



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

AGENDA Regular Meeting July 20, 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 866 5354. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2661 866 5354
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 #2661 866 5354.

Regular Meeting July 20, 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 866 5354

- 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 June 15, 2026 – 2:00 p.m.

Recommendation: Adopt the Minutes.

Special Meeting of June 18, 2026 – 3:00 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

Updates from the Department of Human Resources since the last Civil Service Commission meeting of June 15, 2026, including "Updates on the Rebuilding the Ranks Initiative."

EXECUTIVE OFFICER'S REPORT

- (6) Civil Service Commission Annual Planning Calendar of Required Reports Fiscal Year 2026 – 2027. (File No. 0133-26-1) – Action Item

Recommendation: Adopt the report and the Annual Planning Calendar of Required Reports.

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. 0134-26-8) – Action Item

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006235 - v0.01	Airport	\$25,000,000	The project includes rehabilitation of the elevated terminal roadway surface and Central Garage ramps, as well as enhancements to pedestrian safety and curbside infrastructure, including the installation of rectangular rapid flashing beacons at terminal crosswalks and new bus shelters. Services include: - 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, electrical, and low-voltage systems, investigation and documentation of existing conditions, and analysis of the existing conditions within the limits of work, which may require upgrades to current codes. - Construction Management & Scheduling: Overseeing construction of roadway viaduct rehabilitation work, which requires close coordination with multiple stakeholder groups, enabling work and multi-phase construction scheduling to minimize disruptions to passenger 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 procurement and early enabling work.	New	60 months
DHRPSC 0005921 - v0.01	Airport	\$60,000,000	The Airport seeks prequalified commercial banks and other financial institutions interested in (1) providing credit and/or liquidity facilities ("Facilities") to support the Airport Commission's issuance of Airport bonds and commercial paper notes ("Bonds"), and (2) directly purchasing Bonds.	New	108 months
DHRPSC 0006302 - v0.01	Airport	\$1,800,000	Services are for the San Francisco International's Airport (SFO or Airport) Motorola VESTA 911 phone system ("System"). Contractor will provide maintenance and support to all 911 positions located in the Airport's Communications Center Dispatch, Training Room, Communications Center Backup Dispatch site, and Mobile Command Vehicle. Contractor will also provide ongoing support, maintenance, and software upgrades to the System, and will provide analytic software to report on incoming and outgoing calls.	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006258 - v0.01	Airport	\$600,000	Contractor shall provide inspection, maintenance, and as-needed repair and replacement of parts to the San Francisco International Airport (Airport)'s water perimeter buoy system. The services will include: 1) repair and replacement of buoy light, 2) buoy retrieval and reattachment, 3) repair and replacement of anchor block, chain, and strap, 4) cleaning and removal of algae to the buoy, and 5) provide parts and materials, including storage of those items, to maintain the buoy system. The buoy repair and retrieval services are on an as-needed basis and require immediate response to maintain the Airport's water perimeter security zone.	New	60 months
DHRPSC 0006140 - v0.01	Public Health	\$300,000	Contractor will provide a vendor-hosted software platform to support DPH case management, care coordination, funding management, and time study reporting. Services include system configuration, secure data hosting, role-based user access management, reporting and audit functionality, and ongoing platform maintenance. The vendor will provide implementation services, user onboarding, training, and post-implementation support to ensure the system is fully operational and adopted by department staff. The contractor will enable DPH to manage client and program data, track time study activities in accordance with recognized public health funding methodologies, generate reports, and securely store and retrieve program documentation.	New	60 months
