



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

1. Civil Service Commission Register Number: 0080-26-6
2. For Civil Service Commission Meeting of: 7/20/2026
3. Check One: Ratification Agenda
 Consent Agenda
 Regular Agenda: X
 Human Resources Director's Report
4. Subject: Appeal by Elias Georgopoulos of Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy.
5. Recommendation: Adopt report. Sustain decision of Transportation Director; deny appeal by Elias Georgopoulos.
6. Report prepared by: MJ Johnson, 9179 Manager V
Telephone number: (415) 646-4842
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: Virginia Harmon
Transportation Director: Virginia Harmon for Julie
Date: July 8, 2026 Kirschbaum
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

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

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

Attachment

CSC-22 (11/97)

CSC RECEIPT STAMP

NOTIFICATIONS

Elias Georgopoulos (Appellant)

[REDACTED]
[REDACTED]
[REDACTED]

Julie Kirschbaum

Transportation Director
San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 7th Floor
San Francisco, CA 94103

[REDACTED]

Kimberly Ackerman

Human Resources Director
San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 6th Floor
San Francisco, CA 94103

[REDACTED]

Shana Dines

Employee & Labor Relations Division Manager
San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 6th Floor
San Francisco, CA 94103

[REDACTED]

Virginia Harmon

EEO Officer
San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 6th Floor
San Francisco, CA 94103

[REDACTED]

MJ Johnson

Internal Investigations Unit Manager
San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 6th Floor
San Francisco, CA 94103

[REDACTED]

CIVIL SERVICE COMMISSION REPORT

MEMORANDUM

TO: Civil Service Commission

THROUGH: Julie Kirschbaum, Director of Transportation
San Francisco Municipal Transportation Agency

THROUGH: Virginia Harmon, Director of Administration and EEO Officer
San Francisco Municipal Transportation Agency

FROM: MJ Johnson, Manager, Internal Investigations Unit
San Francisco Municipal Transportation Agency

HEARING DATE: July 20, 2026

REGISTER NO: 0080-26-6

APPELLANT: Elias Georgopoulos

I. AUTHORITY

The San Francisco Charter, Section 8A.104, and Civil Service Rule 403 provide that the San Francisco Municipal Transportation Agency (SFMTA) Director of Transportation shall review and resolve complaints of employment discrimination within SFMTA. Pursuant to Civil Service Rule 403, the Civil Service Commission (CSC) shall review and resolve appeals of the Transportation Director's determinations.

II. BACKGROUND

On June 1, 1998, Elias Georgopoulos (Appellant) began working as an 8214 Parking Control Officer, with the SFMTA. On January 27, 2007, Appellant promoted to an 8216 Parking Control Supervisor. On May 11, 2022, Appellant resigned from his 8216 Parking Control Supervisor position. On October 17, 2025, and October 23, 2025, Appellant emailed the SFMTA Internal Investigations Unit (IIU) inbox, alleging they had been subjected to discrimination based on race, ethnicity, national origin, disability and retaliation due to filing whistleblower complaints in 2018, 2020, and 2025 and litigation against the SFMTA. **See Ex. A.** On January 12, 2026, and February 5, 2026, [REDACTED], 1244 Human Resources Analyst, met with Appellant for an intake and follow-up interview, respectively. During the interviews with [REDACTED] Appellant alleged [REDACTED], 9180 Manager VI, made a race-based

comment on July 16, 2020, when he referred to Appellant as a “spic.”¹ In addition, during trial testimony for Appellant’s discrimination lawsuit against the SFMTA in May 2025, [REDACTED] was questioned about Appellant’s disability in relation to a “311” complaint filed by Appellant. Appellant alleged [REDACTED] targeted them because of their 2018, 2020, and 2025 whistleblower complaints and excluded them from participating in the 8219 Parking Enforcement Administrator interviews despite resigning from the SFMTA in good standing. Appellant further alleged [REDACTED] and [REDACTED], Deputy City Attorneys from the City Attorney’s Office who represented the SFMTA in Appellant’s May 2025 discrimination lawsuit, interfered in a merit-based selection process and influenced [REDACTED], 9183 Human Resources Director, neutrality when [REDACTED] directed [REDACTED] to not communicate with Appellant. **See Ex. B.**

The SFMTA IIU completed the investigation of Appellant’s complaint, and the Transportation Director emailed Appellant a Determination Letter dated April 27, 2026, that the investigation substantiated that they participated in a merit-based selection process and there were no violations of the SFMTA’s EEO and Respect Policies. As such, Appellant’s complaint was closed. **See Ex. C.** On April 27, 2026, Appellant appealed the Transportation Director’s determination. On April 29, 2026, the CSC forwarded a Notice of Receipt of Appeal to [REDACTED], 9179 Manager V, IIU, SFMTA. **See Ex. D.**

III. ISSUE ON APPEAL TO THE CIVIL SERVICE COMMISSION

The issue on appeal is whether the Commission should uphold the Transportation Director’s determination that Appellant participated in a merit-based selection process and there was no violation of the SFMTA’s EEO policy against Appellant. As explained in greater detail below, the answer is yes.

IV. INVESTIGATION STANDARDS AND ANALYSIS

A. Insufficient Discrimination and Retaliation Allegations

To warrant further investigation, a complaint of discrimination in violation of the SFMTA’s EEO Policy must sufficiently allege all of the following: (1) Appellant is a member of a protected category; (2) Appellant suffered an adverse employment action; and (3) Appellant suffered an adverse employment action because of Appellant’s membership in a protected category.

To warrant further investigation, a complaint of retaliation in violation of the SFMTA’s EEO Policy must sufficiently allege the following: (1) Appellant engaged in a protected activity; (2) Appellant suffered an adverse employment action; and (3) There was a causal link between the protected activity and the adverse employment action. An employee engages in a protected activity when the employee opposes conduct the employee reasonably and in good faith

¹ “Spic.” Used as an insulting and contemptuous term for a Spanish-American person. Merriam-Webster.com Dictionary, Merriam-Webster, <https://www.merriam-webster.com/dictionary/spic>. Accessed 7 Jul. 2026.

believes to be discriminatory, or when the employee files a charge, testifies, assists, or participates in an investigation of discrimination. An adverse employment action is any objectively materially adverse action affecting the terms, conditions, or privileges of employment. Actions considered materially adverse are those that impair a reasonable employee's job performance or prospects for advancement. Materially adverse actions may also include those acts that would dissuade a reasonable employee from supporting a discrimination complaint.

1. Appellant Did Not Sufficiently Allege a Discrimination Claim Under the SFMTA's EEO Policy

a. Denied Interview due to Race, Ethnicity, National Origin

Appellant is a member of a protected category due to his race, ethnicity (Hispanic), and national origin (Mexican). The San Francisco Department of Human Resources Equal Employment Opportunity (DHR EEO) investigated [REDACTED]'s alleged race-based comment on July 16, 2020, when he referred to Appellant as a "spic." DHR EEO's Determination Letter to Appellant dated February 13, 2023, stated, "No witness heard [REDACTED] make this comment on the date in question or at any other time....In addition witness accounts of the incident were consistent with each other and [REDACTED]'s account, and the documentary evidence also supported [REDACTED]'s account." **See Ex. E.** As such, this allegation was not substantiated. Furthermore, at the San Francisco Superior Court trial in May 2025, [REDACTED] denied making the comment and denied the use of a racial slur under oath during testimony. The jury considered this allegation during the trial and returned a verdict in favor of the defense. **See Ex. F.** The SFMTA IIU investigation did not identify any causal connection between Appellant's non-advancement and racial animus on the part of [REDACTED].

b. Denied Interview due to Disability

Appellant alleged that during trial testimony for their discrimination lawsuit against the SFMTA in May 2025, [REDACTED] was questioned about their disability in relation to a "311" complaint filed by Appellant. On January 18, 2025, Appellant reported that, due to their disability, they attempted to park in a disabled parking space, but the space was taken by an occupant in a parked vehicle with no disabled parking placard displayed. Appellant reported this to an SFMTA Parking Control Officer (PCO), however, the PCO refused to address the violation. While Appellant disclosed information about their disability, it was not considered, or communicated to [REDACTED] in handling the complaint. Nonetheless, the PCO's supervisor took appropriate action to counsel the PCO on handling similar service requests. **See Ex. G.**

2. Appellant Did Not Sufficiently Allege a Retaliation Claim Under the SFMTA's EEO Policy

Appellant engaged in protected activity due to their own discrimination lawsuit against the SFMTA which overlapped in timing with the 8219 Parking Enforcement Administrator

recruitment. However, Appellant's 2018, 2020, and 2025 whistleblower complaints were not construed as discrimination complaints as stated in the DHR EEO Determination Letter issued on February 13, 2023, and IIU's determination letter issued April 27, 2026. Appellant alleged they were subjected to retaliation when they were not advanced in the 8219 Parking Enforcement Administrator interviews when 1) SFMTA selected lower ranking candidates; 2) deviated from established practice of Rule of Three; 3) bypassed candidates from the eligible list; 4) excluded Appellant from interview despite resigning in good standing; 5) delayed hiring actions; 6) [REDACTED] inquired about Appellant's status in the 8219 recruitment; and 7) [REDACTED] and [REDACTED] influenced [REDACTED] to not communicate with Appellant.

On November 14, 2024, Appellant applied for the 8219 Parking Enforcement Administrator recruitment. On February 20, 2025, SFMTA's Human Resources, Exams and Classification (HR-EC) Unit, notified Appellant they successfully passed the written examination and ranked third on the 8219 eligible list. On February 28, 2025, and August 29, 2025, SFMTA's Human Resources, Talent Acquisition and Division Services (HR-TADS) unit emailed Appellant that SFMTA referred them to the Streets Division hiring team for consideration and that advancement to a departmental interview was not guaranteed. [REDACTED] was not involved in the decision to use Rule of the List. On October 1, 2024, [REDACTED], Organizer, International Federation of Professional and Technical Engineers Local 21, emailed [REDACTED], 1241 Human Resources Analyst, that union members agreed to expand the 8219 recruitment certification to Rule of the List. **See Ex. H.**

The 8219 selection process consisted of a pass-fail supplemental review of employee discipline history and an oral interview that consisted of six (6) uniform questions where the top ranked candidates from the interview were selected for the vacancies. While [REDACTED] was the hiring authority for the 8219 Parking Enforcement Administrator positions, he did not participate as an evaluator or interviewer in the selection process.

On February 13, 2025, through [REDACTED], 9180 Talent Acquisition Senior Human Resources Manager, [REDACTED] inquired about Appellant's status in the written examination prior to establishment of the eligible list. [REDACTED]'s inquiry into Appellant's examination status is irrelevant since they passed the examination and were placed on the 8219 eligibility list. No material adverse action was taken against Appellant as they successfully advanced from the 8219 eligible list to the Streets Division selection process. As a result of Appellant's emails to [REDACTED] on October 3, 2025, [REDACTED] inquired into Appellant's status in the 8219 selection process and conferred with city attorney staff. Subsequently, on October 7, 2025, [REDACTED] emailed [REDACTED], then attorney for Appellant, "Please ask your client to stop communicating directly with MTA personnel." [REDACTED]'s communication was sent due to ongoing litigation with Appellant. Neither [REDACTED] or [REDACTED] were involved in the 8219 selection process. **See Ex. I.**

All candidates placed on the 8219 eligible list advanced to the selection process and participated in the supplemental review of disciplinary history. On October 1, 2025, [REDACTED], 9179 Labor Relations Manager V, evaluated candidates from the 8219 eligible list on whether

any current or former employee possessed disciplinary records on file equal to or above a written warning within the last five (5) years of their service with the city. **See Ex. J.** There were legitimate business reasons unrelated to Appellant's protected activity supporting his non-advancement to the interview. Appellant possessed disciplinary history that included a written warning issued between March 10, 2020, through August 31, 2020. As such, Appellant failed the supplemental review of disciplinary history.

Appellant alleged [REDACTED] intended to eliminate candidates on the 8219 eligible list from advancing to the interview. However, Appellant's witness did not substantiate the allegation. Eligible candidates who passed the supplemental review were then invited to an interview scored by a diverse interview panel consisting of three (3) panelists, two (2) of whom were external to Parking Enforcement. Candidates with the four (4) top ranking interview scores were offered 8219 positions.

All phases of the Streets Division selection process were identified and approved by the EEO Officer on September 19, 2025, in accordance with the Civil Service Advisor No. 008, All Hires and Promotions Policy, and Memorandum No. 2014-16. **See Ex. K.** The Civil Service Commission's Inspection Service Request No. 0244-25-11 issued November 21, 2025, stated, "Based on the review of the rating criteria, [SFMTA] utilized job related criteria to determine who was being selected for the post-referral interview. Departments are not required to send a Notice of Inquiry or conduct interviews to select a candidate to a position." **See Ex. L.** Merit based criteria were appropriately documented and uniformly applied. The information supports that the 8219 selection process was fair, unbiased, non-discriminatory, and appropriate. Final selection was based on interview performance rather than eligible list rank.

Appellant's separation report confirmed their resignation on May 11, 2022, from SFMTA was satisfactory. **See Ex. M.** However, SFMTA is not obligated to select and re-hire former employees who resigned in good standing. Therefore, the investigation did not sustain that Appellant's non-advancement to the 8219 Parking Enforcement Administrator interview was in retaliation for their May 2025 discrimination lawsuit against SFMTA or the 2018, 2020, and 2025 whistleblower complaints.

B. No Additional Information to Demonstrate the Transportation Director's Determination Was Improper

As the basis for their appeal, Appellant reiterated two (2) arguments previously made to SFMTA IIU. First, Appellant alleged they were excluded from the 8219 Parking enforcement Administrator interview despite resigning in good standing and denied they separated with finalized disqualifying discipline in July 2020. Irrespective of any discipline issued on or after July 2020, Appellant possessed one (1) record of action that was considered in the supplementary review of disciplinary history. Therefore, Appellant did not advance to the interview because they failed the supplemental review of disciplinary history.

Second, Appellant alleged that information was relayed to them indicating certain candidates on the 8219 eligible list would be bypassed or denied advancement to the interview stage. The investigation included an interview of the Appellant's witness, and they confirmed they did not hear such statements. Although the allegation was not substantiated by Appellant's witness, all candidates who successfully passed the supplemental review were advanced to the interview.

As no new information was provided by the Appellant to reconsider the Transportation Director's determination, there is no further information to consider regarding this matter.

V. RECOMMENDATION

For all the reasons set forth above, the Transportation Director's decision should be upheld and the appeal should be denied.

VI. APPENDIX/ATTACHMENTS TO REPORT

Attached to this report are the following exhibits:

- Exhibit A: Original Complaints
- Exhibit B: Complainant Intake Notes
- Exhibit C: Determination Letter April 27, 2026
- Exhibit D: Notice of CSC Appeal April 29, 2026
- Exhibit E: Determination Letter February 13, 2023
- Exhibit F: [REDACTED] Trial Testimony and Lawsuit Judgment
- Exhibit G: Parking Complaint January 18, 2025
- Exhibit H: 8219 Eligible List, Emails Re: List Referral, and Emails Re: List Expansion
- Exhibit I: Emails Re: Ackerman and Frenzen
- Exhibit J: Emails Re: Supplemental ELR Review
- Exhibit K: Emails Re: Pre-Interview Packet Selection Criteria and Supporting Policies: Civil Service Advisor No. 008, SFMTA All Hires and Promotions Policy, and Memorandum CSC 2014-06
- Exhibit L: CSC Inspection Service Request Findings April 21, 2025
- Exhibit M: Separation Report June 28, 2022

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EXHIBIT A:

Original Complaints

From: [Elias Georgopoulos](#)
To: [Equal Employment Opportunity; Internal Investigations Unit;](#) [REDACTED]
Subject: Formal EEO Complaint – Retaliation, Discrimination, and Interference in 8219 Parking Enforcement Administrator Recruitment [REDACTED]
Date: Friday, October 17, 2025 6:19:58 AM

EXT [REDACTED]

Dear Ms. [REDACTED],

I am submitting this formal Equal Employment Opportunity complaint concerning ongoing retaliation, discrimination, and interference in the 8219 Parking Enforcement Administrator recruitment [REDACTED] conducted by the San Francisco Municipal Transportation Agency.

