



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

**DANIEL LURIE
MAYOR**

**AGENDA
Regular Meeting
May 19, 2025**

**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 #2660 385 4419. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2660 385 4419
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

ELIZABETH SALVESON

Vice President

VITUS LEUNG

JACQUELINE MINOR

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 1-415-655-0001, Access Code #2660 385 4419.

Regular Meeting May 19, 2025

2:00 p.m.

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

REMOTE ACCESS PROCEDURES

Phone Number
(415) 655-0001

Meeting ID #
2660 385 4419

- 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 Elizabeth Salveson
Commissioner Vitus Leung
Commissioner Jacqueline P. Minor
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 May 5, 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.

Commissioner announcement of intent to sever items from the Consent 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

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. 0103-25-8) – Action Item**

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|-----------------------------|--------------------|--------------|--|------------------|-----------|
| DHRPSC 0005268 v 0.01 | City Administrator | \$250,000 | The Permit Center requires sophisticated document management software that allows all Permit Center related departments (DBI, Planning, SFPW, PUC, DPH, Fire) to work collaboratively to review, monitor and track PDF design drawings and documents submitted for permit review. This primarily a purchase for software and license use with a professional service component for custom integrations with existing systems and databases. These integrations will allow plan review data to transfer between workflow engines, databases, and other data systems to improve reporting and seamless record keeping during the plan review process, creating a more streamlined and efficient review allowing for faster permit processing. One example of this would be the transfer between the digital forms and the creation of electronic plan sets to be automatically uploaded and cataloged/ indexed in the Bluebeam platform. | New | 60 months |
| DHRPSC 0005187 v 0.01 | Airport | \$60,000,000 | Contractor shall operate, maintain, and repair the Baggage Handling Systems (BHS) at the San Francisco International Airport (Airport or SFO) that use bi-directional tote system technology. Bi-directional tote systems are not commonly used in Airports in the United States, and require the use of proprietary technology to operate. Operational work includes; system monitoring and balancing, the configuration of user interface, the development and implementation of operational plans, assigning resources, reporting and record-keeping. Maintenance and repair work includes; preventative and corrective maintenance, repair, update and replacement of equipment and parts, restoring system operations after faults, blockages or jams, resetting and adjusting equipment, troubleshooting and inspecting components to ensure reliable transport of passengers' baggage from the check-in process to airline loading. The contractor will operate, maintain, and repair the BHS 24 hours a day, 365 days a year | New | 60 months |
| DHRPSC 0005252 v 0.01 | Public Health | \$540,000 | The scope of services includes comprehensive As-Needed Community Outreach and Media Services, encompassing electronic outreach, print and promotional material development, on-the-ground community engagement, media relations, and focus group facilitation. Services also cover the creation of 30-second public health commercials, graphic design, and photography. Additionally, behavioral change research—including ethnographic studies—will be conducted, alongside extensive evaluation and needs assessment activities to inform and enhance outreach efforts. | New | 60 months |
| DHRPSC 0005291 v 0.01 | Public Health | \$500,000 | The Contractor will expand the Department of Public Health in expanding its search, marketing, and recruitment efforts to attract highly qualified behavioral health professionals. This initiative aims to strengthen the City's accelerated response to core public health priorities, including services for individuals experiencing homelessness, drug overdoses, substance use disorders, mental health challenges, and integrated health needs. By supplementing recruitment efforts, the Contractor will help ensure a skilled workforce capable of addressing these critical community health concerns. | New | 24 months |

