



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

MINUTES
Regular Meeting
August 3, 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 #2660 570 5272. Instructions for providing remote public comment are below.

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DANIEL LURIE, MAYOR

COMMISSIONERS

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

SANDRA ENG
Executive Officer

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at (628) 652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be posted on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2660 570 5272.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	Present
Commissioner Theresa M. Lee	Present
Commissioner Vitus Leung	Present
Commissioner Adam Wood	Excused

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 July 20, 2026 – 2:00 p.m.

Action: Adopted the Minutes. (4 to 0)

ANNOUNCEMENTS (Item No. 4)

Sandra Eng, Executive Director, announced two clerical corrections. The first one is on item 8 under the ratification agenda. PUC #PSCDHR0003589 the duration request was to increase by 60 months giving a total of 101 months, not eleven months. The PSC material was posted with the correct total number of months. Second, was that the Regular Agenda title not added on the agenda, the title should've been right before item number 13.

Other announcements.

None

Items severed from the Ratification Agenda:

- PSC #DHRPSC0006363 v0.01 from the Department of Public Works
- PSC #DHRPSC0006367 v0.01 from the Public Utilities Commission
- PSC #DHRPSC0006387 v0.01 from the Recreation and Park Department

Announcements Continued

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

None.

(0149-26-1) Commendation for Tina Hinnant, Recruiter, Department of Public Health, for her dedicated service to the City and County of San Francisco. (Item No. 5)

Speakers: Scott DeWolfe, Department of Public Health
Heather Johnson, Department of Public Health
Tina Hinnant

Action: Accepted the Commendation. (Vote of 4 to 0)

Public Comment: Sandra Eng, Executive Director

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

Anna Biasbas, Department of Human Resources, "I am here on behalf of Director Isen, who apologizes that she can't be here today. I am here to provide you with her updates, which there are two. One is regarding the SF Fellows Program and the police hiring event at Oracle Park. Let me start with the SF Fellows Program, this Thursday, August 6th DHR is holding a graduation event for the San Francisco Fellows Program at City Hall. If you're not familiar with the program, the program provides recent college graduates with an opportunity to learn about public administration in local government while working full time as an 1801 Administrative Analyst Trainee. Candidates selected from the program distinguished themselves through emotional intelligence skills, demonstrated interest in service to the community, eagerness to learn about local government operations, emerging experience with projects involving analysis commitment to development they're to the development of their analytical skills, and so forth. The Fellows Program is a highly competitive program with over 1600 applicants to fill a dozen vacancies. Selection process, as you can imagine, is rigorous, including essays, interviews, group exam, and panel interviews. Fellows serve as trainees for a full year beginning with week two orientation at DHR. They're placed in city departments selected by the Mayor's Office. In fiscal year 25-26 fellows were placed at DPH, Library, PUC, Controller's office, Port, and the San Francisco Housing Authority. The graduation class of SF Fellows is the 18th cohort since the program 1st began in 2008 as the City's Fellows Program run by nonprofit partner agency. Ten years ago, in 2016 DHR took over the operations program and renamed it to San Francisco Fellows Program. Since 2016, DHR has recruited over 230 fellows to the program as analyst trainees for the city. Historically approximately 50% of graduating SF Fellows continue with the city employment after their one-year fellowship program. We are pleased to announce that we have 70 alumni of the Fellows program that are still working for the City today. They've been promoted to hire administrative analyst classifications the 1820 series

and have made long term commitments to the City and County of San Francisco. Many other alumni leave the city to pursue graduate school or continue public self-service elsewhere. Overall, at least 65% of the alumni end up staying with public sector or non-profit work in San Francisco or other jurisdictions. City departments consistently request for SF Fellows and are eager to retain them after the program. At DHR, we've hired multiple SF Fellows over the years because we know the quality of work they bring. The next cohort of fellows begins later this month.

