



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

**DANIEL LURIE
MAYOR**

**AGENDA
Special Meeting
January 26, 2026**

**9:00 a.m.
Room 400, CITY HALL
1 Dr. Carlton B. Goodlett Place**

This meeting will be held in person at the location listed above. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or by calling (415) 655-0001 and entering meeting id #2661 531 1706. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2661 531 1706
Press # twice to listen to the meeting via audio conference
Dial *3 when you are ready to queue**

DANIEL LURIE, MAYOR

COMMISSIONERS

**KATE FAVETTI
President
JACQUELINE MINOR
Vice President
VITUS LEUNG
ADAM WOOD**

**SANDRA ENG
Executive Officer**

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at (628) 652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be included in the record on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2661 531 1706.

Special Meeting January 26, 2026

9:00 a.m.

Agenda Language for In-Person or Partially In-Person Meetings

REMOTE ACCESS PROCEDURES

Phone Number
(415) 655-0001

Meeting ID #
2661 531 1706

- Enter the Phone Number above followed by the meeting ID = Then press #
- Press # again to be connected to the meeting (you will hear a beep)
- When you hear the beep
 - Stop and LISTEN to the meeting
 - Wait for Public Comment to be announced by Item #
- When the Clerk calls Public Comment, dial *3 to be added to the speaker line.
- When you press * 3, you will hear *“You have raised your hand to ask a question. Please wait to speak until the host calls on you”* – WAIT for your turn to speak.
- When you hear that *“your line has been unmuted”* – THIS IS YOUR OPPORTUNITY TO PROVIDE YOUR PUBLIC COMMENT

BEST PRACTICES

- Call from a quiet location
- Speak slowly and clearly
- Turn down any televisions or radios around you
- Address the Commission as a whole, do not address individual Commissioners

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES**A. Commission Office**

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

B. Policy Requiring Written Reports

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

C. Policy on Written Submissions by Appellants

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

D. Policy on Materials being Considered by the Commission

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

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

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

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

F. Policy and Procedure on Hearing Items Out of Order

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

G. Procedure for Commission Hearings

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

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

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

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

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

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

H. Policy on Audio Recording of Commission Meetings

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

I. Speaking before the Civil Service Commission

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

J. Public Comment and Due Process

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

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

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

Information on Disability Access

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

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

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

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

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

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

San Francisco Lobbyist Ordinance

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

ITEM NO.

(1) CALL TO ORDER AND ROLL CALL

President Kate Favetti
Vice President Jacqueline P. Minor
Commissioner Vitus Leung
Commissioner Adam Wood

(2) REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA

(3) APPROVAL OF MINUTES - Action Item

Regular Meeting of December 15, 2025 – 2:00 p.m.

Recommendation: Adopt the Minutes.

(4) ANNOUNCEMENTS

Announcement of changes to the agenda.

Other announcements.

Commissioner announcement of intent to sever items from the Ratification Agenda.

Public comment, including public comment on any additional Ratification or Consent items that the public would like severed from the agenda.

(5) HUMAN RESOURCES DIRECTOR'S REPORT

(6) EXECUTIVE OFFICER'S REPORT

Fiscal Years 2026-27 and 2027-28 Mayor's Budget Instructions and Department Budget Preparation Schedule. (File No. 0300-25-1) – Action Item

Recommendation: Open for discussion.

(7) Civil Service Commission Annual Report Fiscal Years 2020 – 2025. (File No. 0009-26-1) - Action Item

Recommendation: Open for discussion.

RATIFICATION AGENDA

All matters on the Ratification Agenda are considered by the Civil Service Commission to be non-contested and will be acted upon by a single vote of the Commission. There will be no separate discussion on these items unless a request is made; in which event, the matter shall be removed from the Ratification Agenda and considered as a separate item. Each individual addressing the Commission will be limited to a maximum time limit of five minutes for all items severed from the Ratification Agenda.

