



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

MINUTES
Regular Meeting
April 20, 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 #2662 138 7708. Instructions for providing remote public comment are below.

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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 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 138 7708.

CALL TO ORDER

2:02 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)

Nato Green, SEIU Local 1021, raised concerns regarding the implementation of layoffs two weeks ago today. They received notice of intent to lay off a number of civil service positions represented by SEIU in a manner that does not follow either the civil service rules or the provision of their contract, specifically members were notified by the personnel directors of their respective departments that they had 14 days from the date of the letter, which was two weeks ago, that is until today to accept severance and therefore waive all of their rights for reinstatement, recall and bumping, transfer and retraining. The civil service rules and the contract both require an order of layoff and bumping and the contract requires that the parties meet and confer about the potential impacts of a layoff and alternatives to layoff prior to moving forward with implementation to the people who receive the letter. We've called upon the city to resend the notices until the parties have an opportunity to meet and confer to make sure the contract and the civil service rules are being followed correctly and that the city is using the correct civil service lists, looking at the least senior person in the classification in the department, looking at where the least senior person in the unified civil service system that includes city college and SFUSD and the city together. Ensuring those laid off are placed, where there are vacancies in the classification, where there are special conditions that might create exemptions to lay off, where there are training opportunities where the person could retrain to fill a vacancy, where there are bumping rights. None of those questions have been addressed. Let alone the question of whether the definition of a layoff requires demonstration of lack of funds or lack of work has even been met. The contract also requires that the parties' bargain over the result of the displacement on staffing levels and workload for the remaining employees none of that has happened. Until it occurs, you're asking members to give up their rights in an irrevocable manner, and forfeit their right to return and forfeit their right to future city employment. We could end up with the same number of people ultimately being displaced, but a different group of people, but nobody knows that as we sit here today because the conversation hasn't happened yet it's scheduled for this Friday, but requiring

people to give up their rights and accept severance before the process under the contract and the civil service rules has been followed is completely inappropriate and it's within your purview of civil service to direct the city to follow its rules correctly and, and to take the time to make sure that they're complying with the existing policies, and I'll finish with 56 seconds left on the clock. Welcome Commissioner Lee. Hope you don't regret agreeing to this assignment.

Steve Zeltzer, Work Week and United Fund Committee for Labor Party, spoke about union busting and violation of the civil service rules. It's an attack on the people of San Francisco and the workers of San Francisco and people who need services. This mayor, who comes from a billionaire family, apparently has more money for the police in San Francisco to repress the people of San Francisco and in fact, as a result of the physical altercation that he created in the Tenderloin, he needs three more security policeman costing probably \$600,000 a year. He needs to be held accountable as a city employee for creating a physical altercation in the Tenderloin. And at the same time what he is doing is closing community service centers for the youth in the Tenderloin. He's hiring more police and closing community centers needed by the youth of San Francisco and the Tenderloin. While he says he doesn't have enough money for community service in San Francisco, this commission and him, are contracting out hundreds of millions of dollars in jobs and contract work. We have to say there has to be an end to contracting out of public services. We have to say that if you're doing public work, you should be a public worker. That is, I think necessary for not only San Francisco but the people of this country. You have nonprofits where workers are doing the same work as public workers paid 20, 30, 40 % less than public workers. Who's going to pay for this? Geriatric attacks on people who need geriatric care and have mental health issues, they're going to die. So, what's being proposed here is murder. Murder of young people, the murder of seniors in San Francisco for what purpose? For what purpose? It's more gentrification and more destruction of working people of San Francisco, thank you.

