



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

**LONDON N. BREED  
MAYOR**

**MINUTES  
Regular Meeting  
October 21, 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 #2661 911 4084. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: #2661 911 4084  
Press # twice to listen to the meeting via audio conference  
Dial \*3 when you are ready to queue**

**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](mailto:civilservice@sfgov.org), or by voicemail message at the CSC Office main line at 628-652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. During commission meetings use the Civil Service Commission's dedicated public comment line 1-415-655-0001, Access Code #2661 911 4084.

**CALL TO ORDER**

2:00 p.m.

**AND ROLL CALL**

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

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, terminated employee for failing to get vaccinated during the COVID-19 pandemic and urges the Commission to hire back all those unvaccinated employees who were terminated.

Naj Daniels, SEIU Local 1021 has been successful in creating a new joint process to address PSCs. We look forward to having a more robust conversation with this commission where we can outline what this process looks like and how the commission can support us in this new pilot personal services contract review process, that allows us to have more of a deep conversation internally before the contracts come before you. We look forward to saving time, saving our resources and being more collaborative in the work that we're doing and in our review of where the work is being contracted out. Deeper conversations are necessary, and we can understand how the commission can help support the union and the city through this new process.

Jegy Sering, SEIU L1021 accompanying Naj Daniels in support.

Anonymous – “Good afternoon Civil Service Commission: I'd like to make an anonymous public comment, due to privacy and safety concerns. Over several years' time frame, numerous discussions have taken place regarding the need for change. Workplace harassment, inequity, and psychological abuse are some of the systemic issues that have been brought up. There seems to be ongoing roadblocks to stopping these cycles of injustice. Many of us have had not only our labor rights, but human rights violated and stripped away. I am a displaced City and County of San Francisco worker, who has been shuffled through a clearly broken, racist, sexist, loopholed, biased hierarchical system. I've been retaliated against for speaking out against workplace mobbing. I've been mocked, lied to, gas lit, watchlisted, stonewalled and blacklisted. I'd like to know who is actually fighting for the rights of those of us who have been forgotten about, marginalized and silenced? Too many of

us have had escalated concerns and complaints that have fallen by the wayside. Complaint outcomes are sabotaged, rigged and seem to give excuses for unacceptable, demeaning, unethical and lawless actions and behavior. I and others have obviously been misled; phone calls, letters and emails to SEIU 1021, Human Resources, Mayor London Breed, Board of Supervisors, and EEO either go unreturned, get minimized or are bounced to other entities, to no avail. How many more rallies and city council meetings will need to take place before legitimate change is upon us? How much longer until our pleas are taken seriously? There have been no workarounds to the vaccine mandate. Some city workers are being forced into early retirement, which is unfair. Thousands of city jobs sit vacant, unnecessarily. Requests for remote work and accommodations have been denied. We are at a loss, not being allowed to serve our city. No human should have to endure this type of stress. When will the excuses, discrimination, gate keeping, and abuse of power come to an official end? How many more years will the same old cycle of false hope, red tape and corruption continue?

Thank you for your attention to this serious matter,

\*A concerned, displaced City and County of San Francisco worker\*

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

Regular Meeting of October 7, 2024 – 2:00 p.m.

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

**ANNOUNCEMENTS (Item No. 4)**

Item # 13 Appeal by Michael Lane postponed to the meeting of December 16, 2024.

Sandra Eng, Executive Officer, announced that PSC #DHRPSC0004556 v 1.01 from the Municipal Transportation Agency for \$11,549,000 was withdrawn by MTA and should not have been placed on the agenda for October 7, 2024 meeting.

Items severed from the Ratification Agenda: PSC #DHRPSC0004202 v 0.01 from the Department of Public Health and PSC # DHRPSC0004202 v 0.01 from the Human Services Agency.

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

Carol Isen, Human Resources Director, announced that a very extraordinary Department of Human Resources’ employee Gilda Cassanego is retiring after 44.7 years of service with the City and County of San Francisco. Gilda began her City career at the Human Services Agency, then moved to the Department of Public Health and finally to the Department of Human Resources where she has served in a series of progressive appointments and is an integral part of the client services team.

