



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

**DANIEL LURIE
MAYOR**

Sent via Electronic Mail

October 23, 2025

NOTICE OF CIVIL SERVICE COMMISSION MEETING

Carla Hurley
[REDACTED]

**SUBJECT: APPEAL BY CARLA HURLEY OF THE REJECTION OF THEIR APPLICATION FOR THE Q080
CAPTAIN, POLICE DEPARTMENT EXAMINATION.**

Dear Carla Hurley:

The above matter will be considered by the Civil Service Commission at a hybrid meeting (in-person and virtual) in Room 400, City Hall, 1 Dr. Goodlett Place, San Francisco, California 94102 and through Cisco WebEx to be held on **November 3, 2025, at 2:00 p.m.** You will receive a separate email invite from a Civil Service Commission staff member to join and participate in the meeting.

The agenda will be posted for your review on the Civil Service Commission's website at www.sf.gov/CivilService under "Meetings" no later than end of day on Wednesday, October 29, 2025. Please refer to the attached Notice for procedural and other information about Commission hearings. A copy of the department's staff report on your appeal is attached to this email.

In the event that you wish to submit any additional documents in support of your appeal, please submit **one hardcopy 3-hole punch, double-sided and numbered at the bottom of each page to the CSC Office at 25 Van Ness Ave., Suite 720 and email a PDF version to the Civil Service Commission's email at civilservice@sfgov.org by 5:00 p.m. on Tuesday, October 28, 2025**, please be sure to redact your submission for any confidential or sensitive information that is not relevant to your appeal (e.g., home addresses, home or cellular phone numbers, social security numbers, dates of birth, etc.), as it will be considered a public document.

Attendance by you or an authorized representative is recommended. **You will have up to 5 minutes for your presentation unless your time is extended by the Commission.** Should you or a representative not attend, the Commission will rule on the information previously submitted and any testimony provided at its meeting. Where applicable, the Commission has the authority to uphold, increase, reduce, or modify any restrictions recommended by the department. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

You may contact me at (628) 652-1100 or at Lavena.Holmes@sfgov.org if you have any questions.

CIVIL SERVICE COMMISSION

LAVENA HOLMES
Deputy Director

Attachment

Cc: Carol Isen, Department of Human Resources
Kate Howard, Department of Human Resources
Anna Biasbas, Department of Human Resources
Lisa Pigula, Department of Human Resources
Benjamin Houston, Police Department
Orla Petirs, Police Department
Jen Lo, Department of Human Resources
Commission File
Commissioners' Binder
Chron

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

A. Commission Office

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is civilservice@sfgov.org and the web address is www.sfgov.org/civilservice/. Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

B. Policy Requiring Written Reports

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

C. Policy on Written Submissions by Appellants

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4th) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). An original copy on 8 1/2-inch X 11 inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

D. Policy on Materials being Considered by the Commission

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at <https://sf.gov/civilservice> and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement

A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

F. Policy and Procedure on Hearing Items Out of Order

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

G. Procedure for Commission Hearings

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

H. Policy on Audio Recording of Commission Meetings

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at www.sfgov.org/civilservice/.

I. Speaking before the Civil Service Commission

Speaker cards are not required. The Commission will take in-person public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended. People who have received an accommodation due to a disability (as described below) may provide their public comments remotely. The Commission will also allow public comment from members of the public who choose to participate remotely. It is possible that the Commission may experience technical challenges that interfere with the ability of members of the public to participate in the meeting remotely. If that happens, the Commission will attempt to correct the problem, but may continue the hearing so long as people attending in-person are able to observe and offer public comment.

J. Public Comment and Due Process

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Information on Disability Access

*** Temporary Wheelchair-accessible entrances are located on Van Ness Avenue and Grove Street. Please note the wheelchair lift at the Goodlett Place/Polk Street is temporarily not available. After multiple repairs that were followed by additional breakdowns, the wheelchair lift at the Goodlett/Polk entrance is being replaced for improved operation and reliability.**

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email civilservice@sfgov.org to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: sotf@sfgov.org, or on the City's website at www.sfgov.org/bdsupvrs/sunshine.

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <https://sfethics.org/>.




CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

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

1. Civil Service Commission Register Number: **0222-25-4**
2. For Civil Service Commission Meeting of: **November 3 , 2025**
3. Check One:
Ratification Agenda ☐
Consent Agenda ☐
Regular Agenda ☒
Human Resources Director's Report ☐
4. Subject: **Register No. 0222-25-4: Carla Hurley appealing the disqualification for the Q080 – Captain, Police Department examination.**
5. Recommendation: **Adopt the report of the Department of Human Resources and deny the appeal by Hurley**
6. Report prepared by: **Jen Lo** Telephone number: **628-652-0724**
7. Notifications: **(Attach a list of the person(s) to be notified in the format described in IV. Commission Report Format-A).**
8. Reviewed and approved for Civil Service Commission Agenda:

Human Resources Director: 
Date: 10/16/2025
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

**Executive Officer
Civil Service Commission
25 Van Ness Avenue, Suite 720
San Francisco, CA 94102**
10. Receipt-stamp this form in the ACSC RECEIPT STAMP box to the right using the time-stamp in the CSC Office.

Attachment

CSC RECEIPT STAMP

NOTIFICATIONS

Carla Hurley



Carol Isen
Human Resources Director
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Carol.Isen@sfgov.org

Kate Howard
Managing Deputy Director
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Kate.Howard@sfgov.org

Anna Biasbas
Deputy Director, Employment Services
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Anna.Biasbas@sfgov.org

Lisa Pigula
Assistant Director, Employment Services
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Lisa.Pigula@sfgov.org

Benjamin Houston
Human Resources Manager
1245 3rd Street, 5th Floor
San Francisco, CA 94158
Benjamin.Houston@sfgov.org

Orla Petirs
Talent Development Manager
1245 3rd Street, 5th Floor
San Francisco, CA 94158
Orla.Petirs@sfgov.org

Jen Lo
Public Safety Team Manager
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103-5413
Jen.Lo@sfgov.org



DATE: October 16, 2025

TO: The Honorable Civil Service Commission

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

FROM: Jen Lo, Public Safety Team Manager
Lisa Pigula, Assistant Director, Employment Services

RE: **Register No. 0222-25-4: Carla Lee Hurley appealing the disqualification for the Q080 – Captain, Police Department examination.**

Background

The Department of Human Resources (DHR) Public Safety Team (PST) issued the job ad for Q080 Captain [Attachment A] on August 25, 2025. The application filing period was from August 25, 2025, to September 8, 2025. The minimum qualifications (MQs) listed in the job ad included the following requirements:

1. Current 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 dhr-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.

DHR received 41 applications during the filing period. Jen Lo, Public Safety Team Manager, reviewed the applications to determine whether each applicant met the experience requirement. For this purpose, the length of post-probationary experience was calculated using the date each applicant completed probation as the starting point and the job announcement's closing date September 8, 2025 as the ending point. The Police Department confirmed that appellant Carla Hurley completed probation on November 25, 2023. Therefore, their post-probationary experience was calculated from November 25, 2023, through September 8, 2025. Based on this method of calculation, 37 applicants were found to meet the minimum qualifications (MQs), while four were determined to be not qualified (NQ), including Appellant Hurley.

