



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

Amended

AGENDA
Regular Meeting
August 3, 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 #2660 570 5272. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2660 570 5272
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 #2660 570 5272.

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

REMOTE ACCESS PROCEDURES

Phone Number

(415) 655-0001

Meeting ID #

2660 570 5272

- 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 July 20, 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.

COMMENDATIONS AGENDA

(5) *Commendation for Tina Hinnant, Recruiter, Department of Public Health, for her dedicated service to the City and County of San Francisco. (File No. 0149-26-1) – Action Item*

Recommendation: Accept the Commendation.

(6) HUMAN RESOURCES DIRECTOR'S REPORT

Updates from the Department of Human Resources since the last Civil Service Commission meeting of July 20, 2026, including "SF Fellow Program Updates and Police Hiring Event at Oracle Park."

EXECUTIVE OFFICER'S REPORT

(7) Merit System Audit Report FY 2025 - 2026. (File No. 0147-26-1) – Action Item

Recommendation: Accept the report.

RATIFICATION AGENDA

All matters on the Ratification Agenda are considered by the Civil Service Commission to be non-contested and will be acted upon by a single vote of the Commission. There will be no separate discussion on these items unless a request is made; in which event, the matter shall be removed from the Ratification Agenda and considered as a separate item. Each individual addressing the Commission will be limited to a maximum time limit of five minutes for all items severed from the Ratification Agenda.

(8) Review of Request for Approval of Proposed Personal Services Contracts.
(File No. 0142-26-8) – Action Item