I ranked third on the official eligible list for this recruitment and met all requirements. Despite my superior ranking and qualifications, I was improperly excluded from the interview process. This action violates equal employment principles, civil service merit rules, and anti retaliation protections under Title VII of the Civil Rights Act, the Americans with Disabilities Act, and California's Fair Employment and Housing Act.

Background

I served 24 years as a Parking Control Supervisor (Class 8216) with SFMTA and resigned in good standing on May 11, 2022 after enduring years of discrimination, retaliation, and harassment. My last day physically present was July 16, 2020, following a hostile incident in which Director [REDACTED] referred to me using an ethnic slur, targeting my Mexican heritage.

After that incident, [REDACTED] and management retaliated against me with

proposed 5 day and 10 day suspensions. Those proposed actions were procedurally defective under the SEIU MOU and constituted double jeopardy for a written reprimand that was issued 31 days late, one day beyond the contractual limit. My SEIU Chapter [REDACTED] confirmed the grievance would have been successful if pursued.

Therefore, there were no valid or pending disciplinary actions when I resigned. My departure was voluntary, medically advised, and does not disqualify me from reemployment under Civil Service Rule 12.02, which provides that an employee who resigns without final or pending discipline is considered to have resigned in good standing.

Protected Activity and Retaliation

I have engaged in multiple forms of protected activity, including

Filing whistleblower complaints in 2018, 2020, and May 29, 2025
[REDACTED]

Filing a FEHA lawsuit against the City and County of San Francisco for discrimination and retaliation, which was tried in May 2025.

Filing a State Bar complaint against Deputy City Attorney [REDACTED] for unethical conduct during that case.

Speaking publicly about systemic retaliation and misuse of authority at SFMTA.

Following these actions, on October 7, 2025, Deputy City Attorney [REDACTED] [REDACTED] mailed my former attorney, [REDACTED] instructing that SFMTA HR staff not respond to me because I was “represented by counsel” and “anticipating legal action.” This constitutes illegal interference with a neutral civil service recruitment, violating my rights as

an unrepresented job applicant seeking promotion.

Even if I was represented by [REDACTED] in a separate appeal or he was attempting to mitigate damages in a post trial matter, that representation has no bearing on my right to seek employment or promotion with the SFMTA. The existence of civil litigation does not strip me of my civil service or EEO protections, nor does it allow City Attorneys to interfere in a competitive hiring process to which I am lawfully entitled. I was and remain a qualified candidate with a documented record of exemplary service to this City.

Violations and Responsible Individuals

The following individuals participated in or enabled this retaliation and interference

[REDACTED] HR Director, who communicated with City Attorneys in violation of neutrality requirements during a live recruitment.

[REDACTED] Deputy City Attorney, who directed HR not to respond to me and sought to suppress my candidacy.

[REDACTED] Deputy City Attorney, who previously demonstrated bias, hostility, and retaliatory intent in prior litigation.

[REDACTED] former Director, who engaged in ethnic harassment and retaliatory discipline in 2020.

Their conduct collectively deprived me of a fair and impartial hiring process and continues to harm my professional standing and reputation.

Relief Requested

I respectfully request

1. A formal EEO investigation into the conduct of the above individuals.
2. Immediate corrective action to reinstate my eligibility and right to interview for the 8219 position.
3. Confirmation that I remain classified as “Resigned in Good Standing” under Civil Service Rule 12.02.
4. Preservation and disclosure of all communications between SFMTA HR and the City Attorney’s Office related to my recruitment.
5. Notification to the Civil Service Commission of this complaint and protection from further retaliation.

Conclusion

This is a clear case of ongoing retaliation and interference by City personnel abusing their authority to obstruct my reinstatement and advancement. My history of whistleblowing and litigation against the City does not disqualify me from employment; it protects me from adverse action under the law.

Please acknowledge receipt of this complaint and advise of the next procedural steps. I am also forwarding this matter to the EEOC, California Civil Rights Department, and Civil Service Commission for concurrent

review.

Respectfully submitted,

Elias Georgopoulos

Former Parking Control Supervisor (Class 8216)

[REDACTED]

[REDACTED]

This message is from outside of the SFMTA email system. Please review the email carefully before responding, clicking links, or opening attachments.

[REDACTED]

From: [REDACTED]
Sent: Wednesday, December 17, 2025 2:59 PM
To: [REDACTED]
[REDACTED]
Subject: Internal Investigations Unit; [REDACTED]
Georgopoulos, E. - Assigned to [REDACTED]

Hi [REDACTED]

Per our convo, kindly contact the complainant and start the admin review. Thank you.

[REDACTED] (she/her)
Internal Investigations Unit
Office of Civil Rights



Please send all inquiries to iiu@sfmta.com

Office [REDACTED]
[REDACTED]

San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 8th floor
San Francisco, CA 94103



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From: Elias Georgopoulos - [REDACTED]
Sent: Wednesday, December 17, 2025 11:05 AM
To: [REDACTED]
Cc: Internal Investigations Unit <IIU@sfmta.com>
Subject: Re: Georgopoulos, E. - Response to Follow-Up

EXT [REDACTED]

Hello [REDACTED]

Thank you for your response.

I understand that the matter is being addressed and that I will be notified in writing of the investigative findings. My follow up was not intended to rush the process, but to

understand the expected timeline so I can properly track and document the status of the investigation.

For clarity, could you please advise whether there is an anticipated timeframe or general stage the investigation is currently in, such as intake, active investigation, or review, and whether there is an estimated window for completion under IIU guidelines.

Given the length of time since my complaint was submitted and the related ongoing civil service and employment matters, having that information would be very helpful.

Thank you for your time and consideration.

Respectfully,
Elias Georgopoulos

On Dec 17, 2025, at 10:10 AM, [REDACTED] > wrote:

Hello Elias,

Thank you for the follow up, good question. The matter is being addressed and IIU is within reasonable timeframes for handling all complaints received including yours. You will be notified in writing of the investigative findings as appropriate.

Have a nice day.

[REDACTED]
Office of Civil Rights
<image001.png>

Please send all inquiries to iiu@sfmta.com

Office: [REDACTED]

[REDACTED]
San Francisco Municipal Transportation Agency
1 South Van Ness Avenue, 8th floor
San Francisco, CA 94103
<image002.jpg>
<image003.jpg>
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From: Elias Georgopoulos <[REDACTED]>
Sent: Tuesday, December 16, 2025 3:51 PM
To: Internal Investigations Unit <IIU@sfmta.com>
Cc: CivilService, Civil (CSC) <civilservice@sfgov.org>; [REDACTED]
Subject: Re: Georgopoulos, E. - Complaint Received [RE: Final Notice – Immediate Hold Requested on 8219 Recruitment [REDACTED] Notice of Intent to Pursue Civil Action for Retaliation and Interference]

EXT

Dear Ms. [REDACTED],

I am writing to follow up on your email dated October 27, 2025, in which you confirmed receipt of my complaint regarding retaliation, discrimination, and unlawful interference related to the 8219 Parking Enforcement Administrator recruitment [REDACTED]

As of today, December 16, 2025, nearly seven weeks have passed since that correspondence. I have not been contacted by an investigator, have not been asked to provide additional information, and have received no status update or acknowledgment regarding the progress of the investigation.

Given the seriousness of the allegations raised, the ongoing nature of the harm, and the fact that this matter involves active and completed employment decisions, this delay is concerning. At this point, the lack of communication appears inconsistent with a timely and good-faith internal investigation process.

Please advise, in writing, of the following:

1. Whether an investigator has been formally assigned to this matter
2. The current status of the investigation

3. The anticipated timeline for next steps
4. Whether any investigative actions have been taken to date

This email is intended to formally document my request for transparency and accountability regarding the handling of my complaint. I respectfully request a response no later than five (5) business days from today.

Thank you for your attention to this matter. I look forward to your prompt reply.

Respectfully,

Elias Georgopoulos

Former Parking Control Supervisor (Class 8216)

On Mon, Oct 27, 2025 at 4:41 PM Internal Investigations Unit <IIU@sfmta.com> wrote:

Hi Elias,

Hope this finds you well and thanks for sharing your concerns. Please understand we take these matters seriously and we will take appropriate next steps as needed.

We may contact you and gather, review, and analyze information related to your complaint, as appropriate. Due to confidentiality and rights to privacy, we will not disclose any information related to the affected employee(s) or what action was taken.

All the best,

 (she / her)

Internal Investigations Unit

Office of Civil Rights

<image001.png>

Please send all inquiries to iiu@sfmta.com

[REDACTED]

[REDACTED]

San Francisco Municipal Transportation Agency

1 South Van Ness Avenue, 8th floor

San Francisco, CA 94103

<image002.jpg>

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From: Elias Georgopoulos <elias.georgopoulos@sfmta.com>

Sent: Thursday, October 23, 2025 8:29 AM

To: Equal Employment Opportunity <EEO@sfmta.com>; Internal Investigations Unit <IIU@sfmta.com>

[REDACTED] Civil (CSC) <civilservice@sfgov.org> [REDACTED]

[REDACTED] and

Notice of Intent to Pursue Civil Action for Retaliation and Interference

EXT

Dear EEO Division,

This correspondence serves as a formal and final notice demanding that the Department of Human Resources immediately halt and investigate the ongoing 8219 Parking Enforcement Administrator [REDACTED] [REDACTED] due to blatant retaliation, discrimination, and unlawful interference by the San Francisco Municipal Transportation Agency, its Human Resources Division, and members of the San Francisco City Attorney's Office.

Despite multiple warnings and documented evidence of misconduct, the department has proceeded with retaliatory actions that now include the exclusion of myself, Elias Georgopoulos (Rank 3), my wife [REDACTED] [REDACTED] 4), and our longtime colleague [REDACTED] 5) from promotional consideration.

This recruitment followed the rule of list, which requires that all certified eligible candidates be given equal opportunity for interview and selection. Two candidates—Rank 2 and one of the tied Rank 4 candidates—dropped out early, leaving myself, [REDACTED] as the top remaining candidates. Instead of treating this as a merit-based process, SFMTA leadership manipulated the outcome to eliminate all three of us from consideration.

[REDACTED] completed her interview on October 16, 2025, [REDACTED] completed his interview on October 17, 2025. Despite their professionalism and outstanding reputations, both were informed on October 23, 2025, by [REDACTED] that they were passed over for promotion. This occurred even as my active discrimination and retaliation complaints remain pending with multiple agencies. The City and SFMTA have thus moved forward in defiance of oversight and in clear bad faith, confirming that their actions were not procedural but retaliatory.

As I warned in prior correspondence, we received credible internal information indicating that management intended to retaliate against me by excluding both my wife and those associated with me. The fact that this prediction has now materialized exactly as described proves deliberate coordination and bias, not coincidence.

This conduct represents an ongoing pattern of discrimination and retaliation in violation of:

1. FEHA (Gov. Code Section 12940(h)) – Retaliation for protected activity and testimony
2. Labor Code Section 1102.5 – Retaliation for whistleblower activity
3. ADA (42 U.S.C. Sections 12112 and 12203) – Retaliation and discrimination based on disability
4. San Francisco Charter Sections 10.100 and 10.101 – Interference in merit-based appointments
5. Civil Service Rules 101.3, 310, and 313 – Requiring impartial hiring and prohibiting outside influence

This pattern is consistent with my prior whistleblower complaints in 2018 and 2020 against [REDACTED], my civil lawsuit (Elias Georgopoulos v. City and County of San Francisco, Case [REDACTED]), and my 2025 whistleblower complaint [REDACTED]. [REDACTED] Deputy City Attorneys [REDACTED] represented the City in my lawsuit, have continued to misuse their positions to influence hiring decisions and retaliate against me, my wife, and those associated with us.

HR Director [REDACTED] direct coordination with the City Attorney's Office during this recruitment constitutes a clear breach of neutrality and a violation of the City Charter and Civil Service Rules. The EEO and DHR are now on formal notice that these actions were calculated, not administrative, and that the department deliberately advanced a tainted process despite knowing that ongoing investigations and discrimination claims were pending.

The impact of this unlawful conduct is severe. My wife and I have each dedicated over two decades to public service. [REDACTED] has personally trained hundreds of Parking Control Officers through the agency's training academy, is featured in SFMTA's public-facing literature, and continues to be sought out by senior leadership for her expertise. Passing her over for promotion—alongside myself and our colleague—sends a message of open retaliation that damages not only us but the integrity of the entire Civil Service system.

Unless this situation is immediately corrected and the 8219 recruitment paused pending an independent investigation, [REDACTED] and I will pursue civil legal action against the City and County of San Francisco, the SFMTA, and the San Francisco City Attorney's Office for retaliation, interference, and violations of FEHA, ADA, and state labor law.

This letter constitutes a final warning to the City and all involved parties before formal litigation begins.

Please confirm receipt of this correspondence immediately and advise what actions will be taken to suspend the recruitment and initiate an independent investigation.

Respectfully,

Elias Georgopoulos

Former Parking Control Supervisor (Class 8216)

[REDACTED]

[REDACTED]

[REDACTED]

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EXHIBIT B:

Complainant Intake Notes



CONFIDENTIAL
OFFICE OF CIVIL RIGHTS INTERNAL INVESTIGATIONS UNIT
INVESTIGATION OF HARASSMENT COMPLAINT
INTAKE INTERVIEW NOTES

Complainant: Elias Georgopoulos	EEO File No./Dept.: Georgopoulos, Elias (CP)/ Streets Division
Investigator: [REDACTED], Sr. HR Analyst	Follow-up interview
Date & Time: January 12, 2026, 9:00 a.m. to 10:00 a.m.	Date & Time: February 25, 2026, 10:30 a.m. to 11:10 a.m.
Others Present: N/A	Others Present: N/A
Location: via Microsoft Teams	Location: via Phone
	Pages: 4

I. BACKGROUND INFORMATION

A. Employment History

Elias Georgopoulos (E. Georgopoulos), started on June 1, 1998, with the San Francisco Municipal Transportation Agency (SFMTA) as an 8214 Parking Control Officer. On January 27, 2007, E. Georgopoulos promoted to an 8216 Senior Parking Control Officer, currently retitled to Parking Control Supervisor. On May 11, 2022, E. Georgopoulos resigned from SFMTA. E. Georgopoulos worked in the Streets Division, Enforcement Section, and reported mostly to [REDACTED] retired 9172 Parking Enforcement Manager II, in six (6) month increments for about seven (7) years, as well as [REDACTED], 8219 Parking enforcement Administrator.

