



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

**DANIEL LURIE
MAYOR**

AMENDED

**AGENDA
Regular Meeting
September 15, 2025**

**2:00 p.m.
Room 400, CITY HALL
1 Dr. Carlton B. Goodlett Place**

This meeting will be held in person at the location listed above. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or by calling (415) 655-0001 and entering meeting id #2662 238 6382. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2662 238 6382
Press # twice to listen to the meeting via audio conference
Dial *3 when you are ready to queue**

DANIEL LURIE, MAYOR

COMMISSIONERS

**KATE FAVETTI
President
JACQUELINE MINOR
Vice President
VITUS LEUNG
ADAM WOOD**

**SANDRA ENG
Executive Officer**

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at (628) 652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be included in the record on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2662 238 6382.

Regular Meeting September 15, 2025

2:00 p.m.

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

REMOTE ACCESS PROCEDURES

Phone Number
(415) 655-0001

Meeting ID #
2662 238 6382

- Enter the Phone Number above followed by the meeting ID = Then press #
- Press # again to be connected to the meeting (you will hear a beep)
- When you hear the beep
 - Stop and LISTEN to the meeting
 - Wait for Public Comment to be announced by Item #
- When the Clerk calls Public Comment, dial *3 to be added to the speaker line.
- When you press * 3, you will hear *“You have raised your hand to ask a question. Please wait to speak until the host calls on you”* – WAIT for your turn to speak.
- When you hear that *“your line has been unmuted”* – THIS IS YOUR OPPORTUNITY TO PROVIDE YOUR PUBLIC COMMENT

BEST PRACTICES

- Call from a quiet location
- Speak slowly and clearly
- Turn down any televisions or radios around you
- Address the Commission as a whole, do not address individual Commissioners

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES**A. Commission Office**

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is civilservice@sfgov.org and the web address is www.sf.gov/civilservice/. Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

B. Policy Requiring Written Reports

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

C. Policy on Written Submissions by Appellants

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4th) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). An original copy on 8 1/2-inch X 11 inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

D. Policy on Materials being Considered by the Commission

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at <https://sf.gov/civilservice> and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement

A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

F. Policy and Procedure on Hearing Items Out of Order

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

G. Procedure for Commission Hearings

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

H. Policy on Audio Recording of Commission Meetings

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at www.sfgov.org/civilservice/.

I. Speaking before the Civil Service Commission

Speaker cards are not required. The Commission will take in-person public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended. People who have received an accommodation due to a disability (as described below) may provide their public comments remotely. The Commission will also allow public comment from members of the public who choose to participate remotely. It is possible that the Commission may experience technical challenges that interfere with the ability of members of the public to participate in the meeting remotely. If that happens, the Commission will attempt to correct the problem, but may continue the hearing so long as people attending in-person are able to observe and offer public comment.

J. Public Comment and Due Process

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Information on Disability Access

*** Temporary Wheelchair-accessible entrances are located on Van Ness Avenue and Grove Street. Please note the wheelchair lift at the Goodlett Place/Polk Street is temporarily not available. After multiple repairs that were followed by additional breakdowns, the wheelchair lift at the Goodlett/Polk entrance is being replaced for improved operation and reliability.**

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email civilservice@sfgov.org to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: sotf@sfgov.org, or on the City's website at www.sfgov.org/bdsupvrs/sunshine.

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <https://sfethics.org/>.

ITEM NO.

(1) CALL TO ORDER AND ROLL CALL

President Kate Favetti
Vice President Jacqueline P. Minor
Commissioner Vitus Leung
Commissioner Adam Wood

(2) REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA

(3) APPROVAL OF MINUTES - Action Item

Regular Meeting of August 18, 2025 – 2:00 p.m.

Recommendation: Adopt the Minutes.

(4) ANNOUNCEMENTS

Announcement of changes to the agenda.

Other announcements.

