



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

Amended

AGENDA
Regular Meeting
August 17, 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 #2668 084 4080. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2668 084 4080
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 #2668 084 4080.

Regular Meeting August 17, 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

2668 084 4080

- 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 August 3, 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

Updates from the Department of Human Resources since the last Civil Service Commission meeting of August 3, 2026, including the "Citywide HR Professional's Day Celebration and Conference."

(6) EXECUTIVE OFFICER'S REPORT

Report on current issues, activities, and events within the Department since the regular Civil Service Commission meeting held on August 3, 2026, including "an Overview of the 1840 Hiring Process, Inspection Service Process and Merit System Audits."

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. 0156-26-8) – Action Item

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006436 - v0.01	Public Health	\$3,000,000	Contractor will provide onsite collection, consolidation, sorting and compacting of recycling material and trash contamination removal at Zuckerberg San Francisco General Hospital (ZSFG).	New	60 months
DHRPSC 0006423 - v0.01	Public Health	\$325,000	Contractor will: -Provide up to five weekly classes for fifty weeks a year for a minimum of fifty individual LHH residents per month. -Provide an Artist In Residence or Program Manager as well as at least one other assistant instructor to do the following: provide instruction of all enrolled residents, provide supervision to assistant instructors to assist with one-on-one instruction to all enrolled residents, and work directly with the LHH Activity Therapy Director to determine class times, locations, and any other needs (e.g. transportation to/from class) to those based on the needs of the resident artist. -Evaluate all resident artist enrollees based on skills and interests and determine instruction needs. -Maintain an inventory of residents' artwork. -Record resident artist attendance in classes and other information as requested by the Activity Therapy Director. -Maintain exhibits around LHH campus of resident artwork in collaboration with the Activity Therapy Director.	New	60 months
DHRPSC 0006470 - v0.01	Public Health	\$1,000,000	The contractor will prepare patient-specific sterile Total Parenteral Nutrition (TPN) under Section 503A of the Federal Food, Drug, and Cosmetic Act (FD&C), using electronically received orders that are reviewed by a licensed pharmacist for clinical accuracy. All TPNs must be compounded, labeled, and documented in full compliance with United States Pharmacopeia General Chapter 797, also known as USP <797>, and California Board of Pharmacy sterile compounding regulations, with required batch records, stability checks, and high alert medication safeguards. The contractor will maintain reliable daily delivery with validated cold chain handling, support surge capacity, operate within a 50 mile radius of ZSFG, and have business continuity and emergency plans to ensure uninterrupted patient care. The contractor will also promptly communicate any shortages or service interruptions that could affect clinical operations.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006493 - v0.01	Municipal Transportation Agency	\$5,250,000	The San Francisco Municipal Transportation Agency (SFMTA) is requesting continued professional investigative services to support its self-insured Workers' Compensation Program. The contractor will provide investigative services necessary to assist in the administration, evaluation, and resolution of workers' compensation claims. Services may include, but are not limited to, rapid response investigations, accident scene investigations, witness interviews, recorded statements, surveillance, activity checks, background investigations, social media investigations, sub rosa investigations, asset and locate services, public records research, AOE/COE investigations, fraud detection, document service, and preparation of detailed investigative reports, photographs, video, and other supporting documentation. The current contract provides investigative services that support SFMTA's efforts to ensure claims are properly investigated, identify compensability issues, mitigate claim costs, support litigation defense, and improve claim resolution outcomes. The services allow SFMTA to obtain timely, objective, and professional investigative findings that may not be available through internal resources.	New	84 months
DHRPSC 0001349 – v1.01	Economic & Workforce Development	Current Approved Amount \$4,350,000 Increase Amount Requested \$500,000 New Total Amount Requested \$4,850,000	Contractors will provide business consulting and training services to the Small Business Development Center's (SBDC's) small business clients on an as-needed basis. SBDC is a program hosted by the City through the Office of Economic and Workforce Development (OEWD) as part of a greater network of services to help small- to medium-sized businesses grow and succeed. The Contractors' counseling services will include advice, guidance and/or instruction concerning the formation, management, financing, and operation of small business enterprises through workshops, one-on-one consulting, and loan packaging. Through a Request For Qualifications, OEWD created a pre-qualified list of 24 consultants who will remain eligible for consideration and contract negotiation on an as-needed basis for two years.	Amendment	Increase months 60 Total months 216
DHRPSC 0001333 – v1.01	Police	Current Approved Amount \$221,776 Increase Amount Requested \$78,000 New Total Amount Requested \$299,776	Contractor will provide proprietary parts and maintenance for six DNA analysis instruments manufactured by Qiagen, LLC at the San Francisco Police Department's crime lab. Only the manufacturer certified technicians can repair, qualify, calibrate, upgrade, move, and provide parts for Qiagen, LLC instrumentation.	Amendment	Increase months 25 Total months 102

