



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

**LONDON N. BREED
MAYOR**

**MINUTES
Regular Meeting
September 16, 2024**

**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 629 9126. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
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LONDON N. BREED, MAYOR

COMMISSIONERS

**KATE FAVETTI
President**

**ELIZABETH SALVESON
Vice President**

F.X. CROWLEY

VITUS LEUNG

JACQUELINE MINOR

**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 meetings use the Civil Service Commission's dedicated public comment line 1-415-655-0001, Access Code # 2664 629 9126.

CALL TO ORDER

2:03 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Elizabeth Salveson	Present
Commissioner F. X. Crowley	Present
Commissioner Vitus Leung	Present
Commissioner Jacqueline P. Minor	Present

President Kate Favetti 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)

Ellen Lee Zhou, former city employee wrongfully terminated, running for mayor against corruption, there are 233 lawsuits against the city for terminating unvaccinated employees.

Cheryl Thornton, SEIU Local 1021 does not want to represent employees supervising their subordinates because they are also covered under the same bargaining unit, she feels it is a conflict of interest. Union cannot represent members in court. Why are supervisors in the same union?

Honorable Civil Service Commission,

The current amendment to 020-Leaves cannot be approved in its current form and your votes must be postponed. First, the proposal has an adverse effect on wages. The proposed amendment requires a copy of the orders to be submitted to receive pay. Per proposed amendment 420.25.6, it states pursuant to MVC 395.1, employees shall file with the MTA Director of Transportation/Designee a copy of the orders identifying the type of such service and the duration prior to the effective date of the leave of absence. In its reading, MVC 395.1 imposes no such restriction or requirement on an employee to provide a copy of orders to their employer to receive pay. The City’s requirement to provide a copy of orders unlawfully restricts service members in a specific military duty status from receiving this pay entitlement. Also, the City and County of San Francisco Charter Section 16.1 makes no such requirement. Reserve and National Guard service members do not receive orders to be copied for Inactive duty, weekend drills, or to be evaluated to determine fitness for duty. It is administratively impossible for any military branch to provide a copy of orders of such duty status when these documents do not exist and are not written in any military regulation. Instead, after the service member is ordered verbally by an appropriate officer to perform Inactive Duty, the service member provides a written or oral notice as required by USERRA, not in any format such as official orders (USERRA 1002.85). Service members whose regular work schedule requires work on the weekend will be severely affected by not being paid military leave pay because of not being able to produce copies of orders that do not exist. While on the other hand,

service members who can provide copies of orders will receive their entitled pay. Under the California MVC 395.1, there is no such requirement for service members to require a copy of orders to receive pay. In fact, nowhere in the MVC requires notification of ordered duty of any form from the service member to the employer. Increased benefits and protections under the MVC are entitled upon being granted a temporary military leave of absence. The 30 calendar days of paid military duty entitlement is paid when the service member is on a temporary leave of absence (MVC 395.01), which is granted after meeting the written or oral notification requirement (USERRA 1002.85). This benefit under MVC 395 carefully enhances benefits for military service members without reducing or placing any restrictions on the notification requirement under USERRA. By the City unlawfully requiring such copies of orders under MVC 395.1, it aims to severely reduce or eliminate the military leave pay entitlement for service members who perform duty in an Inactive Duty status. Furthermore, it discriminates against these service members due to them performing duty in an Inactive Duty status versus service members performing duty in an Active-Duty status where orders can be produced. The proposal does not mention military leave of absence under 395.02, which must be referenced along with 395.01. Next, documentation is not required for employees to be compensated after providing a written or oral notification to use paid sick leave or kin care leave (CA Labor Code 233 and 245-249). Both are comparably short-term leave to military leave. City employees mostly provide their supervisor or manager with an oral notification and are instantly placed on paid sick leave or kin care leave. The City allows them to be given favorable treatment over employees who are military service members while entrusting them to the honor system. This honor system assumes that each employee is using paid sick leave in accordance with the criteria established by this same rule and CA Labor Code 233 and 245-249. During the pandemic, employees were allowed to use COVID leave under the honor system. Later, the City utilized the honor system for employees requesting PHE. Although the City created documentation that was needed for PHE leave pay, the City did not require any doctor's certification to be submitted along with it, thus trusting address but to provide factual information by providing a doctor/medical facility name and address but did not ask for a phone number for verification. And when it comes to employees who are military service members, the perception is that they cannot be trusted, have no integrity, and must be held to stricter standards that place unlawful barriers to this entitlement pay, although service member has the same requirement to provide a written or oral notice. Extending this non-seniority right to military service members will ensure that the City is providing equitable favorable treatment that it provides to other similarly situated employees by practice and policy. Next, the proposal eliminated a favorable benefit of employment that went above and beyond USERRA and the MVC by striking out the up to 90 day leave of absence after the expiration of military duty during a period of peace. Although USERRA has time limits for a service member to report back to work, San Francisco's reporting time limits was favorable as it exceeded what was required by law. This up to 90 day leave of absence is very important so that the service member can return to work fit for duty. Being on military duty for 1-30 days requires the service member to report back to work on the next scheduled workday after traveling home and 8 hours of rest. The service member usually works their civilian job the day prior to reporting for military duty the next day. While on duty for periods of 1-30 days, most service members work mostly everyday with 1 or 2 days off if lucky. For example, a service member having worked 5 days prior to reporting for