DHRPSC 0006406 - v0.01	Public Health	\$300,000	Contractor will provide comprehensive reviews of hospital Institutional Master Plans (IMPs), focused on analysis of proposed changes to inpatient facilities and their relationship to citywide healthcare needs. To complete these reviews, contractor will conduct qualitative and quantitative data collection and analysis, produce a detailed written report summarizing findings, and present the findings to the Health Commission. The health planner's review must be submitted to the Planning Department within 90 days as required by Planning Code 304.5(g). Institutional Master Plans are long-term planning documents that include planned physical development, and medical institutions must have a current Institutional Master Plan filed with the Planning Commission before they can receive entitlements and building permits for new construction.	New	60 months
DHRPSC 0006338 - v0.01	Economic & Workforce Development	\$600,000	Provide as-needed consulting services to support the growth and development of San Francisco's Community Benefit District (CBD) program, including guidance around best practices for CBD management, formation, governance, compliance, and opportunities to enhance operational effectiveness, efficacy, efficiency and community impact.	New	24 months
DHRPSC 0006349 - v0.01	Economic & Workforce Development	\$260,000	Scope of Work: The Office of Small Business refers selected small businesses to licensed architects, who produce renderings, help with permit issuance, and related services directly to the business. The business does not get billed for this service, which is paid for by the Office of Small Business. The selected architects do not refer or determine which small businesses can utilize the design services. Selection of small businesses is determined solely by the Office of Small Business. Performance Measures: Selected architects will be paid on an hourly basis with a maximum allowable amount per business location, to be determined by the Office of Small Business. The key metric of performance is the issuance of required permits for each project.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006287 - v0.01	Economic & Workforce Development	\$300,000	Comprehensive marketing, publicity, social media content development, and advertising services include brand strategy, campaign management, content creation, digital and traditional media promotion, audience engagement, and performance analytics to maximize visibility and impact.	New	72 months
DHRPSC 0006339 - v0.01	Economic & Workforce Development	\$400,000	Like peers around the world, San Francisco museums face increasing operational costs, grant funding uncertainty, and evolving audience expectations. Museum leaders have identified a need for increased collaboration to help individual institutions identify shared challenges and leverage collective resources to innovate and ensure long-term viability. The Office of Economic and Workforce Development seeks an experienced consultant with subject matter expertise to facilitate collaboration among a coalition of museum leaders to identify shared challenges and opportunities. The consultant should work with participating museums to identify new approaches to earned and contributed income streams (such as joint memberships, shared marketing, new revenue-generating programs) and develop one or more pilot projects to pursue innovative income-generating strategies. While the Office of Economic and Workforce Development does not expect the initial funding to support the implementation of the museum-developed pilot projects, further city funding or philanthropic support could support the implementation of these projects, with the consultant expected to continue to support the coalition of participants in evaluating the efficacy of the pilots and supporting further adaption over subsequent years. Scope of Work: The selected consultant will be expected to collaborate with the Office of Economic and Workforce Development on the formation of a coalition of museums and leaders. Once the coalition is identified, the consultant will spend up to one year facilitating a collaborative process to: 1) identify common challenges across institutions; 2) develop potential pilot strategies to enhance the resilience of coalition participants; and 3) advise the coalition around fundraising strategies to support implementation of one or more pilot projects.	New	24 months
DHRPSC 0006356 - v0.01	Economic & Workforce Development	\$700,000	The San Francisco Office of Economic and Workforce Development (OEWD) is seeking a firm to provide marketing and related activities to commercial/business districts during City-lead construction projects. Goals of this project include: 1) Increasing outreach and engagement with neighborhood business groups and small businesses before and during construction projects and 2) Helping to lessen the impacts of construction through the implementation of commercial corridor marketing campaigns and related construction mitigation efforts.	