Mark Weirick, IFPTE Local 21, spoke in support of the comments made by fellow SEIU 1021 business representative. There is no urgency to implement these layoffs so quickly when these are positions are at minimum funded for the remainder of this fiscal year. In a budget that was approved by the Board of Supervisors and the Mayor in last year's budget process. At the beginning of March, the Mayor announced his goal of eliminating \$100 million in personnel spending equivalent to 500 jobs. Since then, a \$120 million in tax revenue from Airbnb has been released, and the budget deficits at itself has been reduced by another \$300 million. These layoffs are premature, anti-democratic, and encourages the erosion of our civil service system, and we fear this will be followed with the further contracting out and privatization of city services. There are a lot of factors that will affect how these layoffs are implemented and how bumping will work including whether our affected employees have underlying PCS positions, if there are exceptions to the order of layoff, the cascading effect of bumping less senior employees throughout the City, as well as the possibility that some of these positions' work may be replaced by contracted work, which would be in violation of our MOU. There's a lot that needs to be sorted out and it appears the move to announce early layoffs is to avoid the much more democratic and responsible process that involves including the future of these positions in a proposed city budget presented to the board

of supervisors during its normal budget process. We anticipate this layoff process will be messy, and we are prepared to follow through with any appropriate grievance or unfair labor practice charge to correct any mistakes made by the City in its rush to meet the Mayor's desires. Thank you.

Oumar Fall, SEIU Local 1021, spoke on the information and comments heard, the premature layoff and the various violations of the civil service rule and MOU by the Department of Human Resources, the union respectfully requests that the Commission investigates this violation. While the projected budgetary impact of this action appear minimal, the harm to public services is significant. The proposed cut will disproportionately affect many communities that rely heavily on these services, in particular the closure of multiple youth clinics will have a profound and lasting impact on young people and families across the city, undermining access to critical care at the time when it's most needed. We urge you to look into that. Thank you so much.

Naj Daniels, SEIU Local 1021, echoed all of the comments around the layoff process that have been mentioned before, but here to raise some awareness to what's happening at the Human Services Agency. There are several contracts coming forward and are not here yet, but wanted to give commission an idea, concerned at what's happening with the civil service work that's being performed, it seems like the majority of the work that they're doing is being contracting out. There's PSC 6115, which is for 5.2 million dollars. They've done no feasibility study, and this is to do visitation for child welfare. PSC 6113 is for a 24-hour call center, costing \$200,000. PSC 6072 is for transitional aged youth services being contracted out at \$7.4 million. PSC 6163 is for CPS families to have training that's being contracted out for \$320,000. Now, while the department is seeking to create a new classification the 2938, because they have found that it is hard to recruit for the 2940, I'm concerned about the rest of the civil service classifications in this department. This is a high level of contracting out work that has been identified and can be done by civil servants. So please, I'm asking the Civil Service Commission to keep an eye on the Human Services Agency and what's going on with the workforce. Thank you.

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of April 6, 2026 – 2:00 p.m.

Action: Adopted the Minutes as amended. (Vote of 5 to 0)

ANNOUNCEMENTS (Item No. 4)

Sandra Eng announced that the Human Services Agency requested PSC #DHRPSC0006072 v0.01 be postponed to the meeting of May 4, 2026.

Other announcements.

None.

Announcements Continued

Items severed from the Ratification Agenda:

PSC #DHRPSC0006098 v0.01 from the Airport

PSC #DHRPSC0006173 v0.01 from the Department of Public Health

PSC #DHRPSC0006130 v0.01 from the Human Services Agency

PSC #DHRPSC0006039 v0.01 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.

(0071-26-1) Commendation for Karrie Johnson, Director of Employment Services and Talent Acquisition, Department of Public Works for her dedicated service to the City and County of San Francisco. (Item No. 5)

Speaker: Karrie Johnson

Action: Accepted the Commendation. (Vote of 5 to 0)

Public Comment: Karen Hill, Department of Public Works
Sandra Eng, Civil Service Commission

HUMAN RESOURCES DIRECTOR'S REPORT (Item No. 6)

Carol Isen presented CFO Mike Cotter, who is presenting the process improvement changes made and are continuing improvements to the personal services contract database and workflow.

