



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

**LONDON N. BREED  
MAYOR**

**MINUTES  
Regular Meeting  
May 15, 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 # 2600 872 8035. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN**

**USA is (415) 655-0001 | Access Code: # 2600 872 8035 | followed by password # 27230  
Press # twice in order to listen to the meeting via audio conference  
Dial \*3 when you are ready to queue**

**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](mailto: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 # 2600 872 8035 followed by password #27230.

**CALL TO ORDER**

2:06 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.

**REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA (Item No. 2)**

JoAnn Mar 3535 Announcer Operator at KALW radio station, SFUSD: working 37 years, last permanent hire; currently have 3 PCS and 3 TEX-AN employees filling permanent vacancies for decades working over 1040 hours/year; violation of union contract and civil service rules. SFUSD had not developed, updated or administered the exam as required by the contract. The union (SEIU 1021) has been doing a big push to have these exams given. No one from the USD has been reaching out to the City to do the exams

Kevin Vance SFUSD TEX-AN Radio Announcer at KALW since 1992, regular weekday morning announcer since 2015, working weekdays 7-hour shifts/day; never been clear if or when he would qualify for civil service position; test never been offered. Deserves job security, protection and benefits offered by gaining permanent status.

Damien Minor TEX-AN Staff Announcer for KALW SFUSD 9 years; working since 2019 more than 30 hours/week, faced potential layoff during the pandemic and realizes he can be released at any time, would like the chance to become permanent.

Michael Tal, SEIU 1021 read David Latulippe's statement; TEX -AN 3535. He was led to believe he was in a permanent part-time position which is not the case.

Michael Tal SEIU - SFUSD is in horrible situation; quarter of employees in TEX positions; they worry about losing their job; department's message to employees is they're expendable; SEIU 1021's position is that these civil service exams need to be offered to these workers; folks have been doing their jobs for years and years, it is clear they can do their job. Offer them the exam to get permanent status. Student nutrition workers are constantly scheduled for less than 4 hours/day per year which means they are not eligible to receive and pension and they retire with nothing after years of working for the district feeding the kids.

Steve Seltzer, United Front Community Labor Party; there was a rally earlier today of home care workers, people who take care of homeless kids and those in need of counseling, they work in the non-profit sector. Why aren't these employees paid as public workers? They are doing public work that other public workers are doing. Serious crisis in San Francisco; attack on the merit system, the work is being outsourced and privatized; public workers jobs are being destroyed or they are on temporary status, that's wrong. Workers doing public work should be city workers. It's wrong and discriminatory, opens up to corruption and nepotism for who gets the jobs. There is no non-profit oversight. Laguna Honda Hospital (LHH) workers and patients are being terrorized there and closure of the hospital is threatened. Civil Service Commission should defend LHH.

Ellen Lee Zhou, was a health worker for San Francisco public health for many years, union delegate representing government employees; resident for more than 37 years; ran for mayor in 2018 and 2019; reminding city leadership about COVID-19 vaccine mandate; more than 2000 government employees fired due to no vaccine; no vaccine no job is illegal; as of today San Francisco still imposes vaccine requirement vaccine, violates workers constitutional rights; vaccination useless, request to end vaccine mandate and recall unvaccinated workers back to work now.

### **APPROVAL OF MINUTES (Item No. 3)**

Regular Meeting of May 1, 2023 – 2:00 p.m.

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

### **ANNOUNCEMENTS (Item No. 4)**

None.

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

Carol Isen, Human Resources Director reported on two items:

- 1) The first set of rule changes put forward by the commission, the meet and confer process regarding the rule changes has concluded. DHR sending an official memo for the meeting of June 5, 2023. Conducted informational meetings with over ten different labor organizations. MTA, and CSC participated in the meetings, there was much interest and many questions; DHR has responded to outstanding questions no union was able to identify significant impacts to their membership. Informing commission that the obligation to meet and confer on the first packet of rule changes has been completed.
- 2) 1820 and 1822 Examinations are being conducted online and on-demand; they are continuously available to applicants; the lists will be ready for selection shortly. DHR is working with all departments, over 120 vacancies citywide to conduct coordinated interviews and selection procedures; trying to make this a good candidate experience, received over 800+ applications for 1820 classification. This is a great response having made the MQs available to applicants with

