



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

**LONDON N. BREED
MAYOR**

**MINUTES
Regular Meeting
October 2, 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 #2664 718 2757. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2664 718 2757
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

F.X. CROWLEY

VITUS LEUNG

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 # 2664 718 2757.

CALL TO ORDER

2:06 p.m.

ROLL CALL

President Jacqueline P. Minor	Present
Vice President Kate Favetti	Present (arrived at 4:41 p.m.; left at 6:25 p.m.)
Commissioner F. X. Crowley	Present
Commissioner Vitus Leung	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)

Selina Keene (Ms. K), a forced retiree from Human Service Agency during the pandemic. Expressed her deepest concern about the mishandling of the retainment of civil service employees during the COVID pandemic. The City is picking and choosing who they're returning to work, several people that she knows have received letters as of September 15th asking to return to work or to check-in to return work within their departments by September 18th. She wasn't one of those who received the letter. The City should bring back people who want to continue to serve San Francisco.

Kimberly Cox, a terminated employee due to the vaccine requirement. Carol Isen has announced that the mandates are over, however, former employees have to reapply, why should they have to reapply. Alameda County employees under the same Union SEIU did not have to reapply or New York employees. They should be given their jobs back along with benefits and seniority that they had when terminated. She was denied an exemption from SFMTA, but the department still hasn't answered why her medical exemption was denied.

Melody Fountila, a forced retiree from the City and County of San Francisco. She started in 1999 with an excellent record. Refused to take the COVID vaccine because it was her right to refuse a medical mandate, and it brought up a lot of issues for her because she was not ready to retire. She was forced to retire and has not been able to get any of her items from the office where she worked. She is having financial issues, had to move in with her daughters, "this is not okay; this is not acceptable", she wants to come back to work with her seniority.

Bradley Wiedmaier, a home care worker and also retired, luckily receiving social security to help so that he can remain in the city and has a job as a night club accountant and cash counter. Concerned that the Civil Service Commission is supposed to be assuring fairness in staffing and it seems like it has fallen down on the job. Are we under staffing so that we can then bring in outside nonprofits to take the job? Not in favor of turning more work over to unaccountable outside agencies that have way less oversight. The City needs to be responsible and take charge of the things that must be done.

Maria Cristina Gutierrez, the Executive Director of Companeros del Barrio, a Non-Profit Agency. I come here to tell you how sorry I am that we are used to exploit the workers in this city. I'm really sad to see how they use our needs and our suffering to take away the jobs from the people in this city. This money is for non-profit.

You (City) are actually contracting out with agencies like mine, to not only take away the jobs from the people in this city and pay us really low wages, but also not allowing the workers in the city to be able to get the type of wages that they deserve. At the same time, for all of us who work in nonprofit, we don't have retirement plans, we have no right to unions. Our salaries are lousy and at the same time, we never know if we will be funded in the next year or not. You're taking jobs from people in the city and you're using us to fight each other when it's the government that is not providing for us, please look into that.

Steve Zeltzer, I'm with the United Front Committee for a Labor Party and the testimony we've just heard is an example of the serious systemic problems we have in San Francisco. There's a lack of oversight of the non-profits causing corruption and nepotism. Why are these workers doing the same work as city workers and being paid less, thirty to forty percent less? I call that Union busting and this commission has a responsibility to put a halt to it. If you do the same work as a public worker, you should get the same pay. There's an attack on civil service and public workers going on right now and unfortunately the union that represents these workers SEIU 1021, they know that they're attacking civil service yet, they've not mobilized their members. In fact, they haven't even informed their members about your attack on the list and civil service. It's a scandal, it's a systemic problem and the other attack is on workers who've been terminated because they refuse to take a test - as has been pointed out by public workers. SEIU members in Alameda and Los Angeles were not terminated why in San Francisco? Now we understand. There's a shortage of staff and one of the reasons for the shortage of staff is that they're not testing for civil service. The effort to destroy civil service, which big corporations want, is an effort that is going to lead to more nepotism, more substandard wages, more corruption and the destruction of public resources. **Sergio Sosa**, worked for La Raza Community Resource Center, commented, on his experience working with the agency, request the Commission to investigate how the agency is using the money for non-profit organizations.

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of September 18, 2023 – 2:00 p.m.

Action: Adopted the Minutes. (Vote of 4 to 0)

ANNOUNCEMENTS (Item No. 4)

President Minor announced that Items #11 and #12 will be heard out of order after the Closed Session Agenda.

