

**Additional Information
Submitted by Appellant**

Hello, my name is Mitzey Davis, I was employed with SFMTA, as an 9163 as a Transit Operator, from 2015-2021. During my 6-year tenure I had an issue with substance abuse, and I've since that time corrected those issues. **Exhibit A**

I resigned from SFMTA on 10/22/2021, during my time away I remained clean and sober, in addition to taking the necessary steps to get my life back on track. By this doing I obtained employment as a transit operator at Westcat for 18 months and have never failed a drug test while employed at this agency.

In August of 2022 I inquired about re-applying for SFMTA after resignation and this was the response that I was given, "Please be advised that when requesting a reappointment, you shall enter the service as a "new appointee" with no rights based on **prior** service. You will **not** retain your seniority and will begin as a new employee". My request was denied by the Transit manager and email correspondence stopped. On January 10, 2023, I attended the hiring event and turned in the 9163 Transit Operator paperwork that was required and was also fingerprinted the same day. On January 11, 2023, I took my pre-employment drug-test and on January 27,2023, I received an email stating the next training class started on February 27, 2023.

On February 7, 2023, I received an official job offer stating I had been selected for the 9163 Operator training class. Before receiving my official job offer, I was required to take a pre-employment drug-test that came back negative. Once I accepted the job offer for SFMTA I put in my 2 weeks' notice at Westcat.

My first day of training was February 27,2023. I was in training for 3 weeks and received my first paycheck on March 14, 2023. **Exhibit C**. On the morning of March 15,2023, I was in

my 9163 training class when SFMTA manager Ms. Ozomelle Biggins asked me to grab my things and step outside the classroom. Ms. Biggins gave me papers and told me I was being released from the 9163 program and asked for my employee badge. I was confused and shocked by what was happening because it wasn't clear why I was being released. Ms. Biggins stated that the decision came from Human Resources and not the training department. She also informed me that I should go downtown to Human Resources immediately and talk to someone to get a better understanding.

I followed her instructions and went downtown to SFMTA's HR department and spoke with David Garcia, the Labor Relations Manager. I explained to him what happened, he had no knowledge of the release paperwork I presented to him. I asked him how and why this disciplinary action came about, and he could not provide me with an explanation. Mr. Garcia then referred me to the Civil Service Commission located at 25 S. Van Ness where I filed an appeal for my future employment restrictions. After filing the appeal, I sought advice from union Local 250A regarding the matter. I explained the situation and they contacted Labor Relations and scheduled a meeting on Thursday March 24th, 2023, to discuss their decision. **Exhibit B**

On March 24th, 2023, approximately at 9:50am I received a call from the union Local 250A and they spoke about what was discussed at the meeting. Per Labor Relations they stated that the reason I was released from the training is that I had omitted disclosing of having a substance abuse issue on my application. **Exhibit D**

re@course.life



Certificate of Completion

**Substance Abuse Education: 8 hours*

Presented to

MITZEY DAVIS

Date Completed:

November 21, 2021, 5:04 pm

Instructor, Candice Fort



Cert #
ELC-1637539498-33872-1052
Click/Scan QR code to verify





CIVIL SERVICE COMMISSION
 City and County of San Francisco
 25 Van Ness Avenue, Suite 720
 San Francisco, California 94102-6033
 Executive Officer
 (628) 652-1100

CSC Register No. _____
 To: _____
 CC: _____

APPEAL TO THE CIVIL SERVICE COMMISSION

INSTRUCTIONS:

Submit an original copy of this form to the Executive Officer of the Civil Service Commission at the address above **within the designated number of days** following the postmarked mailing date or email date (whichever is applicable) of the Department of Human Resources' or Municipal Transportation Agency's notification to the appellant. The appellant's/authorized representative's original signature is required. **(E-mail is not accepted.)** It is recommended that you include all relevant information and documentation in support of your appeal.