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|-----------------------------|---------------------------------|---|---|------------------|---|
| DHRPSC 0005230 v 0.01 | Public Works | \$2,500,000 | Public Works is seeking a qualified Architectural and Engineering (A/E) team led by an executive architect to provide property assessment services in assisting the City with the San Francisco Municipal Transportation Agency (SFMTA) located at 1 South Van Ness Street, San Francisco, CA. This project will generate an assessment report on current property conditions of selected garages operated by SFMTA and Park & Rec. Consultant Team is to be integrated with the City Team to deliver a property assessment report which provide current condition of the facilities, a recommended repair list and their respective cost estimate. | New | 1825 months |
| DHRPSC 0005169 v 0.01 | Municipal Transportation Agency | \$1,050,000 | Perform Integrated Pest Management (IPM) to manage pests by combining biological, cultural, physical, and chemical tools in a way that minimizes economic, health and environmental risks. Objectives of this IPM plan include: <ul style="list-style-type: none"> • Elimination of significant threats caused by pests to the health and safety of staff and the public. • Prevention of loss or damage to buses and light rail vehicles. • Protection of environmental quality inside buses and light rail vehicles. | New | 36 months |
| DHRPSC 0005365 v 0.01 | Municipal Transportation Agency | \$1,500,000 | To provide a mobile on-site facility to collect random, follow-up, reasonable suspicion, and post-accident breath and urine collection in compliance with Department of Transportation/Federal transit Administration (DOT/FTA) Drug and Alcohol Testing Regulations. | New | 60 months |
| DHRPSC 0005244 v 0.01 | Mayor's Office | \$7,000,000 | Using Agile development processes, the contractor shall partner with a City Digital Services team, which includes a product manager, web app engineer, and web app ui/ux designer to support the continued design, build, and maintenance of our cloud-hosted web product which enables users to search and apply for all MOHCD affordable housing programs online. The vendor, in partnership with the City Digital Services team will support continued development of web applications, with appropriate serving infrastructure, that makes use of a Salesforce database accessible via APIs. | New | 108 months |
| DHRPSC 0002386 v 1.01 | Airport | Current Approved Amount \$9,000,000 Increase Amount Requested \$8,600,000 New Total Amount Requested \$17,600,000 | Original coordinator's email: cynthia.avakian@flysfso.com . The San Francisco International Airport ("SFO" or "Airport") requires a Contractor to assist in the development and creation of SFO's strategic marketing communications plans to ensure marketing and communication efforts are leveraging the latest technologies and techniques including mobile web and app development, social media, and email and digital marketing. The Contractor will also work with SFO to promote new airlines, support new airline routes and revenue generating tenants/operations such as parking, retail, food, beverage, and SFO's Hyatt Hotel. | Amendment | Increase months 18 Total months 66 |
| DHRPSC 0001962 v 1.01 | Assessor/Recorder | Current Approved Amount \$29,000,000 Increase Amount Requested \$5,000,000 New Total Amount Requested \$34,000,000 | The project is a multi-phase, joint endeavor between the Office of the Assessor-Recorder (ASR), the Treasurer & Tax Collector (TTX), and Office of the Controller (CON) to secure and modernize the City's property tax functions by replacing legacy systems that enable the assessment and collection of approximately \$4.1 billion in annual property tax revenues. Through the initial PSC, ASR procured the following professional service(s): implementation services, data conversion services, and independent verification and validation Services. This amendment to the PSC would allow ASR to continue necessary services for the maintenance and support of the new system after go-live. | Amendment | Increase months 8 Total months 164 |

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|-----------------------------|---|---|--|------------------|---|
| DHRPSC 0002878 v 1.01 | Environment | Current Approved Amount \$3,000,000 Increase Amount Requested \$1,000,000 New Total Amount Requested \$4,500,000 | Consultant will prepare and conduct periodic as-needed solid waste disposal, diversion and litter studies, audits, characterizations, analyses, rate calculations, reports, documentation, submittals, focus groups, user surveys, and other related tasks. Contractor will also conduct specialized as needed technical assistance for waste generators to develop and implement customized waste reduction, reuse, recycling and composting programs to meet the City's increasingly challenging zero waste goals. Technical assistance will include on-site waste audits and assessment, hands-on manager and staff/tenant multi-lingual training, logistics set-up and implementation assistance, follow-up monitoring, troubleshooting, data collection and evaluation. This assistance will be provided as needed, potentially around the clock, and requiring teams of multiple individuals working in different languages at the same time. | Amendment | Increase months 36 Total months 108 |
| DHRPSC 0001885 v 1.01 | Homelessness & Supportive Housing | Current Approved Amount \$99,670 Increase Amount Requested \$3,000,000 New Total Amount Requested \$4,681,567 | Original coordinator's email: monique.colon@sfgov.org. This request pertains to HSH's COVID-19 response efforts to acquire properties to serve as Permanent Supportive Housing (PSH) options for guests exiting Shelter In Place (SIP) hotels and emergency COVID-19 shelter sites. Acquiring properties to house current SIP guests is a critical component of the City's SIP Rehousing Plan, and for vulnerable guests with comorbidities, successful rehousing could mean the difference between life and death. The Contractor will assist with coordination of property acquisition due diligence and related activities, including but not limited to: •Initial Feasibility Assessments as requested prior to the City entering into Letter of Intent (LOI) for acquisition, including site reports and preliminary physical needs assessments •Closing Due Diligence and Financial Modeling, including due diligence reports and analysis and project management. | Amendment | Increase months 31 Total months 60 |
| DHRPSC 0004314 v 2.01 | Human Resources | Current Approved Amount \$200,000 Increase Amount Requested \$200,000 New Total Amount Requested \$400,000 | The services will provide and administer a 24 hour a day, 7 days per week, as-needed drug and alcohol testing programs for both employees who meet the Department of Transportation (DOT) Feder Motor Carrier Safety Administration criteria and non-safety sensitive employees who pre-employment requirement, reasonable suspicion, and/or the post-Accident criteria established by the City, pursuant to all applicable Memorandum of Understanding (MOU) with the City's labor unions, and Airport Commission Employees as indicated in the supplemental agreement to the SEIU Miscellaneous collective bargaining agreement. | 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.