Commissioner announcement of intent to sever items from the Ratification Agenda.

Commissioner announcement of intent to sever items from the Consent Agenda.

Public comment, including public comment on any additional Ratification or Consent items that the public would like severed from the agenda.

(5) HUMAN RESOURCES DIRECTOR'S REPORT

(6) EXECUTIVE OFFICER'S REPORT

Civil Service Commission FY 2024 – 2025 Year End Report. (File No. 0218-25-1) – Action Item

Recommendation: Accept the report.

RATIFICATION AGENDA

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

**(7) Review of Request for Approval of Proposed Personal Services Contracts.
(File No. 0208-25-8) – Action Item**

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|------------------------|------------|--------------|---|------------------|-----------|
| DHRPSC 0005223 - v0.01 | Airport | \$75,000,000 | The Airport seeks Project Delivery Partners (PDP) and design-build services for the Boarding Area F Refresh Project (Project). The PDP consultants will provide overall management expertise and oversight for the Project, including design management and construction management services, project controls, contract administration, cost estimating services, scheduling services, and field inspections. The design-build contractor will provide design and construction services for the Project. | New | 60 months |
| DHRPSC 0005350 - v0.01 | Airport | \$60,000,000 | The Airport seeks to award contracts to a Design-Builder (DB) and a Project Delivery Partner (PDP) to support its Security Infrastructure Program. The DB will design and construct upgrades to existing infrastructure and install new Closed Circuit Television (CCTV) systems, including conduit pathways, duct banks, control systems, and other surveillance components. The PDP will provide project management and oversight, including design and construction management, project controls, contract administration, cost estimating, quality control, inspections, and commissioning, supporting all project phases from planning through closeout. | New | 60 months |
| DHRPSC 0005417 - v0.01 | Airport | \$30,000,000 | The Airport seeks Project Delivery Partners (PDP) and design-build (DB) services for the Superbay Renovation Project (Project). The PDP consultants will provide overall management expertise and oversight for the Project, including design management and construction management services, project controls, contract administration, cost estimating services, scheduling services, and field inspections. The design-build contractor will provide design and construction services for the Project. | New | 72 months |
| DHRPSC 0005508 - v0.01 | Airport | \$550,000 | The San Francisco International Airport ("Airport") requires specialized maintenance, support, monitoring and software services for the proprietary aircraft gate parking guidance system - Advanced Visual Docking Guidance Systems (A-VDGS), which is operated and maintained by the Airport. The contractor intermittently provides software updates, and scheduled maintenance and calibration of the hardware. | New | 60 months |
| DHRPSC 0005595 - v0.01 | Airport | \$1,400,000 | Services are for the San Francisco International Airport's ("SFO" or "Airport") Computer Aided Dispatch ("CAD") Next Generation 9-1-1 ("NG 911") compliant phone system. Contractor will provide maintenance and support on its proprietary system to all 9-1-1 positions located in the Airport's Communication Center, Airport Integrated Operations Center ("AIOC") and Airport Bureau Police department. 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 | 60 months |