Appellant Hurley was sent a not qualified (NQ) notice on September 9, 2025 [Attachment B]. The notice provided a time period during which Appellant Hurley could submit documentation to demonstrate how they meet the experience requirement. The notice also indicated that responses to the NQ determination were due by 1600 hours, September 16, 2025. Appellant Hurley responded via email [Attachment C] explaining why they believe they meet the minimum qualifications. The additional information provided was reviewed, and it was determined that Appellant Hurley still did not meet the minimum qualifications.

On September 12, 2025, Carla Hurley submitted an appeal [Attachment D] to the Civil Service Commission (CSC). In their appeal to the CSC, Appellant Hurley raised the following issues:

- Probationary and acting assignment time should count towards the two-year experience requirement. In prior testing processes, verified lieutenant-level assignments (acting assignments) have been accepted toward meeting the minimum qualifications. In addition to Q060 experience service, they have substantial documented lieutenant-level experience prior to their formal promotion to Q060 and this experience should be counted towards meeting the experience requirement.
- By denying them and the other appellants the opportunity to take the Q080 Captain's exam, it is narrowing the candidate pool.
- Lieutenants who were promoted from the previous eligible list but who were lower rank on their respective eligible list than Appellant Hurley were able to take the exam.
- The POST Management Certificate, a required qualification, is permitted to be submitted up until December 31, 2025. It is reasonable and equitable to apply the same principle to experience qualifications, especially for candidates currently serving in the role with verifiable records.

Issue

Should Carla Hurley be allowed to participate in the Q080 Captain exam process without meeting the MQs?

Authority/Standards

Sec. 210.2 Notice of Examinations

Official notice of examinations will be posted on the City's official employment opportunity website. Notice of entrance and promotional examinations will be posted for a minimum period not to be less than three (3) business days as determined by the Human Resources Director. In establishing the minimum period, the Human Resources Director shall consider, among other factors, ensuring reasonable access to the job ad, stability and reliability of the messaging platform in sending and receiving notifications, extent of access by the labor market to the means for receiving timely notification, and equal employment opportunity and racial equity goals. Requests for notice of filing dates for entrance examinations may be filed online through the Department of Human Resources website. Notifications shall be emailed at the inquirer's risk. Failure to receive a requested notification shall not result in any special consideration or remedy related to the examination process. DHR will, on a regular basis, report to the CSC on the progress of advance notification of upcoming employment opportunities for postings of five (5) days or less on the employment opportunity website.

Sec. 210.13 Promotional Applicants

Applicants for promotional examinations shall meet the requirements of the examination announcement under which they apply and be eligible to participate in an examination on a promotive basis as defined by the examination announcement.

Sec. 211.5 Announcement

The examination announcement shall provide the qualifications, dates, duration of eligible lists, type of examination, selection procedure(s) and other particulars regarding the examinations thereon announced. Applicants must be guided solely by the announcement of the examination(s) for which they apply. Not less than thirty (30) days prior to the issuance of this announcement, it shall be provided to the bargaining agent for review and comment. Should the document not be returned within the thirty (30) days, the department will proceed with the job announcement.

Sec. 211.6 Protests and Appeals of Examination Announcements

211.6.1 Protests concerning provisions of an announcement must be received by the Department of Human Resources/Examination Division of the Police Department within five (5) calendar days from the issuance date. A day the Exam Unit is closed shall not be counted as the fifth (5th) calendar day.

Sec. 217.2 Definition of Probationary Period

217.2.1 The probationary period is defined as the final and most important phase of the selection process and is to be used for evaluating the performance of an employee in the position to which appointed;

SAN FRANCISCO POLICE OFFICERS' ASSOCIATION UNITS P-1 AND P-2A MOU

B. Probationary Period and Step Advancement,

1. Probationary Period

182. The probationary period for all other ranks shall be 12 months.

Findings

The Q080 Captain job ad was posted in accordance with CSC rules 210.2 and 211.5. CSC Rule 210.13, which states that “applicants for promotional examinations shall meet the requirements of the examination announcement under which they apply and be eligible to participate in an examination on a promotive basis as defined by the examination announcement.” As previously indicated, the exam was open to “Current 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.”

The calculation used for determining whether applicants met the two (2) year experience requirement included the probation completion date as the beginning date and September 8, 2025, as the end date in accordance with the requirement specified in the job ad.

Appellant Hurley stated that their probation end date was November 25, 2023 and as of September 8, 2025, they had one year and nine months of experience post-probation.

Analysis

The Q080 Captain job ad specified the MQs. PST staff used consistent criteria in reviewing all applications against the provisions of the exam announcement.

Police Department records confirm Appellant Hurley’s probation end date as November 25, 2023. Appellant Hurley did not have two (2) years of experience beyond probation as a Q060 Lieutenant as of the final application filing date specified in the Q080 Captain job ad. As of September 8, 2025, Appellant Hurley had one year and nine months of experience beyond probation.

In their appeal, Appellant Hurley stated that they had substantial acting assignment hours which were accepted in prior Q080 exams to meet the minimum qualifications. It is correct that in some past selection processes, acting assignment experience was considered toward meeting the experience requirement. However, that was due to ambiguity in earlier minimum qualification language, which did not clearly specify that the required experience must be gained *after* successful completion of probation. As a result, applicants’ acting assignments prior to completing probation were counted at that time in accordance with the terms of those past announcements. The latest job announcement for the Q080 Captain exam clearly states that “length of service is calculated from completion of probation,” thereby eliminating any ambiguity. Therefore, under the minimum qualifications in the latest job ad, only post-

probation, permanent Q060 experience is qualifying. In accordance with CSC Rules 210.13 and 211.5, applicants must be guided solely by the qualifications in the latest job announcement and not by past practices or language from prior processes.

Appellant Hurley argued that disqualifying them and other similarly situated candidates unfairly narrowed the candidate pool. However, the purpose of minimum qualifications is precisely to define a baseline level of experience necessary to ensure readiness for the role being tested. Enforcing these qualifications consistently across all applicants is essential to maintaining a fair, merit-based process. Moreover, the Department has determined that there are enough qualified candidates to proceed with a competitive examination process.

Appellant Hurley asserted that lieutenants who were promoted from the previous eligible list, despite ranking lower than Hurley on that list, were able to participate in the current exam. Rank on a prior eligible list has no bearing on meeting the minimum qualifications. Eligibility for each promotional examination is governed solely by the minimum qualifications outlined in its specific job announcement. As previously noted, the latest job ad required two years of post-probation experience as a Q060 Lieutenant by the final filing date. Applicants who met that requirement were eligible to participate, regardless of their placement on a prior eligible list. Conversely, those who did not meet the stated requirements regardless of prior rank or list placement were not eligible.

Appellant Hurley argued that the experience requirement should share the December 31, 2025, deadline allowed for submitting the POST Management Certificate. The POST Management Certificate is issued by an external agency, the Commission on Peace Officer Standards and Training (POST), which operates independently of the City and its examination timelines. While an applicant may meet the eligibility criteria for the certificate before the application deadline, POST's processing time may delay the issuance of the official document. To avoid penalizing qualified applicants for administrative delays outside their control, the City allows additional time until 4:00 p.m. on December 31, 2025 for submission of the POST Certificate.

