



CIVIL SERVICE COMMISSION  
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE  
MAYOR

MINUTES  
Regular Meeting  
July 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 #2661 866 5354. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: #2661 866 5354  
Press # twice to listen to the meeting via audio conference  
Dial \*3 when you are ready to queue

DANIEL LURIE, MAYOR

COMMISSIONERS

KATE FAVETTI  
President  
JACQUELINE MINOR  
Vice President  
THERESA M. LEE  
VITUS LEUNG  
ADAM WOOD

SANDRA ENG  
Executive Officer

The public is encouraged to submit comments in advance of the meeting by email at [civilservice@sfgov.org](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 posted on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2661 866 5354.

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)

None.

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of June 15, 2026 – 2:00 p.m.

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

Special Meeting of June 18, 2026 – 3:00 p.m.

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

ANNOUNCEMENTS (Item No. 4)

Lavena Holmes, Deputy Director, announced that Item #15 Appeal by Roger Michael Lampert has been postponed to meeting of December 7, 2026, at the request of the appellant.

Other announcements.

None.

Items severed from the Ratification Agenda:

- PSC #DHRPSC0005921 v0.01 from the Airport
- PSC #DHRPSC0006302 v0.01 from the Airport
- PSC #DHRPSC0006375 v1.01 from the Economic & Workforce Development

Announcements Continued

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

None.

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

**Carol Isen**, Human Resources Director, provided a brief status report on certain activities involving the Rebuilding the Ranks Initiative launched by Mayor Daniel Lurie. Two things are happening this month, first - an all-day testing event at Oracle Park, where they're going to be administering the physical ability tests along with the oral interviews in a single day. There are 364 registered candidates for the Q2, those that pass the two elements will be placed on an eligible list and at that point go through the background to be eligible to enter the police academy. Anna Biasbas is the project coordinator for DHR. She's working very closely with the police department's recruitment team. They're excited about it and we'll probably hear more about it. They're looking forward to a great success. Second - this summer SFPD is working on a Next Gen Police Safety Internship Program. They have about 20 students young adults aged 19 to 24 that are enrolled. It's a collaboration with City College, the Police department and the Department of Human Resources and it's being administered under the Human Rights Commission Opportunities for All Program supported by in part by a grant from the Crank Stark Foundation. The 22 interns have been involved in professional development workshops, visiting police stations, working with our workforce development team under Julia Ma, the coordinator of the effort for the city and they've gotten a lot of support from off duty police officers. This is part of the effort to rebuild the ranks starting from the bottom up. It's been a big summer for them, and they are looking forward to seeing how this approach at Oracle Park goes. If it goes well, then there will be a desire to repeat, but for now it's just a big activity for the summer for the whole public safety team.

(0133-26-1) Civil Service Commission Annual Planning Calendar of Required Reports Fiscal Year 2026 – 2027. (File No.)

**Speaker:** Lavena Holmes, Deputy Director  
Carol Isen, Human Resources Director

**Action:** Postponed to a future meeting.

(0134-26-8) Review of Request for Approval of Proposed Personal Services Contracts.  
(Item No. 7)

