



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

**DANIEL LURIE
MAYOR**

**MEMORANDUM
CSC NO. 2025 – 08**

Date: October 21, 2025

To: Chief Paul Yep, SF Police Department
Deputy Chief Nicole Jones, SF Police Department
Benjamin Houston, SF Police Department
San Francisco Police Officer's Association

From: Sandra Eng
Executive Officer

Subject: **Notice of Posting:
Proposed Amendments to Civil Service Commission Volume II Rules 212 Eligible Lists – Police Department and 213 Certification of Eligibles – Police Department.**

At the Regular Meeting of October 20, 2025, the Human Resources Director presented proposed amendments to Civil Service Commission Volume II Rules 212 Eligible Lists – Police Department and 213 Certification of Eligibles – Police Department to propose a pilot program to expedite the hiring process for the Q0002 Police Officer positions. The proposed amendments would no longer require the eligible lists for lateral Police Officer candidates and external police academy graduates to be posted publicly online.

The Civil Service Commission adopted the report and directed the Executive Officer to post the proposed rule amendments.

If you have additional questions, please contact me at Sandra.Eng@sfgov.org.

Attachment

cc: Kate Favetti, President, Civil Service Commission
Jacqueline Minor, Vice President, Civil Service Commission
Vitus Leung, Commissioner, Civil Service Commission
Adam Wood, Commissioner, Civil Service Commission

Deletions in strikethrough – Additions in underline

Rule 212

Eligible Lists - Police Department

Applicability: Rule 212 shall apply to all classes of the Uniformed Ranks of the San Francisco Police Department

Article I: Administration Of Eligible Lists

Sec. 212.1 Establishment of Eligible Lists

Sec. 212.2 Discrete Eligible Lists

Sec. 212.3 Continuous Eligible Lists

Sec. 212.4 Duration of Eligibility on Continuous Lists

Sec. 212.5 Duration of Discrete Eligible Lists and Eligibility

Sec. 212.6 Extension of Eligibility

Sec. 212.7 Cancellation of Eligibility – Entrance Appointments

Sec. 212.8 Merging of Eligible Lists – Entrance Appointments

Sec. 212.9 Posting of Tentative Eligible List

Sec. 212.10 Eligible List Program for Q002 Police Officer – Lateral and External Police Academy Graduates

Sec. 212.11 Application of Eligible List Program for Q002 Police Officer – Lateral and External Police Academy Graduates

Sec. 212.12 Termination of Rule 212.10 Eligible List Program for Q002 Police Officer – Lateral and Police Academy Graduates.

Sec. 212.~~40~~13 Documents Included in Inspection and Maintenance of Anonymity of Examiners

Sec. 212.~~44~~14 Appeal of Tentative Eligible List

Sec. 212.~~42~~15 Adoption of Eligible List

Sec. 212.~~43~~16 Official Adoption Date

Sec. 212.~~44~~17 Maintenance of Eligibility

Article II: Holdover Status And Return To Duty

Sec. 212. ~~1518~~ Holdover Status and Return to Duty

Sec. 212.9 Posting of the Tentative Eligible List (cont.)

- 212.9.2** During the posting of the tentative eligible list, participants shall be allowed to inspect their scores, their examination papers, and the tentative eligible list. Except for the entry-level Police Officer eligible lists for lateral and external police academy graduate candidates, the tentative eligible list shall be posted on the City's official employment opportunity website and will be distributed to each Bureau and Division. A copy of the posting will be provided to the certified bargaining representative.

Sec. 212.10 Eligible List Program for Q002 Police Officer – Lateral and External Police Academy Graduates

- 212.10.1** The City shall not post the eligible list for Q002 Police Officer – Lateral and External Police Academy Graduates online.
- 212.10.2** In lieu of posting the eligible lists online, the City shall publicly post the names of all hires made from the Q002 Police Officer – Lateral and External Police Academy Graduates eligible lists online

Sec. 212.11 Application of Eligible List Program for Q002 Police Officer – Lateral and External Police Academy Graduates

- 212.11.1** On the recommendation of the Human Resources Director, Executive Officer, or Civil Service Commissioner, the Civil Service Commission in its sole discretion may make changes to the criteria of this pilot program. Changes to the pilot program may be based on: program effectiveness, program efficiencies, and other relevant criteria as determined by the Civil Service Commission.