Conclusion

Carla Hurley did not meet the minimum qualifications as outlined in the job ad. Enforcing the terms of the job ad must be consistent for all Police Department members. It would not be appropriate for DHR to make an exception that would conflict with the terms specified in the job ad.

Recommendation

Adopt the report of the Department of Human Resources and deny the appeal by Carla Hurley.

Attachments

Attachment A: Job Ad for Q080 Captain, Police Department

Attachment B: Not qualified (NQ) email 9/9/2025

Attachment C: Email from Hurley 9/9/2025

Attachment D: Appeal from Hurley to CSC



City and County of San Francisco

Captain – Police Department (Q080)

- 1245 3rd St., San Francisco, CA 94158, USA
- Full-time
- Exam Type: Class Based Test
- Eligible List Type: Promotive
- Fill Type: Permanent Civil Service
- Work Hours: Regular
- Job Code and Title: Q080 Captain, Police Department

Company Description

Application Opening: August 25, 2025

Application Deadline: September 8, 2025

Compensation Range: \$254,592 Yearly

Recruitment ID: C00361

Job 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.

Qualifications

Experience:

1. Current 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 dhr-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.

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.



Jen Lo

Sep 9, 11:18 AM

Application Status for Q080 Captain

Dear Carla Hurley:

Thank you for your application for Q080 Captain. Based on the information in our HR People and Pay system, we have determined that you do not meet the minimum requirement as specified below.

Experience:

1. Current 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.

If you believe that you meet this requirement you must submit, in writing, that describes how you meet the requirement including your completed probation date as a Q060 Lieutenant. This documentation must be received at the following address: Jen.Lo@sfgov.org no later than 1600 hours, Tuesday, September 16, 2025.

Sincerely,
Jen Lo, Public Safety Team Manager
Department of Human Resources

✓ Delivered

Lo, Jen (HRD)

From: Carla Hurley [REDACTED]
Sent: Thursday, September 11, 2025 7:55 AM
To: Lo, Jen (HRD)
Subject: Application for Q80
Attachments: Carla (1).xlsx

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

Good morning,

I am writing in response to your email regarding my application for the Q80 Captain Examination. I was promoted to Sergeant in 2013. From 2013-2022, I have assumed the role of acting Lieutenant on patrol and in investigations. Since 2020, I have 446 hours of acting Lt hours that should contribute to my Lieutenant experience.

The requirements state that I need to have 2 years of experience beyond probation but there is no differentiation between LWLP experience and experience beyond probation. Furthermore, this requirement that experience must be post probation is arbitrary.

I also have the POST Management Certificate (issued in November of 2024) and a valid Class C driver's license.

I believe I fully meet the requirements to take the Q80 Captain Exam and would like to appeal. I also have my acting Lt hours from 2020 to 2022 attached. Thank you for your consideration.



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

Attachment D

Sent via Email

NOTICE OF RECEIPT OF APPEAL

DATE: September 17, 2025

REGISTER NO.: 0222-25-4

APPELLANT: CARLA LEE HURLEY

Carol Isen
Human Resources Director
Department of Human Resources
1 South Van Ness Avenue, 4th Floor
San Francisco, CA 94103

Dear Carol Isen:

The Civil Service Commission has received the attached letter from Carla Lee Hurley appealing the disqualification of their Q080 – Captain examination with the San Francisco Police Department. Your review and action are required.

If this matter is not timely or appropriate, please submit CSC Form 13 “Action Request on Pending Appeal/Request,” with supporting information and documentation to my attention by email to civilservice@sfgov.org. CSC Form 13 is available on the Civil Service Commission’s website at www.sf.gov/CivilService on the “File an action request for a Civil Service Commission hearing” page.

In the event Carla Lee Hurley’s appeal is timely and appropriate, the department is required to submit a staff report in response to the appeal within sixty (60) days so that the matter may be resolved in a timely manner. Accordingly, **the staff report is due no later than 11 a.m. on November 20, 2025**, so that it may be heard by the Civil Service Commission at its meeting on December 1, 2025. If you are unable to transmit the staff report by the November 20th deadline, or if required departmental representatives will not be available to attend the December 1st meeting, please notify me by use of CSC Form 13 as soon as possible, with information regarding the reason for the postponement and a proposed alternate submission and/or hearing date.

You may contact me at Lavena.Holmes@sfgov.org or (628) 652-1100 if you have any questions. For more information regarding staff report requirements, meeting procedures or future meeting dates, please visit the Commission's website at www.sfgov.org/CivilService.

Sincerely,

CIVIL SERVICE COMMISSION



LAVENA HOLMES
Deputy Director

Attachment

Cc: Anna Biasbas, Department of Human Resources
Jeanne Buick, Department of Human Resources
Jen Lo, Department of Human Resources
Benjamin Houston, Police Department



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

**DANIEL LURIE
MAYOR**

Sent via Email

September 17, 2025

Carla Lee Hurley

Subject: Register No. 0222-25-4: Appealing the Disqualification for the Q080 – Captain Examination with the San Francisco Police Department.

Dear Carla Lee Hurley:

This is in response to your appeal submitted to the Civil Service Commission on September 15, 2025, appealing your disqualification for the Q080 – Captain examination with the San Francisco Police Department. Your appeal has been forwarded to the Department of Human Resources for investigation and response to the Civil Service Commission.

If your appeal is timely and appropriate, the department will submit its staff report on this matter to the Civil Service Commission in the near future to request that it be scheduled for a hearing. The Civil Service Commission generally meets on the 1st and 3rd Mondays of each month. You will receive notice of the meeting and the department's staff report on your appeal two Fridays before the hearing date via email, as you have requested on your appeal form.

In the meantime, you may wish to compile any additional information you would like to submit to the Commission in support of your position. The deadline for receipt in the Commission office of any additional information you may wish to submit is 5:00 p.m. on the Tuesday preceding the meeting date by email to civilservice@sfgov.org. Please be sure to redact your submission for any confidential or sensitive information (e.g., home addresses, home or cellular phone numbers, social security numbers, dates of birth, etc.), as it will be considered a public document.

You may contact me by email Lavena.Holmes@sfgov.org or by phone at (628) 652-1100 if you have any questions. You may also access the Civil Service Commission's meeting calendar, and information regarding staff reports and meeting procedures, on the Commission's website at www.sf.gov/CivilService.

Sincerely,

CIVIL SERVICE COMMISSION

LAVENA HOLMES
Deputy Director



CIVIL SERVICE COMMISSION
City and County of San Francisco
25 Van Ness Avenue, Suite 720
San Francisco, California 94102-6033
Executive Officer
(628) 652-1100

CSC Register No.

To:

CC:

APPEAL TO THE CIVIL SERVICE COMMISSION

INSTRUCTIONS:

Submit an original copy of this form to the Executive Officer of the Civil Service Commission at the address above within the designated number of days following the postmarked mailing date or email date (whichever is applicable) of the Department of Human Resources' or Municipal Transportation Agency's notification to the appellant. The appellant's/authorized representative's original signature is required. (E-mail is not accepted.) It is recommended that you include all relevant information and documentation in support of your appeal.