| PSC                          | Department | Amount       | Type of Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Type of Approval | Duration   |
|------------------------------|------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------|
| DHRPSC<br>0006235 -<br>v0.01 | Airport    | \$25,000,000 | <p>The project includes rehabilitation of the elevated terminal roadway surface and Central Garage ramps, as well as enhancements to pedestrian safety and curbside infrastructure, including the installation of rectangular rapid flashing beacons at terminal crosswalks and new bus shelters.</p> <p>Services include:</p> <ul style="list-style-type: none"> <li>- Program &amp; Project Management: Program development, planning, scheduling, budgeting, risk management, and multi-phase construction coordination.</li> <li>- Stakeholder &amp; Design Management: Coordinating with multiple stakeholders (airport, tenants, airlines, federal agencies) and other construction projects to avoid disruptions to tenant and Airport operations.</li> <li>- Design Services: Design of architectural, electrical, and low-voltage systems, investigation and documentation of existing conditions, and analysis of the existing conditions within the limits of work, which may require upgrades to current codes.</li> <li>- Construction Management &amp; Scheduling: Overseeing construction of roadway viaduct rehabilitation work, which requires close coordination with multiple stakeholder groups, enabling work and multi-phase construction scheduling to minimize disruptions to passenger and Airport operations.</li> <li>- Project Controls &amp; Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management.</li> <li>- Cost Estimating: Preparing independent estimates for trade packages and equipment to support procurement and early enabling work.</li> </ul> | New              | 60 months  |
| DHRPSC<br>0005921 -<br>v0.01 | Airport    | \$60,000,000 | The Airport seeks prequalified commercial banks and other financial institutions interested in (1) providing credit and/or liquidity facilities ("Facilities") to support the Airport Commission's issuance of Airport bonds and commercial paper notes ("Bonds"), and (2) directly purchasing Bonds.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | New              | 108 months |
| DHRPSC<br>0006302 -<br>v0.01 | Airport    | \$1,800,000  | Services are for the San Francisco International's Airport (SFO or Airport) Motorola VESTA 911 phone system ("System"). Contractor will provide maintenance and support to all 911 positions located in the Airport's Communications Center Dispatch, Training Room, Communications Center Backup Dispatch site, and Mobile Command Vehicle. Contractor will also provide ongoing support, maintenance, and software upgrades to the System, and will provide analytic software to report on incoming and outgoing calls.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | New              | 72 months  |
| DHRPSC<br>0006258 -<br>v0.01 | Airport    | \$600,000    | <p>Contractor shall provide inspection, maintenance, and as-needed repair and replacement of parts to the San Francisco International Airport (Airport)'s water perimeter buoy system.</p> <p>The services will include:</p> <ol style="list-style-type: none"> <li>1) repair and replacement of buoy light,</li> <li>2) buoy retrieval and reattachment,</li> <li>3) repair and replacement of anchor block, chain, and strap,</li> <li>4) cleaning and removal of algae to the buoy, and</li> <li>5) provide parts and materials, including storage of those items, to maintain the buoy system.</li> </ol> <p>The buoy repair and retrieval services are on an as-needed basis and require immediate response to maintain the Airport's water perimeter security zone.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | New              | 60 months  |

| PSC                    | Department                       | Amount    | Type of Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Type of Approval | Duration  |
|------------------------|----------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------|
| DHRPSC 0006140 - v0.01 | Public Health                    | \$300,000 | Contractor will provide a vendor-hosted software platform to support DPH case management, care coordination, funding management, and time study reporting. Services include system configuration, secure data hosting, role-based user access management, reporting and audit functionality, and ongoing platform maintenance. The vendor will provide implementation services, user onboarding, training, and post-implementation support to ensure the system is fully operational and adopted by department staff. The contractor will enable DPH to manage client and program data, track time study activities in accordance with recognized public health funding methodologies, generate reports, and securely store and retrieve program documentation.                                                                                                            | New              | 60 months |
| DHRPSC 0006406 - v0.01 | Public Health                    | \$300,000 | Contractor will provide comprehensive reviews of hospital Institutional Master Plans (IMPs), focused on analysis of proposed changes to inpatient facilities and their relationship to citywide healthcare needs. To complete these reviews, contractor will conduct qualitative and quantitative data collection and analysis, produce a detailed written report summarizing findings, and present the findings to the Health Commission. The health planner's review must be submitted to the Planning Department within 90 days as required by Planning Code 304.5(g). Institutional Master Plans are long-term planning documents that include planned physical development, and medical institutions must have a current Institutional Master Plan filed with the Planning Commission before they can receive entitlements and building permits for new construction. | New              | 60 months |
| DHRPSC 0006338 - v0.01 | Economic & Workforce Development | \$600,000 | Provide as-needed consulting services to support the growth and development of San Francisco's Community Benefit District (CBD) program, including guidance around best practices for CBD management, formation, governance, compliance, and opportunities to enhance operational effectiveness, efficacy, efficiency and community impact.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | New              | 24 months |
| DHRPSC 0006349 - v0.01 | Economic & Workforce Development | \$260,000 | <p>Scope of Work:</p> <p>The Office of Small Business refers selected small businesses to licensed architects, who produce renderings, help with permit issuance, and related services directly to the business. The business does not get billed for this service, which is paid for by the Office of Small Business. The selected architects do not refer or determine which small businesses can utilize the design services. Selection of small businesses is determined solely by the Office of Small Business.</p> <p>Performance Measures:</p> <p>Selected architects will be paid on an hourly basis with a maximum allowable amount per business location, to be determined by the Office of Small Business. The key metric of performance is the issuance of required permits for each project.</p>                                                              | New              | 48 months |
| DHRPSC 0006287 - v0.01 | Economic & Workforce Development | \$300,000 | Comprehensive marketing, publicity, social media content development, and advertising services include brand strategy, campaign management, content creation, digital and traditional media promotion, audience engagement, and performance analytics to maximize visibility and impact.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | New              | 72 months |