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006353 - v0.01	Public Health Withdrawn	\$750,000	Contractor will provide rental and delivery of specialty medical bed surfaces and support surfaces to ensure continuity of care for hospital residents/patients. This includes: -Supply specialty medical rental bed surfaces, including specialty mattresses and support surfaces, that meet clinically identified needs as determined by hospital staff. -Ensure uninterrupted availability of required bed surfaces throughout the duration of a resident's care. This includes maintaining appropriate inventory levels and providing timely replacements or upgrades based on clinical necessity. -Rental of the specialty surfaces. Provide bed surfaces that meet evidence based clinical standards, including pressure injury prevention, bariatric care, mobility assistance, or other specialized resident needs as indicated by clinical staff. -Deliver all requested bed surfaces to hospital units within established timeframes. Urgent requests should be prioritized to support patient safety and clinical requirements. -Provide bed surfaces that meet evidence based clinical standards, including pressure injury prevention, bariatric care, mobility assistance, or other specialized resident needs as indicated by clinical staff. -Replace malfunctioning equipment promptly to avoid disruptions in patient care. -Remove equipment within agreed-upon timelines once the rental period has ended or the equipment is no longer needed.	New	36 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006363 - v0.01	Public Works	\$18,000,000	Consultants will perform highly specialized civil engineering and surveying tasks that include reviewing various agreements, project documents, standards, regulations, codes, Master Utility Plans, and various specifications. Services may include, but are not limited to: • Preparing and processing mapping applications, Conditions of Approval related to Tentative Maps, Public Improvement Agreements related to Final Maps, lot line adjustments, mergers, transfers maps, and Final Map Applications; • Reviewing of Boundary Surveys, American Land Title Association (ALTA) Surveys, and Records of Survey; • Preparing Public Improvement Agreements, Acquisition Agreements, encroachments, easement, and other map-related services; • Reviewing cost estimates for bonding or acquisition purposes; • Reviewing Planned Infrastructure Systems and identifying issues and conflicts at land transfers; • Assisting with Bond reduction determinations; • Assisting with determination of completeness of infrastructure systems; and • Preparing documents for acceptance and acquisition of completed improvements; • Coordinating shutdowns, relocations, and transitions of existing streets and utility systems; • Providing technical support on infrastructure design issues and analyzing schedule impacts; • Coordinating horizontal improvement changes resulting from vertical improvements. • Updating entitlement documents; • Facilitating the City Plan Review Process; • Coordinating infrastructure and mapping meetings. Consultants may provide limited construction-phase technical support directly related to infrastructure engineering, surveying, mapping, utility coordination, and acceptance of completed public improvements. This support may be provided for task force projects or other priority projects, as requested by Public Works.	New	72 months
DHRPSC 0006361 - v0.01	Environment	\$5,000,000	Contractor(s) shall provide full-service, on-call marketing, advertising, communications, and public education support for SFE programs and campaigns on an as-needed basis. Services may include campaign strategy, audience research, market analysis, behavioral insights, message development, creative direction, graphic design, copywriting, photography, video production, media planning and buying, paid digital and social media strategy, out-of-home advertising, print, broadcast, ethnic and in-language media, events, activations, workshops, community outreach, translation/transcreation, campaign tracking, performance reporting, and post-campaign evaluation. Contractor may also support SFE with multilingual and culturally competent outreach in languages including, but not limited to, Chinese, Spanish, Filipino, Vietnamese, and other languages as determined by campaign needs. Work will be authorized through written scopes of work or work orders that define the project scope, deliverables, timeline, budget, and not-to-exceed amount. Contractor shall not begin work until authorized in writing by the City.	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006427 - v0.01	Police	\$270,000	The contractor will perform hair sample drug analysis to determine drug usage, historical patterns of drug usage of police officer, police reserve officer, police cadet, and police service aide employment applicants of the San Francisco Police Department. The vendor will screen samples for the presence of, including but not limited to, cocaine, opiates, phencyclidine, amphetamines, Adderall and marijuana.	New	36 months
DHRPSC 0006367 - v0.01	Public Utilities Commission	\$30,000,000	The San Francisco Public Utilities Commission (SFPUC) intends to award up to five (5) agreements at \$6 million each to provide construction management (CM) services on an as-needed basis to augment existing SFPUC and City CM teams working on construction projects. The programs/projects that will require CM services include, but are not limited to, the following: Sewer System Improvement Program (SSIP); Hetchy Capital Improvement Program (HCIP); Emergency Firefighting Water System (EFWS); Water and Wastewater Renewal & Replacement (R&R) Programs; Water System Improvement Program (WSIP); and other water, power, and wastewater construction projects. These CM services include, but are not limited to, the following: construction contract administration, construction change management; construction inspection; specialty inspection (e.g., coating, welding, geotechnical, marine, tunnel, etc.); environmental inspection; project controls; supplier quality surveillance; special laboratory testing; testing, startup, and commissioning; surveying; construction safety inspection; and technical data entry and document control including engineering archives.	New	66 months
