



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

**DANIEL LURIE
MAYOR**

**MINUTES
Regular Meeting
June 2, 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 #2660 498 9359. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2660 498 9359
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, 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 #2660 498 9359.

CALL TO ORDER

2:00 p.m.

AND 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)

Brenda Barros, expressed her concerns about the ongoing issues for black workers in the CCSF. She feels their issues have not and are not being addressed right now. She states, the mayor's office is refusing to talk to us, you're (CSC) refusing to talk to us and so I really think you guys need to have another hearing on all these things that were implemented. The system needs to be fairer and better, not being reverted back to the old way, where we find ourselves in the same situation we were before any changes were made. I think there needs to be a hearing on that and I think all the City employees need to be notified of it so that we can be there and let you guys hear from us. If you check the data, there have been a lot of these employee surveys, I think you will find out that we still have a problem. It has not been resolved, and more work needs to be done.

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of May 19, 2025 – 2:00 p.m.

Action: The Commission voted to recuse Commissioner Adam Wood from voting because he was not present at the May 19, 2025, meeting.
(Vote of 5 to 0)

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

ANNOUNCEMENTS (Item No.4)

Lavena Holmes, Deputy Director, announced the new way we are handling CSC Hearings and virtual participation on WebEx.

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

None.

0126-25-1 ELECTION OF OFFICERS (Item No. 5)

Action: President Kate Favetti was elected as President for the term effective July 1, 2025 through June 30, 2026. (Vote of 5 to 0)

Action: Commissioner Jacqueline P. Minor was elected as Vice President for the term effective July 1, 2025 through June 30, 2026. (Vote of 5 to 0)

Public Comment: Brenda Barros, asked both Commissioners Favetti and Minor what they were going to do different around the issues of Black workers, what can we expect, that is my question.

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

Carol Isen, provided a brief report on the status of PEX employees to PCS status (E2P) examination processes, the recruitments have begun, specific lists are being developed, and departments can make appointments from the lists. Recruitments have been conducted for key classifications in the Management 09XX classification series, administrative analysts, and the human resources analyst series; about 455 exempt employees are eligible to participate. We are working with departments to create a citywide exam plan to capture everyone who is eligible. So far there are another 50 or so classifications that are being evaluated in the E2P realm for departmental specific examinations. At some point this summer, we expect to have a comprehensive plan where we will use the same methodology that is permitted as a result of the rule change to make that transition as seamless as possible.

EXECUTIVE OFFICER'S REPORT (Item No. 7)

None.