HUMAN RESOURCES DIRECTOR’S REPORT (Item No. 5)

Carol Isen, Human Resources Director announced that later in the agenda they will be presenting items eleven and twelve. They’ll be presenting a staff report and a request to consider amendments to certain aspects of the rules. They are seeking rule changes to modernize and expedite hiring while still protecting the basic tenants of the merit system with investments in technology and changes both in the city and in the world about how people are hired. They are asking the commission to consider specific rule changes and have been working their way through them starting with those that they believe either interfere or just simply don't mesh with existing investments in the hiring modernization system. They’ll be making presentations and once the Commission agrees to move forward and to meet and confers with the labor organizations. Also, announced that at the next meeting under the Human Resources Director’s Report they will provide a report on the apparent invitation to some employees to return to work now that the mandatory vaccination program is ended.

Public Comment: Melody Fountila
 Selina King (Ms. K)
 Kimberly Cox
 Monique Flambures
 Steve Zeltzer, United Front Committee for a Labor Party
 Cheryl Thornton
 Donte Vickers, Local 1414

EXECUTIVE OFFICER’S REPORT

0202-23-1 Civil Service Commission Priority Goals and Objectives for Fiscal Year 2023-24. (Item No. 6)

Action: Adopted the report with the condition to add the reference to the Grand Jury training and the goal of completing hiring for the vacant position with the Civil Service Commission.

0197-23-8 Review of Request for Approval of Proposed Personal Services Contracts. (File Item No. 7)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
41676-23/24	City Administrator	\$800,000	Contractor will perform natural areas management on Yerba Buena Island to include invasive plant removal and habitat restoration activities using hand and small-tool techniques. This work is to support the Yerba Buena Island (YBI) Habitat Management Plan, following pre-established site priorities developed by the Treasure Island Development Authority (TIDA).	Regular	9/30/2027

PSC	Department	Amount	Type of Service	Type of Approval	Duration
42481-23/24	City Administrator	\$300,000	Vendor will perform as-needed specialized toxicological analyses. Tests will be performed for such substances such as synthetic cannabinoids, designer opiates, and bath salts. The office of the Chief Medical Examiner (OCME) developed several leading analytical methods to detect, quantify and confirm over 450 common drugs of abuse, medications poisons and novel psychoactive drugs. This is beyond national minimal standards and recommendations for decedents, impaired driving, and sexual assault casework. The capacity to perform these tests in-house has mitigated some of the additional work required during the City's fentanyl drug overdose epidemic. However, an outside accredited laboratory contract is necessary to perform specialized work that OCME cannot do.	Regular	12/31/2028
45826-23/24	Controller	\$7,000,000	The City seeks responses from Respondents to provide professional services for the following: PeopleSoft Financials and Supply Chain Management (FSCM); PeopleSoft Human Capital Management (HCM); PeopleSoft Enterprise Learning Management (ELM); Oracle Business Intelligence Applications (OBIA); Oracle Business Intelligence Enterprise Edition (OBIEE); Potential replacement systems for the above listed products; Potential change in infrastructure used to support the above listed products; and City legacy and related systems. Respondents must be able to provide functional, technical, and project management services for these systems both remotely and on-site at the Office of the Controller's City Hall Office. These services will be used to assist the Controller's Office and other City Departments with system enhancements, modifications, and additional systems support.	Regular	10/31/2028
32820-23/24	Municipal Transportation Agency	\$2,500,000	The contractor will plan, coordinate, and conduct an in-person survey of the San Francisco Municipal Transportation Agency's (SFMTA) transit riders to collect data on their demographics and transportation practices. The consultant will collect statistically significant data about customer travel patterns, income levels, ethnic background, language proficiency, and fare media usage both on a temporal and geographic basis. Riders will be surveyed on all routes and modes of transit vehicles, on platforms, and by telephone as necessary. The consultant shall produce a final report that includes a discussion of the survey results and relevant high-level data summaries.	Regular	12/31/2025
35159-23/24	Municipal Transportation Agency	\$2,000,000	The U.S. Department of Transportation (USDOT) awarded the San Francisco Municipal Transportation Agency (SFMTA) \$2 million from the SMART (Strengthening Mobility and Revolutionizing Transportation) grants program to support the SFMTA's Digital Curb project. The SMART grants program funds innovative approaches to using technology to solve transportation problems -- the Digital Curb project will create a first-of-its-kind citywide database and map of all curb locations and regulations, which will provide valuable information for the agency and public, and help achieve the agency's curb management goals. The SFMTA intends to issue an RFP for a Contractor to support the Digital Curb project in assembling curb data for the first time by leveraging existing data and collecting data on the street using innovative digital mapping tools; keeping data up to date via software tools as SFMTA plans legislate, and implements curb regulation changes; and disseminating data via maps, analytical tools, and an open data feed using the Curb Data Specification (CDS) industry standard. As part of the Digital Curb project, SFMTA will also partner with the Open Mobility Foundation (OMF). OMF is a non-profit organization that develops digital tools for public agencies and manages the CDS standard. OMF will make changes to CDS as necessary to support the Digital Curb project, as well as work with SFMTA and other cities with similar projects to document costs, benefits, lessons learned, and best practices, which will help SFMTA meet its grant obligations to USDOT.	Regular	9/15/2025