duty, then working every day while performing military duty, and returning to work for their civilian job equates to the returning service member not having a single day off to rest the body. This renders the service member unfit for duty. Fatigue often sets in which leads to a decrease in job productivity and increases the probability of safety related incidents due to a lack of concentration. Furthermore, someone returning from up to 179 days of military duty needs this time for rest, to get their life back in order, and reacquaint themselves with their loved ones, amongst other reasons. Keeping the up to 90 day leave of absence benefit, or a variation of, will ensure that the service member will report back to their City job well rested, motivated, and free of any distractions. This proposal struck through 420.25.3 which allows for 3 months leave of absence following serving on military duty in the time of war. This is required by law under MVC 395.4 and should remain. Local 200 requests to reach a mutual agreement, pursuant to TWU Local 200 CBA paragraph 305, since this proposal has an effect wages and a benefit of employment that alters a current practice and policy other than what is required by law. TWU Local 200 Executive Board

APPROVAL OF MINUTES (Item No. 3)

Regular Meeting of August 19, 2024 – 2:00 p.m.

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

ANNOUNCEMENTS (Item No. 4)

Item #14 Appeal by Patrice Mack has been postponed to the meeting of November 4, 2024, at the request of the appellant.

Items severed from the Ratification Agenda: PSC #DHRPSC0004157 v 0.01 from the Airport and PSC #DHRPSC0004523 v 0.01 from the Department of Public Health.

Item severed from the Consent Agenda: Item #10 Review of Request for Approval of Personal Services Contract Number 48746-20/21 from the Airport – Omit Posting.

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

Carol Isen, Human Resources Director thanked the Commission for adjusting the agenda, it helps a lot so that employees can get back to their jobs; reported on the success of the respect in the workplace policy, over 50% of employees have completed the equitable, fair and respectful workplace training.

Launching 2nd phase – active campaign, get on board with respect with video to engender treating everyone with dignity and respect. Handbook for supervisors - how to have difficult conversations.

EXECUTIVE OFFICER’S REPORT

0187-24-1 Civil Service Commission Goals and Objectives for Fiscal Year 2024-2025. (Item No. 6)

Speakers: Sandra Eng, Executive Officer

Action: Adopted the report with the recommended changes: under performance measures standards, for the appeals database include date of receipt/report due; on the goals and objectives when it is subject to having the resources to successfully implement or is that largely out of our hands add an asterisk; review/recommendation of de-identification rule. It was also requested to submit the previous year’s goals and objectives for the commission to have a point of reference. (Vote of 5 to 0)

0188-24-1 Matters to be held in Closed Session. (Item No. 7)

Kate Kimberlin, Deputy City Attorney discussed when closed session items should be considered and will present a memo on the policy and procedures for closed session at a future meeting.