TYPE OF APPEAL: (Check One)

- Examination Matters (by close of business on 5th working day)
- Employee Compensation Matters (by close of business on 7th working day) - Limited application
- Personal Service Contracts (Posting Period)
- Other Matters (i.e., Human Resources Director/Executive Officer Action) (30 Calendar days)
- Future Employability Recommendations (See Notice to Employee)

During the Shelter Order dated March 17, 2020, we are accepting appeals by email at civilservice@sfgov.org

Full Name of Appellant: Mitzzy Dominique Davis / SATHVANNES Work Address: _____ Work Telephone: 415-701-2311

Title: TRANSIT OPERATOR Department: MTA

Residence Address: _____ City: _____ State: _____ Zip: _____ Home Telephone: _____

Full Name of Authorized Representative (if any): _____ Telephone Number of Representative (including Area Code): _____

NOTE: If this is deemed to be a timely and appealable matter, the department will submit a staff report to the Civil Service Commission to request that it be scheduled for hearing. You will be notified approximately one week in advance of the hearing date, at which time you will be able to pick up a copy of the department's staff report at the Commission's offices. If you would instead prefer Commission staff to email you a copy of the meeting notice and staff report, please provide your email address below.

Email: _____

COMPLETE THE BASIS OF THIS APPEAL ON THE REVERSE SIDE. (Use additional page(s) if necessary)

Does the basis of this appeal include new information not previously presented in the appeal to the Human Resources Director? If so, please specify.	Check One: <input type="checkbox"/> Yes <input type="checkbox"/> No
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Original Signature of Appellant or Authorized Representative: MDAS Date: 3-15-2023

CSC-12 (5/2021) Date Received by Civil Service Commission: 3/15/23 @ 10:29 am EA

State the basis of this appeal in detail. For more information about appeal rights and deadlines, please review the Civil Service Rules located on the Civil Service Commission's website at www.sfgov.org/CivilService.

I'm appealing my future employment restrictions.

CSC-12 (5/2021)

(Use additional sheets if needed)

City and County of San Francisco
 1 DR. CARLTON B. GOODLETT PLACE, ROOM 488
 SAN FRANCISCO, CA 94102

Statement of Earnings and Deductions

Date: 03/14/2023

Advice No. 9509949

THE TREASURER HAS DEPOSITED:

\$926.71

To The
Account Of

MITZEY D DAVIS
 [REDACTED]




Statement of Earnings
and Deductions

City and County of San Francisco

Statement of Earnings and Deductions City and County of San Francisco		Pay Advice Number: 00000009509949 Pay Date: 03/14/2023 Pay Period Begin Date: 02/18/2023 Pay Period End Date: 03/03/2023		TAX DATA: Tax Status: Allowances: Additional Amount:		Federal Single N/A	CA State Single 1		
Employee ID: [REDACTED] Name: Mitzey D Davis		Department: 149723-MTATSTMTO Op Woods Motor Coach Location: SFMTA Headqps Basement Job Title: Transit Operator Pay Rate: \$20.6125 Hourly		PAID TIME OFF: Vacation: 0.00 Sick Leave: 12.01 Floating Holiday: 0.00 Furlough Floating Holiday: 0.00 Compensatory Time Off: 0.00 Management Leave: 0.00		Balance 0.00 12.01 0.00 0.00 0.00 0.00			
HOURS AND EARNINGS ----- Current ----- Description Rate Hours Earnings Hours Earnings Regular Pay 29.6125 40.00 1,184.50 40.00 1,184.50			BEFORE-TAX DEDUCTIONS Description Current YTD HLT RET EE 23.60 23.60 RPTX MSC N 88.84 88.84			AFTER-TAX DEDUCTIONS Description Current YTD			
TOTAL: 40.00 1,184.50 40.00 1,184.50			TOTAL: 112.53 112.53			TOTAL: 0.00 0.00			
EMPLOYEE PAID TAXES Description Current YTD Fed Withholding 37.02 37.02 Fed MED/EE 16.83 16.83 Fed OASD/EE 71.97 71.97 CA Withholding 8.99 8.99 CA OASD/EE 10.45 10.45			EMPLOYER PAID TAXES Description Current YTD Fed Med/ER 16.83 16.83 Fed OASD/ER 71.97 71.97 CA Unempl ER 1.16 1.16			EMPLOYER PAID BENEFITS Description Current YTD HLT RET EE 11.85 11.85 RSHR MSC N 244.24 244.24			
TOTAL: 145.26 145.26			TOTAL: 89.96 89.96			TOTAL: 256.09 256.09			
Current TOTAL GROSS 1,184.50 TOTAL DEDUCTIONS 112.53 TOTAL TAXES 145.26 NET PAY 926.71			Current TOTAL PAY AND BENEFITS 1,184.50			YTD TOTAL GROSS 1,184.50 TOTAL DEDUCTIONS 112.53 TOTAL TAXES 145.26 NET PAY 926.71 TOTAL PAY AND BENEFITS 1,340.05			
YTD TOTAL GROSS 1,184.50 TOTAL DEDUCTIONS 112.53 TOTAL TAXES 145.26 NET PAY 926.71			YTD TOTAL PAY AND BENEFITS 1,340.05			TOTAL: 1,530.53			
Retain for your records			NET PAY DISTRIBUTION						
MESSAGE:			Bank Name SAFE CREDIT UNION		Account Type Checking		Account Number *****2992		Deposit Amount \$926.71
			TOTAL DIRECT DEPOSIT:			\$926.71			

