



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

**DANIEL LURIE
MAYOR**

**MINUTES
Regular Meeting
September 15, 2025**

**2:00 p.m.
Room 400, CITY HALL
1 Dr. Carlton B. Goodlett Place**

This meeting will be held in person at the location listed above. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or by calling (415) 655-0001 and entering meeting id #2662 238 6382. Instructions for providing remote public comment are below.

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DANIEL LURIE, MAYOR

COMMISSIONERS

**KATE FAVETTI
President
JACQUELINE MINOR
Vice President
VITUS LEUNG
ADAM WOOD**

**SANDRA ENG
Executive Officer**

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at (628) 652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be included in the record on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2662 238 6382.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	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

None.

APPROVAL OF MINUTES

Regular Meeting of August 18, 2025 – 2:00 p.m.

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

ANNOUNCEMENTS

Sandra Eng, Executive Officer announced that:

- Item # 6 Civil Service Commission FY 2024 – 2025 Year End Report has been postponed to the meeting of October 20, 2025.
- Item #7 PSC #DHR PSC0005562 – v0.01 from Department of Public Health has been postponed to the meeting of October 6, 2025, at the request of the department.
- Item #16 PSC #DHR PSC0005440 – v0.01 from Department of Public Health has been postponed to the meeting of October 6, 2025, at the request of the department.

Items severed from the Ratification Agenda:

- PSC #DHRPSC0005523 – v0.01 from the Airport
- PSC #DHRPSC0005350 – v0.01 from the Airport
- PSC #DHRPSC0005417 – v0.01 from the Airport
- PSC #DHRPSC0005596 – v0.01 from the Department of Public Health
- PSC #DHRPSC0005547 – v0.01 from the Public Utilities Commission

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

None.

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

None.

0218-25-1 Civil Service Commission FY 2024 – 2025 Year End Report. (Item No. 6)

Action: Postponed to the meeting of October 20, 2025. (Vote of 4 to 0)