**EXECUTIVE OFFICER’S REPORT (Item No. 6)**

Sandra Eng, Executive Officer, announced that a Civil Service Commission’s employee, Luz Morganti, is also retiring.

**0207-24-8 Review of Request for Approval of Proposed Personal Services Contracts.  
(Item No. 7)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004306 v 0.01	Controller	\$2,500,000	Identify and correct sales and use tax allocation errors, identify businesses from which the City has not been receiving sales/use tax revenue, conduct local sales and use tax audits of the State Board of Equalization records and provide legislative impact analyses, identify and correct improperly registered permits; develop and maintain a database of sales tax information for use by City employees, provide as-needed tax revenue enhancement services, develop a website for sales and use tax data.	New	84 months
DHRPSC 0004202 v 0.01	Public Health	\$450,000	Contractor will provide Cognitive Behavioral Therapy (CBT) trainings, post-training consultations, and case consultations to Department of Public Health (DPH) clinicians/providers with the goal of increasing the use of CBT treatment in community behavioral health settings.	New	113 months
DHRPSC 0004099 v 0.01	Human Services	\$1,700,000	In recognition that people struggling with addiction to illegal drugs often need significant support to engage in treatment successfully, HSA seeks a contractor to provide end-to-end substance use treatment support services to ensure that clients subject to Prop F requirements remain eligible for CAAP benefits. These services include administering substance use assessments, providing individualized care coordination, and monitoring client participation in treatment. Individualized care coordination will ensure that those facing greater challenges in engaging and/or remaining engaged in treatment will receive increased levels of support, including regular outreach, motivational interviewing, peer support, and accompaniment of the client to treatment.	New	24 months
DHRPSC 0004545 v 0.01	Municipal Transportation Agency	\$3,000,000	As-needed Technology Consulting services utilizing California Department of General Services Technology Digital and Data Consulting Master Service Agreement to support the Technology section's needs in various service categories as follows: Intelligent Transportation Systems Project Support, Technology Network Infrastructure Support, Data and Analytics Infrastructure Support, SharePoint Administration and Migration Support, Java / Middleware Engineer Support, Salesforce Development and Administration Support.	New	36 months
DHRPSC 0004555 v 0.01	Municipal Transportation Agency	\$1,500,000	The proposed work will build upon and operationalize a successful Federal Highway Administration (FHWA) Advanced Transportation and Congestion Management Technologies Deployment (ATCMTD) Proof of Concept (PoC). The ATCMTD grant was awarded in 2018 and the traffic signal PoC completed in 2021 demonstrated reductions of up to 20% in travel time and 75% in red light delay for transit across a 1-mile (10 intersections) sensor deployed corridor in the Mission Bay neighborhood, without significant traffic delay impacts for other road users. This time around there will be modifications in equipment and detection methods via different tiers of installation packages for purposes of determining scalability and viability of each tier in relation to costs, benefits, and installation and management complexity. Tier 1: Replacement of existing traffic detection cameras with new cameras that can identify and classify objects (cars, trucks, trains, buses, pedestrians, bicyclists). Deploy to 8-12 intersections. Tier 2: Augment existing traffic detection cameras with a different camera system from (1) to identify and classify objects. Deploy to 20 intersections. Tier 3: Utilize floating car data obtained through third party. Deploy to the remaining corridor – 50 intersections.	New	18 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004340 v 0.01	Mayor’s Office	\$4,000,000	<p>The Mayor's Office of Housing and Community Development iteratively grows the service and expand its Salesforce data model to migrate almost all of its data into the same instance, it seeks support from an experienced custom-development Salesforce consultant, with particular strength in data model and custom solution development. The Mayor's Office of Housing and Community Development has decades' worth of extensive data from multiple functional areas of the department, the bulk of which exists in Microsoft Excel spreadsheets and isolated Microsoft Access databases. Staff members face challenges created by process information across multiple spreadsheets and the absence of single sources of truth for key data. Aligning data across the Mayor's Office of Housing and Community Development divisions, with the participation of key staff, is the biggest project challenge, but the Mayor's Office of Housing and Community Development also seeks assistance with the following:</p> <ul style="list-style-type: none"> <li>• Support for continuing DAHLIA development, as needed</li> <li>• Data model development and maintenance</li> <li>• Changes as required to accommodate data from additional areas of the department and future business requirements</li> <li>• Data migration from varied existing sources to the modified design</li> <li>• Support for new business processes and practices (including select training and reporting assistance), modified as the result of data migration</li> </ul>	New	60 months
DHRPSC 0004569 v 0.01	Public Utilities Commission	\$500,000	<p>The SFPUC is issuing this RFP for a qualified professional services Contractor to provide electric utility rate consulting services. Services provided by the Contractor shall include a full cost of service rate study for both of the SFPUC's power utilities, Hetch Hetchy Power and CleanPowerSF. The analysis shall include a review of the revenue requirements projected in SFPUC's existing financial planning models (the consultant is not expected to prepare a unique revenue sufficiency analysis, but instead evaluate existing SFPUC models and use that model as the basis of the cost of service and rate design), a cost of service analysis, and updated rate design for each power utility. In addition to the utility rates, SFPUC is seeking support with the development of new miscellaneous fees. New cost of service and rate design models developed as part of this study will be provided to SFPUC as one of the deliverables. This model should be dynamic and designed to accept new expense information from the SFPUC financial models as well as new customer billing data, allowing SFPUC staff to update independently in subsequent fiscal years. Upon completion of the analysis, the consultant shall prepare a detailed report that clearly articulates the methodology used during the rate study, detailing the steps taken, the data sources, and assumptions used to calculate the final rates and charges. Before the contract is closed, the consultant shall perform at least one training session with SFPUC staff, providing instructions and guidance for updating the cost of service and rate design models so that staff may be able to perform annual updates to rates in the subsequent years.</p>	New	24 months

