



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

MINUTES
Special Meeting
September 25, 2026

1:00 p.m.
Room 408, CITY HALL
1 Dr. Carlton B. Goodlett Place

This meeting will be held in person at the location listed above. Members of the public may attend the meeting to observe and provide public comment at the physical meeting location listed above or by calling (415) 655-0001 and entering meeting id #2664 382 6227. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN
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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, 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 # 2664 382 6227.

CALL TO ORDER

1:08 p.m.

ROLL CALL

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

Vice President Jacqueline P. Minor presided.

REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA (2)

None.

APPROVAL OF MINUTES - (Item No. 3)

Regular Meeting of August 17, 2026 – 2:00 p.m.

Action: Adopted the Minutes. (Vote of 3 to 0)

ANNOUNCEMENTS (Item No. 4)

Sandra Eng, Executive Director announced that item #6 Proposed Amendments to Civil Service Adviser No. 8 Selection from Civil Service Eligible List has been postponed to the meeting of October 5, 2026 and that PSC #DHRPSC0003801 v1.01 from the Public Utilities Commission has been withdrawn.

Item severed from the Ratification Agenda.

- PSC #DHRPSC0006496 v0.01 from the Municipal Transportation Agency

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)

Kate Howard, Deputy Director, spoke about the National Employee Disability Employment Awareness Month and the programming that DHR has planned in partnership with the Office of Disability and Accessibility Service (ODA).

She highlighted that October is National Disability Employment Awareness Month, and the City's commitment to building an inclusive and an accessible workplace. In partnership with the ODA, DHR has planned several programs that feature training, resources, and a panel with current employees telling their own stories in order to strengthen employment and inclusion.

For individuals with disabilities, she provided a brief overview of what was planned for the employee and for the public. One of the highlights is the three themes of programming. One is programming that is specifically for job seekers with disabilities and the workshops about how to apply for city jobs that cover navigating the city's application process, interviewing skills, and ways to address potential barriers.

For job seekers and city employees, a community resource fair with community based organizations that connects job seekers and employees with organizations that provide employment-related support.

For job seekers, employees and HR professionals, DHR is hosting a career panel where current employees share about their experiences being an employee with a disability and how their city employment has been.

Finally, HR staff, supervisors, and managers, are posting a series of reasonable accommodation workshops to provide practical and hands on, examples of how the process works.

She emphasized the City's commitment to ensuring that job seekers with disabilities have equitable access to the city's employment opportunities. She thanked the Civil Service Commission for their continued partnership in advancing the policies and practices. And encouraged city employees and members of the public to visit the city's website [SF gov.gov backslash n D E A M](https://sf.gov/backslashnDEAM) or visit our career center to learn more about the upcoming programming. Thank you.

EXECUTIVE OFFICER'S REPORT

(0202-26-1) Proposed Amendments to Civil Service Adviser No. 8 Selection from Civil Service Eligible List. (Item No. 6)

Action: Postponed to the meeting of October 5, 2026. (Vote of 3 to 0)

