



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

AMENDED

AGENDA
Regular Meeting
March 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 #2661 140 0422. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2661 140 0422
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 140 0422.

Regular Meeting March 2, 2026

2:00 p.m.

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

REMOTE ACCESS PROCEDURES

Phone Number
(415) 655-0001

Meeting ID #
2661 140 0422

- 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 February 2, 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

EXECUTIVE OFFICER'S REPORT

**(6) Civil Service Commission Mid-Year Report for Fiscal Year 2025-2026.
(File No. 0033-26-1) – Action Item**

Recommendation: Accept the report.

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.

**(7) Review of Request for Approval of Proposed Personal Services Contracts.
(File No. 0027-26-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005759 - v0.01	City Administrator	\$6,800,000	Contractor shall provide facilities for the City to dump truckloads of various abandoned materials from the public right of way and inerts for reuse, recycling, and composting. Material includes but is not limited to: Abandoned materials from public parkways, public rights-of-way, and trackway systems. • Debris materials from screening sewage treatment plants, catch-basin cleaning, and/or main sewer cleaning. • This contract will not include bulky items, construction & demolition materials, green waste materials, prohibited waste, and refuse materials within city collection locations.	New	60 Months
DHRPSC 0005966 - v0.01	Airport	\$3,500,000	The Contractor will provide as-needed support services for aviation security systems projects, as well as compliance and risk assessment consulting related to aviation security regulatory mandates. The services include system assessment, industry best-practice guidance, design and development support, testing and implementation assistance, ongoing maintenance support, regulatory and Transportation Security Administration (TSA) compliance consulting, and risk vulnerability assessment to drive continuous improvement.	New	60 months
DHRPSC 0005952 - v0.01	Airport	\$6,000,000	The Parking Access and Revenue Control System (PARCS) Replacement Project requires end-to-end support to replace the Airport's revenue-critical parking system, which now serves over 23,000 spaces and must remain fully operational during implementation. This adds significant complexity to planning, phasing, and commissioning. Services include: - Program & Project Management: Planning, scheduling, budgeting, risk management, and multi-phase coordination. - Stakeholder & Design Management: Integrating technology, electrical, and low-voltage system designs; coordinating with Airport operations to avoid service disruptions. - Design Services: Design of the coordination and construction for the infrastructure needs for Parking Access, and Revenue Control Systems. - Construction Management: Overseeing installation, system integration, field testing, and operational continuity. - Project Controls & Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management. - Cost Estimating: Preparing independent estimates for equipment, software, and infrastructure upgrades. - Commissioning & Activation: Executing commissioning of airport special systems—security, power, and low-voltage—and developing test plans, inspections, and software/hardware activation for all parking facilities. This scope requires specialized airport systems expertise and seamless coordination to ensure uninterrupted revenue collection and reliable parking throughout the system replacement.	New	50 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005978 - v0.01	Airport	\$50,000,000	<p>The Airport seeks professional and design services to support the Airport Tenant Relocations (ATR) Project, which includes selective renovation of interior office and operational spaces in the Dianne Feinstein International Terminal (DFIT) and Courtyard 4 Connector (C4C) Building, and the relocation of existing Airport tenants and Commission staff to create revenue-generating spaces and to enable future capital development.</p> <p>Services include:</p> <ul style="list-style-type: none"> - Program & Project Management: Program development, planning, scheduling, budgeting, risk management, and multi-phase construction coordination. - Stakeholder & Design Management: Coordinating with multiple stakeholders (airport, tenants, airlines, federal agencies) and other construction projects to avoid disruptions to tenant and Airport operations. - Design Services: Design of architectural, MEP, electrical, and low-voltage systems, investigation and documentation of existing conditions, and analysis of the existing building systems within the limits of work, which may require upgrades to current building codes. - Construction Management & Scheduling: Overseeing construction of tenant improvement work, which requires close coordination with multiple tenant groups, enabling work and multi-phase construction scheduling to minimize disruptions to adjacent tenants and Airport operations. - Project Controls & Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management. - Cost Estimating: Preparing independent estimates for trade packages and equipment to support tenant improvement build-outs and early enabling work. - Commissioning & Activation: Commissioning and activation of MEP and special systems to meet Airport and federal design standards, as applicable. 	