



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

**LONDON N. BREED
MAYOR**

**MINUTES
Regular Meeting
June 5, 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 #2599 600 1034. Instructions for providing remote public comment are below.

LISTEN/PUBLIC COMMENT CALL-IN

**USA is (415) 655-0001 | Access Code: #2599 600 1034 | 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, 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 #2599 600 1034 followed by password #27230.

CALL TO ORDER

2:26 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 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)

Heather Rudolph, LHH – concerned with fair and equal hiring practices in the City. Employed with the City since 2008, applied for Class 0932 – Manager IV and ranked #1 on the eligible list. She was not afforded an opportunity to interview and there was no follow-up prior to the selected candidate’s appointment and introduction. Rudolph asked the Commission to consider “What is the point of scoring high on the management battery test? What is the point of promotive points? What is the point of ranking in the top 3 on an eligible list? What is the point of ranking at all? What does it take for a highly qualified internal candidate to be promoted into this vacancy? What is the message the City is sending that reinforces employee value and retention?”

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of May 15, 2023 – 2:00 p.m.

Action: Adopted the Minutes.

ANNOUNCEMENTS (Item No. 4)

Sandra Eng, Executive Officer announced that Items 12 - Appeal by Yves Augustin and 13 - Appeal by Neil Weingarten have been postponed to a future meeting. The Commission took a moment to hear from employees in memory of a colleague from the San Francisco Municipal Transportation Agency who recently passed away, Margot Reed. Rashid Herd, Workforce Development Director, SFMTA spoke on remembering Margot as an enormous change agent both privately and publicly. Margot had more than 30 years of service to the City and was a hard-charging person around fairness and inclusion. Margot was the Manager of Apprenticeship, Pe-apprenticeship, internship, on-the-job training programs and the conscious around how we do youth and community engagement on behalf of SFMTA Workforce Development

Team. Margot dedicated her service to the youth in the City and County of San Francisco. Herd asked that we remember her daughter and is requesting to rename the Citywide Apprenticeship program in honor of Margot Y. Reed for all of her dedication in starting that program.

Carol Isen started by saying that we are all stunned and saddened by her sudden passing. A group attended the services for Margot in Oakland, Isen’s take away from the day was it was a call to action as much as it was a mourning. Margot was a force of nature and created the consolidated apprenticeship program when she joined DHR. We miss her already.

Lavena Holmes shared a story about collaborating with Margot on an apprenticeship and trades job fair at the Port of San Francisco and the desire to get youth interested in the trades. She shared the same thought the SF Apprenticeship Program be named for Margot Reed and continuation of the apprenticeship and trades job fair.

Sandra Eng - Met Margot as an SEIU representative. She noted Margot was consistently here for the employees she represented. Sandra worked with Margot more during her time with the apprenticeship programs at DHR and MTA. The commission requested condolences be sent to the family on behalf of the commission.

0115-23-1 ELECTION OF OFFICERS (Item No. 5)

Action: President Jacqueline P. Minor was re-elected as President for the term effective July 1, 2023 through June 30, 2024. (Vote of 4 to 0; Commissioner Jacqueline Minor abstained.)

Action: Vice President Kate Favetti was re-elected as Vice President for the term effective July 1, 2023 through June 30, 2024. (Vote of 5 to 0)

Public Comment: Cheryl Thornton, Department of Public Health

0116-23-1 Commendation for Jeff Lintner, Senior Employee Assistance Counselor, Health Service System, for his dedicated service to the City and County of San Francisco. (Item No. 6)

Speakers: Lavena Holmes, Deputy Director
 Jeff Lintner
 Kate Favetti, Commissioner

Action: Approved the Commendation. (Vote of 5 to 0)

HUMAN RESOURCES DIRECTOR'S REPORT**0117-23-5 Meetings with Labor on the Proposed Amendments to Civil Service Commission Rule Series 002 Definitions, 005 Meetings and Hearing of the Commission, 010 Examination Announcements and Applicants, 011 Examinations: 011A Position-Based Testing, 012 Eligible Lists, and 013 Certification of Eligibles, Volumes I-IV. (Item No. 7)**

