



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

MINUTES
Regular Meeting
October 19, 2026

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

This meeting will be held in person at the location listed above. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or by calling (415) 655-0001 and entering meeting id #2661 017 4593. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
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Press # twice to listen to the meeting via audio conference
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DANIEL LURIE, MAYOR

COMMISSIONERS

KATE FAVETTI
President

JACQUELINE MINOR
Vice President

THERESA M. LEE
VITUS LEUNG
ADAM WOOD

SANDRA ENG
Executive Officer

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at (628) 652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be posted on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2661 017 4593.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	Excused
Commissioner Theresa M. Lee	Present
Commissioner Vitus Leung	Present
Commissioner Adam Wood	Present

President Kate Favetti presided.

REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA (Item No. 2)

None.

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of October 5, 2026 – 2:00 p.m.

Action: Adopted the minutes. (Vote of 4 to 0)

ANNOUNCEMENTS (Item No. 4)

Announcement of changes to the agenda.

None.

Other announcements.

None.

Items severed from the Ratification Agenda:

PSC #DHRPSC0006553 v0.01 from the Port

PSC #DHRPSC0005299 v1.01 from the Public Utilities Commission

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

None.

HUMAN RESOURCES DIRECTOR'S REPORT (Item No. 5)

None.

EXECUTIVE OFFICER'S REPORT (Item No. 6)

None.