(0184-26-8) Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 7)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006417 - v0.01	Airport	\$20,000,000	The San Francisco International Airport ("Airport") is seeking support and maintenance for the existing Common Use Passenger Processing system that was originally installed in 2000 and later upgraded in 2007 and 2015. The Passenger Processing systems are specialized systems used solely by airports to allow airlines to share common airport resources used for passenger processing, such as passenger check-in, baggage processing, passenger boarding. The system consists of four tightly integrated core vendor-developed components: 1) virtualized Common Use application, 2) Self Service Kiosk application, 3) Resource Management application, and 4) Airport Operational Data Base. The services will also include supporting the Information Display System (IDS), which are used to display flight and baggage information.	New	60 months
DHRPSC 0006512 - v0.01	Emergency Management	\$898,036.20	The purpose of this service is to ensure that the Department of Emergency management has 24X7X365 technical support services and expertise to ensure continuity of network operations for the City's Computer Aided Dispatch (CAD). The existing CAD network is a legacy technology of Brocade, Foundry Network, Forcepoint and end of life Cisco Equipment that requires unique knowledge of the existing environment, the equipment firmware and operating systems.	New	36 months
DHRPSC 0006527 - v0.01	Public Health	\$3,721,000	Contractor will provide Cost Accounting and Decision Support (CADS) software, hosting services as well as system implementation and end user training services. The system is required to enable DPH to analyze its current cost and revenue structures for its delivery of health care services, compare costs and revenue across different service lines, divisions and providers, pinpoint areas with significant cost and revenue variances and identify reasons for such variances, detect ongoing trends and validate budget assumptions, and track budget compliance across various health care divisions, patient populations, and service lines. DPH needs to better understand – and be able to better report on – the various costs and revenues associated with the delivery of health care services by DPH's inpatient, outpatient and contracted facilities. To achieve this, DPH is looking to implement a technology solution that will allow it to analyze its current cost and revenue structure, perform detailed cost/revenue and productivity analysis, identify opportunities, pinpoint problem areas, detect trends, develop budgets, track budget compliance and decision support. The CADS software system will enable DPH to understand costs and cost structure of what DPH does (e.g., comparing the cost of the same procedure across hospitals). The contractor will provide an application that will: 1) Enable DPH to understand its current cost structure (e.g. all elements of Direct costs, indirect costs, fixed costs, and variable costs) and 2) Enable decision support by compiling varied forms of raw data into useful information that allows for business or organizational decision-making in a rapidly changing environment using predictive analytics tools and methodologies.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0006412 - v0.01	Public Health	\$8,400,000	The contractor will provide specialty, reference laboratory testing for Zuckerberg San Francisco General Hospital (ZSFG) and Department of Public Health (DPH) patients. These services include performing highly specialized tests that are not feasible to establish in-house and supporting the full process from sample receipt to final result reporting. The contractor will also manage the electronic system that sends test orders and results, ensuring smooth and efficient workflows. In addition, the contractor will perform highly specialized tests that are sometimes required for diagnosing and treating specific diseases. These tests are non-routine and lower volume in nature.	New	36 months
DHRPSC 0006415 - v0.01	Economic & Workforce Development	\$800,000	SF LIVE is a citywide initiative managed by the Office of Economic and Workforce Development (OEWD) to promote San Francisco arts, culture, and entertainment sector and catalyze the City's economic recovery. The goals of the SF LIVE initiative are to: • Build awareness of and drive attendance toward San Francisco arts, culture, and entertainment venues, especially among local and regional audiences. • Reinforce messaging around San Francisco's status as an "arts city" that is a vibrant place to live, work, and visit. • Identify opportunities, needs, and lessons learned to support ongoing investment in audience-building initiatives for San Francisco's arts, culture, and entertainment sector. The SF LIVE initiative currently includes an online calendar of citywide arts, culture, and entertainment events at https://sflive.art/, social media at https://instagram.com/sflive.art, and an online marketing campaign. This initiative was designed in partnership with a steering committee of arts, culture and entertainment stakeholders, who are expected to continue advising its direction moving forward. OEWD seeks a consultant to continue executing the SF LIVE initiative, which will include, but not be limited to, all the following: • Hosting and maintaining the SF LIVE website, ensuring accuracy of the arts calendar, creating additional web site content as appropriate, and, where appropriate, expanding web site features • Designing and executing a marketing campaign to build awareness of the SF LIVE calendar web site and of San Francisco's vibrant arts ecosystem; while OEWD expects that the campaign will be primarily through online channels, the marketing campaign could also include other channels as appropriate • Working with OEWD and steering committee of arts and culture stakeholders to ensure that the initiative continues to reflect arts leaders' priorities in audience development • Expanding the SF LIVE web site and campaign to include additional artistic disciplines; while SF LIVE has, to date, focused on promoting live arts and entertainment performances, OEWD expects the selected grantee to expand the campaign into other disciplines, such as museums and other visual arts, film, and/or fairs and festivals.	New	48 months
DHRPSC 0006496 - v0.01	Municipal Transportation Agency	\$9,650,000	The San Francisco Municipal Transportation Agency (SFMTA) seeks to select a qualified consultant to manage and implement San Francisco Safe Routes to School's education, encouragement and experiential programming with the goals of making walking and bicycling to school safer and more accessible for children, and to increase the number of children who choose to get to school by walking, bicycling, taking public transit, or riding in parental carpools. The Contract will include a broad range of services related to the management, implementation, promotion, and evaluation of San Francisco Safe Routes to School programming.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002310 – v1.01	Airport	Current Approved Amount \$15,000,000 Increase Amount Requested \$0 New Total Amount Requested \$15,000,000	Contractor will provide exterior envelope and waterproofing consulting services for San Francisco International Airport (Airport) capital projects, including inspecting roof leaks and water intrusion in buildings across the Airport campus, evaluating the causes, determining the extent of water damage, proposing design solutions and reviewing details of remediation of exterior building envelopes. Contractor will also advise on future assessments of new and proposed building projects.	Amendment	Increase months 72 Total months 132
DHRPSC 0004489 – v2.01	Public Health	Current Approved Amount \$11,750,000 Increase Amount Requested \$12,771,928 New Total Amount Requested \$24,521,928	Contractor will provide a safe sleeping drop-in site and bed facility in San Francisco's Mission district to accommodate individuals experiencing homelessness and substance use disorders. The contractor will offer hospitality services to its visitors. Overdose Prevention Training will also be provided and will cover identifying a potential overdose, response to overdose, naloxone administration, and connection to care services. Linkage to various services will be offered, including substance use treatment, withdrawal management, residential management, residential treatment, and medications for Opioid Use Disorder. Contractor will provide to the Department of Public Health (DPH) de-identified visitor data and client satisfaction survey results.	Amendment	Increase months 36 Total months 96