**(8) Review of Request for Approval of Proposed Personal Services Contracts.
(File No. 0006-26-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005312 - v0.01	City Administrator	\$1,570,000	The vendor will provide as-needed, ADA-compliant shuttle buses and an appropriately licensed driver to shuttle City employees or the public on an as-needed basis, via specialized routes based on the specific need. Shuttle drivers may assist riders in loading and unloading personal and work-related items. These are intermittent services, utilized for short-term engagements, with transport provided generally one to two times to/from a location each day, or multiple times on the same route during special events. As examples of past use, the City has utilized these services to provide transportation: for SFPD officers, to and from special event locations to support with public safety during large-scale special events, such as was done during the APEC conference, and for SHF clients, from county jails to court appointments. The service may also be utilized in the event of emergencies to move individuals out of harms way or to specific locations to access emergency public services when public transit and other transportation options do not suffice.	New	60 Months
DHRPSC 0005923 - v0.01	City Administrator	\$3,500,000	TIDA is seeking a supplier to provide financial consulting and reimbursement management for eligible requests from TICD against the various governing documents. The selected contractor will perform the following services: Review documentation related to the Development Agreements between the TIDA, the City, and the Master Developer, to identify parameters for reimbursement for qualified project costs; Review submitted reimbursement documentation from the Master Developer; upon receipt of complete documentation, prepare a comprehensive reimbursement report for each developer payment request; review bid documentation and change orders for accuracy and eligibility; track and report on the status of all reimbursements and payments.	New	60 months
DHRPSC 0005868 - v0.01	City Administrator	\$2,500,000	For furnishing and maintaining parts washer equipment, including: <ul style="list-style-type: none"> • Providing rental units and servicing for parts washer equipment, including both rented and City-owned units; • Performing regular exchange and replenishment of cleaning solutions/solvents used in the equipment; • Ensuring proper recycling and/or disposal of used cleaning solutions/solvents, and automotive fluids in full compliance with applicable Local, State of California, and Federal regulations. 	New	60 months
DHRPSC 0005784 - v0.01	Airport	\$500,000	San Francisco International Airport (SFO) will participate in the contractor's Airport Service Quality (ASQ) survey programs. The contractor is the sole source provider of the ASQ survey programs, and they will support SFO by designing survey sampling plans, supplying survey tools, analyzing survey results, and delivering quarterly and annual performance reports, including industry ASQ benchmarking. In addition, SFO will participate in the contractor's airport accreditation assessment for the industry recognized ACI Airport Customer Experience Accreditation. Fieldwork surveys will be conducted by a separate party.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005926 - v0.01	Airport	\$10,000,000	<p>The San Francisco International Airport (Airport) has multiple staff that are involved in the administration and management of procurement activities across various Airport divisions. The Airport is in the process of restructuring its procurement team and adding multiple new positions to centralize procurement staff and standardize processes. The Contractor will use specialized procurement industry expertise and knowledge to provide the following services on an as-needed basis:</p> <ol style="list-style-type: none"> 1) review and assess the Airport procurement practice and processes and provide recommendations, 2) audit, analysis and reporting on various procurement projects and related services, 3) create and provide training to staff on various procurement related topics, 4) assist with compliance with applicable government and Federal Aviation Administration regulations, 5) assist with the development and implementation of the Airport's procurement strategic plan, and 6) provide support services including, but not limited to, assisting with gathering and analysis of technical specification and requirements, assisting with administration and management of procurement activities. 	New	60 months
DHRPSC 0005914 - v0.01	Public Health	\$850,000	<p>The contractor will deliver consulting and project-management services that supplement City staff during implementation. Key tasks include:</p> <p>Regulatory alignment with CalAIM, the Managed Care Final Rule, and Proposition 1 (2024) behavioral-health reforms.</p> <p>Systems integration among BHS, JHS, ECM providers, and MCPs to establish Justice-Involved Behavioral Health Links and pre-release Medi-Cal services.</p> <p>Payment-model support for capitation and other value-based reimbursement designs. (Capitation means a fixed per-person payment to manage care within defined quality and outcome standards.)</p> <p>Training and knowledge transfer through development of standard operating procedures, process maps, and toolkits.</p> <p>Project management for scheduling, milestone tracking, and inter-agency coordination, primarily through virtual meetings.</p>	New	30 months
DHRPSC 0005887 - v0.01	Human Services Agency	\$900,000	<p>Contractor shall be responsible for monitoring alcohol and substance use among parents and guardians involved with Child Welfare Services through a comprehensive and randomized testing program. The Contractor will conduct direct observation of urine sample collections to ensure accuracy and integrity and will test for a wide range of substances as specified by the agency. All verified test results will be promptly provided to the assigned Protective Services Worker (PSW). The Contractor will maintain complete and accurate records of all scheduled, completed, and missed testing appointments, and will provide timely data summaries and reports to PSWs. A structured referral process will be established to manage testing frequency requirements, including schedules ranging from one to two times per week or four to six times per month, as determined by case needs. The Contractor will work directly with clients to coordinate randomized testing schedules and provide clear instructions regarding procedures and compliance expectations. Additionally, the Contractor will implement a secure, web-based tracking and notification system to manage scheduling, ensure accountability, and deliver confidential test results and reports efficiently and accurately.</p>	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005772 - v0.01	Municipal Transportation Agency Withdrawn	\$500,000	The consultant will provide independent project management oversight services for the Potrero Yard Modernization Project. Services will include reviewing project plans, schedules, and budgets; monitoring progress against milestones; assessing risk management and project controls; and providing recommendations to improve delivery efficiency. The consultant will also evaluate compliance with applicable City and funding requirements, prepare oversight reports, and present findings to project leadership. All services will be advisory in nature and will remain independent from internal project management functions.	New	54 months