Mike Cotter, CFO, oversees the HR Systems and Analytics Division, spoke about the changes in the civil service policy, as well as the aging infrastructure. Our team, in coordination with the unions, the Civil Service, and departments created an application database, migrating all of the existing PSCs, and setting up a new automated system to review, approve, and ensure that the civil service policies and the provisions in the MOU were built in. The PSC database process is the pre-approval for a contract. In that process, if there's amendments to the PSCs, the department must attach all of the contracts and numbers that are associated. There is a system separate, a contracting system and what we developed is the personnel services contract system. Over the last several months working with departments, and in enhancing our technology, we're actually able to integrate the two data points. We still require departments absolutely to manually go in and enter the contracts, but we have put in an additional step that correlates all contracts, contract numbers, amounts, not to exceeds. And connects all the pertinent information automatically to those PSCs. So, departments have that visibility

and our external stakeholders now have that visibility in real time to see all those correlations of the contracts. In addition to that, oftentimes the Commission will have a department report back. We've automated all of those as flags, so departments come prepared for those report backs. There's a dashboard, they're able to access all as well as everybody here on all of the PSCs that have report back, whether it's five year or if you've set a different time frame. And so again, we promised and committed to this Commission that we would continue to improve on what we have, and I think that's a major step in standardizing and then building that transparency. Executive Director Eng spoke with me earlier and there was a desire potentially to come back to the Commission and just do a brief overview and I'm happy to do that. We'll work out a date that works.

EXECUTIVE OFFICER'S REPORT (Item No. 7)

Sandra Eng reported that inspection service requests have increased since last year, people and unions are coming into the office to express concerns and seek guidance. Staff is spending more time educating, informing, using the civil service advisors helping to interpret and apply the rules to their scenario. Also, highlighted the need to provide an overview of the PSC Policy and Procedures and the database so the commissioners can understand system's limitations. This would be a great opportunity to team up with DHR to give an overview of how PSCs come before the Commission, and what steps must be taken, including the union notification. It would also be an opportunity for new PSC coordinators, new contract managers, to have a better understanding of the approval process. This would be part of an open session with possible discussion if the Commissioners would like to see changes in the PSC policy.

(0056-26-8) Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0002549 – v2.03 – from the Department of Early Childhood. (File No. 8)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002549 – v2.03	Early Childhood	Current Approved Amount \$10,000,000 Increase Amount Requested \$20,000,000 New Total Amount Requested \$30,000,000 (See notes below regarding changes to PSC)	This request is for professional training and technical assistance for department funded programs providing direct services to children (birth to 5) and their families. Program improvement may also be made available as continuing education to department staff whose roles involve support of funded programs. Technical assistance and program improvement will be provided broadly to address issues of program quality, administrative capability, and fulfillment of state and local early care and education requirements.	Amendment	Increase months 24 Total months 83

March 16, 2026: Continued to the meeting of April 6, 2026.

Note: The PSC form and description above reflect the original submission and do not fully reflect the revisions that the Department of Early Childhood agreed to during the meeting. The Department agreed to reduce requested amount from \$20,000,000 to \$10,000,000 and keep the contract term unchanged at 59 months. Due to system limitations, the Department of Early Childhood is unable to update the form at this stage in the process.

April 6, 2026: Continued to the meeting of April 20, 2026.

Note: Item was continued because DEC’s additional materials were not posted on the Civil Service Commission website. As noted above, the PSC form and description above reflect the original submission and do not fully reflect the revisions that the Department of Early Childhood agreed to during the meeting. The Department agreed to reduce requested amount from \$20,000,000 to \$10,000,000 and keep the contract term unchanged at 59 months.