| PSC                          | Department                             | Amount    | Type of Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Type of Approval | Duration  |
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| DHRPSC<br>0006339 -<br>v0.01 | Economic &<br>Workforce<br>Development | \$400,000 | <p>Like peers around the world, San Francisco museums face increasing operational costs, grant funding uncertainty, and evolving audience expectations. Museum leaders have identified a need for increased collaboration to help individual institutions identify shared challenges and leverage collective resources to innovate and ensure long-term viability.</p> <p>The Office of Economic and Workforce Development seeks an experienced consultant with subject matter expertise to facilitate collaboration among a coalition of museum leaders to identify shared challenges and opportunities. The consultant should work with participating museums to identify new approaches to earned and contributed income streams (such as joint memberships, shared marketing, new revenue-generating programs) and develop one or more pilot projects to pursue innovative income-generating strategies.</p> <p>While the Office of Economic and Workforce Development does not expect the initial funding to support the implementation of the museum-developed pilot projects, further city funding or philanthropic support could support the implementation of these projects, with the consultant expected to continue to support the coalition of participants in evaluating the efficacy of the pilots and supporting further adaption over subsequent years.</p> <p>Scope of Work: The selected consultant will be expected to collaborate with the Office of Economic and Workforce Development on the formation of a coalition of museums and leaders.</p> <p>Once the coalition is identified, the consultant will spend up to one year facilitating a collaborative process to: 1) identify common challenges across institutions; 2) develop potential pilot strategies to enhance the resilience of coalition participants; and 3) advise the coalition around fundraising strategies to support implementation of one or more pilot projects.</p> | New              | 24 months |
| DHRPSC<br>0006356 -<br>v0.01 | Economic &<br>Workforce<br>Development | \$700,000 | <p>The San Francisco Office of Economic and Workforce Development (OEWD) is seeking a firm to provide marketing and related activities to commercial/business districts during City-lead construction projects.</p> <p>Goals of this project include:</p> <ol style="list-style-type: none"> <li>1) Increasing outreach and engagement with neighborhood business groups and small businesses before and during construction projects and</li> <li>2) Helping to lessen the impacts of construction through the implementation of commercial corridor marketing campaigns and related construction mitigation efforts.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | New              | 24 months |

