



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

**DANIEL LURIE  
MAYOR**

**MINUTES  
Regular Meeting  
April 21, 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 #2664 094 9439. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: #2664 094 9439  
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**

**ELIZABETH SALVESON  
Vice President**

**VITUS LEUNG**

**JACQUELINE MINOR**

**ADAM WOOD**

**SANDRA ENG  
Executive Officer**

The public is encouraged to submit comments in advance of the meeting by email at [civilservice@sfgov.org](mailto: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 1-415-655-0001, Access Code #2664 094 9439.

**CALL TO ORDER**

2:07 p.m.

**ROLL CALL**

President Kate Favetti	Present
Vice President Elizabeth Salveson	Present
Commissioner Vitus Leung	Present
Commissioner Jacqueline P. Minor	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 April 7, 2025 – 2:00 p.m.

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

**0066-25-1**

**Presentation of Historic Document to the Office of the Civil Service Commission:**

California State Assembly Rules Committee California Legislature Resolution (No.360) By Honorable Willie L. Brown, Jr., Eighteenth Assembly District Relative to the San Francisco Minority Recruitment Project signed by Leon Ralph, Chair and Leo T. McCarthy, Speaker of the Assembly and approved on August 27, 1974.  
**(Item No. 4)**

**April 7, 2025:** This item was postponed to the meeting of April 21, 2025.

**Speakers:** **Chief William Scott**, SF Police Department, thanked the Commission for this recognition, 1974 seems like a long time ago, but it wasn't, that was in most of our lifetimes and the legacy left by retired Lieutenant Dangerfield lives on, as you see by the diversity of this police department that does reflect the City that we serve. Also, I want to say thank you and acknowledge the Dangerfield Family that are here today. I had the pleasure and opportunity to work with Lieutenant Dangerfield's son, Troy Dangerfield, who was a Captain in the Police Department, and there's no better legacy than having your son following your footsteps and doing the same type of amazing work that Lieutenant Dangerfield

did. As I shared, 1974 seems like a long time ago, but it wasn't that long. The impact of that work took some leadership, and it took some guts quite frankly, to really forge that type of change in this police department. That impact lives on through all of us. So, thank you for recognizing it. I don't know if Mayor Brown will be here today, but I'd like to thank him too for putting forth this resolution to the state assembly and thank all of our members that are here to celebrate this moment. Thank you.

**Tracy McCray**, President – San Francisco Police Officers Associations (SFPOA), I think we all know 50+ years plus ago, the POA was not leading the charge to have more minorities, more women in the department. I think we've kind of have a full circle moment here because I'm a black woman leading the very organization that was not fighting for this. As you know, we just celebrated 50 years of Women in Patrol on March 5<sup>th</sup>, where at the time women weren't thought of as being full duty police officers who were allowed to wear the full uniform, to drive in a patrol car, to walk a beat in this city. So now you see us today in positions of leadership as sergeants, lieutenants, captains, commanders, deputy chief, chief of the department. So, we've come a long way, but it takes courageous individuals like Officer Troy Dangerfield, who retired as a lieutenant, to really take the leadership role, and take charge and push forward. It took the courageous assembly member, the Mayor or "Da Mayor", as he likes to be called, Willie Brown to say, we need this to be recognized. It takes a family, the Dangerfield family, to support what their father wanted to do and then to be a part of that also. Because if he had not taken charge, maybe I wouldn't be a police officer. At the time, 1973 - 1975, those years were very significant. As a young black child growing up in the city, I grew up in public housing and I was bused to school in North Beach Chinatown, and so I was taken out of my element to be introduced to another part of the city, but also during that time on television, you start to see more female roles in police work, police women, Angie Dickinson, the Rookies, Charlie's Angels, maybe not so much, but as role models to say that we could do this career and I feel very fortunate that I've been able to do this, that there were people pushing in front, from behind, and on the side to get every group represented so we could represent the city the way it should be represented, where you see all diverse cultures being in the police department. So, I'm very appreciative of the role that retired Lieutenant Troy Dangerfield played his part because without him, without Officers for Justice who filed the lawsuit, maybe I would not be here at the podium addressing you today, so I feel blessed and honored to be able to do that. So, thank you very much.