Speakers: Tracy Fong, Department of Early Childhood

Action: Approved PSC #DHRPSC0002549 v2.03 by reducing the requested amount to \$10,000,000, the duration remains unchanged at 59 months; report back to the Commission in one (1) year on the discussions with SEIU Local 1021 and a feasibility study to bring the work in house. (Vote of 5 to 0)

(0072-26-8) Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 9)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006214 - v0.01	City Administrator	\$1,800,000	<p>The Department of Real Estate (RED) requires appraisal reports, studies, and surveys. All appraisal reports must comply with the standards for a Self-Contained Narrative Report as established by the Appraisal Institute and the Uniform Standards of Professional Appraisal Practice ("USPAP"). Appraisal reports must also satisfy federally-funded and Caltrans-monitored project appraisal guidelines, as described in the Code of Federal Regulations – 49 C.F.R. Part 24 and the State of California Department of Transportation (Caltrans) ROW Manual. The Contractors may be asked to review the appraisals of others and reconcile two or more appraisals to develop a single value for a property. Any review appraisal shall be conducted in accordance with the review appraisal guidelines described in the Caltrans ROW Manual Sections 7.01.15.00 through 7.01.16.00; applicable USPAP appraisal. The appraiser must also provide expert witness testimony in condemnation trials or other proceedings. The appraiser should be prepared to prepare appraisals that will be admissible in evidence in eminent domain actions in the California courts, to testify in depositions and trial and in other proceedings, if necessary, and to cooperate with counsel for the City to prepare eminent domain actions for trial. An appraiser must provide an appraisal meeting the definition of an appraisal found at 49 CFR 24.2(a)(3). They must afford the property owner or the owner's designated representative the opportunity to accompany the appraiser on the inspection of the property. Appraisers must perform an inspection of the subject property. The inspection should be appropriate for the appraisal problem, and the scope of work should address: The extent of the inspection and description of the neighborhood and proposed project area, The extent of the subject property inspection, including interior and exterior areas, The level of detail of the description of the physical characteristics of the property being appraised (and, in the case of a partial acquisition, the remaining property). In the appraisal report, include an adequate description of the physical characteristics of the property being appraised (i.e., sketch of the property and provide the location and dimensions of any improvements) and a description of comparable sales. Describe appraised with a focus on their competitive strengths and weaknesses. The appraisal report should also include adequate photographs of the subject property and comparable sales, and provide location maps of the property and comparable sales. In the appraisal report, identify the highest and best use. If highest and best use is in question or different from the existing use, provide an appropriate analysis identifying the market-based highest and best use. Inspect subject properties and comparable market data. Verify public information relating to the subject properties' assessment, zoning, and utilities. Present and analyze relevant market information. Specific requirements for market information should be included in the agency's appraisal procedural manual and should include research, analysis, and verification of comparable sales. Inspection of the comparable sales should also be specified. Perform valuation processes including a description of the region, with particular attention given to the underlying economic factors impacting the supply and demand for the appraised properties. In developing and reporting the appraisal, disregard any decrease or increase in the fair market value of the real property caused by the project for which the property is to be acquired, or by the likelihood that the property would be acquired for the project. (If necessary, the appraiser may cite the Jurisdictional Exception or Supplemental Standards Rules under USPAP to ensure compliance with USPAP while following this and other Uniform Act requirements.)</p>	New	60 Months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006098 - v0.01	Airport	\$45,000,000	Contractor will operate, maintain, and repair various Baggage Handling Systems (BHS) and passenger boarding bridges (PBB) at the Airport. Operational duties include monitoring, system alarm reporting, assisting Transportation Security Administration (TSA) with baggage screening system startup and operation, implementing normal and irregular operations plans, managing spare parts inventory, maintaining system records and reporting, assigning resources, and providing continuous 24/7/365 support. Maintenance and repair work includes preventative and corrective maintenance, repair, update and replacement of equipment and parts, restoring system operations after faults, blockages or jams, resetting and adjusting equipment, troubleshooting and inspecting components.	New	60 months