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.

(8) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0005091 v 0.01 from the Department of Public Health. (File No. 0104-25-8) – Action Item

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|-----------------------|---------------|-------------|---|------------------|-----------|
| DHRPSC 0005091 v 0.01 | Public Health | \$6,500,000 | Contractor will provide services for the Recovery Engagement to Start Treatment for Overdose Response Equity (RESTORE) Program, which is part of the Department of Public Health's (DPH) Whole Person Integrated Care (WPIC) section. This program offers short-term shelter for People Experiencing Homelessness (PEH) with Substance Use Disorder (SUD) so they can they stabilize on Medications for Opioid Use Disorder (MOUD). The goal of the program is to reduce fatal drug overdoses in San Francisco by connecting PEH with essential services such as transportation, ongoing substance use disorder treatment, shelter or housing, and inpatient treatment for substance use disorders. Contractor will also provide ADA-compliant transportation services, using personal vehicles, taxi vouchers, or rideshare options to transport clients between priority neighborhoods, RESTORE sites, and MOUD sites to access services such as shelter, housing, and substance use treatments. Contractor will deploy night navigators in high-priority neighborhoods to navigate clients toward substance use treatment, including assisting them in accessing telehealth services for MOUD treatment. Navigation also includes assisting clients in accessing telehealth medications for MOUD treatment. Contractor will also provide daytime case management for clients enrolled in the RESTORE program to coordinate access to care and ensure clients are connected to the services they need for stabilization. | New | 60 months |

May 5, 2025: Continued PSC #DHRPSC0005091 v 0.01 from the Department of Public Health to the meeting of May 19, 2025.

Recommendation of the Human Resources Director:

Adopt the report. Approve the request for proposed Personal Services Contract #DHRPSC0005091 v 0.01; Notify the Office of the Controller and the Office of Contract Administration.

- (9) Public Comment on all matters pertaining to Items 10, 11, 12, 13, and 14, including public comment on whether to hold Items 14 and 15 in closed session.**
- (10) Vote on whether to hold Items 11, 12, 13, and 14 in closed session pursuant to California Government Code sec. 54957(b) and San Francisco Administrative Code sec. 67.10(b). (Action Item)**

CLOSED SESSION AGENDA

- (11) **Appeal by Marivic Huff of Human Resources Director's determination that the Department of Public Works did not violate the City's EEO Policy in denying Appellant's request for a religious accommodation that would exempt Appellant from the City's Vaccination Policy. (File No. 0134-23-6) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Marivic Huff.

- (12) **Appeal by Peter Kreiden of the Human Resources Director's determination to administratively close Kreiden's complaint of harassment, retaliation, and denial of reasonable accommodation. (File No. 0196-23-6) – Action Item**

February 5, 2024: Postpone the hearing of the appeal to the Civil Service Commission Meeting of July 1, 2024, at the request of the appellant.

October 21, 2024: Postponed to the meeting of February 3, 2025, at the request of the Appellant; the Commission stipulated this is the last postponement granted and whether he is present or not they will proceed with the matter. (Vote of 4 to 0)

February 3, 2025: Postponed to a future meeting at the request of the Department of Human Resources.

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Peter Kreiden.

- (13) **Request for a Hearing by Allan Damasco Patient Care Assistant (2303) on Their Future Employment Restrictions with the City and County of San Francisco. (File No 0195-24-7) – Action Item**

March 3, 2025: Postponed to a future meeting at the request of SEIU Local 1021.

Recommendation of the Human Resources Director:

Uphold the Department's decision to impose a permanent ban on his employment Citywide.

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

Recommendation of the Human Resources Director:

Uphold Department of Public Works' decision to restrict the future employment of Terrell Kindred, Sr. with the City and County of San Francisco and deny the appeal.

- (15) **Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 11, 12, 13, and 14 in closed session (S.F. Admin. Code §67.12 (a)) – Action Item**
- (16) **COMMISSIONERS' ANNOUNCEMENTS/REQUESTS**
- (17) **ADJOURNMENT**