0208-25-8 Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 7)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005223 - v0.01	Airport	\$75,000,000	The Airport seeks Project Delivery Partners (PDP) and design-build services for the Boarding Area F Refresh Project (Project). The PDP consultants will provide overall management expertise and oversight for the Project, including design management and construction management services, project controls, contract administration, cost estimating services, scheduling services, and field inspections. The design-build contractor will provide design and construction services for the Project.	New	60 months
DHRPSC 0005350 - v0.01	Airport	\$60,000,000	The Airport seeks to award contracts to a Design-Builder (DB) and a Project Delivery Partner (PDP) to support its Security Infrastructure Program. The DB will design and construct upgrades to existing infrastructure and install new Closed Circuit Television (CCTV) systems, including conduit pathways, duct banks, control systems, and other surveillance components. The PDP will provide project management and oversight, including design and construction management, project controls, contract administration, cost estimating, quality control, inspections, and commissioning, supporting all project phases from planning through closeout.	New	60 months
DHRPSC 0005417 - v0.01	Airport	\$30,000,000	The Airport seeks Project Delivery Partners (PDP) and design-build (DB) services for the Superbay Renovation Project (Project). The PDP consultants will provide overall management expertise and oversight for the Project, including design management and construction management services, project controls, contract administration, cost estimating services, scheduling services, and field inspections. The design-build contractor will provide design and construction services for the Project.	New	72 months
DHRPSC 0005508 - v0.01	Airport	\$550,000	The San Francisco International Airport ("Airport") requires specialized maintenance, support, monitoring and software services for the proprietary aircraft gate parking guidance system - Advanced Visual Docking Guidance Systems (A-VDGS), which is operated and maintained by the Airport. The contractor intermittently provides software updates, and scheduled maintenance and calibration of the hardware.	New	60 months
DHRPSC 0005595 - v0.01	Airport	\$1,400,000	Services are for the San Francisco International Airport's ("SFO" or "Airport") Computer Aided Dispatch ("CAD") Next Generation 9-1-1 ("NG 911") compliant phone system. Contractor will provide maintenance and support on its proprietary system to all 9-1-1 positions located in the Airport's Communication Center, Airport Integrated Operations Center ("AIOC") and Airport Bureau Police department. 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	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005631 - v0.01	City Planning	\$250,000	The scope of work required for these efforts includes: -- Development Financial Feasibility Analyses, including pro forma analysis, financial sensitivity analysis, and real estate transactional structures; this work may include development and analysis of both development prototypes and specific sites under study -- Real Estate and Development Industry Research, including current market financial metrics, industry standards, best practices, market and property comparables, appraisals, cost estimating -- Case studies and Comparable Cities Research, including gathering and analyzing data from other North American cities on real estate and development trends, practices, and policies	New	24 months
DHRPSC 0005562 - v0.01	Public Health	\$900,000	Contractor will provide developmental executive coaching to Behavioral Health Services (BHS) leadership, focusing on the design, implementation, and management of new and existing programs. Coaching sessions will offer structured guidance on project planning, strategic decision-making, and stakeholder engagement, ensuring that initiatives align with City regulations and operational requirements. The coaching will be tailored to individual leaders while also supporting team-wide coordination and alignment. Additionally, the contractor will incorporate equity-focused coaching frameworks to promote consistency with departmental equity priorities. This will involve using tools such as 360 evaluations to gather comprehensive feedback and identify growth areas for leaders. The approach aims to support both individual and collective leadership development with a focus on equity, inclusion, and culturally responsive service delivery. The contractor will also provide strategic planning support to expand services for various populations, aligning priorities with resources to effectively meet community needs and deliver coordinated, high-impact services.	New	60 months
DHRPSC 0005573 - v0.01	Public Health	\$1,000,000	Provide experienced Epic Electronic Health Record (EHR) end users who can support City employees and community-based organization (CBO) contractors during the first weeks of using the Epic EHR. The service provider will also plan, schedule, book travel, and coordinate other aspects directly related but also limited to at-the-elbow support.	New	6 months
DHRPSC 0005596 - v0.01	Public Health	\$8,960,000.00	Contractor will provide general program administration services, financial management and reporting, performance and quality management, management and execution of subcontractor agreements, as needed recruitment, onboarding and human resource management and staffing of: • Personnel to engage and provide refugee health assessments and follow-up linkage to newly arrived refugees, asylees and other eligible populations resettling in San Francisco, San Mateo, and Marin counties. • Personnel to provide Jail Health services expanded HIV/STI/HCV testing and linkage services for incarcerated individuals.