DHRPSC 0006093 - v0.01	Controller	\$1,500,000	<p>Proposed work is actuarial valuation and advisory services related to Government Accounting Standards Board (GASB) 73, 74 and 75. Proposers must have experience providing actuarial and consulting services to large, complex public sector clients. The requested Actuarial and Consulting services are highly specialized. Actuary firms providing these services must be familiar with Governmental Accounting Standards Board Statement Number 73, Accounting and Financial Reporting for Pensions and Related Assets that are not within the scope of GASB Statement 68, and Amendments to Certain Provisions of GASB 67 and 68; and Governmental Accounting Standards Board Statement Number 74, Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans; and Governmental Accounting Standards Board Statement Number 75, Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions. Proposers must be experienced handling large, multi-plan and multi-tier employers such as the City and County of San Francisco and have access to specialty expertise and complex information analysis tools.</p> <p>Governmental Accounting Standards Board (GASB) Statement Number 73, Accounting and Financial Reporting for Pensions and Related Assets that are not within the scope of GASB Statement 68, and Amendments to Certain Provisions of GASB 67 and 68, and Governmental Accounting Standards Board (GASB) Statement Number 74/75 (Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions) states in general that governments should account for and report the annual cost of other postemployment benefits (OPEB) and the outstanding obligations and commitments related to OPEB in the same manner as they currently do for pensions. These amounts should be produced by actuarial valuations performed in accordance with parameters established by the GASB Actuarial valuations generally should follow accepted actuarial practices as set forth by the Actuarial Standards Board. Contractor shall provide the City final formal GASB 73 and GASB 74/75 reports and information, including but not limited to:</p> <ul style="list-style-type: none"> • The necessary material for the Comprehensive Annual Financial Report to comply with GASB 73 and GASB 74/75 OPEB reporting and disclosure requirements, including for GASB 74/75 the Total OPEB Liability, service cost, Annual OPEB Expense, Deferred Inflows and Outflows of Resources related to OPEB, projected benefit payments, and actuarial gains and losses; • Summary of current plan provisions and information; • Summary of all assumptions used in calculations; • Description of methods; • Summary of census data used for valuation; and • Prepare and Report full Crossover Tests. 	New	112 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006173 - v0.01	Public Health	\$3,435,456	The contractor will provide program administration services for a two-year pilot designed to address placement needs for adults with cognitive impairment, dementia, and complex behavioral and medical needs whose circumstances exceed what permanent supportive housing can safely provide. Core services include: administering and stewarding flexible philanthropic placement funds; executing DPH/UCSF directed single-case service agreements and non-standard care arrangements with facilities, providers, and community partners; maintaining all contracts in good standing with DPH/UCSF oversight and ensuring fiscal accountability and appropriate approvals; and providing the administrative infrastructure necessary for the clinical pilot team to act quickly and effectively on individual cases. The contractor will not perform direct clinical services but will serve as the administrative backbone enabling the clinical team to deploy individualized solutions such as one-on-one behavioral coaching, private room accommodations, in-home care supports, and temporary surrogate decision-making arrangements.	New	24 months
DHRPSC 0006072 - v0.01	Human Services Agency	\$7,402,745	All services should be grounded in the Integrated Core Practice Model (ICPM), which promotes cross-system collaboration among child welfare, behavioral health, probation, and education partners to ensure holistic, family-centered support https://www.cdss.ca.gov/inforesources/the-integrated-core-practice-model/about-icpm and focused on the four (4) pillars of education, employment, permanency, and independent living. All services are voluntary, trauma-informed, and culturally and socio-economically responsive. Contractor will use team-based and evidence-informed intervention strategies that support individualized and customized one-on-one engagement, including: Comprehensive initial and bi-annual psychosocial needs assessment Youth-directed goal setting Experiential and distance learning opportunities Bi-annual action planning Resource and referral coordination Service and team coordination Advocacy for youth needs and goals ILSP services must align with the National Youth in Transition Database (NYTD) https://acf.gov/cb/fact-sheet/about-nytd and meet all applicable federal and state requirements. At a minimum, services shall include: Independent Living Needs Assessment Individualized assessment to identify strengths, needs, and goals. Education Support Academic assistance for secondary education completion. Post-secondary education support, including college or vocational training guidance. Financial aid navigation for scholarships, grants, and loans. Career Preparation & Employment Services Career exploration and job readiness training. Employment programs and vocational training opportunities. Financial Literacy & Resource Management Budgeting and money management skills. Consumer education and financial planning. Housing & Home Management Housing education and referral services. Training in home management and daily living skills. Room and board financial assistance, as applicable. Health Education & Risk Prevention Education on physical and mental health, wellness, and safety. Life Skills Development Time management and organizational skills. Social skills and interpersonal communication. Parenting skills and family support education. Healthy relationships and marriage education. Mentoring & Supportive Services Structured mentoring programs. Supervised independent living arrangements, where appropriate. Transportation Assistance Support for access to education, employment, and essential services. Financial Assistance Administration Provide and track financial assistance for education, room and board, and other approved supports in compliance with program requirements.