0184-24-8 Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 8)

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004091 v 0.01	City Administrator	\$1,000,000	The services are for uniform and garment fittings, alterations, and ancillary services such as measurements, fittings, hemming, patching, embroidery, and logo silk-screening and lamination. These service components are part of the \$10MM Citywide Uniforms Term Contract for the San Francisco Police Department (SFPD), San Francisco Fire Department (SFFD), San Francisco Sheriff's Department (SHERIFF), and other City departments. The City identifies the manufacturer with no substitute. In order to preserve the manufacturer's warranty, the City is required to use the vendor's authorized tailor to customize the uniforms and garments.	New	84 months
DHRPSC 0004257 v 0.01	City Administrator	\$5,000,000	Services are for as-needed, preventative, annual, and emergency maintenance services for existing audiovisual systems (AV) in City Hall and other City buildings. These systems are connected through standard or customized hardware and software configurations. As a part of the contract, the contractor will perform systems maintenance services including, but not limited to, software and firmware. The contractor will service the existing systems and/or supply replacement equipment installations. The contractor may be required to install new audiovisual systems. These services are primarily for the Real Estate Division but will also be available to any other City departments that may be in need of the same services.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004157 v 0.01	Airport	\$15,000,000	Maintenance and support for the operation of integrated electronic and computer systems at the San Francisco International Airport (SFO) which is used by all of the Airport tenant airlines and the Airport Commission staff. The cost of maintaining the equipment and software is shared by the Airlines and the Airport Commission. As background, the Lease and Use Agreement is the operating and use agreement between the Airport Commission and all of its signatory airlines. As part of the most recently negotiated lease and use agreement that went into effect in 2023 for a ten-year term, a consortium was recognized as an "Existing Air Carrier Consortium" for the purposes of performing operations, maintenance and other services at the Airport. The consortium is made up of the airline lease and use signatories that operate at SFO and has been providing terminal management and operations services at the International Terminal. Except for certain amounts funded by the Airport Commission, the "Existing Air Carrier Consortium" is largely funded by fees charged to the member airlines of the consortium. The work under this request includes maintenance and support of the Integrated Electronic Systems, and as-needed Patron Assistance. The Integrated Electronic Systems include: proprietary systems for flight information, Common Use Passenger Processing, and Common Use Self Service Kiosks. Patron Assistance is a service to patrons with special needs from the main terminal complex to outlying facilities, including rental car and long-term parking, which is not provided for by the Airlines.	New	60 months
DHRPSC 0004338 v 0.01	Department of Emergency Management	\$300,000	Vendor is to provide maintenance and support of EMSA owned proprietary medical devices.	New	120 months
DHRPSC 0004523 v 0.01	Public Health	\$2,400,000	Contractor will provide services designed to address temporary surge(s) in needs for vaccination and over the counter (OTC) test kit distribution at San Francisco community locations not typically served by the Department of Public Health (DPH). These surges may occur during periods of outbreaks, epidemics, significant human exposures to communicable diseases, or otherwise increased communicable disease activity. These services are a supplement to, not a replacement for, routine vaccination services provided by DPH. Contractor will provide end-to-end pop-up vaccination events to be held at locations and times determined by DPH, including daytimes, evenings, and weekends. The contractor will also hand out OTC test kits upon request at specified events.	New	48 months
DHRPSC 0001018 v 0.01	Department of Public Works	\$4,000,000	Consultants will perform highly specialized acoustical engineering services, such as measuring noise and vibration levels, calculating and designing engineering noise controls, engineering architectural acoustics to achieve good speech intelligibility and/or precise and accurate sound, preparing environmental noise report, and other related services to support Public Works Building Design and Construction design staff on an as-needed basis.	New	84 months
DHRPSC 0004155 v 0.01	Juvenile Probation	\$300,000	JPD is seeking document translation services to translate Court reports, case plans, and other documents that contain confidential information protected by state law, such as juvenile case file information. The existing Citywide term contracts under the Office of Contracts Administration do not meet the specific translation needs of the Department, which is why we will need to procure our own document translation services. All document translation services will be performed by individuals who are certified by the State of California Certified and/or American Standards for Testing and Materials or for legal and medical interpretation. Core Languages will be defined as Chinese (Cantonese and Mandarin), Spanish, Filipino (Tagalog), Russian, Samoan, Mayan, and Vietnamese; other languages may be included as needs emerge, as identified by compliance agencies, including the Office of Civic Engagement & Immigrant Affairs (OCEIA). In addition, the "January 2023 CDSS ACL 23-04" ("All County Letters CA Department of Social Services") states that the JPD needs to give youth copies of the court report, case plan, TILP, and Foster Youth Bill of Rights, and ensure those items are translated in the youth's primary language, if English is not their primary language.	New	39 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004316 v 0.01	Mayor	\$2,355,000	Contractor shall conduct and coordinate federal lobbying services for the City, including identifying and advocating for or against legislation and regulatory matters that impact the City. The scope includes identifying potential legislation or regulation, representing the City's agenda to federal legislators, as well as advocating for the City's position with proposed legislation and budget appropriations with federal legislators. This requires maintaining good relationships with the staff of federal legislators.	New	60 months