DHRPSC 0005950 - v0.01	Municipal Transportation Agency	\$260,000	The consultant will provide oversight-monitoring assistance to the San Francisco Municipal Transportation Agency (SFMTA) to review a designated contractor's drug and alcohol testing policies and procedures for compliance. The consultant will conduct an annual on-site review of the selected collection and testing contractor's drug and alcohol testing policy, record keeping, testing reports, education, and training attendance rosters, and any other documents pertaining to compliance with the Department of Transportation/Federal Transit Administration (DOT/FTA) Drug and Alcohol Testing Rules and Regulations. Also conduct audits of service agents (Specimen Collector, Medical Review Officer, laboratory, Sub-Recipients, etc.) that assist the SFMTA in maintaining compliance with the drug and alcohol testing guidelines.	New	60 months
DHRPSC 0005942 - v0.01	Municipal Transportation Agency	\$700,000	The scope is to install complex vendor-specific hardware/software solutions designed to detect unauthorized parking in designated transit or bus lanes, automatically read license plates, and create evidence packages for our PCOs (Parking Control Officer) to review and approve as valid citations.	New	24 months
DHRPSC 0005710 - v0.01	Public Utilities Commission	\$800,00	Inventory Count Services consisting of a full count for three enterprises. Work includes observing, performing, and/or validating physical inventory counts of various inventory items and comparing them to the SFPUC's Inventory Tracking System. The analysis, findings and recommendations will be provided in a written report for each warehouse location. Format for the content of such reports shall be determined by the Financial Reporting and Analysis group (FR&A). The timely submission of all reports is a necessary and material term and condition of this Agreement. Full counts are required at each location. Inventories include but not limited to the following items: water pipes, valves, fittings, meters and meter boxes, safety gear, electrical supplies, switches, power poles, fittings, safety gear, and sewage treatment inventory supplies, chains, rotors, valves, switches, tubes, etc. It is expected 1. March to plan of the count days in June. 2. June is the physical inventory count. 3. July, draft report regarding results of the count. 4. August, issuance of the inventory report 5. Sept/Oct presentation to Commissioner by the audit bureau team.	New	120 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005879 - v0.01	Public Utilities Commission	\$24,000,000	<p>Scope of Work/Services to be Contracted Out: The San Francisco Public Utilities Commission (SFPUC) intends to award one (1) contract for \$24 million over 10 years to provide services to support the planning and engineering design for Southeast Water Pollution Control Plant, Oceanside Water Pollution Control Plant, and Northpoint Facility. SFPUC is seeking a comprehensive phased process engineering master plan and the related designs for construction that will include the rehabilitation, repair, replacement or upgrade of wastewater treatment systems and their components. Systems include primary treatment, secondary treatment, tertiary treatment, and related sidestream systems. Current systems conditions will be reviewed and analyzed with respect to the currently available industry technologies while considering increased process reliability and efficiencies.</p> <p>Systems components to be incorporated as part this phased approach include grit classification and removal, screening conveyors, scum removal and compaction, digested sludge dewatering capability increases by centrifuge and screw press, primary and aeration tank rehabilitation, primary odor controls, secondary odor controls, solids handling capacity increases, secondary system capacity increases through load removal by primary filtration, primary sedimentation tank upgrades, secondary sedimentation tank upgrades, sludge transfer pumping, metering upgrades, variable frequency driven fans, feasibility for digestion capacity increase through incorporating recuperative thickening or thermal hydrolysis, electrical system and emergency generator evaluation and upgrades.</p> <p>The systems have special safety consideration of the OSHA hazardous classified locations as defined by NFPA 70 NEC, including Class 1 Division 1 and Division 2 ignitable concentrations of gases. Also, flow pattern optimizations for fluid systems with the boundary condition interactions between liquids and gasses will require the development of Computational Fluid Dynamics (CFD) models.</p> <p>City Staff will be managing and overseeing the work of the consultants on these multiple related projects to assure that the project deliverables achieve the goals within the defined constraints. Spending totals for this project will vary from year to year, so an even distribution of funds by year is not expected.</p>	New	120 months
DHRPSC 0005883 - v0.01	Public Utilities Commission	\$5,000,000	<p>The San Francisco Public Utilities Commission (SFPUC) intends to award an approximately \$44 million (\$5 million design and \$39 million construction) Fixed Budget Limit Design-Build construction contract (DB-140) for design and construction services to upgrade and increase operational reliability for eight (8) of sixteen (16) clarifiers at the Southeast Water Pollution Control Plant (SEP).</p> <p>The \$5,000,000 design portion of the D-B procurement will complete the detailed design utilizing the bridging documents (~10+% design level) to be provided in the Request for Proposal. The duration of the design portion is approximately 1 year, and the duration of engineering supporting during construction is approximately 2 years.</p>	New	59 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005873 - v0.01	Public Utilities Commission	\$5,000,000	<p>The San Francisco Public Utilities Commission (SFPUC) intends to award an approximately \$40 million (\$5 million design and \$35 million construction) Progressive Design Build (PDB) construction contract (DB-136) to support SFPUC civil and electrical engineering staff with specialized security design services to upgrade physical security across SFPUC's wastewater facilities. Locations include Southeast and Oceanside wastewater treatment plants, Northpoint wet-weather facility, and other facilities adjacent to these three major facilities.</p> <p>Progressive Design Build is a delivery system, where design and construction professionals are integrated as one team in order to deliver complex, high risk and security sensitive projects such as DB-136. Because of how rapidly security infrastructure and technologies are advancing, the bifurcation of design and construction accountability is not conducive to security innovations necessary for this Project. As such, failure to procure specialty design-build security system design services as a part of the DB-136 contract may result in very significant delays and may jeopardize our efforts to implement security at SFPUC's critical/vulnerable facilities.</p> <p>The \$5,000,000 design portion of the DB procurement will complete the detailed design utilizing the planning documents (~10% design level) to be provided in the Request for Proposal. The duration of the design portion is approximately 1.5 years, and the duration of engineering supporting during construction is approximately 2 years.</p>	New	59 months