(0206-26-8) Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 7)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006580 - v0.01	Public Health	\$1,375,000	The contractor will provide qualified staff to strengthen BHS system operations related to behavioral health policy implementation, expanded Lanterman-Petris-Short (LPS) Conservatorship processes, involuntary hold programs, designated facility oversight, discharge planning improvements, cross agency initiatives, and the development of training and certification programs. Responsibilities include, but not limited to, organizing and facilitating interagency collaboration; developing workflows, procedural tools and communications; supporting data reporting needs; contributing to public private partnership structures; and ensuring compliance with all evolving local, state, and federal regulations. The contractor will also provide indirect support services such as progress reporting, maintenance of project plans, preparation of documentation, meeting management, development of communication materials, and use of project management tools to ensure coordinated, timely, and implementation of behavioral health initiatives across the system. The work requires specialized organizational change management, systems implementation, operational design, facilitation, and communications expertise that complements - rather than duplicates - the clinical, public health, analytical, and programmatic expertise of existing DPH staff. The services provide a combination of strategic planning, operational systems design, communications expertise, training redesign, and facilitating complex inter-agency planning and coordination efforts. The role also involves serving as a neutral facilitator and implementation partner across departments and stakeholder groups, helping DPH navigate complex operational, legal, and inter-agency issues related to behavioral health, civil court processes, involuntary treatment systems, and designated facility oversight responsibilities. This includes identifying operational gaps, facilitating alignment among stakeholders with differing priorities and mandates, and translating policy and regulatory requirements into practical workflows, protocols, training materials, and implementation tools.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006534 - v0.01	Public Health	\$507,000	The contractor will provide Radiation Safety Officer (RSO) consulting and oversight services to support the development, implementation, and ongoing management of the hospital's Radiation Safety Program and future Nuclear Medicine Program and hot lab. The RSO will serve as the primary professional consultant for the design and operational requirements of the hot lab, including shielding, layout, security, contamination control, and ventilation requirements. Services will include consultation regarding appropriate shielding such as lead bricks, L-blocks, and syringe/vial shielding to maintain radiation exposures ALARA (As Low As Reasonably Achievable); evaluation of the current hot lab, isolation room and workflow to minimize traffic and support radiation and contamination control; and consultation regarding appropriate ventilation, including negative air pressure and specialized exhaust or filtration systems when required. The contractor will also identify and recommend required radiation safety equipment and instrumentation, including dose calibrators, survey meters, wipe test counters, and appropriately shielded radioactive waste storage systems. The contractor will create policies and procedures related to a nuclear medicine program. The contractor will also provide regulatory and administrative oversight to ensure compliance with applicable state (California Department of Public Health radiologic health branch) and federal requirements (including Title 17 CCR and 10 CFR), and local requirements governing radioactive materials and radiation safety. Services will include assistance with radioactive materials licensing and license amendments, development of procedures for receiving, handling, checking in, storing, tracking, transporting, and disposing of radioactive materials, establishment of routine contamination surveys and wipe-testing schedules, and development of security protocols to safeguard radioactive materials and restrict access to authorized personnel. Finally, the RSO will oversee personnel dosimetry and occupational exposure monitoring, conduct radiation safety audits, inspections, and risk assessments, investigate radiation incidents and safety concerns, and recommend corrective actions. In addition, the contractor will provide staff education and training on radiation safety, safe handling practices, radiation monitoring, radioactive waste management, and emergency response procedures, including radioactive material spill response, and will serve as the Hospital's radiation safety resource and liaison for applicable regulatory inspections, audits, reporting requirements, and ongoing Radiation Safety Program compliance.	New	36 months
DHRPSC 0006553 - v0.01	Port	\$720,000	2 24/7 positions, One Pier 68 Shipyard Guard - will perform access control of at front gate, patrol shipyard, respond to alarms in shipyard, and provide customer service like wayfinding within shipyard for multiple Port tenants. Second position will be roving security guard - will perform patrols, incident response, alarm response, fire watch, reporting of incidents, and 24/7 port access via codes/keys.	New	12 months
DHRPSC 0006376 - v0.01	Port	\$2,000,000	The consultant will provide operation and maintenance services for the Port proprietary shore power system, with the core task being an annual re-commissioning. This yearly process includes full inspection, testing, and evaluation of all system components to ensure safe and reliable operation during the cruise season. The consultant will also identify deficiencies and perform as-needed repairs.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006546 - v0.01	Public Utilities Commission	\$18,000,000	Provide Construction Management staff augmentation services for two new separate building construction projects in Moccasin Camp, the first project being Moccasin Engineering and Records Building and the second project being Moccasin Warehouse. As part of the SFPUC's Hetchy Capital Improvement Project, these projects will replace dilapidated buildings required for designated work areas for engineering and records personnel, secure storage of critical document records and archives, as well as efficient storage capacity for supplies and handling of materials deliveries critical for daily operation of Hetch Hetchy Water and Power. The Construction Management staff augmentation services required for these Projects include, but are not limited to day to day, construction administration, normal and specialty construction inspection, construction contracts management, construction coordination, change order management, project documentation controls as well as archiving. The SFPUC will manage the staff augmentation team during the construction phase for these new building projects.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006523 - v0.01	Technology	\$10,000,000	The Department of Technology will upgrade and refresh Wide and Local Area Networks and relocate Departments to new office spaces. 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 Local Area Network and Wide Area Network solution that includes Active directory and radius, along with per user policies, 3. Provide documentation and recommendation to plan, implement/migrate to an Arista enterprise network, 4. Assessing, planning, implementing, migrating, and troubleshooting routing protocols such as OSPF, iBGP, eBGP, and EIGRP within the City's existing fiber WAN network, 5. Provide expertise in Multi-factor authentications, 6. Plan and implement Datacenter migrations, 7. Provide knowledge transfer and documentation. The Department of Technology (DT) is modernizing the City's network infrastructure in response to the City's fiscal challenges while maintaining reliable and secure services. As part of this strategy, DT is reducing its historically significant and more expensive Cisco footprint and transitioning appropriate portions of the network to Arista, providing a more economical solution with strong technical capabilities and a more responsive customer-support model. The requested professional services provide specialized Arista expertise that is needed to execute the transition efficiently, minimize operational risk, and transfer knowledge to City staff. These services supplement—not supplant—City employees, who will continue to operate and manage the network. Approval enables DT to accelerate the transition from higher-cost legacy infrastructure, affect efficiencies sooner, and strengthen long-term internal capabilities while exercising responsible fiscal stewardship.	New	120 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005299 – v1.01	Public Utilities Commission	Current Approved Amount \$15,700,000 Increase Amount Requested \$0 New Total Amount Requested \$15,700,000	This request is for a contract to purchase approximately 50,000 Meter Transmission Units (MTUs) and 50,000 water meters and to provide installation services to replace existing MTUs and water meters throughout the City. These components are part of the San Francisco Public Utilities Commission's Advanced Metering Infrastructure (AMI) system, which collects water usage data used for customer billing, system monitoring, and leak detection. Many of the currently installed MTUs are more than ten years old and nearing the end of their useful life. As these units age, battery degradation is increasing failure rates and reducing the reliability of the AMI system. Under this contract, the contractor will provide equipment, field labor, and related services to remove existing equipment, install new meters and MTUs, program and activate devices within the AMI system, and test the equipment to confirm proper operation. All work will be performed under the direction and oversight of SFPUC staff to ensure compliance with SFPUC operational and installation standards. The supporting integration work includes updating data exchanges between the ProField WOMS and SFPUC systems to support combined meter and MTU replacements, defining data mappings and validation requirements, testing the interfaces, supporting user acceptance testing, correcting identified defects, and providing installation data needed for reconciliation with SFPUC's customer information system. SFPUC information technology and operational staff will participate in defining requirements, testing, and approving the interfaces. All field and integration work will be performed under the direction and oversight of SFPUC staff to ensure compliance with SFPUC operational, installation, data, and security requirements. This one-time effort will allow the SFPUC to proactively replace the highest-risk MTUs while maintaining reliable meter data collection, accurate billing, and effective leak detection. This one-time effort will allow the SFPUC to proactively replace the highest-risk MTUs and maintain reliable meter data collection, accurate billing, and effective leak detection.	Amendment	Increase months 0 Total months 24