**Troy Dangerfield**, First, thank you to the commission for this is a great honor. My dad would love that. He loved all of this. He really wanted to see the police department look like the people of San Francisco, and that means men and women, so a lot of women that we see today would not have been, if not for that

push to get people into the police department, I would not be here. So, it's been a family thing from the beginning. We all played a part in that. I remember when they had those recruiting meetings and people would come out and I had to make sure that everyone signed in. My sister is one of the people that would teach women how to jump over the wall. She was only, I think, 14 years old at the time, twelve years old, and that technique is still used today in the police department. My brother, Alan, who will speak, he also wrote a lot of stuff because he was a journalist, so he wrote a lot of this stuff for him. When people were not sure of not being able to do the work to become a police officer, my mother would come in and say, "look, you can do this, just hang in there, keep doing it." So, it was a family thing. Until his death, he always talked about his work with the Officers for Justice (OFJ) and about working women into the San Francisco Police Department. So, it is an honor on his behalf to say, "Thank you for the honor."

**Alan Dangerfield**, I'd like to piggyback on what my brother, Troy, said. First of all, I want to let everyone to know if you think we are twins, you may upset him because of the eight year difference between he and I. When my dad was actually doing a lot of this minority recruitment work, it was just as my brother Troy said, it was a family affair. My mother would do the cooking for the meetings we had downstairs when we lived in Bridgeview. My brother, Troy, always tagged along with Dad when he went to the different community meetings talking about the recruitment and Troy would be handing out the papers. As he said, my sister Diane would help teach the ladies how to jump walls. In addition to me being a journalist, I was also on the wrestling team at San Jose State. So what did my Dad do? He used that to help condition the officers. I showed them how to do different drills and things. I would use the wrestling drills to teach the potential recruits how to pass the police training, it was truly a family event. My dad would be truly honored for this recognition today. I don't know if many of you know this, my Dad had ten sisters and it just bugged him because he was accustomed to ladies being able to jump fences and run and all that. So, he didn't understand why women could not be police officers, and also he had a lot of Asian friends and he couldn't understand why they couldn't be under the police department. As a matter of fact, all of us here had several Police uncles, believe it or not, because they were always over the house Fred Lau, Jim Norman, Rodney Williams. We can go on and on and on, but a lot of your police leaders visited our house as my dad was going to through this police recruitment. So, on behalf of my Dad and my family, we are truly honored for this recognition. Every woman and minority in the Police Department can look to Troy Dangerfield, Sr. as the one that made it happen.

**Commissioner Elizabeth Salveson**, First of all, thank you to our speakers today for helping us understand some of the context and history that we wouldn't otherwise be aware of. It really helps to add to the specialness of this occasion. I just want to thank the individuals and organizations that are recognized in the commendation for long ago recognizing the great benefits that the city could enjoy by having a police force that reflected the makeup of the city and you know those individuals truly serve as role models for us today to remind us that with perseverance, public servants can bring great and good change to the city. Recently, with actions taking place at the federal level on principles of diversity, equity, and inclusion, it is especially good time for us to recognize that that embracing those principles has strength. Thanks to Troy Dangerfield and Chief Scott and Officer Dangerfield and his family, thank you very much.

**Commissioner Vitus Leung**, just a little story, my first job was back in whenever, I won't share with you my age, but I was an employee at Chinese for Affirmative Action, which is a Civil Rights Organization in San Francisco Chinatown. My title was Civil Rights Program Developer, and my job was to do outreach to the community and to basically bring the faces of Asian Americans to both the City as well as other workforces. And it was there when I participated as a member of the task force, and I still remember to this day many decades later that we would have Asian American officers to come in as members of the advisory committee. I didn't think we had back then I didn't think we had Asian American officers, but it was so refreshing to see that. I should have gone into a be a police officer, but I took a different path, but because of that experience and, because of his effort, we're enjoying the fruits of that effort, and for that I'm grateful as part of the Asian American community, as an Asian American and I truly believe that our workforce should be reflective of our community and what Mr. Dangerfield Sr. has done, he was a present he did great work and for that, I'm thankful.