DHRPSC 0006292 - v0.01	Public Utilities Commission	\$26,000,000	Provide Construction Management staff augmentation services for the Moccasin Dam and Reservoir Long-Term Improvement Project. As part of the SFPUC's Hetchy Capital Improvement Project, this project will help improve the operational use and safety of Moccasin Reservoir and Dam. The Construction Management staff augmentation services required for the Projects include, but are not limited to day to day, construction administration, construction inspection, construction contracts management, construction coordination, change order management, project documentation controls as well as archiving, and environmental services such as environmental inspection and biological oversight.	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006321 - v0.01	Public Utilities Commission	\$25,500,000	The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of a qualified Proposer to provide construction management (CM) staff augmentation services for the Southeast Water Pollution Control Plant (SEP) Facilities Improvements projects. These facilities improvements projects include SEP 550 Booster Station interim Improvements, Facilities Security Improvements, SEP 940 Maintenance Building Interim Office Renovation, SEP 516 and 516A Sodium Bisulfite Storage Tanks and Fill Station, SEP Secondary Clarifiers Rehabilitation, Wastewater Facilities Security Enhancements, Wastewater Facility Wide Distributed Control System (DCS), SEP Outfall Condition Assessment and Rehabilitation, and North Point Facility Primary Sedimentation Reliability Upgrades. As part of the SFPUC's Sewer System Improvement Program (SSIP), the existing facilities improvements are necessary to extend the useful life of these facilities, address health and safety improvements, enhance SEP facilities security, and ensure consistent and reliable operating process control system through wastewater assets. The CM staff augmentation services required for the SEP Facilities Improvements include construction resident engineering, office engineering services, field contract administration, construction contract administration, construction inspection, and project controls services. Construction management skills include contract administration, inspection services, contracts management, and project controls with expertise in wastewater treatment facility construction, specifically treatment plant construction, including: contractor means and methods, safety regulations, water quality standards, compliance with State and Federal regulations applicable to the treatment and disposal of sewage and stormwater runoff, system shutdowns and start-up procedures, equipment and performance testing, compliance with the latest building codes, and claims expertise. These specialized skills and knowledge are essential for building the wastewater treatment plant and maintaining treatment services for San Francisco customers during the overall construction period. The SFPUC will manage the staff augmentation team during the construction phase for these facilities improvements projects.	New	84 months
DHRPSC 0006388 - v0.01	Recreation and Park Withdrawn	\$300,000	Execute certain portions of a charter-mandated Recreation Assessment; specifically: 1) Lead a community outreach process, including a public survey and public focus groups to assess public opinion on RPD's recreational programming; 2) Engage Department staff in one on one interviews and staff focus groups to assess staff insights on successes and challenges in delivering recreational programs to meet public demand; 3) Perform analysis of existing facilities capacity, recreational programs, and staffing; identify redundancies and gaps and create an efficient staffing model for the future; 4) Research, analyze and provide a formal report on program delivery, portfolio development and cost/benefit/subsidy practices at five peer cities; 5) Facilitate RPD leadership staff in a SWOT analysis, and 6) Produce a summary report of all of the above to be submitted to the BOS.	New	12 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006387 - v0.01	Recreation and Park	\$250,000	The scope of work for this project includes assessment and technical analysis to help support the Coastal Development Permit renewal and the associated Pacifica Local Coastal Plan Compliance, as well as analyze a range of alternatives to form the basis for future planning for the Sharp Park Berm structure. As part of this (and to support our application), the consultant shall provide the analysis needed to understand coastal and flood hazards, and the identification and description of options to adapt to projected Sea Level Rise (SLR) in light of California Coastal Commission policies and the March 2025 City of Pacifica Local Coastal Land Use Plan (LCLUP) coastal hazard policies CR-I-19 through CR-I-37. This analysis should serve as a continuation of previous evaluations of the berm conducted by consultants in 2009 and 2023.	New	48 months
DHRPSC 0006430 - v0.01	Sheriff	\$210,000	The Sheriff's Office will utilize the drones in three (3) areas: 1) Complex Security: Utilize drone for rapid perimeter/yard overwatch, alarm response, and thermal sweeps (fence line, roof, brush) that will double as an early fire-notification layer at County Jail #3 located in San Bruno, CA. 2) Interior Security: Deploy at County Jail Facilities to stabilize incidents using perch-and-talk de-escalation, bird's eye view of disturbances for tactical planning and situational awareness. 3) Field Support: Deploy interior drone during evictions with pre-entry overwatch and post-action documentation. Routine security sweeps and evacuation assistance (egress visibility). Provide security and situational awareness at events that are potential targets of domestic or international terrorists.	