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Sec. 212.12 Termination of Rule 212.10 Eligible List Program for Q002 Police Officer – Lateral and Police Academy Graduates.

- 212.12.1** Rule 212.10 and the Pilot Eligible List Program for Q002 Police Officer – Lateral and External Police Academy Graduates shall terminate on December 31, 2028, absent action by the Civil Service Commission to extend it. Further, the pilot program may be terminated at any time before that date at the discretion of the Civil Service Commission.

Sec. 212.13 Documents Included in Inspection and Maintenance of Anonymity of Examiners

Inspection during the posting period of the tentative eligible list shall include the eligible's application, documents supporting qualifications to participate in the examination, written answer sheet, oral rating sheet and other papers needed to verify accuracy of scores. Neither the identity of the examiner giving any mark nor grade in an examination nor the questions or answers shall be provided.

Sec. 212.114 Appeal of Tentative Eligible List

During this inspection period participants shall be allowed to file protests allowed by this Rule. The inspection of the tentative eligible list, the candidate's scores and examination papers shall occur during a ~~four~~three (43) day period, ~~two (2) days falling on either side of a weekend~~. Allowable protests of the tentative eligible list and/or scoring shall be filed during the ~~four~~three (43) day protest period of posting and inspection. Protests shall be limited to scoring miscalculations, typographical errors, computational errors in scoring, and the listing on a tentative eligible list of a person or persons allegedly ineligible for promotion. No protests shall be permitted that were or could have been raised at an earlier stage. The Human Resources Director shall not consider challenges merely because candidates believe they are entitled to a higher score. The decisions of the Human Resources Director on all matters related to this section shall be final and not subject to appeal to the Civil Service Commission.

Sec. 212.1215 Adoption of Eligible List

~~212.12.12~~212.15.1 If no appeals are received during the posting period, the eligible list shall be automatically adopted. Changes in an eligible list because of clerical or computational error shall not change the date of adoption of the eligible list.

~~212.12.22~~212.15.2 The Human Resources Director may adopt an eligible list pending the resolution of any appeal. Eligibles who are reachable for certification may be certified. The decision of the Human Resources Director shall be final and shall not be reconsidered by the Civil Service Commission.

Sec. 212.1316 Official Adoption Date

~~212.13.1~~**212.16.1** Pending the official adoption of an eligible list, the tentative eligible list shall be posted. Any protests must be filed with the Human Resources Director/Police Department Examination Division as provided in these Rules. After the posting period and in the absence of protest on ratings, scorings or eligibility, the tentative eligible list shall automatically become official as posted.

~~212.13.2~~**212.16.2** If appeals are received during the applicable filing period under these Rules, the investigation and action of the Human Resources Director or his or her designee shall be expedited so that final adoption of the eligible list is not delayed beyond sixty (60) days after the date of posting except for reasons beyond the control of the Director or his or her designee.

~~212.13.3~~**212.16.3** Eligibles who, as a result of their ranking, would receive a notice of appointment regardless of the outcome of the protest(s), may be offered employment from adopted lists pending the resolution of any protest(s) and amendment of the adopted eligible list.

~~212.13.4~~**212.16.4** Changes in the eligible list because of clerical errors or re-ratings or computations shall not change the date of adoption of the eligible list.

Sec. 212.147 Maintenance of Eligibility

~~212.14.1~~**212.17.1** Except as otherwise provided in these Rules, eligibles who fail to possess or maintain the qualifications required by law and by the terms of the examination announcement under which they participated shall forfeit their eligibility.

~~212.14.2~~**212.17.2** Except for persons designated as “holdovers”, eligibles on a promotive only eligible list who are separated from the City and County service shall be removed from such eligible list. If re-employed and if the eligible list has not expired, upon written request and with the approval of the Human Resources Director, the person may be returned to the eligible list with previous rank on the list restored.

~~212.14.3~~**212.17.3** The Human Resources Director is authorized to remove eligibles from an eligible list in accordance with the conditions described above.