0119-25-8 Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 8)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005279 v 0.01	Public Works	\$905,000	An emergency declaration has been issued under Section 6.60 of the San Francisco Administrative Code to address urgent compliance needs at the Laguna Honda Hospital and Rehabilitation Center (LHH), located at 375 Laguna Honda Blvd., San Francisco. This action responds to critical requirements for re-certification in the Medicare/Medicaid programs after the California Department of Public Health and Centers for Medicare & Medicaid Services (CMS) terminated LHH's certification in April 2022. Two emergency consultant contracts are necessary to expedite and facilitate the pre-construction and construction phases of the LHH Water Tank Replacement and LHH Fuel Line Replacement projects – part of LHH's recertification compliance efforts. For Water Tank, the scope is Construction Administration by the design consultants, for architecture, civil engineering, plumbing/pipeline engineering, structural engineering, electrical engineering, and security camera design. For Fuel Line, the scope is Specialty Construction Management by a consultant with technical knowledge of the emergency fuel oil storage and delivery industry.	New	30 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005351 v 0.01	Public Utilities Commission	\$15,000,000	Perform highly specialized engineering tasks that include conducting geotechnical field explorations, investigations, and laboratory testing; hydraulic modeling, seismic vulnerabilities of water treatment facilities and chemical storage tanks, site surveying in remote locations, reliability and maintenance issues with chemical pumps, preparing reports for new and existing facilities.	New	132 months
DHRPSC 0002243 v 1.01	City Administrator	Current Approved Amount \$1,000,000 Increase Amount Requested \$450,000 New Total Amount Requested \$1,450,000	Contractor shall provide dry-cleaning services for City-owned items for the Department of Public Health (DPH) and Public Works (PW). The items requiring services for DPH include curtains, air mattress bed covers, tablecloths, table skirts, and napkins. The items requiring services for PW include coveralls and bibs. The proposed services contract may be used by other City departments as well.	Amendment	Increase months 35 Total months 71
DHRPSC 0002603 v 1.01	Public Health	Current Approved Amount \$800,000 Increase Amount Requested \$1,183,555 New Total Amount Requested \$1,983,555	Original coordinator's email: kelly.hiramoto@sfdph.org. Contractor qualified will provide the San Francisco Department of Public Health (DPH) with 24 hour technical support, proprietary software support and upgrades and onsite support for the existing security system to ensure that the System, as defined below, remains continuously operating in good condition for which it was designed, improved, constructed, altered, or repaired, at various sites within DPH. Maintenance Definition: Routine, recurring, and usual work for the preservation, protection and keeping of any publicly owned facility for its intended purposes in a safe and continually usable condition for which it was designed, improved, constructed, altered or repaired. As part of "usual work for preservation" of the System, Maintenance shall include comprehensive Systems assessments, including System documentation, System growth needs, System deficiencies if any, and System, gap analysis at periodic times requested by City and agreed to by Contractor. In General, the System includes: 1. Headend servers located at Zuckerberg San Francisco General Hospital (ZSFGH); 2. Security Operations Center at ZSFGH, which monitors and responds to device and closed circuit television (CCTV) alarms; and 3. A badging station at ZSFG. The complete System is comprised of an access/alarm system and a video management system which integrate with each other. The system is currently comprised of eight active sites with a roadmap to add additional sites over the duration of this contract with at least six additional sites currently identified. Maintenance services will be provided for the eight current sites. Additional sites will be quoted by the vendor as they come online. The Contractor will maintain those sites as required at an additional cost to the City.	Amendment	72 months
DHRPSC 0004236 v 1.01	Public Works	Current Approved Amount \$10,000,000 Increase Amount Requested \$5,000,000 New Total Amount Requested \$15,000,000	The selected consultant ("consultant") will perform a full range of highly specialized services for the Islais Creek Bridge Rehabilitation Project ("Project"). The Project requires specialized engineering and environmental consultants with expertise in complex, major infrastructure projects, particularly seismic retrofit and rehabilitation of bascule bridges over water with a strong environmental/regulatory component. The consultant will perform the work in three phases. Phase 1 consists of a condition survey of the bridge, preliminary engineering, and environmental studies. Phase 2 consists of detailed design and preparation of construction documents. Phase 3 consists of providing engineering support during construction.	Amendment	Increase months 60 Total months 183

0119-25-8 Continued

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

Speakers: None.

Action: Adopted the report. Approved the requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

0120-25-3 Salary Survey for Registered Nurse Classifications (Charter Section A8.403), 2025-2026. (Item No. 9)

Speakers: None.

Action: Adopted report; Certify to the Board of Supervisors for the Acute Care Nursing Classifications the highest prevailing salary schedules in the six Bay Area counties (Public & Private) in effect on April 15, 2025. (Vote of 5 to 0)

0033-25-5 Proposed Amendments to Volumes I (Miscellaneous Classifications) and IV (Service-Critical Classifications) Civil Service Commission Rule Series 02 Definitions, 010 Examination Announcements and Applicants, 011 Examinations, 011A Position-Based Testing, 012 Eligible Lists, and 013 Certification of Eligibles to Remove De-Identification. (Item No. 10)

March 3, 2025: Continued to the meeting of April 7, 2025, for the Executive Officer to consult with the City Attorney and others to re-word rule proposal to be aligned with the commission's guidance - consistent and fair, open to public inspection, and transparent.