experience and applicants with a four-year degree; diverse pool of applicants; presents similarly for the 1822 classification which requires a college degree and experience or a master's degree. Worked closely with SEIU to set up conditions of how this would go forward. If we are successful, we've essentially had a 30-day process from opening the application to list adoption; can be continuously fed by any new applicants that come along. This is a reduction of almost 3 months in our standard processing time. Opens the opportunity to new applicants and opens new opportunities for the City to proceed with intentionality about our future workforce. For these selections I will be setting aside some of the administrative procedures of de-identification (de-ID), those procedures do not mesh with the concept of continuous online/on-demand examination because the list is constantly in flux, making it essentially impossible for us to use de-ID the way that we have in the past. I will be reporting to the commission about this and how it works it does not require any rule change these are simply administrative procedures about how we make the selections.

**Public  
Comment:**

Steve Seltzer, United Front Community Labor Party; Question for the Commissioners – Why weren't there any questions about KALW, about those employees? Not interested in whether or not they haven't had an exam in over 30 years for these workers? Under state law you are able to ask questions of the Executive Director about testing, that's part of your job. The issue of systemic racism in San Francisco and retaliation against City workers; it's ongoing and there are a number of complaints, trials/hearings going on of continued racist discrimination in San Francisco; even though there were hearings a couple of years ago where workers testified about these conditions they continue to exist, even here in this building. One of the issues of discrimination is an attack on civil service like Rule of the List; guardrails have been put in place in the City and County to protect workers and those are being removed by this Executive Director and the City to allow more retaliation and nepotism. This is a systemic problem and it has to be addressed. The City is going in the direction of getting rid of civil service entirely for a large number of workers; apparently the Mayor and Executive Director going ahead with this regardless of the people affected.

Jesse Stanton, SEIU Shop Steward, concerned with Carol Isen's announcement that DHR is suspending de-identification for these Rule of the List recruitments. De-ID is a crucial protection when a Rule of the List recruitment is conducted.

Ellen Lee Zhou, spoke earlier today; request Carol Isen to remove the no vaccine/no job policy that discriminates against 1,158 Christians and Catholics government employees that completed religious exemption form and were fired. Recall unvaccinated employees back to work.