Now I will give you an update or highlights of the Oracle police testing event, which is near and dear to my heart. It's my employment services division that ran this program. As Carol Isen, Director Isen mentioned at the last meeting, DHR partnered up with the San Francisco Police Department to hold an all-day 16-hour police officer testing event at Oracle Park on Wednesday, July 22nd. Of the 340 applicants who've registered for the event, and as I've told you in the past, the show rate has been low, 268 actually came in and participated and the final show rate is 78.8 %. The event reflects a 56% increase in participation compared to the last police test over the last six months. The overall pass rate for both the oral and physical ability test is 79.9%. 86.9% passed the oral, 91.4 of the participants passed the physical ability test. And as we've reported, we've done real time scoring at the event so they could move further into preliminary backgrounds. So, applicants who passed both tests started their preliminary backgrounds, 213 candidates advanced to the prescreening process and 158 of them cleared prescreening, but 55 were eliminated after the pre-screening. Events like this streamlined police officer hiring. Mayor Lurie, Chief Liu and Director Isen attended along with many staff from both departments who organize and facilitated the testing events. Fun fact, both the mayor and Director Isen tried the Dymo meter, it is the hand grip test, and I'm pleased to tell you that they both passed. With that I would, I do want to take this opportunity since I'm on the dais to personally thank Jen Low, who is the public safety team manager who helped organize this event along with her team Lily May, Crystal Cervantes, Deanna Quan, Samaki Banks, and Isabelle Troy. They are the public safety team that does this on Saturdays on a regular basis and the Police Academy helped organize this event. I'd also like to thank Lisa Pigula, who is the Assistant Director of Employment Services along with 20 other DHR staff who volunteered to flex their schedules and some of them work 16 hours that day. Some of them coming in at 07:00 A.M., some of them leaving late at night, so I'd like to thank all of them. It was a very successful event. There are talks about doing other similar events. We're open to it, but maybe not this week. Thank you."

Public Comment: Jen Low, Department of Human Resources
Ben Houston, San Francisco Police Department
Stephanie Solileau, San Francisco Police Department

(0147-26-1) Merit System Audit Report FY 2025 - 2026. (Item No. 7)

Speakers: Preeti Grewal, Civil Service Commission
Sandra Eng, Executive Director

Action: Accepted the report. (Vote of 4 to 0)