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|------------------------------|---------------|----------------|---|------------------|-----------|
| DHRPSC 0005631 - v0.01 | City Planning | \$250,000 | The scope of work required for these efforts includes: -- Development Financial Feasibility Analyses, including pro forma analysis, financial sensitivity analysis, and real estate transactional structures; this work may include development and analysis of both development prototypes and specific sites under study -- Real Estate and Development Industry Research, including current market financial metrics, industry standards, best practices, market and property comparables, appraisals, cost estimating -- Case studies and Comparable Cities Research, including gathering and analyzing data from other North American cities on real estate and development trends, practices, and policies | New | 24 months |
| DHRPSC 0005562 - v0.01 | Public Health | \$900,000 | Contractor will provide developmental executive coaching to Behavioral Health Services (BHS) leadership, focusing on the design, implementation, and management of new and existing programs. Coaching sessions will offer structured guidance on project planning, strategic decision-making, and stakeholder engagement, ensuring that initiatives align with City regulations and operational requirements. The coaching will be tailored to individual leaders while also supporting team-wide coordination and alignment. Additionally, the contractor will incorporate equity-focused coaching frameworks to promote consistency with departmental equity priorities. This will involve using tools such as 360 evaluations to gather comprehensive feedback and identify growth areas for leaders. The approach aims to support both individual and collective leadership development with a focus on equity, inclusion, and culturally responsive service delivery. The contractor will also provide strategic planning support to expand services for various populations, aligning priorities with resources to effectively meet community needs and deliver coordinated, high-impact services. | New | 60 months |
| DHRPSC 0005573 - v0.01 | Public Health | \$1,000,000 | Provide experienced Epic Electronic Health Record (EHR) end users who can support City employees and community-based organization (CBO) contractors during the first weeks of using the Epic EHR. The service provider will also plan, schedule, book travel, and coordinate other aspects directly related but also limited to at-the-elbow support. | New | 6 months |
| DHRPSC 0005596 - v0.01 | Public Health | \$8,960,000.00 | Contractor will provide general program administration services, financial management and reporting, performance and quality management, management and execution of subcontractor agreements, as needed recruitment, onboarding and human resource management and staffing of: • Personnel to engage and provide refugee health assessments and follow-up linkage to newly arrived refugees, asylees and other eligible populations resettling in San Francisco, San Mateo, and Marin counties. • Personnel to provide Jail Health services expanded HIV/STI/HCV testing and linkage services for incarcerated individuals. | New | 60 months |

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|------------------------------|---------------------------------------|--------------|--|------------------|-----------|
| DHRPSC 0005601 - v0.01 | Public Health | \$1,600,000 | Provide sexual health services to increase STI testing among vulnerable and underserved individuals at risk for STIs; increase engagement with affected communities to ensure more diverse public outreach and involvement; and increase promotion of comprehensive, medically accurate sexuality education and condom access for youth, including in schools and community-based settings. The necessity of these services lies in addressing the high rates of STIs among youth and ensuring access to confidential and culturally relevant sexual health resources. Services include promoting STI screening through clinic-based and innovative non-clinic approaches; conducting outreach via social media and community events; delivering non-school-based education through workshops and seminars; and fostering collaborative relationships with partner organizations. In coordination with the San Francisco Unified School District and school-based partners, provide technical assistance, resources, and training on confidential sexual health services and education. Services will also include participation in youth-focused collaborative meetings with DPH, including Youth United Through Health Education (Y.U.T.H.E.) and Black/African American Health Initiatives (BAAHI), to ensure services are community-responsive and culturally relevant. | New | 60 months |
| DHRPSC 0005336 - v0.01 | Public Works | \$10,000,000 | Provide specialized services in Civil Engineering, specifically Curb Ramp Design to support Public Works' design staff on an as-needed basis. Work shall include data collection and designing compliant curb ramps per City standards and Americans with Disability Act (ADA) requirements, related land surveying, roadway, sewer, drainage design, and other curb ramp related consultation services. | New | 84 months |
| DHRPSC 0005518 - v0.01 | Fire | \$500,000 | Contractors will perform scheduled and as-needed maintenance and support services for a variety of Fire Safety Systems equipment and programming systems in use at the San Francisco Fire Department stations. As technology advances, equipment and systems that are used in the day-to-day operation of Fire Alarm Systems are becoming increasingly more complicated and integrated with other devices and systems. Often, in addition to proprietary characteristics of the equipment, Original Equipment Manufacturers (OEMs) are turning to software solutions used in conjunction with the equipment to achieve full and greater functionality. Services performed by the contractor(s) may include, but are not limited to: standard maintenance services, preventive maintenance services, applying software/firmware upgrades, system integrations, maintenance and equipment surveys, and/or wiping of protected information from devices. Systems which need maintenance will include fire alarm and sprinkler systems. | New | 60 months |
| DHRPSC 0005630 - v0.01 | Municipal Transportation Agency | \$600,000 | Contractor to provide the SFMTA with a financial plan for review and recommendation, in consultation with City officials, for any proposed transaction related to the current project underway. Contractor to keep the SFMTA informed of any legislation or market conditions that may impact the Agency. Contractor to develop and monitor a financing schedule and identify debt capacity, as well as propose financing (including sale of securities or bonds) or debt structure alternatives to the SFMTA. Contractor to assist in the preparation and review of legal and financing documents in coordination with the City Attorney's office, provide presentations, and complete closeout documentation. Contractor to make available qualified personnel for consultations and conferences with City officials, bond counsel, and staff members of the City, as well as for other meetings on an as needed basis throughout the task being undertaken. | New | 60 months |