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005601 - v0.01	Public Health	\$1,600,000	Provide sexual health services to increase STI testing among vulnerable and underserved individuals at risk for STIs; increase engagement with affected communities to ensure more diverse public outreach and involvement; and increase promotion of comprehensive, medically accurate sexuality education and condom access for youth, including in schools and community-based settings. The necessity of these services lies in addressing the high rates of STIs among youth and ensuring access to confidential and culturally relevant sexual health resources. Services include promoting STI screening through clinic-based and innovative non-clinic approaches; conducting outreach via social media and community events; delivering non-school-based education through workshops and seminars; and fostering collaborative relationships with partner organizations. In coordination with the San Francisco Unified School District and school-based partners, provide technical assistance, resources, and training on confidential sexual health services and education. Services will also include participation in youth-focused collaborative meetings with DPH, including Youth United Through Health Education (Y.U.T.H.E.) and Black/African American Health Initiatives (BAAHI), to ensure services are community-responsive and culturally relevant.	New	60 months
DHRPSC 0005336 - v0.01	Public Works	\$10,000,000	Provide specialized services in Civil Engineering, specifically Curb Ramp Design to support Public Works' design staff on an as-needed basis. Work shall include data collection and designing compliant curb ramps per City standards and Americans with Disability Act (ADA) requirements, related land surveying, roadway, sewer, drainage design, and other curb ramp related consultation services.	New	84 months
DHRPSC 0005518 - v0.01	Fire	\$500,000	Contractors will perform scheduled and as-needed maintenance and support services for a variety of Fire Safety Systems equipment and programming systems in use at the San Francisco Fire Department stations. As technology advances, equipment and systems that are used in the day-to-day operation of Fire Alarm Systems are becoming increasingly more complicated and integrated with other devices and systems. Often, in addition to proprietary characteristics of the equipment, Original Equipment Manufacturers (OEMs) are turning to software solutions used in conjunction with the equipment to achieve full and greater functionality. Services performed by the contractor(s) may include, but are not limited to: standard maintenance services, preventive maintenance services, applying software/firmware upgrades, system integrations, maintenance and equipment surveys, and/or wiping of protected information from devices. Systems which need maintenance will include fire alarm and sprinkler systems.	New	60 months
DHRPSC 0005630 - v0.01	Municipal Transportation Agency	\$600,000	Contractor to provide the SFMTA with a financial plan for review and recommendation, in consultation with City officials, for any proposed transaction related to the current project underway. Contractor to keep the SFMTA informed of any legislation or market conditions that may impact the Agency. Contractor to develop and monitor a financing schedule and identify debt capacity, as well as propose financing (including sale of securities or bonds) or debt structure alternatives to the SFMTA. Contractor to assist in the preparation and review of legal and financing documents in coordination with the City Attorney's office, provide presentations, and complete closeout documentation. Contractor to make available qualified personnel for consultations and conferences with City officials, bond counsel, and staff members of the City, as well as for other meetings on an as needed basis throughout the task being undertaken.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005646 - v0.01	Police	\$575,000	The implementation of new drone hardware and software. Scope includes the training, implementation, and maintenance of all systems.	New	48 months
DHRPSC 0005446 - v0.01	Port	\$40,000,000	Professional Engineering and related services to assist the Port in advancing and managing the multi-billion-dollar Waterfront Resilience Program including: <ul style="list-style-type: none"> • Program Management services • Environmental review & regulatory permitting for the overall Program and individual Projects • USACE related services to support completion of SF Waterfront Flood Study and manage advancement of preconstruction engineering and design. • Planning, design & engineering technical services to develop program standards and procedures, provide technical advisement, complete planning studies, complete project pre-design, and complete design reviews for projects advancing to design and construction by others. • Communications services for the Program • Finance and legislative support services for the Program • Workforce development and small business support services • Real estate & development support services • Maritime facility planning and business-related services 	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005503 - v0.01	Port	\$18,000,000	<p>The nature of As-Needed is that the Port cannot anticipate all scopes of services that will be required through this contract. The Port anticipates that the following "Major Categories of Work" will cover most of the Contract Service Orders issued under this contract, and that some but not all of the "Minor Categories of Work" will also be required.</p> <p>MAJOR CATEGORIES OF WORK</p> <p>Maher required Phase I Environmental Site Assessments per ASTM E1527-21</p> <p>Pre-Construction Hazardous Building Material Surveys, Maher Assessments, and Construction Environmental Specifications</p> <p>Phase II Environmental Site Assessment</p> <p>Environmental Engineering, Feasibility Studies and Remedial Action Plans in accordance with applicable environmental regulations (i.e., CERCLA, RCRA, TSCA)</p> <p>Coastal Engineering, including Shoreline Protection, Sediment Transport.