Public Comment: Jesse Stanton, SEIU Local 1021

(0142-26-8) Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 8)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006353 - v0.01	Public Health Withdrawn	\$750,000	Contractor will provide rental and delivery of specialty medical bed surfaces and support surfaces to ensure continuity of care for hospital residents/patients. This includes: -Supply specialty medical rental bed surfaces, including specialty mattresses and support surfaces, that meet clinically identified needs as determined by hospital staff. -Ensure uninterrupted availability of required bed surfaces throughout the duration of a resident's care. This includes maintaining appropriate inventory levels and providing timely replacements or upgrades based on clinical necessity. -Rental of the specialty surfaces. Provide bed surfaces that meet evidence based clinical standards, including pressure injury prevention, bariatric care, mobility assistance, or other specialized resident needs as indicated by clinical staff. -Deliver all requested bed surfaces to hospital units within established timeframes. Urgent requests should be prioritized to support patient safety and clinical requirements. -Provide bed surfaces that meet evidence based clinical standards, including pressure injury prevention, bariatric care, mobility assistance, or other specialized resident needs as indicated by clinical staff. -Replace malfunctioning equipment promptly to avoid disruptions in patient care. -Remove equipment within agreed-upon timelines once the rental period has ended or the equipment is no longer needed.	New	36 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006363 - v0.01	Public Works	\$18,000,000	Consultants will perform highly specialized civil engineering and surveying tasks that include reviewing various agreements, project documents, standards, regulations, codes, Master Utility Plans, and various specifications. Services may include, but are not limited to: • Preparing and processing mapping applications, Conditions of Approval related to Tentative Maps, Public Improvement Agreements related to Final Maps, lot line adjustments, mergers, transfers maps, and Final Map Applications; • Reviewing of Boundary Surveys, American Land Title Association (ALTA) Surveys, and Records of Survey; • Preparing Public Improvement Agreements, Acquisition Agreements, encroachments, easement, and other map-related services; • Reviewing cost estimates for bonding or acquisition purposes; • Reviewing Planned Infrastructure Systems and identifying issues and conflicts at land transfers; • Assisting with Bond reduction determinations; • Assisting with determination of completeness of infrastructure systems; and • Preparing documents for acceptance and acquisition of completed improvements; • Coordinating shutdowns, relocations, and transitions of existing streets and utility systems; • Providing technical support on infrastructure design issues and analyzing schedule impacts; • Coordinating horizontal improvement changes resulting from vertical improvements. • Updating entitlement documents; • Facilitating the City Plan Review Process; • Coordinating infrastructure and mapping meetings. Consultants may provide limited construction-phase technical support directly related to infrastructure engineering, surveying, mapping, utility coordination, and acceptance of completed public improvements. This support may be provided for task force projects or other priority projects, as requested by Public Works.	New	72 months
DHRPSC 0006361 - v0.01	Environment	\$5,000,000	Contractor(s) shall provide full-service, on-call marketing, advertising, communications, and public education support for SFE programs and campaigns on an as-needed basis. Services may include campaign strategy, audience research, market analysis, behavioral insights, message development, creative direction, graphic design, copywriting, photography, video production, media planning and buying, paid digital and social media strategy, out-of-home advertising, print, broadcast, ethnic and in-language media, events, activations, workshops, community outreach, translation/transcreation, campaign tracking, performance reporting, and post-campaign evaluation. Contractor may also support SFE with multilingual and culturally competent outreach in languages including, but not limited to, Chinese, Spanish, Filipino, Vietnamese, and other languages as determined by campaign needs. Work will be authorized through written scopes of work or work orders that define the project scope, deliverables, timeline, budget, and not-to-exceed amount. Contractor shall not begin work until authorized in writing by the City.	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006427 - v0.01	Police	\$270,000	The contractor will perform hair sample drug analysis to determine drug usage, historical patterns of drug usage of police officer, police reserve officer, police cadet, and police service aide employment applicants of the San Francisco Police Department. The vendor will screen samples for the presence of, including but not limited to, cocaine, opiates, phencyclidine, amphetamines, Adderall and marijuana.	New	36 months
DHRPSC 0006367 - v0.01	Public Utilities Commission	\$30,000,000	The San Francisco Public Utilities Commission (SFPUC) intends to award up to five (5) agreements at \$6 million each to provide construction management (CM) services on an as-needed basis to augment existing SFPUC and City CM teams working on construction projects. The programs/projects that will require CM services include, but are not limited to, the following: Sewer System Improvement Program (SSIP); Hetchy Capital Improvement Program (HCIP); Emergency Firefighting Water System (EFWS); Water and Wastewater Renewal & Replacement (R&R) Programs; Water System Improvement Program (WSIP); and other water, power, and wastewater construction projects. These CM services include, but are not limited to, the following: construction contract administration, construction change management; construction inspection; specialty inspection (e.g., coating, welding, geotechnical, marine, tunnel, etc.); environmental inspection; project controls; supplier quality surveillance; special laboratory testing; testing, startup, and commissioning; surveying; construction safety inspection; and technical data entry and document control including engineering archives.	New	66 months