TYPE OF APPEAL: (Check One)

- Examination Matters (by close of business on 5th working day)
Employee Compensation Matters (by close of business on 7th working day) - Limited application
Personal Service Contracts (Posting Period)
Other Matters (i.e., Human Resources Director/Executive Officer Action) (30 Calendar days)
Future Employability Recommendations (See Notice to Employee)

"During the Shelter Order dated March 17, 2020, we are accepting appeals by email at civilservice@sfgov.org"

Carla Lee Hurley

Full Name of Appellant

Q80

Lieutenant

Work Address

San Francisco Police Department

Work Telephone

Job Code

Title

Department

Residence Address

City

State

Zip

Home Telephone

Full Name of Authorized Representative (if any)

Telephone Number of Representative (including Area Code)

NOTE: If this is deemed to be a timely and appealable matter, the department will submit a staff report to the Civil Service Commission to request that it be scheduled for hearing. You will be notified approximately one week in advance of the hearing date, at which time you will be able to pick up a copy of the department's staff report at the Commission's offices. If you would instead prefer Commission staff to email you a copy of the meeting notice and staff report, please provide your email address below.

Email:

COMPLETE THE BASIS OF THIS APPEAL ON THE REVERSE SIDE. (Use additional page(s) if necessary)

Does the basis of this appeal include new information not previously presented in the appeal to the Human Resources Director? If so, please specify.

Check One:

Yes

No

Original Signature of Appellant or Authorized Representative

Date

CSC-12 (5/2021)

Date Received by Civil Service Commission:

State the basis of this appeal in detail. For more information about appeal rights and deadlines, please review the Civil Service Rules located on the Civil Service Commission's website at www.sfgov.org/CivilService.

Please see attached, thank you

September 12, 2025

**San Francisco Civil Service Commission
Employee Relations Ordinance Administrator
25 Van Ness Avenue, Suite 720
San Francisco CA 94102**

Subject: Civil Service Commission Appeal for Eligibility to Take Q80 Captain's Examination

To Whom it May Concern,

I am writing to ask that you respectfully reconsider my eligibility to take the Q80 Captain's Examination. The minimum qualifications state the following:

1. *Current 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.*

I was promoted to the position of SFPD Lieutenant on November 26, 2022. Prior to that, I was promoted to Sergeant on June 22, 2013. I held various positions in patrol and investigations at Richmond Station, Bayview Station, Bayview Station Investigations, Major Crimes Robbery, and the Special Investigations Division. During that time, I was often the acting Lieutenant. Since March of 2020, I have 446 hours of acting Lieutenant pay which more than makes up for the approximate 2.5 months I am shy of the stated 2-year service requirement after probation.

There is no differentiation between acting lieutenant hours experience and experience beyond probation. The requirement that experience must be post probation is completely arbitrary. The minimum qualifications state that the length of service is calculated from completion of probation which I believe purposefully excludes the other 6 members who were promoted at the same time as me from taking the Captain's Examination.

By arbitrarily deciding to calculate experience post probation adversely impacts me. This decision lacks any substantiative justification since the duties of an acting Lieutenant and a Lieutenant who has completed probation are identical and compensated at the same rate.

The seven members in my group are Lieutenants Nicholas Chorley, Jon Kasper, Uwen Obot, Wayman Young, Ryan Crosby, Donald Anderson, and myself, Carla Hurley. I am a Chinese female who speaks Cantonese and was born in Hong Kong. Four of the members are persons of color.

Finding 90 of the Collaborative Reform Initiative states the following:

The SFPD does not have representative diversity within all its ranks in the organization, especially in the supervisory and leadership ranks (finding 90)

On the previous Lieutenant's list, Lieutenants down to Rank 61 were allowed to take the second Captain's Examination given by our Department while they were Lieutenants. Our group of 7 that I mentioned prior were ranked from 25-31 on the Lieutenant's exam, yet will not be eligible until the third administration of the exam after our promotional date. That in and of itself is not equitable and inconsistent with past practice.

There is also an extension for the POST Management Certificate which allows until December 28, 2025 to obtain the certificate. There should also be an extension for the 2 years post probation to the same date. The date of August 2025 is completely arbitrary and is a simple matter that can be resolved.

I know that in the past, there are at least 2 members who were successful in appealing their acting Lieutenant hours which afforded them the experience required and they were allowed to take the Captain's Examination. One of those members did not even have to appeal, he was allowed to take the test after submitting his acting Lieutenant hours. To not allow members who also have acting Lieutenant hours to take the exam is not fair and equitable.

I will also note that I received my Management Certificate in November of 2024. I also possess a valid Class C Driver's License.

In conclusion, I am asking that you recognize that acting Lieutenant experience is valid and considered experience. Thank you for your consideration

Respectfully submitted,

Carla Lee Hurley

8	7/8/2021	Thu	REG						INVE	1	5A203	7/8/2021	6:00AM	7/8/2021	4:00PM	A09163	07/08/2021 1 6:02AM	01/25/21 11:19PM
9	7/8/2021	Thu	LW						INVE	1	5A203	7/8/2021	6:00AM	7/8/2021	4:00PM	A09163	07/08/2021 1 6:03AM	07/07/21 4:37PM
10	7/9/2021	Fri	H						INVE	1						SFSSC970		01/25/21 11:19PM
11	7/9/2021	Fri	CRP	Mandatory	A05456	7/9/2021	385041		LEGA	1		7/9/2021	9:00AM	7/9/2021	12:00PM	A20810		07/09/21 12:31PM
12	7/10/2021	Sat	H						INVE	1						SFSSC970		01/25/21 11:19PM
13	7/11/2021	Sun	H						INVE	1						SFSSC970		01/25/21 11:19PM
14	7/12/2021	Mon	REG						INVE	1	5A203	7/12/2021	7:00AM	7/12/2021	5:00PM	A05045	07/11/2021 1 8:01PM	01/25/21 11:19PM
15	7/12/2021	Mon	LW						INVE	1	5A203	7/12/2021	7:00AM	7/12/2021	5:00PM	A05045		07/11/21 8:02PM
16	7/13/2021	Tue	REG						INVE	1	5A52C	7/13/2021	7:00AM	7/13/2021	5:00PM	A09163	07/12/2021 1 6:59AM	01/25/21 11:19PM
17	7/13/2021	Tue	LW						INVE	1		7/13/2021	7:00AM	7/13/2021	5:00PM	A09163		07/12/21 6:59AM
18	7/14/2021	Wed	REG						INVE	1	5A52C	7/14/2021	7:00AM	7/14/2021	5:00PM	SFSSC970		01/25/21 11:19PM
19	7/14/2021	Wed	LW						INVE	1		7/14/2021	7:00AM	7/14/2021	5:00PM	A09163	07/12/2021 7:00AM	07/12/21 7:00AM
20	7/15/2021	Thu	REG						INVE	1	5A52C	7/15/2021	7:00AM	7/15/2021	5:00PM	SFSSC970		01/25/21 11:19PM
21	7/15/2021	Thu	LW						INVE	1		7/15/2021	7:00AM	7/15/2021	5:00PM	A09163	07/12/21 7:00AM	07/12/21 7:00AM
22	7/16/2021	Fri	H						INVE	1						SFSSC970		01/25/21 11:19PM
23	7/17/2021	Sat	H						INVE	1						SFSSC970		01/25/21 11:19PM
24	7/18/2021	Sun	H						INVE	1						SFSSC970		01/25/21 11:19PM
25	7/19/2021	Mon	REG						INVE	1	5A203	7/19/2021	6:00AM	7/19/2021	4:00PM	A09163	07/19/2021 1 6:17AM	01/25/21 11:19PM
26	7/19/2021	Mon	LW						INVE	1		7/19/2021	6:00AM	7/19/2021	4:00PM	A09163	07/19/2021 1 6:17AM	07/15/21 4:05PM
27	7/20/2021	Tue	REG						INVE	1	5A52C	7/20/2021	7:00AM	7/20/2021	5:00PM	SFSSC970		01/25/21 11:19PM
28	7/20/2021	Tue	LW						INVE	1		7/20/2021	7:00AM	7/20/2021	5:00PM	A09163	07/15/21 4:05PM	07/15/21 4:05PM