B. 8219 Parking Enforcement Administrator Examination and Selection Process

E. Georgopoulos applied for the 8219 Parking Enforcement Administrator recruitment on November 14, 2024. The following examination and post selection timeline is based on emails E. Georgopoulos provided on January 12, 2026, through a December 2025 Sunshine request:

- January 27, 2025: [REDACTED] 1241 Human Resources Analyst, Examinations and Classifications (E&C) Unit, emailed E. Georgopoulos inviting him to take the 8219 Parking Enforcement Administrator [REDACTED] written multiple-choice civil service examination scheduled for February 10, 2025.
- February 13, 2025 [REDACTED] 9180 Talent Acquisition Senior Human Resources Manager VI, reporting that E. Georgopoulos sat for the 8219 Parking Enforcement Administrator exam, earned the highest score in the pool, but would not receive promotive points because he was not a current SFMTA employee.
- February 20, 2025: E. Georgopoulos received notification that he passed the exam and placed on the ranked eligible list at rank three (3).
- August 29, 2025: Human Resources emailed (HR) E. Georgopoulos an email update informing him that HR referred him to the hiring team for consideration, but advancement to a departmental interview was not guaranteed.
- September 2, 2025: [REDACTED], 1222 Senior Payroll and Personnel Clerk, emailed [REDACTED] 1202 Personnel Clerk, regarding Streets Division's request to amend Referral [REDACTED] for class 8219 Parking Enforcement Administrator to include all the eligible candidates.
- October 3, 2025: E. Georgopoulos emailed [REDACTED], 1823 Senior Administrative Analyst, inquiring about a departmental interview notification received by his spouse, [REDACTED], 8216 Parking Control Supervisor. He wrote, "I am requesting clarification today regarding my interview availability so that I may be treated equally and afforded the same opportunity as other candidates. I trust that the SFMTA will ensure a fair and non-retaliatory hiring process. Please confirm my interview day and time without delay."
- October 3, 2025: E. Georgopoulos emailed [REDACTED] 9183 Human Resources Director, alleging that SFMTA-HR retaliated against him for his prior discrimination lawsuit by causing procedural delays and engaging in selective communication. [REDACTED] confirmed receipt of his email and stated she would review his status.
- October 4, 2025: E. Georgopoulos submitted a formal notice to [REDACTED] Deputy City Attorney's in the City Attorney's Office, the San Francisco Civil Service Commission, and [REDACTED] Transportation Director, [REDACTED] Director of Sustainable [REDACTED] in the SFMTA alleging continued discrimination and retaliation in the 8219 Parking Enforcement Administrator hiring process.
- October 7, 2025: [REDACTED] emailed HR E&C and Talent Acquisition Division Services (TADS) staff requesting information regarding the 8219 recruitment timelines including notifications issued to E. Georgopoulos.
- October 7, 2025: [REDACTED] emailed [REDACTED] former attorney for E. Georgopoulos, stating "We have advised (MTA personnel) not to respond to (E.

Georgopoulos's emails because (E. Georgopoulos) is represented by counsel and is referencing anticipated legal action."

- October 7, 2025: E. Georgopoulos emailed [REDACTED] to clarify that he had no current or pending litigation involving SFMTA and was not represented by legal counsel in any capacity.
- October 8, 2025: E. Georgopoulos emailed [REDACTED] alleging that she influenced HR not to contact him while he was participating in a civil service examination process.
- October 9, 2025: [REDACTED] responded to E. Georgopoulos, stating that HR was administering the 8219 Parking Enforcement Administrator recruitment fairly and equitably in compliance with all Civil Service Rules. She also provided instructions for submitting a "civil service inspection request" to audit the recruitment process.
- October 9, 2025: E. Georgopoulos emailed the Civil Service Commission requesting a formal audit of the 8219 Parking Enforcement Administrator recruitment process alleging retaliation and obstruction through outside influence in merit-based hiring.

II. RETALIATION ALLEGATIONS

E. Georgopoulos stated that he engaged in protected activity in May 2025 when he pursued a lawsuit against SFMTA alleging violations of the Fair Employment and Housing Act (FEHA), including workplace discrimination based on race (Mexican), ethnicity (Hispanic), and disability [REDACTED]. E. Georgopoulos's trial concluded May 23, 2025, and he did not prevail. E. Georgopoulos alleged that SFMTA and the City Attorney's Office retaliated against him on August 29, 2025, and October 3, 2025, by failing to advance him in the post selection process for the 8219 Parking Enforcement Administrator departmental interviews.

E. Georgopoulos reported that he is half Greek but identifies as Hispanic/Latino (Mexican). His spouse, [REDACTED] is Mexican and according to him, engaged in a protected activity when she testified during his May 2025 trial regarding an alleged racial slur made by [REDACTED] 9180 Manager VI, who referred to mechanics as "Julios."

E. Georgopoulos stated that the term is a derogatory stereotype directed at Latino men and that both he and his spouse found the comment offensive. E. Georgopoulos believes SFMTA and the City Attorney's Office retaliated against both of them for participating in the lawsuit.

A. [REDACTED] Interfered with the 8219 Parking Enforcement Administrator Recruitment Process

E. Georgopoulos stated that on August 29, 2025, SFMTA-HR referred eligible candidates from the 8219 Parking Enforcement Administrator eligible list to the hiring department. The referral notice included a standard disclaimer that referral did not guarantee selection for an interview. In or around September 2025, E. Georgopoulos contacted [REDACTED] and [REDACTED] SFMTA-HR staff,

after hearing from an unidentified individual that SFMTA intended to bypass three (3) candidates on the eligible list: his [REDACTED] 8216 Parking Control Supervisor (rank five (5)); his spouse (rank four (4)); and himself (rank three (3)). SFMTA-HR staff informed him that departmental interviews had not yet occurred. When asked to identify any witnesses who have knowledge of these issues, E. Georgopoulos said, "[REDACTED] a private guy and doesn't want to be retaliated against any further. He's a quiet, nice guy so just us," referring to his spouse M. Georgopoulos.

E. Georgopoulos stated that on October 3, 2025, he learned that other candidates, including his spouse and his friend, [REDACTED] received invitations to departmental interviews, while he did not. E. Georgopoulos stated he retired in good standing and was unaware of any reason he would not advance.

On October 3, 2026, E. Georgopoulos escalated his concerns to [REDACTED]. He stated that [REDACTED] told him she would review the matter and respond by Monday, October 6, but did not reply until Thursday, October 9, after he sent multiple follow-up emails. E. Georgopoulos stated that during his May 2025 trial [REDACTED] was deposed and testified on behalf of SFMTA.

E. Georgopoulos also stated that emails obtained through his December 2025 public records request showed [REDACTED] inquiring specifically about his exam score and eligible list ranking throughout the recruitment process. E. Georgopoulos stated [REDACTED] "was the main decision maker and took (the) City Attorney's advice" and changed the selection method to Rule of the List in order to prevent him from advancing to the departmental interview stage. He believes [REDACTED] acted out of dislike for him and obstructed his promotional prospects.

B. City Attorney's Office Influenced the Post Selection Hiring Process

E. Georgopoulos alleged [REDACTED] Deputy City Attorney, also interfered with his hiring prospects when she emailed his former attorney [REDACTED] [REDACTED] on October 7, 2025, instructing him to advise E. Georgopoulos "to stop communicating directly with (SF)MTA personnel" because he was "represented by counsel" and "referencing anticipated legal action." E. Georgopoulos stated he responded to [REDACTED] and clarified he was no longer represented by counsel and had no pending litigation.

E. Georgopoulos also stated that during his trial on May 22, 2025, [REDACTED] and [REDACTED] questioned him before the jury about why he applied for the 8219 Parking Enforcement Administrator recruitment "if he hates SFMTA." [REDACTED] said, "You're just setting us up for another lawsuit," suggesting he did so in anticipation of future litigation. He reported that City Attorney staff were harsher toward his spouse during her testimony. E. Georgopoulos also stated that he broke down at the trial after being questioned by [REDACTED] and said, "Twenty-two

(22) years is a lot to give someone and to question me why I did it. I always loved my job while I didn't see eye-to-eye with some managers. [REDACTED] no longer at the 505 [7th Street] site, he's in another building... and no lawsuit planned."

E. Georgopoulos stated SFMTA constructively terminated him in 2022 and said, "(he) didn't see eye-to-eye with some managers." He retired in good standing on May 11, 2022, and remains eligible for reemployment but emphasized he is not interested in returning to his former position. He stated that at the time he resigned, discipline was proposed but not finalized, therefore it did not affect his retirement status. He added that he loved his job and considered a lot of factors for applying and said, "did not have the same state of mind from when resigned and just want to move on with life."

E. Georgopoulos believes [REDACTED] influenced [REDACTED] not to respond to his inquiries during the selection process, thereby interfering with his participation in an open Civil Service recruitment. He stated that he applied for the 8219 Parking Enforcement Administrator because he believed he was highly qualified and wished to resume his career, despite earlier conflicts with management.

E. Georgopoulos asserted that SFMTA acted in bad faith by failing to notify him of any bad standing retirement status and by ceasing communication with him after October 2025. Georgopoulos said, "They knew all along but didn't know how to proceed with the 8219 exam. At the end they ignored me and didn't tell me I retired in bad standing. It's all in bad faith. I participated in a lawsuit in May 2025 and adverse actions happened in Oct 2025." He believes these actions were retaliatory and occurred shortly after his protected activity.

C. HR and [REDACTED] Revised Eligible List to Rule of the List and Hired [REDACTED]

E. Georgopoulos stated that HR and [REDACTED] changed the selection method from Rule of Three (3) to Rule of the List for the 8219 Parking Enforcement Administrator recruitment.

E. Georgopoulos stated that [REDACTED] also testified during his trial in May 2025. He stated that in July 16, 2020, [REDACTED] called him a "spic," a racial slur directed at Latino individuals. [REDACTED] and E. Georgopoulos's conversation turned into a heated dispute where E. Georgopoulos used profane language. E. Georgopoulos said, "Plain as day, [REDACTED] has something against Latinos. All white in executive positions." He stated [REDACTED] proposed discipline, but no discipline was implemented because E. Georgopoulos retired in good standing.

He believes the SFMTA changed the selection rule because they anticipated he would apply and wanted to avoid selecting him. As a result of his lawsuit, E. Georgopoulos believes SFMTA revised the Civil Service rule and said, "They know I'm going to apply, I always apply for the 8219 [recruitment]. SFMTA deviated from Rule of Three to Rule of List."

E. Georgopoulos indicated that historically, since 2015, the 8216 Parking Control Supervisor and the 8219 Parking Enforcement Administrator recruitments have been Rule of Three (3).” He stated that from November 2024 through October 2025 the SFMTA delayed actions due to concerns about him and “plotted” ways to be more selective. E. Georgopoulos stated that a few candidates withdrew from the 8219 eligible list which left about eight (8) candidates. From that group, the SFMTA eliminated three (3) of those candidates from consideration, including his friend, his spouse, and himself. He reported that [REDACTED] 8219 Parking Enforcement Administrator, who had a history of discipline and ranked below both him and his spouse, was ultimately hired for the position. E. Georgopoulos believes SFMTA retaliated against him and hired [REDACTED] as a reward for testifying against him.

D. [REDACTED] Discriminated E. Georgopoulos due to "311" Complaint

In January 2025, E. Georgopoulos stated that he and his spouse attended a cooking class and upon arrival, he was unable to secure a parking spot close to the class. The disabled parking spot was in use by a car without a placard. He said, “I have a disability [REDACTED] and take medication for it and sometimes need close spots.” E. Georgopoulos stated that [REDACTED] was off duty and that he is no longer employed by SFMTA. He stated he saw a Parking Control Officer (PCO), who he later found out was [REDACTED], 8214 Parking Control Officer, and approached him for assistance. E. Georgopoulos stated he informed [REDACTED] of his disability, [REDACTED], and requested [REDACTED] to cite a vehicle parked illegally.

According to E. Georgopoulos, [REDACTED] stated that he was going to breakfast at Jelly Donut and “got ushered off by the PCO.” E. Georgopoulos stated that [REDACTED] had just started his shift and questioned [REDACTED] about taking a break so soon into his shift. E. Georgopoulos stated that [REDACTED] “refused to do [his] job.” Sometime after January 2025, E. Georgopoulos filed complaints with [REDACTED] and his supervisor, [REDACTED] 8216 Parking Control Supervisor, via the citizen “311” complaint process. E. Georgopoulos stated he alleged discrimination and an Americans with Disabilities Act (ADA) violation by [REDACTED] due to E. Georgopoulos’s disability and his need for a closer parking space while attending a cooking class with his spouse.

At the start of E. Georgopoulos’s trial, SFMTA produced a witness list which did not include [REDACTED] name. Per E. Georgopoulos, during the trial on May 22, 2025, [REDACTED] was impeached as a witness. E. Georgopoulos said “They brought this clown liar at the end and it had nothing to do with my FEHA lawsuit.” [REDACTED] [REDACTED] ([REDACTED] Deputy City Attorney, had [REDACTED] describe his encounter with E. Georgopoulos regarding the incident in front of Jelly Donut.

E. Georgopoulos reported that as a citizen, he had the right to file a complaint and informed [REDACTED] of his ethnicity and disability during the interaction. He stated that at the time he filed his complaint, his FEHA trial had not yet begun, and [REDACTED] witness list did not include [REDACTED] name. E. Georgopoulos further stated that on May 22, 2025, during the trial [REDACTED] misrepresented the incident, which he asserts was unrelated to his FEHA lawsuit.

II. MISCELLANEOUS

E. Georgopoulos made a Sunshine public records request to support his complaint and forwarded emails he received from the examination and post selection process to the investigator on January 12, 2025. According to E. Georgopoulos, the SFMTA promised rolling production where they have to produce records within a certain time but involved the Sunshine Ordinance Task Force after delays in receiving records.

III. CONCLUSION

I thanked E. Georgopoulos for participating in the interview and reminded him of the confidential nature of the investigation and the prohibition against retaliation.

IV. ADDENDUM

On February 25, 2026, during a call with the investigator, E. Georgopoulos reiterated [REDACTED] manipulated the selection process when she inquired about his scores with E&C staff on February 13, 2025, and alerted [REDACTED] on October 7, 2025, of his participation in the 8219 Parking Enforcement Administrator civil service examination. He alleged that as a result, [REDACTED] interfered with a merit-based recruitment directing selective communication in order to skip him in the interview process because of his former lawsuit against SFMTA. E. Georgopoulos clarified his former attorney [REDACTED] forwarded [REDACTED] email to him. As a result, E. Georgopoulos submitted a complaint to the City Attorney's Office for [REDACTED] involvement. Per E. Georgopoulos, the City Attorney's Office will investigate.

I reminded E. Georgopoulos that [REDACTED] was not contacted as he and his spouse requested to not involve him. However, E. Georgopoulos later clarified that I should interview [REDACTED] and said, "He'll understand."

E. Georgopoulos reported that on December 16, 2025, SFMTA provided 100 documents as a result of his public records request, however, he did not receive additional records after this date. On February 17, 2026, at his hearing with the Sunshine Ordinance Task Force, coordinated by [REDACTED] Assistant Clerk to the Board of Supervisors, he requested SFMTA continue rolling production of records.



On February 24, 2026, E. Georgopoulos attended an intake meeting with the California Civil Rights Department (CRD). E. Georgopoulos explained he filed his complaint with the CRD on September 6, 2025, as well as with the United States Equal Employment Opportunity Commission (EEOC) but has yet to hear regarding an intake meeting.

Lastly, E. Georgopoulos recounted that he was constructively terminated in 2022 as it was not a safe environment at the time working with [REDACTED], 8214 Parking Control Officer, but did not provide specific details. E. Georgopoulos wishes to pursue his career with SFMTA and reiterated he resigned in "good standing" and should have been allowed to interview for the 8219 position.

EXHIBIT C:

Determination Letter April 27, 2026



Daniel Lurie, Mayor

Janet Tarlov, Chair
Stephanie Cajina, Vice Chair
Mike Chen, Director
Alfonso Felder, Director

Steve Heminger, Director
Dominica Henderson, Director
Fiona Hinze, Director

Julie Kirschbaum, Director of Transportation

CONFIDENTIAL

April 27, 2026

Elias Georgopoulos

VIA E-mail:

RE: EEO Complaint

Dear Elias Georgopoulos,

The San Francisco Charter, Section 8A.104, and Civil Service Rule 403 provide that the San Francisco Municipal Transportation Agency (SFMTA) Transportation Director shall review and resolve complaints of employment discrimination within the SFMTA. The Charter defines discrimination as a violation of civil rights on account of race, religion, disability, sex, age, or other protected category. The City and County of San Francisco (City) and SFMTA consider all allegations of discrimination a serious matter.

On October 17, 2025, and October 23, 2025, you filed complaints with the SFMTA, Office of Civil Rights, Internal Investigations Unit (OCR-IIU) and reported allegations of discrimination based on race, ethnicity (Hispanic), national origin (Mexican), and disability ([REDACTED]) and retaliation by [REDACTED] 9180 Manager VI. Please be advised that allegations involving your spouse, [REDACTED] were not investigated as part of this investigation. You cannot bring forward a complaint on behalf of your spouse as she must file her own complaint.

