



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

**LONDON N. BREED
MAYOR**

**MINUTES
Regular Meeting
March 6, 2023**

**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 #2493 616 0942. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: 2493 616 0942 # #**

LONDON N. BREED, MAYOR

COMMISSIONERS

JACQUELINE MINOR

President

KATE FAVETTI

Vice President

DOUGLAS CHAN

F.X. CROWLEY

ELIZABETH SALVESON

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. During commission meeting use the Civil Service Commission's dedicated public comment line 1-415-655-0001, Access Code # 2493 616 0942.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Jacqueline P. Minor	Present
Vice President Kate Favetti	Present
Commissioner Douglas S. Chan	Present
Commissioner F. X. Crowley	Present
Commissioner Elizabeth Salvesson	Present

President Jacqueline P. Minor presided.

0035-23-1 **DISCUSSION OF CITYWIDE GUIDANCE FROM THE CITY ADMINISTRATOR FOR CITY POLICY BODIES BEGINNING MARCH 1ST. (Item No. 2)**

Speakers: Sandra Eng, Executive Officer
Kate Kimberlin, City Attorney's Office

Public Comment: Naj Daniels, SEIU Local 1021

Action: No action taken.

REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA (Item No. 3)

None.

APPROVAL OF MINUTES (Item No. 4)

Regular Meeting of February 6, 2023 – 2:00 p.m.

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

ANNOUNCEMENTS (Item No. 5)

Sandra Eng, Executive Officer announced that Item #16 Appellant Lenard Morris withdrew appeal and PSC#42060-17/18 was already approved at the meeting of December 19, 2022.

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

1. Carol Isen, Human Resources Director reported on the following: 1. Continuous testing program and Rule of the List, recently met with and got agreement from SEIU Local 1021 to use the Rule of the List for continuous class-based testing for 13 classifications in Health Department and a few broad-based generalist classifications, management assistant and administrative analyst series. Moving forward with examinations. Administrative analysts seek amendments to the minimum qualifications to make it possible for college graduates with any degree to apply for those classifications. The Department of Public Health will be conducting examinations for pharmacist series, radiologists, home health aides, and behavioral health clinicians. Still in discussions with IFPTE, Local 21 about the use of rule of the list for classifications represented by that union.
2. Exempt to Permanent Campaign – E2P lists and appointments originally had 1,100 eligibles on about 150 lists established under the E2P Program. Roughly 225 appointments made so far, currently have over 150 in active referral the goal is to make appointments to all 1,100. Encouraging departments to move these appointments along.
3. Appointments exempt from CSC – 1996 Charter, Charter Section 10.104. (categories 16, 17 and 18) update provided in lieu of scheduled annual report. Numerous emergency declarations and supplemental appropriations by the Mayor temporarily waived charter amendments on category 16, 17 and 18 exempt appointments. Those emergency orders are now vacated. Category 16 – there are not category 16 appointments pass the charter limit at this point. DHR has restarted central separations for employees reaching 1,040 hours working closely with departments prior to taking action. Category 17 – emergency order waiving the 2-year limit terminated 2/28/2023. As of 12/31/2022 (reporting period) there are no expired Category 17 appointments. Category 18 - appointments reaching their limit on or before 12/31/2022 are authorized for one additional year for a total of 4 years. As of 12/31/2022, no expired Category 18 appointments. Will report as scheduled at August 2023 meeting.

EXECUTIVE OFFICER'S REPORT (Item No. 7)

Executive Officer Eng gave a brief update that the proposed rules were posted for meet and confer. The Department of Human Resources Labor Team will be leading these meetings, Commission management will be in attendance. The first set of meetings for all four volumes are scheduled.