29	7/21/2021	Wed	REG		INVE	1	5A52C	7/21/2021 7:00AM	7/21/2021 5:00PM	SFSSC970	01/25/21 11:19PM
30	7/21/2021	Wed	LW		INVE	1		7/21/2021 7:00AM	7/21/2021 5:00PM	for Lt Burke A09163	07/15/21 4:06PM
31	7/22/2021	Thu	REG		INVE	1	5A52C	7/22/2021 7:00AM	7/22/2021 1:00PM	A09163	07/22/202 01/25/21 1 10:19AM 11:19PM
32	7/22/2021	Thu	LW		INVE	1		7/22/2021 7:00AM	7/22/2021 1:00PM	for Lt Burke A09163	07/22/202 07/15/21 1 10:19AM 4:06PM
33	7/22/2021	Thu	VA		INVE	1		7/22/2021 1:00PM	7/22/2021 5:00PM		
98	9/20/2021	Mon	REG		INVE	1	5A52C	9/20/2021 7:00AM	9/20/2021 5:00PM	SFSSC970	01/25/21 11:19PM
99	9/20/2021	Mon	LW		INVE	1		9/20/2021 7:00AM	9/20/2021 3:00PM	Lt. Kerow A10209	09/19/21 8:01PM
100	9/21/2021	Tue	REG		INVE	1	5A52C	9/21/2021 7:00AM	9/21/2021 5:00PM	SFSSC970	01/25/21 11:19PM
106	9/27/2021	Mon	REG		INVE	1	5A52C	9/27/2021 7:00AM	9/27/2021 5:00PM	SFSSC970	01/25/21 11:19PM
107	9/27/2021	Mon	LW		INVE	1		9/27/2021 11:00AM	9/27/2021 3:00PM	Lt. Kerow A10209	09/30/202 09/27/21 1 12:39PM 8:54AM
108	9/28/2021	Tue	REG		INVE	1					
205	12/22/2021	Wed	REG		INVE	1	5A52C	##### 7:00AM	##### 3:00PM	A09163	12/22/202 01/25/21 1 2:49PM 11:19PM
206	12/22/2021	Wed	LW		INVE	1		##### 7:00AM	##### 3:00PM	For Lt Kerow A09163	12/22/202 12/22/21 1 2:41PM 8:24AM
207	12/22/2021	Wed	VA		INVE	1		##### 3:00PM	##### 5:00PM	A09163	12/22/21 2:49PM
208	12/23/2021	Thu	REG		INVE	1	5A52C	##### 7:00AM	##### 4:00PM	A09163	12/23/202 01/25/21 1 3:17PM 11:19PM
209	12/23/2021	Thu	LW		INVE	1		##### 7:00AM	##### 3:00PM	For Lt Kerow A09163	12/22/202 12/22/21 1 2:41PM 8:24AM
210	12/23/2021	Thu	VA		INVE	1		##### 4:00PM	##### 5:00PM	A09163	12/23/21 3:17PM
211	12/24/2021	Fri	H		INVE	1				SFSSC970	01/25/21 11:19PM
212	12/25/2021	Sat	IL		INVE	1		##### 7:00AM	##### 5:00PM	SFSSC970	01/25/21 11:19PM
213	12/26/2021	Sun	H		INVE	1				SFSSC970	01/25/21 11:19PM
214	12/27/2021	Mon	REG		INVE	1	5A52C	##### 7:00AM	##### 5:00PM	SFSSC970	01/25/21 11:19PM

215	12/27/2021	Mon	LW		INVE	1		#####	7:00AM	#####	3:00PM	for Lt Kerow	
284	2/28/2022	Mon	REG		INVE	1	5A52C	2/28/2022	7:00AM	2/28/2022	5:00PM	PS/SFSSC 980	10/06/21 9:07AM
285	2/28/2022	Mon	LW		INVE	1		2/28/2022	1:00PM	2/28/2022	3:00PM	For Lt. Kerow	03/02/22 12:47PM
325	3/28/2022	Mon	REG		SID	2	5S101	3/28/2022	7:00AM	3/28/2022	5:00PM	SFSSC970	03/15/22 11:20PM
326	3/28/2022	Mon	LW		SID	2		3/28/2022	9:00AM	3/28/2022	5:00PM	for Lt. David O'Connor	03/28/22 10:14AM
383	5/3/2022	Tue	REG		SID	2	5S101	5/3/2022	7:00AM	5/3/2022	5:00PM	SFSSC970	04/22/22 11:28PM
384	5/3/2022	Tue	LW		SID	2		5/3/2022	9:00AM	5/3/2022	5:00PM	for Lt. Dave O'Connor	05/04/22 2:16PM
385	5/4/2022	Wed	REG		SID	2	5S101	5/4/2022	7:00AM	5/4/2022	5:00PM	SFSSC970	04/22/22 11:28PM
386	5/4/2022	Wed	LW		SID	2		5/4/2022	9:00AM	5/4/2022	5:00PM	for Lt. Dave O'Connor	05/04/22 2:16PM
387	5/5/2022	Thu	REG		SID	2	5S101	5/5/2022	7:00AM	5/5/2022	5:00PM	SFSSC970	04/22/22 11:28PM
388	5/5/2022	Thu	LW		SID	2		5/5/2022	9:00AM	5/5/2022	5:00PM	for Lt. Dave O'Connor	
472	7/5/2022	Tue	REG		SID	2	5S101	7/5/2022	7:00AM	7/5/2022	5:00PM	SFSSC970	04/22/22 11:28PM
473	7/5/2022	Tue	LW	A03945	7/6/2022	210082		7/5/2022	9:00AM	7/5/2022	5:00PM	for Lt.D O'Connor	
495	7/19/2022	Tue	REG		SID	2	5S101	7/19/2022	7:00AM	7/19/2022	5:00PM	SFSSC970	04/22/22 11:28PM
496	7/19/2022	Tue	LW		SID	2		7/19/2022	9:00AM	7/19/2022	5:00PM	for Lt. D O'Connor	07/19/22 10:31AM
497	7/19/2022	Tue	ONP	Mandatory	7/19/2022	210082		7/19/2022	6:00PM	7/19/2022	7:00PM	SID	07/19/22 2:02PM
498	7/20/2022	Wed	REG		SID	2	5S101	7/20/2022	7:00AM	7/20/2022	5:00PM	SFSSC970	04/22/22 11:28PM
499	7/20/2022	Wed	LW		SID	2		7/20/2022	9:00AM	7/20/2022	5:00PM	for Lt. D O'Connor	
501	7/21/2022	Thu	REG		SID	2	5S101	7/21/2022	7:00AM	7/21/2022	5:00PM	SFSSC970	04/22/22 11:28PM