DHRPSC 0006292 - v0.01	Public Utilities Commission	\$26,000,000	Provide Construction Management staff augmentation services for the Moccasin Dam and Reservoir Long-Term Improvement Project. As part of the SFPUC's Hetchy Capital Improvement Project, this project will help improve the operational use and safety of Moccasin Reservoir and Dam. The Construction Management staff augmentation services required for the Projects include, but are not limited to day to day, construction administration, construction inspection, construction contracts management, construction coordination, change order management, project documentation controls as well as archiving, and environmental services such as environmental inspection and biological oversight.	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006321 - v0.01	Public Utilities Commission	\$25,500,000	The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of a qualified Proposer to provide construction management (CM) staff augmentation services for the Southeast Water Pollution Control Plant (SEP) Facilities Improvements projects. These facilities improvements projects include SEP 550 Booster Station interim Improvements, Facilities Security Improvements, SEP 940 Maintenance Building Interim Office Renovation, SEP 516 and 516A Sodium Bisulfite Storage Tanks and Fill Station, SEP Secondary Clarifiers Rehabilitation, Wastewater Facilities Security Enhancements, Wastewater Facility Wide Distributed Control System (DCS), SEP Outfall Condition Assessment and Rehabilitation, and North Point Facility Primary Sedimentation Reliability Upgrades. As part of the SFPUC's Sewer System Improvement Program (SSIP), the existing facilities improvements are necessary to extend the useful life of these facilities, address health and safety improvements, enhance SEP facilities security, and ensure consistent and reliable operating process control system through wastewater assets. The CM staff augmentation services required for the SEP Facilities Improvements include construction resident engineering, office engineering services, field contract administration, construction contract administration, construction inspection, and project controls services. Construction management skills include contract administration, inspection services, contracts management, and project controls with expertise in wastewater treatment facility construction, specifically treatment plant construction, including: contractor means and methods, safety regulations, water quality standards, compliance with State and Federal regulations applicable to the treatment and disposal of sewage and stormwater runoff, system shutdowns and start-up procedures, equipment and performance testing, compliance with the latest building codes, and claims expertise. These specialized skills and knowledge are essential for building the wastewater treatment plant and maintaining treatment services for San Francisco customers during the overall construction period. The SFPUC will manage the staff augmentation team during the construction phase for these facilities improvements projects.	New	84 months
DHRPSC 0006388 - v0.01	Recreation and Park Withdrawn	\$300,000	Execute certain portions of a charter-mandated Recreation Assessment; specifically: 1) Lead a community outreach process, including a public survey and public focus groups to assess public opinion on RPD's recreational programming; 2) Engage Department staff in one on one interviews and staff focus groups to assess staff insights on successes and challenges in delivering recreational programs to meet public demand; 3) Perform analysis of existing facilities capacity, recreational programs, and staffing; identify redundancies and gaps and create an efficient staffing model for the future; 4) Research, analyze and provide a formal report on program delivery, portfolio development and cost/benefit/subsidy practices at five peer cities; 5) Facilitate RPD leadership staff in a SWOT analysis, and 6) Produce a summary report of all of the above to be submitted to the BOS.	New	12 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006387 - v0.01	Recreation and Park	\$250,000	The scope of work for this project includes assessment and technical analysis to help support the Coastal Development Permit renewal and the associated Pacifica Local Coastal Plan Compliance, as well as analyze a range of alternatives to form the basis for future planning for the Sharp Park Berm structure. As part of this (and to support our application), the consultant shall provide the analysis needed to understand coastal and flood hazards, and the identification and description of options to adapt to projected Sea Level Rise (SLR) in light of California Coastal Commission policies and the March 2025 City of Pacifica Local Coastal Land Use Plan (LCLUP) coastal hazard policies CR-I-19 through CR-I-37. This analysis should serve as a continuation of previous evaluations of the berm conducted by consultants in 2009 and 2023.	New	48 months
DHRPSC 0006430 - v0.01	Sheriff	\$210,000	The Sheriff's Office will utilize the drones in three (3) areas: 1) Complex Security: Utilize drone for rapid perimeter/yard overwatch, alarm response, and thermal sweeps (fence line, roof, brush) that will double as an early fire-notification layer at County Jail #3 located in San Bruno, CA. 2) Interior Security: Deploy at County Jail Facilities to stabilize incidents using perch-and-talk de-escalation, bird's eye view of disturbances for tactical planning and situational awareness. 3) Field Support: Deploy interior drone during evictions with pre-entry overwatch and post-action documentation. Routine security sweeps and evacuation assistance (egress visibility). Provide security and situational awareness at events that are potential targets of domestic or international terrorists.	