Carol Isen acknowledged the written report submission on the rule changes. Other matters - 1) Department of Human Resources (DHR) has made a significant progress in the on-demand continuous class-based testing, 965 eligible candidates in 1820 Jr. Administrative Analyst classification list generated a much larger pool, applicants able to take the test on their own time, in their own space and on own computer. DHR to lead citywide post referral selection process, a coordinated effort with approximately eleven departments to fill several vacancies. The 1822 Administrative Analyst list projecting adoption within the next two weeks projecting more than 500 eligibles. Moving forward with the 1241 and 1244 personnel analyst series intending to use similar methods to ensure robust pool. Using a comprehensive post referral selection process for multiple vacancies across the whole City. 2) Online on-demand examination was launched today. Thanked SEIU for their authorization to proceed with "rule of the list" for on-demand testing. Could not do this type of testing without the agreement. 3) E2P process – under the Mayor's emergency order and now expired is extremely popular. DHR receiving requests to continue but cannot under existing rules approved under emergency authorization. The program was very successful, close to 600 completed or in process transitions From Category 18 appointments to PCS.

Public Comment: Jesse Stanton, HSA employee and SEIU 1021 Shop Steward, he said that he is not in agreement with DHR proceeding without the De-identification element. He expressed concern about this in continuous testing and rule of the list Abandonment of de-identification is just a curve ball; characterized this as an invitation to explicit bias.

EXECUTIVE OFFICER'S REPORT**0096-23-1 Processing and Scheduling of Appeals Before the Civil Service Commission. (Item No. 8)**

May 1, 2023: Continued to the meeting of June 5, 2023.

Action: Postponed to the meeting of July 17, 2023. (Vote of 5 to 0)