PSC	Department	Amount	Type of Service	Type of Approval	Duration
44669-22/23	Municipal Transportation Agency	\$250,000	To provide federally mandated urine analysis for Safety-Sensitive employees with the San Francisco Municipal Transportation Agency (SFMTA).	Regular	2/1/2029
41458-23/24	Public Utilities Commission	\$15,000,000	Perform highly specialized engineering tasks that include conducting geotechnical field explorations, investigations, and laboratory testing; hydraulic modeling, seismic vulnerabilities of water treatment facilities and chemical storage tanks, site surveying in remote locations, reliability and maintenance issues with chemical pumps, preparing reports for new and existing facilities; The SFPUC intends to award one (1) contract, not to exceed \$15,000,000.	Regular	1/31/2035
45295-23/24	Sheriff	\$140,000	The San Francisco Sheriff's Office proposes to enter into a contract for the garbage collection services for the San Francisco County Jail #3 located in San Bruno, CA, and to comply with the San Bruno Municipal Code 10.20.050, which the City of San Bruno issued an exclusive contract for the collection of garbage.	Regular	9/30/2024
48964-23/24	Department of Technology	\$15,000,000	Background: The City retired its physical mainframe equipment in 2022. While the City offers its own private City Cloud Platform, it must also offer Public Cloud Service options to those City departments who choose not to leverage the City's Cloud Services. In addition, the City needs Cloud Services from Public Web Services providers for the City to maintain redundancy and disaster recovery services. The Public Cloud Providers are expected to provide Cloud Technical Support and professional services to cover development and production issues for Cloud products and services, along with other key stack components: "How to" questions about Cloud services and features, Best practices to help successfully integrate, deploy, and manage applications in the cloud, Troubleshooting Application Programming Interface (API) and Software Development Kit (SDK) issues, Troubleshooting operational or systemic problems with Cloud resources, Issues with our Management Console or other Cloud tools, Problems detected by Cloud Providers health check tools, and f A number of third-party applications such as Operating System (OS), web servers, email, Virtual Private Network (VPN), databases, and storage configuration.	Regular	12/31/2030
48582-22/23	City Administrator	Current Approved Amount \$6,000,000 Increase Amount Requested \$8,000,000 New Total Amount Requested \$14,000,000	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 long-term or consistent/regular security guard services.	Modification	8/30/2028
43319-21/22	Airport	Current Approved Amount \$7,000,000 Increase Amount Requested \$8,000,000 New Total Amount Requested \$15,000,000	Professional support services for the Noise Insulation Program (NIP) particularly on the following as-needed tasks: review of County records and updated noise impact boundaries to identify properties that may qualify for noise insulation improvements, outreach efforts to invite potentially eligible homeowners to participate in the NIP, coordination of aircraft noise easement acquisitions and recording, coordination of noise insulation design and construction work, handling inquiries from property owners regarding eligibility for noise insulation improvements funded by the Federal Aviation Administration (FAA) and the San Francisco International Airport (Airport), and preparation of outlay reports.	Modification	6/30/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
44356-19/20	Airport	Current Approved Amount \$3,000,000 Increase Amount Requested \$3,500,000 New Total Amount Requested \$6,500,000	Complete integrated parking access revenue control system (PARCS) support and maintenance for both hardware and software at the San Francisco International Airport (Airport) public and employee parking facilities. Contractor shall provide all labor, materials, spare parts, software, testing equipment, tools, etc. necessary to perform technical maintenance services for all PARCS equipment and software.	Modification	12/31/2026
32594-15/16	Municipal Transportation Agency	Current Approved Amount \$100,000 Increase Amount Requested \$10,000 New Total Amount Requested \$110,000	The consultant will provide the services of a Medical Review Officer (MRO) for the San Francisco Municipal Transportation Agency (SFMTA). This is a mandatory service under the Department of Transportation/ Federal Transit Administration (DOT/FTA), TITLE 49: TRANSPORTATION, Code of Federal Regulations, PART 40 – PROCEDURES FOR TRANSPORTATION WORKPLACE DRUG AND ALCOHOL TESTING PROGRAMS (49 CFR Part 40).	Modification	6/30/2025
39913-23/24	Police	Current Approved Amount \$100,000 Increase Amount Requested \$425,000 New Total Amount Requested \$525,000	The contractor will provide background investigation services for civilian and command-level San Francisco Police Department (SFPD) employment applicant positions. The contractor's services will include, but not be limited to, interviewing applicants, investigating records from the criminal justice system, credit reporting agencies, and Department of Motor Vehicles, and contacting employers and references.	Modification	10/31/2026
47706-16/17	Public Health	Current Approved Amount \$2,590,000 Increase Amount Requested \$5,000,000 New Total Amount Requested \$7,590,000	The initial engagement will be in support of a task force established by the Board of Supervisors in preparation for the possible legalization and regulation of adult use and possession of cannabis, the Cannabis State Legalization Task Force, begun in early 2016, to be active for a two-year period. The Task Force is comprised of 22 members, including non-voting representatives of City departments such as Planning, Fire, Police, Building Inspection and Public Health and voting members from various sectors, including advocates, business and tourism sector representatives. Services will include assistance in planning; identifying best practices, legal mandates and other relevant information; determining the stakeholder needs; facilitating meetings and handling task force/project documentation and communications; development of findings and recommendations; and making large and small group presentations.	Modification	12/31/2028
47743-17/18	Public Health	Current Approved Amount \$962,000 Increase Amount Requested \$550,000 New Total Amount Requested \$1,512,000	The contractor(s) will provide a behavioral workforce program to prepare students and residents for the behavioral health services workforce by teaching up-to-date, evidenced-based practices. This program will develop and implement a drug and alcohol studies certificate program (currently provided at City College of San Francisco) that will span 2-3 academic years for counselors employed through Department of Public Health (DPH) Behavioral Health Services (BHS)-funded programs, or those who plan to seek employment with San Francisco agencies. The program will reinforce segments of the DPH BHS's planned education and training "pipeline," with a focus on drawing candidates of varying ethnic and cultural heritages, language backgrounds, sexual orientations/gender identities, and experiences with behavioral health systems. The format will be weekly night classes accessible to working adults and those who may have interrupted academic histories due to family responsibilities and/or time needed for recovery. Enrollment will be aimed to reflect the populations currently served, prioritizing students from diverse communities (e.g., African Americans, Latino/as, Asians, Pacific Islanders, Native Americans and immigrant groups from the neighborhoods of Bayview-Hunters Point, Visitacion Valley, the Mission, Western Addition, Tenderloin and other disenfranchised areas of the city) and marginalized groups (e.g., Lesbian/Gay/Bisexual/Transgender/Queer/Questioning/Intersex [LGBTQQI], formerly-incarcerated, homeless, etc.).	Modification	12/31/2024