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006029 - v0.01	Airport	\$6,000,000	Terminal Kitchen Electrical Upgrade - Assess multiple terminal kitchen spaces in Terminals 2 and 3 to evaluate existing electrical capacity and identify required upgrades for tenant kitchen spaces with lease end dates of October 31, 2027. The purpose is to support the transition from natural gas to fully electric operations in order to meet city-required all-electric standards. The work focuses on the building electrical backbone, including evaluation of existing systems, identification of necessary upgrades, and preparation of each kitchen space to support full electrification. eGSE Charging Infrastructure upgrade- Replace inoperable eGSE charging units and components that prevent the units from fully functioning and support the integration of basic monitoring capabilities where required. The goal is to maintain a reliable charging network that supports daily airside operations. Services include: - Program & Project Management: Planning, scheduling, budgeting, risk management, and multi-phase coordination. - Stakeholder & Design Management: Integrating technology, electrical, and low-voltage system designs; coordinating with Airport operations to avoid service disruptions. - Design Services: Design of the coordination and construction for the infrastructure needs for Parking Access, and Revenue Control Systems. - Construction Management: Overseeing installation, system integration, field testing, and operational continuity. - Project Controls & Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management. - Cost Estimating: Preparing independent estimates for equipment, software, and infrastructure upgrades. - Commissioning & Activation: Executing commissioning of airport special systems—security, power, and low-voltage—and developing test plans, inspections, and software/hardware activation for all parking facilities.	New	60 months
DHRPSC 0006057 - v0.01	Public Health	\$1,000,000	DPH is acquiring a personal duress devices solution for 400+ field-based staff. Personal duress device solutions operate in similar ways to alarm monitoring services for home security systems. Alarm monitoring services are a critical component to field-based duress alarm systems because they receive alerts from end-users that have activated a duress alarm through their mobile device. The alarm monitoring service operates 24/7/365 and can take immediate actions on those alerts, including communicating with the person in distress as well as ensuring that the alert and accompanying location data is immediately routed to law enforcement or emergency medical services for response. The systems in use at the alarm monitoring company will also provide data that DPH will depend on to monitor the performance of the contract (e.g., timeliness of response) as well as understand the disposition of various kinds of incidents staff encounter in the field, including verbal threats, stalking, aggressive behavior, attempted physical assault, weapons present, unsafe environments/conditions.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006030 - v0.01	Public Health	\$1,153,600	The purpose of this grant project is to create and expand capacity at the local level to educate, prevent, and provide linkages to treatment programs, including dental disease caused by using cigarettes and other tobacco products. The contractor will provide program and fiscal administration services, including the hiring and management of short-term contracted employees. They will also manage and disburse funds, such as consultant payments and volunteer stipends, as directed by the DPH System of Care. These disbursements will be made in accordance with the specific project requirements and the California Department of Public Health (CDPH)-approved grant budget. The contractor must have the capacity to make payments by check, credit card, or other electronic payment mechanisms. Additionally, the contractor will manage travel arrangements for short-term contracted employees to attend grant-required convenings or to report on programs at local or national conferences, ensuring adherence to applicable City and County policies and procedures. The contractor will also oversee professional consultants and manage subcontract agreements, ensuring compliance with relevant City and County policies.	New	60 months
DHRPSC 0005946 - v0.01	Public Health	\$2,500,000	Contractor will support the continuation and preservation of public health services through program administration support and program staffing services, with an emphasis on services supporting San Francisco's current and future strategies related to "Getting to Zero" (GTZ) and "Ending the HIV/STI/HCV Epidemic" Initiatives. Program administration services include support for as-needed and continuing public health research and programs including financial management and reporting, performance and quality management, and management of subcontract agreements. Program staffing services include, but are not limited to, as-needed recruitment, onboarding, and human resource management of public health positions allowed under Human Resources management directive (currently limited to research staff).	New	60 Months
DHRPSC 0006038 - v0.01	Public Works	\$7,500,000	As Needed Historical Preservation Specialty Services: Provide as-needed historic preservation services to support Public Works' design teams and ensure compliance with the Public Resources Code (PRC) 5024 and 5024.5, the California Environmental Quality Act (CEQA), the National Environmental Policy Act (NEPA), and Section 106 of the National Historic Preservation Act (NHPA) for campuses, buildings, and structures owned and operated by the City and County of San Francisco. Services may include cultural resource inventories, historical evaluations, impact assessments and studies, management documents, and preparation of construction documents and specifications.	New	84 Months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006053 - v0.01	Homelessness and Supporting Housing	\$30,000,000	Non-profit service providers will provide integrated, culturally competent emergency shelter services and operations 24/7 at City-owned shelter sites, including emergency shelters, congregate and non-congregate shelters, navigation centers, and transitional or interim housing sites. The programs serve adults, transitional age youth, and families experiencing homelessness. Guest support services include, but are not limited to, guest intake, assessment and creation of an individualized housing-focused service plan; case management, including ongoing counseling services to establish goals and track progress towards those goals; wellness checks and connection to care for anyone demonstrating symptoms of physical or behavioral health needs; referrals and coordination of services to support guests' application for and maintaining various local benefits, community resources and social services; housing search and placement support to assist clients with finding and securing permanent housing by problem solving and helping to navigate the application process; referral and linkage to mental health services or connections to external therapists; coordination of support groups and organized activities for peer support, including age-appropriate activities and enrichment programming for youth under the age of 18; and document readiness to support guests with housing options and placement. Safety and de-escalation services to ensure the safety of the served population, staff and visitors, including conducting search of persons and property for potentially dangerous items prior to entering sites, patrol of the site and surrounding area, and assistance with conflict de-escalation and crisis management in trauma-informed approach. Emergency shelter and operations management services including reservation and waitlist management; storage services; access to and maintenance of shower and restroom facilities; janitorial services to keep facilities safe, sanitary and pest free; general maintenance and access to meals.	New	60 Months