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

Speakers: Jegy Sering, SEIU Local 1021 and Anna Biasbas, Department of Human Resources spoke on PSC #DHRPSC0006553 v0.01.
Elinor Buchen, Public Utilities Commission spoke on PSC #DHRPSC0005299 v1.01.

Action:

1. Postponed PSC #DHRPSC0006553 v0.01 to the meeting of November 2, 2026. (Vote of 4 to 0)
2. Approved PSC #DHRPSC0005299 v1.01. (Vote of 4 to 0)
3. Adopted the report. Approved the requests for the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 4 to 0)

Public Comment: Shawndrea Hale, Port for PSC #DHRPSC0006553 v0.01.

- (0207-26-3) Certification of the Highest Prevailing Rate of Wages of the Various Crafts and Kinds of Labor Paid in Private Employment in the City & County of San Francisco. (Item No. 8)

Action: Adopted the report of the Office of Labor Standards Enforcement. (Vote of 4 to 0)

- (0154-26-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Michael Halpren of the Human Resources Director's Determination that the Investigative Findings Did Not Substantiate Halpren's Complaint of Retaliation. (Item No.)

Action: Postponed to the meeting of November 16, 2026, at the request of the department. (Vote of 4 to 0)

Public Comment on all matters pertaining to Item 12 including public comment on whether to hold Item 12 in closed session. (Item No. 10)

None.

Vote on whether to hold Item 12 in closed session. (Item No. 11)

Action: The Commission voted to go into Closed Session. (Vote of 4 to 0)

- (0201-26-1) CLOSED SESSION PERSONNEL EXCEPTION - Public Employee Performance Evaluation – Executive Officer - San Francisco Administrative Code Section 67.10(b) and California Code Section 54957 (b)(1). (Item No. 12)

Closed Session started at 2:33 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Commissioner Theresa Lee, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sandra Eng, Civil Service Commission
Sarah Fabian, Office of the City Attorney

Closed Session ended at 2:56 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 12 in closed session. (S.F. Admin. §67.12 (a)) – (Item No. 13)

The Commission reconvened in Opens Session at 2:58 p.m.

Action: The Commission vote not to disclose any discussions in closed session. (Vote of 4 to 0)

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 14)

President Kate Favetti adjourned the meeting in memory of Retired San Francisco Police Department Deputy Chief Ann Mannix and requested the Commission send a condolence letter to her family.

ADJOURNMENT (Item No. 15)

3:00 p.m.