PSC	Department	Amount	Type of Service	Type of Approval	Duration
43527-17/18	Public Utilities Commission	Current Approved Amount \$1,200,000 Increase Amount Requested \$200,000 New Total Amount Requested \$1,400,000	The work under this agreement includes identifying underutilized and other SFPUC properties that are candidates for revenue enhancement; assessing land economics; assessing project and entitlement feasibility; making entitlement applications; building and sustaining local government and community relationships to generate project support; securing necessary local government entitlement approvals outside of San Francisco; analyzing and resolving complex title issues and boundary issues; performing appraisals and providing pre-acquisition and pre-disposition services.	Modification	4/1/2027
37035-22/23	Sheriff	Current Approved Amount \$100,000 Increase Amount Requested \$61,000 New Total Amount Requested \$161,000	Coordinate efforts among multiple city agencies to identify and reduce barriers to pre-release Medi-Cal enrollment for persons incarcerated in the San Francisco County jails. Interview stakeholders and map existing Medi-Cal enrollment processes that occur in custody, Identify barriers for enrollment efforts and operational gaps that need to be addressed to implement the pre-release enrollment and suspension processes, including but not limited to IT system modifications, Facilitate meetings and collaborative planning sessions between Sheriff's Office and County Health and Social Service agencies. Identify protocols and IT modifications to strengthen pre-release enrollment, Identify the technology systems and staff needed to more efficiently identify Medi-Cal status at booking, provide enrollment assistance to those in need, while also providing accurate booking and release information to the HSA. Work with partner agencies to develop a comprehensive application for implementation funding which is due to the State Department of Health Care Services by December 31, 2022. The initial deliverable of the implementation grant proposal is due no later than December 9, 2022. Scope Change: Implementation Assistance, meetings, and Project Management.	Modification	4/20/2025
44886-19/20	Treasurer/Tax Collector	Current Approved Amount \$1,670,000 Increase Amount Requested \$1,000,000 New Total Amount Requested \$2,670,000	The Office of the Treasurer and Tax Collector, Office of Financial Empowerment (OFE) is seeking to expand its one-on-one financial coaching program, Smart Money Coaching (SMC), to reach more residents in low-income communities and in communities with inequitable economic opportunity. The financial coaching service provider would have opportunities to support coaching across the City at City department sites, community-based organizations (CBOs) and other locations identified by the financial coaching service provider in partnership with OFE.	Modification	6/30/2026

