CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

AMENDED

AGENDA
Regular Meeting
November 2, 2026

2:00 p.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 #2663 843 5608. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: 2663 843 5608
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
THERESA M. LEE
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 posted 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 #2663 843 5608.

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

REMOTE ACCESS PROCEDURES

Phone Number	Meeting ID #
(415) 655-0001	2663 843 5608

- 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 Theresa M. Lee
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 October 19, 2026 – 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

Update from the Department of Human Resources since the last Civil Service Commission meeting of October 19, 2026, including the "Disaster Preparedness and Other Updates".

EXECUTIVE OFFICER'S REPORT

(6) Report on current issues, activities, and events within the Department since the regular Civil Service Commission meeting held on October 19,2026, including "update on Commission staffing."

(7) 2027 Calendar of CSC Meeting Dates including deadlines for reports. (File No. 0253-26-1) – Action Item

Recommendation: Adopt the calendar.

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. 0250-26-8) – Action Item

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006565 - v0.01	Airport	$400,000	Contractor will provide software enhancements, configuration, support and maintenance services to enable additional Communication Services and Infrastructure Management System (CSIMS) modules for the proprietary system. Additionally, CSIMS includes integration capabilities with other Airport systems to render operational efficiencies in the overall management of telecommunication services deployed by San Francisco International Airport (SFO). Enhancements include potential changes to the user interface, software functions and features, report changes and potential integrations with other systems such as the Airport's Geographic Information System and the Airport's Service Now. Support and maintenance are required to keep the software current via scheduled upgrades and address reported production problems via software patches and upgrades.	New	60 months
DHRPSC 0006612 - v0.01	Public Works	$3,000,000	As-Needed Lighting Design Services: Provide specialized lighting design services to support Public Works' design staff on an as-needed basis. The Consultants may provide integrated architectural, interior, and landscape lighting design services. The scope includes concept development, digital visualizations, fixture selection, lighting calculations, and coordinated daylight–electric lighting integration. Services also encompass the development of sustainable and wellness-focused strategies, application of code requirements and intent, advanced lighting controls design, and coordination with architectural and engineering teams. Construction-phase support includes submittal review, site adjustments, system calibration, and commissioning support to ensure the lighting design intent is achieved efficiently, accurately, and in alignment with project goals.	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006599 - v0.01	Port	$500,000	As-needed basis, real estate economics analytical and related professional services, including brokerage services, to support the Port in the assessment and strategic management of its assets, as well as support portfolio leasing and development. The Contractor shall provide the Port with resources and expertise to in core service areas as follows: 1. Real Estate Economics 2. Conceptual Site Planning 3. Leasing and Asset Management Services 4. Assessing Land Use Options 5. Assessing Delivery Options 6. Support During Design and Delivery	New	36 months
DHRPSC 0006593 - v0.01	Sheriff	$355,200	Contractor will provide psychological evaluations to candidates for sworn positions prior to employment.	New	36 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004984 – v1.01	Public Health	Current Approved Amount $1,000,000 Increase Amount Requested $3,514,247 New Total Amount Requested $4,514,247	Original scope: Contractor will provide culturally responsive substance use prevention and treatment services through the SHOP, a two-year pilot program focused on reducing the high rate of opioid overdose deaths among older African American men in the Tenderloin neighborhood. Barbershops have traditionally served as trusted community spaces or third spaces where African American men connect, find support, and openly discuss their lives. The program's drop-in barbershop setting is intentionally chosen as a culturally familiar environment that fosters trust and encourages open communication, facilitating access to services in a non-traditional, culturally significant space. This initiative addresses a critical health disparity by integrating Substance Use Disorder (SUD) services with supportive resources within a welcoming, familiar environment. The program combines substance use counseling, overdose prevention education, and dignity-based grooming services in a trusted, community-based environment to address social isolation, which is a key factor contributing to opioid overdoses. The goal is to reduce overdose deaths and connect people to treatment within this priority population, fostering trust and engagement through a holistic, community-centered approach that recognizes and respects the lived experiences of the people being helped. Updated scope: The Overdose Prevention Barbershop and Treatment Navigation Program (the Shop) is a culturally responsive, community-based intervention designed to prevent fatal drug overdoses through naloxone distribution, connections to treatment, substance use health education, treatment navigation, and behavioral health counseling. The program achieves this by operating a thirty hour a week drop-in and appointment-based barbershop, with five additional hours of program outreach and recruitment. The program has two trained health educator barbers who provide thirty hours a week of naloxone distribution and overdose recognition and response training, proactive counseling and treatment connections, and overdose prevention and substance use health education alongside barber services. Additionally, the program provides one-on-one therapy sessions for participants requiring a higher level of care, and provides on-going educational support groups for program participants. Finally, the program provides substance use treatment navigation to support program participants in accessing substance use treatment services. This specifically includes facilitating confirmed admissions to substance use treatment programs by providing transportation support, supporting participants in enrolling in benefits, accompanying participants to appointments, and other activities that address barriers someone might face when accessing substance use treatment services. Summary of change: The original scope described the Shop as a two-year pilot centered on testing a culturally responsive barbershop model to address overdose disparities among older African American men in the Tenderloin. The updated scope replaces the pilot project description with a detailed outline of an ongoing, fully established program with defined services and operations.	Amendment	Increase months 48 Total months 72

Item 8 Continued

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) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0006553 v0.01 from the Port. (File No. 0252-26-8) – Action Item

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006553 - v0.01	Port	$720,000	2 24/7 positions, One Pier 68 Shipyard Guard - will perform access control of at front gate, patrol shipyard, respond to alarms in shipyard, and provide customer service like wayfinding within shipyard for multiple Port tenants. Second position will be roving security guard - will perform patrols, incident response, alarm response, fire watch, reporting of incidents, and 24/7 port access via codes/keys.	New	12 months

Recommendation of the Human Resources Director:

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

(10) San Francisco Municipal Transportation Agency Post Eligible List Selection Process. (File No. 0251-26-1) – Action Item

Recommendation: Adopt the report.

(11) Public Comment on all matters pertaining to Items 13 and 14 including public comment on whether to hold Items 13 and 14 in closed session.

(12) Vote on whether to hold Items 13 and 14 in closed session.

CLOSED SESSION AGENDA

(13) Request for a Hearing by Quintona Branch Former 9163 Transit Operator, Regarding their Future Employment Restrictions with the City and County of San Francisco. (File No. 0175-26-7) – Action Item

The Commission will meet in closed session to consider an appeal by Quintona Branch challenging the Director of Transportation's decision regarding future employment restrictions.

Recommendation of the Director Transportation:

Adopt the report, deny the appeal, and approve the future employment restrictions.

(14) CLOSED SESSION PERSONNEL EXCEPTION - Public Employee Performance Evaluation – Executive Officer - San Francisco Administrative Code Section 67.10(b) and California Code Section 54957 (b)(1). (File No. 0201-26-1) – (Discussion and possible Action).

October 19, 2026: The item was continued to the meeting of November 2, 2026.

The Commission will meet in closed session to evaluate the work performance of the Executive Officer.

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

(16) COMMISSIONERS' ANNOUNCEMENTS/REQUESTS

(17) ADJOURNMENT