593	9/15/2022	Thu	REG		SID	2	5S101	9/15/2022 7:00AM	9/15/2022 5:00PM	SFSSC970	04/22/22 11:28PM
594	9/15/2022	Thu	LW		SID	2		9/15/2022 9:00AM	9/15/2022 5:00PM	for Lt. David O'Connor	
67	3/3/2020	Tue	REG		POTR	1	5A52C	3/3/2020 7:00AM	3/3/2020 5:00PM	SFSSC970	11/19/19 11:23PM
68	3/3/2020	Tue	LW		POTR	1		3/3/2020 7:00AM	3/3/2020 5:00PM	IPO Lt. Ravano	03/04/20 10:49AM
77	3/11/2020	Wed	REG		POTR	1	3C205	3/11/2020 8:00AM	3/11/2020 4:00PM	A09638	03/11/20 6:31AM
78	3/11/2020	Wed	LW		POTR	1		3/11/2020 8:00AM	3/11/2020 4:00PM	IPO Lt. Ravano	03/11/20 6:31AM
79	3/12/2020	Thu	REG								
83	3/16/2020	Mon	REG		POTR	1	5A52C	3/16/2020 7:00AM	3/16/2020 5:00PM	SFSSC970	11/19/19 11:23PM
84	3/16/2020	Mon	OT3	Voluntary A00373	POTR	1		3/16/2020 5:00PM	3/16/2020 7:30PM	2E+08	03/18/20 9:51AM
85	3/16/2020	Mon	LW		POTR	1		3/16/2020 7:00AM	3/16/2020 5:00PM	IPO Lt. Ravano	03/18/20 10:19AM
86	3/17/2020	Tue	REG		POTR	1	5A52C	3/17/2020 7:00AM	3/17/2020 5:00PM	SFSSC970	11/19/19 11:23PM
87	3/18/2020	Wed	REG		POTR	1	5A52C	3/18/2020 7:00AM	3/18/2020 5:00PM	SFSSC970	11/19/19 11:23PM
88	3/19/2020	Thu	REG		POTR	1	5A52C	3/19/2020 7:00AM	3/19/2020 5:00PM	SFSSC970	11/19/19 11:23PM
89	3/19/2020	Thu	LW		POTR	1		3/19/2020 7:00AM	3/19/2020 5:00PM	IPO Lt. Ravano	03/20/20 8:28AM
90	3/19/2020	Thu	OT3	Voluntary A00373	POTR	1		3/19/2020 5:00PM	3/19/2020 6:30PM	2E+09	03/20/20 8:49AM
91	3/20/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM
92	3/21/2020	Sat	H		POTR	1				SFSSC970	11/19/19 11:23PM
93	3/22/2020	Sun	H		POTR	1				SFSSC970	11/19/19 11:23PM
94	3/23/2020	Mon	REG		POTR	1	5A52C	3/23/2020 7:00AM	3/23/2020 5:00PM	SFSSC970	11/19/19 11:23PM
95	3/23/2020	Mon	LW		POTR	1		3/23/2020 7:00AM	3/23/2020 5:00PM	IPO Lt. Ravano	03/24/20 8:53AM
96	3/24/2020	Tue	REG								
102	3/30/2020	Mon	REG		POTR	1	5A52C	3/30/2020 7:00AM	3/30/2020 5:00PM	SFSSC970	11/19/19 11:23PM
103	3/30/2020	Mon	LW		POTR	1		3/30/2020 7:00AM	3/30/2020 5:00PM	IPO Lt. Ravano	04/01/20 0 11:47AM

104	3/31/2020	Tue	REG		POTR	1	5A52C	3/31/2020 7:00AM	3/31/2020 5:00PM	SFSSC970	11/19/19 11:23PM
105	4/1/2020	Wed	REG		POTR	1	5A52C	4/1/2020 7:00AM	4/1/2020 5:00PM	SFSSC970	11/19/19 11:23PM
106	4/2/2020	Thu	PE		POTR	1		4/2/2020 7:00AM	4/2/2020 5:00PM	A09638	03/04/20 10:29AM
107	4/3/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM
108	4/4/2020	Sat	H		POTR	1				SFSSC970	11/19/19 11:23PM
109	4/5/2020	Sun	H		POTR	1				SFSSC970	11/19/19 11:23PM
110	4/6/2020	Mon	REG		POTR	1		4/6/2020 7:00AM	4/6/2020 5:00PM	A24023	04/08/20 9:34AM
111	4/6/2020	Mon	LW		POTR	1		4/6/2020 7:00AM	4/6/2020 5:00PM	IPO Lt. Ravano	04/08/20 9:34AM
112	4/7/2020	Tue	REG		POTR	5	5A52C	4/7/2020 7:00AM	4/7/2020 5:00PM	Telecomm ute	04/08/20 11/19/19 0 12:09PM 11:23PM
113	4/8/2020	Wed	REG		POTR	5	5A52C	4/8/2020 7:00AM	4/8/2020 5:00PM	Telecomm ute	04/08/20 11/19/19 0 12:09PM 11:23PM
114	4/9/2020	Thu	REG		POTR	5	5A52C	4/9/2020 7:00AM	4/9/2020 5:00PM	Telecomm ute	04/08/20 11/19/19 0 12:09PM 11:23PM
115	4/10/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM
116	4/11/2020	Sat	H		POTR	1				SFSSC970	11/19/19 11:23PM
117	4/12/2020	Sun	H		POTR	1				SFSSC970	11/19/19 11:23PM
118	4/13/2020	Mon	REG		POTR	1	5A52C	4/13/2020 7:00AM	4/13/2020 5:00PM	SFSSC970	11/19/19 11:23PM
119	4/13/2020	Mon	LW		POTR	1		4/13/2020 7:00AM	4/13/2020 5:00PM	IPO Lt. Ravano	04/16/20 8:14AM
120	4/14/2020	Tue	REG		POTR	5	5A52C	4/14/2020 7:00AM	4/14/2020 5:00PM	Telecomm ute	04/15/202 11/19/19 0 1:12PM 11:23PM
121	4/15/2020	Wed	REG		POTR	1	5A52C	4/15/2020 7:00AM	4/15/2020 5:00PM	SFSSC970	11/19/19 11:23PM
122	4/15/2020	Wed	LW		POTR	1		4/15/2020 7:00AM	4/15/2020 5:00PM	IPO Lt. Ravano	04/16/20 8:14AM
123	4/16/2020	Thu	REG		POTR	5	5A52C	4/16/2020 7:00AM	4/16/2020 5:00PM	SFSSC970	11/19/19 11:23PM
124	4/17/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM
125	4/18/2020	Sat	H		POTR	1				SFSSC970	11/19/19 11:23PM