New	24 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006358 - v0.01	Economic & Workforce Development	\$400,000	The San Francisco Office of Economic and Workforce Development (OEWD) is seeking a qualified contractor(s) to provide fiscal administrative support services and payment processing services for the disbursement of the OEWD-funded small business technical assistance fund. OEWD staff will be responsible for managing the fund, vetting and reviewing applicants, and determining awards. However, due to the high volume of grant distributions during limited periods throughout the year, OEWD seeks a contractor(s) that will serve as a centralized payment processing partner responsible for the secure, timely, and accurate distribution of funds to OEWD-approved recipients via check, ACH, or other approved payment methods. This includes maintaining complete financial records, ensuring tax and regulatory compliance, and providing transparent reporting to OEWD. Additional circumstances in which payment processing services would be required include, but are not limited to, instances in which grantees are unable to become established as official Suppliers (vendors) with the City and County of San Francisco within required timeframes, or when streamlined disbursement is necessary to ensure timely distribution of OEWD-approved funds. The contractor(s) will also provide services in, but not limited to, the following areas which also include an additional level of outreach to fund recipients and require a team of specialized staff: 1) Financial management and administrative support, including processing and disbursing payments via check, or other approved methods 2) Ensuring timely and accurate disbursement of funds in accordance with OEWD-approved schedules and payment instructions. 3) Maintaining detailed and accurate records of all disbursements, including payment status (issued, cleared, returned, or re-issued). Monthly reconciliation of all disbursements and maintaining audit ready financial documentation 4) Providing the appropriate tax documentation to the business owners and ensuring compliance with all applicable federal, state, and local financial and tax regulations 5) Providing regular reports to OEWD, including disbursement status updates, payment timelines, and exception reports (e.g., failed or returned payments) 6) Responding to OEWD inquiries and coordinating with OEWD staff to resolve payment-related issues 7) Conducting follow-up with small businesses recipients to ensure successful distribution of funds and providing basic payment-related customer support. 8) Staffing limited to roles directly supporting payment processing, financial administration, and related compliance functions.	New	48 months
DHRPSC 0005524 - v0.01	Municipal Transportation Agency	\$550,000	Hire a vendor to inspect, troubleshoot, and repair vehicle maintenance equipment including bus vehicle hydraulic lifts at SFMTA owned facilities. The scope of work includes diagnosing and repairing equipment and replacing parts as necessary.	New	60 months
DHRPSC 0006265 - v0.01	Port	\$230,000	As-Needed Public Relations, Communications, Media Services, and Related Services that include, but not limited to: Strategic Communication, Crisis Communication, Public Relations, Public Events, Outreach, Engagement, Photography, Video/Audio Recording, Graphic Design, Translation/Interpretation, Media Relations, Social Media, Web Design, Web Development, Ad Placement, Advertising and Marketing.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006329 - v0.01	Technology	\$4,000,000	The City seeks professional services to support modernization and expansion of its enterprise Identity and Access Management platform. The selected vendor will assist with planning, implementation, integration, migration, security hardening, and operational support for IAM services used by City departments and agencies. Key services include: 1. Migration to the sf.gov domain as required by CA law 2. Deployment of Privileged Access Management 3. Identity verification and identity proofing 4. Active Directory consolidation 5. Integration of departmental applications 6. Modernization of identity systems and cloud migration 7. Security hardening of Microsoft Entra ID and Active Directory 8. Implementation of Device Multi-Factor Authentication 9. Integration with physical identity and door badging systems The goal is to provide a secure, resilient, scalable, and stable IAM platform that improves identity governance, authentication, access control, and operational efficiency across the City.	New	60 months