Discrimination (Race, Ethnicity, National Origin, Disability)

You alleged that in October 2025, you were discriminated against based on your race, ethnicity, national origin, and disability when you were not advanced to the 8219 Parking Enforcement Administrator interview.

Non-advancement

To support your claim that you were not advanced to the 8219 Parking Enforcement Administrator interview due to your race, ethnicity, and national origin, you stated that during your trial testimony for your discrimination lawsuit in May 2025, you stated that [REDACTED] made a race-based comment July 16, 2020 when he referred to you as a "spic," an ethnic slur, following a hostile incident. That allegation was the subject of the February 2023 DHR EEO investigation



which concluded that, "No witness heard [REDACTED] make this comment on the date in question or at any other time....In addition witness accounts of the incident were consistent with each other and [REDACTED] account, and the documentary evidence also supported [REDACTED] account." As such, this allegation could not be substantiated. The investigation did not identify any causal connection between your non-advancement and any alleged racial animus on the part of [REDACTED]. He did not participate in the 8219 selection process. The investigation substantiated that your non-advancement was based on a review of disciplinary history required of all candidates.

Disability

To support your claim that you were not advanced to the 8219 Parking Enforcement Administrator interview due to your disability, you stated that during your trial testimony for your discrimination lawsuit in May 2025, [REDACTED] was questioned about your disability in relation to a "311" complaint filed by you. This allegation could not be substantiated. The investigation did not identify any causal connection between your non-advancement and any alleged disability animus on the part of [REDACTED] because he did not participate in the 8219 selection process. The investigation substantiated that your non-advancement was based on a review of disciplinary history required of all candidates.

Retaliation

You also alleged that [REDACTED] did not advance you to the 8219 Parking Enforcement Administrator interview in retaliation for your testimony at your May 2025 discrimination trial against SFMTA and selected lower-ranking candidates on the 8219 eligible list, and rewarded [REDACTED] then-8216 Parking Control Supervisor, when he promoted her for testifying against you. The investigation did not substantiate that [REDACTED] retaliated against you. The investigation substantiated that you and [REDACTED] participated in a merit-based selection process and that your non-advancement was based on a review of your disciplinary history and that [REDACTED] selection was based on a review of her disciplinary history, interview performance, and interview score relative to other candidates.

Your allegation that [REDACTED] retaliated against you when he deviated from the established practice of Rule of Three scores certification of eligible candidates to enable selective manipulation and skip you was not substantiated. The investigation determined the request to use Rule of the List rather than Rule of Three scores was made by the Union, not [REDACTED].

You alleged that 8216 Parking Control Supervisor [REDACTED] told you that in or around September or October 2025, [REDACTED] stated he intended to eliminate you, your spouse, [REDACTED] 8216 Parking Control Supervisor, and [REDACTED] from the 8219 selection process. That allegation was not substantiated by your witness.



Your allegation that SFMTA excluded you from the 8219 Parking Enforcement Administrator interview despite resigning in good standing from SFMTA and delayed hiring actions from November 2024 through October 2025 was not substantiated by the investigation. The investigation found your non-advancement was due to a review of your disciplinary history required of all candidates and delays in the selection process resulted from a reorganization of Parking Enforcement, including a restructuring of the Parking Control Supervisor's supervisory duties, which was determined to be a legitimate, business purpose.

You alleged that [REDACTED] targeted you because of your 2018, 2020, and 2025 whistleblower complaints. You claimed that sometime in or around January 2025, you informed [REDACTED] 8214 Parking Control Officer (PCO), of your ethnicity and disability. However, your 2018 and 2020 whistleblower complaints were not construed as discrimination complaints as stated in the December 17, 2023 Determination Letter issued by the San Francisco Department of Human Resources, Equal Employment Opportunity Division (DHR-EEO) Case No. 3457. In addition, your 2025 whistleblower complaint was not construed as a discrimination complaint and is therefore insufficient to raise an inference of EEO retaliation.

You alleged that [REDACTED] 9183 Human Resources Director, did not remain neutral and retaliated against you when [REDACTED] conferred with City Attorney's Office (CAO) staff on October 7, 2025. The investigation determined that conferring with deputy city attorneys about communications with a represented individual involved in litigation against the SFMTA does not constitute retaliation and did not impact your participation in the merit-based 8219 selection process.

Finally, you alleged that [REDACTED] and [REDACTED] deputy city attorneys from the CAO, who represented the SFMTA in your May 2025 discrimination lawsuit, interfered in a merit-based selection process and influenced [REDACTED] to not communicate with you. The investigation determined that neither [REDACTED] had any role in the selection process and that the referenced communication between [REDACTED] did not impact your participation in the merit-based 8219 selection process.

As discussed above, the investigation did not sustain that your non-advancement to the 8219 Parking Enforcement Administrator interview was discriminatory or in retaliation for your May 2025 discrimination lawsuit against SFMTA. Instead, the investigation substantiated that you participated in a merit-based selection process and that your non-advancement was based on a review of disciplinary history required of all candidates. In addition, the investigation found that parallel to your discrimination lawsuit the Streets Division Parking Enforcement section underwent a reorganization and delays in the selection process did not occur in retaliation but rather resulted from the restructuring of Parking Enforcement.



Please be advised that based on my review of the investigative findings, I have determined by a preponderance of the evidence that there was no violation of SFMTA's EEO Policy. The determination of the Director of Transportation is final unless it is appealed to the Civil Service Commission and is reversed or modified. A request for appeal must be received by the Civil Service Commission at 25 Van Ness Avenue, Room 720, San Francisco, CA, 94102, within 30 calendar days of the date of the e-mail sending this letter. For your information, you may file a complaint of employment discrimination with the California Civil Rights Department, or the United States Equal Employment Opportunity Commission. Please contact those agencies directly for filing requirements and deadlines.

Thank you for your cooperation in this matter. The review of your complaint is now considered closed. Please contact [REDACTED] EEO Officer, SFMTA EEO Office, at EEO@sfmta.com, should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to be 'WJ'.

for

[REDACTED]

Director of Transportation

Encl: SFMTA Policy Prohibiting Discrimination, Harassment, Sexual Harassment and Retaliation
DHR-EEO Determination Letter Case No. [REDACTED] December 17, 2023

cc:

[REDACTED]

EXHIBIT D:

Notice of CSC Appeal April 29, 2026



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

Sent via Email

NOTICE OF RECEIPT OF APPEAL

DATE: April 29, 2026
REGISTER NO.: [REDACTED]
APPELLANT: ELIAS GEORGOPOULOS

[REDACTED]
Director of Transportation
Municipal Transportation Agency
[REDACTED]

Dear [REDACTED]:

The Civil Service Commission has received the attached letter from Elias Georgopoulos, appealing the Municipal Transportation Agency decision on their EEO discrimination complaint.

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 at 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 that Elias Georgopoulos'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 July 9, 2026**, so that it may be heard by the Civil Service Commission at its meeting on July 20, 2026. If you will be unable to transmit the staff report by the July 9th deadline, or if required departmental representatives will not be available to attend the July 29th 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.

Appellant: Elias Georgopoulos

April 29, 2026

Page 2

You may contact me at [REDACTED] 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.sf.gov/CivilService.

Sincerely,

CIVIL SERVICE COMMISSION

[REDACTED]

[REDACTED]

Deputy Director

Attachment

Cc: [REDACTED] Municipal Transportation Agency,
[REDACTED] Municipal Transportation Agency
[REDACTED] Municipal Transportation Agency
[REDACTED] Municipal Transportation Agency



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

Sent via Email

April 29, 2026

Elias Georgopoulos
[REDACTED]
[REDACTED]

Subject: Register [REDACTED] Appealing the Municipal Transportation Agency decision on your EEO discrimination complaint.

Dear Elias Georgopoulos:

This is in response to your appeal submitted to the Civil Service Commission on April 27, 2026, appealing the Municipal Transportation Agency decision on your EEO discrimination complaint. Your appeal has been forwarded to the Municipal Transportation Agency 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 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 [REDACTED] 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

Larena Hobbs

[REDACTED]
Deputy Director



Outlook

Fwd: Request for Civil Service Commission Review of 8219 Selection Process and Corrective Relief

From Elias Georgopoulos <[REDACTED]>
Date Tue 4/28/2026 12:27 PM
To CivilService, Civil (CSC) <civilservice@sfgov.org>

 1 attachment (199 KB)
Determination letter EGeorgopoulos.pdf;

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

Sent from my iPhone

Begin forwarded message:

From: Elias Georgopoulos <[REDACTED]>
Date: April 27, 2026 at 2:21:26 PM PDT
To: [REDACTED]
Cc: [REDACTED]
Subject: Request for Civil Service Commission Review of 8219 Selection Process and Corrective Relief

Dear Ms. Eng and Ms. Aldana,

I respectfully submit this complaint and request for Civil Service Commission review following my receipt of the April 27, 2026 determination letter issued by the San Francisco Municipal Transportation Agency regarding the 8219 Parking Enforcement Administrator selection process.

I am requesting the Commission's independent review because I believe the stated reasons for my non-advancement are inaccurate, unsupported by the record, and inconsistent with the merit principles governing civil service employment.

I ranked number one on the eligible list and was qualified for advancement. Despite that ranking, I was not advanced to interview.

The determination letter now claims that my non-advancement was based on disciplinary history. I respectfully dispute that conclusion.

First, I retired from City service in good standing and possess official documentation confirming that status. That designation is inconsistent with any suggestion that I separated with finalized disqualifying discipline.

Second, my performance plan appraisals for approximately the last six years of my service reflected strong ratings, including exceeding expectations. I was a productive employee, long-serving supervisor, and leader within the department.

Third, the matters apparently relied upon were contested, grieved, unresolved, proposed only, or never finalized through due process.

The only written reprimand of significance involved an incident in which a payroll clerk threatened my wife and me, both supervisors with the department, yet I was written up. That matter was disputed and grieved through the union process.

Any later proposed discipline in July 2020 was never finalized because I separated from employment and did not return. Under the applicable MOU, employees are entitled to notice, an opportunity to respond, and due process protections before discipline is imposed. Proposed discipline is not the same as final imposed discipline. Had I remained employed, those matters would have been challenged through contractual grievance procedures, including timeliness defenses under the applicable MOU and factual disputes surrounding the underlying events.

It is therefore improper to characterize unresolved, proposed, or disputed matters as established disciplinary history sufficient to bypass the top-ranked candidate in a merit-based promotional process.

Additionally, before interviews were conducted, I communicated concerns that information had been relayed to me indicating that I, [REDACTED] [REDACTED] would be bypassed or denied advancement. The eventual outcome closely tracked that information. This raises serious concerns regarding whether decisions were effectively made in advance and later justified through shifting explanations.

These conclusions were issued only after an approximately six-month Internal Investigations Unit review, yet the final explanation does not

adequately address the earlier warnings I reported or the inconsistencies in the stated reasons for non-advancement.

I respectfully request the Civil Service Commission review the following:

1. Whether merit system principles were followed in the 8219 process
2. Whether the top-ranked candidate was improperly bypassed
3. Whether unresolved or proposed allegations were improperly treated as final discipline
4. Whether all candidates were evaluated under identical standards
5. Whether decisions were effectively made in advance before interviews were completed
6. Whether the stated reasons in the determination letter are supported by objective records
7. Whether due process distinctions between proposed and final discipline were ignored

Should the Commission determine the process was flawed or inconsistent with civil service rules, I respectfully request corrective relief including appointment or reinstatement to the 8219 classification, or equivalent make-whole relief including seniority, compensation, retirement credit, and benefits as permitted.

I have documentation supporting the above statements and will promptly provide it upon request.

Thank you for your consideration and for protecting the integrity of the civil service system.

Respectfully,

Elias Georgopoulos





Daniel Lurie, Mayor

Janet Tarlov, Chair
Stephanie Cajina, Vice Chair
Mike Chen, Director
Alfonso Felder, Director

Steve Heminger, Director
Dominica Henderson, Director
Fiona Hinze, Director

Julie Kirschbaum, Director of Transportation

CONFIDENTIAL

April 27, 2026

Elias Georgopoulos
[REDACTED]
[REDACTED]

VIA E-mail:
[REDACTED]

RE: EEO Complaint

Dear Elias Georgopoulos,

The San Francisco Charter, Section 8A.104, and Civil Service Rule 403 provide that the San Francisco Municipal Transportation Agency (SFMTA) Transportation Director shall review and resolve complaints of employment discrimination within the SFMTA. The Charter defines discrimination as a violation of civil rights on account of race, religion, disability, sex, age, or other protected category. The City and County of San Francisco (City) and SFMTA consider all allegations of discrimination a serious matter.

On October 17, 2025, and October 23, 2025, you filed complaints with the SFMTA, Office of Civil Rights, Internal Investigations Unit (OCR-IIU) and reported allegations of discrimination based on race, ethnicity (Hispanic), national origin (Mexican), and disability (reactive arthritis) and retaliation by [REDACTED] 9180 Manager VI. Please be advised that allegations involving your spouse, [REDACTED], were not investigated as part of this investigation. You cannot bring forward a complaint on behalf of your spouse as she must file her own complaint.

Discrimination (Race, Ethnicity, National Origin, Disability)

You alleged that in October 2025, you were discriminated against based on your race, ethnicity, national origin, and disability when you were not advanced to the 8219 Parking Enforcement Administrator interview.

Non-advancement

To support your claim that you were not advanced to the 8219 Parking Enforcement Administrator interview due to your race, ethnicity, and national origin, you stated that during your trial testimony for your discrimination lawsuit in May 2025, you stated that [REDACTED] made a race-based comment July 16, 2020 when he referred to you as a "spic," an ethnic slur, following a hostile incident. That allegation was the subject of the February 2023 DHR EEO investigation



which concluded that, "No witness heard [REDACTED] make this comment on the date in question or at any other time....In addition witness accounts of the incident were consistent with each other and [REDACTED] account, and the documentary evidence also supported [REDACTED] account." As such, this allegation could not be substantiated. The investigation did not identify any causal connection between your non-advancement and any alleged racial animus on the part of [REDACTED]. He did not participate in the 8219 selection process. The investigation substantiated that your non-advancement was based on a review of disciplinary history required of all candidates.

Disability

To support your claim that you were not advanced to the 8219 Parking Enforcement Administrator interview due to your disability, you stated that during your trial testimony for your discrimination lawsuit in May 2025, [REDACTED] was questioned about your disability in relation to a "311" complaint filed by you. This allegation could not be substantiated. The investigation did not identify any causal connection between your non-advancement and any alleged disability animus on the part of [REDACTED] because he did not participate in the 8219 selection process. The investigation substantiated that your non-advancement was based on a review of disciplinary history required of all candidates.

Retaliation

You also alleged that [REDACTED] did not advance you to the 8219 Parking Enforcement Administrator interview in retaliation for your testimony at your May 2025 discrimination trial against SFMTA and selected lower-ranking candidates on the 8219 eligible list, and rewarded [REDACTED] then-8216 Parking Control Supervisor, when he promoted her for testifying against you. The investigation did not substantiate that [REDACTED] retaliated against you. The investigation substantiated that you and [REDACTED] participated in a merit-based selection process and that your non-advancement was based on a review of your disciplinary history and that [REDACTED] selection was based on a review of her disciplinary history, interview performance, and interview score relative to other candidates.

Your allegation that [REDACTED] retaliated against you when he deviated from the established practice of Rule of Three scores certification of eligible candidates to enable selective manipulation and skip you was not substantiated. The investigation determined the request to use Rule of the List rather than Rule of Three scores was made by the Union, not [REDACTED].

You alleged that 8216 Parking Control Supervisor [REDACTED] told you that in or around September or October 2025, [REDACTED] stated he intended to eliminate you, your spouse, [REDACTED] 8216 Parking Control Supervisor, and [REDACTED] from the 8219 selection process. That allegation was not substantiated by your witness.