**0118-23-8 Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 9)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
41823 - 22/23	Airport	\$845,500	The San Francisco International Airport (SFO) requires a contractor to provide SFO badged employees with a Ridership Incentive Program (Program) with the Bay Area Rapid Transit (BART). Under the Program, if SFO is ever below 112,733 trips per fiscal year SFO will pay BART \$1.50 per trip (for example SFO ridership was 112,732 the amount SFO would pay BART is 112,732 times \$1.50 = \$169,098). This Premium Fare was established in the First Amendment to the Lease Agreement for the Airport BART Station in Oct 2010. In exchange for BART waiving the Premium Fare, the City agreed to reimburse BART for the loss of Premium Fare revenue up to an amount not to exceed \$169,098 annually. The maximum annual reimbursement amount of \$169,098 is the "Baseline Amount." The Baseline Amount was computed using the actual number of trips to and from SFO taken by SFO-Badged Employees from September 1, 2011, through August 31, 2012 (the "Base Year"), which equaled 112,733 trips. The parties agreed that computation of the annual amount the City pays BART for the loss of SFO Premium Fare revenue would include adjustments based on SFO-Badged Employee ridership.	Regular	6/30/2028
41987 - 22/23	Airport	\$5,000,000	The San Francisco International Airport (Airport) requires consulting services for: air traffic forecasting; financial management and Government Accounting Standards Board (GASB) analysis; concession revenue management and analysis; federal policy impacts; negotiation of lease and use agreements; utilization of Passenger Facility Charges (PFCs); assessment of Airport air cargo and airline passenger rates and charges; bond feasibility reports; Airport economic impact studies; and general financial and capital planning.	Regular	12/31/2028
44534 - 22/23	City Administrator	\$2,100,000	Contractor will work with the Ethics Commission to perform auditing services of publicly financed candidate committees on the Commission's behalf. The audit services shall entail the performance of assessments, analytical, and other procedures as approved by the City. The objective of these assessments is to determine if campaign contributions and expenditures were reported accurately and were properly supported and whether the committee complied with other applicable campaign finance and reporting laws.	Regular	6/30/2027
45276 - 22/23	City Administrator	\$500,000	Permit Center seeks a document management and workflow solution, a digital content management system. The proposal seeks to digitize administrative workflow processes and store digital documents within a database. Professional services are required to configure the workflow processes to match Permit Center use cases and requirements, including storing digital documents for electronic plan review, invoice processing and record retention.	Regular	6/1/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
46130 - 22/23	City Administrator	\$165,000	The vendor will provide maintenance services for Building Management System (“BMS”) for the Office of the Chief Medical Examiner (“OCME”) facility located at 1 Newhall Street. The vendor will administer services such as software updates, code fixes, or security patches for the hardware and software systems for automated heating, ventilation and air conditioning (HVAC) systems. The vendor will utilize system data and trends from the building management system to identify Facility Improvement Measures (FIMs) and remotely implement corrections to maintain an efficient and optimized environment and provide an Energy Services package that leverages data analytics to create insights that will help reduce energy, guide and prioritize maintenance activities, as well as identify and correct system performance issues. Vendor will provide a comfortable and safe working environment for staff while minimizing working disruptions, assist the facility to achieve Energy and Sustainability goals, ensure zero critical area downtime, calibrate and/or verify calibration for critical system equipment and sensors on an annual interval, take a pro-active approach to system troubleshooting, maintenance, and repairs, avoid time and material repair costs with predictive system maintenance.	Regular	5/31/2027
49521 - 22/23	Department of Emergency Management	\$250,000	Department of Emergency Management wishes to procure an app called Show the Way, developed by Simtech Solutions, Inc. along with professional services. Show the Way was designed for street outreach and engagement work with people experiencing homelessness. It will help connect outreach workers in the field and present real time service status information which will help reduce duplication of services and increase linkage efficiencies.	Regular	2/28/2026