DHRPSC 0005104 - v0.01	Public Utilities Commission	\$9,000,000	<p>The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of a qualified Proposer to provide support to the Regional Water System's (RWS'S) Pipeline and Tunnel Inspection and Repair Renewal and Replacement (R&R) Program. The SFPUC has developed the RWS's R&R Program to manage and document the Department's aging infrastructure, i.e., life extension of existing capital assets. The RWS comprises of pipelines and tunnels that range greatly in terms of diameter, installation date, pipeline material, pipeline condition, and operational importance. The scope of work is to analyze the water transmission system to understand operations, failure mechanisms, and how to inspect/assess, maintain, and perform work on the asset, which must remain partially in service to meet water level of service goals defined by SFPUC Water System Improvement Program (WSIP). It is also to support the Water Supply and Treatment Division (WSTD) staff efforts to understand failure mechanisms, perform comprehensive condition assessments, recommend monitoring programs, and create repair and replacement strategies. Additionally, the proposed work is to also provide technical support for pipeline and tunnel condition assessment services of steel pipe, non-steel pipe, and tunnels utilizing current and available inspection technologies.</p>	New	96 months
DHRPSC 0005984 - v0.01	Public Utilities Commission	\$925,000	<p>The scope covers the hosting, maintenance and upgrade of a proprietary conservation database and software system the SFPUC Water Conservation Section uses to process and track water customer participation in the SFPUC's conservation assistance programs and allows customers to apply for programs online and track the status of their applications online.</p>	New	48 months
DHRPSC 0005739 - v0.01	Public Utilities Commission	\$8,000,000	engineering design, engineering support during construction, and surveying for curb ramps to support water conveyance, water distribution, wastewater collection, and power projects	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002548 – v2.01	Department of Early Childhood	Current Approved Amount \$1,900,000 Increase Amount Requested \$3,000,000 New Total Amount Requested \$4,900,000	<p>The contractor will continue to help plan and increase the communications capacity for the Department of Early Childhood (DEC), formed by the San Francisco Children and Families First Commission, dba First 5 San Francisco (F5SF) and the San Francisco Office of Early Care & Education (OECE). As DEC increased its staffing, it anticipates that the consultant will play a more direct role with the implementation during the initial phase of this project, and DEC staff members will increase their responsibilities for the communications plan implementation accordingly. Key deliverables include, but are not limited to:</p> <ol style="list-style-type: none"> 1. Planning, designing, implementing, and evaluating digital and place-based advertising campaigns to raise awareness of DEC programs and services to the public. 2. Support for the planning, design, and implementation of digital collateral, including photography and videography, editing, and publication. 3. Writing, design, and publication support for DEC print collateral, such as annual reports, briefing materials, and program brochures. 4. Support for media and community outreach events, including program planning, and design, creation, and acquisition of materials, supplies, and equipment to increase public engagement with DEC. 5. Market research support, to assist DEC in reaching its intended audiences and understanding how to serve them more effectively. 	Amendment	<p>Increase months 72</p> <p>Total months 120</p>
DHRPSC 0004810 - v1.01	Public Health	Current Approved Amount \$367,880,000 Increase Amount Requested \$280,000,000 New Total Amount Requested \$647,880,000	<p>There is no substantive change to the scope of work. Instead, the purpose of the change is to reflect that this PSC supports continuing these services at existing funding levels.</p> <p>These services are provided by contractors to continue San Francisco's Drug Medi-Cal Organized Delivery System (DMC-ODS). Initially, the proposed PSC authorized the implementation of ODS programming in San Francisco, following a solicitation utilized to bring existing services up to the new Federal standards. This organized delivery system ensures that the full continuum of health care services continues to be accessible to Medicaid eligible individuals with substance use disorders. Its purpose is to provide the appropriate level of care to meet the needs of Drug/Medical (DMC) beneficiaries while decreasing other system health care costs. Critical ongoing elements include:</p> <ol style="list-style-type: none"> 1. Continue to deliver a full continuum of care including Opioid Treatment Program, Outpatient Program, Intensive Outpatient, and Residential SUD Services, including Withdrawal Management and Residential Step Down services. 2. Continue to deliver evidence-based practices and improve coordination with other health systems, including primary care and mental health. 3. Sustain services reaching broad range of San Franciscans in need of substance use services, including justice-involved populations, youth, those who are under-housed or homeless. <p>Services will continue to prioritize the following:</p> <ul style="list-style-type: none"> -Services to specific underserved and priority populations, including persons who are Black/African American, homeless, incarcerated or involved with the criminal/juvenile justice systems/Drug Court, adolescents aged 10-18 years old, Transitional Aged Youth (TAY) aged 18-24 years old, Lesbian/Gay/Bisexual/Transgender/Queer/Questioning/Intersex/Ally/Two-Spirit, and Pregnant/Parenting women with children. -Under resourced geographic areas, including Hayes Valley/Tenderloin/North of Market, South of Market, Bernal Heights/Inner Mission/94110, Bayview Hunter's Point/94124, and Southeast/Visitacion Valley/Sunnydale/94134. -Opportunities to enhance patient engagement, peer support, medication assisted treatment, case management, and recovery services and supports ancillary treatment and outreach services. 	Amendment	<p>Increase months 0</p> <p>Total months 144</p>