**EXECUTIVE OFFICER’S REPORT**

**0098-23-1 Merit System Audit Program FY 2022-2023. (Item No. 6)**

**Speakers:** Sandra Eng, Executive Officer

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

**Public** Edward De Asis, Board of Supervisors

**Comment:** Ellen Lee Zhou, citizen

**0099-23-8 Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 7)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
40300 - 22/23	Airport	\$5,500,000	San Francisco International Airport (SFO or Airport) requires maintenance and support services of the Airport's proprietary Physical Security Information System (PSIM) and Video Management System (VMS). SFO currently has over 4,500 cameras on-site which are managed through the VMS. The PSIM is a platform that allows the integration of multiple unconnected security applications that can be viewed and controlled through one comprehensive user interface. The Airport's Security Operations Center (SOC) uses PSIM to integrate and manage the VMS, access control, identity management, computer aided dispatch, and geographical information system (GIS). Support will also include integration and expansion services when needed. The Airport will reach out to International Federation of Professional and Technical Engineers Local 21 on an annual basis to update them on the status of this request.	Regular	12/31/2028
46552 - 22/23	Airport	\$150,000,000	Contractor will design, construct, activate, and commission new infrastructure as part of the Airport's Recycled Water Project ("Project"). The Project will include a new advanced water treatment facility, storage tank, pump station, and underground recycled water distribution pipe to airport facilities for utilizing recycled water. Contractor will also provide partnering, stakeholder engagement, and project coordination to support the Project. The total \$150,000,000 PSC amount includes the full construction budget for the design/build contract for the Project, of which design and project management services will be approximately \$20,000,000	Regular	5/30/2028
43118 - 22/23	Children; Youth & Their Families	\$19,500,000	This request is for professional evaluation of the department's grant-funded programs providing services to children, youth and their families. Evaluation services will measure the quality of services provided and the effectiveness of programs. It will also inform strategic planning with respect to the department's goals listed in its authorizing legislation and results identified through the department's planning process. Entities to be evaluated will include nonprofit grantees providing direct services and department divisions engaged in planning, implementation, and oversight of funded programs.	Regular	6/30/2029
45649 - 22/23	City Administrator	\$1,000,000	The Permit Center seeks professional services to implement a digital workflow solution for electronic plan review (EPR) including data collecting and sharing across department database and systems. The EPR solution will also automate the workflow process, including automating the notification processes for reviewing construction permits across multiple departments. The professional services work involves configuring and implement a workflow tool to digitize, streamline, and automate the intake, review, and processing of electronic plans. The services will provide a technology solution that provides an integrated and complete digital workflow.	Regular	6/1/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
47680 - 22/23	City Administrator	\$750,000	<p>The Community Ambassador Program (CAP) was first launched in 2010 to assess and support community-driven efforts for safety outreach, conduct community education and referrals, and to provide an immediate, visible, non-law enforcement safety presence for local neighborhood residents. Vendor will provide the following services on behalf of OCELA programs, including the SF Community Ambassadors Program and DreamSF Fellows Program:</p> <ol style="list-style-type: none"> <li>1. Comprehensive personal and professional development trainings including violence prevention training and financial empowerment</li> <li>2. Processing of payments for DreamSF Fellows such as monthly scholarship stipends</li> <li>3. Administrative support and procurement services for supplies and trainings for the Community Ambassador Program and the DreamSF Fellowship</li> </ol> <p>The supplier must be willing to provide the full range of professional and administrative support services listed above including training for violence prevention, financial literacy and fiscal sponsorship in providing educational stipends and procuring supplies.</p>	Regular	5/31/2028
49911 - 22/23	Municipal Transportation Agency	\$8,000,000	<p>The contractor, to be selected through a future RFP process, will provide services as part of the state-funded Bayview Community Shuttle Project. The Project is funded through the California Air Resources Board (CARB) via their Sustainable Transportation Equity Project (STEP) and will provide an on-demand shuttle service program, commonly known as "Microtransit", to address the following community needs identified in the Bayview Community Based Transportation Plan (adopted in 2020):</p> <ul style="list-style-type: none"> <li>• Bring a community shuttle Program back to Bayview-Hunters Point</li> <li>• Connect residents to regional transit, jobs, and other critical destinations</li> <li>• Create sustainable jobs in Bayview-Hunters Point</li> <li>• Improve mobility options, especially for low-income residents, youth, and seniors</li> <li>• Community decision-making &amp; Community Control</li> </ul> <p>The scope of work for the shuttle contractor includes:</p> <ul style="list-style-type: none"> <li>• Serve on Shuttle Project Committee</li> <li>• Hire neighborhood residents via existing workforce development programs to become Operators, Mechanics, and Support Staff</li> <li>• Operate a daily on-demand shuttle service within the Bayview-Hunters Point Neighborhood, picking up and dropping off passengers to connect residents to fixed route transit, jobs, healthcare, food, and services</li> <li>• Provide and maintain a fleet of zero-emissions vehicles and wheelchair-accessible vehicles</li> <li>• Work with community-based organizations to provide marketing, outreach, and engagement</li> <li>• Collect, analyze, and summarize large and complex data sets to provide SFMTA with information on key performance indicators</li> </ul>	Regular	6/30/2026
43228 - 22/23	Public Health	\$2,000,000	<p>The Contractor will provide for the Annual inspection, testing and reporting, annual maintenance services, third year preventative maintenance services and as-needed repairs for emergency generators in use at Department of Public Health facilities.</p>	Regular	12/31/2029
41712 - 22/23	Public Utilities Commission	\$8,000,000	<p>This PSC will be made up of two (2) contracts, each at a value of \$4 million. Work will consist of specialized and technical as-needed services for water resources management and conservation planning and program support. Specialized and technical services will provide support in the following categories: water conservation services, onsite non-potable water services, recycled water services, groundwater services, water supply planning services, and public outreach services.</p>	Regular	7/31/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
48038 - 22/23	Public Utilities Commission	\$500,000	SFPUC's Folsom Area Stormwater Improvement Project is proposing to construct a 12' diameter tunnel through property that is part of the State Highway System, and it is necessary to modify existing Caltrans facilities in order to accommodate the tunnel. This PSC is for Caltrans to provide technical review of proposed SFPUC facilities impacting existing Caltrans facilities. The scope of work includes review of modeling and analysis performed by the SFPUC to ensure that Caltrans facilities will not be impacted by the proposed SFPUC facilities.	Regular	12/31/2025
44655 - 13/14	Airport	Current Approved Amount \$7,800,000 Increase Amount Requested \$6,000,000 New Total Amount Requested \$13,800,000	Contractor will provide engineering support services for airfield projects at San Francisco International Airport (SFO), including, but not limited to: special design services, studies, surveys and reports for projects in the planning and design development phases. Anticipated tasks include general, civil, electrical, mechanical, and utility engineering as related to airfield design. Engineering support for airfield improvement projects are required for runway, taxiway, apron, infield, and roadway pavements; underground infrastructure; industrial waste, sewer, and drainage pump stations; and telecommunication and high voltage infrastructure.	Regular	12/31/2028
47195 -17/18	Airport	Current Approved Amount \$6,500,000 Increase Amount Requested \$2,500,000 New Total Amount Requested \$9,000,000	Contractor will provide civil engineering support services for airfield and facilities improvement projects at San Francisco International Airport ('SFO' or 'Airport'), including but not limited to tasks in the planning, design development, and construction support phases. Anticipated tasks include pavement analysis and data management for runways and taxiways; storm drainage system studies; existing building, bridge, and site renovations; new building and site construction for primary and support facilities; and special studies, investigations, technical services and reports.	Modification	12/31/2028
4096 - 08/09	Municipal Transportation Agency	Current Approved Amount \$147,375,171 Increase Amount Requested \$0 New Total Amount Requested \$147,375,171	The Third Street Light Rail Transit (LRT) Project is the most significant capital investment in generations for the Municipal Railway. Phase 1 of the 6.9-mile two-phase project, the T Third line, began revenue service in April 2007, restoring light rail service to the heavily transit-dependent Third Street corridor in eastern San Francisco for the first time in 50 years. Phase 2, the Central Subway Project, will extend the new Third Street line by constructing three new subway stations and one surface station to provide rail service to the Financial District and Chinatown. The extended light rail line will serve regional destinations such as Union Square; the Moscone Convention Center, Yerba Buena and AT&T Park, and will connect directly to BART and Caltrain, the Bay Area's two largest regional-commuter rail services.	Modification	6/22/2024
47223 - 19/20	Police	Current Approved Amount \$610,000 Increase Amount Requested \$668,417 New Total Amount Requested \$1,278,417	The contractor will provide software license and equipment maintenance on MAGUS, the City's Message Switch Computer System. MAGUS allows San Francisco Police Department (SFPD) officers to instantly query suspect information from police vehicles, workstations and other electronic devices in seconds. When an officer enters suspect information, MAGUS processes the request by confirming requestor and device are authorized and provides access to confidential information from many sources including: 1. Computer Assisted Bay Area Law Enforcement (CABLE) 2. Local Criminal History Database 3. Alameda Warrants System (AWS) 4. Department of Motor Vehicles (DMV) 5. California Law Enforcement Telecommunications (CLETS) 6. Federal Bureau of Investigations (FBI) databases	Modification	3/9/2027