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002105 – v1.01	Public Health	Current Approved Amount \$311,900,000 Increase Amount Requested \$188,129,168 New Total Amount Requested \$500,029,168	Contractors will provide mental health/behavioral health services in a residential setting for adults who would otherwise be a risk of hospitalization or other institutional placement as part of the City's Adult/Older Adult Systems Of Care (SOC), including services related to an urgent care center, acute diversion units, Institute for Mental Disease (IMD)-alternatives long-term mental health residential programs, older adult mental health residential programs, and mental health transitional residential treatment for mothers with young children. Approximately 21,000 San Francisco residents have serious mental illness and resulting significant functional impairments, including serious mood, schizophrenic/psychotic, anxiety, adjustment and other mental disorders, which may co-occur with substance use disorders and significant primary care, functional impairment and quality of life issues. In partnership with civil service staff, services provided by contractors provide flexible, integrated, seamless services based on the level and type of needs of the client, and responding as clients' needs change over time. Updated scope of work: Contractors will provide behavioral health services in residential settings for adults who would otherwise be a risk of hospitalization or other institutional placement as part of the Department of Public Health's (DPH) Behavioral Health Services (BHS) System of Care, including services related to an urgent care center, acute diversion units, psychiatric respite programs, Institute for Mental Disease (IMD)-alternatives short/long-term mental health residential programs, older adult mental health residential programs, mental health transitional residential treatment for mothers with young children, and substance use residential facilities. Approximately 21,000 San Francisco residents have serious mental illness and resulting significant functional impairments and behavioral challenges, including serious mood, schizophrenic/psychotic, anxiety, adjustment and other mental disorders, which may co-occur with substance use disorders and significant primary care, functional impairment and quality of life issues. In partnership with civil service staff, services provided by contractors offer flexible, integrated, seamless services based on the level and type of client needs. Summary of change: With this current modification, psychiatric respite programs and substance use residential programs are being added to the scope. Short-term IMD alternative mental health residential programs are already being served under this PSC, and we have added language to clarify that. We have also added language to clarify that individuals experiencing behavioral challenges are being served, which already takes place under this PSC.	Amendment	Increase months 24 Total months 144

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004768 – v1.01	Juvenile Probation	Current Approved Amount \$300,000 Increase Amount Requested \$300,000 New Total Amount Requested \$600,000	Reentry/transitional housing program services include: a. Case management, b. Mental Health services or linkage to mental health services, c. Linkage to vocational services such as vocational support, job readiness skills, etc., d. Ability to promote family reunification, e. Independent living skills, f. Financial education, including money management, how to pay bills, etc., g. Basic needs support, h. Regular check-ins and ability to support young person to meet court mandates and orders, including stay away orders from people and locations, no weapons clauses, no substance use clauses, etc.	Amendment	Increase months 5 Total months 62
DHRPSC 0003801 – v1.01	Public Utilities Commission Withdrawn	Current Approved Amount \$10,906,297 Increase Amount Requested \$2,195,905.25 New Total Amount Requested \$13,102,202.25	The San Francisco Public Utilities Commission ("SFPUC") currently uses two radio systems. The first system, operated by the Department of Emergency Management ("DEM"), is a Motorola 700/800 MHz standard public safety radio system. It is used by the City and County of San Francisco ("CCSF"), SFPUC's Wastewater Enterprise, Power Enterprise, Customer Service Bureau, as well as the City Distribution Division's Auxiliary Water Supply System personnel and Gatemen. The second system is a low frequency radio system and is used by SFPUC's Water Enterprise. This system spans seven counties but offers incomplete system hardware, incomplete coverage, and lacks many features needed in today's utility business such as built-in portability. This system is at its end-of-life and must be replaced. Additional funding is being requested to be added to complete the scope of work in the Contract CS-1074 and a request to extend the duration of the contract to provide maintenance services for five (5) years and five (5) months. Since the original PSC Form 1 was submitted for the Original Contract, SFPUC has implemented a Radio Services Team who will be staffing and managing the project including managing the new radio emergency system, operations, and annual maintenance services for the new proprietary Land Mobile Radio system across seven (7) counties and multiple remote sites.	Amendment	Increase months 65 Total months 176

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

Speakers: Ben Frazier, Municipal Transportation Agency spoke on PSC #DHRPSC0006496 v0.01.