DHRPSC 0004183 v 0.01	Police	\$4,000,000	The SFPD is procuring mobile data computers and mobile printers for patrol vehicles which requires installation services. This will involve the installation of mounting equipment and wiring throughout the patrol vehicles	New	36 months
DHRPSC 0004195 v 1.01	Public Health	Current Approved Amount \$800,000 Increase Amount Requested \$8,440,519 New Total Amount Requested \$9,240,519	The contractor(s) will work on several projects in support of Substance Use Disorder initiatives. Projects will maintain a sustainable system to estimate the number of people in the City and County of Francisco who are at active risk of an opioid overdose and support services for the Implementing Overdose Prevention Strategies at the Local Level (IOPSSL) program. Contractors will: Provide expertise in population size estimation methods; Work with the Substance Use Disorder team to build capacity to implement capture-recapture analysis to estimate the size of the non-injection drug users; Prepare code for statistical software to implement the analysis, organize and interpret the results, and assist in drafting the report describing the results; Direct the scientific study design, prepare and troubleshoot code for statistical analysis, and interpret and present results in a draft report; Provide scientific oversight to the Substance Use Disorder team as they implement and interpret the capture-recapture analyses. For the IOPSSL program, the Contractor(s) will create an integrated online data dashboard, and serve as subject matter experts to train Emergency Department staff, and advocate for substance use assessment and navigation in the 7 hospital emergency departments in San Francisco with the goal to greatly expand the number of individuals with substance use disorders who are linked to medication-assisted treatment and significantly reduce opioid overdoses in the city.	Amendment	65 months
DHRPSC 0003594 v 1.01	Public Utilities Commission	Current Approved Amount \$14,000,000 Increase Amount Requested \$10,000,000 New Total Amount Requested \$24,000,000	PSC 46104 - 19/20 was approved by the Civil Service Commission on August 5, 2019 for the scope of work in this request. PSC 46104 - 19/20 will expire on May 18, 2021, before the expected execution of SFPUC Contract PRO-0168. This request will allow the SFPUC to complete the execution of Contract PRO.0168. Consultants will perform highly specialized engineering tasks that include conducting geotechnical field explorations, investigations, and laboratory testing; hydraulic modeling, corrosion testing and evaluation, condition inspection and assessment of existing transmission pipelines, seismic vulnerabilities of transmission pipelines crossing earthquake faults, site surveying in remote locations, hydraulic bypass and energy dissipation design for powerhouses, preparing reports for new and existing transmission pipelines; The SFPUC intends to award two (2) contracts, each not to exceed \$7,000,000.	Amendment	96 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003857 v 1.01	Public Utilities Commission	Current Approved Amount \$2,000,000 Increase Amount Requested \$2,589,000 New Total Amount Requested \$4,589,000	The Contractor shall provide all necessary technical labor, materials, supplies, tools, supervision, manuals, personal protective equipment, and incidentals to perform the services/repairs such as transportation, inspections, and repairs of each pump and motor assembly. Transportation of each pump and motor assembly includes transportation from the City facility to Contractor's shop and from Contractor's shop back to the City facility in the appropriately sized truck/trailer. Inspections of pumps includes disassembly of motor and pumps, perform visual inspections, submit an "as found" condition inspection report to the City Representative with photos and detailed recommended repairs (inclusive of breakdown of parts, materials, and labor needed), furnish complete inspection reports, electrically megger and test all windings and protection devices, perform polarized index (PI) tests, surge comparison test on stator winding, total indicated run out of shaft, micrometer readings on bearing journals and bell housings, check impellers for wear and tolerances, check wear rings for wear and tolerances, and check suction nozzle for wear and tolerances. Repairs include: steam clean parts, remove stator core from housing, burn stator in temperature controlled oven, strip AC stator and record winding data, clean and sandblast stator core, rewind AC stator with inverter duty wire Class H insulation and Class F leads, supply and install temperature sensors, vacuum pressure impregnate AC winding, apply Class F polyurethane insulating coat on windings, install stator core in housing, dynamically balance rotor and impeller, supply and install new O-rings, seals, and bearings, perform motor shop test, and replace wear rings, seals, impellers, and other incidental parts needed when performing work.	Amendment	84 months