Rule 212

Eligible Lists - Police Department

Article II: Holdover Status And Return To Duty

Applicability: Rule 212 shall apply to all classes of the Uniformed Ranks of the San Francisco Police Department

Sec. 212.15.1212.18 Holdover Status and Return to Duty

212.15.1212.18.1 Holdover Roster - General Requirements

- 1) Subject to the provisions of this Rule, permanent or probationary civil service appointees who are laid off or placed on an involuntary leave of absence shall be designated as holdovers.
- 2) The names of holdovers shall be ranked on a holdover roster for the class or classes from which layoff occurs and in the order of total seniority in the class in the City and County service. Seniority prior to resignation or termination shall not be used in determining holdover rights in a class.
- 3) Holdovers shall be returned to duty in rank order from holdover rosters.
- 4) Holdovers shall, for a period of five (5) years from the date of layoff, have preference for appointment over eligibles on civil service lists, or employees requesting transfer, reinstatement, or reappointment. The Human Resources Director, upon review of all the circumstances, may extend the holdover status for such specified period of time as he/she may deem proper.
- 5) Holdover rosters shall be canvassed in the following order: first, permanent holdover rosters; then, temporary holdover rosters.
- 6) Permanent holdovers shall be returned to duty in temporary positions before temporary holdovers. Permanent holdovers shall displace any temporary or part-time exempt appointee in the same class in any City and County department. Permanent holdovers returned to duty in temporary positions shall retain their status on the permanent holdover roster. In the event of a displacement, the least senior temporary or part-time exempt appointee in the City and County service shall be laid off first.
- 7) Permanent holdovers in classes with citywide seniority for layoff purposes shall be entitled to displace only the least senior permanent employee in that class in City service. Holdovers who waive such appointment shall remain on the holdover list for subsequent permanent appointment to vacant positions, but may accept a temporary position in the class, if available.

Sec. 212.1518 Holdover Status and Return to Duty (cont.)**212.185.1 Holdover Roster - General Requirements (cont.)****8) Exceptions to Return to Duty in Rank Order**

If two or more approved requisitions are on file, the Human Resources Director may permit holdovers in line for appointment, and in accordance with their standing on the roster, to select from the available requisitions the positions to which they desire appointment. In cases where holdovers on rosters who would be reached for appointment on requisitions, the Human Resources Director may consult with appointing officers and employees involved, and if it is in the best interest of the service, may offer out said positions to holdovers so as to make it possible for them to return to duty in the department from which laid off.

9) Holdovers who are notified that they are being returned to duty are required to respond to the Department of Human Resources within five (5) business days of the date of notification. The Human Resources Director may extend the time response period beyond five (5) business days. Failure of a holdover to respond within the time limits shall be considered a refusal of the offer and shall be subject to the penalty, if any, provided in this Rule.

10) Except as otherwise provided in these Rules, holdovers who fail to possess and maintain the qualifications required by law and by the terms of the examination announcement under which they participated shall forfeit their eligibility.

11) In all cases of change of address, the Department of Human Resources must be notified in writing separately for each class involved. Notice of change of address to the Post Office and/or the employee's current department only shall not be a reasonable excuse for special consideration in case of failure to respond to notice of return to duty within time limits.

12) Except as otherwise directed by the Human Resources Director, holdovers being returned to duty shall not be required to pass a new medical examination.

13) A properly completed copy of the designated report of layoff or involuntary leave of absence form shall be forwarded to the Department of Human Resources as soon as possible (in advance of the action if possible) so that the Department of Human Resources may record the action and

Sec. 212.1518 Holdover Status and Return to Duty (cont.)**212.15.1212.18.1 Holdover Roster - General Requirements (cont.)****13) (cont.)**

place the employee's name on a holdover roster for immediate consideration for return to duty.

14) Late reports of layoff shall not interfere with nor affect the rights of holdovers to whom notices of return to duty have already been mailed and who have been or may be returned to duty in response to such notices except as follows: A holdover with more than five (5) years of seniority in a class shall displace any appointee or any holdover who has been returned to duty who has less than five (5) years or seniority in the same class.

15) If there is no holdover roster for a class or if the holdover roster is exhausted, the Human Resources Director may authorize that a holdover be returned to duty from another holdover roster deemed suitable to temporarily provide the required service. If no other roster is available, the position shall be offered to eligibles on regular civil service eligible lists or to individuals requesting transfer, reinstatement or reappointment.

16) Holdovers returned to duty shall be reinstated with accrued compensatory time, if any, and with their original anniversary date for the purposes of computing sick leave and vacation benefits.

212.15.2212.18.2 Holdover - Temporary Appointees

1) Appointees certified from an eligible list who have satisfactorily served under temporary appointment shall upon expiration of the list be designated a "temporary holdover."