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005164 - v1.01	Public Health	Current Approved Amount \$4,800,000 Increase Amount Requested \$13,981,169 New Total Amount Requested \$18,781,169	Contractor will provide general program administration services, financial management and reporting, performance and quality management, management of subcontractor agreements, and as-needed recruitment, onboarding and human resource management. Contractor will also staff public health positions specific to achieving the goals of the Community Health Equity and Promotion (CHEP) programs.	Amendment	Increase months 72 Total months 120
DHRPSC 0004741 - v1.01	Police	Current Approved Amount \$500,000 Increase Amount Requested \$840,250 New Total Amount Requested \$1,340,250	The O2X Human Performance program is designed to target areas of risk and improve occupational health outcomes within the department. Through an integrated approach, O2X focuses on reducing the risk of injury and mitigating occupational health issues in the areas of orthopedic injury, cardiac disease risk, obesity and associated health risks amplified by job demands. In addition, the program is designed to improve fitness and conditioning, increase readiness and resilience, and optimize performance in job-related tasks and demands. Along with on-site specialists, virtual resources included in the O2X program are able to extend the bandwidth of the on-site specialists and incorporate resources and education in the areas of nutrition and energy management, mental health, resiliency, and sleep. The O2X Human Performance targets increasing readiness, enhancing resilience, improving retention and extending career longevity for members at every department level.	Amendment	Increase months 24 Total months 48
DHRPSC 0003558 - v1.01	Public Utilities Commission	Current Approved Amount \$888,000 Increase Amount Requested \$1,636,512 New Total Amount Requested \$2,524,512	Original coordinator's email: shale@sfwater.org. CleanPowerSF (CPSF) currently has contracts with two large battery storage systems as part of its renewable energy compliance requirements. The contract amount for this contract will go towards software licensing and overhead costs. The batteries are operated by two different vendors and charge during solar energy producing hours so they can provide energy when solar is not available. The California Independent System Operator (CAISO) mandates a certain amount of energy be available from entities such as CPSF to ensure the reliability of California electric grid and entities are fined if energy is not available as required. In order to comply with availability requirements, CPSF must procure a battery optimization tool for both projects and other future battery installations.	Amendment	Increase months 0 Total months 48
DHRPSC 0005565 - v1.01	Public Utilities Commission	Current Approved Amount \$1,500,000 Increase Amount Requested \$1,962,770.90 New Total Amount Requested \$3,462,770.90	Crane inspections and repair in accordance with CalOSHA ANSI standards in compliance with Plate V title 8 Federal code including OSHA 1810.179, ASME, and ANSI. Scope of services will include, but is not limited to the following main services on equipment located within SFPUC-WWE system wide: <ul style="list-style-type: none"> • Quarterly Maintenance and Inspections • Mandatory Partial Load Testing, • Proof Load and Operational Testing, • Mandatory Annual Inspection, Maintenance, Certification • Quadrennial Inspection, Maintenance, Certification, • Troubleshooting and • "As-needed Repairs" 	Amendment	Increase months 0 Total months 84