**Commissioner Jacqueline Minor**, this is a wonderful day and thank you for being here with us, Chief Scott, President McCray, members of the Dangerfield family. When President Faveti pointed out this resolution to me and looking at the date and timing, thinking about what we have changed how we've changed as a society since 1974. It really is remarkable and truly remarkable now that we can look back at all the transformative leadership that your father, your relative represents. It's not just institutions; it's individuals who can make society what we want it to be to live out our principles. I moved to San Francisco for the 1st time in 1988, so I wasn't here doing those early days, but certainly as a new citizen, I realized that the police force even then did not look like the police force where I'd grown up, in Richmond Virginia. It was noticeable even in the late eighties that some work had happened. And so, thank you, thank you for the continued work. It's, it's wonderful seeing an African American family of cops, if I

could call you that. The fact that our POA president is an African American woman further attests to not only the progress our society has had, but how significant San Francisco is in pushing forward with those changes. So, thank you for being here and I value and really appreciate you not only your personal commitment, your family commitment, but the changes that you push forward and your father pushed forward in our society. Thank you.

**Commissioner Adam Wood**, Welcome to the meeting. You know, my background is in Fire and as I'm sure you know, Lieutenant Dangerfield had co-thinkers, brothers-in-arms and sisters-in-arms in the fire department at the same time fighting the same fight, and I'm proud to be part of the generation I think along with President McCray that was brought into the departments as they were finally implementing the changes that that your family member fought for, and to just speak to you directly, the pride that we felt of being part of a department that did finally represent the whole city of San Francisco and look like that city, the pride and effectiveness we had by being a diverse department and on a more personal level, for those with roots that go back in San Francisco, you rarely went that far out of your own neighborhood years ago and made friends and built strong relationships. The way that the change in the department allowed us to break down the barriers, not just of neighborhood, but of race, ethnicity, gender, and to form the kind of bonds that you can only form in these kind of public safety departments that are truly like family, bonds that extend even past your act of service into retirement. That was a gift that Lieutenant Dangerfield gave every member of the police department and his co-thinkers in the fire department did for us. So, it's, for better or for worse, this fight never ends, but it's an honor to be part of honoring one of the true pioneers in San Francisco.

**Sandra Eng**, I would like to thank the Dangerfield family. You have no idea how all of your work has been instrumental. I'm a native, I grew up here and was here in the seventies, I saw what it was like. I was like, Tracy and Commissioner Wood when San Francisco started bussing kids to different neighborhoods. It was intentional. That experience was valuable to us because we learned very quickly the differences and the similarities. As you mentioned about climbing over the wall, I learned in athletics, from my classmates from the Filmore District who were so great at teaching me, and no one taught me that before. We learned so many things about each other's cultures when we had class parties, our parents who made food, we would share with each other and it was a valuable time of learning and as we grew up, we then understood what it meant that you had to take a stand. One of my classmates was the first in the firefighters, the first female, and it was incredible all the work that you were all doing in the seventies, you were planting the seeds of today. How we hire in public safety is based on the tremendous impact of the work that your family has done with this minority project. Keep that in

mind because now you're seeing growth from all the work that you put in on how we knew it was important to speak up. I was very fortunate that of all the departments to work with that my 1st city of department was with the Civil Service Commission. It took courageous people coming forward and it makes us very proud when we hear Chief Scott talks about the different things that his staff is doing out in the neighborhoods. There is always room that we can improve. But, what your family did, you planted the seed, when you look at how we hire in public safety today, you'll be amazed and it's still expanding and growing the ways that we can hire people that are reflective of the communities we serve.