DHRPSC 0006041 - v0.01	Human Services Agency	\$6,500,000	Collaborate with FCS, Department of Public Health (DPH), and other local agencies. <ul style="list-style-type: none"> • DPH clinician assess FCS clients via the Substance Use Disorder (SUD) Assessment to determine whether the client requires inpatient or outpatient treatment services. • Upon determination that the client meets criteria for outpatient services and has an open child welfare case, the contracted vendor will promptly outreach the client to offer services. o Contracting vendor provides intensive case management services, community outreach, and supportive services for families served by FCS annually. The goal of intensive case management is to provide individualized, collaborative, coordinated and supportive services that will assist the client in their family reunification, stabilization, or prevention of FCS involvement. Case management will be based on a formal assessment, and will be family-centered, strength-based, needs-driven, solution-oriented, and community-based. Intensive case management will work to support families in strengthening the Five Protective Factors: <ol style="list-style-type: none"> a. Family functioning/resiliency b. Social support c. Concrete support d. Nurturing and attachment e. Knowledge of parenting/child development 	New	48 Months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006036 - v0.01	Municipal Transportation Agency	\$850,731.11	AFC equipment consists of Ticket Vending Machine (TVM), Reversible Fare Gates, Station Agent Gates, and Station Operations Control Unit. Hardware maintenance must include maintenance strategy; corrective maintenance; preventive maintenance; configuration monitoring to comply and communicate with established software; spares inventory; systems monitoring; and Maintenance Help Desk (METRIX) implementation and management. Contractor will also be required to submit weekly maintenance reports as outlined by SFMTA. Contractor, per the agreed schedule and timeline, is responsible to train SFMTA personnel for First Line Maintenance tasks of TVM's and Fare Gates, work that was previously done by Cubic personnel under contract with the Metropolitan Transportation Commission.	New	24 Months
DHRPSC 0006040 - v0.01	Municipal Transportation Agency	\$3,600,000	Design, furnish and install a wheel profile measuring system and a pantograph automated measuring system at the Muni Metro East (MME) Facility. These systems will be integrated into SFMTA's rail vehicle maintenance operations.	New	18 Months
DHRPSC 0006043 - v0.01	Municipal Transportation Agency	\$440,000	SFMTA requires engineering support to manage interfaces between the Advanced Train Control System (ATCS) and the Train Control Upgrade Project (TCUP). Train Control Upgrade Project involves extensive coordination with the existing Advanced Train Control System and will ultimately replace it with a modern Communication-Based Train Control (CBTC) system. This engineering support includes support during design reviews, technical review of supplier deliverable documents, visits to the work site in San Francisco, inspections of site installations, site test witnessing and reporting, and hosting training workshops for staff.	New	12 Months
DHRPSC 0006063 - v0.01	Police	\$375,000	The San Francisco Police Department (SFPD) Mounted Unit requires as-needed farrier services (horseshoeing) for a herd of approximately 20 horses. The services will include (1) trimming and shoeing hooves, (2) responding to same day emergency calls for missing shoes or making shoe adjustments, (3) evaluating horses for SFPD procurement and (4) providing specialized tools and equipment to perform services.	New	60 Months
DHRPSC 0005903 - v0.01	Public Utilities Commission	\$2,000,000	Due to the remote nature of the Alameda Creek Watershed Center (ACWC) as well as its proximity to Alameda Creek, traditional sewer systems such as municipal sewer access or on-site septic systems are unavailable to this facility. In response to this, the ACWC has been designed to collect all sewer waste within a below-grade holding tank until full, at which time it must be pumped into a mobile sewer transport truck and taken off-site for appropriate disposal. The services to be performed through this PSC are limited to the pumping out of collected sewer waste and transported to a nearby sewer treatment plant for proper treatment and disposal.	New	60 Months
DHRPSC 0002793 - v1.01	Emergency Management Withdrawn	Current Approved Amount \$6,000,000 Increase Amount Requested \$9,000,000 New Total Amount Requested \$15,000,000	Contractor will provide software, maintenance, support, and services to the eight urban areas collectively known as 'California Urban Area Subscribers' under a statewide risk management program. The program leverages local and regional risk management, critical infrastructure assessments, and cybersecurity services to create a common threat awareness picture for the State of California. Contractor will provide a variety of services to support this effort, including: Maintenance of a cloud-based Protected Critical Infrastructure Information (PCII) configured critical infrastructure database; vulnerability assessment and real-time incident management tools; provision of training to support platforms; consultant services for annual threat and hazard analysis and capability assessments; and cybersecurity services to increase cyber readiness within the region.	Amendment	Increase months 72 Total months 120