**0038-23-8 Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 8)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
42844 - 22/23	City Administrator	\$250,000	The Real Estate Division seeks as-needed qualified brokerage firms to assist in reviewing complex property matters involving the purchase, sale or leasing of public or private real estate. It is the intention of the Division to create a list of pre-qualified firms who will be engaged on an as-needed basis. Pool members will be required to enter into a personal services contract at the time of engagement.	Regular	3/31/2028
45413 - 22/23	City Administrator	\$6,500,000	Contractors to perform various repairs and maintenance services on City-owned vehicles in cases when services cannot be done at Central Shops in a timely manner or in cases when the services can only be done by the contractor(s): required by the manufacturer to preserve warranties or due to repair complexity and necessity of proprietary tools. The proposed services also include inspection, maintenance, and repair services on the City-owned fuel stations at the Public Works Yard, Hall of Justice, and Golden Gate Park.	Regular	12/4/2027
45625 - 22/23	City Administrator	\$500,000	Contractor(s) to provide laboratory drug testing analysis and services for a variety of standard drugs and specialty/esoteric drugs. Services include urine and oral fluids laboratory-based confirmation testing for standard and esoteric/specialty drugs, rapid diagnostics drug testing devices, postmortem/human performance laboratory-based testing across a variety of substances (urine, blood, vitreous, tissue), criminal court support, and employment drug testing services. Categories include: 1) criminal justice & treatment lab services, 2) forensic toxicology lab services, 3) NIDA 5 DOT/Employment lab services, specimen collections and TPA support, and 4) rapid diagnostics drug testing devices and related expert witness, court support services.	Regular	2/14/2027
46472 - 22/23	City Administrator	\$3,000,000	Contractor to provide personnel dosimetry badge services to measure, monitor and record occupational exposure to ionized radiation through Ionized Radiation Detection Badge Services & Leak Test Wipe Kits by delivering, analyzing and exchanging thermo-luminescent (TLD) or similar technology whole-body badges, extremity rings, area monitor badges, control badges, fetal monitors and leak test wipe kits to detect and monitor ionized radiation exposure for personnel who work near or around ionized radiation sources. Services include thermo-luminescent (or similar technology) dosimeter badges shipped to City, analysis and monitoring services on a monthly, bi-monthly, quarterly or on an as-exposed basis. Leak Test wipe kits are delivered to test radiation releasing probes or other lab equipment with ionizing radiation and sent back to vendor for analysis. The contractor provides dosimetry badge service maintenance, reading and interpretation services. The dosimetry badge service shall also provide a robust reporting system that shall comply with all mandated reporting requirements. Personnel dosimetry badge service is an essential part of the radiation safety program to protect health and keep occupational radiation exposures as low as reasonably achievable (ALARA). Departments that use this service would include the Department of Public Health, with 16 sub-groups within Zuckerberg San Francisco General Hospital, 4 groups within Laguna Honda Hospital, Jail Health Services, Environmental Health & Safety, Department of Public Works' Materials Testing Laboratories, Animal Care & Control, Office of the Chief Medical Examiner, emergency response or first responder departments, and any other City departments where a need for monitoring occupational radiation exposure arises.	Regular	2/14/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
