CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

MINUTES
Regular Meeting
November 2, 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 #2663 843 5608. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: 2663 843 5608
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 #2663 843 5608.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	Present
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 19, 2026 – 2:00 p.m.

Action: Adopted the minutes. (Vote of 5 to 0)

ANNOUNCEMENTS (Item No. 4)

Announcement of changes to the agenda.

None.

Other announcements.

None.

Items severed from the Ratification Agenda:

PSC #DHRPSC0004984 v1.01 from the Department of Public Health

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)

Carol Isen, Human Resources Director - I am listed here to talk about emergency preparedness for El Niño (weather related emergency). I'm going to hold on that presentation until our next meeting, but I do have one topic I would like to report to you for your awareness, I'm sure you have are aware that Mayor Daniel Lurie approached all of the miscellaneous unions whose contracts were expiring at the end of June of 2027. He proposed a four-year contract extension with specific wage increases in each of those four years, and a guarantee of no layoffs for permanent civil servants during two of those four years. I just want to report to you that our process, since he had that discussion with labor is nearing conclusion, most labor organizations after considerable debate and internal discussion decided to accept the offer including most recently as of late last week, the MUNI operators.

We still have some unions that will be in negotiations next year, but of the unions whose contracts were coming open, and expiring at the end of next June, they now represent the unions under a new contract, that are in various stages of going through the Board of Supervisors represent about 84% of employees. Contracts that are ratified will be in effect until June 30, 2031. We will be negotiating with the SEIU for their nurses' agreement and some other unions as well, but for the most part, the mayor's proposal was received well, and we've had some really good and candid conversations with labor over the course of time since the mayor made that offer. I wanted to make sure the Commission was aware of this. By the end of the year, I'll be able to let you know which unions will be in negotiations. I'm sure it's something that would interest the Commission in the Spring. Thank you.

The Department of Human Resources held a forum in the public library covering disability employment awareness month activities and are happy to report on it at our next meeting."

EXECUTIVE OFFICER'S REPORT (Item No. 6)

Sandra Eng, Executive Officer, introduced our newest staff member, Doris, who attended the Civil Service Commission meeting today. I'd like to happily say we are now fully staffed. She will be partnering with Elizabeth to host the WebEx meetings.

We are in full training mode, and we will soon begin conducting training on the merit system, appeals and staff reports, inspection service requests, and the Civil Service Commission PSC Policy and Procedures. The holidays are coming up; we will need to schedule our holiday get together which has to be announced to the public because all five commissioners may be present.

(0253-26-1) 2027 Calendar of CSC Meeting Dates including deadlines for reports. (Item No. 7)

Speaker: Sandra Eng, Executive Officer

Action: Adopted the calendar. (Vote of 5 to 0)

(0250-26-8) Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 8)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006565 - v0.01	Airport	$400,000	Contractor will provide software enhancements, configuration, support and maintenance services to enable additional Communication Services and Infrastructure Management System (CSIMS) modules for the proprietary system. Additionally, CSIMS includes integration capabilities with other Airport systems to render operational efficiencies in the overall management of telecommunication services deployed by San Francisco International Airport (SFO). Enhancements include potential changes to the user interface, software functions and features, report changes and potential integrations with other systems such as the Airport's Geographic Information System and the Airport's Service Now. Support and maintenance are required to keep the software current via scheduled upgrades and address reported production problems via software patches and upgrades.	New	60 months
DHRPSC 0006612 - v0.01	Public Works	$3,000,000	As-Needed Lighting Design Services: Provide specialized lighting design services to support Public Works' design staff on an as-needed basis. The Consultants may provide integrated architectural, interior, and landscape lighting design services. The scope includes concept development, digital visualizations, fixture selection, lighting calculations, and coordinated daylight–electric lighting integration. Services also encompass the development of sustainable and wellness-focused strategies, application of code requirements and intent, advanced lighting controls design, and coordination with architectural and engineering teams. Construction-phase support includes submittal review, site adjustments, system calibration, and commissioning support to ensure the lighting design intent is achieved efficiently, accurately, and in alignment with project goals.	New	72 months
DHRPSC 0006599 - v0.01	Port	$500,000	As-needed basis, real estate economics analytical and related professional services, including brokerage services, to support the Port in the assessment and strategic management of its assets, as well as support portfolio leasing and development. The Contractor shall provide the Port with resources and expertise to in core service areas as follows: 1. Real Estate Economics 2. Conceptual Site Planning 3. Leasing and Asset Management Services 4. Assessing Land Use Options 5. Assessing Delivery Options 6. Support During Design and Delivery	New	36 months
DHRPSC 0006593 - v0.01	Sheriff	$355,200	Contractor will provide psychological evaluations to candidates for sworn positions prior to employment.	New	36 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004984 – v1.01	Public Health	Current Approved Amount $1,000,000 Increase Amount Requested $3,514,247 New Total Amount Requested $4,514,247	Original scope: Contractor will provide culturally responsive substance use prevention and treatment services through the SHOP, a two-year pilot program focused on reducing the high rate of opioid overdose deaths among older African American men in the Tenderloin neighborhood. Barbershops have traditionally served as trusted community spaces or third spaces where African American men connect, find support, and openly discuss their lives. The program's drop-in barbershop setting is intentionally chosen as a culturally familiar environment that fosters trust and encourages open communication, facilitating access to services in a non-traditional, culturally significant space. This initiative addresses a critical health disparity by integrating Substance Use Disorder (SUD) services with supportive resources within a welcoming, familiar environment. The program combines substance use counseling, overdose prevention education, and dignity-based grooming services in a trusted, community-based environment to address social isolation, which is a key factor contributing to opioid overdoses. The goal is to reduce overdose deaths and connect people to treatment within this priority population, fostering trust and engagement through a holistic, community-centered approach that recognizes and respects the lived experiences of the people being helped. Updated scope: The Overdose Prevention Barbershop and Treatment Navigation Program (the Shop) is a culturally responsive, community-based intervention designed to prevent fatal drug overdoses through naloxone distribution, connections to treatment, substance use health education, treatment navigation, and behavioral health counseling. The program achieves this by operating a thirty hour a week drop-in and appointment-based barbershop, with five additional hours of program outreach and recruitment. The program has two trained health educator barbers who provide thirty hours a week of naloxone distribution and overdose recognition and response training, proactive counseling and treatment connections, and overdose prevention and substance use health education alongside barber services. Additionally, the program provides one-on-one therapy sessions for participants requiring a higher level of care, and provides on-going educational support groups for program participants. Finally, the program provides substance use treatment navigation to support program participants in accessing substance use treatment services. This specifically includes facilitating confirmed admissions to substance use treatment programs by providing transportation support, supporting participants in enrolling in benefits, accompanying participants to appointments, and other activities that address barriers someone might face when accessing substance use treatment services. Summary of change: The original scope described the Shop as a two-year pilot centered on testing a culturally responsive barbershop model to address overdose disparities among older African American men in the Tenderloin. The updated scope replaces the pilot project description with a detailed outline of an ongoing, fully established program with defined services and operations.	Amendment	Increase months 48 Total months 72