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003377 – v1.01	Mayor’s Office	Current Approved Amount \$2,500,000 Increase Amount Requested \$0 New Total Amount Requested \$2,500,000	The Mayor’s Office of Housing and Community Development (MOHCD) is seeking to establish a pool of qualified consultants and financial advisors to advise the City on all pertinent issues relating to particular financings, to ensure that the City’s transactions meet all applicable standards of competence and fiscal prudence, to structure and update existing programs, assist in advocacy and application for funds and other resources, all while adhering to program requirements, and affordable housing objectives. The consultants and financial advisors will; provide advisory services to competitive sales, negotiated sales, private placements, and management of housing assets and/or bond types (tax bond, revenue bond, etc.), provide financial advisory services to structuring the City’s affordable housing programs; provide advisory services for structuring of particularly complex development proposal; provide advisory services for commercial space financing and asset management in affordable housing; assist in applications for state and federal resources; provide policy expertise on structuring new programs and updating existing programs; and to provide advice on advocacy and regulatory changes to housing programs.	Amendment	Increase months 36 Total months 84
DHRPSC 0003434 – v1.01	Police	Current Approved Amount \$400,000 Increase Amount Requested \$550,000 New Total Amount Requested \$950,000	The Veterinarian will provide routine and emergency medical care for upto twenty horses assigned to the San Francisco Police Department’s (SFPD) Mounted Unit. Services will include, but not be limited to, approximately 15 visits per year and pre-purchase horse examinations.	Amendment	Increase months 36 Total months 84
DHRPSC 0003972 – v2.01	Sheriff	Current Approved Amount \$400,000 Increase Amount Requested \$56,000 New Total Amount Requested \$456,000	Contractor will examine and monitor the Incarcerated Person Communication Services ("IPCS) at the San Francisco Sheriff’s Office ("SFSO) Facilities to assess the accuracy of SFSO’s records and to provide a basis for evaluating service quality to meet the requirements of the SFSO under existing contracts with vendors. Contractor will work with the SFSO’s contracted IPCS provider to ensure that all contractually required updates to hardware and software are completed. Contractor will continuously monitor and validate IPCS hardware and software against industry standards to ensure the SFSO and incarcerated population is receiving the best performance from the system and the best support from the contracted IPCS providers. In addition, the Contractor will assist SFSO in creating technical requirements for all incarcerated communication services solicitations, such as, telephones, video visitation system, and tablets. Contractor will work as the SFSO’s liaison to resolve service calls and incarcerated grievances.	Amendment	Increase months 12 Total months 60