43502 - 22/23	Department of Homelessness and Supportive Housing	\$316,800	The purpose of the contract is to provide a time-limited COVID-19 Shelter in Place (SIP) Bed Tracking system for SIP hotels and emergency COVID-19 shelter sites. The goal of this service is to provide a secure, cloud-based and real-time system for non-profit providers to track bed availability and client placements in SIP Hotels.	Regular	6/30/2025
47916 - 22/23	Human Services	\$4,000,000	This will be an advanced technology platform for delivering cash assistance and guaranteed income pilot program for non-minor dependents involved in the child welfare system. Applicants can register for aid on their mobile devices and receive payments via bank transfer, debit card or virtual card. This system balances convenience with security, protecting against fraud while ensuring the highest degree of data protection. The platform powers some of the nation’s largest direct cash and guaranteed income pilots with tools that reduce administrative burden, increase impact, and protect participants’ personal information. The platform proposes using its technology to verify income and geographic eligibility parameters while leveraging each program’s capacity to provide context and relationship screening for foster status, pregnancy status, and other eligibility parameters.	Regular	6/30/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
45064 - 22/23	Juvenile Probation	\$300,000	<p>Juvenile Probation Department (JPD) wishes to procure as-needed professional services for dietary & nutritional technical support, in-service training, and compliance monitoring for food service operations at JPD. Key areas for technical support and training will include:</p> <ul style="list-style-type: none"> i. Menu and nutrient development & analyses ii. Therapeutic diets and accommodation requests iii. Food service staffing and operations iv. Staff in-service training needs v. Food service policies and documentation <p>Under the guiding principle of encouraging young people at JPD to make healthier nutritional choices in their daily lives, the selected Contractor shall assist the JPD food operations team with determining current gaps and needs, developing a staff development/training plan, and preparing summary date reports for relevant audits and inspections, all in accordance with California’s Title 15 Minimum Standards for Juvenile Facilities.</p> <p>The selected Contractor shall plan menus at least one month in advance of their use. Menus shall be planned to provide a variety of foods considering the cultural and ethnic makeup of young people at JPD, thus, preventing repetitive meals. Menus shall be approved by the selected Contractor before being used. If any meal served varies from the planned menu, the change shall be noted in writing on the menu and/or production worksheet. Menus, as planned and including changes, shall be retained for one year and evaluated by a registered dietitian at least annually.</p> <p>Additionally, the selected Contractor shall implement nutritional and caloric requirements found in the 2019 Dietary Reference Intakes (DRI) of the Food and Nutrition Board, Institute of Medicine of the National Academies, the 2008 California Food Guide, and the 2020-2025 Dietary Guidelines for Americans.</p> <p>Essential duties of the selected Proposer may include:</p> <ul style="list-style-type: none"> i. Menu planning and approval ii. Completing nutrition assessments tailored to young people at JPD and developing nutrition tracking plans for young people t JPD. iii. Providing community and/or partnership referrals as needed to assist with linkage as necessary. iv. Participating in departmental meetings to provide expertise as needed. v. Monitoring and tracking nutritional services at JPD to ensure compliance with government rules and regulations including California’s Title 15. vi. Developing written and training plans to meet compliance requirements. vii. Preparing required reports that align with internal policies and procedures. viii. Maintaining nutrition assessment information and making recommendations for strengthening the Food Services Program at JPD. ix. Researching, collecting, and developing scientifically based nutrition materials. x. Reviewing and screening nutrition data for accuracy and use within JPD. 	Regular	6/30/2028
45086 – 22/23	Municipal Transportation Agency	\$9,500,000	Engineering master services (task orders). This service is to implement upgrades to functionality to meet changing operational needs and to keep the system in a state-of-good-repair.	Regular	3/31/2033
46298 – 22/23	Municipal Transportation Agency	\$9,500,000	<p>Remote system monitoring</p> <ul style="list-style-type: none"> • On-site equipment troubleshooting and repair (radio sites, tunnel radio, core network) • On-site preventative maintenance (radio sites, tunnel radio, core network) • Depot returns and repair • Root cause analysis for system failures • Security updates/patch installation • Management and documentation of the above scope 	Regular	3/31/2033