**Note:** *New Personal Services Contracts start date may not exceed eighteen (18) months after approval/commission meeting date.*

**0207-24-8 Continued**

**Speakers:** Reanna Albert, Farahnaz Farahmand, and Dr. Ritchie Rubio from the Department of Public Health and Carlos Gabriel from SEIU Local 1021 spoke on PSC #DHRPSC0004202 v 0.01  
Leslie Lau, Jason Adamek, and Andrea DeLeon from the Human Services Agency; Daniela Gonzalez and XiuMin Li from SEIU Local 1021 spoke on PSC #DHRPSC0004099 v 0.01

**Action:**

1. Approved PSC #DHRPSC0004202 v 0.01 from the Department of Public Health. (Vote of 4 to 0)
2. Continued PSC #DHRPSC0004099 v 0.0 from the Human Services Agency to the meeting of November 4, 2024, for the department and SEIU Local 1021 to continue the conversations on this PSC. (Vote of 4 to 0)
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 4 to 0)

**0170-24-3 Appeal by Kai Wei on the decision of the Director of Transportation to deny Workers Compensation Battery Pay. (Item No. 8)**

**Speakers:** Iffy Omokaro, Municipal Transportation Agency  
Kai Wei, Appellant

**Action:** Upheld the department's decision and deny Kai Wei's request for battery pay in compliance with City policy. (Vote of 4 to 0)

**Public Comment on all matters pertaining to Items 10, 11, 12, and 14, including Public Comment on whether to hold Items 11, 12, and 14 in closed session. (Item No. 9)**

None.