PSC	Department	Amount	Type of Service	Type of Approval	Duration
2010 – 08/09	Public Health	Current Approved Amount \$54,300,000 Increase Amount Requested \$10,000,000 New Total Amount Requested \$64,300,000	<p>Contractor will provide Pharmacy Benefits Management (PBM) services for DPH Community Behavioral Health Services (CBHS) clients by maintaining a network of pharmacies in San Francisco, electronically screening prescriptions for eligibility, processing payments for prescriptions written by CBHS-authorized prescribers for covered medications, and providing fiscal intermediary services for Patient Assistance Programs (PAP) operator(s). CBHS offers a wide range of services to all ages through a combination of County clinics and contracts with private community-based organizations, serving approximately 22,000 clients who need nearly 50,000 prescriptions each year. Prescriptions must be filled through at least 50 independent and chain retail pharmacies located throughout the City (no mail orders) which are appropriately accessible to clients, including meeting the needs of San Francisco's culturally diverse patient populations with linguistic capabilities in at least 5 specific non-English languages (Cantonese, Mandarin, Russian, Spanish, and Vietnamese). Services also include 24/7 online, point-of-service electronic claims adjudication, as well as tracking of co-payments and unmet Medi-Cal share of cost, and utilizing electronic interfaces with existing and planned CBHS client information systems.</p> <p><b>Scope Change:</b>                      Contractor will provide Pharmacy Benefits Management (PBM) services for Department of Public Health (DPH) Behavioral Health Services (BHS) clients by maintaining a network of pharmacies in San Francisco, electronically screening prescriptions for eligibility, processing payments for prescriptions written by BHS authorized prescribers for covered medications, and providing fiscal intermediary services for Patient Assistance Programs (PAP) operator(s). BHS offers a wide range of services to all ages through a combination of County clients and contracts with private community-based organizations, serving approximately 22,500 clients who need nearly 53,400 prescriptions each year. Prescriptions must be filled through 120 independent and chain retail pharmacies located throughout the City (no mail orders) which are appropriately accessible to clients, including meeting the needs of San Francisco's culturally diverse patient populations with linguistic capabilities in at least 5 specific non-English languages (Cantonese, Mandarin, Russian, Spanish, and Vietnamese). Services also include 24/7 online, point-of service electronic claims adjudication, as well as tracking on co-payments and unmet Medi-Cal share of cost, and utilizing electronic interfaces with existing and planned BHS client information systems.</p>	Modification	6/30/2028