126	4/19/2020	Sun	H				POTR	1					SFSSC970		11/19/19 11:23PM
127	4/20/2020	Mon	REG		5A52C	4/20/2020 7:00AM				4/20/2020 5:00PM			SFSSC970		11/19/19 11:23PM
128	4/20/2020	Mon	LW			4/20/2020 7:00AM				4/20/2020 5:00PM		IPO Lt Ravano	A24023		04/21/20 8:46AM
135	4/27/2020	Mon	REG		5A52C	4/27/2020 7:00AM				4/27/2020 5:00PM			SFSSC970		11/19/19 11:23PM
136	4/27/2020	Mon	LW			4/27/2020 7:00AM				4/27/2020 5:00PM		IPO Lt Ravano	A24023		04/30/20 7:57AM
137	4/28/2020	Tue	REG		5A52C	4/28/2020 7:00AM		5		4/28/2020 5:00PM		Telecomm ute	A09163	04/27/202 0 10:02AM	11/19/19 11:23PM
138	4/29/2020	Wed	REG		5A52C	4/29/2020 7:00AM		5		4/29/2020 5:00PM		Telecomm ute	A09163	04/27/202 0 10:02AM	11/19/19 11:23PM
139	4/30/2020	Thu	REG		5A52C	4/30/2020 7:00AM		5		4/30/2020 5:00PM		Telecomm ute	A09163	04/27/202 0 10:02AM	11/19/19 11:23PM
140	5/1/2020	Fri	H					1					SFSSC970		11/19/19 11:23PM
141	5/2/2020	Sat	H					1					SFSSC970		11/19/19 11:23PM
142	5/3/2020	Sun	H					1					SFSSC970		11/19/19 11:23PM
143	5/4/2020	Mon	REG		5A52C	5/4/2020 7:00AM		1		5/4/2020 5:00PM			SFSSC970		11/19/19 11:23PM
144	5/4/2020	Mon	LW			5/4/2020 7:00AM		1		5/4/2020 5:00PM		IPO Lt Ravano	A24023		05/05/20 8:28AM
145	5/5/2020	Tue	REG		5A52C	5/5/2020 7:00AM		5		5/5/2020 5:00PM		Telecomm ute	A09163	04/27/202 0 10:02AM	11/19/19 11:23PM
146	5/6/2020	Wed	REG		5A52C	5/6/2020 7:00AM		5		5/6/2020 5:00PM		Telecomm ute	A09163	04/27/202 0 10:02AM	11/19/19 11:23PM
147	5/7/2020	Thu	REG		5A52C	5/7/2020 7:00AM		5		5/7/2020 5:00PM		Telecomm ute	A09163	04/27/202 0 10:02AM	11/19/19 11:23PM
148	5/8/2020	Fri	H					1					SFSSC970		11/19/19 11:23PM
149	5/9/2020	Sat	H					1					SFSSC970		11/19/19 11:23PM
150	5/10/2020	Sun	H					1					SFSSC970		11/19/19 11:23PM
151	5/11/2020	Mon	REG			5/11/2020 7:00AM		1		5/11/2020 5:00PM			A09163	04/27/202 0 10:03AM	11/19/19 11:23PM
152	5/11/2020	Mon	LW			5/11/2020 7:00AM		1		5/11/2020 5:00PM		IPO Lt Ravano	A24023		05/15/20 9:09AM

153	5/12/2020	Tue	REG		POTR	5	5/12/2020 7:00AM	5/12/2020 5:00PM	Telecomm ute	A10204	05/08/2020 11:19/19 0 11:16AM 11:23PM
154	5/13/2020	Wed	REG		POTR	1	5/13/2020 7:00AM	5/13/2020 5:00PM		A03246	05/15/20 12:29PM
155	5/13/2020	Wed	LW		POTR	1	5/13/2020 7:00AM	5/13/2020 5:00PM	IPO Lt Ravano	A03246	05/15/20 12:29PM
156	5/14/2020	Thu	REG		POTR	5	5/14/2020 7:00AM	5/14/2020 5:00PM	Telecomm ute	A10204	05/08/2020 11:19/19 0 11:16AM 11:23PM
157	5/15/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM
158	5/16/2020	Sat	H		POTR	1				SFSSC970	11/19/19 11:23PM
159	5/17/2020	Sun	H		POTR	1				SFSSC970	11/19/19 11:23PM
160	5/18/2020	Mon	REG		POTR	1	5A52C 5/18/2020 7:00AM	5/18/2020 5:00PM		SFSSC970	11/19/19 11:23PM
161	5/18/2020	Mon	LW		POTR	1	5/18/2020 7:00AM	5/18/2020 5:00PM	For Lt. Ravano #929	A09710	05/19/20 6:20AM
162	5/19/2020	Tue	REG		POTR	5	5A52C 5/19/2020 7:00AM	5/19/2020 5:00PM	Telecomm ute	A10204	05/15/2020 11:19/19 0 8:46AM 11:23PM
163	5/20/2020	Wed	REG		POTR	5	5A52C 5/20/2020 7:00AM	5/20/2020 5:00PM	Telecomm ute	A10204	05/15/2020 11:19/19 0 8:47AM 11:23PM
164	5/21/2020	Thu	REG		POTR	5	5A52C 5/21/2020 7:00AM	5/21/2020 5:00PM	Telecomm ute	A10204	05/15/2020 11:19/19 0 8:47AM 11:23PM
165	5/22/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM
166	5/23/2020	Sat	H		POTR	1				SFSSC970	11/19/19 11:23PM
167	5/24/2020	Sun	H		POTR	1				SFSSC970	11/19/19 11:23PM
168	5/25/2020	Mon	HP		POTR	1	5A52C 5/25/2020 7:00AM	5/25/2020 5:00PM		SFSSC970	11/19/19 11:23PM
169	5/25/2020	Mon	LH		POTR	1	5/25/2020 7:00AM	5/25/2020 5:00PM		SFSSC990	11/20/19 12:30AM
170	5/26/2020	Tue	REG		POTR	1	5A52C 5/26/2020 7:00AM	5/26/2020 5:00PM		SFSSC970	11/19/19 11:23PM
171	5/27/2020	Wed	REG		POTR	1	5A52C 5/27/2020 7:00AM	5/27/2020 5:00PM		SFSSC970	11/19/19 11:23PM
172	5/28/2020	Thu	REG		POTR	1	5A52C 5/28/2020 7:00AM	5/28/2020 5:00PM		SFSSC970	11/19/19 11:23PM
173	5/29/2020	Fri	H		POTR	1				SFSSC970	11/19/19 11:23PM