**Carol Isen**, I'm the Human Resources Director and I just wanted to use my comments, my HR Director comments for this resolution today. The work of Dangerfield from 1973 and the minority policeman recruitment project which thank you commissioner Favetti for unearthing that document and for slowing us down a little bit, when you work for the city, you know, we rarely slow down to stop and look at what we're doing and to be able to talk about it a little bit so I appreciate the opportunity. We, at the Department of Human Resources, and which, is the successor agency to the Civil Service Commission at the time that this report was done. We didn't really start counting until 1979, but starting in 1970. 14 % of sworn personnel were minority officers. So not, certainly not a lot of improvement between 1973 and 1979. When I started as a union representative in the city in 1983, the city was under a consent decrease in the police and fire department in, in its hiring practices, and so none of this was won without struggle. You all know this, I'm not telling you something you don't know, that went on for many years and that what was the Civil Service Commission, now DHR managed the hiring under those consent decrees, and that was the environment I walked into by 1997, the 1st year of our 41st mayor's term, Mayor Willie Brown, that had increased to nearly 40 % and as of this meeting, here in San Francisco Police Department sworn personnel who are minority officers are over 55 %. So we've been through some pretty dramatic change since the time your father was hired into the police department and spearheaded this minority Police Recruitment Project, and today DHR works closely with the police department, with Chief Scott and his team, to really invest heavily in recruitment pipelines, training promotions, and to really focus on equity and inclusion, and I think these are principles and concepts that are shared throughout the Police Department and with of course with the Police Officers Association. Thank you.

**Commissioner Kate Favetti**, I worked for the City in 1973, and I remember this Project. The news that the Police Department was opening employment to all was like electricity that went through the City. It's important to remember that just two years before, women couldn't get a credit card under their own name. This Project opened employment in the Police Department as a valid

career, a career that wasn't a secretary. I honor secretaries and I honor the work of secretaries because they are the backbone of any organization. But this was non-traditional work and to be able to perform the entire function of a police officer was just phenomenal. The impact, because this Project was before the Consent Decree, was an activist movement. It was: "We need change now!" The Civil Rights suit had been filed, but it was individuals like your dad and his compatriots who had all been behind the litigation who really propelled the changes forward. I want to let you know that it was like a breath of fresh air. The document has faded signatures, but the importance and the significance of the work that was done to change the course of this city's history has not; but has blossomed and it is vibrant. We are thankful to all of you. To that end, the document is being presented to the Civil Service Commission Office for preservation and display.

**Colbert Chu**, SFPD Officer, my name is Colbert Chu. I'm a sergeant at the SFPD assigned to Central Station. I'm also the president of the Asian Peace Officers Association and you know, one of the greatest honors of my life has been being able to be a police officer in the city I was born and raised in and I know without the work of Lieutenant Dangerfield and everything that he pushed, I wouldn't be here. I would not be in the position I am in today and on behalf of the Asian Peace Officers Association I want to extend my heartfelt thanks to the family for everything that Lieutenant Dangerfield did for all of us and also to Commissioner Leung. It's never too late. We're hiring, we're actively hiring. Not just for you, anyone else out there, I will walk a beat with you, Sir. So anytime you want, please apply and everyone else out there that's interested. Thank you.

**Cheryl Thornton**, Good evening, everyone, I come before you not just as a member of this community, but as a proud wife of a San Francisco police officer and the officers' whose path was shaped, supported and inspired by Lieutenant Troy Dangerfield. Lieutenant Dangerfield was more than a leader in uniform. He was a builder of people, a mentor, a quiet force for change. His dedication to uplifting others, especially Black officers within the department made a real difference, not just in policy, but in peoples' lives. My husband is one of those lives. Thank you to Lieutenant Dangerfield's advocacy, an example, my husband felt seen, valued, and empowered in his role. He found a mentor who understood the unique challenges faced by officers of color who worked every day to make the department more inclusive, more just and more reflective of the community it serves. I thank the Dangerfield family that their father's efforts will ripple and ripple through leadership, through opportunity, through encouragement and the sense that someone was fighting for a better way. Lieutenant Dangerfield's work made our city stronger, not just through enforcement, but through connections and compassion. And so, I want to thank you on behalf of the family.



**Naj Daniels**, SEIU 1021, I am a union representative with SEIU Local 1021. This afternoon, I am calling in in my capacity as the office manager for the Officers for Justice, the Officers Association wants to acknowledge and honor Troy Dangerfield and the Dangerfield family. I had the great opportunity of knowing Lieutenant Dangerfield personally. He offered so much to my life to the field that I'm in and definitely gave me the heads up to want to be the activist that I am continuing to try to uphold and walking his big shoes, so I wanted to thank the Civil Service Commission for discovering this document for placing it in the preservation because it really means a lot to the Officers for Justice Association. Thank you very much.