Your allegation that SFMTA excluded you from the 8219 Parking Enforcement Administrator interview despite resigning in good standing from SFMTA and delayed hiring actions from November 2024 through October 2025 was not substantiated by the investigation. The investigation found your non-advancement was due to a review of your disciplinary history required of all candidates and delays in the selection process resulted from a reorganization of Parking Enforcement, including a restructuring of the Parking Control Supervisor's supervisory duties, which was determined to be a legitimate, business purpose.

You alleged that [REDACTED] targeted you because of your 2018, 2020, and 2025 whistleblower complaints. You claimed that sometime in or around January 2025, you informed [REDACTED] 8214 Parking Control Officer (PCO), of your ethnicity and disability. However, your 2018 and 2020 whistleblower complaints were not construed as discrimination complaints as stated in the December 17, 2023 Determination Letter issued by the San Francisco Department of Human Resources, Equal Employment Opportunity Division (DHR-EEO) Case No. [REDACTED]. In addition, your 2025 whistleblower complaint was not construed as a discrimination complaint and is therefore insufficient to raise an inference of EEO retaliation.

You alleged that [REDACTED] Human Resources Director, did not remain neutral and retaliated against you when [REDACTED] conferred with City Attorney's Office (CAO) staff on October 7, 2025. The investigation determined that conferring with deputy city attorneys about communications with a represented individual involved in litigation against the SFMTA does not constitute retaliation and did not impact your participation in the merit-based 8219 selection process.

Finally, you alleged that [REDACTED] deputy city attorneys from the CAO, who represented the SFMTA in your May 2025 discrimination lawsuit, interfered in a merit-based selection process and influenced [REDACTED] to not communicate with you. The investigation determined that neither [REDACTED] nor [REDACTED] had any role in the selection process and that the referenced communication between [REDACTED] and [REDACTED] did not impact your participation in the merit-based 8219 selection process.

As discussed above, the investigation did not sustain that your non-advancement to the 8219 Parking Enforcement Administrator interview was discriminatory or in retaliation for your May 2025 discrimination lawsuit against SFMTA. Instead, the investigation substantiated that you participated in a merit-based selection process and that your non-advancement was based on a review of disciplinary history required of all candidates. In addition, the investigation found that parallel to your discrimination lawsuit the Streets Division Parking Enforcement section underwent a reorganization and delays in the selection process did not occur in retaliation but rather resulted from the restructuring of Parking Enforcement.



Please be advised that based on my review of the investigative findings, I have determined by a preponderance of the evidence that there was no violation of SFMTA's EEO Policy. The determination of the Director of Transportation is final unless it is appealed to the Civil Service Commission and is reversed or modified. A request for appeal must be received by the Civil Service Commission at 25 Van Ness Avenue, Room 720, San Francisco, CA, 94102, within 30 calendar days of the date of the e-mail sending this letter. For your information, you may file a complaint of employment discrimination with the California Civil Rights Department, or the United States Equal Employment Opportunity Commission. Please contact those agencies directly for filing requirements and deadlines.

Thank you for your cooperation in this matter. The review of your complaint is now considered closed. Please contact [REDACTED] EEO Officer, SFMTA EEO Office, at EEO@sfmta.com, should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to be 'E. Georgopoulos'.

for

[REDACTED]
Director of Transportation

Encl: SFMTA Policy Prohibiting Discrimination, Harassment, Sexual Harassment and Retaliation
DHR-EEO Determination Letter Case No. [REDACTED] December 17, 2023

cc: [REDACTED] EEO Officer
[REDACTED], Internal Investigations Unit Manager
[REDACTED] Investigations Unit Manager
[REDACTED] Director of Human Resources
[REDACTED] & Labor Relations Manager

EXHIBIT E:

Determination Letter February 13, 2023



London Breed, Mayor

Gwyneth Borden, Chair
Amanda Eaken, Vice Chair
Stephanie Cajina, Director

Steve Heminger, Director
Fiona Hinze, Director
Manny Yekutieli, Director

Jeffrey Tumlin, Director of Transportation

CONFIDENTIAL

February 13, 2023

Elias Georgopoulos
[REDACTED]
[REDACTED]

Via E-mail
[REDACTED]

RE: Complaint of Discrimination, DHR EEO File No. [REDACTED]

Dear Elias Georgopoulos:

The San Francisco Charter, Section 8A.104, and Civil Service Rule 403 provide that the San Francisco Municipal Transportation Agency (SFMTA) Transportation Director shall review and resolve complaints of employment discrimination within the SFMTA. The Charter defines discrimination as a violation of civil rights on account of race, religion, disability, sex, age, or other protected category. The City and County of San Francisco (City) and SFMTA consider all allegations of discrimination a serious matter.

The purpose of this letter is to inform you of my determination regarding your complaint, EEO File No. [REDACTED]

I. BACKGROUND & ALLEGATIONS

In June 1998, you began your employment with the SFMTA. From January 2007 until your resignation on May 11, 2022, you were an 8216 Senior Parking Control Officer (PCO).

On June 10, 2020, the Department of Human Resources, Equal Employment Opportunity Division (DHR EEO) received an e-mail from the SFMTA reporting your complaint against [REDACTED] 9180 Manager VI. On July 15 and 16, 2020, DHR EEO received two more e-mails from the SFMTA reporting your additional allegations against [REDACTED]. On July 22, 2020, the SFMTA issued [REDACTED] a cease and desist order directing him to refrain from having any non-work-related contact with you and from engaging in any conduct that may violate the SFMTA's EEO Policy.

Your complaint was assigned to then-EEO Program Specialist [REDACTED] [REDACTED]. On September 25, 2020, January 27, 2021, and February 3, 2021, [REDACTED] interviewed you regarding your allegations. Your complaint was then reassigned to then-EEO Program Specialist [REDACTED] and on June 14, 2022, [REDACTED] conducted a follow-up interview with you. During this time, you also provided additional information and documentation supporting your complaint. You alleged the following:

A. Allegations Investigated Further

You alleged that [REDACTED] harassed you due to your race (Latino) as follows:

1. On July 16, 2020, [REDACTED] said, "Shut up, you Spic," during a confrontation over his issuance of



- a written warning to you.
2. On unspecified dates, [REDACTED] disparagingly used the term, "those people" in reference to Bayview, Mission, and Double Rock residents.

B. Allegations Not Investigated Further

You also made the following allegations, which were not investigated further because they were outside the jurisdiction of the SFMTA's EEO complaint procedures and/or failed to raise an inference of employment discrimination:

1. Non-EEO Retaliation Allegations Not Investigated Further

In 2018 and 2020, you filed whistleblower complaints against [REDACTED] with the City Controller's Office based on [REDACTED] solicitation of you to sell Amway products, selling of Amway products out of his office, traffic control training program, and working in the capacity of a PCO. You alleged [REDACTED] retaliated against you for your complaints as follows:

- (1) On April 23, 2019, you allege that you and another employee had a dispute, and when you attempted to enter the captain's office to settle the dispute, the employee slammed the door into your shoulder. You believe [REDACTED] never investigated the incident and instead issued both you and the other employee a documented counseling for unprofessionalism. You grieved the counseling.
- (2) On June 1, 2019, you allege that another employee tried to physically attack you. [REDACTED] investigated the incident and issued both you and the other employee a documented counseling for unprofessionalism, which led to a two-day suspension for you. You grieved the discipline, and it was rescinded.
- (3) On February 7, 2020, you and your wife [REDACTED] 8216 Senior PCO, were involved in an altercation with another employee, who allegedly threatened you saying that she knows where you live. [REDACTED] Deputy Director II, placed you on paid administrative leave, and on March 10, 2020, [REDACTED] issued you a written warning, which you grieved.
- (4) In March 2020, [REDACTED] issued a policy prohibiting the use of body cameras in the workplace. You believe the policy targeted you because you were the only person who wore a body camera, and you believe the policy violated the Memorandum of Understanding (MOU) between your union and the City. You grieved the policy.
- (5) Between March and June 15, 2020, [REDACTED] issued you written warnings for violating the policy prohibiting body cameras, and on June 15, 2020, [REDACTED] issued you a five-day suspension.

You further alleged that several years ago, when you were named as a defendant in a lawsuit against the City, [REDACTED] 1244 Senior Human Resources Analyst, commented, "You are the problem." You complained about [REDACTED] comment, and [REDACTED] and [REDACTED] former 9183 Deputy Director I, allegedly retaliated against you for your complaint by conspiring to harm your career.



2. Harassment Due to Race Allegations Not Investigated Further

You alleged [REDACTED] harassed you due to your race as follows:

- (1) In 2018 or 2019, [REDACTED] directed you and [REDACTED] ([REDACTED] 9172 Manager II, to locate and cite a Latino tow truck driver for blocking a driveway.
- (2) On an unknown date, [REDACTED] told another employee, "Yeah, I'm looking for a Julio, too" during a conversation about a good automotive mechanic. You did not observe this comment but heard about it from your wife, who heard about it from the other employee.

3. Harassment Due to Medical Condition Allegations Not Investigated Further

You alleged that around May 2017, you told [REDACTED] that you have arthritis, and from May 2017 to the time of your complaint, when you mentioned your arthritis pain, [REDACTED] asked, "Are you going to be okay?" and chuckled. You believe [REDACTED] was mocking you and his conduct was unwelcome because he was not your friend. You further alleged that between 2018 and 2020, three to four times a year, when you complained about your arthritis, [REDACTED] joked, "You're a cripple," and [REDACTED] laughed. [REDACTED] comments were not unwelcome because he was your friend.

II. STANDARD OF EVIDENCE

Per the SFMTA's EEO Policy, a preponderance of the evidence standard was used to analyze your allegations. Preponderance of the evidence is one type of evidentiary standard used in a burden of proof analysis. Under the preponderance standard, the burden of proof is met when the party with the burden convinces the fact finder that there is a greater than 50% chance that the claim is true. Please note that these findings do not reach conclusions whether the alleged conduct violated state or federal laws, but instead address whether the SFMTA's EEO Policy was violated.

III. ANALYSIS & FINDINGS

A. Allegations Investigated Further

To sustain a complaint of harassment in violation of the SFMTA's EEO Policy, the investigation must establish all of the following: (1) you were subjected to physical, verbal, or visual conduct on account of your membership in a protected category; and (2) the conduct was unwelcome.

1. July 16, 2020: "Shut Up, You Spic"

The investigation did not substantiate your allegation that on July 16, 2020, [REDACTED] said, "Shut up, you Spic." No witness heard [REDACTED] make this comment on the date in question or at any other time. In addition, you did not allege [REDACTED] ever used this word or any other racial epithets on any other occasion. In addition, witness accounts of the incident were consistent with each other and with [REDACTED] account, and the documentary evidence also supported [REDACTED] account. Accordingly, the investigation did not establish that [REDACTED] subjected you to harassment in violation



of the SFMTA's EEO Policy.

2. "Those People" Comments in Reference to Mission, Bayview, Double Rock Residents

The investigation did not substantiate your allegation that [REDACTED] derisively described Bayview, Mission, and Double Rock residents as "those people." Though you claimed that [REDACTED] 8219 Parking Enforcement Administrator, and [REDACTED] heard [REDACTED] make this comment multiple times, both of these witnesses denied ever hearing it. Accordingly, the investigation did not establish that [REDACTED] subject you to harassment in violation of the SFMTA's EEO Policy.

B. Allegations Not Investigated Further

1. Non-EEO Retaliation Allegations Not Investigated Further

a. Whistleblower and Other Non-EEO Retaliation Allegations

To warrant further investigation, a complaint of retaliation in violation of the SFMTA's EEO Policy must sufficiently allege all of the following: (1) the complainant engaged in a protected activity; (2) the complainant suffered an adverse employment action; and (3) there is a causal link between the protected activity and the adverse employment action. Employees engage in a protected activity when they oppose conduct they reasonably and in good faith believe to be discriminatory, or when they file a charge, testify, assist, or participate in an investigation of discrimination.

You alleged that [REDACTED] retaliated against you for your whistleblower complaints against him as set forth above in Section I.B.1., allegations (1) through (5), and that [REDACTED] and [REDACTED] retaliated against you for your complaint that [REDACTED] told you, "You are the problem," by conspiring to harm your career. These allegations are outside the jurisdiction of the SFMTA's EEO complaint procedures because you did not engage in a protected activity pursuant to the SFMTA's EEO Policy. Neither your whistleblower complaints nor your complaint about [REDACTED] alleged comment may reasonably be construed as discrimination complaints. Accordingly, these allegations were insufficient to raise an inference of retaliation and were not investigated further.

b. Untimely Retaliation Allegations

Under the SFMTA's internal complaint procedure, complaints alleging violation of the SFMTA's EEO Policy must be filed within 180 calendar days of the date the alleged discriminatory action took place or the date the employee would have first become aware of the discriminatory action.

In addition to being non-EEO retaliation claims, two of your other retaliation allegations set forth in Section I.B.1., allegations (1) and (2), are also untimely. The alleged retaliation occurred in April and June 2019, and you first reported your complaint approximately one year later, in June 2020. The more than 180-day delay in reporting the allegations makes them untimely under the SFMTA's EEO Policy, and therefore, these allegations were also not investigated further for this reason.



c. Retaliation Allegations for Which Complainant Has Already Elected Another Administrative Remedy

The MOU between your union, Service Employees International Union (SEIU) Local 1021, and the City in effect at the time, Article II, Section A, paragraph 58, provided that employees may elect only one administrative remedy to resolve employment discrimination complaints and that election was irrevocable. Thus, in addition to being non-EEO claims, your allegations set forth in Section I.B.1., allegations (1) through (4), may not be pursued via the SFMTA's EEO complaint process because you irrevocably elected to pursue a grievance regarding these matters before you filed the present complaint. Accordingly, these allegations were also not investigated further for this reason.

2. Harassment Due to Race Allegations Not Investigated Further

To warrant further investigation, a complaint of harassment in violation of the SFMTA's EEO Policy must sufficiently allege all of the following: (1) you were subjected to physical, verbal, or visual conduct on account of your membership in a protected category; and (2) the conduct was unwelcome.

You alleged [REDACTED] harassed you due to your race by: (1) directing you and [REDACTED] to cite a Latino tow truck driver for blocking a driveway; and (2) telling a third party outside your presence, "Yeah, I'm looking for a Julio, too." However, these allegations were insufficient to raise an inference of harassment. Regarding allegation (1), you did not provide any information demonstrating that [REDACTED] asked you to cite the tow truck driver due to your shared Latino heritage, and the fact that [REDACTED] also asked [REDACTED] who is Asian, to cite the tow truck driver undermines your suggestion that the request was race-related. Also, being asked to cite a driver for blocking a driveway is not harassment, but simply a recitation of your job duties. Regarding allegation (2), you did not personally observe the comment – rather, you heard about it from your wife, who heard about it from the person to whom it was made – and therefore, [REDACTED] did not subject you to any verbal conduct. Accordingly, these allegations were insufficient to raise an inference of harassment and were not investigated further.

3. Harassment Due to Medical Condition Allegations Not Investigated Further

You alleged that [REDACTED] harassed you due to your medical condition, arthritis, by asking if you were going to be okay and chuckling when you complained of pain. However, these allegations are insufficient to raise an inference of harassment because the question, "Are you going to be okay?" is not objectively offensive. Moreover, you stated that [REDACTED] comment regarding your arthritis, "You're a cripple" – which is objectively offensive – was not unwelcome. Accordingly, these allegations were not investigated further. Nonetheless, please be advised that [REDACTED] alleged use of the term "cripple," though not offensive to you under the circumstances, was inappropriate and would violate the SFMTA's EEO and Respect Policies. In addition, [REDACTED] alleged laughter in response to the comments, if true, was also inappropriate and, if true, would violate the City's Respect Policy. The SFMTA will take appropriate action to address this matter with [REDACTED] and [REDACTED].