| PSC                          | Department                             | Amount    | Type of Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Type of Approval | Duration  |
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| DHRPSC<br>0006358 -<br>v0.01 | Economic &<br>Workforce<br>Development | \$400,000 | <p>The San Francisco Office of Economic and Workforce Development (OEWD) is seeking a qualified contractor(s) to provide fiscal administrative support services and payment processing services for the disbursement of the OEWD-funded small business technical assistance fund. OEWD staff will be responsible for managing the fund, vetting and reviewing applicants, and determining awards. However, due to the high volume of grant distributions during limited periods throughout the year, OEWD seeks a contractor(s) that will serve as a centralized payment processing partner responsible for the secure, timely, and accurate distribution of funds to OEWD-approved recipients via check, ACH, or other approved payment methods. This includes maintaining complete financial records, ensuring tax and regulatory compliance, and providing transparent reporting to OEWD.</p> <p>Additional circumstances in which payment processing services would be required include, but are not limited to, instances in which grantees are unable to become established as official Suppliers (vendors) with the City and County of San Francisco within required timeframes, or when streamlined disbursement is necessary to ensure timely distribution of OEWD-approved funds.</p> <p>The contractor(s) will also provide services in, but not limited to, the following areas which also include an additional level of outreach to fund recipients and require a team of specialized staff:</p> <ol style="list-style-type: none"> <li>1) Financial management and administrative support, including processing and disbursing payments via check, or other approved methods</li> <li>2) Ensuring timely and accurate disbursement of funds in accordance with OEWD-approved schedules and payment instructions.</li> <li>3) Maintaining detailed and accurate records of all disbursements, including payment status (issued, cleared, returned, or re-issued). Monthly reconciliation of all disbursements and maintaining audit ready financial documentation</li> <li>4) Providing the appropriate tax documentation to the business owners and ensuring compliance with all applicable federal, state, and local financial and tax regulations</li> <li>5) Providing regular reports to OEWD, including disbursement status updates, payment timelines, and exception reports (e.g., failed or returned payments)</li> <li>6) Responding to OEWD inquiries and coordinating with OEWD staff to resolve payment-related issues</li> <li>7) Conducting follow-up with small businesses recipients to ensure successful distribution of funds and providing basic payment-related customer support.</li> <li>8) Staffing limited to roles directly supporting payment processing, financial administration, and related compliance functions.</li> </ol> | New              | 48 months |
| DHRPSC<br>0005524 -<br>v0.01 | Municipal<br>Transportation<br>Agency  | \$550,000 | Hire a vendor to inspect, troubleshoot, and repair vehicle maintenance equipment including bus vehicle hydraulic lifts at SFMTA owned facilities. The scope of work includes diagnosing and repairing equipment and replacing parts as necessary.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | New              | 60 months |
| DHRPSC<br>0006265 -<br>v0.01 | Port                                   | \$230,000 | As-Needed Public Relations, Communications, Media Services, and Related Services that include, but not limited to: Strategic Communication, Crisis Communication, Public Relations, Public Events, Outreach, Engagement, Photography, Video/Audio Recording, Graphic Design, Translation/Interpretation, Media Relations, Social Media, Web Design, Web Development, Ad Placement, Advertising and Marketing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | New              | 60 months |

| PSC                          | Department                       | Amount      | Type of Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Type of Approval | Duration  |
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| DHRPSC<br>0006329 -<br>v0.01 | Technology                       | \$4,000,000 | <p>The City seeks professional services to support modernization and expansion of its enterprise Identity and Access Management platform.</p> <p>The selected vendor will assist with planning, implementation, integration, migration, security hardening, and operational support for IAM services used by City departments and agencies.</p> <p>Key services include:</p> <ol style="list-style-type: none"> <li>1. Migration to the sf.gov domain as required by CA law</li> <li>2. Deployment of Privileged Access Management</li> <li>3. Identity verification and identity proofing</li> <li>4. Active Directory consolidation</li> <li>5. Integration of departmental applications</li> <li>6. Modernization of identity systems and cloud migration</li> <li>7. Security hardening of Microsoft Entra ID and Active Directory</li> <li>8. Implementation of Device Multi-Factor Authentication</li> <li>9. Integration with physical identity and door badging systems</li> </ol> <p>The goal is to provide a secure, resilient, scalable, and stable IAM platform that improves identity governance, authentication, access control, and operational efficiency across the City.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | New              | 60 months |
| DHRPSC<br>0006320 -<br>v0.01 | War Memorial and Performing Arts | \$1,200,000 | <p>Scope of Work and Services to Be Provided</p> <ul style="list-style-type: none"> <li>o The Contractor shall provide labor, supervision, and expertise to perform patron screening and exterior patron ambassador services at the War Memorial &amp; Performing Arts Center (WMPAC).</li> </ul> <p>Services include, but are not limited to, the following:<br/>Contractor will perform the following Ingress and Egress Patron Screening Operations:</p> <ul style="list-style-type: none"> <li>o Operate, monitor, and adjust Evolv screening stations before and after events.</li> <li>o Conduct secondary screening as required, including wand, visual inspections, and bag checks.</li> <li>o Follow established protocols for handling prohibited items and escalating security concerns.</li> </ul> <p>Staffing and Scheduling</p> <ul style="list-style-type: none"> <li>o Provide trained personnel for patron screening based on licensee needs.</li> <li>o Scale staffing rapidly to meet operational needs identified for each event.</li> <li>o Maintain a roster of qualified personnel.</li> </ul> <p>Operational Expertise</p> <ul style="list-style-type: none"> <li>o Ensure personnel are trained and qualified to operate Evolv System.</li> <li>o Maintain familiarity with screening equipment functionality, safety features, and alert response procedures.</li> </ul> <p>Exterior Patron Ambassador Assistance</p> <ul style="list-style-type: none"> <li>o After patron ingress and post-intermission rescreening are completed, contract personnel deploy to designated corners and surrounding sidewalks near the War Memorial and Performing Arts Center to provide an added measure of patron comfort due to ongoing safety concerns in the surrounding neighborhood.</li> </ul> | New              | 24 months |