174	5/30/2020	Sat	H			POTR	1				SFSSC970	11/19/19 11:23PM
175	5/31/2020	Sun	H			POTR	1				SFSSC970	11/19/19 11:23PM
176	6/1/2020	Mon	REG			POTR	1	5A52C	6/1/2020 7:00AM	6/1/2020 5:00PM	SFSSC970	11/19/19 11:23PM
177	6/1/2020	Mon	LW			POTR	1		6/1/2020 7:00AM	6/1/2020 5:00PM	IPO Lt. Ravano	06/05/20 9:34AM
178	6/2/2020	Tue	REG			POTR	1	5A52C	6/2/2020 6:30AM	6/2/2020 4:30PM	A09163	06/02/202 0 3:23PM
179	6/2/2020	Tue	LW			POTR	1		6/2/2020 7:00AM	6/2/2020 5:00PM	IPO Lt. Ravano	06/03/20 9:40AM
180	6/3/2020	Wed	REG			POTR	1		6/3/2020 7:00AM	6/3/2020 5:00PM	A09163	06/02/20 3:22PM
181	6/3/2020	Wed	LW			POTR	1		6/3/2020 7:00AM	6/3/2020 5:00PM	IPO Lt. Ravano	06/04/20 7:18AM
182	6/4/2020	Thu	REG			POTR	1		6/4/2020 7:00AM	6/4/2020 5:00PM	A09163	06/02/20 3:22PM
183	6/5/2020	Fri	H			POTR	1				SFSSC970	11/19/19 11:23PM
184	6/5/2020	Fri	OT5		Mandatory A00373	6/8/2020 190099-42	POTR	4	6/5/2020 7:00AM	6/5/2020 5:00PM	Days off cancelled	06/08/20 10:40AM
185	6/6/2020	Sat	H			POTR	1				SFSSC970	11/19/19 11:23PM
186	6/6/2020	Sat	OT5		Mandatory A00373	6/8/2020 190099-42	POTR	4	6/6/2020 9:00AM	6/6/2020 7:00PM	W/O Cancelled /Protests	06/08/20 11:27AM
187	6/7/2020	Sun	H			POTR	1				SFSSC970	11/19/19 11:23PM
188	6/8/2020	Mon	REG			POTR	1	5A52C	6/8/2020 7:00AM	6/8/2020 5:00PM	SFSSC970	11/19/19 11:23PM
189	6/8/2020	Mon	LW			POTR	1		6/8/2020 7:00AM	6/8/2020 5:00PM	IPO Lt. Ravano	06/09/20 9:16AM
190	6/9/2020	Tue	REG			POTR	1	5A52C	6/9/2020 7:00AM	6/9/2020 5:00PM	SFSSC970	11/19/19 11:23PM
191	6/10/2020	Wed	REG			POTR	1	5A52C	6/10/2020 7:00AM	6/10/2020 5:00PM	SFSSC970	11/19/19 11:23PM
192	6/11/2020	Thu	COV			POTR	1		6/11/2020 7:00AM	6/11/2020 5:00PM	A10204	06/11/20 8:01AM
193	6/12/2020	Fri	H			POTR	1				SFSSC970	11/19/19 11:23PM
194	6/13/2020	Sat	H			POTR	1				SFSSC970	11/19/19 11:23PM
195	6/14/2020	Sun	H			POTR	1				SFSSC970	11/19/19 11:23PM

196	6/15/2020	Mon	REG	POTR	1	5A52C	6/15/2020 7:00AM	6/15/2020 5:00PM	SFSSC970	11/19/19 11:23PM
197	6/15/2020	Mon	LW	POTR	1		6/15/2020 7:00AM	6/15/2020 5:00PM	IPO Lt. Ravano A24023	06/19/20 8:58AM
204	6/22/2020	Mon	REG	POTR	1	5A52C	6/22/2020 7:00AM	6/22/2020 5:00PM	SFSSC970	11/19/19 11:23PM
205	6/22/2020	Mon	LW	POTR	1		6/22/2020 7:00AM	6/22/2020 5:00PM	IPO Lt. Ravano A24023	06/24/20 8:55AM
219	7/6/2020	Mon	REG	POTR	1	5A52C	7/6/2020 7:00AM	7/6/2020 5:00PM	SFSSC970	11/19/19 11:23PM
220	7/6/2020	Mon	LW	POTR	1		7/6/2020 7:00AM	7/6/2020 5:00PM	IPO Lt. Ravano A24023	07/07/20 10:20AM
263	8/10/2020	Mon	REG	POTR	1	5A52C	8/10/2020 7:00AM	8/10/2020 5:00PM	SFSSC970	11/19/19 11:23PM
264	8/10/2020	Mon	LW	POTR	1		8/10/2020 7:00AM	8/10/2020 5:00PM	IPO Lt. Ravano A10204	08/11/20 9:00AM
271	8/17/2020	Mon	REG	POTR	1	5A52C	8/17/2020 6:00AM	8/17/2020 4:00PM	A09163	08/17/202 11:19/19 0 6:33AM 11:23PM
272	8/17/2020	Mon	LW	POTR	1		8/17/2020 6:00AM	8/17/2020 4:00PM	IPO Lt. Ravano	
283	8/24/2020	Mon	REG	POTR	1	5A52C	8/24/2020 7:00AM	8/24/2020 5:00PM	SFSSC970	11/19/19 11:23PM
284	8/24/2020	Mon	LW	POTR	1		8/24/2020 7:00AM	8/24/2020 5:00PM	IPO Lt. Ravano A24023	08/26/20 8:46AM
285	8/25/2020	Tue	REG	POTR	1	5A52C	8/25/2020 7:00AM	8/25/2020 5:00PM	SFSSC970	11/19/19 11:23PM
286	8/25/2020	Tue	LW	POTR	1		8/25/2020 7:00AM	8/25/2020 5:00PM	IPO Lt. Ravano A24023	08/26/20 8:46AM
287	8/26/2020	Wed	REG	POTR	1		8/26/2020 7:00AM	8/26/2020 5:00PM	A24023	09/03/20 10:05AM
288	8/26/2020	Wed	LW	POTR	1		8/26/2020 7:00AM	8/26/2020 5:00PM	IPO Lt. Ravano A24023	09/03/20 10:05AM
289	8/27/2020	Thu	REG	POTR	1	5A52C	8/27/2020 7:00AM	8/27/2020 5:00PM	SFSSC970	11/19/19 11:23PM
290	8/28/2020	Fri	H	POTR	1				SFSSC970	11/19/19 11:23PM
291	8/29/2020	Sat	H	POTR	1				SFSSC970	11/19/19 11:23PM
292	8/30/2020	Sun	H	POTR	1				SFSSC970	11/19/19 11:23PM
293	8/31/2020	Mon	REG	POTR	1	5A52C	8/31/2020 7:00AM	8/31/2020 5:00PM	SFSSC970	11/19/19 11:23PM
294	8/31/2020	Mon	LW	POTR	1		8/31/2020 7:00AM	8/31/2020 5:00PM	IPO Lt. Ravano	
487	2/18/2021	Thu	REG	INVE	1	5A52C	2/18/2021 7:00AM	2/18/2021 4:00PM	A09163	02/18/202 01/25/21 1 2:56PM 11:19PM

488	2/18/2021	Thu	LW	INVE	1	2/18/2021	7:00AM	2/18/2021	4:00PM	A09163	02/18/2021	02/17/21
											for Lt.	
											Robinson	
											#1733	
											1	2:56PM
												3:18PM