### **ANNOUNCEMENTS (Item No. 5)**

Items severed from the Ratification Agenda:

- PSC #DHRPSC0005168 v 0.01 from the Office of the City Administrator.
- PSC # DHRPSC0005246 v 0.01 from the Department of Public Health.
- PSC # DHRPSC0002191 v 1.02 from the Office of the City Administrator.

Item severed from the Consent Agenda:

- PSC #DHRPSC0002287 (formerly No. 48746-20/21) from the Airport

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. 6)**

None.

### **EXECUTIVE OFFICER'S REPORT (Item No. 7)**

Sandra Eng, Executive Officer reported about recently conducting two trainings one with the Civil Grand Jury to understand the role of CSC and the second one with DPH –Human Resources division and the training was on learning the history of the Civil Service Commission where President Favetti presented wonderfully and taught why things are so important and how the Civil Service Commission came about and where we are today.

**0073-25-8      Review of Request for Approval of Proposed Personal Services Contracts.  
(Item No. 8)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005168 v 0.01	City Administrator	\$1,250,000	The contractor shall provide services for the San Francisco Fire Department for the repair and maintenance of Personal Protective Equipment (PPE). This includes routine maintenance and cleaning of PPE using specialized processes and materials while adhering to NFPA #1851 requirements, as well as repairing damaged PPE. The contractor will regularly service and maintain wash extractors at the Fire Station, provide NFPA #1851 training on wash extractor usage for SFFD employees, and comply with all relevant regulations.	New	60 months
DHRPSC 0005246 v 0.01	Public Health	\$196,000	Provide respite in-home care services for participants of the Guiding an Improved Dementia Experience (GUIDE) model that is testing whether providing an alternative payment methodology for participating dementia care programs to deliver a package of care management and coordination, caregiver education and support and respite services to Medicare beneficiaries with dementia and their caregivers will reduce caregiver burden. The program will be housed in the Geriatric-Neurology Cognitive Clinic (GNCC) and the San Francisco Health Network (SFHN) will call their program "Dementia Care Aware SF."	New	48 months
DHRPSC 0004750 v 0.01	Public Works	\$12,000,000	The Consultant will provide as-needed hazardous materials surveys and work plans, third-party oversight, air and noise monitoring, indoor air quality studies, and industrial hygiene services on City projects involving the abatement of asbestos, lead and other hazardous materials on property owned, operated and/or maintained by the City and County of San Francisco.	New	84 months
DHRPSC 0005199 v 0.01	Human Services	\$9,500,000	The San Francisco Emergency Placement Collaborative is an emergency shelter program designed to provide a minimum capacity of 10-23 immediate placements within approved and licensed Intensive Services Foster Care approved resource family homes. The majority of these beds are to be in San Francisco or close proximity, when there are safety concerns or risk factors impacting SF placement. The purpose of this program is to develop and maintain resource home capacity a minimum of 10 and a maximum of 28 emergency short-term placements for children in immediate need of out-of-home care with resource families. The goal of the program will be to provide immediate emergency placement for foster children who have no identified special need or disability in family care, in alignment with the goals of Continuum of Care. All placements shall be made based on the best needs of the child. The scope involves assisting the Protective Services Worker ("PSW") with placing San Francisco children in appropriate placements to ensure their wellbeing and keep them safe. Placements under this program will be in an Intensive Services Foster Care (ISFC) bed, with the goal of keeping the child safe while addressing their needs. Services provided include recruiting, hiring, training, staffing and overseeing licensed resource family homes.