Speakers: Joan Lubamersky, City Administrator spoke on PSC #41676-23/24.
 Mark Perlite and Jack Wood, Office of the Controller spoke on PSC #45826-23/24.
 Evan Knopf, Municipal Transportation Agency spoke on PSC #32820-23/24.
 Shawndrea Hale, Public Utilities Commission spoke on PSC #41458-23/24.
 Jolie Gines, Department of Technology spoke on PSC #48964-23/24.
 Lynn Khaw, Annysse Acevedo, and Taraneh Moayed, City Administrator spoke on PSC #48582-22/23.
 Kelly Hiramoto and Kimberly Ganade, Department of Public Health spoke on PSC #47743-17/18.

0197-23-8 Cont'd.

- Action:**
1. Approved PSC #41676-23/24 from the City Administrator. (Vote of 4 to 0)
 2. Approved PSC #45826-23/24 from the Office of the Controller. (Vote of 4 to 0)
 3. Approved PSC #32820-23/23 from the Municipal Transportation Agency. (Vote of 3 to 1; Commissioner Crowley dissents)
 4. Approved PSC #41458-23/24 from the Public Utilities Commission with the condition to report back to the Commission in four (4) years. (Vote of 4 to 0)
 5. Approved PSC #48964-23/24 from the Department of Technology with the condition to report back to the Commission in four (4) years. (Vote of 4 to 0)
 6. Withdrew the modification of PSC #48582-22/23 from the City Administrator.
 7. Approved PSC #47743-17/18 from the Department of Public Health. (Vote of 4 to 0)
 8. Adopted the report. Approved the remaining requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote 4 to 0)

Public Comment: Naj Daniels, SEIU 1021, requesting to sever PSC #48582-22/23.
 Steve Zeltzer, United Front Committee for a Labor Party, commented on PSC #48582-22/23.
 Melody Fountila, Retiree
 Ms. K (Selina Keene), commented on PSC #41676-23/24 and PSC #32820-23/24.
 Melody Fountila, commented on PSC #45826-23/24.
 Dennis Wong, SEIU 102 commented on PSC #48582-22/23.

0198-23-3 Certification of the Highest Prevailing Rate of Wages of the Various Crafts and Kinds of Labor Paid in Private Employment in the City and County of San Francisco. (Item No. 8)

Speaker: None.

Action: Adopted the report of the Office of Labor Standards Enforcement. (Vote of 4 to 0)

0146-23-4 Appeal by Barbara Dullea of the Q-60 Lieutenant Examination. (Item No. 9)

Speakers: Jen Lo, Department of Human Resources
 Barbara Dullea, Appellant

Action: Adopted the report and denied the appeal by Barbara Dullea. (Vote of 4 to 0)

0145-23-4 Appeal by James Sanabria of the Rejection of Their Application for Supervising Electronic Maintenance Technician (7287) (CBT-7287-T00044). (Item No. 10)

Speakers: Shivani Nath, Municipal Transportation Agency
James Sanabria, Appellant
William Miles II, Municipal Transportation Agency
Kate Kimberlin, Deputy City Attorney