Speakers: Sandra Eng, Civil Service Commission

Action: Accepted the Executive Officer's staff report; incorporate any changes made by the Civil Service Commission; and direct the Executive Officer to post the proposed revisions to remove de-identification in Volumes I (Miscellaneous Classifications) Rules 102 Definitions, 111 Examinations, 111A Position-Based Testing, 112 Eligible Lists, 113 Certification of Eligibles; and Volume IV (Service-Critical Classifications) Rules 402 Definitions, 410 Examination Announcements and Applicants, 411 Examinations, 411A Position-Based Testing, 412 Eligible Lists, and 413 Certification of Eligibles in accordance with the Charter and Civil Service Rules for adoption following meet and discuss with the affected labor unions and interested stakeholders. (Vote of 5 to 0)

**0104-25-8 Review of Request for Approval of Proposed Personal Services Contract
#DHRPSC0005091 v 0.01 from the Department of Public Health. (Item No. 11)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005091 v 0.01	Public Health	\$6,500,000	Contractor will provide services for the Recovery Engagement to Start Treatment for Overdose Response Equity (RESTORE) Program, which is part of the Department of Public Health's (DPH) Whole Person Integrated Care (WPIC) section. This program offers short-term shelter for People Experiencing Homelessness (PEH) with Substance Use Disorder (SUD) so they can they stabilize on Medications for Opioid Use Disorder (MOUD). The goal of the program is to reduce fatal drug overdoses in San Francisco by connecting PEH with essential services such as transportation, ongoing substance use disorder treatment, shelter or housing, and inpatient treatment for substance use disorders. Contractor will also provide ADA-compliant transportation services, using personal vehicles, taxi vouchers, or rideshare options to transport clients between priority neighborhoods, RESTORE sites, and MOUD sites to access services such as shelter, housing, and substance use treatments. Contractor will deploy night navigators in high-priority neighborhoods to navigate clients toward substance use treatment, including assisting them in accessing telehealth services for MOUD treatment. Navigation also includes assisting clients in accessing telehealth medications for MOUD treatment. Contractor will also provide daytime case management for clients enrolled in the RESTORE program to coordinate access to care and ensure clients are connected to the services they need for stabilization.	New	60 months

May 5, 2025: Continued PSC #DHRPSC0005091 v 0.01 from the Department of Public Health to the meeting of May 19, 2025.

May 19, 2025: Continued PSC #DHRPSC0005091 v 0.01, from the Department of Public Health to the meeting of June 2, 2025, to allow SEIU 1021 and DPH to meet and return with results, findings, and agreements.

Speakers: My Lan Do Nguyen, Department of Public Health
Erika Thorson, Department of Public Health
Luenna Kim, Department of Public Health
Emily Raganold, Department of Public Health
Krista Gaeta, Department of Public Health
Carey Dall, SEIU Local 1021

Action: Adopted the report. Approved the request for proposed Personal Services Contract #DHRPSC0005091 v 0.01 with the condition to report back to the Commission in six (6) months on the status of the contract, the hiring process, in closing the gap on the vacancies for Health Workers, and to continue discussions with the employee organization representing the classes; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

0104-25-8

Continued

Public Comment: **Cheryl Thornton**, the integration of the MediCal peer support specialist into the San Francisco Department of Public Health is essential for enhancing city behavioral health services, these specialists are certified through California Mental Health Service Authority due to their lived experience with mental health or substance use.

Brenda Barros, I'm a little bit confused because I hear that they can't hire anyone, but I'm getting hysterical calls from workers saying they're being laid off work, who are health workers, I don't understand what's happening. If you don't have any people, why are we laying people off?

**0127-25-8 Review of Request for Approval of Proposed Personal Services Contract
#DHRPSC0005140 v 0.01 from the Department of Public Health. (Item No. 12)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005140 v 0.01	Public Health	\$20,000,000	Contractor will support the design, build, training, and implementation of a new enterprise workforce and talent management (WTM) system for the Department of Public Health (DPH). The system will support 3,000 concurrent DPH staff initially, scaling to 4,000+ concurrent users in a cloud infrastructure with disaster recovery provisions. The new system will integrate with multiple existing platforms (PeopleSoft Payroll, Epic Systems electronic health records system, SmartRecruiters applicant tracking system, ServiceNow service management systems, and the medical staff credentialing system). The system will support workforce management capabilities, including scheduling, time and attendance, credential management, electronic personnel files, and case management tools for numerous human resources activities. The system will also support capabilities for talent management, such as recruitment and onboarding, performance and workforce planning, and the creation of exams and assessments for job candidates.	New	108 months

April 7, 2025: Postponed PSC #DHRPSC0005140 v 0.01 from the Department of Public Health to a future meeting.