48582-22/23	City Administrator	\$6,000,000	The Office of Contract Administration (OCA) would like to establish contracts for departments to obtain short-term and intermittent security guard services for special events and locations without existing service. Uniformed security guard services will provide a visible presence to the public and City staff while monitoring the grounds/facilities; protecting the safety of persons on sites; protecting the property against fire, theft, damage, and trespass; and investigating and reporting unusual or suspicious activities. These services will be available to all City departments requiring a short turnaround and for short-term duration services. Services will not cover longterm or consistent/regular security guard services.	Regular	8/31/2026
49798-22/23	City Administrator	\$250,000	The Real Estate Division is in need of qualified title insurance companies to assist in completing purchase and sale transactions and to research title issues. It is the intention of the Division to create a list of pre-qualified firm who will be engaged on an as-needed basis. Pool members will be required to enter into a personal services contract at the time of engagement. Title insurance can only be issued by a company licensed to provide such insurance.	Regular	3/31/2028
43203-22/23	Controller	\$27,000,000	Perform annual financial audit services and reports on the financial statements for 12 Groups of Services such as the City's Comprehensive Annual Financial Report, the City's Single Audit, and departments/funds; perform other required compliance audits of grants, projects, and funds of other City departments; perform actuarial studies of the City's General Liability and Workers Compensation reserves; and perform additional audit procedures.	Regular	6/30/2031
40405-22/23	Human Resources	\$925,000	Provide expert test development consultation for the Q050 Police Sergeant, Q060 Police Lieutenant, Q080 Police Captain, H20 Fire Lieutenant, H30 Fire Captain, H40 Battalion Chief, and H50 Assistant Chief, selection process and defend that selection process, and if necessary, be available to provide testimony, preparation, and consultation against legal challenges.	Regular	12/31/2026
41474-22/23	Juvenile Probation	\$2,500,000	As-needed temporary security guard services for the San Francisco Juvenile Probation Department's (JUV) Log Cabin Ranch (LCR) in La Honda, San Mateo County. Unarmed security guards are needed 24/7 to patrol the premises and watch for unusual activity and to monitor all entrances and exits of the remote property.	Regular	2/29/2028
47382-22/23	Municipal Transportation Agency	\$500,000	Design and software development to support changes to sign software to support transit service in both subways including new shuttle lines and enhanced passenger information. Troubleshooting existing issues with the sign hardware and software.	Regular	1/31/2025
41225-22/23	Municipal Transportation Agency	\$3,500,000	The San Francisco Municipal Transportation Agency (SFMTA) will be procuring a Parking Permit Management System (PPMS) that will allow for more flexible, creative, and customer-friendly approaches to permit policy, issuance, and management for the Residential Parking and Contractor Permit programs, in addition to approximately eight other specialty parking permits administered by the SFMTA. The system will allow for online, by-mail, and in-person application and payment for all parking permits and will integrate with existing parking management systems such as the handheld citation issuance equipment, license plate recognition readers, California Department of Motor Vehicles registration database, and the electronic ticket information system.	Regular	5/1/2030