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006130 - v0.01	Human Services Agency	\$3,000,000	Providing supportive services for related and non-related caregiver families of children and youth who have been in the San Francisco Child Welfare Dependency System. The purpose for this program is to stabilize and support relative caregiver families caring for youth who have been in the San Francisco Child Welfare Dependency System. Relative caregiver families often need support in areas such: <ul style="list-style-type: none"> a. income and resource access b. housing stability c. substance abuse recovery d. domestic violence intervention e. stress management f. household safety g. Understanding of how trauma affects child's mental health and behavior 	New	48 months
DHRPSC 0006190 - v0.01	Human Services Agency	\$4,000,000	Adoptions and Concurrent Planning Increase the pool of adoptive parents by conducting outreach to recruit prospective adoptive parents and engaging with substitute caregivers to support their ability to become adoptive parents. Prepare and support resource families for concurrent planning for children who may either be reunified or become eligible for adoption, ensuring readiness for children in need of permanent homes, with a priority for children from San Francisco. Permanency Services Provide case management for youth who did not reunify, focusing on lifelong family connections using a kin-first approach. Activities include family finding, engagement, connectedness mapping, and ongoing support to sustain permanent relationships, as well as coaching to FCS staff to strengthen their skills around permanency planning. Family Evaluations and Training Complete Resource Family Approval (RFA) evaluations within required timelines and provide individualized pre-approval training for families unable to attend group sessions, following CDSS directives.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006137 - v0.01	Public Utilities Commission	\$5,700,000	<p>The existing FM is a 48-inch diameter prestressed concrete cylinder pipe (PCCP) located along the Great Highway, connecting the Westside Pump Station to the Oceanside Water Pollution Control Plant. It was built in the 1990s and is approximately 2,800 feet long. The condition of the existing system is unknown, and a new system is necessary to provide reliable conveyance between the two facilities. The new force main system will consist of new valves, manholes, vaults, instrumentation and control units, and associated piping.</p> <p>Under the direction of the SFPUC, the selected Consultant will provide specialized engineering design and construction support for a new force main system and its associated appurtenances. The Consultant is expected to be knowledgeable of the SFPUC Procedures for engineering planning and design services. To address sea level rise and high seismic standards, the Consultant shall perform specialized modeling and technical analyses to support the design. Required analyses shall include, but are not limited to, the following:</p> <ul style="list-style-type: none"> - Hydraulic transient (surge) modeling to evaluate pressure fluctuations associated with pump operations, power outages, and valve actions, and to support surge protection design. - Seismic analysis to evaluate pipeline and structural performance under seismic loading, including consideration of permanent ground deformation, liquefaction potential, and soil-structure interaction (SSI) in accordance with SFPUC's seismic design criteria. - Buoyancy and uplift analysis to assess flotation risk under high groundwater, flooding, and future sea level rise conditions, and to inform pipe material selection, burial depth, and anchorage requirements. - Sea level rise and climate resilience analysis to evaluate projected long-term impacts on pipeline hydraulics, groundwater levels, structural performance, and operability over the design life of the facility. <p>The Consultant shall integrate the results of these analyses into the pipeline alignment, material selection, structural design, and construction details to ensure long-term reliability and resilience.</p> <p>It is anticipated that the design phase will take approximately 24 months and the construction phase will take approximately 48 months based on the project schedule.</p>	New	72 Months
DHRPSC 0006039 - v0.01	Public Utilities Commission	\$1,200,000	Operates under an agreement with the City of South San Francisco to collect, remove, transport, recycle, compost, and dispose of all solid waste generated at the Millbrae Yard.	New	120 Months
DHRPSC 0003251 - v1.01	Municipal Transportation Agency	Current Approved Amount \$135,400 Increase Amount Requested \$224,670 New Total Amount Requested \$360,070	<p>Original coordinator's email: amy.nuque@sfmta.com. The San Francisco African American Arts & Cultural District (SFAAACD) was approved as part of our application to the California Air Resources Board (CARB) to provide work as part of the state funded Bayview Community Shuttle Project.</p> <p>The scope of work for SFAAACD include:</p> <ul style="list-style-type: none"> • Serve on Project committees • Submit regular reports to SFMTA and CARB • Review and comment on Project plans and materials for accuracy and cultural competence • Organize, promote, and host engagement and marketing events with an emphasis on the African American community • Evaluate outreach events through surveys, focus groups and other methods • Plan, develop, and lead a community youth intern program that focuses on highlighting community history using the Bayview Shuttle • Prepare for, oversee, and facilitate the Bayview Shuttle Community Congress meeting 	Amendment	Increase months 15 Total months 59