Action: Grant the appeal by James Sanabria. (Vote of 3 to 2; Vice President Favetti and Commission Salveson dissented)

Public Comment: Steve Zeltzer, United Front Committee for a Labor Party
Donte Vickers, Local 1414
Kimberly Cox

0200-23-5 Proposed Changes to Civil Service Commission Rules: 102, 202, and 302 Definitions; 109, 209, and 309 Position Classification; 114, 214, and 314 Appointments; 120, 220, and 320 Leaves of Absence; 121, 221, and 321 Layoffs to Modernize and Expedite Hiring. (Item No. 11)

Speakers: Dan Kaplan, Department of Human Resources
Shawn Sherburne, Department of Human Resources
Anna Biasbas, Department of Human Resources
William Miles II, Municipal Transportation Agency
Sandra Eng, Civil Service Commission

Note: Continue to the meeting of October 16, 2023, directed DHR to incorporate the changes Vice President Favetti proposed and for the Municipal Transportation Agency to present Volume IV proposed rule changes and incorporate the changes Vice President Favetti. Append Vice President Favetti's changes to the minutes.

Public Comment: Steve Zeltzer, United Front Committee for a Labor Party
Ms. K
Melody Fountila
Kimberly Cox

0201-23-5 Proposed Amendments to Civil Service Commission Rules: 113, 213, AND 313 Certification of Eligibles to Modernize and Expedite Hiring. (Item No. 12)

Speakers: Dan Kaplan, Department of Human Resources
Shawn Sherburne, Department of Human Resources
Anna Biasbas, Department of Human Resources
William Miles II, Municipal Transportation Agency
Sandra Eng, Civil Service Commission

0201-23-5 Cont'd.

Note: Continue to the meeting of October 16, 2023, directed DHR to incorporate the changes Vice President Favetti proposed and for the Municipal Transportation Agency to present Volume IV proposed rule changes and incorporate the changes Vice President Favetti. Append Vice President Favetti's changes to the minutes.

Public Comment: Steve Zeltzer, United Front Committee for a Labor Party
Ms. K
Melody Fountila
Kimberly Cox

Public Comment on all matters pertaining to Items 14, 15, and 16. (Item No. 13)

Andrew Sun, friend of Henry Xe

Vote on whether to hold Items 15 and 16 in closed session. (Item No. 14)

The Commission voted to go into closed session for Item #15. (Vote of 3 to 1; Commissioner Salveson dissents)

The Commission voted to go into closed session for Item #16. (Vote of 4 to 0)

0106-23-6 Appeal by Henry Xe of the Human Resources Director's Determination to Administratively Close Appellant's Complaint of Harassment, Retaliation, and Failure to Report. PERSONNEL EXCEPTION – San Francisco Administrative Code Section 67.10(b) and California Government Code Section 54957 (b)(1) – (Item No. 15)

The Commission went into closed session at 7:29 p.m. and the following were present:

President Jacqueline P. Minor
Commissioner F.X. Crowley
Commissioner Vitus Leung
Commissioner Elizabeth Salveson
Dianna Jou, Recreation and Park
Amalia Martinez, Department of Human Resources
Mariana Gonzalez Rojas, Department of Human Resources
Yazmin Gonzalez, Department of Human Resources
Kate Kimberlin, Deputy City Attorney
Sandra Eng, Civil Service Commission
Lavena Holmes, Civil Service Commission
Elizabeth Aldana, Civil Service Commission

Action: Adopted the report, upheld the decision of the Human Resources Director, and denied the appeal by Henry Xe. Henry Xe failed to appear. (Vote of 4 to 0)

0199-23-1 Performance Evaluation – Executive Officer – PERSONNEL EXCEPTION – San Francisco Administrative Code Section 67.10(b) and California Government Code Section 54957 (b)(1) – (Item No. 16)

The following were present:

President Jacqueline P. Minor
Commissioner F.X. Crowley
Commissioner Vitus Leung
Commissioner Elizabeth Salveson
Sandra Eng, Executive Officer

Closed Session ended at 8:37 p.m.

The Commission reconvened in open session at 8:40 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Items 15 and 16 in closed session (S.F. Admin. Code §67.12 (a)) - (Item No. 17)

Action: The commission voted not to disclose any discussions held in closed session. The Performance Evaluation has been completed. (Vote of 4 to 0)

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 18)

President Minor will not be present for the meeting of October 16, 2023.

ADJOURNMENT (Item No. 19)

8:52 p.m.