Speakers: Cynthia Avakian and Eva Cheong, Airport spoke on DHRPSC0004157 v 0.01
 Reanna Albert, Department of Public Health spoke on DHRPSC0004523 v 0.01

- Action:**
1. Approved PSC # DHRPSC0004157 v 0.01 from the Airport. (Vote of 5 to 0)
 2. Approved PSC # DHRPSC0004523 v 0.01 from the Department of Public Health. (Vote 4-1; Commissioner Crowley dissents)
 3. Adopted the report. Approved the requests for the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration. (Vote of 5 to 0)

0185-24-1 Annual Report on the City and County of San Francisco Pre-Employment Conviction History Program for Fiscal Year July 1, 2023 to June 30, 2024. (Item No. 9)

Speakers: None.

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

0098-21-8 Review of Request for Approval of Personal Services Contract Number 48746-20/21 from the Airport – Omit Posting. (Item No. 10)

- June 21, 2021:** Denied the request for PSC #48746-20/21 – Omit Posting. Continued to the meeting of July 19, 2021, for consideration.
- July 19, 2021:** Adopted the report and approved PSC #48746-20/21 – Omit Posting for 5 years with the condition for a classification review. In addition, Airport will provide an annual report on the status of the classification review and discussions between Airport and Local 39. Notify the Office of the Controller and the Office of Contract Administration.
- July 15, 2024:** Postponed to the meeting of August 5, 2024, at the request of the department.
- August 5, 2024:** Continued to the meeting of September 16, 2024, with the condition of the Airport having a representative from Human Resources to provide an update to the Commission on the classifications that can perform this work in-house.
- Speakers:** Sung Kim, Airport
Yvette Gamble, Airport
- Action:** Adopted the report and approved with the condition of a due date of the next report of February 3, 2025. (Vote of 5 to 0)

0039-24-8 Review of Request for Approval of Proposed Personal Services Contract Number 49137-14/15 from the Department of Public Health. (Item No. 11)

- January 30, 2024:** Continued PSC #49137-14/15 from the Department of Public Health to the meeting of March 4, 2024.
- March 4, 2024:** Continued PSC #49137-14/15 from the Department of Public Health to the meeting of March 18, 2024, at the request of the department.
- March 18, 2024:** Adopted the report. Approved PSC #49137-14/15 for a term through June 30, 2025, for \$55M; Need to report back to CSC nine (9) months before expiration; Notify the Office of the Controller and the Office of Contract Administration.
- Speakers:** None.
- Action:** Adopted the report. (Vote of 5 to 0)

0093-24-6 Appeal by Andrea Brosnan of the Transportation Director’s determination that there is insufficient evidence to establishing findings of violations of the SFMTA’s EEO Policy. (Item No. 12)

Speakers: None.