IV. DETERMINATION OF THE DIRECTOR OF TRANSPORTATION

Please be advised that based on my review of the investigative findings, I have determined by a preponderance of the evidence that [REDACTED] did not harass you due to your race, and the rest of your allegations did not warrant further investigation under the SFMTA's EEO Policy.

The determination of the Director of Transportation is final unless it is appealed to the Civil Service Commission and is reversed or modified. A request for appeal must be received by the Civil Service Commission at 25 Van Ness Avenue, Room 720, San Francisco, CA, 94102, within 30 calendar days of the date of the e-mail sending this letter.

For your information, you may file a complaint of employment discrimination, harassment, or retaliation with the California Civil Rights Department, or the United States Equal Employment Opportunity Commission. Please contact those agencies directly for filing requirements and deadlines.

Please feel free to contact [REDACTED], DHR EEO Director, at (415) 557-4932, if you have any questions.

Sincerely,

A black rectangular box redacting the signature of the Director of Transportation.

Director of Transportation

c: [REDACTED] Human Resources Director, SFMTA
[REDACTED] EEO Officer, SFMTA
[REDACTED] Employee & Labor Relations Manager, SFMTA
[REDACTED] EEO Director, DHR

Encl.: SFMTA's EEO Policy
City's Policy Regarding the Treatment of Co-workers and Members of the Public (Respect Policy)
City's Equitable, Fair, and Respectful Workplace Policy (Updated Respect Policy)



CONFIDENTIAL

February 13, 2023

[REDACTED]
EEO Officer
San Francisco Municipal Transportation Agency
[REDACTED]
[REDACTED]

Via E-Mail
[REDACTED]

RE: EEO Complaint Filed by Elias Georgopoulos – DHR EEO File No. [REDACTED]

Dear [REDACTED]

On June 10, July 15, and July 16, 2020, the Department of Human Resources, Equal Employment Opportunity Division (DHR EEO) received a complaint from Elias Georgopoulos (Georgopoulos), then-8216 Senior Parking Control Officer. Georgopoulos alleged that his manager, [REDACTED] [REDACTED] [REDACTED] retaliated against him and harassed him due to his race, Latino, and medical condition, arthritis.

On September 25, 2020, January 27, 2021, and February 3, 2021, Georgopoulos met with [REDACTED] then-EEO Programs Specialist at DHR EEO, for intake interviews. [REDACTED] [REDACTED] then-EEO Programs Specialist at DHR EEO, completed the investigation into some of Georgopoulos's race-based harassment allegations, and the rest of Georgopoulos's allegations were not investigated because they were outside the jurisdiction of the City's EEO complaint procedures and/or were insufficient to raise an inference of employment discrimination. Based on my review of the investigative findings, I have determined there was insufficient information to sustain Georgopoulos's allegations that [REDACTED] harassed him due to his race in violation of the SFMTA's EEO Policy. A copy of the determination letter to Georgopoulos is enclosed.

During the investigation, Georgopoulos alleged that his supervisor, [REDACTED] [REDACTED] 9172 Manager II, made inappropriate comments that, if true, would violate the SFMTA's EEO Policy, and [REDACTED] supervisor, [REDACTED] laughed at these comments. Georgopoulos alleged that between 2018 and 2020, three to four times per year, when he complained about his arthritis, [REDACTED] joked, "You're a cripple." Georgopoulos stated that [REDACTED] comments were not unwelcome because Georgopoulos considered him a friend; however, the use of the term "cripple" is inappropriate for the workplace and could have been unwelcome and offensive to others. In addition, as [REDACTED] supervisor, [REDACTED] should have addressed these inappropriate comments, rather than signaling his approval of the comments by laughing at them.

The SFMTA is directed to please notify [REDACTED] of my determination in this matter and to please take the following actions to address [REDACTED] and [REDACTED] alleged conduct in violation of the SFMTA's EEO Policy:

- [REDACTED]
1. Please inform [REDACTED] that during the investigation, it was alleged that between 2018 and 2020, three to four times per year, his subordinate [REDACTED] joked about Georgopoulos, "You're a cripple," and [REDACTED] laughed at this comment. [REDACTED] alleged conduct, if true, could have violated the SFMTA's EEO and City's Respect Policies. Please direct [REDACTED] to refrain from laughing when others engage in name-calling or other inappropriate conduct.

Please also remind [REDACTED] that as a supervisor, he must model appropriate and professional behavior and is required to deal courteously, tactfully, and effectively with employees and others in the workplace at all times. In addition, please remind [REDACTED] of his obligation under the SFMTA's EEO policy to promptly take corrective action if employees are subjected to discrimination, harassment, or retaliation on the basis of a protected category.

2. Please issue [REDACTED] a copy of the SFMTA's EEO and City's Respect Policies, with a signed acknowledgment of receipt to be placed in his official personnel file. Inform [REDACTED] that the policy is being issued only as a reminder and his signed acknowledgment shall not be construed as any type of discipline or violation of the policy.
3. Please remind [REDACTED] that retaliation against any employee whom he believes made or participated in a complaint of discrimination is prohibited by law and the SFMTA's EEO Policy and will not be tolerated.

- [REDACTED]
1. Please inform [REDACTED] that during the investigation of a complaint against another employee, it was alleged that between 2018 and 2020, three to four times per year, [REDACTED] joked to Georgopoulos, "You're a cripple," when Georgopoulos complained of his arthritis. Though Georgopoulos did not allege the comments were unwelcome, [REDACTED] alleged conduct, if true, could have violated the SFMTA's EEO Policy. Please direct [REDACTED] to refrain from name-calling and making any inappropriate comments based on a person's protected category membership.

Please remind [REDACTED] that as a supervisor, he must model appropriate and professional behavior and is required to deal courteously, tactfully, and effectively with employees and others in the workplace at all times.

2. Please issue [REDACTED] a copy of the SFMTA's EEO Policy, with a signed acknowledgment of receipt to be placed in his official personnel file. Inform [REDACTED] that the policy is being issued only as a reminder and his signed acknowledgment shall not be construed as any type of discipline or violation of the policy.
3. Please remind [REDACTED] that retaliation against any employee whom he believes made or participated in a complaint of discrimination is prohibited by law and the SFMTA's EEO Policy and will not be tolerated.

[REDACTED]
DHR EEO File No. [REDACTED]

Page 3 of 3

Please provide a report on completion of corrective actions taken, addressed to [REDACTED], EEO Director, DHR, c/o [REDACTED], EEO Programs Manager, at [REDACTED] by February 27, 2023.

Thank you for your attention to these matters. Please feel free to contact [REDACTED], EEO Director, DHR at [REDACTED] should you have any questions.

Sincerely,

[REDACTED]

Human Resources Director

Encl.: February 13, 2023, Letter from [REDACTED] to Elias Georgopoulos
SFMTA's EEO Policy
City's Equitable, Fair, and Respectful Workplace Policy (Updated Respect Policy)
Acknowledgement of Receipt Form

c: [REDACTED] Director of Transportation, SFMTA
[REDACTED], Human Resources Director, SFMTA
[REDACTED], Employee and Labor Relations, SFMTA
[REDACTED], EEO, DHR

From: [REDACTED]
To: [REDACTED] (MTA)
Subject: FW: Georgopoulos, Elias - Corrected Department Letter
Date: Thursday, February 23, 2023 2:49:09 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.jpg](#)
[image004.jpg](#)
[image005.jpg](#)
[image006.png](#)
[Georgopoulos, Elias - Corrected Department Letter.pdf](#)
[Georgopoulos, Elias - Determination Letter.pdf](#)
[SFMTA EEO Statement 12.20.2019.pdf](#)
[Equitable, Fair, and Respectful Workplace Policy \(Updated Respect Policy\).pdf](#)
[SFMTA Acknowledgement of Receipt of Policy.docx](#)
[J. \[REDACTED\] Respect Policy Signed.pdf](#)
[S. \[REDACTED\] Respect Policy Signed.pdf](#)

Eric,

See attached signed Respect in the Workplace policies for [REDACTED] and [REDACTED] [REDACTED] All corrective actions were taken on Feb 17, 2023 for [REDACTED] and February 22, 2023 for [REDACTED] [REDACTED] Please let us know if you need anything further.

[REDACTED]

[REDACTED]

(she/her/hers)

Acting Chief of Staff

Streets Division, SFMTA



Office [REDACTED]

San Francisco Municipal Transportation Agency

1 South Van Ness Avenue, 7th floor

San Francisco, CA 94103



Sent: Tuesday, February 14, 2023 9:00 AM

To: [REDACTED] [REDACTED] [REDACTED] <[REDACTED]@sfmta.com>

Subject: FW: Georgopoulos, Elias - Corrected Department Letter

Hi [REDACTED] and [REDACTED]

See attached determination and department letters. Please take the corrective action in the department letter and copy me on the response to DHR EEO no later than 2/27/23. Please let me know if you have any questions.

Thanks.

[REDACTED]

[REDACTED]

[REDACTED]

February 13, 2023 4:56 PM

To: Harmon, Virginia

[REDACTED]

Cc:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Subject: Georgopoulos, Elias - Corrected Department Letter

Dear Virginia Harmon:

Please see the attached letters (corrected department letter and letter to the complainant) from [REDACTED] Human Resources Director, regarding the above-referenced complaint. Disregard the prior version sent to you earlier today. Also, note that DHR EEO requires that the department report back regarding completion of corrective actions no later than February 27, 2023. Feel free to contact our office should you have any questions.

Thank you,



[REDACTED] EEO Management Assistant
(he/him/his)

Department of Human Resources
One South Van Ness Ave., 4th Floor
San Francisco, CA 94103
Phone [REDACTED]
Website: www.sfdhr.org



February 22, 2023

Equitable, Fair, and Respectful Workplace Policy

The City and County of San Francisco (City) is committed to promoting and maintaining a safe and healthy working environment where every individual is treated with civility, dignity, and respect. To this end, it is the policy of the City to provide a workplace where each employee has the right to work in a positive, professional, and mutually respectful atmosphere free from Disrespectful Behavior (defined below). This Equitable, Fair and Respectful Workplace Policy (Respect Policy) sets forth many of the City's values, supplements and is in addition to the City's current policies prohibiting discrimination, harassment and retaliation and prohibiting violence and threats of violence.

All City employees and City officers play a role in contributing to a truly welcoming, safe, and inclusive working environment that encourages mutual respect and promotes civil and collaborative relationships with the public and among staff, at all levels. The diversity of our employees – the wide range of backgrounds, ideas and lived experiences they bring to City employment – enriches our workplace and enhances our work. To promote and sustain a workplace where all employees and members of the public are treated with respect and dignity, and where employees feel welcomed and valued for who they are and what they can contribute, each City employee is expected to abide by the values and standards below and in this Respect Policy generally of interpersonal behavior, communication, and professionalism:

- Work honestly, earnestly, collegially and collaboratively with employees and others;
- Listen to and value the views and opinions of others, particularly when they differ from your own;
- Abide by all rules, regulations, policies, and laws and promptly bring concerns about potential violations to your supervisor or departmental Human Resources personnel.

All City employees and City officers have a responsibility to set a positive example and must refrain from engaging in Disrespectful Behavior, whether deliberate or unintentional. The City will not tolerate Disrespectful Behavior in any City workplace, and seeks to intervene at the earliest sign or stage of Disrespectful Behavior to correct that misconduct and prevent its reoccurrence. Any employee or officer who violates this policy will be subject to disciplinary actions up to and including termination.

Disrespectful Behavior is defined as discourteous, rude, impolite, or offensive words, gestures or other behavior that may devalue and undermine a person and their dignity or self-esteem or creates an intimidating, hostile, abusive or offensive environment. Examples of Disrespectful Behavior can include, but are not limited to, the following:

- **Bullying**: bullying is a pattern of repeated behavior that a reasonable person would find hostile, offensive, intimidating, oppressive, subjugating, threatening, and unrelated to the City's legitimate business interests.

Bullying behavior may take many forms including physical, verbal, or written acts or behaviors. Workplace bullying often involves repeated abuse or misuse of power. A single physical, verbal, or written act or behavior generally will not constitute bullying unless especially severe and egregious but could nonetheless violate this Respect Policy;
- **Hostility**: yelling, interpersonal hostility or spiteful conduct, that is deliberate or repeated and/or causes harm to the targeted person's or persons' mental or physical wellbeing, safety, or economic status. This includes physical intimidation, unwanted touching, or isolation;

- Belittling conduct: name calling; playing “pranks” on a person; making fun of someone or telling jokes at their expense; taking, vandalizing, or otherwise damaging a person’s personal or work property; and spreading false information or rumors about someone; seeking submission or misuse of power, authority, rank, status, or other privilege
- Microaggressions: statements, actions, or incidents regarded as indirect or subtle invalidation, insult, irritant, disregard, prejudice, and/or discrimination against members of a marginalized group such as those having actual or perceived unequal power across economic, political, social and cultural dimensions. Microaggressions can harm someone or unfairly advantage others;
- Intimidation: using threatening or abusive language, profanity or language that is intended to be, or is perceived by others to be, demeaning, berating, belittling, rude, threatening, intimidating, coercive, hostile or offensive;
- Violence: throwing tools, office equipment, or other objects as an expression of frustration or anger or implying that one will act with violence as a method of influencing the actions of others;
- Sabotage: intentionally interfering with a process of work or otherwise undermining a person’s work.
- Invasive use of technology: using social media or other technology, to harass or bully, using statements, photographs, video, or audio that could reasonably be viewed as malicious, obscene, threatening or intimidating.

Communication is nuanced and Interpersonal conflict is a normal part of work and life. Maintaining a respectful workplace relies on effective and respectful communication, patience, professionalism and understanding.

All City employees and City officers shall sign an acknowledgement of receipt and compliance with this Respect Policy.

Management’s Responsibilities

Department appointing officers, managers and supervisors must lead by example by creating and maintaining a workplace that demonstrates respect and professionalism and follows the tenets of this Respect Policy. They must respond to Disrespectful Behavior in their respective workplaces including Disrespectful Behavior by vendors, consultants or members of the public. Each city department is required to ensure that all employees receive the accompanying and required training concerning this Policy. When any employee reports that Disrespectful Behavior has occurred, human resources, managers and supervisors must treat the complaint seriously. Management should follow the guidance on managing interpersonal conflict in the workplace and contact their human resources representative for guidance on handling these kinds of situations. Human Resources must provide support to managers and supervisors upon request for guidance on conflict resolution strategies. Any appointing officer, human resources official, manager or supervisor who observes or otherwise becomes aware of Disrespectful Behavior, has a duty to take appropriate and immediate corrective and preventative action to ensure the workplace is safe for all employees. Departments shall communicate to employees that Disrespectful Behavior will not be tolerated, condoned, or ignored and there are appropriate consequences for violations of the Respect Policy. The City will provide support to its department managers or supervisors with implementation of the Respect Policy.