| PSC                          | Department                             | Amount                                                                                                                                        | Type of Service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Type of Approval | Duration                                        |
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| DHRPSC<br>0002204 –<br>v2.01 | City Administrator                     | Current<br>Approved<br>Amount<br>\$750,000<br>Increase<br>Amount<br>Requested<br>\$0<br>New Total<br>Amount<br>Requested<br>\$750,000         | The vendor will provide as needed advice and services to the Real Estate Department on relocation issues when the City purchases, condemns or receives as a gift to the City a building for City use and therefore must relocate existing tenants. Vendor will provide strategic planning for relocation assistance including preparation of relocation plans, study, and implementation of same; preparation of mandated notices, information brochures and other documents as required by state and/or federal relocation laws and regulations; perform claims administration and recommendations; determine eligibility for relocation benefits under applicable laws and guidelines; provide advisory assistance to those who are displaced; perform timely preparation and distribution of notices to vacate and other notices as required; and provide both business and residential relocation services as necessary.                                                                                                                                                                                                                                                                                                                                                                                    | Amendment        | Increase<br>months<br>24<br>Total months<br>108 |
| DHRPSC<br>0005793 –<br>v2.01 | City Administrator                     | Current<br>Approved<br>Amount<br>\$5,000,000<br>Increase<br>Amount<br>Requested<br>\$0<br>New Total<br>Amount<br>Requested<br>\$5,000,000     | Provide routine maintenance, diagnosis and repair of scientific and medical equipment at the Office of the Chief Medical Examiner. This equipment consists of 1. Medical Imaging equipment including one x-ray full body unit, and one Siemens CT scanner. 2 Forensic Toxicology analytic equipment of less than 10 custom configured mass spectrophotometer (mass spec) units each manufactured by Agilent and Sciex (also with Qtof and Qtrap), and a single BioChip analyzer from Randox, in addition to biochemistry and other analyzers and histology microtome sectioning and staining. 3. Base equipment consisting of temperature controlled and monitored coolers, gas generating and dispensing equipment (e.g. hydrogen, and nitrogen) to perform testing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Amendment        | Increase<br>months<br>7<br>Total months<br>127  |
| DHRPSC<br>0006375 –<br>v1.01 | Economic &<br>Workforce<br>Development | Current<br>Approved<br>Amount<br>\$675,000<br>Increase<br>Amount<br>Requested<br>\$600,000<br>New Total<br>Amount<br>Requested<br>\$1,275,000 | The Office of Economic and Workforce Development (OEWD) is seeking to contract with an individual or firm that can serve as the department's One-Stop Operator (OSO), a lead coordinator of services delivered to San Francisco's workforce system. The workforce system is designed to establish services for a variety of San Francisco jobseekers that include unskilled, semi-skilled and high skilled individuals. The OSO will play a leadership role in coordinating the four (4) core mandated partners - the California Employment Development Department (EDD), California Department of Rehabilitation (DOR), City College of San Francisco (CCSF) Career Technical Education and Adult Education programs, and the San Francisco Human Services Agency (HSA)/Temporary Assistance for Needy Families (TANF) programs - and ensuring that appropriate services are delivered to customers through the workforce system. The role includes establishing Memorandums of Understanding (MOU) with the core partners, providing training and technical assistance and facilitating the successful implementation of services. Additional responsibilities may be determined by OEWD or suggested by the OSO or service providers to fulfill the OSO's role of system coordination and quality assurance. | Amendment        | Increase<br>months<br>60<br>Total months<br>150 |
| DHRPSC<br>0003427 –<br>v1.01 | Police                                 | Current<br>Approved<br>Amount<br>\$800,000<br>Increase<br>Amount<br>Requested<br>\$660,000<br>New Total<br>Amount<br>Requested<br>\$1,460,000 | The contractor will provide the San Francisco Police Department (SFPD) with pre-employment psychological screening services on Police Officer, Police Reserve Officer, Police Cadet, and Police Service Aide employment applicants as mandated by California Government Code section #1031(f). Other contractor services may include, but not be limited to, refinement of predictive validity assessment procedures, specialized research projects or activities requested by the SFPD, and expert testimony.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Amendment        | Increase<br>months<br>36<br>Total months<br>84  |