PSC	Department	Amount	Type of Service	Type of Approval	Duration
42856-22/23	Municipal Transportation Agency	\$3,998,000	The proposal will provide a full-service, worksite-based, Employee Assistance Program (EAP) to provide clinical supervision and administrative support of the staff of three (3) full-time paid Peers and up to eight (8) volunteer Peers in the Peer Assistance Program (PAP). The contractor will also manage the San Francisco Municipal Transportation Agency's (SFMTA) Critical Incident Services for employees involved in on-the-job incidents such as accidents that result in serious injuries and /or fatalities, or crisis support and/or counseling involving assaults and/or threats. The EAP will provide conflict resolution one to one or in a team as needed. The program is designed to assist in the identification and resolution of productivity problems associated with employees' personal concerns, including but not limited to health, family, financial, drug and alcohol substance abuse, legal, emotional, stress, or other personal concerns which may adversely affect job performance.	Regular	11/30/2030
49565-22/23	Public Health	\$10,000,000	Contractor will provide services to expand access to fully integrated outpatient and mental health services, such as treatment for Eating Disorders, Dialectical Behavioral Therapy (DBT), Comprehensive Psychological Assessments, plus access to new specialty clinics that provide evidence-based treatments for Developmental Disorders (Autism Spectrum Disorders), Family Therapy Treatment models, Neurodevelopmental Disorders and Cooccurring Substance Use Disorder Specialists, for San Francisco's Medi-Cal clients in the Children, Youth and Families System of Care (CYF SOC.) CYF SOC will partner with contractor to deliver training and consultation to CYF SOC behavioral health services partners on evidence-based practices.	Regular	6/30/2028
40282/22/23	Public Utilities Commission	\$90,000,000	The SFPUC Infrastructure Division and Wastewater Enterprise (WWE) seeks consultant services to provide specialized program management support for the Wastewater Capital Improvement Plan. These services are required to continue a number of programmatic functions such as strategic capital planning, risk management, pre-construction technical advice, pre-construction planning and management, labor and contract relations, development and refinement of standards, preparation of programmatic schedules and budgets, analysis of alternative project delivery mechanisms and asset management.	Regular	8/31/2032
41213-22/23	Public Utilities Commission	\$30,000,000	This PSC will be made up of four (4) contracts, each at a value of \$7.5 million. Work will consist of specialized and technical as-needed services in the areas of water supply, storage, delivery, and monitoring; water treatment and waste water treatment services; power services (all systems, generation to transmission /substation /switchyard /distribution); management improvement services; workforce development and outreach; asset management services; inspections and condition assessments of all HHWP assets; land management services; security, asset control, and emergency response services; environmental and regulatory compliance; training; job inspection services; health and safety services, and customer services for the San Francisco Public Utilities Commission (SFPUC). Each team should be able to respond to the full scope.	Regular	10/15/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
44009-22/23	Public Utilities Commission	\$10,000,000	O'Shaughnessy Dam is a 344 feet high concrete dam, located 140 miles east of San Francisco and 60 miles east of Sonora in Yosemite National Park, Tuolumne County. The purpose of this project is to provide a bulkhead system to be installed in the upstream inlets to twelve existing gate and valve outlets. The proposed bulkheads will be located in Hetch Hetchy Reservoir between 160 feet and 300 feet deep. The contract work will be performed using the Progressive-DesignBuild (PDB) method. The scope of work includes design of bulkheads for each of the twelve outlets; development and preparation of the installation procedure; pre-construction planning; preparation of project cost; fabrication and delivery of the bulkhead; and installation of the bulkheads. Installation of the bulkhead will include underwater construction by divers to remove and clean rust and tubercles, and repair of upstream sealing surface at each inlet and initial test installation and removal of the bulkhead systems.	Regular	7/31/2027
41619-22/23	Public Utilities Commission	\$12,000,000	The San Francisco Public Utilities Commission (SFPUC) intends to award up to three (3) agreements at \$4 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. This contract will be for the sole use of the Hetchy Capital Improvement Project (HCIP) for CM services. 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.	Regular	9/30/2028
43545-22/23	Public Works	\$2,000,000	Provide specialized services in audiovisual, telecom, IT, security, and acoustical design and consultation to support Department of Public Works design staff on an as-needed basis. Audiovisual, Telecom, IT, Security, and Acoustical professionals are specialized consultants who are experts in the area of audio-visual, telecom, IT, security analysis and acoustical engineering. Work may involve measuring noise and vibration levels, calculating and designing engineering noise controls, engineering architectural acoustics to achieve good speech intelligibility and or precise and accurate sound, preparing environmental noise report, and other related services.	Regular	12/31/2029