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|------------------------------|------------|--------------|--|------------------|-----------|
| DHRPSC 0005646 - v0.01 | Police | \$575,000 | The implementation of new drone hardware and software. Scope includes the training, implementation, and maintenance of all systems. | New | 48 months |
| DHRPSC 0005446 - v0.01 | Port | \$40,000,000 | Professional Engineering and related services to assist the Port in advancing and managing the multi-billion-dollar Waterfront Resilience Program including: <ul style="list-style-type: none"> • Program Management services • Environmental review & regulatory permitting for the overall Program and individual Projects • USACE related services to support completion of SF Waterfront Flood Study and manage advancement of preconstruction engineering and design. • Planning, design & engineering technical services to develop program standards and procedures, provide technical advisement, complete planning studies, complete project pre-design, and complete design reviews for projects advancing to design and construction by others. • Communications services for the Program • Finance and legislative support services for the Program • Workforce development and small business support services • Real estate & development support services • Maritime facility planning and business-related services | New | 60 months |

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| DHRPSC 0005503 - v0.01 | Port | \$18,000,000 | <p>The nature of As-Needed is that the Port cannot anticipate all scopes of services that will be required through this contract. The Port anticipates that the following "Major Categories of Work" will cover most of the Contract Service Orders issued under this contract, and that some but not all of the "Minor Categories of Work" will also be required.</p> <p>MAJOR CATEGORIES OF WORK</p> <p>Maher required Phase I Environmental Site Assessments per ASTM E1527-21</p> <p>Pre-Construction Hazardous Building Material Surveys, Maher Assessments, and Construction Environmental Specifications</p> <p>Phase II Environmental Site Assessment</p> <p>Environmental Engineering, Feasibility Studies and Remedial Action Plans in accordance with applicable environmental regulations (i.e., CERCLA, RCRA, TSCA)</p> <p>Coastal Engineering, including Shoreline Protection, Sediment Transport.</p> <p>Sea Level Rise, Groundwater Level Rise and Coastal Resilience Design Studies</p> <p>Pre-Dredge Sediment Characterization Studies, Dredge Authorization, Bathymetric Surveys, and Dredge Verification and Reporting Services</p> <p>CEQA and NEPA Permitting and Related Environmental Studies, and Mitigation Monitoring and Reporting Program Services</p> <p>Historic Preservation Review, Analysis and Compliance Services</p> <p>Federal, State, and Local Environmental Project Permit Applications and Supplemental Site Reports</p> <p>Regulatory Agency Permitting and Consultation Services</p> <p>Risk Management and Mitigation Plans, Site Monitoring and Compliance Reporting</p> <p>Biological Monitoring and Reporting</p> <p>Phase II Municipal Stormwater General Permit Services including Post Construction Stormwater Program Services</p> <p>Construction Site Runoff Control Program Services</p> <p>Industrial Storm Water Monitoring and Compliance Services</p> <p>Wastewater Treatment System Monitoring and Reporting</p> <p>Compliance with Public Resources Code (PRC) and Titles 14 and 27 of the California Code of Regulations for Regulates Solid Waste Handling Facilities</p> <p>Industrial Hygiene Services and Safety Qualification Review</p> <p>Air Emissions Program</p> <p>GIS and Environmental Information Management Services including Computer Aided Design (CAD)</p> <p>MINOR CATEGORIES OF WORK</p> <p>Project Management and Project Control Services</p> <p>Grant Application Support</p> <p>Forensic Investigation and Litigation Support Services</p> <p>Data Management, Library Sciences, Enterprise Asset Management System Development</p> <p>Urban and Waterfront Design and Architecture, including Graphic Design, Interpretive and Wayfinding Signage</p> <p>Green Building Design Services</p> <p>Built Environment Sustainability Consulting including Envision, LEED, local Green Building, Solar, Energy, and Utility requirements, and specification writing/review.</p> <p>Geotechnical, Environmental and Forensic Laboratory Services</p> <p>Environmental (C57 Licensed) and Geotechnical Drilling Services</p> <p>Stakeholder and Community Outreach</p> <p>Hazardous Waste and Solid Waste Characterization Services</p> | New | 60 months |

