in advance of the test. A final passing score will be established. Only those who attain a final score above the pass point will be listed on the eligible list.

Q080 Captain Examination Preparation Guide: A description of the examination process will be included in Preparation Guides. Preparation Guides will also list the job-related duty areas and the knowledge, skills, and abilities to be evaluated in each test component. Preparation Guides for each component will be made available approximately 30 days prior to the administration of the component. Qualified applicants will be notified via email when Preparation Guides become available.

Certification:

The certification rule for the eligible list resulting from this test will be **Rule of Ten (10) Scores**.

Eligible List:

The duration of the eligible list produced from this exam will be twenty-four (24) months and may be extended up to twelve (12) months upon approval of the Human Resources Director. In accordance with CSC Rule 212.14, any eligible who fail to maintain the qualifications required by laws and by the terms of the examination announcement (including receiving a subsequent sustained allegation that involves racism) will be removed from the eligible list.

Secondary Criteria:

When making appointments, the Appointing Officer will consider the

following secondary criteria:

- Assignments
- Training
- Education
- Community involvement
- Special qualifications
- Commendations/awards
- Bilingual certification and
- Discipline history

Secondary criteria items will be reviewed in totality and will not be weighted. Candidates will be asked to complete a Secondary Criteria form at a later date.

Additional Information

Terms of Announcement and Appeal Rights:

Applicants must be guided solely by the provisions of this announcement, including requirements, time periods and other particulars, except when superseded by federal, state or local laws, rules or regulations. [Note: The correction of clerical errors in an announcement may be posted on the Department of Human Resources website at <https://careers.smartrecruiters.com/CityAndCountyOfSanFrancisco1/>.] The terms of this announcement may be appealed under Civil Service 211.6. Such appeals must be submitted in writing to the Department of Human Resources, 1 S Van Ness Avenue, 4th Floor, San Francisco, CA 94103-5413 by close of business on the 7th business day following the issuance date of this announcement. Information concerning other Civil Service Commission Rules involving announcements, applications and exam policies, including applicant appeal rights, can be found on the Civil Service Commission website at <http://sfgov.org/civilservice/rules>.

- [Information About the Hiring Process](#)
- [Conviction History](#)
- [Employee Benefits Overview](#)
- [Equal Employment Opportunity](#)
- [Disaster Service Worker](#)
- [ADA Accommodation](#)
- [Right to Work](#)
- [Copies of Application Documents](#)
- [Diversity Statement](#)

HOW TO APPLY

Applications for City and County of San Francisco jobs are **only** accepted through an online process.

Visit <https://careers.smartrecruiters.com/CityAndCountyOfSanFrancisco1/> and begin the application process.

- Select the "I'm Interested" button and follow instructions on the screen

Applicants may be contacted by email about this recruitment and, therefore, it is their responsibility to ensure that their registered email address is accurate and kept up-to-date. Also, applicants must ensure that email from CCSF is not blocked on their computer by a spam filter. To prevent blocking, applicants should set up their email to accept CCSF mail from the following addresses @sfgov.org and @smartrecruiters.com.

Applicants will receive a confirmation email that their online application has been received in response to every announcement for which they file. Applicants should retain this confirmation email for their records. **Failure to receive this email means that the online application was not submitted or received.**

Exam Analyst Information: If you have any questions regarding this recruitment or application process, please contact Jen Lo at

Jen.Lo@sfgov.org.

The City and County of San Francisco encourages women, minorities and persons with disabilities to apply. Applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), HIV/AIDS status, genetic information, marital status, sexual orientation, gender, gender identity, gender expression, military and veteran status, or other protected category under the law.

Sorry, this opening is closed