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003229 – v1.01	Municipal Transportation Agency	Current Approved Amount \$414,000 Increase Amount Requested \$249,300 New Total Amount Requested \$663,300	The Community Youth Center of San Francisco (CYC) was approved as part of our application to the California Air Resources Board (CARB) to provide work as part of the state funded Bayview Community Shuttle Project. The scope of work for CYC include: • Review and comment on project public outreach plans and public engagement activities • Review and translate project materials into Chinese for accuracy and cultural competence • Organize, promote, and host engagement events with emphasis on the Chinese-language community • Hire, train and provide staffing for the Transportation Resource Center (TRC), a community resource for transportation information and services. • Promote TRC through marketing and outreach activities within the project area through ad-buys, mailers, street teams, posters, doorknockers or flyers	Amendment	Increase months 16 Total months 60
DHRPSC 0001656 – v1.01	Public Utilities Commission	Current Approved Amount \$5,624,527 Increase Amount Requested \$1,437,000 New Total Amount Requested \$7,061,527	The San Francisco Public Utilities Commission (SFPUC) provides retail water and sewer services to San Francisco, wholesale water to three Bay Area Counties, and power to customers in San Francisco. SFPUC’s Power Enterprise currently services approximately 3,500 electric customers throughout San Francisco and Moccasin, as well 270 water, wastewater and gas customers located at Treasure Island using Able-Soft Utility Star Enterprise. On 5/28/2018, SFPUC issued a Request for Proposal (RFP PUC.PRO.0113) to replace SFPUC Power Enterprise’s current electric billing system with a turn-key billing system. The selected proposer was Enterprise Solutions Consulting LLC (ESC), who will design, code, and implement a new hosted electric billing system. The Project will consist of five major phases, summarized below. Phase 1 – Project Initiation and Planning During this phase, ESC will ensure guidelines, tasks, and activities are defined and completed before involving the full resources of the teams of ESC and SFPUC. Preparation will also involves the development of the project management plan. Phase 2 – Analysis and Design During this phase, each current business process will be analyzed and processed through design sessions commonly known as "Fit/Gap". Based on the "Fit" and "Gap" results, a series of actions will be performed (i.e., configuration, business process change, design development etc.). The tasks identified in this phase are the joint responsibilities of the members of the ESC and SFPUC teams who will need to provide access to their staff with support from various Subject Matter Experts (SMEs). The tasks for this phase include: Configuration; Business Process Documentation; Master Development List Preparation; and Data Conversion and IT Environment Strategizing. Phase 3 – Build Development and Testing This phase represents the most extensive time and effort port	Amendment	Increase months 29 Total months 120