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|------------------------------|--------------------------------|--------------|--|------------------|-----------|
| DHRPSC 0005307 - v0.01 | Public Utilities Commission | \$217,000 | <ul style="list-style-type: none"> o Private water utility provider will conduct review of topographic survey data, existing private water utility infrastructure, hydraulic modeling, and SFPUC suburban retail customer data to produce a preliminary design for needed private water utility infrastructure – water mains, valves, hydrants – adequate to serve the 75 SFPUC suburban retail customers identified for transfer to private water utility. This preliminary design will be adequate for cost estimating of final design and construction bid purposes. Contract will include work to: o Obtain water permits from State Water Resources Division of Drinking Water where applicable o Provide potholing exhibits related to SFPUC existing infrastructure and obtain approval from SFPUC for planned infrastructure adjacencies. o Perform Preliminary field and necessary site visits. o Obtain topographic survey and boundary survey within the proposed project limits. o Work with SFPUC on obtaining fire department approval for fire hydrant locations. o Provide submittals at 30%, 60%, 90% and 100% design. o Obtain authorization from SFPUC's Project Review committee for private water utility infrastructure with adjacencies to SFPUC infrastructure. o Obtain bids to generate cost estimate once 100% plans are complete and approved by SFPUC. | New | 24 months |
| DHRPSC 0005347 - v0.01 | Public Utilities Commission | \$18,000,000 | <p>The San Francisco Public Utilities Commission (SFPUC) intends to award up to three (3) 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.</p> <p>This contract will be for the sole use of the Hetchy Capital Improvement Project (HCIP) for CM services. HCIP is made up of several highly technical construction projects that are critical parts of SFPUC infrastructure that provides drinking water to the Bay Area and clean electricity to the state power grid. HCIP is ramping up with a record number of construction projects being planned and implemented. The 10-Year Capital Plan increased from \$900 Million to \$1.5 Million. The increase of construction projects requires a temporary increase to the CM team to administer the construction contracts. The construction contracts are in multiple remote construction sites, and heavily focused on completing construction activities during critical water infrastructure system shut-downs. All these aspects lead to needing a highly technical and larger construction management team to be able to deliver a fully operational project to Hetch Hetchy Water and Power.</p> <p>These CM services include, but are not limited to, the following: construction contract management, construction inspection, project controls, environmental inspection, environmental monitoring, specialty inspection (coating, welding, etc.), supplier quality surveillance, special laboratory testing, start-up & testing assistance, commissioning, surveying, construction safety inspection and document control.</p> | New | 60 months |
| DHRPSC 0005451 - v0.01 | Public Utilities Commission | \$75,000,000 | <p>The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of up to five (5) Proposers to assist the SFPUC with as-needed environmental analyses, studies, and reports; preparing resource agency documents/permit applications; environmental compliance support during construction; and providing specialized natural resource and other environmental expertise in support of Water, Wastewater, and Power Enterprise capital projects. Other related environmental services may be requested during the term of the Professional Services Agreement. Such services could include environmentally-related specialized services at the SFPUC's discretion.</p> | New | 84 months |