2) Resignation from temporary appointment from a holdover roster or refusal of temporary appointment from a holdover roster cancels all temporary holdover rights in that class.

212.15.3212.18.3 Holdover - Permanent and Probationary Appointees

1) A permanent or probationary appointee to a promotional or entrance position who is laid off shall be designated a "permanent holdover" and shall be returned to duty in a position in the class from which laid off from a holdover roster as provided in this Rule.

2) A permanent holdover returned to duty on a permanent basis in a department other than the one from which laid off shall serve a new probationary period.

Sec. 212.1518 Holdover Status and Return to Duty (cont.)**212.185.3 Holdover - Permanent and Probationary Appointees (cont.)**

3) Return to duty of a permanent holdover to a position in the class from which laid off shall be subject to the following conditions:

4) Return to Duty - Department From Which Laid Off

Permanent Vacancy - A permanent holdover who refuses an offer to return to duty on a permanent basis in the department from which laid off shall forfeit all holdover rights in that class, and shall be removed from all rosters for that class. Such refusal of return to duty shall be deemed a resignation.

Temporary Vacancy - Permanent holdovers may refuse an offer to return to duty on a temporary basis in the department from which laid off without affecting future offers to be returned to duty. Waiver of temporary appointment shall not be removed without the permission of the Human Resources Director.

5) Return to Duty - Department Other Than the One From Which Laid Off

Permanent holdovers may refuse an offer to return to duty on a permanent or temporary basis in a department other than the department from which laid off without affecting future offers to be returned to duty. Such departmental waivers shall not be withdrawn without the approval of the Human Resources Director.

6) A permanent holdover who was laid off during the probationary period and who is returned to duty in the department from which laid off shall complete the remaining period of probationary service.

7) Transferees who are laid off during the probationary period shall be ranked on the permanent holdover roster for the class in accordance with their seniority in the class in the City and County service.

8) Permanent holdovers who resign or are released during the probationary period may be returned to the holdover roster from which appointed subject to the provisions of these Rules. Such holdovers shall not displace any current permanent or probationary employees, but shall remain on the list for subsequent permanent appointment to vacant positions and may accept a temporary position in the class, if available.

Rule 213

Certification of Eligibles - Police Department

Article II: Certification of Eligibles

Applicability: Rule 213 shall apply to all classes of the Uniformed Ranks of the San Francisco Police Department

Sec. 213.2 **Certification of Eligibles - General Policy**

213.2.1 The Civil Service Commission endorses and supports the broadening of the Rules governing certification of eligibles from the civil service eligible lists and considers this broadening as an increase in opportunities for appointing officers to select employees who are best suited to perform the duties of specific positions. Selection of employees from eligible lists shall be based on merit and fitness without regard to relationship, race, religion, gender, national origin, ethnicity, age, disability, gender identity, political affiliation, sexual orientation, ancestry, marital status, color, medical condition or other non-merit factors or otherwise prohibited nepotism or favoritism. Appointing officers and their designees shall be responsible for establishing non-discriminatory selection procedures which may include by way of example but not limitation, scheduling each interested eligible for interview, reviewing application materials, conducting interviews by a diverse panel, asking job-related questions. Appointing officer/designee shall also be responsible for maintaining documentation of selection criteria, and reviewing the proposed selection with the department's Equal Employment Opportunity Officer or with the Department of Human Resources Equal Employment Opportunity Unit. When making appointments, the Appointing Officer or designee will consider the following secondary criteria: assignment, training, education, community involvement, special qualifications, commendations/awards, bilingual certification, and discipline history. In the event of a recommendation to change the criteria specified above, prior to the issuance of any job announcement, that change shall be presented to the Civil Service Commission for its approval in advance and will be discussed in open session with all interested parties. Unless otherwise instructed by the Civil Service Commission, the Department of Human Resources shall annually report to the Civil Service Commission on the selection processes administered for the Police Department uniformed ranks. In addition to the annual reports, the Department of Human Resources shall make regular reports as requested by the Civil Service Commission on merit system issues such as recruitment, examination, and certification and selection procedures. The Human Resources Director shall report to the Civil Service Commission on the progress of continuous testing and the entry-level certification expansion and the eligible list program for Q002 Police Officer – Lateral and External Police Academy Graduates on an annual basis for two (2) years and thereafter on a schedule to be determined.