Action:

1. Approved PSC #DHRPSC0006496 v0.01. (Vote of 3 to 0)
2. 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 3 to 0)

- (0185-26-8) Report Back on Personal Services Contract #DHRPSC0005946 with the Department of Public Health. (Item No. 8)

Action: Adopted the report. (Vote of 3 to 0)

- (0186-26-8) Report Back – Five Year Update for Personal Services Contract No. 36961-17/18 (DHRPSC0001439) with the Public Utilities Commission. (Item No. 9)

Action: Adopted the report. (Vote of 3 to 0)

- (0187-26-8) Request to Approve Report of FY 2025-2026 Contracts with the San Francisco Health Services System Continuing Approval. (Item No. 10)

Action: Approved the report. (Vote of 3 to 0)

Public Comment on all matters pertaining to Items 13, 14, and 15 including public comment on whether to hold Items 15, 16, and 17 in closed session. (Item No. 11)

Elias Georgopoulos, representative for Monica Georgopoulos requested Item #13 to be heard in closed session.

Sandra Eng, Executive Director, announced that Recreation and Park Department and Department of Human Resources requested that Item #14 Request for Hearing by Channing Hale Former 3286 Recreation Coordinator, Regarding their Future Employment Restrictions with the City and County of San Francisco be heard before Item #13.

Vote on whether to hold Item 13, 14 and 15 in closed session. (Item No. 12)

Action: The Commission voted to go into Closed Session. (Vote of 3 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. 13)

Closed Session started at 2:41 p.m. and the following were present:

Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Therese Lee, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sandra Eng, 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

William Miles II, Municipal Transportation Agency
Monica Georgopoulos, Appellant
Elias Georgopoulos, Appellant's Representative
Preeti Grewal, Civil Service Commission
Elizabeth Aldana, Civil Service Commission (Virtual)

July 20, 2026: Postponed to a future meeting at the request of the appellant.

Speakers: MJ Johnson, Municipal Transportation Agency
Elias Georgopoulos, Appellant's Representative
William Miles II, Municipal Transportation Agency
Monica Georgopoulos, Appellant

Action: Motion failed (vote of 2 to 1); Continued to a future meeting where all five(5) Commissioners are present.

Closed Session ended at 4:20 p.m.

(0078-26-7) 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. 14)

Closed Session started at 1:50 p.m. and the following were present:

Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Therese Lee, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sandra Eng, Civil Service Commission
Lavena Holmes, Civil Service Commission
Sarah Fabian, Office of the City Attorney
Kate Howard, Department of Human Resources
Paul Greene, Department of Human Resources
Dianna Jou, Recreation and Park Department
Channing Hale, Appellant (Virtually)
Makoto Valdez, SEIU Shop Steward, Appellant's Representative (Virtually)
Preeti Grewal, Civil Service Commission
Elizabeth Aldana, Civil Service Commission (Virtually)

July 20, 2026: Postponed to a future meeting at the request of the appellant.

Speakers: Dianna Jou, Recreation and Park Department
Channing Hale, Appellant
Makoto Valdez, Shop Steward, SEIU Local 1021

Action: Adopted the report and approved the future employment restrictions to only a Recreation and Park Department ban. (Vote of 3 to 0)

Closed Session ended at 2:35 p.m.

- (0094-26-7) Request for a Hearing by Meseka Garcia Former 9166 Transit Ambassador, Regarding their Future Employment Restrictions with the City and County of San Francisco. (Item No. 15)

Closed Session started at 4:32 p.m. and the following were present:

Vice President Jacqueline P. Minor, Civil Service Commission
Commissioner Therese Lee, Civil Service Commission
Commissioner Adam Wood, Civil Service Commission
Sandra Eng, Civil Service Commission
Lavena Holmes, Civil Service Commission
Sarah Fabian, Office of the City Attorney
David Garcia, Municipal Transportation Agency
Effrosyni Baskouta, Municipal Transportation Agency
Meseka Garcia, Appellant (Virtually)
Meseka Henry, Appellant's Representative (Virtually)
Preeti Grewal, Civil Service Commission
Elizabeth Aldana, Civil Service Commission (Virtually)

Speakers: David Garcia, Municipal Transportation Agency
Meseka Garcia, Appellant
Meseka Henry, Representative

Action: Adopted the report, denied the appeal, and approved the two (2) year future employment restrictions. (Vote of 3 to 0)

Closed Session ended at 5:18 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 13, 14, and 15 in closed session (S.F. Admin. Code §67.12 (a)) (Item No. 16)

The Commission reconvened in Open Session at 5:25 p.m.

Action: The Commission voted not to disclose any discussions in closed session. (Vote of 3 to 0)

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 17)

Vice President Minor requested the Commission consider imposing a page limit for appeals/inspections of 100 pages.

ADJOURNMENT (Item No. 18)

5:29 p.m.