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|------------------------------|--------------------------------|--------------|---|------------------|------------|
| DHRPSC 0005547 - v0.01 | Public Utilities Commission | \$30,000,000 | <p>The Power Capital Improvement Program – Program Management Support Services Contract ("Contract") is required to provide expert support across multiple aspects of program execution. Services will be delivered through task orders over the life of the Contract and are organized into four primary focus areas: Program Administration, Strategic Capital Planning, Program Delivery, and Project Technical Support.</p> <p>Program Administration services will establish and maintain the core structure necessary for effective program management. This includes overseeing contract execution and compliance, developing and maintaining the Program Management Charter and Program Management Plan, and implementing document control systems to support project transparency and consistency. Additionally, quality management systems will be developed and maintained to ensure program-wide adherence to established standards and practices.</p> <p>Strategic Capital Planning focuses on aligning the Power Enterprise's capital program with long-term goals and evolving system demands. This includes conducting programmatic reviews and ensuring alignment with enterprise priorities, supporting long-range capital planning efforts, and implementing adaptive management processes to respond to emerging challenges and opportunities. Integration with the utility's asset management framework is also critical, ensuring that capital investments contribute to system resilience, reliability, and efficiency over time.</p> <p>Program Delivery services are aimed at supporting the efficient and safe implementation of projects throughout their lifecycle. These services include establishing pre-construction safety protocols, defining and tracking program performance metrics, capturing lessons learned, and managing risks. Additional support will be provided for facility integration planning, labor relations through Project Labor Agreements, and promotion of diversity, equity, and inclusion. Quality control for planning and design, cost estimating, communications and reporting, and coordination with operations staff are also part of this scope. The program team will also support deliverability reviews, advise on collaborative project delivery approaches (such as progressive design-build), recommend design standards, and provide regulatory compliance support.</p> <p>Project Technical Support provides targeted, technical expertise to strengthen individual projects and ensure alignment with program-wide objectives. This includes reviewing project delivery approaches, supporting planning efforts, and evaluating the impacts of fuel switching, carbon-zero initiatives, and other factors that influence system capacity and reliability. The scope also includes knowledge transfer, training, and professional development; review of emerging technologies; value engineering; and independent technical reviews. Projects will benefit from support in implementing building information modeling and asset digitization strategies, continuous updates to the Power Master Plan, and assistance with power system modeling and grid interconnection. Finally, the Contract supports the onboarding of new assets and their successful transition into operations.</p> | New | 120 months |