New	24 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006416 - v0.01	Technology	\$40,000,000	The Department of Technology has projects underway in the areas of: upgrading Wide and Local Area Networks, migrating Telephony systems to the City's new Cisco Call Manager, and moving Departments to new office spaces. The Department of Technology will also begin a project to migrate approximately 15 separate Contact Centers to a unified Enterprise Contact Center system. The awarded Supplier will provide project services for the upgrade, move, and migration project areas utilizing following phased structure: 1) Discovery and Analysis, 2) Planning, 3) Upgrade/Migration, 4) Post Go-Live support and training for handoff to City staff. Supplemental services include reviewing current systems and environments, designing new networks and systems, developing migration plans, configuring, installing, and testing new systems, moving and installing networks in new locations, providing support and training City staff on how to maintain and operate new systems. The vendor is expected to provide expertise and consulting, to include, but not limited to 1. Network architectural designs and decisions, 2. Migrating a large-scale VPN solution that includes Active directory and radius, along with per user policies, 3. Large enterprise networks that consist MPLS (MPLS tagging and routing), multiple internet connections, and datacenters, 4. Assessing the current Avaya Juniper networks and providing documentation and recommendation to plan, implement/migrate to a cisco enterprise network, 5. The City's external and internal Domain Name Service, 6. Implementing and troubleshooting the City's INFOBLOX appliances that consists DNS, DHCP, and NTP, 7. Assessing, planning, implementing, migrating, and troubleshooting routing protocols such as OSPF, iBGP, eBGP, and EIGRP with in the City's existing fiber WAN network, 8. Assessing, implementing, and troubleshooting the City's Cisco enterprise wireless solution, 9. Assessing, implementation, and troubleshooting firewalls such as Cisco and Palo Alto's firewalls, 10. Migrating between firewalls such as Palo Alto's to Cisco and Cisco to Palo Alto's, 11. Multi-factor authentications, 12. F5's GTM and LTM, 13. Datacenter migrations, 14. Provide knowledge transfer and documentation. Vendor will provide Cisco Professional Services Consulting and Training to assist City Staff with Network Infrastructure Maintenance and project assistance involving Cisco Hardware and Software. These services are needed to augment Cisco Smartnet Maintenance services to maintain and improve network efficiency throughout the City. These services are being requested by the Department of Technology on behalf of all City Departments as part of a Citywide Enterprise Agreement for Cisco Services. Services will be used on an as-needed basis by Departments for their various Network Infrastructure Projects.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0001694 – v2.01	Airport	Current Approved Amount \$6,000,000 Increase Amount Requested \$3,000,000 New Total Amount Requested \$9,000,000	The Airport is preparing a Shoreline Protection Plan to mitigate the effects of storms and rising sea levels on the airport campus. The shoreline protection system construction design must pass the California Environmental Quality Act (CEQA) and National Environmental Policy Act (NEPA) environmental permitting process before construction can start. The consultant will provide engineering support to the Airport Shoreline Protection Program during its environmental permitting process. The consultant will prepare and perform the following tasks: 1. Geotechnical field investigation and geotechnical analysis 2. Topography and bathymetric surveys on active airfield 3. Schematic engineering, constructability review, and design concept review 4. Hydraulic and hydrologic and coastal engineering study to support the Airport in obtaining a Federal Emergency Management Agency (FEMA) Conditional Letter of Map Revision (CLOMR). This includes coastal, upland engineering and hydrodynamic sediment transport analyses. 5. As-needed: FAA (Federal Aviation Administration) Navigational Aids (NAVAIDS) flight analysis; engineering support for Advance Mitigation Conceptual Planning; engineering study for flood protection and sea-level rise solutions along the Airport and HWY-101; and environmental factors for construction documents.	Amendment	Increase months 24 Total months 114
DHRPSC 0001891 – v2.01	Emergency Management	Current Approved Amount \$9,000,000 Increase Amount Requested \$7,617,606 New Total Amount Requested \$16,617,606	Scope of Work — RAPID RESPONSE TEAM (Core/Expanded): HEART will be fully integrated into the DPH Street Team's Rapid Response Team (RRT) across five geographic service areas: Tenderloin/Northern, Mission/Castro, Central/Southern, Bayview/Ingleside, and Richmond/Park/Taraval. Under the direction of DPH Street Team Leads and DEM/Department of Emergency Communications, HEART outreach workers respond to non-emergency 911 calls, SFPD/SFFD requests, and 311 encampment and homelessness tickets (assigned via the RRT queue). Teams conduct outreach at hotspot locations identified through non-emergency, 311 and DPH Street Teams leads, transport people to shelter, including transport services requested by the San Francisco Police Department and San Francisco Fire Department, perform in-field needs assessments and triage, facilitate coordinated entry connections, and coordinate warm handoffs to DPH clinical staff and the Shared Priority Team for high-acuity clients. Beginning July 2026, HEART will pilot expanded hours in the morning or evening to meet emerging and specialized operational needs. Scope of Work — TRANSPORTATION SERVICES (New): Provide transportation to shelter, sobering centers, detox and treatment programs, behavioral health services, medical appointments, and other placements. Lead specialized outreach efforts as requested by DPH Street Team. Prioritize transport requests from DPH Street Team Leads, SFPD, and SFFD/Community Paramedicine. In FY 2026–27, HEART and SF DPH Street Team will collaborate on centralized and coordinated DPH Street Team transportation framework. Scope of Work — COORDINATION & REPORTING: Participate in daily coordination with DPH Street Team Leads and HSOC dispatchers via tactical meetings, MS Teams and Connected Worker App. Attend required DPH Street Team meetings, training workgroups, and coordination calls. Submit monthly performance reports including contacts, transport, service linkages, 311 and non-emergency ticket closures, and outcome metrics as agreed with DPH. Comply with all City data standards.	Amendment	Increase months 24 Total months 84