PSC	Department	Amount	Type of Service	Type of Approval	Duration
47450 – 22/23	Municipal Transportation Agency	\$9,500,000	Remote system monitoring <ul style="list-style-type: none"> • Remote troubleshooting • Root cause analysis for system failures • Security updates/patch installation (with San Francisco Municipal Transportation Agency Information Technology (SFMTA IT) support) • Management and documentation of the above scope 	Regular	3/31/2033
48404 – 22/23	Public Health	\$12,000,000	<p>Contractor(s) will provide as-needed support services which may include supporting modules and applications inside of the Epic Electronic Health Record (EHR) System, coordinating and tracking tasks and meetings, maintain project schedule in current proprietary project planner system, document project decisions and deliverables, perform functions relative to maintenance of applications, participate in implementation analysis and design, workflow documentation, system build and configuration, application and integrated testing.</p> <p>Contractor(s) will provide support for training development, coordinate with existing proprietary system integration engine and interfaces for clinical and financial applications, create, migrate, maintain and troubleshoot existing system interfaces, set up and test new interfaces as existing critical projects. Experienced system integration business and technical skills are needed to perform system administration, daily customer support and system troubleshooting and configuration, modifying code, test and support system upgrades to meet current proprietary system interface(s), FHIR (Fast Healthcare Interoperability Resources) and Application Programming Interface specifications with Epic. Interfaces may include but are not limited to: Admission, Discharge, and Transfer (ADT); Orders; Results; and Charges.</p> <p>Contractor(s) and resources will collaborate with both Epic and non-Epic databases/data models, to perform functions related to documenting report requirements, reporting writing, managing Extract, Transfer, Load [ETL] processes, automating extract processes, lead data mapping processes, and adhering to data governance processes. Contractor (s) will provide resources for positions to support applications which may include but are not limited to: Epic EHR Coordinated Care Management; EpicCare Ambulatory; EpicCare Inpatient; Cadence; ADT; Willow Ambulatory; Cogito; Research Informatics; and Epic Datalink.</p> <p>Contractor(s) will provide Epic Certified Analysts for consulting and support for Epic Phase 3 including positions such as, Information Technology (IT) Specialized Consulting and Support, Supplemental staffing & Consultants, Project Managers, Application Project Leads, Reporting Analysts, Integration Analysts, Application/Business Analysts, IT Engineers, Epic Certified Application Analysts, Epic EHR Resources and all modules within; Epic Trainers and Analysts, Analysts and Report Writers across various Report tools, Interface engine engineers, business analyst experienced in HL7 services and not limited to experience with MS SQL Reporting Analysts, Lyniate, Rhapsody and API, IT Project Managers and Managers who can support Microsoft Project tools, General Technical Analysts, and Managers to support Wave 3 initiatives, Technical Field Resources; for example, Networks, Workstations, Device Management technicians. Several analysts may be required to support Epic Datalink to transfer data from external MS SQL databases to Epic data fields.</p>	Regular	4/30/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
41496 – 22/23	Public Utilities Commission	\$140,000	The current Zoll AED (Automated External Defibrillator) used throughout the SFPUC is the AED Plus, this new order will provide the SFPUC with the necessary equipment and service as the currently used AED’s expire. The new AED3’s will have a cloud based software ‘AED3 Navigator’ which enables the units to work seamlessly together and receive updates automatically, self-test, and track the unit. The ‘AED3 Navigator’ is a comprehensive AED service package that ensures the AED is ready for use in an emergency. This is cloud based program that is wi-fi enabled with self-reporting to enhance existing inspections. Tracks pad and battery expiration, last self-check and readiness status, deployment and other vital information. SFPUC wide will be able to login and see up-to-date information on any specific AED3 unit.	Regular	12/31/2030
48361 – 22/23	Public Utilities Commission	\$8,000,000	The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco (“City”), seeks to retain the services of a qualified Proposer to provide construction management (CM) staff augmentation services for the Treasure Island Water Resource Recovery Facility (TIWRRF). As part of the SFPUC’s Wastewater Capital Improvement Program (WW CIP), the existing Treasure Island Wastewater Treatment Plant will be replaced with a new wastewater treatment plant to provide reliable wastewater services for the island and to provide for the growing population. The CM staff augmentation services required for the TIWRRF Project includes construction resident engineering and office engineering services, field contract administration, construction contract administration, construction inspection, environmental inspection and project controls services. The SFPUC will manage the staff augmentation team during the construction and closeout phases of this project for a duration under 5 years.	Regular	5/1/2028
49132 – 22/23	Public Utilities Commission	\$900,000	1. Support SFPUC in identifying the material environmental, social and governance (ESG) issues for the organization, building an integrated strategy framework, and defining KPIs, targets and a roadmap to achieve impact across SFPUC’s value chain. Translate strategic ESG goals into actionable roadmaps and clear implementation plans that are grounded in SFPUC’s internal and external stakeholder expectations, business processes and policies, as well as industry best practices. 2. Conduct ESG data collection, benchmarking, industry analysis, and support SFPUC staff to produce initial ESG report and disclosures.	Regular	12/31/2027
44631 – 22/23	Public Works	\$9,000,000	Consultants will provide highly specialized mechanical engineering services and related electrical engineering services that include constructability analysis, condition assessment reports, field investigations, third-party Quality Assurance/Quality Control (QA/QC) peer reviews, value engineering, power system reliability studies, construction support, peer review validation, and other consultation work. Projects and facilities may include sewage and water treatment plants; pump stations; force mains; hydraulic and pneumatic systems, auxiliary water supply systems (AWSS), related industrial facilities and its appurtenances, heating, ventilation, and air conditioning (HVAC) systems, plumbing systems, fire and life safety systems, and emergency generators systems, surge analysis, energy modeling, and other related mechanical engineering services.	Regular	6/30/2029
46269 – 22/23	Public Works	\$7,200,000	Consultants will perform highly specialized electrical engineering tasks that include surge analysis, constructability analysis, condition assessment reports, field investigations, third-party Quality Assurance/Quality Control (QA/QC) peer reviews, value engineering, power system reliability studies, construction support, peer review validation, and other consultation work. Projects and facilities may include sewage and water treatment plants; pump stations; compressed natural gas (CNG) filling systems; emergency generator systems; and emergency services during power outages or rolling black-outs.	Regular	6/30/2029