PSC	Department	Amount	Type of Service	Type of Approval	Duration
44632-22/23	Technology	\$8,500,000	<p>The Palo Alto software is proprietary so only Palo Alto engineers will provide Platinum Support, Palo Alto's high-end service offering, that will enhance the City's in-house resources with technical experts who are available to support the City's Palo Alto Networks security deployment. Platinum Support offers the optimal level of service for organizations 24/7, year round availability featuring best-in-class response times and advanced assistance. Platinum Support provides access to:</p> <ul style="list-style-type: none"> • Feature releases and software updates: The City's accounts will stay current with the latest features and software updates. • Subscription services updates: The City has the ability to configure devices to automatically download App-ID™ technology, URL Filtering, DNS Security, Threat Prevention, and WildFire @ service updates. A • Direct access to a dedicated team of senior engineers: The City has the ability to interact with a senior engineer trained to quickly understand and resolve the City's unique challenges. • Platinum Support availability: Enjoy 24/7 support for issues of all severities, with Platinum senior engineers available around the clock to assist. • Platinum Support response time: Get 15 minute response times for critical issues. Platinum Support delivers an enhanced support service-level agreement as specified in table 1. "Response time" is the time between case creation and when the senior engineer begins investigating the case. The City can open cases online or by phone. • Online Customer Support Portal: A feature-rich platform provides access to product documentation, problem resolution databases, peer-to-peer interaction, and support case management. • Case management: Submit, update, check status, and manage support cases for all your supported Palo Alto Networks products via the online Customer Support Portal. • Documentation and FAQs: Access product manuals, technical guides, software release notes, and frequently asked questions (FAQs) to streamline deployments and incident resolution. • Security Assurance: When you detect suspicious activity in your network, Security Assurance gives you access to our security experts who will help orient initial investigations, facilitate collection of logs and IOCs, and expedite handoff to the City's preferred incident response vendor. • Planned event assistance: If scheduled at least seven days in advance, Platinum senior engineers can assist with proactive maintenance, such as software upgrades or feature activation. Platinum engineers can also be on call to assist during business events. • On-site assistance for critical issues: For Severity 1 issues outside the capabilities of remote troubleshooting, a field engineer may be dispatched to the City's location at the discretion of the Palo Alto Networks Platinum Support management team. • Failure analysis: In the event of hardware failure, upon request, Palo Alto Networks will analyze the replaced unit and send the City the results of the investigation. • Next-business-day delivery for parts and hardware replacement: The City can get fast turnaround for hardware replacement. Next-Business-Day Delivery Service is subject to certain limitations. For an additional fee, hardware replacement services can be upgraded to four-hour shipment for rapid RMA turnaround. 	Regular	12/31/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
44966-22/23	Technology	\$7,000,000	<p>The Department of Technology intends to enter into a multi-year citywide enterprise agreement for Commvault software, software maintenance, SaaS, hardware, hardware maintenance, cloud services and professional services. Commvault software provides enterprise-grade backup, protection and recovery of virtual machines, containers, databases, applications (including cloud), endpoints and files. The software allows customers to manage back-up data and workloads efficiently and securely, both on-premises and in the cloud. Commvault's portfolio also includes software as a service, where City departments access software licenses through an online application instead of downloading it onto its own servers. In addition to the above, Commvault offers professional services to help departments train on, implement and configure the software to specific department needs. This service will be provided on an as-needed basis, and by Commvault engineers. These services require technical expertise and knowledge of proprietary Commvault software products that City employees do not have. City employees do not have Commvault deployment rights, access from an architectural level, or access to source code which are required to perform these functions.</p> <p>The total amount of possible professional services is estimated to be 6.8% of the contract amount requested herein. The remaining 93.2% of the estimated cost will be used to purchase proprietary software licenses, software maintenance, hardware, hardware maintenance, and software-as-a-service licenses. There are no professional services associated with these later categories.</p>	Regular	5/31/2032
45582-22/23	Treasurer/Tax Collector	\$250,000	<p>The Office of the Treasurer and Tax Collector (TTX) runs a unique college savings program for all San Francisco students in SFUSD, the Kindergarten to College Savings Program (K2C). In the current school year (2022-23), the inaugural cohort of K2C participants will graduate from high school and the program will disburse funds at scale for the first time. The TTX-K2C team now requires an experienced consultant to conduct a multi-phase evaluation of the K2C program to examine the impact and efficacy of the program, as well as offer a blueprint for future analysis.</p>	Regular	3/20/2027
43567-21/22	Port	<p>Current Approved Amount \$500,000 Increase Amount Requested \$487,000 New Total Amount Requested \$987,000</p>	<p>This contract will be used for the services needed related to the habitat around the Heron's Head Park. The needed services include seed collection, cultivation of plants in a greenhouse, planning, and habitat stewardship in phases over a four-year period.</p>	Modification	6/29/2028
41819-19/20	Public Health	<p>Current Approved Amount \$65,000,000 Increase Amount Requested \$0 New Total Amount Requested \$65,000,000</p>	<p>Contractors will perform scheduled and as-needed maintenance and support services for a variety of equipment and systems in use at the Department of Public Health. As technology advances, equipment that is used in the day-to-day operation of an integrated health network 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 health information from devices. Systems which need maintenance will include radiology equipment, laboratory equipment, scientific equipment, medical equipment used in direct patient care, sterilizers, general office equipment, copiers, security systems (including CCTV), perimeter security, fire alarms, electrical infrastructure, computer hardware, and/or audio/video equipment. Services may be on-site, remote or at central depot repair service facilities.</p>	Modification	12/31/2030