Item #7 Continued

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

**Speakers:** Quoc Troung and Hal Kotowsky spoke on PSC #DHRPSC0005921 v0.01 from the Airport.  
Cynthia Avakian and Natre Burks spoke on PSC #DHRPSC0006302 v0.01 from the Airport.  
Jenny Collins spoke on PSC #DHRPSC0006375 v1.01 from the Economic & Workforce Development.

**Action:**

1. Approved PSC #DHRPSC0005921 v0.01 with the direction to amend the PSC summary form and change the response to question 5B to “yes” for specialized knowledge. (Vote of 5 to 0)
2. Approved PSC #DHRPSC0006302 v0.01. (Vote of 5 to 0)
3. Approved PSC #DHRPSC0006375 v1.01. (Vote of 5 to 0)
4. 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)

**Public Comment:** Emily Wallace, IFPTE Local 21 for PSC #DHRPSC0006302 v0.01

(0135-26-8) One Year Report Back from Workers Compensation for Proposed Personal Services Contract Number DHRPSC0005346. (Item No. 8)

**Speakers:** Julian Robinson, Workers Compensation  
Christina Brusaca, Department of Human Resources

**Action:** Accepted the one-year report back and adopted the recommendation for a July 2028 report back. (Vote of 5 to 0)

(0078-26-4) Request for a Hearing by Channing Hale Former 3286 Recreation Coordinator, Regarding their Future Employment Restrictions with the City and County of San Francisco. (Item No. 9)

**Action:** Postponed to a future meeting at the request of the appellant. (Vote of 5 to 0)

(0079-26-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Monica Georgopoulos of the Transportation Director’s determination that, by a preponderance of the evidence, there is insufficient evidence to establish violations of the SFMTA’s EEO Policy based on alleged discrimination and retaliation. (Item No. 10)

**Action:** Postponed to a future meeting at the request of the appellant. (Vote of 5 to 0)

(0136-26-8) Review of Request for Approval of Proposed Personal Services Contract  
#DHRPSC0006311 v0.01 from the Airport. (Item No. 11)