Training

The City will provide:

1. Mandatory training for all employees and City officers on the policy and strategies for maintaining a respectful workplace
2. Training on conflict management for managers, supervisors, and HR Professionals
3. Ongoing learning and development options on effective communication and interpersonal relationships



February 17, 2023

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EXHIBIT F:

's Trial Testimony and Lawsuit Judgment

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1 APPEARANCES OF COUNSEL:

2 FOR THE PLAINTIFF:

3 [REDACTED]
4 BY: [REDACTED], ATTORNEY AT LAW

5 [REDACTED]
6 [REDACTED]
7 Telephone: [REDACTED]

8 Email: [REDACTED].com
9

10 FOR THE DEFENDANT:

11 OFFICE OF THE CITY ATTORNEY

12 CITY AND COUNTY OF SAN FRANCISCO

13 BY: [REDACTED], DEPUTY CITY ATTORNEY

14 [REDACTED], DEPUTY CITY ATTORNEY

15 [REDACTED]
16 [REDACTED]
17 Telephone: [REDACTED]

18 Email: [REDACTED]
19 [REDACTED]
20

21 ALSO PRESENT:

22 [REDACTED]

23 [REDACTED]
24
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INDEX

MONDAY, MAY 12, 2025

REPORTER'S TRANSCRIPT OF PROCEEDINGS - VOLUME 3 PAGE

MORNING SESSION 438

[REDACTED]

Direct Examination by [REDACTED] 449

Cross Examination by MS [REDACTED] 492

Redirect Examination by [REDACTED] 551

AFTERNOON SESSION 553

Recross Examination by [REDACTED] 580

[REDACTED]

Direct Examination by [REDACTED] 584

Cross Examination by [REDACTED] 616

[REDACTED] GEORGOPOULOS

Direct Examination by [REDACTED] 618

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1	EXHIBITS			
2	TRIAL - VOLUME 3			
3	NUMBER	DESCRIPTION	ID	EVD
4	Exhibit 618	Email re incident memo between E.		
5		Georgopoulos and [REDACTED]		617
6	Exhibit 619	Email re Memo regarding his		
7		Interaction with E. Georgopoulos		535
8	Exhibit 627	Ex.13 E to [REDACTED]. (3/5/2024) - Email		
9		RE [REDACTED] Georgopoulos (email only)		540
10	Exhibit 632	Email re Written Warning - Body Worn		
11		Camera		482
12	Exhibit 633	Memo B [REDACTED] 9068 to 9070		544
13	Exhibit 644	Ex. 9 to [REDACTED] o. (1/16/2024)		
14		- Notice of Proposed Disciplinary		
15		Action - 5 day suspension	482	483
16	Exhibit 725	Email from [REDACTED] dated 5-07-2020		527
17	Exhibit 730	9172 Manager II, MTA (Parking		
18		Enforcement Operations Manager) Job		
19		Announcement		499
20	Exhibit 731	Resumes of [REDACTED] Georgopoulos		505
21	Exhibit 732	Scoring Sheet for Candidates		510
22	Exhibit 733	Job Application, Cover Letter, and		
23		Resume for [REDACTED]		506
24				
25				

1 against an employee, is the employee allowed to grieve
2 that, to oppose it?

3 A. Yes.

4 Q. And when that employee opposes that, is the
5 suspension suspended until the grievance has been heard?

6 A. Not necessarily.

7 Q. Is it true that [REDACTED] attempted to grieve this
8 suspension?

9 [REDACTED]: Objection. Lacks foundation.

10 THE COURT: Sustained.

11 BY [REDACTED]

12 Q. Director [REDACTED] have you ever referred to
13 Mexicans at work as "stupid Mexicans"?

14 A. No.

15 Q. Have you ever referred to Mexicans at work as
16 "Julios"?

17 A. No.

18 Q. Did you ever have a conversation with another
19 employee in speaking about mechanics that -- saying that,
20 "You need a Julio?"

21 A. No.

22 Q. Now, do you remember calling [REDACTED] a Spic when
23 he came to your office in 2020?

24 A. I never called him that, ever. I've called
25 nobody that, ever.

1 [REDACTED], State Bar # [REDACTED]
City Attorney
2 [REDACTED], State Bar #1 [REDACTED]
Interim Chief Labor Attorney
3 [REDACTED], State Bar # [REDACTED]
[REDACTED], State Bar # [REDACTED]
4 Deputy City Attorneys
Fox Plaza
5 [REDACTED]
6 Telephone: [REDACTED]
E-Mail: [REDACTED]

7
8 Attorneys for Defendant
CITY AND COUNTY OF SAN FRANCISCO

9 SUPERIOR COURT OF THE STATE OF CALIFORNIA
10 COUNTY OF SAN FRANCISCO
11 UNLIMITED JURISDICTION

12 [REDACTED] GEORGOPOULOS, an individual,
13 Plaintiff,
14 vs.
15 CITY AND COUNTY OF SAN
FRANCISCO, SAN FRANCISCO
16 MUNICIPAL TRANSPORTATION
AGENCY, and DOES 1-100, inclusive,
17 Defendants.
18
19

Case No. [REDACTED]

^{DAF}
~~PROPOSED~~ JUDGMENT ON SPECIAL
VERDICT AFTER JURY TRIAL

Hearing Judge: Hon. [REDACTED]
Place: Dept. 514

Date Action Filed: January 24, 2022
Trial Date: March 17, 2025

*[Exempt From Filing Fees
Government Code §6103]*

20 This action came on regularly for trial on March 17, 2025 through May 23, 2025, in
21 Department 514 of the San Francisco Superior Court, the Honorable [REDACTED] presiding.
22 Plaintiff [REDACTED] Georgopoulos, appeared through attorney [REDACTED] of Prometheus Partners.
23 Defendant City and County of San Francisco appeared through attorneys [REDACTED] and [REDACTED]
24 [REDACTED] of the San Francisco City Attorney's office.

25 A jury of 12 persons was regularly impaneled and sworn. The parties provided opening and
26 closing statements, witnesses were sworn and testified, and exhibits were admitted into evidence.
27 After hearing the evidence and arguments of counsel, the jury was duly instructed on the law by the
28

FILED
Superior Court of California
County of San Francisco

AUG 07 2025

CLERK OF THE COURT
BY: [Signature] Deputy Clerk

1 Court, and the cause was submitted to the jury with directions to return a Special Verdict. The jury
2 deliberated and thereafter returned to court with its Special Verdict on May 23, 2025, a copy of which
3 is attached hereto and incorporated herein by reference as Exhibit A.

4 Based upon the findings of the jury set forth in the Special Verdict, it appears by reason of said
5 Special Verdict that Defendant, the City and County of San Francisco, is entitled to judgment against
6 the Plaintiff, [REDACTED] Georgopoulos.

7 **IT IS THEREFORE ORDERED, ADJUDGED AND DECREED THAT:**

8 Judgment is hereby entered in favor of the Defendant, the City and County of San Francisco,
9 and against the Plaintiff, [REDACTED] Georgopoulos. Plaintiff [REDACTED] Georgopoulos takes nothing from the
10 Defendant, the City and County of San Francisco.

11 San Francisco Municipal Transportation Agency is a constituent department of the Defendant,
12 the City and County of San Francisco, not a separate party. Plaintiff [REDACTED] Georgopoulos takes nothing
13 from the San Francisco Municipal Transportation Agency.

14 The Court hereby orders dismissed Does 1 through 100.

15 **IT IS FURTHER ORDERED AND DECREED** that the Court retains jurisdiction
16 concerning any modification to the Judgment as to post-trial matters. Defendant, the City and County
17 of San Francisco, as prevailing party, is awarded its costs upon timely filing and service of a
18 Memorandum of Costs.

19
20 IT IS SO ORDERED.

21 Dated: 8-7-2025

22 [REDACTED]
23 Hon. [REDACTED]
24 San Francisco Superior Court Judge

EXHIBIT A

FILED
San Francisco County Superior Court

MAY 23 2025

CLERK OF THE COURT

BY: Paul H. Wilson
Deputy Clerk

■ GEORGOPOULOS, an individual,

Plaintiff,

vs.

CITY AND COUNTY OF SAN
FRANCISCO, SAN FRANCISCO
MUNICIPAL TRANSPORTATION
AGENCY, and DOES 1-100, inclusive,

Defendants.

Case No. ■

SPECIAL VERDICT FORM

Date Action Filed: January 24, 2022
Trial Date: March 17, 2025

1 We the jury answer the questions submitted to us as follows:

2 **PRELIMINARY QUESTIONS:**

3 A. Was the City an employer?

4 ☒ Yes ☐ No

5 If your answer to question A is yes, then answer question B. If you answered no, stop here,
6 answer no further questions, and have the presiding juror sign and date this form.

7 B. Was [REDACTED] Georgopoulos an employee of the City in the San Francisco Municipal
8 Transportation Agency?

9 ☒ Yes ☐ No

10 If your answer to question B is yes, then answer question 1. If you answered no, stop here,
11 answer no further questions, and have the presiding juror sign and date this form.

12
13 **VF-2500. Disparate Treatment/VF-2515. Limitation on Remedies — Same Decision**

14 1. Did the City subject Mr. Georgopoulos to an adverse employment action?

15 ☐ Yes ☒ No

16 If your answer to question 1 is yes, then answer question 2. If you answered no to 2, skip to
17 question 6.

18 2. Was Mr. Georgopoulos' race or national origin a substantial motivating reason for the
19 City's decision to subject Mr. Georgopoulos to an adverse employment action?

20 ☐ Yes ☐ No

21 If your answer to question 2 is yes, then answer question 3. If your answer to question 2 is no,
22 skip to question 6.

23 3. Was Mr. Georgopoulos' own inappropriate conduct toward subordinates, coworkers,
24 and supervisors also a substantial motivating reason for the City's decision to subject Mr.
25 Georgopoulos to an adverse employment action?

26 ☐ Yes ☐ No

27 If your answer to question 3 is yes, then answer question 4. If your answer to question 3 is no,
28 skip to question 5.

1 4. Would the City have subjected Mr. Georgopoulos to an adverse employment action
2 anyway, at that time, based on his own inappropriate conduct, had the City not also been substantially
3 motivated by discrimination?

4 _____ Yes _____ No

5 If your answer to question 4 is no, then answer question 5. If your answer to question 4 is yes,
6 the skip to question 6.

7 5. Was the City's decision to subject Mr. Georgopoulos to an adverse employment action
8 a substantial factor in causing harm to Mr. Georgopoulos?

9 _____ Yes _____ No

10 After you answer question 5, then answer question 6.

11
12 **VF-2504. Retaliation (Gov. Code, § 12940(h)); VF-2515. Limitation on Remedies — Same**
13 **Decision**

14 6. Did Mr. Georgopoulos oppose practices he believed constituted race or national origin
15 harassment?

16 ☒ Yes _____ No

17 If your answer to question 6 is yes, then answer question 7. If your answer to question 6 is no,
18 then skip to question 12.

19 7. Did the City subject Mr. Georgopoulos to an adverse employment action?

20 _____ Yes ☒ No

21 If your answer to question 7 is yes, then answer question 8. If your answer to question 7 is no,
22 then skip to question 12.

23 8. Was Mr. Georgopoulos' opposition to practices he believed constituted race or national
24 origin harassment a substantial motivating reason for the City's decision to subject Mr. Georgopoulos
25 to an adverse employment action?

26 _____ Yes _____ No

27 If your answer to question 8 is yes, then answer question 9. If your answer to question 9 is no,
28 then skip to question 12.

1 9. Was Mr. Georgopoulos' own inappropriate conduct toward subordinates, coworkers,
2 and supervisors also a substantial motivating reason for the City's decision to subject Mr.
3 Georgopoulos to an adverse employment action?

4 _____ Yes _____ No

5 If your answer to question 9 is yes, then answer question 10. If your answer to question 9 is no,
6 skip question 10 and answer question 11.

7 10. Would the City have subjected Mr. Georgopoulos to an adverse employment action
8 anyway, at that time, based on his own inappropriate conduct, had the City not also been substantially
9 motivated by retaliation?

10 _____ Yes _____ No

11 If your answer to question 10 is no, then answer question 11. If your answer to question 10 is
12 yes, then skip to question 12.

13 11. Was the City's decision to subject Mr. Georgopoulos to an adverse employment action
14 a substantial factor in causing harm to Mr. Georgopoulos?

15 _____ Yes _____ No

16 After you answer question 11, then answer question 12.

17
18 **VF-2506A. Work Environment Harassment—Conduct Directed at Plaintiff—Employer or**
19 **Entity Defendant (Gov. Code, §§ 12923, 12940(j))**

20 12. Was Mr. Georgopoulos subjected to harassing conduct because of his race or his
21 national origin?

22 _____ Yes _____ ☒ No

23 After you answer question 12, then answer question 13.

24 13. Was Mr. Georgopoulos subjected to harassing conduct because of his physical
25 disability?

26 _____ Yes _____ ☒ No

27 If your answer to questions 12 or 13 is yes, then answer question 14.

1 If your answers to questions 12 *and* 13 are no, but you answered yes to questions 5 *or* 11, then
2 skip to question 20.

3 If your answers to questions 12 *and* 13 are no, and you needed to skip questions 5 *and* 11, stop
4 here, answer no further questions, and have the presiding juror sign and date this form.

5 If your answers to questions 12 *and* 13 are no, and you answered no to questions 5 *and* 11, stop
6 here, answer no further questions, and have the presiding juror sign and date this form.

7
8 14. Was the harassment severe or pervasive?

9 _____ Yes _____ No

10 If your answer to question 14 is yes, then answer question 15.

11 If your answer to question 14 is no, but you answered yes to questions 5 *or* 11, then skip to
12 question 20.

13 If your answer to question 14 is no, and you needed to skip questions 5 *and* 11, stop here,
14 answer no further questions, and have the presiding juror sign and date this form

15 If your answer to question 14 is no, and you answered no to questions 5 *and* 11, stop here,
16 answer no further questions, and have the presiding juror sign and date this form.

17
18 15. Would a reasonable person of the same race or national origin, or with the same
19 physical disability, in Mr. Georgopoulos' circumstances have considered the work environment to be
20 hostile, intimidating, offensive, oppressive, or abusive?

21 _____ Yes _____ No

22 If your answer to question 15 is yes, then answer question 16.

23 If your answer to question 15 is no, and you needed to skip questions 5 *and* 11, stop here,
24 answer no further questions, and have the presiding juror sign and date this form

25 If your answer to question 15 is no, and you answered no to questions 5 *and* 11, stop here,
26 answer no further questions, and have the presiding juror sign and date this form.

1 16. Did Mr. Georgopoulos consider the work environment to be hostile, intimidating,
2 offensive, oppressive, or abusive?

3 _____ Yes _____ No

4 If your answer to question 16 is yes, then answer question 17.

5 If your answer to question 16 is no, and you needed to skip questions 5 *and* 11, stop here,
6 answer no further questions, and have the presiding juror sign and date this form

7 If your answer to question 16 is no, and you answered no to questions 5 *and* 11, stop here,
8 answer no further questions, and have the presiding juror sign and date this form.

9 17. Did the City know or should have known of the harassing conduct?

10 _____ Yes _____ No

11 If your answer to question 17 is yes, then answer question 18.

12 If your answer to question 17 is no, and you needed to skip questions 5 *and* 11, stop here,
13 answer no further questions, and have the presiding juror sign and date this form

14 If your answer to question 17 is no, and you answered no to questions 5 *and* 11, stop here,
15 answer no further questions, and have the presiding juror sign and date this form.

16 18. Did the City fail to take immediate and appropriate corrective action?

17 _____ Yes _____ No

18 If your answer to question 18 is yes, then answer question 19.

19 If your answer to question 18 is no, and you needed to skip questions 5 *and* 11, stop here,
20 answer no further questions, and have the presiding juror sign and date this form

21 If your answer to question 18 is no, and you answered no to questions 5 *and* 11, stop here,
22 answer no further questions, and have the presiding juror sign and date this form.

23
24 19. Was the harassing conduct a substantial factor in causing harm to Mr. Georgopoulos?

25 _____ Yes _____ No

26 If your answer to question 19 is yes, then answer question 20.

27 If your answer to question 19 is no, and you needed to skip questions 5 *and* 11, stop here,
28 answer no further questions, and have the presiding juror sign and date this form

1 If your answer to question 19 is no, and you answered no to questions 5 *and* 11, stop here,
2 answer no further questions, and have the presiding juror sign and date this form.

3 **VF-2514. Failure to Prevent Harassment, Discrimination, or Retaliation**

4 20. Did the City fail to take all reasonable steps to prevent the harassment, discrimination,
5 or retaliation?

6 _____ Yes _____ No

7 If your answer to question 20 is yes, then answer question 21. If your answer to question 20 is
8 no, but you answered yes to questions 5, 11, *or* 19 then skip to question 22.

9 21. Was the City's failure to prevent the harassment discrimination, or retaliation a
10 substantial factor in causing harm to Mr. Georgopoulos?

11 _____ Yes _____ No

12 If your answer to question 21 is yes, then answer question 22. If your answer to question 21 is
13 no, but you answered yes to questions 5, 11, *or* 19 answer question 22.