Action: Postponed to a future meeting at the request of the appellant.
(Vote of 5 to 0)

0072-24-5 Proposed Amendments to Civil Service Commission Rule Series 020 Leaves of Absence. (Item No. 13)

April 15, 2024: Accepted the Executive Officer’s staff report; incorporate any changes made by the Civil Service Commission; and direct the Executive Officer to post the proposed revisions to Civil Service Rules Series 020 Leaves of Absence in accordance with the Charter and Civil Service Rules for adoption following meet and discuss with the affected labor unions and interested stakeholders. Effective after the ten (10) day posting and discussion period.

Speakers: Carol Isen, Department of Human Resources
Kate Kimberlin, Office of the City Attorney
Devon Anderson, Local 200

Action: Postponed to the meeting of October 7, 2024, severing military leave.
(Vote of 5 to 0)

Public Comment: Devon Anderson

0038-24-6 Appeal by Patrice Mack of the Human Resources Director’s determination to administratively close Mack’s complaint of harassment. (Item No. 14)

Speakers: None.

Action: Postponed to the meeting of November 4, 2024, at the request of the appellant. (Vote of 5 to 0)

Public Comment on all matters pertaining to Items 16, 17, and 18 (Item No. 15)

None.

Vote on whether to hold Items 17 and 18 in closed session. (Item No. 16)

Action: The Commission voted to go into Closed Session. (Vote of 5 to 0)

0124-24-7 Request for a Hearing by Marquez Boyd former General Laborer (7514) on Their Future Employment Restrictions with the City and County of San Francisco. (Item No. 17)

The Closed Session started at 4:05 p.m. and the following were present:

President Kate Favetti, Civil Service Commission
Vice President Elizabeth Salveson, Civil Service Commission
Commissioner FX Crowley, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Jacqueline P. Minor, Civil Service Commission
Sandra Eng, Civil Service Commission
Lavena Holmes, Civil Service Commission
Kate Kimberlin, Office of the City Attorney
Carol Isen, Department of Human Resources
Anna Biasbas, Department of Human Resources
Lisa Pigula, Department of Human Resources
Karen Hill, Department of Public Works
David Lin, Department of Public Works
Christine Cayabyab, Department of Public Works
Elizabeth Aldana, Civil Service Commission
Lizzette Henríquez, Civil Service Commission
Shamika Gordon, Civil Service Commission

Speakers: David Lin, Department of Public Works
Sandra Eng, Civil Service Commission
Kate Kimberlin, Office of the City Attorney
Anna Biasbas, Department of Human Resources
Carol Isen, Department of Human Resources

Action: Upheld the Department of Public Works' decision and denied the appeal by Marquez Boyd. Marquez Boyd has an eighteen (18) months future employment restriction with the City and County of San Francisco starting September 16, 2024. Future employment is subject to review and approval of the Human Resources Director after satisfactory completion of eighteen (18) months verifiable work experience outside the City and County service. Appellant failed to appear. (Vote of 4 to 1; Commissioner Leung dissented)

0186-24-1 Performance Evaluation – Executive Officer – PERSONNEL EXCEPTION – San Francisco Administrative Code Section 67.10(b) and California Government Code Section 54957 (b)(1). (Discussion and possible Action) (Item No. 18)

The following were present:

President Kate Favetti, Civil Service Commission
Vice President Elizabeth Salveson, Civil Service Commission
Commissioner F.X. Crowley, Civil Service Commission
Commissioner Vitus Leung, Civil Service Commission
Commissioner Jacqueline P. Minor, Civil Service Commission
Kate Kimberlin, Deputy City Attorney
Sandra Eng, Civil Service Commission

Note: Commissioner Vitus Leung left at 5:35 p.m.

Closed Session ended at 5:38 p.m.

The Commission reconvened in open session at 5:44 p.m.

Reconvene in Open Session. Vote to elect whether to disclose any or all discussions on Item 17 and 18 in closed session (S.F. Admin. Code §67.12 (a)) – Action Item (Item No. 19)

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

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 20)

Vice President Salveson requested that a foot note be placed on the Agenda regarding the PSC Policy requiring a PSC commencement date within eighteen (18) months after CSC approval.

Commissioner Leung requested an update on the future employment restrictions policy and disciplinary guidelines.

ADJOURNMENT (Item No. 21)

5:51 p.m.