



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

**LONDON N. BREED
MAYOR**

AMENDED

**AGENDA
Regular Meeting
December 16, 2024**

**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 # 2664 768 6797. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: # 2664 768 6797
Press # twice to listen to the meeting via audio conference
Dial *3 when you are ready to queue**

LONDON N. BREED, MAYOR

COMMISSIONERS

KATE FAVETTI

President

ELIZABETH SALVESON

Vice President

F.X. CROWLEY

VITUS LEUNG

JACQUELINE MINOR

SANDRA ENG

Executive Officer

PUBLIC NOTICE:

The Commission will hold its holiday luncheon on Monday, December 16, 2024, at 11:30 a.m. at Doppio Zero (located at 395 Hayes Street). No Commission business will be discussed or actions taken. Members of the public may attend solely to hear and observe the luncheon.

Regular Meeting December 16, 2024

2:00 p.m.

The public is encouraged to submit comments in advance of the meeting by email at civilservice@sfgov.org, or by voicemail message at the CSC Office main line at 628-652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be included in the record on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line 1-415-655-0001, Access Code # 2664 768 6797.

Agenda Language for In-Person or Partially In-Person Meetings

REMOTE ACCESS PROCEDURES

Phone Number
(415) 655-0001

Meeting ID #
2664 768 6797

- Enter the Phone Number above followed by the meeting ID = Then press #
- Press # again to be connected to the meeting (you will hear a beep)
- When you hear the beep
 - Stop and LISTEN to the meeting
 - Wait for Public Comment to be announced by Item #
- When the Clerk calls Public Comment, dial *3 to be added to the speaker line.
- When you press * 3, you will hear *“You have raised your hand to ask a question. Please wait to speak until the host calls on you”* – WAIT for your turn to speak.
- When you hear that *“your line has been unmuted”* – THIS IS YOUR OPPORTUNITY TO PROVIDE YOUR PUBLIC COMMENT

BEST PRACTICES

- Call from a quiet location
- Speak slowly and clearly
- Turn down any televisions or radios around you
- Address the Commission as a whole, do not address individual Commissioners

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES**A. Commission Office**

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is civilservice@sfgov.org and the web address is www.sf.gov/civilservice/. Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

B. Policy Requiring Written Reports

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

C. Policy on Written Submissions by Appellants

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4th) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). An original copy on 8 1/2-inch X 11 inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

D. Policy on Materials being Considered by the Commission

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at <https://sf.gov/civilservice> and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement

A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

F. Policy and Procedure on Hearing Items Out of Order

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

G. Procedure for Commission Hearings

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

H. Policy on Audio Recording of Commission Meetings

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at www.sfgov.org/civilservice/.

I. Speaking before the Civil Service Commission

Speaker cards are not required. The Commission will take in-person public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended. People who have received an accommodation due to a disability (as described below) may provide their public comments remotely. The Commission will also allow public comment from members of the public who choose to participate remotely. It is possible that the Commission may experience technical challenges that interfere with the ability of members of the public to participate in the meeting remotely. If that happens, the Commission will attempt to correct the problem, but may continue the hearing so long as people attending in-person are able to observe and offer public comment.

J. Public Comment and Due Process

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Information on Disability Access

*** Temporary Wheelchair-accessible entrances are located on Van Ness Avenue and Grove Street. Please note the wheelchair lift at the Goodlett Place/Polk Street is temporarily not available. After multiple repairs that were followed by additional breakdowns, the wheelchair lift at the Goodlett/Polk entrance is being replaced for improved operation and reliability.**

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email civilservice@sfgov.org to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: sotf@sfgov.org, or on the City's website at www.sfgov.org/bdsupvrs/sunshine.

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <https://sfethics.org/>.

ITEM NO.

(1) CALL TO ORDER AND ROLL CALL

President Kate Favetti
Vice President Elizabeth Salveson
Commissioner F. X. Crowley
Commissioner Vitus Leung
Commissioner Jacqueline P. Minor

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

(3) APPROVAL OF MINUTES - Action Item

Regular Meeting of December 2, 2024 – 2:00 p.m.

Recommendation: Adopt the Minutes.

(4) ANNOUNCEMENTS

Announcement of changes to the agenda.

Other announcements.

Commissioner announcement of intent to sever items from the Ratification Agenda.

Commissioner announcement of intent to sever items from the Consent Agenda.