PSC	Department	Amount	Type of Service	Type of Approval	Duration
45177 – 19/20	City Administrator	Current Approved Amount \$7,500,000 Increase Amount Requested \$9,130,000 New Total Amount Requested \$16,630,000	Contractor will provide a comprehensive structural Integrated Pest Management (IPM) program to be implemented City wide at various City facilities in order to achieve long-term, cost-effective, and environmentally sound pest control. The IPM services will employ a mix of biological, mechanical/physical, educational, and least toxic chemical strategies and tactics to control pests on City property. Contractor will utilize mechanical, physical, and chemical controls; monitor pest populations; keep records/logs of infestations; comply with the San Francisco IPM ordinance; and control mosquito and rat populations on City streets and in sewers.	Regular	6/30/2026
4074 – 09/10	Municipal Transportation Agency	Current Approved Amount \$57,900,617 Increase Amount Requested \$0 New Total Amount Requested \$57,900,617	The Phase 2, Central Subway Project consultant will provide final design of the three underground subway stations (Moscone, Union Square Market Street, and Chinatown) and construction services as follows: Contract design management; Verify/validate existing preliminary engineering design; Verify cost and schedule for each construction contract; Complete the final design for the stations; Prepare construction contract documents for; Moscone, Union Square Market Street and Chinatown stations contract; Provide engineering support during construction; Provide as-needed engineering support during construction review and respond to technical submittals from contractors; Review and respond to proposed changes; Perform field visits and observations to verify design compliance and/or assist in resolving issues; Witness and approve factory testing of manufactured equipment and materials; Update design drawings as a result of responses to request for information, submittals and changes; Assemble operations and maintenance manuals; Prepare conformed plans and specifications upon contract' completion; Implement the quality assurance/quality control program with procedures.	Modification	07/01/2024
4120 – 09/10	Public Health	Current Approved Amount \$59,464,525 Increase Amount Requested \$18,000,000 New Total Amount Requested \$77,464,525	Pick up and process soiled hospital laundry seven days per week, including holidays, for Laguna Honda Hospital (LHH) and San Francisco General Hospital (SFGH).	Modification	12/31/2029
47132 – 15/16	Public Utilities Commission	Current Approved Amount \$8,000,000 Increase Amount Requested \$0 New Total Amount Requested \$8,000,000	The San Francisco Public Utilities Commission (SFPUC), Power Enterprise, seeks a professional services consultant to assist with power operations support on an as-needed basis. Tasks will include assisting in the development of an Integrated Resources Plan (IRP) and the design and implementation of ongoing IRP review. The consultant will also provide support in risk management, settlements, power scheduling, and trading. The SFPUC would also like to utilize the consultant's expertise in business and strategic planning for both the publicly-owned utility (POU) functions and community choice aggregation (CCA) processes.	Modification	8/31/2026
46125 – 19/20	Airport	Current Approved Amount \$100,000 Increase Amount Requested \$48,800 New Total Amount Requested \$148,800	San Francisco International Airport's ("Airport") requires specialized software to track and verify compliance of environmental laws, regulations and standards to ensure that projects at the Airport meet environmental compliance regulations. The contractor will provide a proprietary environmental compliance calendar software and provide configuration and software support services on an as-needed basis.	Modification	12/31/2025