PSC	Department	Amount	Type of Service	Type of Approval	Duration
42659-14/15	Public Health	Current Approved Amount \$2,500,000 Increase Amount Requested \$2,500,000 New Total Amount Requested \$5,000,000	Professional compliance, evaluation, assessment, and technical assistance services that support the evaluation needs of the Department's primary care and prevention programs. Services include independent contractor/professional consulting services to address local, State and federal compliance requirements on an as needed project basis. Contractor(s) will evaluate findings, assess and evaluate identified findings, provide technical reports and technical assistance as required to the Department. These services will provide the Department the ability to meet required compliance directives.	Modification	6/30/2030
42060-17/18 <i>Contract was approved at the meeting of December 19, 2022</i>	Public Utilities Commission	Current Approved Amount \$12,000,000 Increase Amount Requested \$6,000,000 New Total Amount Requested \$18,000,000	The proposed work is to provide As-Needed Construction Management Services to augment City construction management staff as necessary. These services may include, but are not limited to, construction contract management, construction inspection, project controls, environmental inspection, environmental monitoring, supplier quality surveillance, special laboratory testing, start-up & testing assistance, commissioning, surveying, construction safety inspection and document control.	Modification	1/2/2024
43867-19/20	Public Utilities Commission	Current Approved Amount \$1,170,000 Increase Amount Requested \$130,000 New Total Amount Requested \$1,300,000	Maintenance and testing of existing switchgear and switchboard at various East Bay and West Bay Water Supply and Treatment Facilities. This contract is for maintenance and testing of seventeen (17) switchgear and twenty-two (22) switchboards with estimated cost of \$30,000 per switchgear / switchboard or \$1,170,000 for the entire contract.	Modification	9/14/2024
11945-20/21	City Administrator	Current Approved Amount \$10,000,000 Increase Amount Requested \$40,000,000 New Total Amount Requested \$50,000,000	The Office of Contract Administration (OCA), on behalf of all City departments, hereby requests that the Civil Service Commission (CSC) grant Continuing Approval for three narrowly defined categories pertaining to proprietary software and equipment. These three categories are: (1) Proprietary Cloud Based Software, (2) Proprietary Software Support and (3) Proprietary Equipment Installation and maintenance. Each of these three categories is narrowly defined in the attached memorandum titled "Definitions for Continuing Approval of Prop Software and Equipment." If a contract qualifies for one of these three categories, the department may elect to use this Continuing Approval in lieu of obtaining its own approval. In so doing, the department shall be required to report its election when submitting its contract for OCA review. Upon reporting its election when submitting its contract, all applicable unions shall be immediately notified of said election by email. Additionally, OCA shall produce a report such elections on a quarterly basis to CSC or, upon request, on a more frequent basis. Specifically, OCA will report the Department Name, Contract ID, Supplier ID, Contract Amount, Service Type and Contract End Date. PLEASE SEE CONTINUATION OF THIS RESPONSE ON MEMORANDM ATTACHED	Continuous	
40697-14/15	Airport	Current Approved Amount \$900,000,000 Increase Amount Requested \$700,000,000 New Total Amount Requested \$1,600,000,000	Project Management Support Services (PMSS) and DesignBuild (DB) service teams with airport terminal design and management expertise are required to manage the design and construction of the Terminal 3 West Improvements project. Services to be provided include project controls, scheduling, document control, design management, contracts management, architectural and engineering design services, and construction of the project. The scope of work of this project includes renovation of the existing western half of Terminal 3, design and construction of an expansion of Terminal 3, a secure connector from Terminal 3 to the International Terminal, a new consolidated baggage handling system, and various utility and support infrastructure upgrades.	Modification	12/31/2029