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003294 – v1.01	Municipal Transportation Agency	Current Approved Amount \$100,000 Increase Amount Requested \$200,000 New Total Amount Requested \$300,000	We are seeking a Contractor that will provide glass removal and replacement services within San Francisco Municipal Transportation Agency (SFMTA's) subway stations.	Amendment	Increase months Total months 60
DHRPSC 0003589– v1.01	Public Utilities Commission	Current Approved Amount \$1,545,332 Increase Amount Requested \$5,500,000 New Total Amount Requested \$7,045,332	Provide emergency technical support 24-hours a day, maintenance, and remote monitoring of the Distributed Controls System (DCS) software and hardware modules, software patches and upgrades, and phased equipment upgrades at the Southeast and Oceanside Plants. It also establishes a procedure to keep Wastewater Enterprise (WWE) systems up-to-date, which will allow WWE to effectively manage the wastewater treatment systems.	Amendment	Increase months 60 Total months 101

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

Speakers: Cathal Hennessy from the Department of Public Works spoke on PSC #DHRPSC0006363 v0.01.
Ethan Baker and Melissa Ng from the Public Utilities Commission spoke on PSC #DHRPSC0006367 v0.01.
Sean McFadden from the Recreation and Park Department spoke on PSC #DHRPSC0006387 v0.01.

Action:

1. Approved PSC #DHRPSC0006363 v0.01 with the condition of providing an annual report detailing the specialized work that has been contracted out and the work that has been contracted out due to workload demands. The department must also provide a report outlining the hiring plan for the classifications listed in PSC Form 1. (Vote of 4 to 0)
2. Approved PSC #DHRPSC000637 v0.01 with the condition that the contract award includes an annual report to the Commission, concurrently on an annual basis emphasizing the specialized work that has been contracted out and the work being contracted out due to workload demand. The department must include the intent for a portion of the work to transition to in-house staff, with the consultant's role gradually winding down upon the conclusion of the contract. The first report is due one year from contract award. (Vote of 4 to 0)

(0142-26-8) Continued

3. Approved PSC #DHRPSC0006387 v0.01 contingent of the department submitting an organizational chart to the Executive Director of the Civil Service Commission identifying the Recreation and Park Department staff who will assist the contractor in performing this work. The intent is for City staff to gain knowledge to address these issues should they arise when consultants or contractors are not available. (Vote of 4 to 0).
4. Adopted the report. Approved the requests for the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 4 to 0)

(0143-26-8) Report Back on Personal Services Contract Number DHRPSC0005926 v0.01 from the San Francisco International Airport. (Item No. 9)

Action: Adopted the report. (Vote of 4 to 0)

(0144-26-8) Report Back on Personal Services Contract Number DHRPSC0006029 from the San Francisco International Airport. (Item No. 10)

Action: Adopted the report. (Vote of 4 to 0)

(0145 -26-1) Survey of Monthly Rates Paid to Police Officers and Fire Fighters in All Cities of 350,000 or More in the State of California (FY 26-27). (Item No. 11)

Action: Adopt Report; Transmit rates to the Retirement System in accordance with charter section A8.590.1 – A8.590.7; Provide the Report to the Board of Supervisors. (Vote of 4 to 0)

(0279-25-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Leticia I Pagan of the Human Resources Director's determination that the investigative findings did not substantiate Pagan's complaint of harassment and retaliation. (Item No. 12)

Action: Postponed to the meeting of October 5, 2026, at the request of the appellant. (Vote of 4 to 0)

Public Comment on all matters pertaining to Item 15 including public comment on whether to hold Item 15 in closed session. (Item No. 13)

None.

Vote on whether to hold Item 15 in closed session. (Item No. 14)

Action: The Commission voted to go into Closed Session. (Vote of 4 to 0)

- (0096-24-6) Personnel Exception (Cal Gov. Code § 54957(b)(1), S.F. Admin. Code § 67.10(b)) - Appeal by Rickey Bradley 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. 15)

Closed Session started at 3:27 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Commissioner Therese Lee, Civil Service Commission
Sandra Eng, Civil Service Commission
Sarah Fabian, Office of the City Attorney
MJ Johnson, Municipal Transportation Agency
Rickey Bradley, Appellant
Shamika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission (Virtual)

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

June 15, 2026: Postponed to a future meeting date that both the department and appellant are available.

Speakers: MJ Johnson, Municipal Transportation Agency
Rickey Bradley, Appellant

Action: Adopted the report. Sustained the decision of the Transportation Director; denied the appeal by Rickey Bradley. (Vote of 4 to 0)

Closed Session ended at 4:30 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 15 in closed session (S.F. Admin. Code §67.12 (a)) – (Item No. 16)

The Commission reconvened in Open Session at 4:31 p.m.

Action: The Commission voted not to disclose any discussions in closed session. (Vote of 4 to 0)

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 17)

None.

ADJOURNMENT (Item No. 18)

4:35 p.m.