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

(5) HUMAN RESOURCES DIRECTOR'S REPORT

(6) EXECUTIVE OFFICER'S REPORT

RATIFICATION AGENDA

All matters on the Ratification Agenda are considered by the Civil Service Commission to be non-contested and will be acted upon by a single vote of the Commission. There will be no separate discussion on these items unless a request is made; in which event, the matter shall be removed from the Ratification Agenda and considered as a separate item. Each individual addressing the Commission will be limited to a maximum time limit of five minutes for all items severed from the Ratification Agenda.

**(7) Review of Request for Approval of Proposed Personal Services Contracts.
(File No. 0341-24-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004744 v 0.01	City Administrator	\$252,744	<p>The goal of this project is to develop a planning guidance document for local policymakers and building owners that addresses end-to-end financing strategies for earthquake risk reduction through the City and County's Concrete Building Safety Program, a proposed retrofit program (pending introduction and adoption of an ordinance). There are two primary objectives for developing a Financing Strategies Guidance Document for the Concrete Building Safety Program:</p> <ol style="list-style-type: none"> 1. Increase building owners' understanding of available financing options, especially for those who haven't previously undertaken a major capital improvement project. 2. Inform City policy makers of policy interventions and other programmatic actions complementary to a retrofit ordinance (e.g., special tax district, development incentives, loan loss reserve fund) that would increase access to capital and make retrofits more financially feasible for building owners. <p>The scope includes four workstreams: Workstream #1: Risk and Economic Benefits Analysis Workstream #2: Existing Financing Strategies Workstream #3: Policy Analysis Workstream #4: Guidance Document Completion of this scope requires specialized expertise in economics and structural engineering.</p>	New	24 months
DHRPSC 0004914 v 0.01	Public Health	\$444,444	<p>Contractor will provide qualified medical physicists to support the Department of Public Health (DPH) by performing maintenance, regulatory acceptance testing, calibration, safety surveys, and general support for radiology equipment. These services include developing quality control programs in all departments within the hospitals, conducting status reports on all radiology equipment, maintaining current knowledge of radiology regulations, and offering as-needed radiology consulting services. Work will be performed across various DPH locations, including Zuckerberg San Francisco General Hospital, Laguna Honda Hospital, and other sites, with a requirement to respond within three hours for emergency testing on equipment as needed.</p>	New	60 months
DHRPSC 0004602 v 0.01	Municipal Transportation Agency	\$928,372	<p>The Embarcadero Connectivity Plan will support the development of alternatives for both the Embarcadero corridor and critical elements of the transportation system in adjacent neighborhoods to ensure resiliency and connectivity for all major transportation modes and associated infrastructure. The plan will also aim to align resilience, mobility and economic recovery work in the Financial District and adjacent neighborhoods. The selected Consultant will assist with the synthesis of existing conditions, public outreach, technical analysis, alternatives development, and the production of an implementation framework and final plan.</p>	New	36 months
DHRPSC 0004886 v 0.01	Municipal Transportation Agency <i>Withdrawn</i>	\$1,500,000	<p>To provide a mobile on-site facility to collect random, follow-up, reasonable suspicion, and post-accident breath and urine collection in compliance with Department of Transportation/Federal Transit Administration (DOT/FTA) Drug and Alcohol Testing Regulations.</p>	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004637 v 0.01	Public Utilities Commission	\$600,000	The San Francisco Public Utilities Commission (SFPUC) seeks to retain the services of two qualified Service Providers to provide as needed regional construction contractor certification, compliance; and support services for the Small Business Advisory Firm Committee to increase participation of small and micro construction, disadvantaged business enterprises, construction management, and related work professional service firms to support the work of the Hetch Hetchy Water Capital Plan, Water Capital Plan, which includes the Regional Water System(East Bay, Peninsula/West Bay) projects. Service providers would schedule and conduct site visits, and promote contracting opportunities for San Francisco Public Utilities Commission Local Business Enterprises (PUC-LBEs), located within the SFPUC regional water service area (from the Bay Area Peninsula to Yosemite), and provide as needed technical support, and administrative assistance for the ongoing efforts to reestablish the Small Firm Advisory Committee as required by San Francisco Chapter 14B Section (B).	New	48 months
DHRPSC 0001577 v 1.02	City Administrator	Current Approved Amount \$12,000,000 Increase Amount Requested \$2,680,000 New Total Amount Requested \$14,680,000	The contractor will provide moving services for City and County of San Francisco departments on an intermittent, as-needed basis. These services will include, but not be limited to, moving items such as office furniture, documents, equipment, and related articles; the set-up and breakdown of cubicle walls and furniture; and move coordination/project management and planning, as may be required by departments.	Amendment	Increase months 0 Total months 84
DHRPSC 0002633 v 1.01	Public Health	Current Approved Amount \$17,100,000 Increase Amount Requested \$1,903,000 New Total Amount Requested \$19,003,000	To provide security services to ensure the safety, security and welfare of patients/residents, visitors, vendors and staff at the San Francisco General Hospital (SFGH) and Laguna Honda Hospital (LHH), unarmed security guards will be assigned to fixed-position locations providing access control by screening people entering the facilities using visual inspection, as indicated. Unarmed security guards will also provide designated-route patrols of both interior and exterior locations. In addition, unarmed security guards will respond to incidents involving disturbances, violence and/or other needs to preserve order, including compliance with regulation pertaining to visitors, resident/patients, vendors, and the facility's premises. Contractor will provide regular written Daily Activity Reports and Incident Reports within Department designated turn-around times.	Amendment	Increase months 0 Total months 35
DHRPSC 0004180 v 1.01	Public Health	Current Approved Amount \$2,500,000 Increase Amount Requested \$1,325,000 New Total Amount Requested \$3,825,000	To provide as-needed and after-hours security guard services, and as-needed guard/driver services for the San Francisco Health Network for the Department's Opioid Treatment Outpatient Program (OTOP) clinics and vans in support of the Mobile Methadone Dispensing program, which operates at remote locations within the City. The contractor will also provide armed security guards for two primary care clinics located at Zuckerberg San Francisco General Hospital (ZSFGH) and at the Silver Avenue Family Health Center Clinic. Services will include armed and unarmed guards.	Amendment	Increase months 4 Total months 88