</p> <p>Sea Level Rise, Groundwater Level Rise and Coastal Resilience Design Studies</p> <p>Pre-Dredge Sediment Characterization Studies, Dredge Authorization, Bathymetric Surveys, and Dredge Verification and Reporting Services</p> <p>CEQA and NEPA Permitting and Related Environmental Studies, and Mitigation Monitoring and Reporting Program Services</p> <p>Historic Preservation Review, Analysis and Compliance Services</p> <p>Federal, State, and Local Environmental Project Permit Applications and Supplemental Site Reports</p> <p>Regulatory Agency Permitting and Consultation Services</p> <p>Risk Management and Mitigation Plans, Site Monitoring and Compliance Reporting</p> <p>Biological Monitoring and Reporting</p> <p>Phase II Municipal Stormwater General Permit Services including Post Construction Stormwater Program Services</p> <p>Construction Site Runoff Control Program Services</p> <p>Industrial Storm Water Monitoring and Compliance Services</p> <p>Wastewater Treatment System Monitoring and Reporting</p> <p>Compliance with Public Resources Code (PRC) and Titles 14 and 27 of the California Code of Regulations for Regulates Solid Waste Handling Facilities</p> <p>Industrial Hygiene Services and Safety Qualification Review</p> <p>Air Emissions Program</p> <p>GIS and Environmental Information Management Services including Computer Aided Design (CAD)</p> <p>MINOR CATEGORIES OF WORK</p> <p>Project Management and Project Control Services</p> <p>Grant Application Support</p> <p>Forensic Investigation and Litigation Support Services</p> <p>Data Management, Library Sciences, Enterprise Asset Management System Development</p> <p>Urban and Waterfront Design and Architecture, including Graphic Design, Interpretive and Wayfinding Signage</p> <p>Green Building Design Services</p> <p>Built Environment Sustainability Consulting including Envision, LEED, local Green Building, Solar, Energy, and Utility requirements, and specification writing/review.</p> <p>Geotechnical, Environmental and Forensic Laboratory Services</p> <p>Environmental (C57 Licensed) and Geotechnical Drilling Services</p> <p>Stakeholder and Community Outreach</p> <p>Hazardous Waste and Solid Waste Characterization Services</p>	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005307 - v0.01	Public Utilities Commission	\$217,000	<ul style="list-style-type: none"> o Private water utility provider will conduct review of topographic survey data, existing private water utility infrastructure, hydraulic modeling, and SFPUC suburban retail customer data to produce a preliminary design for needed private water utility infrastructure – water mains, valves, hydrants – adequate to serve the 75 SFPUC suburban retail customers identified for transfer to private water utility. This preliminary design will be adequate for cost estimating of final design and construction bid purposes. Contract will include work to: o Obtain water permits from State Water Resources Division of Drinking Water where applicable o Provide potholing exhibits related to SFPUC existing infrastructure and obtain approval from SFPUC for planned infrastructure adjacencies. o Perform Preliminary field and necessary site visits. o Obtain topographic survey and boundary survey within the proposed project limits. o Work with SFPUC on obtaining fire department approval for fire hydrant locations. o Provide submittals at 30%, 60%, 90% and 100% design. o Obtain authorization from SFPUC's Project Review committee for private water utility infrastructure with adjacencies to SFPUC infrastructure. o Obtain bids to generate cost estimate once 100% plans are complete and approved by SFPUC. 	New	24 months
DHRPSC 0005347 - v0.01	Public Utilities Commission	\$18,000,000	<p>The San Francisco Public Utilities Commission (SFPUC) intends to award up to three (3) 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.</p> <p>This contract will be for the sole use of the Hetchy Capital Improvement Project (HCIP) for CM services. HCIP is made up of several highly technical construction projects that are critical parts of SFPUC infrastructure that provides drinking water to the Bay Area and clean electricity to the state power grid. HCIP is ramping up with a record number of construction projects being planned and implemented. The 10-Year Capital Plan increased from \$900 Million to \$1.5 Million. The increase of construction projects requires a temporary increase to the CM team to administer the construction contracts. The construction contracts are in multiple remote construction sites, and heavily focused on completing construction activities during critical water infrastructure system shut-downs. All these aspects lead to needing a highly technical and larger construction management team to be able to deliver a fully operational project to Hetch Hetchy Water and Power.</p> <p>These CM services include, but are not limited to, the following: construction contract management, construction inspection, project controls, environmental inspection, environmental monitoring, specialty inspection (coating, welding, etc.), supplier quality surveillance, special laboratory testing, start-up & testing assistance, commissioning, surveying, construction safety inspection and document control.</p>	New	60 months
DHRPSC 0005451 - v0.01	Public Utilities Commission	\$75,000,000	<p>The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of up to five (5) Proposers to assist the SFPUC with as-needed environmental analyses, studies, and reports; preparing resource agency documents/permit applications; environmental compliance support during construction; and providing specialized natural resource and other environmental expertise in support of Water, Wastewater, and Power Enterprise capital projects. Other related environmental services may be requested during the term of the Professional Services Agreement. Such services could include environmentally-related specialized services at the SFPUC's discretion.</p>	New	84 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005547 - v0.01	Public Utilities Commission	\$30,000,000	<p>The Power Capital Improvement Program – Program Management Support Services Contract ("Contract") is required to provide expert support across multiple aspects of program execution. Services will be delivered through task orders over the life of the Contract and are organized into four primary focus areas: Program Administration, Strategic Capital Planning, Program Delivery, and Project Technical Support.