New	24 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006416 - v0.01	Technology	\$40,000,000	The Department of Technology has projects underway in the areas of: upgrading Wide and Local Area Networks, migrating Telephony systems to the City's new Cisco Call Manager, and moving Departments to new office spaces. The Department of Technology will also begin a project to migrate approximately 15 separate Contact Centers to a unified Enterprise Contact Center system. The awarded Supplier will provide project services for the upgrade, move, and migration project areas utilizing following phased structure: 1) Discovery and Analysis, 2) Planning, 3) Upgrade/Migration, 4) Post Go-Live support and training for handoff to City staff. Supplemental services include reviewing current systems and environments, designing new networks and systems, developing migration plans, configuring, installing, and testing new systems, moving and installing networks in new locations, providing support and training City staff on how to maintain and operate new systems. The vendor is expected to provide expertise and consulting, to include, but not limited to 1. Network architectural designs and decisions, 2. Migrating a large-scale VPN solution that includes Active directory and radius, along with per user policies, 3. Large enterprise networks that consist MPLS (MPLS tagging and routing), multiple internet connections, and datacenters, 4. Assessing the current Avaya Juniper networks and providing documentation and recommendation to plan, implement/migrate to a cisco enterprise network, 5. The City's external and internal Domain Name Service, 6. Implementing and troubleshooting the City's INFOBLOX appliances that consists DNS, DHCP, and NTP, 7. Assessing, planning, implementing, migrating, and troubleshooting routing protocols such as OSPF, iBGP, eBGP, and EIGRP with in the City's existing fiber WAN network, 8. Assessing, implementing, and troubleshooting the City's Cisco enterprise wireless solution, 9. Assessing, implementation, and troubleshooting firewalls such as Cisco and Palo Alto's firewalls, 10. Migrating between firewalls such as Palo Alto's to Cisco and Cisco to Palo Alto's, 11. Multi-factor authentications, 12. F5's GTM and LTM, 13. Datacenter migrations, 14. Provide knowledge transfer and documentation. Vendor will provide Cisco Professional Services Consulting and Training to assist City Staff with Network Infrastructure Maintenance and project assistance involving Cisco Hardware and Software. These services are needed to augment Cisco Smartnet Maintenance services to maintain and improve network efficiency throughout the City. These services are being requested by the Department of Technology on behalf of all City Departments as part of a Citywide Enterprise Agreement for Cisco Services. Services will be used on an as-needed basis by Departments for their various Network Infrastructure Projects.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0001694 – v2.01	Airport	Current Approved Amount \$6,000,000 Increase Amount Requested \$3,000,000 New Total Amount Requested \$9,000,000	The Airport is preparing a Shoreline Protection Plan to mitigate the effects of storms and rising sea levels on the airport campus. The shoreline protection system construction design must pass the California Environmental Quality Act (CEQA) and National Environmental Policy Act (NEPA) environmental permitting process before construction can start. The consultant will provide engineering support to the Airport Shoreline Protection Program during its environmental permitting process. The consultant will prepare and perform the following tasks: 1. Geotechnical field investigation and geotechnical analysis 2. Topography and bathymetric surveys on active airfield 3. Schematic engineering, constructability review, and design concept review 4. Hydraulic and hydrologic and coastal engineering study to support the Airport in obtaining a Federal Emergency Management Agency (FEMA) Conditional Letter of Map Revision (CLOMR). This includes coastal, upland engineering and hydrodynamic sediment transport analyses. 5. As-needed: FAA (Federal Aviation Administration) Navigational Aids (NAVAIDS) flight analysis; engineering support for Advance Mitigation Conceptual Planning; engineering study for flood protection and sea-level rise solutions along the Airport and HWY-101; and environmental factors for construction documents.	Amendment	Increase months 24 Total months 114
DHRPSC 0001891 – v2.01	Emergency Management	Current Approved Amount \$9,000,000 Increase Amount Requested \$7,617,606 New Total Amount Requested \$16,617,606	Scope of Work — RAPID RESPONSE TEAM (Core/Expanded): HEART will be fully integrated into the DPH Street Team's Rapid Response Team (RRT) across five geographic service areas: Tenderloin/Northern, Mission/Castro, Central/Southern, Bayview/Ingleside, and Richmond/Park/Taraval. Under the direction of DPH Street Team Leads and DEM/Department of Emergency Communications, HEART outreach workers respond to non-emergency 911 calls, SFPD/SFFD requests, and 311 encampment and homelessness tickets (assigned via the RRT queue). Teams conduct outreach at hotspot locations identified through non-emergency, 311 and DPH Street Teams leads, transport people to shelter, including transport services requested by the San Francisco Police Department and San Francisco Fire Department, perform in-field needs assessments and triage, facilitate coordinated entry connections, and coordinate warm handoffs to DPH clinical staff and the Shared Priority Team for high-acuity clients. Beginning July 2026, HEART will pilot expanded hours in the morning or evening to meet emerging and specialized operational needs. Scope of Work — TRANSPORTATION SERVICES (New): Provide transportation to shelter, sobering centers, detox and treatment programs, behavioral health services, medical appointments, and other placements. Lead specialized outreach efforts as requested by DPH Street Team. Prioritize transport requests from DPH Street Team Leads, SFPD, and SFFD/Community Paramedicine. In FY 2026–27, HEART and SF DPH Street Team will collaborate on centralized and coordinated DPH Street Team transportation framework. Scope of Work — COORDINATION & REPORTING: Participate in daily coordination with DPH Street Team Leads and HSOC dispatchers via tactical meetings, MS Teams and Connected Worker App. Attend required DPH Street Team meetings, training workgroups, and coordination calls. Submit monthly performance reports including contacts, transport, service linkages, 311 and non-emergency ticket closures, and outcome metrics as agreed with DPH. Comply with all City data standards.	Amendment	Increase months 24 Total months 84