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004645 v 1.01	Human Resources	Current Approved Amount \$100,000 Increase Amount Requested \$1,100,000 New Total Amount Requested \$1,200,000	<p>The Department of Human Resources, Workers' Compensation Division, in partnership with the San Francisco Police Officers Association (SFPOA) and San Francisco Firefighters Association, Local 798 (Local 798), implemented an Alternative Dispute Resolution program (ADR) on 7/1/2019. The Agreement is intended to perform services as initiated in 2019. The service objective is to improve labor-management relations between the City and SFPOA/SFFA, and to provide an alternative dispute resolution process to the California state statutory system for claims by current and former (including retired) represented City employees in both bargaining units who have experienced or may experience an industrial illness or injury ("Covered Employees"). The Agreements were approved between the City, SFPOA, and Local 798, on December 17, 2018, and again on January 18, 2024. The authorizing resolutions on files 190051 (Local 798) and 190052 (SFPOA) were approved by the Board of Supervisors on 2/26/2019, and the Mayor on 3/8/2019.</p> <p>The Agreements made authorize the Joint Labor Management Committee, a body of SFPOA/Local 798 and Management representatives, to appoint an Ombudsperson to support employee interests in the ADR program. The Ombudsperson and his/her roles are defined in the resolutions as follows:</p> <ul style="list-style-type: none"> * There shall be an Ombudsperson who shall provide aid and counsel for all Applicants. * The Ombudsperson shall be an individual with significant expertise and experience in the field of California workers' compensation. * The City will notify the Ombudsperson of all claims subject to this Agreement and will provide all records to the Ombudsperson electronically via secure email. The City will continue to provide all records to the Ombudsperson via secure email through the resolution of the claim or the end of the ADR Program. * Communications between the Ombudsperson and the Applicant, or the Ombudsperson and the City, are inadmissible in any proceeding. <p>The duties of the Ombudsperson include:</p> <ol style="list-style-type: none"> 1. Making a good faith effort to contact an Applicant in a timely manner, typically within one (1) business and in no event later than two (2) business days of notification. 2. Receiving all documents filed with the ADR Program and assigning case numbers to each claim filed, as well as keeping an electronic claims file containing all documents related to the claim. 3. Exercising independent discretion in fulfilling the responsibilities required under this Agreement on a case-by-case basis, and maintaining the confidentiality of communications from the Applicant or City; however, with approval from the Applicant or City, respectively, the Ombudsperson may disclose information or communications in order to further the Ombudsperson's duties and responsibilities under this Agreement. 4. Seeking to resolve workers' compensation disputes between the Applicant and the City. 5. Negotiating settlements between the Applicant and the City where appropriate, considering the interests of the City and the Applicant in doing so. 6. Providing information to the DHR Workers' Compensation Director in the Ombudsperson's judgement and discretion for the purposes of enhancing communication consistent with this Agreement and resolving individual claims. 7. Making recommendations to the Joint Committee to ensure that the ADR Program functions consistent with the terms of this Agreement. 8. Being proactive and seeking to identify potential disputes, where possible, to ensure that all Applicants receive the compensation to which they are legally entitled. 	Amendment	Increase months 0 Total months 72

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

(7) Continued**Recommendation of the Human Resources Director:**

Adopt the report. Approve the requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration.