</p> <p>Program Administration services will establish and maintain the core structure necessary for effective program management. This includes overseeing contract execution and compliance, developing and maintaining the Program Management Charter and Program Management Plan, and implementing document control systems to support project transparency and consistency. Additionally, quality management systems will be developed and maintained to ensure program-wide adherence to established standards and practices.</p> <p>Strategic Capital Planning focuses on aligning the Power Enterprise's capital program with long-term goals and evolving system demands. This includes conducting programmatic reviews and ensuring alignment with enterprise priorities, supporting long-range capital planning efforts, and implementing adaptive management processes to respond to emerging challenges and opportunities. Integration with the utility's asset management framework is also critical, ensuring that capital investments contribute to system resilience, reliability, and efficiency over time.</p> <p>Program Delivery services are aimed at supporting the efficient and safe implementation of projects throughout their lifecycle. These services include establishing pre-construction safety protocols, defining and tracking program performance metrics, capturing lessons learned, and managing risks. Additional support will be provided for facility integration planning, labor relations through Project Labor Agreements, and promotion of diversity, equity, and inclusion. Quality control for planning and design, cost estimating, communications and reporting, and coordination with operations staff are also part of this scope. The program team will also support deliverability reviews, advise on collaborative project delivery approaches (such as progressive design-build), recommend design standards, and provide regulatory compliance support.</p> <p>Project Technical Support provides targeted, technical expertise to strengthen individual projects and ensure alignment with program-wide objectives. This includes reviewing project delivery approaches, supporting planning efforts, and evaluating the impacts of fuel switching, carbon-zero initiatives, and other factors that influence system capacity and reliability. The scope also includes knowledge transfer, training, and professional development; review of emerging technologies; value engineering; and independent technical reviews. Projects will benefit from support in implementing building information modeling and asset digitization strategies, continuous updates to the Power Master Plan, and assistance with power system modeling and grid interconnection. Finally, the Contract supports the onboarding of new assets and their successful transition into operations.</p>	New	120 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005638 - v0.01	Sheriff	\$400,000	The polygraph examination will cover general information about the candidate to include employment history, prior law enforcement history, military services, criminal activity, illegal drugs, employment theft, financial issues, gambling, social media usage, illegal drug use, drinking habits and incidence of domestic violence. Contract will submit a detailed written report to the Supervising staff of the Sheriff's Background Unit documenting the candidate's responses in the tested categories, and will include comments of the polygraph examiner, the polygraph examination, and the results of the polygraph. Contractor will conduct follow-up polygraph examinations of applicants if the City has unresolved concerns in any one or more of the tested areas. Contractor shall provide consent forms and obtain signatures releasing the City and County of San Francisco from any liability form each applicant before and after each polygraph examination.	New	36 months
DHRPSC 0005481 - v0.01	Technology	\$5,000,000	Professional and Engineering Services for Data Transport Services. The work involves: 1) Upgrading the design of network architecture for resiliency, reliability, performance, and capability enhancements to allow expansion of service to meet current and future provisioning requests; 2) Evaluation of the City's network management policy, architecture, and identify opportunities for automating provisioning; 3) Evaluation of the City's network change control and configuration management strategies, procedures, with recommendations for process improvement, platform changes, acquisitions, and consistency with required compliance for industry standards; 4) Evaluation of and recommend improvement of City's network security for vulnerabilities, and best practices; and 5) Recommendation on revenue-producing network based service opportunities.	New	108 months
DHRPSC 0002172 - v1.01	City Administrator	Current Approved Amount \$250,000 Increase Amount Requested \$175,000 New Total Amount Requested \$425,000	The City's Sweatfree Contracting Ordinance (Administrative Code Section 12U) authorizes the Office of Labor Standards Enforcement (OLSE) to monitor contractors' compliance with the Ordinance. The Ordinance provides that until such time as the City determines it is able to adequately monitor compliance using City personnel, the City shall enter into a professional services contract with an independent nonprofit organization for assistance in monitoring compliance. The vendor will monitor compliance by contractors located outside of the Bay Area and abroad that provide goods to the City. Currently, the Ordinance applies only to apparel, garments (uniforms), related accessories and textiles.	Amendment	Increase months 24 Total months 60
DHRPSC 0001776 - v1.01	Airport	Current Approved Amount \$6,500,000 Increase Amount Requested \$3,000,000 New Total Amount Requested \$9,500,000	Complete integrated parking access revenue control system (PARCS) support and maintenance for both hardware and software at the San Francisco International Airport (Airport) public and employee parking facilities. Contractor shall provide all labor, materials, spare parts, software, testing equipment, tools, etc. necessary to perform technical maintenance services for all PARCS equipment and software.	Amendment	Increase months 40 Total months 125