0038-23-8 Continued (Item No. 8)

Speakers: Joyce Kimotsuki, Controller's Office spoke on PSC #43203-22/23
Elisa Baeza and Veronica Martinez, Juvenile Probation spoke on PSC #41474-22/23
Diana Hammons, Municipal Transportation Agency spoke on PSC #41225-22/23
Mary Donovan, Municipal Transportation Agency spoke on PSC #42856-22/23
Stephen Robinson, Public Utilities Commission spoke on PSC #40282-22/23
Olivia Lee, Department of Public Works spoke on PSC #43545-22/23
Jolie Gines, Department of Technology spoke on PSC #44966-22/23
Amanda Wentworth, Treasurer/Tax Collector spoke on PSC #45582-22

Action:

- 1) Approved PSC #43203-22/23 from the Controller's Office with the condition to report back in five (5) years. (Vote of 5 to 0)
- 2) Approved PSC #41474-22/23 from Juvenile Probation. (Vote of 5 to 0)
- 3) Approved PSC #41225-22/23 from the Municipal Transportation Agency with the condition to report back in five (5) years. (Vote of 5 to 0)
- 4) Approved PSC #42856-22/23 from the Municipal Transportation Agency with the condition to report back in five (5) years. (Vote of 5 to 0)
- 5) Approved PSC #40282-22/23 from the Public Utilities Commission with the condition to report back in five (5) years. (Vote of 5 to 0)
- 6) Approved PSC #43545-22/23 from the Department of Public Works with the condition to report back in five (5) years. (Vote of 5 to 0)
- 7) Approved PSC #44966-22/23 from the Department of Technology with the condition to remove the vendor's name and to report back in five (5) years. (Vote of 5 to 0)
- 8) Approved PSC #45582-22 from the Treasurer/Tax Collector. (Vote of 5 to 0)
- 9) Adopted the report. Approved the remaining requests for proposed Personal Services Contract; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

0036-23-1 Report of Future Employment Restrictions and Probationary Releases for the Period of July 1, 2022, to December 31, 2022. (Item No. 9)

Speakers: Lisa Pigula, Department of Human Resources

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

0037-23-1 Report on MTA Service-Critical Appointments Exempt from Civil Service under Charter Sections 10.104-16 through 10.104-18. (Item No. 10)

Speakers: William Miles III, Municipal Transportation Agency

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

0039-23-8 Annual Review Report for Personal Service Contract Number 48746-20/21. (Item No. 11)

Speakers: Ricardo Valle, Airport

Action: Continued to the meeting of March 20, 2023. (Vote of 5 to 0)

0040-23-8 Determination of Whether Services are Permissible Under Previously Approved Personal Service Contract No. 44114-17/18. (Item No. 12)

Speakers: Lisa Gerull, Department of Technology
Kim Thompson, Local 21
Rikki De Wit, General Services Agency
Sailaja Kurella, Office of Contract Administration
Carol Isen, Department of Human Resources
Kate Kimberlin, Office of the City Attorney
Taraneh Moayed, Office of Contract Administration

Public Comment: William Goldberg

Action: Accepted the report. Approved DT's requested services for enterprise applications under the previously approved PSC 44114-17/18. (Vote of 4 to 1; Commissioner Crowley dissented.)

0103-22-4 Appeal of Rejection of Application by Bryan Salotti for 7380 Electrical Transit Mechanic, Assistant Supervisor (CBT-7380-T00035). (Item No. 13)

November 7, 2022: Adopted the report and denied the appeal by Bryan Salotti. Bryan Salotti failed to appear.

Speakers: William Miles III, Municipal Transportation Agency
Bryan Salotti, Appellant
Jason Chun, Appellant's friend

Action: Adopted the report and deny the appeal by Bryan Salotti. (Vote of 5 to 0)

0242-22-6 Appeal by Keith Winston of the Human Resources Director's determination to administratively close Appellant's complaint of discrimination and retaliation. (Item No. 14)

Speakers: Francisco Isidoro, Department of Human Resources
Keith Winston, Appellant
Radha Kumar, Public Utilities Commission
Jennifer Burke, Department of Human Resources

Action: Adopted the report, upheld the decision of the Human Resources Director, and deny the appeal by Keith Winston. (Vote of 5 to 0)

0149-22-7 Request for a Hearing by Michael McNair on Future Employment Restrictions with the City and County of San Francisco. (Item No. 15)

December 19, 2022: Postponed this item to the meeting of February 6, 2023, at the request of the appellant.

February 6, 2023: Postponed this item to the meeting of March 6, 2023, at the request of the appellant. The Commission stipulated this was the last postponement granted.