DHRPSC 0006320 - v0.01	War Memorial and Performing Arts	\$1,200,000	Scope of Work and Services to Be Provided - o The Contractor shall provide labor, supervision, and expertise to perform patron screening and exterior patron ambassador services at the War Memorial & Performing Arts Center (WMPAC). Services include, but are not limited to, the following: Contractor will perform the following Ingress and Egress Patron Screening Operations: - o Operate, monitor, and adjust Evolv screening stations before and after events. - o Conduct secondary screening as required, including wand, visual inspections, and bag checks. - o Follow established protocols for handling prohibited items and escalating security concerns. Staffing and Scheduling - o Provide trained personnel for patron screening based on licensee needs. - o Scale staffing rapidly to meet operational needs identified for each event. - o Maintain a roster of qualified personnel. Operational Expertise - o Ensure personnel are trained and qualified to operate Evolv System. - o Maintain familiarity with screening equipment functionality, safety features, and alert response procedures. Exterior Patron Ambassador Assistance - o After patron ingress and post-intermission rescreening are completed, contract personnel deploy to designated corners and surrounding sidewalks near the War Memorial and Performing Arts Center to provide an added measure of patron comfort due to ongoing safety concerns in the surrounding neighborhood.	New	24 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002204 – v2.01	City Administrator	Current Approved Amount \$750,000 Increase Amount Requested \$0 New Total Amount Requested \$750,000	The vendor will provide as needed advice and services to the Real Estate Department on relocation issues when the City purchases, condemns or receives as a gift to the City a building for City use and therefore must relocate existing tenants. Vendor will provide strategic planning for relocation assistance including preparation of relocation plans, study, and implementation of same; preparation of mandated notices, information brochures and other documents as required by state and/or federal relocation laws and regulations; perform claims administration and recommendations; determine eligibility for relocation benefits under applicable laws and guidelines; provide advisory assistance to those who are displaced; perform timely preparation and distribution of notices to vacate and other notices as required; and provide both business and residential relocation services as necessary.	Amendment	Increase months 24 Total months 108
DHRPSC 0005793 – v2.01	City Administrator	Current Approved Amount \$5,000,000 Increase Amount Requested \$0 New Total Amount Requested \$5,000,000	Provide routine maintenance, diagnosis and repair of scientific and medical equipment at the Office of the Chief Medical Examiner. This equipment consists of 1. Medical Imaging equipment including one x-ray full body unit, and one Siemens CT scanner. 2 Forensic Toxicology analytic equipment of less than 10 custom configured mass spectrophotometer (mass spec) units each manufactured by Agilent and Sciex (also with Qtof and Qtrap), and a single BioChip analyzer from Randox, in addition to biochemistry and other analyzers and histology microtome sectioning and staining. 3. Base equipment consisting of temperature controlled and monitored coolers, gas generating and dispensing equipment (e.g. hydrogen, and nitrogen) to perform testing.	Amendment	Increase months 7 Total months 127
DHRPSC 0006375 – v1.01	Economic & Workforce Development	Current Approved Amount \$675,000 Increase Amount Requested \$600,000 New Total Amount Requested \$1,275,000	The Office of Economic and Workforce Development (OEWD) is seeking to contract with an individual or firm that can serve as the department's One-Stop Operator (OSO), a lead coordinator of services delivered to San Francisco's workforce system. The workforce system is designed to establish services for a variety of San Francisco jobseekers that include unskilled, semi-skilled and high skilled individuals. The OSO will play a leadership role in coordinating the four (4) core mandated partners - the California Employment Development Department (EDD), California Department of Rehabilitation (DOR), City College of San Francisco (CCSF) Career Technical Education and Adult Education programs, and the San Francisco Human Services Agency (HSA)/Temporary Assistance for Needy Families (TANF) programs - and ensuring that appropriate services are delivered to customers through the workforce system. The role includes establishing Memorandums of Understanding (MOU) with the core partners, providing training and technical assistance and facilitating the successful implementation of services. Additional responsibilities may be determined by OEWD or suggested by the OSO or service providers to fulfill the OSO's role of system coordination and quality assurance.	Amendment	Increase months 60 Total months 150
DHRPSC 0003427 – v1.01	Police	Current Approved Amount \$800,000 Increase Amount Requested \$660,000 New Total Amount Requested \$1,460,000	The contractor will provide the San Francisco Police Department (SFPD) with pre-employment psychological screening services on Police Officer, Police Reserve Officer, Police Cadet, and Police Service Aide employment applicants as mandated by California Government Code section #1031(f). Other contractor services may include, but not be limited to, refinement of predictive validity assessment procedures, specialized research projects or activities requested by the SFPD, and expert testimony.	Amendment	Increase months 36 Total months 84