Note: New Personal Services Contracts start date may not exceed eighteen (18) months after approval/commission meeting date.

Recommendation of the Human Resources Director:

Adopt the report. Approve the requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration.

REGULAR AGENDA

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting.

(9) Civil Service Commission Five-Year Strategic Plan. (File No. 0261-25-1) – Action Item

November 3, 2025: Continued to the meeting of December 15, 2026.

December 15, 2025: Postponed to the meeting of January 26, 2026.

Recommendation: Adopt the report.

(10) Review of the Status Report on Implementation of EEO Reform Recommendations from the San Francisco Independent Reviewer Report. (File No. 0007-26-6) – Action Item

Recommendation: Accept the report.

(11) Public Comment on all matters pertaining to Items 12 and 13.

(12) Vote on whether to hold Item 13 in closed session. (Action Item)

CLOSED SESSION AGENDA

(13) CONFERENCE WITH LEGAL COUNSEL – EXISTING AND ANTICIPATED LITIGATION [Discussion]

Various Matters. Closed Session for the Civil Service Commission to convene on January 26, 2026, pursuant to California Government Code, Section 54956.9(a), 54956.9(d)(1), 54956.9(d)(2), 54956.9(d)(4), 54956.9(e) and San Francisco Administrative Code, Section 67.10(d), for the purpose of conferring with, or receiving advice from, legal counsel regarding the following existing litigation matters in which the City is a party: State of New Jersey, et al. v. Donald J. Trump, et al., Case No. 1:25-cv-10139 (D. Mass.), 25-1170 (1st Cir.), 24A886 (U.S. Sup. Ct.); City and County of San Francisco v. Donald J. Trump, et al., Case No. 3:25-cv01350 (N.D. Cal.); Doctors for America v. Office of Personnel Management, Case No. 1:25-cv00322 (D.D.C.); SFUSD, City of Santa Fe v. AmeriCorps, et al., Case No. 3:25-cv-02425 (N.D. Cal.); AFGE, et al. v. Trump, et al., Case No. 3:25-cv-03698 (N.D. Cal.), King County, et al. v. Turner, et al., Case No. 2:25-cv-00814 (W.D. Wash.), City of Chicago v. U.S. Dep’t of Homeland Security and Kristi Noem, Case No. 25-cv-05462, (N.D. Ill); Appalachian Voices, et al v. US. Environmental Protection Agency, Case No. 25-cv-01982 (D.D.C.), and regarding anticipated litigation as plaintiff and/or defendant.

(14) **Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 13 in closed session (S.F. Admin. §67.12 (a)) – Action Item**

(15) **COMMISSIONERS' ANNOUNCEMENTS/REQUESTS**

(16) **ADJOURNMENT**