Speakers: David Garcia, Municipal Transportation Agency
Dylan Hackett, Attorney for Appellant
Michael McNair, Appellant
Arnold Townsend, Appellant's friend
Douglas Hanes, Appellant's friend
Angel Davis, Appellant's friend
Danny Walker, Appellant's friend
Peter Gray, Appellant's friend
Cynthia Kerry, Appellant's friend
Greg Valentine, Municipal Transportation Agency

Action: The Civil Service Commission adopted the report and modified the future employment restrictions as follow:

1. No Municipal Transportation Agency (MTA) job class that involves customer service for 2 years demonstrated/documented satisfactory service in customer service outside MTA.
2. No other City position that requires class B license until 2 years of demonstrated/documented outside satisfactory service operating a vehicle requiring class B license.
3. Cancel current eligibility and exam for transit operator.

(Vote of 5 to 0)

0182-22-7 Request for a Hearing by Lenard Morris on Future Employment Restrictions with the City and County of San Francisco. (Item No. 16)

Speakers: None.

Action: Appeal withdrawn.

0010-15-7 Request for a Hearing by Crystal Chow, former Class 2918 Social Worker, Human Services Agency on their Citywide Future Employment Restrictions with the City and County of San Francisco. (Item No. 17)

Speakers: Andrea De Leon, Human Services Agency
Crystal Chow, Appellant
Bethany, Appellant's daughter

Action: The Civil Service Commission granted the appeal and removed the future employment restrictions for Crystal Chow.
(Vote of 5 to 0)

Public Comment on all matters pertaining to Items 19 and 20 **(Item No. 18)**

None.

Vote on whether to hold Item 19 in closed session. (Action Item) **(Item No. 19)**

The Commission voted to go into closed session. (Vote of 5 to 0)

0236-22-4 Appeal by Chris Carrasco of the Rejection of Application for the 2604 Food Service Worker (CBT-2604-E00049) Recruitment. PERSONNEL EXCEPTION – San Francisco Administrative Code Section 67.10(b) and California Government Code Section 54957 (b)(1) (Item No. 20)

The Commission went into closed session at 7:05 p.m. and the following were present:

President Jacqueline P. Minor
Vice President Kate Favetti
Commissioner Douglas S. Chan
Commissioner F. X. Crowley
Commissioner Elizabeth Salvesson
Scott DeWolfe, Department of Public Health
Kim Walden, Department of Public Health
Chris Carrasco, Appellant
Mike Carrasco, Appellant's representative
Ramon Williams, Department of Public Health
Brenden Lim, Department of Public Health
Dave Johnson, Department of Human Resources
Kate Kimberlin, City Attorney's Office

Carol Isen, Department of Human Resources
Anna Biasbas, Department of Human Resources
Lizzette Henriquez, Civil Service Commission
Sandra Eng, Civil Service Commission
Elizabeth Aldana, Civil Service Commission

Closed Session ended at 8:07 p.m.

The Commission reconvened in open session at 8:10 p.m.

December 19, 2022: Continued this item to the meeting of January 25, 2023.

Action: Denied the appeal and adopted the staff report of the Department of Human Resources.
The Commission determined that the appellant was misclassified as a 2604 Food Service Worker in a Temporary Exempt Category 16 position and should be appointed in an Exempt Category 19 position effective on the date of appointment to the Temporary Exempt Category 16 2604 Food Service Worker position. This is a very narrow application for this appellant based on the circumstances that were presented to the Commission. (Vote of 5 to 0)

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 20 in closed session (S.F. Admin. Code §67.12 (a)) (Item No. 21)

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

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 22)

Commissioner Crowley expressed his concerns to the Executive Officer on: 1) contracts that bypass the Civil Service system by way of solicited grants. He does not believe they are subject to civil service action; 2) requests the Executive Officer look into matters that finds inspections of work being performed outside of the civil service system specifically at Department of Building Inspection with respect to the Port and San Francisco Public Utilities Commission.

ADJOURNMENT (Item No. 23)

8:13 p.m.