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003294 – v1.01	Municipal Transportation Agency	Current Approved Amount \$100,000 Increase Amount Requested \$200,000 New Total Amount Requested \$300,000	We are seeking a Contractor that will provide glass removal and replacement services within San Francisco Municipal Transportation Agency (SFMTA's) subway stations.	Amendment	Increase months Total months 60
DHRPSC 0003589– v1.01	Public Utilities Commission	Current Approved Amount \$1,545,332 Increase Amount Requested \$5,500,000 New Total Amount Requested \$7,045,332	Provide emergency technical support 24-hours a day, maintenance, and remote monitoring of the Distributed Controls System (DCS) software and hardware modules, software patches and upgrades, and phased equipment upgrades at the Southeast and Oceanside Plants. It also establishes a procedure to keep Wastewater Enterprise (WWE) systems up-to-date, which will allow WWE to effectively manage the wastewater treatment systems.	Amendment	Increase months 60 Total months 11

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.

- (9) Report Back on Personal Services Contract Number DHRPSC0005926 v0.01 from the San Francisco International Airport. (File No. 0143-26-8) – Action Item

Recommendation: Adopt the report.

- (10) Report Back on Personal Services Contract Number DHRPSC0006029 from the San Francisco International Airport. (File No. 0144-26-8) – Action Item

Recommendation: Adopt the report.

- (11) Survey of Monthly Rates Paid to Police Officers and Fire Fighters in All Cities of 350,000 or More in the State of California (FY 26-27). (File No. 0145 -26-1) – Action Item

Recommendation of the Human Resources Director:

Adopt Report; Transmit rates to the Retirement System in accordance with charter section A8.590.1 – A8.590.7; Provide the Report The Board of Supervisors.

- (12) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Leticia I Pagan of the Human Resources Director's determination that the investigative findings did not substantiate Pagan's complaint of harassment and retaliation. (File No. 0279-25-6) – Action Item

Recommendation: Postpone to the meeting of October 5, 2026, 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.

- (13) Public Comment on all matters pertaining to Item 15 including public comment on whether to hold Item 15 in closed session.
- (14) Vote on whether to hold Item 15 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 Rickey Bradley 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. 0096-24-6) – Action Item

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

June 15, 2026: Postponed to a future meeting date that both the department and appellant are available.

Recommendation of the Director of Transportation:

Adopt the report. Sustain the decision of the Transportation Director; deny the appeal by Rickey Bradley.

- (16) Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 15 in closed session (S.F. Admin. Code §67.12 (a)) - Action Item

- (17) COMMISSIONERS' ANNOUNCEMENTS/REQUESTS

- (18) ADJOURNMENT