MD

Mitzey Davis 
Transit Operator at MV Transportation

[REDACTED]
[REDACTED]
[REDACTED]

[Edit contact info](#)

[Emails \(4\)](#)

[Messages](#)


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Last edit was made on Mar 23, 2023 2:37 PM [SEE VERSIONS](#) 

Thank you for starting your application! Please note that you must submit the questionnaire below in order for your application to be complete.

If you've never applied for a position at the City before, [click here](#) for an overview of the timeline and what to expect while you are in the recruitment process.

To help us understand more about the information you have provided and to ensure we have a complete application, we would like to ask a few additional questions about your education and experience. **This information is required and will be considered your official application for this recruitment. Please note that only the information entered here will be considered when determining whether you meet minimum qualifications. Resumes provided will not be considered.**

**Your experience*

*Tip: One year full-time employment is equivalent to 2,000 hours (2,000 hours of qualifying work experience is based on a 40 hour work week). Any overtime hours that you work above 40 hours per week are not included in the calculation to determine full-time employment.**

How many years of verifiable experience do you have for the minimum qualifications in this job ad?
5 years (10,000-11,999 hours)

For each of the professional experiences that you have listed on the previous page (and that contributed to your answer above), please list the name of the employer, the relevant duties and responsibilities, the total number of weeks worked, the average number of hours worked per week, and start and end dates.

**Example:*

Company ABC, 104 weeks worked, 20 hrs/per week on avg., 1/1/2019 - 12/31/2020

Description of relevant duties/responsibilities*

Sfmta and Mv Transportation

Please list your relevant licenses and certificates along with the number and expiration date. This should include driver's license information if required in the job ad.

Class B with Passenger Endorsement D3707028 exp 5/22/2025

Your education

Please indicate your highest level of education completed

Bachelors Degree

For each institution that you have listed on the previous page, please list the name of the school, degree, completion date (or anticipated completion date), and any other relevant information.

Example:

School ABC, BA - History, 5/30/2018

Other relevant information

Social Work Bs 5/22/2010

In which area of study was the major coursework of your highest level of education?

Social Work

If you have not completed a degree, please identify the total number of semester/quarter units of coursework from an accredited college or university you have completed. Do not include courses in progress

Are you currently employed by the City and County of San Francisco, or in a Civil Service position with the San Francisco Unified School District or San Francisco City College?

No

A little more about you

Some jobs have specific requirements and we would like to ask a few questions that will help us understand your eligibility for these specific jobs.

Languages

Please select all of the languages that you speak, read or write in addition to English

For each language you selected, please enter the language and your level of proficiency.

Example: Chinese (Mandarin) - Fluent

Chinese (Cantonese) - Intermediate

Languages

Please attach documents specified in the job announcement.

Have you included all of the documents requested in the job announcement?

(If no attachments were requested, please answer "Yes" to the question below)

No

Veteran status

Are you a United States Veteran?

No

Right to work in the United States

All persons entering the workforce of the City and County of San Francisco are required to present proof of work eligibility in the United States.

Are you authorized to work in the job's location?

Yes

Certification

I understand that entering my name and today's date will serve as my electronic signature. I certify that I am the author of this questionnaire and all information presented is true and based upon my education, training, skills, and experience. I understand and agree that any information provided is subject to verification. I also understand that any false, incomplete, or incorrect statement may result in disqualification, termination, or dismissal from employment with the City and County of San Francisco.

Your Name

Mitzey Davis


Today's date

08/05/2022

Is EEO Specified?

Specified

 Profile

 Resume

Experience

Add

Nov 2022 - Feb 2023
4 months

Transit Operator
MV Transportation



Dec 2015 - Oct 2021
5 years, 11 months

Transit Operator
SFMTA



Education

Add

Sep 2006 - May 2010
3 years, 9 months

Bachelor Degree - Social Work
California State University