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) Annual Report on Certification of Eligibles – Entry and Promotion – Uniformed Ranks of Fire, Police, and Sheriff. (File No. 0157-26-1) – Action Item

Recommendation of the Human Resources Director:

Adopt the report.

- (9) Report on Position-Based Testing. (File No. 0158-26-1) – Action Item

Recommendation of the Human Resources Director:

Adopt the report.

- (10) Report on Provisional Appointments. (File No. 0159-26-1) – Action Item

Recommendation of the Human Resources Director:

Adopt the report.

- (11) Report on Future Employment Restrictions and Probationary Releases for the Period of July 1, 2025, to June 30, 2026. (File No. 0160-26-1) – Action Item

Recommendation of the Human Resources Director:

Adopt the report.

- (12) SFMTA Position-Based Testing Report FY 2026. (File No. 0161-26-1) – Action Item

Recommendation of the Municipal Transportation Director:

Adopt the report.

- (13) SFMTA Provisional Appointment Report FY 2026. (File No. 0162-26-1) – Action Item

Recommendation of the Municipal Transportation Director:

Adopt the report.

- (14) SFMTA Report on Service-Critical Exempt Appointments for FY 2026 from Civil Service under Charter Sections 10.104-16 through 10.104-18. (File No. 0163-26-1) – Action Item

Recommendation of the Municipal Transportation Director:

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.

- (15) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0001632 v1.01 from the Public Utilities Commission. (File No. 0164-26-8) – Action Item

DHRPSC 0001632 – v1.01	Public Utilities Commission	Current Approved Amount \$31,076,000 Increase Amount Requested \$1,114,000 New Total Amount Requested \$32,190,000	The San Francisco Public Utilities Commission (SFPUC) has initiated an extensive Capital Improvement Program for the Hetch Hetchy Water and Power (HHWP) Enterprise to improve reliability of its water, power, and joint water/power facilities. This work consists of engineering and design services for a new 12-mile water tunnel, as well as the interim rehabilitation of the existing Mountain Tunnel located in Moccasin, CA.	Amendment	Increase months 0 Total months 156
------------------------------	--------------------------------	---	--	-----------	--

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.

- (16) Appeal by Hanna Leung Professional Law Corporation on behalf of Adam Hoang on the Denial of Battery Benefits as a 9163 Transit Operator with the Municipal Transportation Agency. (File No. 0074-26-3) – Action Item

Recommendation of the Director of Transportation:

Adopt the report. Uphold the decision of the Transportation Director; deny the appeal of battery pay by Adam Hoang.

- (17) Appeal by Hanna Leung Professional Law Corporation on behalf of Wai Tim Wong on the Denial of Battery Benefits as a 7371 Electrical Transit System Mechanic with the Municipal Transportation Agency. (File No. 0083-26-3) – Action Item

Recommendation of the Director of Transportation:

Adopt the report. Uphold the decision of the Transportation Director; deny the appeal of battery pay by Wai Tim Wong.

- (18) *Public Comment on all matters pertaining to Item 20 including public comment on whether to hold Item in closed session.*
- (19) *Vote on whether to hold Item 20 in closed session. (Action Item)*

CLOSED SESSION AGENDA

- (20) *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) – Possible Action Item*

Recommendation: Open for discussion.

- (21) *Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 20 in closed session (S.F. Admin. Code § 67.12 (a)) - Action Item*

- (22) COMMISSIONERS' ANNOUNCEMENTS/REQUESTS

- (23) ADJOURNMENT