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|------------------------------|--------------------|---|---|------------------|---|
| DHRPSC 0005638 - v0.01 | Sheriff | \$400,000 | The polygraph examination will cover general information about the candidate to include employment history, prior law enforcement history, military services, criminal activity, illegal drugs, employment theft, financial issues, gambling, social media usage, illegal drug use, drinking habits and incidence of domestic violence. Contract will submit a detailed written report to the Supervising staff of the Sheriff's Background Unit documenting the candidate's responses in the tested categories, and will include comments of the polygraph examiner, the polygraph examination, and the results of the polygraph. Contractor will conduct follow-up polygraph examinations of applicants if the City has unresolved concerns in any one or more of the tested areas. Contractor shall provide consent forms and obtain signatures releasing the City and County of San Francisco from any liability form each applicant before and after each polygraph examination. | New | 36 months |
| DHRPSC 0005481 - v0.01 | Technology | \$5,000,000 | Professional and Engineering Services for Data Transport Services. The work involves: 1) Upgrading the design of network architecture for resiliency, reliability, performance, and capability enhancements to allow expansion of service to meet current and future provisioning requests; 2) Evaluation of the City's network management policy, architecture, and identify opportunities for automating provisioning; 3) Evaluation of the City's network change control and configuration management strategies, procedures, with recommendations for process improvement, platform changes, acquisitions, and consistency with required compliance for industry standards; 4) Evaluation of and recommend improvement of City's network security for vulnerabilities, and best practices; and 5) Recommendation on revenue-producing network based service opportunities. | New | 108 months |
| DHRPSC 0002172 - v1.01 | City Administrator | Current Approved Amount \$250,000 Increase Amount Requested \$175,000 New Total Amount Requested \$425,000 | The City's Sweatfree Contracting Ordinance (Administrative Code Section 12U) authorizes the Office of Labor Standards Enforcement (OLSE) to monitor contractors' compliance with the Ordinance. The Ordinance provides that until such time as the City determines it is able to adequately monitor compliance using City personnel, the City shall enter into a professional services contract with an independent nonprofit organization for assistance in monitoring compliance. The vendor will monitor compliance by contractors located outside of the Bay Area and abroad that provide goods to the City. Currently, the Ordinance applies only to apparel, garments (uniforms), related accessories and textiles. | New | Increase months 24 Total months 60 |
| DHRPSC 0001776 - v1.01 | Airport | Current Approved Amount \$6,500,000 Increase Amount Requested \$3,000,000 New Total Amount Requested \$9,500,000 | Complete integrated parking access revenue control system (PARCS) support and maintenance for both hardware and software at the San Francisco International Airport (Airport) public and employee parking facilities. Contractor shall provide all labor, materials, spare parts, software, testing equipment, tools, etc. necessary to perform technical maintenance services for all PARCS equipment and software. | New | Increase months 40 Total months 125 |

Note: New Personal Services Contracts start date may not exceed eighteen (18) months after approval/commission meeting date.

(7) Continued**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) SFMTA Provisional Appointment Report FY25. (File No. 0209-25-1) – Action Item**Recommendation of the Municipal Transportation Director:**

Adopt the report.

(9) Report on MTA Service-Critical Appointments Exempt from Civil Service under Charter Sections 10.104-16 through 10.104-18 FY 25. (File No. 0210-25-1) – Action Item**Recommendation of the Municipal Transportation Director:**

Adopt the report.

(10) SFMTA Position-Based Testing Report for FY 25. (File No. 0211-25-1) – Action Item**Recommendation of the Municipal Transportation Director:**

Adopt the report.

(11) Report of Proportion of Appointments Exempt Under Charter Sections 10.104-1, 2, and 4 through 12. (File No. 0212-25-1) – Action Item**Recommendation of the Human Resources Director:**

Adopt Report.

(12) Report on the Status of the Enhancing Employment Opportunities for City Employees Pilot Program. (File No. 0213-25-1) – Action Item**Recommendation of the Human Resources Director:**

Adopt the report.

- (13) **Request to approve Report of FY 2024-2025 Contracts with San Francisco Health Service System Continuing Approval. (File No. 0214-25-8) – Action Item**

Recommendation of the Human Resources Director:

Approve the report.

- (14) **Report back on PSC #DHRPSC0004938 from the Department of Homelessness and Supportive Housing. (File No. 0219-25-8) – Action Item**

March 3, 2025: Approved PSC #DHRPSC0004938 v 0.01 subject to further discussions with the union to explore feasibility of bringing the work of the three (3) classifications (2587 Health Worker III, 2930 Behavioral Health Clinician, and 8202 Security Guard) in house.

Recommendation: Approve the report.

- (15) ***Report of Exempt Appointments, Position Requests, and Expired Appointments under Charter Sections 10.104-16 through 10.104-18 for the period of July 1, 2024 to June 30, 2025. (File No. 0220-25-1) – Action Item***

Recommendation of the Human Resources 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.