|                              |         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |     |           |
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| DHRPSC<br>0006311 –<br>v0.01 | Airport | \$30,000,000 | The Project scope at the Dianne Feinstein International Terminal (DFIT) includes separating the HVAC controls from the smoke control functions and integrating those smoke control functions into the fire alarm system, replacing failed components, and upgrading the system to the current building code. DFIT was originally opened in 2000, and includes Boarding Area A (BAA), Boarding Area G (BAG), and the International Terminal Building (ITB). When originally designed and built, the building codes at the time required the functions to exhaust smoke from the building to be integrated into the HVAC controls system. This is a unique setup that is not currently how systems are built today. This setup made modifications and fixes costly and difficult, as the system and parts were required to meet and maintain a special UUKL (Underwriters Laboratories - Smoke Control Systems) listing. Over time, the various components fell into a state of disrepair and became no longer available due to obsolescence. The project scope includes replacement of major physical components that have failed or are working only intermittently, modifications to smoke control components and fire alarm system components to bring up to current Building Code (the smoke control system was built to 1995 Building Code), phasing the work to complete the Terminal (ITB) and each Boarding Area (BAA & BAG) separately to minimize impacts to Airport Operations, and comprehensive testing of the Fire Alarm system. Services include: - Program & Project Management: Planning, scheduling, budgeting, risk management, and multi-phase coordination. - Stakeholder & Design Management: Integrating Fire Alarm with Smoke Control, electrical, and low-voltage system designs; coordinating with Airport operations to avoid service disruptions. - Design Services: Design of the Integrated Fire Alarm and Smoke Control systems. - Construction Management: Overseeing installation, system integration, field testing, and operational continuity. - Project Controls & Contract Administration: Managing cost, schedule, reporting, procurement support, contract compliance, and change management. - Cost Estimating: Preparing independent estimates for system and infrastructure upgrades. - Commissioning & Activation: Executing commissioning of airport special systems— fire alarm, smoke control, power, and low-voltage—and developing test plans, inspections, and software/hardware activation for the ITB, BAA and BAG. | New | 60 months |
|------------------------------|---------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------|

**Speakers:** Derrick Homer, Airport  
Rich Thall, Airport

**Action:** Approved PSC # DHRPSC006311 v0.01 with the condition to report back in twelve (12) months with a staffing report for the classifications listed on PSC Form 1 including additional classifications that could support the work performed by this PSC with respect to this project. (Vote of 5 to 0)

**Public Comment:** Emily Wallace, IFPTE Local 21

(0137-26-8) Review of Request for Approval of Proposed Personal Services Contract  
#DHRPSC0005721 v0.01 from the Public Utilities Commission . (Item No. 12)

|                              |                                |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |     |           |
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| DHRPSC<br>0005721 –<br>v0.01 | Public Utilities<br>Commission | \$18,000,000 | <p>SFPUC consists of six divisions: three enterprise divisions, Water, Wastewater, and Power; and three divisions which support the enterprises, Infrastructure, Business Services, and External Affairs.</p> <p>Within the Infrastructure Division, the Program Controls Group ("PCG") supports the SFPUC's 10-year, \$12.5 billion Capital Improvement Plan, and directly supports approximately two hundred discrete capital construction projects, spread across various project development phases.</p> <p>PCG operations consist of (1) managing the development of detailed, resource loaded program and project Critical Path Method (CPM) construction schedules and budgets with work breakdown structures and major milestones, including monitoring, updating, analyzing, evaluating, forecasting, and reporting; (2) implementing change control management measurements; (3) cost controls; (4) cost estimating services to the capital improvement projects, (5) reviewing and analyzing construction change orders and time extension entitlements, and forecasting and monitoring their impact to the project schedules and budgets at completion, (6) database modifications, (7) data integration from multiple software systems to the Primavera suite of tools used by PCG.</p> <p>The scope of work for this Personal Services Contracts (PSC) are to support staff with the enumerated tasks above, as well as to provide (8) additional, as needed specialized services, and (9) technical training of staff.</p> | New | 48 months |
|------------------------------|--------------------------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----------|

**Speakers:** Olga Mejia-Rocha, Public Utilities Commission  
Mojgan Yousefkhani, Public Utilities Commission  
Todd Kyger, Public Utilities Commission

**Action:** Approved PSC #DHRPSC0005721 v0.01 with a stipulation that there will be a six (6) month report demonstrating how as the work associated with this PSC on the capital project decreases, staffing will increase, include the projected time frames for requesting and filling positions.  
(Vote of 5 to 0)

**Public Comment:** Emily Wallace, IFPTE Local 21  
Jeanne Sum, IFPTE Local 21  
Sarah Perez, IFPTE Local 21  
Samuel Favela, IFPTE Local 21

Public Comment on all matters pertaining to Items 16 and 17 including public comment on whether to hold Items 16 and 17 in closed session. (Item No. 13)

None.