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004459 v 0.01	Technology	\$10,000,000	<p>The Services include a dedicated consultant ("Consultant") who will be Customer's technical point of contact focused on service delivery for the selected Core Specialization. The Customer will select the Core Specialization when purchasing the Services. Palo Alto Networks will, with Customer's participation, conduct an initial kickoff to review Customer's primary focus and objectives for the Consultant during the Period of Performance. Customer and Palo Alto Networks will identify key activities and work streams, with associated prioritization and Customer team members. These activities and work streams will be documented in the engagement plan document ("Engagement Plan"). The Engagement Plan will include but is not limited to:</p> <ul style="list-style-type: none"> <li>• Identify engagement information</li> <li>• Identify customer KPIs and directives served by the engagement</li> <li>• Establish prioritized work activities and focus of the Consultant</li> <li>• Identify key customer stakeholders and reporting structure</li> <li>• Establish working schedule and recurring cadence of status/update calls. The Engagement Plan will be reviewed and approved with the key Customer stakeholder(s) prior to commencement of the Services. The Engagement Plan will be the basis for initial and on-going reviews, and all Services provided by the Consultant during the Period of Performance in order to facilitate alignment of the Services to the Customer's priorities and objectives. The Consultant may perform the following as part of the Services in accordance with the Engagement Plan and best practices: Revision 1.0 March 2022 page 3   10</li> <li>• Develop high-level engagement plan</li> <li>• Consult and Advise: Provide direction and advise on best practices to ensure the most effective use of Palo Alto Networks Products based on the Core Specializations identified in Section 2.2</li> <li>• Planning and Design: Work with the Customer to identify Palo Alto Networks Product deployment requirements</li> <li>• Installation and Configuration: In accordance with Palo Alto Networks best practices</li> <li>• Migration Activities: Support the planning and configuration preparation for migration activities associated to Palo Alto Networks Products based on the Core Specializations identified in Section 2.2</li> <li>• Production Deployment: Support the planning and execution of production deployments of Palo Alto Networks products into the Customer network</li> <li>• Optimize and Maintain: Identify, plan, and execute maintenance and upkeep of Palo Alto Networks Products, including, but not limited to license upkeep, OS upgrades, feature enablement, version control, and critical issues resolution</li> <li>• Knowledge Transfer and Operational Integration: Work with Customer teams to integrate technology into day-to-day operations and provide operational training</li> <li>• Communications: Lead or participate in project/stakeholder update meetings, quarterly service reviews, and provide status reports as mutually agreed.</li> </ul>	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002191 v 1.02	City Administrator	Current Approved Amount \$15,000,000 Increase Amount Requested \$6,700,000 New Total Amount Requested \$21,700,000	The Office of Contract Administration (OCA) will set up multiple as-needed contracts for different types of language services. Contractors will provide language services including interpretation, translation and technical assistance and training. Specifically, contractor(s) will provide 1) a single, toll-free 800 telephone number for participating City departments to access telephonic language interpretation services in Core Languages and must be available 24 hours a day, 365 days of the year; 2) other non-telephonic interpretation services; 3) document translation services; (4) website localization services; 5) data collection technical assistance and training; (6) Community Interpreter Training; 7) language proficiency assessment, testing and specialized or advanced certification; and other related services as required by the San Francisco Language Access Ordinance. The existence of multiple contracts to cover the City's needs will provide an efficient and readily available delivery of services when existing City employees are not available. All language services will be performed by individuals who are certified by the State of California Certified and/or American Standards for Testing and Materials or for legal and medical interpretation. Core Languages will be defined as Chinese (Cantonese and Mandarin), Spanish, Filipino (Tagalog), Russian, and Vietnamese. Additionally, American Sign Language (ASL), other languages may be included as needs emerge, as identified by the compliance agency, the Office of Civic Engagement & Immigrant Affairs (OCEIA). Contractor services will only be used when a City employee is not available to conduct the interpretation/translation work or when legal needs require an interpreter/translator who is certified and therefore less open to potential legal challenges.	Amendment	107 months