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)

- 0119-23-8 Review of Personal Services Contract Number 40941-22/23 from the Department of Public Health – Omit Posting. (Item No. 10)**
- Speakers:** Baljeet Sangha, Department of Public Health
- Action:** Adopted the report. Approved the request for proposed Personal Services Contract No. 40941-22/23; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)
- 0178-23-4 Appeal by Albert K. Lam of Rejection of their Application for 6130 Safety Analyst Examination. (Item No. 11)**
- Speakers:** Dave Johnson, Department of Human Resources
Albert K. Lam, Appellant
- Action:** Adopted the report of the Department of Human Resources and denied the appeal by Albert K. Lam. (Vote of 4 to 1; Commissioner F.X. Crowley dissented)
- 0127-22-4 Appeal by Yves Augustin of Rejection of Their Application For 2918 Human Services Agency Social Worker (CBT-2918-904264) Standardized Examination as Bias. (Item No. 12)**
- Speakers:** None.
- Action:** Approved the request to postpone this item to a future meeting at the request of the appellant. (Vote of 5 to 0)
- 0043-23-6 Appeal by Neil Weingarten of the Director of Transportation’s Determination to Administratively Close Appellant’s Complaint of Harassment and Discrimination. (Item No. 13)**
- Speakers:** None.
- Action:** Approved the request to postpone this item to a future meeting at the request of the appellant. (Vote of 5 to 0)
- 0046-23-7 Request for a Hearing by Mitzey D. Davis Probationary 9163 Transit Operator on Their Future Employment Restriction with the Municipal Transportation Agency. (Item No. 14)**
- Speakers:** David Garcia, Municipal Transportation Agency
Mitzey Davis, Appellant
- Action:** Granted the appeal by Mitzey D. Davis; employment restriction permitted until October 8, 2023; appellant may apply and become eligible for re-hiring after October 8, 2023. (Vote of 5 to 0)

0042-23-7 Request for a Hearing by Luis Romero Former 9163 Transit Operator on Their Future Employment Restriction with The Municipal Transportation Agency. (Item No. 15)

Speakers: David Garcia, Municipal Transportation Agency
Luis Romero, Appellant
Kate Kimberlin, Office of the City Attorney
Yaya Holmes, Municipal Transportation Agency

Action: Granted the appeal by Luis Romero and modify the restrictions as follow: 1) Three (3) years of satisfactory employment outside City and County of San Francisco Service; and 2) Satisfactory completion of an anger-management program accepted by the City’s Employee Assistance Program (EAP). (Vote of 5 to 0)

0120-23-7 Request by the San Francisco Municipal Transportation Agency to Grant Removal of Department Restriction for Keith Bynum. (Item No. 16)

Speakers: Bill Miles, Municipal Transportation Agency
Keith Bynum

Action: Adopted the findings and approved the removal of department restriction for Keith Bynum. (Vote of 5 to 0)

SPECIAL ORDER OF BUSINESS – 5:15 p.m.

0258-22-6 Appeal by Jarmee Thieu of the Human Resources Director’s determination to administratively close Appellant’s complaint of age discrimination and retaliation. (Item No. 17)

April 17, 2023: Postponed to the meeting of June 5, 2023, at the request of the appellant.

Speakers: Deborah Dulay, Department of Human Resources
David Tu, Human Services Agency
Vladimir Rudakov, Human Services Agency

Action: Adopted the report, upheld the decision of the Human Resources Director and denied the appeal by Jarmee Thieu. (Vote of 5 to 0)

Public Comment: Jesse Stanton, SEIU

COMMISSIONERS’ ANNOUNCEMENTS/REQUESTS (Item No. 18)

Commission Chan – we heard from the public today that some solution is needed. Discuss at a future meeting of the commission whether we would consider proposing legislation to the Board of Supervisors. Hearing more and more from employees that a greater degree of

enforcement is warranted, this body may want to consider measures that go beyond the mere inspection service function and better police the merit system.

Commissioner Favetti – Inspection Services reports can go to the commission and the commission can take action.

Commission Chan – More extraordinary remedies are in order, the ability to recommend to another branch of government to impose budgetary sanction if and when bad behavior is uncovered; otherwise, limited to just hearing. Recommend future discussion.

Commissioner Favetti - Follow up on public comment at the beginning of the meeting from employee at Laguna Honda Hospital, report if deemed appropriate in public session.

President Minor – will need to calendar an item to update Commissioners on discussions between president and vice-president with human resources directors looking at potential modifications and changes to the rules to improve the hiring and retention processes in the City. Calendaring for the first meeting in August, possibly 8/7/23.

ADJOURNMENT (Item No. 19)

6:02 p.m.