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

0208-25-8 Continued

Speakers: Victor Madrigal, from the Airport spoke on PSC #DHRPSC0005223 – v0.01, PSC #DHRPSC0005350 – v0.01, and PSC #DHRPSC0005417 – v0.01. MyLan Do Nguyen and Nikole Trainor, from the Department of Public Health spoke on PSC #DHRPSC0005596 – v0.01. Shawndrea Hale and Jimmy Leong, from the Public Utilities Commission spoke on PSC #DHRPSC0005547 – v0.01.

- Action:**
1. Approved PSC #DHRPSC0005223 – v0.01 with the condition that the Airport provide the commission a staffing plan by November 3, 2025, and a subsequent annual reports on staffing. (Vote of 4 to 0)
 2. Approved PSC #DHRPSC0005350 – v0.01 with the condition that the Airport provide the commission a staffing plan by November 3, 2025, and a subsequent annual reports on staffing. (Vote of 4 to 0)
 3. Postponed PSC #DHRPSC0005417 – v0.01 from the Airport to the meeting of November 3, 2025, to give the Airport time to provide a staffing plan to the Commission. (Vote of 4 to 0)
 4. Approved PSC #DHRPSC0005596 – v0.01 with the condition to report back on September 20, 2027 to the Commission on the feasibility of creating a phlebotomist classification. (Vote of 3 to 1; Commissioner Wood dissents)
 5. Approved PSC #DHRPSC0005547 – v0.01 with the condition that the Public Utilities Commission to report back to the Commission on a staffing plan on June 7, 2027. (Vote of 4 to 0)
 6. 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)

Public Comment: **Carey Dahl, Local 1021**, thanked DPH staff for meeting with them on August 20. Dahl stated, “they answered some of our questions. However, at this point, we are in strident objection to this PSC. The discussion about the phlebotomy just confounds me to no end because particularly at jail health, we have literally dozens of licensed and highly professional staff that can handle that kind of work, needless to say, when we had that conversation on August 20, what came back was the budget, and I think Nikole Trainor discussed this to some degree, the budget provided for \$26 an hour for this work. And so, you can imagine the disdain that we have for contracting out when the concern is that we're not doing it cheap enough, basically that is what we're being told. #1 why we object, the next reason why we object is when we do the math here, we see it not really lining up. So, when Nikole and the other DPH staff walked through the breakdown between what was going to jail health services and what was going to the newcomers program, we were told 220K per year for jail health and then roughly 248K for the newcomers, that number is now up

to 294K as of today, when you add that up you get \$514,000 per year and you multiply that by five, you get \$2.57 million yet they're asking for \$8.96M, so, there's a disconnect in our minds, when we asked that question, what we were told was, 'there needed to be some wiggle room', so that in the moment when there would be a surge in the need, this extra money will be sitting around. So, where our membership is being asked to work in de-staffed contexts, and our membership is being asked to work in morbidly unsafe conditions such as Laguna Honda's old building, which we're going to be discussing at the Health Commission next door at 4:00 p.m. You know, budget cuts here, budget cuts there, but we're going to give Halona Health or some other vendor, an extra few million just to sit around? Those are the primary reasons why we're in opposition and we hope that you send DPH back to the planning board to come up with another solution. Thank you."

Kirsten Hardy, Vice President for SEIU 1021, "I'm also a ranking file member, one of four birth and death clerks at San Francisco General, I've been with DPH for 14 years, started off as a Health Worker II, and now I'm representing 16000 public sector workers all throughout the city, including DPH. The reason why I am coming to object to this contract being passed today is due to the fact, like my colleague Carey Dahl, who is the staff that represents jail health, we do have LVNs currently already at jail health and they are already licensed with phlebotomy and can already be doing this work, the fact that these departments come to civil service and try and push through these contracts because they're frustrated with the long hiring process and the regiments of going through civil service, all these processes and procedures have been put in place for a reason just to stop these shortcuts so, if we are unable to catch them, they do sometimes fall through and they get these big billions of dollars of contracts, when I have members out here that are facing losing their jobs because supposedly, we're in a billion-dollar deficit, but they are able to get these contracts to hire contractors instead of hiring or fulfilling these vacancies that they have in their departments, they have LVNs that can do this duty, health workers that can do this duty, just in the DPH sector alone, SEIU 1021 has come up with a career letter that we just got in our last contract where we are allowed for people that are in lower classifications, say Health Worker I for them to be able funding that's provided half by the union and half by the city for them to take classes to move up into a higher classification or to get certifications to where they can do other jobs, so, if they're looking for a phlebotomist and I have a Health Worker I and they have this training available, then that member can utilize the funds to get this training and move and do their work instead of contracting it out. So, with that being said, the amount in all the statements that my colleagues stated before I am urging you guys to send DPH back to the table to discuss this further with the unions affected and to figure out a plan to where we can keep this work in house, any dollar, whether it's \$500,000 or \$30,000 should be reflected and reviewed. Thank you."

0209-25-1 SFMTA Provisional Appointment Report FY25. (Item No. 8)

Speakers: None.