PSC	Department	Amount	Type of Service	Type of Approval	Duration
30573 - 15/16	Public Utilities Commission	Current Approved Amount \$20,000 Increase Amount Requested \$175,000 New Total Amount Requested \$195,000	The SFPUC owns real property in fee and has easements over approximately 60,000 acres of land throughout the Northern California. SFPUC uses Voyager software, a proprietary product to Yardi Systems Inc. (Yardi) to manage its real estate assets. Under this contract, SFPUC will subscribe to Yardi's Voyager software through April 24, 2019 and Yardi will perform certain programming services, including database customizations, user interface customization, database reports, database scripts and other programming services, as needed by City during the term of the contract. Because this software is the proprietary product of Yardi, only Yardi can perform these as-needed services. Note: This contract was first executed in April 2013 for three years (with the option to renew for three additional years) in the amount of \$128,550. The contract was for three years of subscription to Yardi's Voyager software (totaling \$67,500) and certain services consisting of training, implementation, data conversion, and programming (totaling \$61,050). At this time, we are executing amendment 1 to exercise our option to extend the contract through April 24, 2019. Upon executing this amendment 1, the total contract amount will be \$226,387.50 of which \$20,000 will be for additional as-needed programming services through the contract end date, bringing the services portion of the contract to \$81,050. <b>Scope Change:</b> None. This contract is primarily for software subscription. We submitted a request to add as-needed programming for \$20K in 2016 as part of Amendment 1. We are now extending the contract duration by four years to allow for four additional years of software subscription. Since we have not yet used all the funds we allocated for programming, we are requesting that the PSC approved for the as-needed programming services also be extended to the new contract end date.	Modification	4/24/2028
44727 - 17/18	Sheriff	Current Approved Amount \$5,100,000 Increase Amount Requested \$900,000 New Total Amount Requested \$6,000,000	Services are needed to provide electronic home detention monitoring and case management services for inmates who qualify for home detention as an alternative to jail incarceration. Program participants wear electronic bracelets that communicate via radio frequency to land line telephone or via cellular transmission to a centralized system that monitors the participants. Services include adjunct case management to monitor inmates' attendance in outpatient substance abuse and/or mental health programs, and urinalysis tests to monitor sobriety.	Modification	7/31/2024

**Speakers:** None.

**Action:** Adopted the report. Approved the requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

**0100-23-8 Status Report on Airport Personal Service Contract No. 42606-17/18. (Item No. 8)**

**Speakers:** Cynthia Avakian, Airport

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

**0101-23-8 Status Report on Airport Personal Service Contract No. 46630-18/19. (Item No. 9)**

**Speakers:** Cynthia Avakian, Airport  
Kathy Mark, Airport

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

**0102-23-3 Annual Salary Adjustment (5<sup>th</sup>) Year of 5-Year Cycle of Salary of Member, Board of Supervisors in Accordance with Charter Section 2.100 for Fiscal Year 2023-24 and, Annual Salary Adjustment (2<sup>nd</sup>) Year of 5-Year Cycle of Salary for Elected Officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, And Sheriff) in Accordance with Charter Section A8.409-1 for Fiscal Years 2023-24. (Item No. 10)**

**Speakers:** Lavena Holmes, Deputy Director  
Carol Isen, Department of Human Resources  
Kate Kimberlin, Office of the City Attorney  
Sandra Eng, Executive Officer  
Claire McCaleb, Department of Human Resources