14
15 **VF- 3920. Damages on Multiple Legal Theories**

16 22. What are Mr. Georgopoulos' damages?

17 **Past Lost Earnings:** Enter the amount below if you find that the City is liable to Mr. Georgopoulos
18 for (1) Race/National Origin Discrimination, (2) Retaliation, (3) Harassment, and/or (4) Failure to
19 Prevent Retaliation, Discrimination, or Harassment:

20
21 \$ _____

22 **Prejudgment interest on Past Lost Earnings:** _____ Yes _____ No

23
24 **Future Lost Earnings:** Enter the amount below if you find that the City is liable to Mr. Georgopoulos
25 for (1) Race/National Origin Discrimination, (2) Retaliation, (3) Harassment, and/or (4) Failure to
26 Prevent Retaliation, Discrimination, or Harassment:

27
28 \$ _____

1 **Emotional Distress:** Enter the amount below if you find that the City is liable to Mr. Georgopoulos
2 for (1) Race/National Origin Discrimination, (2) Retaliation, (3) Harassment, and/or (4) Failure to
3 Prevent Retaliation, Discrimination, or Harassment:

4
5 \$ _____

6
7 TOTAL \$ _____

8
9
10 Signed: _____

11 Dated: May 23, 2025

12
13 After this verdict form has been signed, notify the clerk/bailiff/court attendant.
14
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GEORGOPOULOS v. CITY AND COUNTY OF SAN FRANCISCO, et al	Case No:
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CERTIFICATE OF ELECTRONIC SERVICE
(CCP §1010.6 & CRC 2.251)

I, , a Deputy Clerk of the Superior Court of the County of San Francisco, certify that I am over the age of 18 years, employed in the City and County of San Francisco, California and am not a party to the within action.

On August 07, 2025, I electronically served the attached via File & ServeXpress on the recipients designated on the Transaction Receipt located on the File & ServeXpress website.

I declare under penalty of perjury under the laws of the State of California that the foregoing statements are true and correct.

Dated: August 7, 2025

Clerk

By: Deputy Clerk

EXHIBIT G:

Parking Complaint January 18, 2025

[Draft] Marked CONFIDENTIAL

From [REDACTED]
Draft saved Fri 5/2/2025 4:33 PM
To [REDACTED]

Complaint on Officer [REDACTED]

Sent from my T-Mobile 5G Device
Get [Outlook for Android](#)

From: [REDACTED]
Sent: Monday, January 27, 2025 11:35:58 AM
To: [REDACTED]
Subject: Complaint on Officer [REDACTED]

[REDACTED]

With regards to the complaint allegations against Officer [REDACTED], I've concluded the investigation and have taken the necessary steps to address the issues. Although Officer [REDACTED] displayed proper conduct in the encounter, he failed to properly execute the complainant request to handle the disabled parking complaint. Officer [REDACTED] has been counseled/coached on how to deal with future similar situations when dealing with the public and make attempts to follow through on service request. If there are any other questions, feel free to reach out.

P.S I apologize, I thought I had sent this out last week. Found on my draft page. I may have closed my laptop prematurely. Again apologize for the delayed email.

[REDACTED]

Sergeant Parking Enforcement & Traffic



[Draft] Confidential

From [REDACTED]
 Draft saved Fri 5/2/2025 4:35 PM
 To [REDACTED]

Complaint on Officer [REDACTED]

Sent from my T-Mobile 5G Device
 Get [Outlook for Android](#)

From [REDACTED]
 Sent: Tuesday, January 21, 2025 1:46:57 PM
 To: [REDACTED]
 Subject: Fw: Formal complaint against PCO # [REDACTED]

Good day, [REDACTED],

On 1/18/25, I received a citizen's complaint directly from Elias Georgopoulos, regarding an interaction he had with PCO [REDACTED], in the area of 24th Street and South Van Ness. The complainant alleges improper driving of a GO-4 vehicle, for an unsafe U-turn, failure to assist in a request to enforce a blue zone, failure to identify up request and parking in a marked red zone for the purpose of conducting personal business inside a restaurant. Please see attached statement. [REDACTED] s was also present and submitted a statement as well, which I will forward to you. Since [REDACTED] is on vacation, can you please conduct an investigation by contacting the PCO, obtaining a statement and determine if any policy/procedure has been violated? Please advise us of your disposition.

Respectfully,

Sgt. [REDACTED]

From: Elias Georgopoulos <[REDACTED]>
 Sent: Saturday, January 18, 2025 2:47 PM
 To: [REDACTED] <[REDACTED]>
 Subject: Formal complaint against PCO # [REDACTED]

EXT

Elias Georgopoulos

January 18, 2025

San Francisco Municipal Transportation Agency
 Enforcement Division

Dear SFMTA Enforcement Division,

I am writing to file a formal complaint regarding the actions and conduct of Parking Control Officer (PCO) Badge [REDACTED]. The incident occurred on Saturday, January 18, 2025, at approximately 10:35 a.m.

While driving westbound on 24th street approaching South Van. Ness. I observed the PCO make an illegal U-turn (he was driving eastbound) in front of my vehicle, causing me to stop abruptly to avoid a collision. After this dangerous maneuver, I pulled to the side to address an urgent matter involving a vehicle illegally parked in a disabled parking zone without displaying a valid placard. As someone with a legal disabled placard, I requested that the PCO address the violation by either asking the occupant to move the vehicle or citing it appropriately.

To my dismay, the PCO refused to take any action. Instead, he exhibited unprofessional behavior by giving me attitude, dismissing my concerns, and arrogantly stating that he did not care about my position as a

former supervisor with the SFMTA Enforcement Division or that my wife, [REDACTED], a current office manager and supervisor, was present in my vehicle.

The PCO insisted I move my car, claiming I was blocking the crosswalk, even though I was parked briefly to discuss the matter of the disabled zone violation. His refusal to assist me effectively denied me access to the parking space and, by extension, fair treatment as a person with a disability. This refusal to act amounts to a failure to fulfill his duties and can be perceived as discriminatory.

Furthermore, I observed the PCO proceed to park his own vehicle in a red zone and enter the Jelly Donut shop, stating that he was going to have his breakfast. Based on my experience as a former supervisor, I know it was too early for him to take a meal break, making this behavior even more inappropriate.

This incident reflects poorly on the professionalism and integrity expected from the SFMTA Enforcement Division. The PCO's illegal U-turn, dismissive attitude, refusal to address a clear parking violation, and improper use of his time warrant immediate review and corrective action.

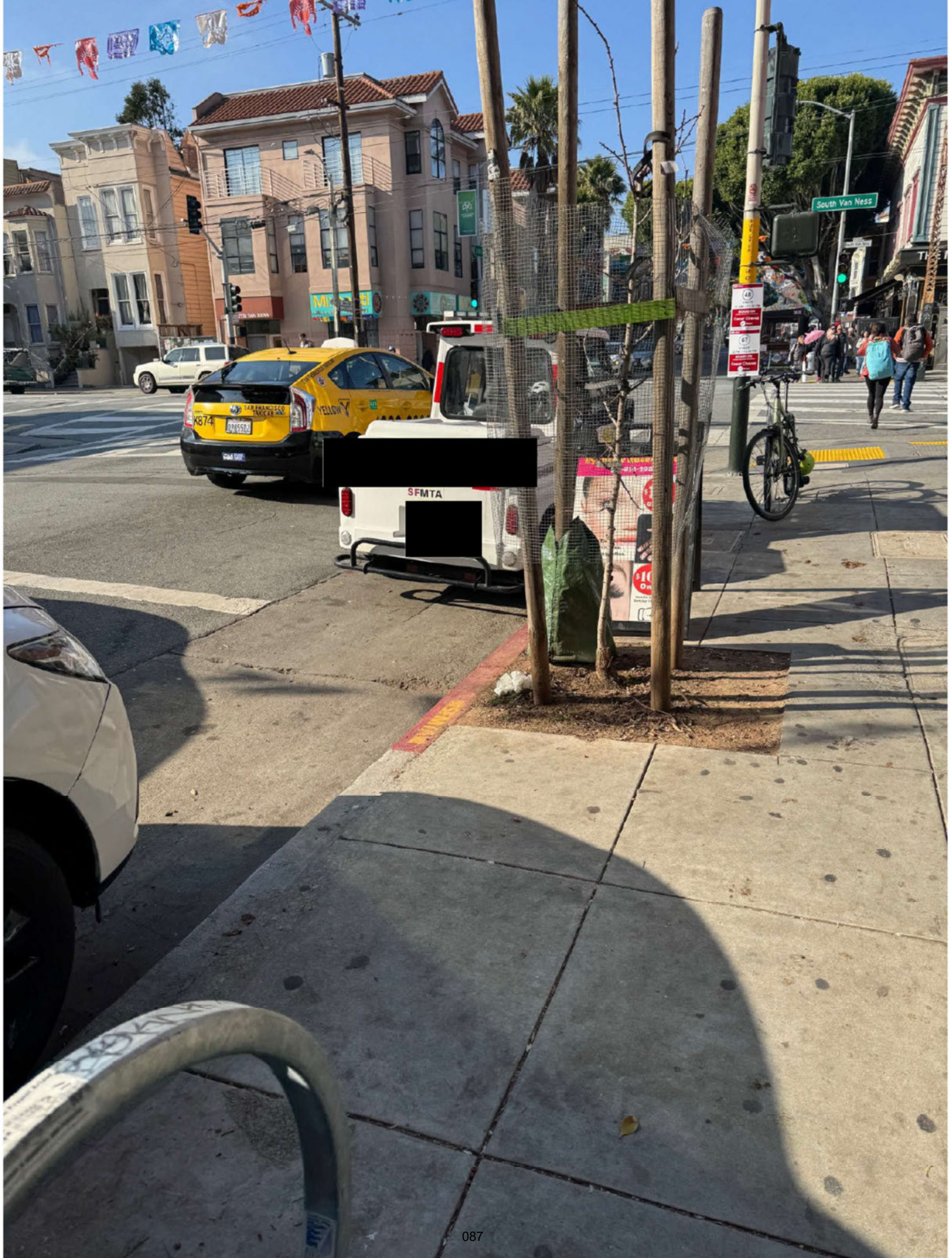
I have attached photos documenting the incident, including the PCO's vehicle parked in the red zone.

I request that this matter be investigated promptly and that I receive a written response from the officer's supervisor or department regarding the actions taken to address this situation.

Thank you for your attention to this matter. I trust that the SFMTA will handle this complaint with the seriousness it deserves. I've also filed a 311 compliant to have for my own records.

Sincerely,

Elias Georgopoulos





24th St

3027
24th St
CALLE 24
LATINO CULTURAL



The
JELLY
DONUT



Coca-Cola
JELLY
DONUT

JUSTICE FOR
SEAN MONTERO RUSH

14 49
BOARD HERE
NOV 18 19
NOV 18 19





This message is from outside of the SFMTA email system. Please review the email carefully before responding, clicking links, or opening attachments.

EXHIBIT H:

8219 Eligible List, Emails Re: List Referral, and Emails Re: List Expansion

Parking Enforcement Administrator (8219) - San Francisco Municipal Transportation Agency - (153055) [REDACTED]

 **Congratulations:** Your list has been adopted!

Recruitment Facts

Job Class: 8219-Parking Enforcement Administrator
Recruitment Type: Exam
List ID: 153055
Position ID: [REDACTED]
Certification Rule: Rule of the List

Important Dates

Post Date: 2025-02-20
Inspection Start Date: 2025-02-21
Inspection End Date: 2025-02-25
Adoption Date: 2025-02-26
Expiration Date: 2026-02-26

Eligible List

Active	Rank	Score	Name
✗	1	[REDACTED]	[REDACTED]
✓	2		[REDACTED]
✓	3		GEORGOPOULOS, ELIAS
✓	4		[REDACTED]
✓	4		[REDACTED]
✓	5		[REDACTED]
✗	6		[REDACTED]
✗	7		[REDACTED]
✓	8		[REDACTED]
✗	9		[REDACTED]

[Manage Adopted Posting](#)

From: City and County of San Francisco Hiring Team
notifications@smartrecruiters.com
Subject: Update from the City and County of San Francisco - Notice
of Certification
Date: Aug 29, 2025 at 9:23:08 AM
To: [REDACTED]

Dear Elias Georgopoulos,

We know that you may get many of these letters, but we thought that it was important to let you know that we have a permanent 8219-Parking Enforcement Administrator position that we are looking to fill. As an eligible candidate for this job classification we are letting you know that your name has been sent to the hiring team for consideration as part of an eligible list.

The hiring team has many options to review and select individuals with the most relevant qualifications from the hiring list. If you are chosen to continue in the selection process, someone from the department may contact you with additional information or updates.

This is not an offer of employment or guarantee that you will be selected for the interview process.

Please don't reply to this email--this email account is not monitored.

Best,

Department of Human Resources - City and County of San Francisco

Del Pino, Lisette

From: [REDACTED]
Sent: Tuesday, October 1, 2024 4:10 PM
To: [REDACTED]
Cc: Union21
Subject: Re: List Expansion Inquiry: 8219 Parking Enforcement Administrator

EXT

Hi [REDACTED]

I connected with our members on this matter. We're in agreement to expand to the rule of the list. Please let us know if you need anything else from our end. Thank you and have a great rest of your week.

All the best,



[REDACTED] (she/her)

Organizer, IFPTE Local 21

Main: (415) 864-2100

Join Us: www.ifpte21.org/join/

Sent: Thursday, September 19, 2024 7:52 AM

To: [REDACTED]

Cc: Union21 <union21@ifpte21.org>

Subject: Re: List Expansion Inquiry: 8219 Parking Enforcement Administrator

Thank you, [REDACTED]

Hi [REDACTED]

I'll be connecting with our members on this matter, and I will get back to you soon.

Thank you,



[REDACTED] (she/her)

Organizer, IFPTE Local 21

Main: (415) 864-2100

Join Us: www.ifpte21.org/join/

From: [REDACTED]
Sent: Wednesday, September 18, 2024 1:31 PM
[REDACTED]
Cc: Union21 <union21@ifpte21.org>
Subject: Re: List Expansion Inquiry: 8219 Parking Enforcement Administrator

Hi [REDACTED]

This classification is covered by our IFPTE Local 21 At-Large Chapter, which is assigned to my colleague [REDACTED], copied here. She is the best point-of-contact for the 8219 classification.

Thanks!
[REDACTED]

From: [REDACTED]
Date: Wednesday, September 18, 2024 at 11:31 AM
To: [REDACTED]
Cc: Union21 <union21@ifpte21.org>
Subject: List Expansion Inquiry: 8219 Parking Enforcement Administrator

Dear [REDACTED]

I hope this email finds you well and that you are the correct contact regarding the classification below. If you are not, please direct me to the correct person.

SFMTA plans to post the examination announcement for 8219 Parking Enforcement Administration soon. On the job announcement, we will specify the certification rule to be used for hiring off the resulting eligible list. MTA plans to post the announcement with the default certification rule of Three Scores. However, we wish to give the union the opportunity to let us know if you want a more expansive certification rule (e.g., Rule of 5 Scores, Rule of 7 Scores, Rule of 10 Scores, Rule of the List) for this examination.

A more expansive certification rule has several benefits such as potentially increasing the diversity of candidates included in the selection process and if there are any exempt or provisional appointees in this class, gives a higher chance of them rating high enough on the list to be considered for selection.

If the union wishes for MTA to proceed with a more expansive certification rule for this exam, please advise by end of business day on October 2, 2024 with the specific rule preferred. If we have not heard back by this date, we will proceed with Rule of Three Scores."

Thank you.
Best Regards,

[REDACTED]
Human Resources Analyst
Examinations and Classifications Unit



Office: [REDACTED]

This message is from outside of the SFMTA email system. Please review the email carefully before responding, clicking links, or opening attachments.

EXHIBIT I:

Emails Re: Ackerman and Frenzen