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

0210-25-1 Report on MTA Service-Critical Appointments Exempt from Civil Service under Charter Sections 10.104-16 through 10.104-18 FY 25. (Item No. 9)

Speakers: None.

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

0211-25-1 SFMTA Position-Based Testing Report for FY 25. (Item No. 10)

Speakers: None.

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

0212-25-1 Report of Proportion of Appointments Exempt Under Charter Sections 10.104-1, 2, and 4 through 12. (Item No. 11)

Speakers: None.

Action: Adopted Report. (Vote of 4 to 0)

0213-25-1 Report on the Status of the Enhancing Employment Opportunities for City Employees Pilot Program. (Item No. 12)

Speakers: None.

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

0214-25-8 Request to approve Report of FY 2024-2025 Contracts with San Francisco Health Service System Continuing Approval. (Item No. 13)

Speakers: None.

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

0219-25-8 Report back on PSC #DHRPSC0004938 from the Department of Homelessness and Supportive Housing. (Item No. 14)

March 3, 2025: Approved PSC #DHRPSC0004938 v 0.01 subject to further discussions with the union to explore feasibility of bringing the work of the three (3) classifications (2587 Health Worker III, 2930 Behavioral Health Clinician, and 8202 Security Guard) in house.

Speakers: None.

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

Public Comment: **Jessie Stanton, SEIU Local 1021**, “on PSC #DHRPSC0004938 from the Department of Homelessness and Supportive Housing the report is in discussions between the Union and Management on the feasibility on bring the work in-house and during those discussions management maintain that they have no interest in bringing the work in-house, they say it on one of the attachments on the report that they don’t intend to transition this work back to civil service. We feel like this was not a successful effort and the department is going to move forward in contracting the work out regardless of whether the work can be done by a Civil Service classification or not.”

0220-25-1 Report of Exempt Appointments, Position Requests, and Expired Appointments under Charter Sections 10.104-16 through 10.104-18 for the period of July 1, 2024 to June 30, 2025. (Item No. 15)

Speakers: None.

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

**0217-25-8 Review of Request for Approval of Proposed Personal Services Contract
#DHRPSC0005440 - v0.01 from the Department of Public Health.
(Item No. 16)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005440 - v0.01	Public Health	\$53,000,000	Provide residential services in a community setting for adults and older adults with serious and persistent mental illness or other behavioral health needs who may also have chronic medical conditions and/or cognitive impairments or dementia. Services include meals, assistance with activities of daily living, medication support, daily activities that may include social and vocational rehabilitation, housekeeping, access to medical care, and administration/program management. Facility operators will provide residential support for individuals who recently completed a treatment program and are waiting for independent housing, as well as individuals – including people experiencing homelessness – who need support, supervision, and/or socialization to maintain housing stability. The services must be provided in a facility that is licensed by the Department of Social Services Community Care Licensing in compliance with California Code of Regulations, Title 22, Division 6, Chapters 6 or 8.	New	36 months

August 18, 2025: Continued to the meeting of September 15, 2025.

Speakers: None.

Action: Postponed to the meeting of October 6, 2025, at the request of the department. (Vote of 4 to 0)

**0215-25-5 Request for Changes to CSC Rule 114 and Status Grant from Class 8302
Deputy Sheriff I to Class 8504 Deputy Sheriff for Affected Employees.
(Item No. 17)**

Speakers: Steve Ponder, Department of Human Resources

Action: Adopted the Staff Report, implement rule change and grant status to 8504 to the affected employees.
(Vote of 4 to 0)

**0216-25-5 Proposed Amendments to Civil Service Commission Rule 212 to Support the
San Francisco Police Department Hiring of Lateral and External Police
Academy Graduate Candidates. (Item No. 18)**

Speakers: Lisa Pigula, Department of Human Resources
Capt. Sean Frost, SF Police Department
Anna Biasbas, Department of Human Resources
Kate Howard, Department of Human Resources
Sandra Eng, Civil Service Commission

Action: Continued to the meeting of October 20, 2025.
(Vote of 4 to 0)

Public Comment on all matters pertaining to Items 21, 22, 23, 24 and 25 including public comment on whether to hold Items 21, 22, 23, 24 and 25 in closed session pursuant to California Government Code section 54957(b) and San Francisco Administrative Code section 67.10(b). (Item No. 19)

None.