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

Speakers: Alfy Wong and Ricardo Valle from the Airport spoke on PSC #DHRPSC0006098 v0.01.
My Lan Do Nguyen and Todd Barrett from the Department of Public Health spoke on PSC #DHRPSC0006173 v0.01.
Elizabeth Leone and Elena Wong from the Human Services Agency spoke on PSC #DHRPSC0006130 v0.01.
Ethan Baker and Linda Repola from the Public Utilities Commission spoke on PSC #DHRPSC0006039 v0.01.

0072-26-8 Continued

- Action:**
1. Approved PSC #DHRPSC0006098 v0.01 with the condition to report back to the Commission in two (2) years on discussions with the unions about the possibility of bringing the work performed back in house. (Vote of 4 to 1; Com. Leung dissents)
 2. Approved PSC #DHRPSC0006173 v0.01 with the condition to report back to the Commission in one (1) year with an interim report of work performed. (Vote of 5 to 0)
 3. Postponed PSC #DHRPSC0006072 v0.01 to the meeting of May 4, 2026, at the request of the Human Services Agency. (Vote of 5 to 0)
 4. Approved PSC #DHRPSC0006130 v0.01. (Vote of 5 to 0)
 5. Approved PSC #DHRPSC0006039 v0.01. (Vote of 5 to 0)
 6. Adopted the report. Approved the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

(0073-26-8) Review of Request of Emergency Approval of Proposed Personal Services Contract #DHRPSC0006189 from the Office of the Sheriff. (Item No.10)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006189 – v0.01	Sheriff	\$38,702,713	The San Francisco Sheriff's Office is seeking for a qualified supplier to provide Pretrial Services, that offers robust programming with a continuum of pretrial supervision options. SFSO is seeking to contract with a provider experienced in providing such a continuum that upholds the presumption of innocence as outlined in federal law, while reducing incarceration and helping to maintain public safety. Components of this continuum will include: -Probable Cause review -Pretrial Risk Assessment -Alternatives to Pretrial Incarceration with Levels of Supervision Matched to Risk -Pretrial Diversion for persons charged with misdemeanors -Group Facilitation	New	60 months

Speaker: Patrick Leung, Office of the Sheriff

Action: Approved PSC #DHRPSC0006189 v0.01 with the condition to report back to the Commission in two (2) years on continued discussions with the union. (Vote of 5 to 0)

Public Comment: De'Marea Brandy, SEIU Local 1021
 Carol Isen, Department of Human Resources

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 11)

Vice President Minor requested at the last commission meeting, an opportunity at a commission meeting to review the policy on personal services contracts, with the new policy, focused in on a couple of the exemptions and in particular exemption number nine on page three of the policy. And it states, it's under section C, the types of transactions exempt from commission review under this policy are, and there are 13 total. Number nine: Contracts for health and human welfare services or a city board or commission, the city administrator controller or the mayor has determined that contracting is the most effective way to provide services. We are seeing a number of contracts from health services to use that one as an example. And health services has a commission. And I'm not sure I understand what this exemption is intended to cover. Either when it's applicable or when it's not. And the department maybe is not aware that it's here because their representatives have changed too since the policy was enacted. As a part of our review, I would actually like some discussion of that because we do see a number of contracts that are in that category.

Commissioner Wood made a request prompted by the public comment and the angst. We're going through a period of layoffs of permanent civil service employees that we really haven't experienced since the recession, in any significant way. I know that the HR team worked for hours with the department heads in preparing this work and given the concern amongst the public and us as commissioners, it's something we haven't experienced in a number of years, I would like to request a report from the HR team specifically on what role rule 121 miscellaneous layoffs in the civil service rules played in those discussions and what steps were made to comply with it for our benefit and have that calendared for a upcoming commission meeting hopefully in a timely way since the layoffs are pending.

President Favetti requested DHR present a broad overview of the layoff rule at a future meeting.

ADJOURNMENT (Item No. 12)

4:08 p.m.