Speakers: My Lan Do Nguyen, Department of Public Health
Eric Raffin, Department of Public Health

Action: Adopted the report. Approved the request for proposed Personal Services Contract #DHRPSC0005140 v 0.01; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

Public Comment: Brenda Barros, we've been hearing rumors from the mayor's office that managers are being urged to crack down on people's attendance. I just want to make sure this is just not a tool put in place to make it easier to harass our members about their time or something like that, also what happens to the payroll staff. clerks who do those jobs, is there any impact on them? That's what I would like to know.

0121-25-3 Annual Salary Adjustment (2nd) Year of 5-Year Cycle of Salary for Board of Supervisors in Accordance with Charter Section 2.100 For Fiscal Year 2025-26. (Item No. 13)

Speakers: Preeti Grewal, Civil Service Commission
 Ted Wisinski, Department of Human Resources

Action: Approved the proposed salary adjustment for Members, Board of Supervisors effective July 1, 2025, for Fiscal Year 2025-2026 based on the CPI-U increase of 2.9%; and transmit your determination to the Controller for consideration of the Fiscal Year 2025-2026 budget.
(Vote of 5 to 0)

Public Comment: Angela Calvillo, Board of Supervisors

0122-25-3 Annual Salary Adjustment (4th) Year of 5-Year Cycle of Salary for Elected Officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, And Sheriff) in Accordance with Charter Section A8.409-1 For Fiscal Year 2025-26. (Item No. 14)

Speakers: Preeti Grewal, Civil Service Commission

Action: Approved the proposed salary adjustments for Elected Officials effective July 1, 2025, for Fiscal Year 2025-2026 based on the CPI-U increase of 2.9%; and transmit your determination to the Controller for consideration of the Fiscal Year 2025-2026 budget. (Vote of 5 to 0)

Public Comment: Brenda Barros, while I think everybody deserves to have a fair salary, I find it a little odd that the same people that are cutting our members jobs are now asking for a raise for themselves.

0123-25-1 Annual Certification of Benefits for Elected Officials (Including Members of The Board of Supervisors) for Fiscal Year 2025-26 of the City and County of San Francisco in Accordance with Charter Section A8.409-1. (Item No. 15)

Speakers: Preeti Grewal, Civil Service Commission

Action: Accept the report; certify the benefits of elected officials (including Members of the Board of Supervisors) for Fiscal Year 2025-2026 in accordance with Charter Section A8.409-1 at the same level of benefits as those provided to covered employees of the Municipal Executive's Association (MEA) in effect on July 1, 2025. (Vote of 5 to 0)

0048-25-4 Appeal by Zahir Naseri's of their disqualification from the 2591 - Health Program Coordinator II and 2593 - Health Program Coordinator III Examination. (Item No. 16)

Speakers: David Chalk, Department of Public Health
Scott DeWolfe, Department of Public Health
Zahir Naseri, Appellant
Anna Biasbas, Department of Human Resources

Action: Denied the appeal and adopted the report of the Department of Public Health. (Vote of 4 to 1; Commissioners Leung dissented)

0058-25-4 Appeal of Rejection of Application by James Davis for 8216 Parking Control Supervisor (CBT-8216-T00122). (Item No. 17)

Speakers: Shivani Nath, Municipal Transportation Agency
James Davis, Appellant
Bill Miles II, Municipal Transportation Agency
Gordon Wong, Municipal Transportation Agency
Devon Anderson, Local 200

Action: Adopt the report and deny the appeal by Davis. (Vote of 3 to 2; Commissioners Leung and Wood dissented)

Public comment: **Brend Barros**, I just wanted to speak in favor of the employee. This has been an ongoing problem for many employees is that people are being asked to do things that are not in their job description, but when it comes down to applying for positions, particularly upgraded positions, then somehow those things never seem to count.
Cheryl Thorton, they say that with the civil service classifications, there are these small nuances that keep people from promoting up and I was a classic case of this for years and years and years was trying to promote up and they tell me that my experience didn't qualify until I brought in the union attorney.