Vote on whether to hold Items 21, 22, 23, 24 and 25 in closed session. (Item No. 20)

The Commission voted to conduct a Closed Session. (Vote of 4 to 0)

0351-24-6 Appeal by Brian DeNave of the Human Resources Director's determination of insufficient evidence to sustain a violation of City policies requiring reasonable accommodations. (Item No. 21)

Closed Session started at 5:21 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sarah Fabian, Office of the City Attorney
Sandra Eng, Civil Service Commission
Amalia Martinez, Department of Human Resources
Kate Howard, Department of Human Resources
Jennifer Burke, Department of Human Resources
Jessica Comes, Department of Human Resources
Michael Nettles, Retirement
Brian DeNave, Appellant
Lavena Holmes, Civil Service Commission
Mika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission
Preeti Grewal, Civil Service Commission

August 18, 2025: Postponed to the meeting of September 15, 2025.

Speakers: Jessica Comes, Department of Human Resources
Michael Nettles, Retirement
Brian DeNave, Appellant

Action: Adopted the report, upheld the decision of Human Resources Director, and denied the appeal by Brian DeNave.
(Vote of 4 to 0)

Closed Session for this item ended at 5:56 p.m.

0072-25-6 Appeal by Shalice Otis of the Human Resources Director's determination to administratively close Otis's complaint of retaliation and harassment. (Item No. 22)

August 18, 2025: Postponed to a future meeting at the request of the appellant.

Speakers: Lavena Holmes, Civil Service Commission
Marvin Dunson III, Department of Human Resources
Sarah Fabian, Office of the City Attorney

Action: Postponed to a future meeting, this is the last postponement granted. (Vote of 4 to 0)

0059-25-6 Appeal by Maria Molloy of the Human Resources Director's determination that investigative findings did not establish Appellant's complaint of harassment, discrimination, and retaliation. (Item No. 23)

Closed Session started at 6:02 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sarah Fabian, Office of the City Attorney
Sandra Eng, Civil Service Commission
Amalia Martinez, Department of Human Resources
Janie White, Department of Human Resources
Kate Howard, Department of Human Resources
Jennifer Burke, Department of Human Resources
Mamta Sharma, Department of Human Resources
Milyn Sanchez, Public Utilities Commission
Joy Chen, Public Utilities Commission
Maria Molloy, Appellant
Lavena Holmes, Civil Service Commission
Mika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission
Preeti Grewal, Civil Service Commission

Speakers: Mamta Sharma, Department of Human Resources
Joy Chen, Public Utilities Commission
Maria Molloy, Appellant

Action: Adopted the report, upheld the decision of the Human Resources Director, and denied the appeal by Maria Molloy. (Vote of 3 to 1; Commissioner Wood dissented.)

Closed Session for this item ended at 7:41 p.m.

0036-24-7 Request for a Hearing by Emmanuel Borja on their Future Employment Restrictions. (Item No. 24)

Speakers: None.

Action: Postponed to a future meeting. (Vote of 3 to 0; Commissioner Leung had stepped out of the hearing room.)

0149-25-7 Request for a Hearing by Laron R. Anderson, former 7514 General Laborer on their Conditional Future Employment Restrictions with the San Francisco Department of Public Works. (Item No. 25)

Closed Session started at 7:45 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sarah Fabian, Office of the City Attorney
Sandra Eng, Civil Service Commission
Stephanie Cruise, Department of Public Works
Jesse Franklin, Department of Public Works
Karen Hill, Department of Public Works
Kate Howard, Department of Human Resources
Shawn Sherburne, Department of Human Resources
Laron Anderson, Appellant
Lavena Holmes, Civil Service Commission
Mika Gordon, Civil Service Commission
Elizabeth Aldana, Civil Service Commission
Preeti Grewal, Civil Service Commission

Speakers: Jesse Franklin, Department of Public Works
Karen Hill, Department of Public Works
Laron Anderson, Appellant

Action: Adopted the report and modified the employment restrictions to a one (1) year employment restriction starting on June 10, 2025 to June 10, 2026. (Vote of 4 to 0)

Closed Session for this item ended at 8:03 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 21, 22, 23, 24 and 25 in closed session (S.F. Admin. Code §67.12 (a)). (Item No. 26)

The Commission reconvened in Open Session at 8:04 p.m.

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

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 27)

Commissioner Favetti requested a follow-up report to the Commission on Item #14 to address the results of the last meeting between the department and employee organization and have it heard in a meeting possibly at the November 3, 2025.

ADJOURNMENT (Item No. 28)

8:12 p.m.