Vote on whether to hold Item 16 and 17 in closed session. (Item No. 14)

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

(0017-24-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Roger Michael Lampert of the Human Resources Director's determination that investigative findings did not establish Appellant's complaint of discrimination and retaliation based on alleged harassment and retaliation. (Item No. 15)

**Action:** Postponed to the meeting of December 7, 2026, at the request of the appellant. (Vote 5 to 0)

- (0067-23-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Pornthipa Rojanadechakul of the Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy based on alleged harassment and retaliation. (Item No. 16)

**Closed Session started at 3:37 p.m. and the following were present:**

President Kate Favetti, Civil Service Commission  
Vice President Jacqueline P. Minor, Civil Service Commission  
Commissioner Therese M. Lee, Civil Service Commission  
Commissioner Vitus Leung, Civil Service Commission  
Commissioner Adam Wood, Civil Service Commission  
Lavena Holmes, Civil Service Commission  
Sarah Fabian, Office of the City Attorney  
MJ Johnson, Municipal Transportation Agency  
Anna Lee, Municipal Transportation Agency  
John Sears, Municipal Transportation Agency  
Pornthipa Rojanadechakul, Appellant (Virtual)  
Preeti Grewal, Civil Service Commission  
Shamika Gordon, Civil Service Commission  
Elizabeth Aldana, Civil Service Commission (Virtual)

**September 18, 2023:** The Civil Service Commission continued this item to a future meeting and moved to agenda the matter as a closed session for consideration by the Commission at a date to be determined after the appellant has been given the opportunity to review their EEO file at the Department of Human Resources.

**June 1, 2026:** Postpone to the meeting of June 15, 2026, at the request of the department.

**June 15, 2026:** Continued to the meeting of July 20, 2026, to give time to the department to meet with the appellant.

**Speakers:** MJ Johnson, Municipal Transportation Agency  
John Sears, Municipal Transportation Agency  
Pornthipa Rojanadechakul, Appellant

**Action:** Adopted the report, upheld the decision of the Director of Transportation and denied the appeal by Pornthipa Rojanadechakul. (Vote of 5 to 0)

- (0080-26-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Elias Georgopoulos of the Transportation Director's determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA's EEO Policy. (Item No. 17)

**Closed Session started at 4:43 p.m. and the following were present:**

President Kate Favetti, Civil Service Commission  
Vice President Jacqueline P. Minor, Civil Service Commission  
Commissioner Therese M. Lee, Civil Service Commission  
Commissioner Vitus Leung, Civil Service Commission  
Commissioner Adam Wood, Civil Service Commission  
Lavena Holmes, Civil Service Commission  
Sarah Fabian, Office of the City Attorney  
MJ Johnson, Municipal Transportation Agency  
Lisette Del Pino, Municipal Transportation Agency  
Elias Georgopoulos, Appellant  
Preeti Grewal, Civil Service Commission  
Shamika Gordon, Civil Service Commission  
Elizabeth Aldana, Civil Service Commission (Virtual)

**Speakers:** MJ Johnson, Municipal Transportation Agency  
Lisette Del Pino, Municipal Transportation Agency  
Elias Georgopoulos, Appellant

**Action:** Adopted the report. Sustained the decision of the Transportation Director; denied the appeal by Elias Georgopoulos.  
(Vote of 4 to 1; Commissioner Adam Wood dissented)

**Closed Session ended at 5:57 p.m.**

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 16 and 17 in closed session (S.F. Admin. Code §67.12 (a)) - (Item No. 18)

**The Commission reconvened in Open Session at 6 p.m.**

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

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 19)

President Kate Favetti requested the following:

1. The Municipal Transportation Agency report on their post-referral selection process on the meeting of October 5, 2026.
2. A copy of the Employee Handbook and the Policy and Guidelines regarding Future Employment Restrictions under Civil Service Rule Series 022, be given to each Commissioner.
3. Reissue Adviser #8 Selection from Civil Service Eligible Lists.

ADJOURNMENT (Item No. 20)

6:05 p.m.