DHRPSC 0001739 v 2.01	Board of Supervisors	Current Approved Amount \$1,490,000 Increase Amount Requested \$2,000,000 New Total Amount Requested \$3,490,000	Original coordinator's email: edward.deasis@sfgov.org. The Office of the Clerk of the Board (COB) seeks a vendor to enhance or replace the current aging and costly LMS with a state-of-the-art solution to effectively address mandated requirements, streamline legislative workflow, and meet stakeholder expectations. The COB will adopt a legislative system that will streamline the process of 1) drafting, submitting, and accessing status of legislation, 2) developing and managing public meeting agendas and minutes, 3) ensuring the integrity and retention of legislative records, 4) providing a legislative drafting tool for city departments, and 5) providing a public portal accessible to the public for tracking legislation. The LMS would not only support the core business of the Board of Supervisors, but all City Departments and agencies that submit and recommend legislation and/or amendments. The technology solution will be developed, implemented, and supported through a software development and support agreement with the Contractor and internal COB IT staff.	Amendment	60 months
DHRPSC 0003104 v 1.01	Municipal Transportation Agency	Current Approved Amount \$900,000 Increase Amount Requested \$985,158 New Total Amount Requested \$1,885,158	Original coordinator's email: amy.nuque@sfmta.com. Kiepe Electric will provide a post-warranty On-Site Support, Training, and Mentoring Program for the XT40 and XT60 trolley coaches. The proposed services will allow San Francisco Municipal Transportation Agency (SFMTA) to ensure high MDBF(Mean Distance Between Failures) rates of these vehicles. The objective is to outline a plan that focuses on continuous field training of SFMTA staff to grow SFMTA's in-house expertise.	Amendment	76 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005166 v 1.01	Public Utilities Commission	Current Approved Amount <b>\$136,500,000</b> Increase Amount Requested \$7,211,300 New Total Amount Requested <b>\$143,711,300</b>	The San Francisco Public Utilities Commission (SFPUC) requires Scheduling Coordinator (SC) Services provided to the Hetch Hetchy (HHP) and CleanPowerSF energy portfolios for participation in the California Independent System Operator (CAISO) energy markets. The SC will assist the SFPUC and both energy portfolios in optimizing its short-term resource utilization and service to its loads, including but not limited to submittal of Day Ahead and Real Time generation, load, and interchange schedules, submitting bids, submitting energy trades, managing communications between CAISO, SFPUC schedulers, and Power House Operators, handling settlements, and other related services. The CAISO high and low voltage wheeling charges are required to be paid through SFPUC's contracted Scheduling Coordinator (SC) such that these charges can be paid to support our energy transmission from Hetch Hetchy system to San Francisco customers. CAISO's tariffs define these charges as a type of "passthrough charge" that SC will pay the charge to CAISO on the behalf of the SC client (e.g. SFPUC) without any additional fee for the pass-through charge. The CAISO settlement charges are paid on behalf of SFPUC and in accordance to the CAISO Payments Calendar. The breakdown of charges are as follows: \$6,000,000 for the contract costs and \$130,500,000 for the CAISO pass-through charges.	Amendment	96 months
DHRPSC 0005284 v 1.01	Public Utilities Commission	Current Approved Amount \$6,000,000 Increase Amount Requested \$0 New Total Amount Requested \$6,000,000	The San Francisco Public Utilities Commission (SFPUC) intends to award a \$4 million agreement to support SFPUC civil, structural, electrical, process, mechanical engineering staff, and for other specialized engineering services needed to assist in the execution and delivery of SFPUC's new Treasure Island (TI) Wastewater Treatment Plant (WWTP) and Recycled Water Facility (RWF). Given the Project's urgent schedule demands, it is likely that the project will be implemented through an alternative project delivery method. The Project Manager (PM) for the project will be within the SFPUC and will be ultimately responsible for the delivery of this contract and the alternative delivery construction project to follow. the SFPUC will direct the consultant through task orders on an as-needed basis depending on our needs and the available staff within the organization. the Engineering Management Bureau (EMB) will be involved for some design aspects, and Bureau of Environmental Management (BEM) for environmental permitting. The planning and design of the Project will proceed in two distinct phases: Phase 1: Planning and Preliminary Design Phase 2: Detailed Design, Contractor Procurement and Engineering Support during Construction Phase 1 work will include completing an Alternatives Analysis Report (AAR), Conceptual Engineering Report (CER), and specifications completed to a 35% design through construction, facility acceptance, and start up. the Consultant's role(s) in Phase 2 is dependent on the outcome of Phase and the alternative delivery method selected.	Amendment	109 months