**Public Comment:** Angela Calvillo, Board of Supervisors  
Ellen Lee Zhou, citizen

**Action:** It was the decision of the Commission to accept the report; and approved a salary increase for the Board of Supervisors and elected officials consistent with the collective bargaining agreements of other City employees of 4.75% effect July 1, 2023. Salaries of the members of the Board of Supervisors and elected officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer-Tax Collector, and Sheriff) are increased **4.75%** in accordance with Charter Section 2.100 and Charter Section A8.409-1. (Vote of 4 to 1; Commissioner Douglas Chan dissented)

**0103-23-3 Annual Certification of Benefits of Elected Officials (Including Members of the Board of Supervisors) for Fiscal Year 2023-24 of the City and County of San Francisco in Accordance with Charter Section A8.409-1. (Item No. 11)**

**Speakers:** Lavena Holmes, Deputy Director

**Action:** Accepted the report; certified the benefits of elected officials (including Members of the Board of Supervisors) for Fiscal Year 2023-2024 in accordance with Charter Section A8.409-1 at the same level of benefits as those provided to covered employees of the Municipal Executive's Association (MEA) in effect on July 1, 2023. (Vote of 4 to 1; Commissioner Douglas Chan dissented)

**0104-23-5 Public Discussion to Inform the Civil Service Commission on Civil Service Rules That May be Impeding Hiring for the City and Potential Rule Changes to Expedite Hiring. (Item No. 12)**

**Speakers:** Douglas Bias, SFCWU  
Chris Dickinson, San Francisco International Airport, yielded his time to Rudy Balderama, Counsel for SFCWU  
Gilbert Fragoso, Municipal Transportation Agency, yielded time to Rudy Balderama  
Ray Sanchez, San Francisco International Airport, yielded time to Rudy Balderama  
Carol Isen, Department of Human Resources  
Luenna Kim, Department of Public Health  
Svetlana Vaksberg, Office of the City Administrator  
Katrina Williams, Human Services Agency  
Wendy Macy, Public Utilities Commission  
Karen Hill, Department of Public Works  
Anna Biasbas, Department of Human Resources  
William Miles, Municipal Transportation Agency  
Naj Daniels, SEIU Local 1021  
Douglas Bias, SFCWU  
Scott DeWolfe, Department of Public Health  
Jesse Stanton, SEIU Local 1021 Shop Steward  
Anthony Bush, Human Services Agency  
Dianna Jou, Recreation & Parks Department  
Lavena Holmes read statement by Erica Reed-Ellis, Department of Public Health  
Ellen Lee Zhou, citizen  
Cheryl Thornton, Department of Public Health  
Sandra Eng, Executive Officer

**Action:** Continued to a future meeting. (Vote of 5 to 0)

**0015-23-4 Appeal by Junjie Li of Rejection of Application For 7318 Electronic Maintenance Technician (CBT-7318-904470). (Item No. 13)**

**Speakers:** Shivani Nath, Municipal Transportation Agency  
Junjie Li, Appellant  
Bill Miles II, Municipal Transportation Agency

**Action:** Adopted the report and denied the appeal by Junjie Li. (Vote of 5 to 0)

**0014-23-4 Appeal by Hector Fernandez of Rejection of Application for 7318 Electronic Maintenance Technician (CBT-7318-904470). (Item No. 14)**

**Speakers:** None.

**Action:** Adopted the report and denied the appeal by Hector Fernandez. Hector Fernandez failed to appear. (Vote of 5 to 0)

**COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 15)**

Vice President Favetti suggests placing the personal service contracts' follow-up reports on the Consent Agenda for consideration by the commission.

Follow-up on the public comment on the SFUSD and the exams program.

Take into consideration information presented by Angela Calvillo, Clerk of the Board, on the Board of Supervisors salary setting for the next fiscal year.

Commissioner Salveson – suggests that for salary setting next year and going forward include the full text of the Charter provisions that relate to these determinations in the packet for Elected Officials and Board of Supervisors. President Minor suggests including the raises for City employees for the fiscal year in the salary setting report for Elected Officials and Board of Supervisors. Important for the commissioners to have the city employees increases and the charter information in the report before they come to the meeting.

**ADJOURNMENT (Item No. 16)**

5:47 p.m.