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.

CONSENT AGENDA

All matters on the Consent Agenda considered by the Civil Service Commission 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 Consent 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 Consent Agenda.

- (8) Follow-up Report on Personal Services Contract Number DHRPSC0002373 (formerly PSC #43636-21/22) from the Airport. (File No. 0028-26-8) – Action Item**

Recommendation: Adopt the report.

- (9) Follow-up Report on Personal Services Contract Number DHRPSC0004099 v0.01 from the Human Services Agency. (File No. 0029-26-8) – Action Item**

Recommendation: Adopt the report.

- (10) Follow-up Report on Personal Services Contract Number DHRPSC0004444 v0.01 from the Public Utilities Commission. (File No. 0030-26-8) – Action Item**

Recommendation: Adopt the report.

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.

- (11) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0005237 - v0.01 – from the Office of the Sheriff. (File No. 0031-26-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005237 - v0.01	Sheriff	\$1,100,000	The Sheriff's Office is procuring mobile data computers and mobile printers for patrol vehicles which requires installation services. This will involve the installation of mounting equipment and wiring throughout the patrol vehicles.	New	36 months

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.

- (12) Public Comment on all matters pertaining to Items 14, 15, 16, and 17 including public comment on whether to hold Items 14, 15, 16, and 17 in closed session pursuant to California Government Code section 54957(b) and San Francisco Administrative Code section 67.10(b).**
- (13) Vote on whether to hold Items 14, 15, 16, and 17 in closed session. (Action Item)**

CLOSED SESSION AGENDA

- (14) **Appeal by Jennie Chien of the Human Resources Director’s determination to administratively close Chien’s complaint of harassment. (File No. 0278-25-6) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Jennie Chien.

- (15) **Request for a Hearing by Dawn Jonhson on their Citywide Future Employment Restrictions. (File No. 0275-25-7) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, deny the appeal, and uphold the appellant’s permanent citywide future employment restrictions with the City and County of San Francisco.

- (16) **Request for a Hearing by Bernard Sices, former 7514 General Laborer on their Future Employment Restrictions with the San Francisco Department of Public Works. (File No. 0227-25-7) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, deny the appeal, and uphold the appellant’s permanent citywide future employment restrictions with the City and County of San Francisco.

- (17) **Request for a Hearing by Terrell Kindred, former 7514 General Laborer on their Future Employment Restrictions with the San Francisco Department of Public Works. (File No. 0044-25-7) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, deny the appeal, and uphold the appellant’s permanent citywide future employment restrictions with the City and County of San Francisco.

- (18) **Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 14, 15, 16, and 17 in closed session (S.F. Admin. Code §67.12 (a)) – Action Item**

- (19) **COMMISSIONERS’ ANNOUNCEMENTS/REQUESTS**

- (20) **ADJOURNMENT**