Item 8 Continued

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

Speakers: My Lan Do Nguyen and Emily Raganold from the Department of Public Health spoke on DHRPSC004984 v1.01.

Action: 1. Approved PSC # DHRPSC004984 v1.01. (Vote of 5 to 0)
2. 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 5 to 0)

(0252-26-8) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0006553 v0.01 from the Port. (File No. 9)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
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

Speakers: Sadia Afandi, Port
Kyle Thomas, Port
Alysabeth Alexander-Tut, Port
Carol Isen, Department of Human Resources
Anna Biasbas, Department of Human Resources

Action: The Civil Service Commission adopted the report and approved PSC #DHRPSC0006553 v0.01 for the Port of San Francisco with the condition to report back to the Commission in March 2027 on the status of the eligible list and PCS hiring status established to fill the positions permanently in house; the duration of this contract is limited to June 30, 2027. Notify the Office of the Controller and the Office of Contract Administration. (Vote of 4 to 1; Commissioner Wood dissented)

Public Comment: Brajah Norris, A1 Protective Services, Inc.
Jegy Sering, SEIU Local 1021
Jesse Statnton, SEIU Local 1021

(0251-26-1) San Francisco Municipal Transportation Agency Post Eligible List Selection Process. (Item No. 10)

Speaker: William Miles II, Municipal Transportation Agency

Action: Adopted the report. (Vote 5 to 0)

Public Comment on all matters pertaining to Items 13 and 14 including public comment on whether to hold Items 13 and 14 in closed session. (Item No. 11)

None.

Vote on whether to hold Items 13 and 14 in closed session. (Item No. 12)

Action: The Commission voted to go into Closed Session. (Vote of 5 to 0)

(0175-26-7) Request for a Hearing by Quintona Branch Former 9163 Transit Operator, Regarding their Future Employment Restrictions with the City and County of San Francisco. (Item No. 13)

Closed Session started at 3:44 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Therese Lee, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sandra Eng, Civil Service Commission
Lavena Holmes, Civil Service Commission
Sarah Fabian, Office of the City Attorney
David Garcia, Municipal Transportation Agency
Suzanne Wong, Municipal Transportation Agency
Simon Abulencia, Municipal Transportation Agency
Shamika Gordon, Civil Service Commission
Doris Medrano, Civil Service Commission
Preeti Grewal, Civil Service Commission (Virtual)
Elizabeth Aldana, Civil Service Commission (Virtual)

Speakers: David Garcia, Municipal Transportation Agency

Action: Adopted the report and denied the appeal by Quintona Branch. Future employment is subject to the review and approval of the Department of Human Resources Director upon satisfactory completion of two years of verifiable work experience within the City and County of San Francisco in a non-safety-sensitive position, assignment, or other role that does not require driving. Appellant failed to appear. (Vote 5 to 0)

Closed Session ended at 3:55 p.m.

(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. 14)

October 19, 2026: The item was continued to the meeting of November 2, 2026.

Closed Session started at 4:00 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Therese 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 4:31 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 13 and 14 in closed session. (S.F. Admin. §67.12 (a)) (Item No. 15)

The Commission reconvened in Opens Session at 4:33 p.m.

Action: The commission voted not to disclose any discussions in closed session. (Vote of 5 to 0)

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 16)

Sandra Eng, Executive Officer, reminded the Commissioners that a date for the holiday gathering needs to be determined.

President Favetti proposed the 1st meeting in December, December 7th for the holiday luncheon.

Commissioner Leung announced that he would not be available for the meetings in December.

ADJOURNMENT (Item No. 17)

4:37 p.m.