REGULAR AGENDA

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting.

(8) Review of Personal Services Contract Number DHRPSC0004878 from the Department of Public Health – Omit Posting. (File No. 0342-24-8) – Action Item**Recommendation of the Human Resources Director:**

Adopt the report. Approve the request for proposed Personal Service Contract Number DHRPSC0004878; Notify the Office of the Controller and the Office of Contract Administration.

(9) Proposed Amendments to Civil Service Commission Rules: 102 Definitions; 111 Examinations; 112 Eligible Lists; and 113 Certification of Eligibles to Implement the Pilot Program to Enhance Employment Opportunities for City Employees. (File No. 0339-24-5) – Action Item**Recommendation of the Executive Officer and the Human Resources Director:**

Accept the Executive Officer's staff report; incorporate any changes made by the Civil Service Commission and direct the Executive Officer to post the proposed revisions to Civil Service Commission Rules 102 Definition, 111 Examinations, 112 Eligible Lists, and 113 Certification of Eligibles in accordance with the Charter and Civil Service Rules for adoption following any necessary meet and confer or discuss between the Department of Human Resources Employee Relations Division, Commission staff, and the affected labor unions.

(10) Proposed Amendments to Civil Service Commission Rules: 402 Definitions; 411 Examinations; 412 Eligible Lists; and 413 Certification of Eligibles to Implement the Pilot Program to Enhance Employment Opportunities for City Employees. (File No. 0340-24-5) – Action Item**Recommendation of the Executive Officer and the Municipal Transportation Director:**

Accept the Executive Officer's staff report; incorporate any changes made by the Civil Service Commission and direct the Executive Officer to post the proposed revisions to Civil Service Commission Rules 402 Definition, 411 Examinations, 412 Eligible Lists, and 413 Certification of Eligibles in accordance with the Charter and Civil Service Rules for adoption following any necessary meet and confer or discuss between the Municipal Transportation Agency Employee Relations Division, Commission staff and the affected labor unions.

- (11) **Public Comment on all matters pertaining to Items 13, 14, 15, and 16 including public comment on whether to hold Items 13, 14, 15, and 16 in closed session.**
- (12) **Vote on whether to hold Items 13, 14, 15, and 16 in closed session. (Action Item)**

CLOSED SESSION AGENDA

- (13) **Appeal by Michael Lane 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. (File No. 0149-24-6) – Action Item**

October 21, 2024: Postponed to the meeting of December 16, 2024, at the request of the Appellant.

Recommendation of the Municipal Transportation Director:

Adopt the report. Sustain the decision of Transportation Director; deny the appeal by Michael Lane.

- (14) **Appeal by Chadwick LeDoux of Human Resources Director’s determination that the Port of San Francisco did not violate the City’s EEO Policy in denying Appellant’s request for a religious accommodation that would exempt Appellant from the City’s Vaccination Policy. (File No. 0132-24-6) – Action Item**

November 18, 2024: Postponed to the meeting of December 16, 2024.

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Chadwick LeDoux.

- (15) **Request for a Hearing by Adolfo Padilla Rios with the Public Utilities Commission on Their Future Employment Restrictions with the City and County of San Francisco. (File No. 0041-24-7) – Action Item**

Recommendation of the Human Resources Director:

Deny the appeal and adopt the report.

- (16) **Request for a Hearing by Joseph King with the Public Utilities Commission on Their Future Employment Restrictions with the City and County of San Francisco. (File No. 0052-24-7) – Action Item**

Recommendation of the Human Resources Director:

Deny the appeal and adopt the report.

- (17) **Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 13, 14, 15, and 16 in closed session (S.F. Admin. Code §67.12 (a)) – Action Item**

Recommendation: Open for discussion.

- (18) **COMMISSIONERS' ANNOUNCEMENTS/REQUESTS**

- (19) **ADJOURNMENT**