- (16) **Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0005440 - v0.01 from the Department of Public Health. (File No. 0217-25-8) – Action Item**

| PSC | Department | Amount | Type of Service | Type of Approval | Duration |
|------------------------|---------------|--------------|---|------------------|-----------|
| DHRPSC 0005440 - v0.01 | Public Health | \$53,000,000 | Provide residential services in a community setting for adults and older adults with serious and persistent mental illness or other behavioral health needs who may also have chronic medical conditions and/or cognitive impairments or dementia. Services include meals, assistance with activities of daily living, medication support, daily activities that may include social and vocational rehabilitation, housekeeping, access to medical care, and administration/program management. Facility operators will provide residential support for individuals who recently completed a treatment program and are waiting for independent housing, as well as individuals – including people experiencing homelessness – who need support, supervision, and/or socialization to maintain housing stability. The services must be provided in a facility that is licensed by the Department of Social Services Community Care Licensing in compliance with California Code of Regulations, Title 22, Division 6, Chapters 6 or 8. | New | 36 months |

(16) Continued

August 18, 2025: Continued to the meeting of September 15, 2025.

Recommendation of the Human Resources Director:

Adopt the report. Approve the request for proposed Personal Services Contract #DHRPSC0005440 - v0.01; Notify the Office of the Controller and the Office of Contract Administration

- (17) Request for Changes to CSC Rule 114 and Status Grant from Class 8302 Deputy Sheriff I to Class 8504 Deputy Sheriff for Affected Employees. (File No. 0215-25-5) – Action Item**

Recommendation of the Human Resources Director:

Adopt the Staff Report, implement rule change and grant status to 8504 to the affected employees.

- (18) Proposed Amendments to Civil Service Commission Rule 212 to Support the San Francisco Police Department Hiring of Lateral and External Police Academy Graduate Candidates. (File No. 0216-25-5) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report.

- (19) Public Comment on all matters pertaining to Items 21, 22, 23, 24 and 25 including public comment on whether to hold Items 21, 22, 23, 24 and 25 in closed session pursuant to California Government Code section 54957(b) and San Francisco Administrative Code section 67.10(b).**

- (20) Vote on whether to hold Items 21, 22, 23, 24 and 25 in closed session. (Action Item)**

CLOSED SESSION AGENDA

- (21) Appeal by Brian DeNave of the Human Resources Director's determination of insufficient evidence to sustain a violation of City policies requiring reasonable accommodations. (File No. 0351-24-6) – Action Item**

August 18, 2025: Postponed to the meeting of September 15, 2025.

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of Human Resources Director, and deny the appeal by Brian DeNave.

- (22) **Appeal by Shalice Otis of the Human Resources Director's determination to administratively close Otis's complaint of retaliation and harassment. (File No. 0072-25-6) – Action Item**

August 18, 2025: Postponed to a future meeting at the request of the appellant.

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Shalice Otis.

- (23) **Appeal by Maria Molloy of the Human Resources Director's determination that investigative findings did not establish Appellant's complaint of harassment, discrimination, and retaliation. (File No. 0059-25-6) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Maria Molloy.

- (24) **Request for a Hearing by Emmanuel Borja on their Future Employment Restrictions. (File No. 0036-24-7) – Action Item**

Recommendation of the Director of Transportation:

Adopt the report, deny the appeal, and approve the future employability restrictions.

- (25) **Request for a Hearing by Laron R. Anderson, former 7514 General Laborer on their Conditional Future Employment Restrictions with the San Francisco Department of Public Works. (File No. 0149-25-7) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report and uphold the Department of Public Works' decision.

- (26) **Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 21, 22, 23, 24 and 25 in closed session (S.F. Admin. Code §67.12 (a)) – Action Item**

- (27) **COMMISSIONERS' ANNOUNCEMENTS/REQUESTS**

- (28) **ADJOURNMENT**