0065-25-4 Appeal by Thomas Lyons of the disqualification for the Q050 – Sergeant, Police Department Examination. (Item No. 18)

Speakers: Deana Kwan, Department of Human Resources
Thomas Lyons, Appellant

Action: Adopted the report of the Department of Human Resources and denied the appeal by Lyons. (Vote of 5 to 0)

Public Comment on all matters pertaining to Items 21 and 22, including public comment on whether to hold Items 21 and 22 in closed session. (Item No. 19)

None.

Vote on whether to hold Items 21 and 22 in closed session. (Item No. 20)

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

CLOSED SESSION AGENDA

0063-25-6 Appeal by James Fa’aita of the Human Resources Director’s determination to administratively close Fa’aita’s complaint of retaliation and harassment. (Item No. 21)

Closed Session started at 5:14 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Elizabeth Salveson, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commission Jacqueline P. Minor, Civil Service Commission
Commission Adam Wood, Civil Service Commission
Amalia Martinez, Department of Human Resources
Estevan Villareal, Department of Human Resources
Milyn Sanchez, Public Utilities Commission
Jennifer Burke, Department of Human Resources
James Fa’aita, Appellant
Kate Kimberlin, City Attorney’s Office
Anna Biasbas, Department of Human Resources
Sandra Eng, Civil Service Commission
Lizzette Henríquez, Civil Service Commission
Preeti Grewal, Civil Service Commission
Lavena Holmes, Civil Service Commission
Mika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission

Speakers: Estevan Villareal, Department of Human Resources
James Fa’aita, Appellant
Milyn Sanchez, Public Utilities Commission

Action: Adopted the report, upheld the decision of the Human Resources Director, and denied the appeal by James Fa’aita. Instructed the Public Utilities Commission to conduct training sessions at the Wastewater Treatment Plant and to report back to the Commission in six (6) months.
(Vote of 5 to 0)

Closed Session for this item ended at 5:49 p.m.

0047-25-7 Request for a Hearing by La Ronda Griffin Johnson on Future Employment Restriction. (Item No. 22)

Closed Session started at 5:54 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Elizabeth Salveson, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commission Jacqueline P. Minor, Civil Service Commission
Commission Adam Wood, Civil Service Commission
David Garcia, Municipal Transportation Agency
Doris Duong, Municipal Transportation Agency
La Ronda Griffin Johnson, Appellant
Kate Kimberlin, City Attorney's Office
Sandra Eng, Civil Service Commission
Lizzette Henríquez, Civil Service Commission
Preeti Grewal, Civil Service Commission
Lavena Holmes, Civil Service Commission
Mika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission

Speakers: David Garcia, Municipal Transportation Agency
La Ronda Griffin Johnson, Appellant
Gordon Wong, Municipal Transportation Agency

Action: Adopted the reports, denied the appeal. Future employability to safety sensitive positions is subject to the review and approval of the Department of Human Resources Director after satisfactory completion of two (2) years' verifiable work experience. Additionally, in accordance with the SFMTA substance abuse program and the US Department of Transportation requirements, La Ronda Griffin Johnson needs to participate in an appropriate substance abuse program and receive release to work from a certified substance abuse professional in order to perform any safety sensitive functions. (Vote of 4 to 1; Commissioner Wood dissented)

Closed Session for this item ended at 7:20 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 21 and 22 in closed session (S.F. Admin. Code §67.12 (a)). (Item No. 23)

The Commission reconvened in Open Session at 7:22 p.m.

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

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 24)

Commissioner Leung requested that Appellants appear in person.

Commissioner Minor requested a report regarding the Performing Measures under the Grand Jury Report of the status of the EEO cases workload.

ADJOURNMENT (Item No. 25)

7:25 p.m.