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

**Speakers:** Lynn Khaw and Mike Mullin, City Administrator spoke on PSC #DHRPSC0005168 v 0.01  
My Lan Do Nguyen, Department of Public Health spoke on PSC #DHRPSC0005246 v 0.01  
Lynn Khaw, Paul Cheng, Wil Alderman, Ana DeCarolis, and Sailaja Kurella, City Administrator and Jegy Sering, SEIU L1021 spoke on PSC #DHRPSC0002191 v 1.02

**0073-25-8      Continued**

- Action:**
- Approved PSC #DHRPSC0005168, City Administrator, with the condition to conduct a cost and feasibility study for bringing the work in-house and report back to the Commission in 24 months. (Vote of 5 to 0)
  - Approved PSC #DHRPSC0005246 v 0.01, Department of Public Health. (Vote of 5 to 0)
  - Approved PSC #DHRPSC0002191, City Administrator, with the condition of a memo provided by Office of Contract Administration and copy to the Executive Officer and report back to the Commission every 12 months on the contract usage. (Vote of 5 to 0)
  - 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)

**0076-25-8      Follow-Up Report on PSC Number 45988-23/24 from the Department of Public Works. (Item No. 9)**

**Speakers:**      None.

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

**0080-25-8      Follow-up Report of Personal Services Contract Number DHRPSC0002287 (formerly No. 48746-20/21) from the Airport. (Item No. 10)**

**Speakers:**      Alfie Wong, Airport  
Yvette Gamble, Airport  
Carol Isen, Department of Human Resources  
Enrique Guadamos, Airport  
Eva Chong, Airport  
Leroy Cisneros, Airport

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

**0075-25-8      Review of Request for Approval of Proposed Personal Services Contract  
#DHRPSC0004444 v 0.01 from the Public Utilities Commission. (Item No. 11)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004444 v 1.01	Public Utilities Commission	Current Approved Amount \$1,600,000 Increase Amount Requested \$2,000,000 New Total Amount Requested \$3,600,000	Maintenance and testing of existing switchgear and switchboard assemblies, including disconnect switches within the assemblies, at various East Bay and West Bay Water Supply and Treatment Facilities. This contract is for maintenance and testing of sixteen (16) switchgear, twenty-two (22) switchboards, seventeen(17) transformers, and the maintenance, inspection. In addition, testing of the two transformers, circuit switchers, protective relays, neutral grounding resistors, and battery system at the 60kV Crystal Springs Substation.	Amendment	57 months

**April 7, 2025:** Continued PSC #DHRPSC0004444 v 0.01 to the meeting of April 21, 2025.

**Speakers:** Shawndrea Hale, Public Utilities Commission  
Anthony Yu, Public Utilities Commission  
Todd Kyger, Public Utilities Commission  
Carol Isen, Department of Human Resources

**Action:** Adopted the report. Approved the request for proposed Personal Services Contract #DHRPSC0004444 v 1.01 with the condition to report back in six (6) months with a feasibility report; Notify the Office of the Controller and the Office of Contract Administration.  
(Vote of 5 to 0)

**0078-25-8      Review of Personal Services Contract Number DHRPSC0005262 v 0.01 from the Sheriff's Office – Omit Posting. (Item No. 12)**

**Speakers:** Patty Martinez, Sheriff's Office

**Action:** Adopted the report. Approved the request for proposed Personal Service Contract Number DHRPSC0005262 v 0.01; Notify the Office of the Controller and the Office of Contract Administration.  
(Vote of 5 to 0)

**0056 -25-4      Appeal by Eduard Julian Ochoa Appealing the Denial to Accept their Late Application for the Q050 Police Sergeant. (Item No. 13)**

**Speakers:**        Deana Kwan, Department of Human Resources  
                     Lisa Pigula, Department of Human Resources  
                     Kate Kimberlin, Office of the City Attorney  
                     Anna Biasbas, Department of Human Resources  
                     Edward Julian Ochoa, Appellant  
                     Elizabeth Aldana, Civil Service Commission  
                     Sandra Eng, Civil Service Commission

**Action:**            Adopted the report of the Department of Human Resources and denied the appeal by Eduard Julian Ochoa. (Vote of 4 to 1; Commissioner Salveson dissented)

**COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 14)**

- Commissioner Vitus Leung was saying that a lot of PSCs with very interesting work not sure if CSC has jurisdiction to hear back from departments or presentation on the work that is being done.
- Commissioner Kate Favetti suggested HR departments reporting on what they're doing and direction of plans for the future.

**ADJOURNMENT (Item No. 15)**

4:39 p.m.