Item #7 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.

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) One Year Report Back from Workers Compensation for Proposed Personal Services Contract Number DHRPSC0005346. (File No. 0135-26-8) – Action Item

Recommendation: Accept the one year report back.

- (9) Request for a Hearing by Channing Hale Former 3286 Recreation Coordinator, Regarding their Future Employment Restrictions with the City and County of San Francisco. (File No. 0078-26-4) – Action Item

Recommendation: Postpone to a future meeting at the request of the appellant.

- (10) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Monica Georgopoulos of the Transportation Director's determination that, by a preponderance of the evidence, there is insufficient evidence to establish violations of the SFMTA's EEO Policy based on alleged discrimination and retaliation. (File No. 0079-26-6) – Action Item

Recommendation: Postpone to a future meeting at the request of the appellant.

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
#DHRPSC0006311 v0.01 from the Airport. (File No. 0136-26-8) – Action Item**

DHRPSC 0006311 – v0.01	Airport	\$30,000,000	The Project scope at the Dianne Feinstein International Terminal (DFIT) includes separating the HVAC controls from the smoke control functions and integrating those smoke control functions into the fire alarm system, replacing failed components, and upgrading the system to the current building code. DFIT was originally opened in 2000, and includes Boarding Area A (BAA), Boarding Area G (BAG), and the International Terminal Building (ITB). When originally designed and built, the building codes at the time required the functions to exhaust smoke from the building to be integrated into the HVAC controls system. This is a unique setup that is not currently how systems are built today. This setup made modifications and fixes costly and difficult, as the system and parts were required to meet and maintain a special UUKL (Underwriters Laboratories - Smoke Control Systems) listing. Over time, the various components fell into a state of disrepair and became no longer available due to obsolescence. The project scope includes replacement of major physical components that have failed or are working only intermittently, modifications to smoke control components and fire alarm system components to bring up to current Building Code (the smoke control system was built to 1995 Building Code), phasing the work to complete the Terminal (ITB) and each Boarding Area (BAA & BAG) separately to minimize impacts to Airport Operations, and comprehensive testing of the Fire Alarm system. Services include: - Program & Project Management: Planning, scheduling, budgeting, risk management, and multi-phase coordination. - Stakeholder & Design Management: Integrating Fire Alarm with Smoke Control, electrical, and low-voltage system designs; coordinating with Airport operations to avoid service disruptions. - Design Services: Design of the Integrated Fire Alarm and Smoke 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 system and infrastructure upgrades. - Commissioning & Activation: Executing commissioning of airport special systems— fire alarm, smoke control, power, and low-voltage—and developing test plans, inspections, and software/hardware activation for the ITB, BAA and BAG.	New	60 months
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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.

- (12) Review of Request for Approval of Proposed Personal Services Contract
#DHRPSC0005721 v0.01 from the Public Utilities Commission .
(File No. 0137-26-8) – Action Item

DHRPSC 0005721 – v0.01	Public Utilities Commission	\$18,000,000	SFPUC consists of six divisions: three enterprise divisions, Water, Wastewater, and Power; and three divisions which support the enterprises, Infrastructure, Business Services, and External Affairs. Within the Infrastructure Division, the Program Controls Group ("PCG") supports the SFPUC's 10-year, \$12.5 billion Capital Improvement Plan, and directly supports approximately two hundred discrete capital construction projects, spread across various project development phases. PCG operations consist of (1) managing the development of detailed, resource loaded program and project Critical Path Method (CPM) construction schedules and budgets with work breakdown structures and major milestones, including monitoring, updating, analyzing, evaluating, forecasting, and reporting; (2) implementing change control management measurements; (3) cost controls; (4) cost estimating services to the capital improvement projects, (5) reviewing and analyzing construction change orders and time extension entitlements, and forecasting and monitoring their impact to the project schedules and budgets at completion, (6) database modifications, (7) data integration from multiple software systems to the Primavera suite of tools used by PCG. The scope of work for this Personal Services Contracts (PSC) are to support staff with the enumerated tasks above, as well as to provide (8) additional, as needed specialized services, and (9) technical training of staff.	New	48 months
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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.

- (13) Public Comment on all matters pertaining to Items 15, 16, and 17 including public comment on whether to hold Items 15, 16, and 17 in closed session.
- (14) Vote on whether to hold Item 15, 16 and 17 in closed session. (Action Item)

CLOSED SESSION AGENDA

- (15) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Roger Michael Lampert of the Human Resources Director's determination that investigative findings did not establish Appellant's complaint of discrimination and retaliation based on alleged harassment and retaliation. (File No. 0017-24-6) – Action Item

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Roger Michal Lampert.

- (16) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Pornthipa Rojanadechakul of the Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy based on alleged harassment and retaliation. (File No. 0067-23-6) – Action Item

September 18, 2023: The Civil Service Commission continued this item to a future meeting and moved to agenda the matter as a closed session for consideration by the Commission at a date to be determined after the appellant has been given the opportunity to review their EEO file at the Department of Human Resources.

June 1, 2026: Postpone to the meeting of June 15, 2026, at the request of the department.

June 15, 2026: Continued to the meeting of July 20, 2026, to give time to the department to meet with the appellant.

Recommendation of the Director of Transportation:

Adopt the report, uphold the decision of the Director of Transportation and deny the appeal by Pornthipa Rojanadechakul.

- (17) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Elias Georgopoulos of the Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy. (File No. 0080-26-6) – Action Item

Recommendation of the Director of Transportation:

Adopt the report. Sustain the decision of the Transportation Director; deny the appeal by Elias Georgopoulos.

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