**Vote on whether to hold Items 11, 12, 13 and 14 in closed session. (Item No. 10)**

The Commission voted to go into Closed Session for items 11, 12, and 14. (Vote of 4 to 0)

**0149-24-6 Appeal by Frank Manuel Corsetti of the Transportation Director’s determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA’s EEO Policy. (Item No. 11)**

**Closed Session for this item started at 3:54 and 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  
Carol Isen, Department of Human Resources  
Sandra Eng, Civil Service Commission  
Kate Kimberlin, Office of the City Attorney  
MJ Johnson, Municipal Transportation Agency  
Richard Bernal, Municipal Transportation Agency  
Lisette Del Pino, Municipal Transportation Agency  
Adriana Lobos, Municipal Transportation Agency  
Jennifer Burke, Department of Human Resources  
Frank Corsetti, Appellant  
Lizzette Henríquez, Civil Service Commission  
Mika Gordon, Civil Service Commission

**Speakers:** MJ Johnson, Municipal Transportation Agency  
Frank Corsetti, Appellant

**Action:** Continued to the meeting of February 3, 2025. Appellant and the Commission did not receive a copy of the video; Appellant also requested additional video footage. (Vote of 4 to 0)

**Closed Session for this item ended at 4:17 p.m.**

**0196-23-6 Appeal by Peter Kreiden of the Human Resources Director’s determination to administratively close Kreiden’s complaint of harassment, retaliation, and denial of reasonable accommodation. (Item No. 12)**

**February 5, 2024:** Postpone the hearing of the appeal to the Civil Service Commission Meeting of July 1, 2024, at the request of the appellant.

**Speakers:** Samantha Tarallo, Department of Human Resources  
Peter Kreiden, Appellant

**Action:** Postponed to the meeting of February 3, 2025, at the request of the Appellant; the Commission stipulated this is the last postponement granted and whether he is present or not they will proceed with the matter. (Vote of 4 to 0)

**0196-23-6 Continued**

**Closed Session for this item started at 4:22 and 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  
Carol Isen, Department of Human Resources  
Sandra Eng, Civil Service Commission  
Kate Kimberlin, Office of the City Attorney  
Susan Kim, Airport  
Amalia Martinez, Department of Human Resources  
Mamta Sharma, Department of Human Resources  
Samantha Tarallo, Department of Human Resources  
Jennifer Burke, Department of Human Resources  
Peter Kreiden, Appellant  
Lizzette Henríquez, Civil Service Commission  
Mika Gordon, Civil Service Commission

**Closed Session for this item ended at 4:32 p.m.**

**0148-24-6 Appeal by Michael Lane of the Transportation Director’s determination that by a preponderance of the evidence that there is insufficient evidence to establish findings of violations of the SFMTA’s EEO Policy. (Item No. 13)**

**Speakers:** None.

**Action:** Postponed to the meeting of December 16, 2024, at the request of the Appellant. (Vote of 4 to 0)



**0145-24-7 Request for Hearing by Daniel W. Bryant former 7355 Truck Driver with the San Francisco Department of Public Works on their Future Employment Restriction. (Item No. 14)**

**October 21, 2024:** Postponed to the meeting of October 21, 2024, at the request of the appellant.

**Closed Session for this item started at 4:43 and 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  
Carol Isen, Department of Human Resources  
Sandra Eng, Civil Service Commission  
Kate Kimberlin, Office of the City Attorney  
Jesse Franklin, Department of Public Works  
Rui Cheng Yu, Department of Public Works  
Karen Hill, Department of Public Works  
Vito Saccheri, Department of Public Works  
Christine Cayabyab, Department of Public Works  
Carol Isen, Department of Human Resources  
Shawn Sherburne, Department of Human Resources  
Anna Biasbas, Department of Human Resources  
Mike Henneberry, Appellant's Teamsters L853 Rep  
Daniel Bryant, Appellant  
Lizzette Henríquez, Civil Service Commission  
Mika Gordon, Civil Service Commission

**Speakers:** Karen Hill, Department of Public Works  
Jesse Franklin, Department of Public Works  
Mike Henneberry, Teamsters Local 853  
Anna Biasbas, Department of Human Resources  
Daniel W. Bryant, Appellant

**Action:** Upheld the Department of Public Works' decision to restrict the future employment of Daniel W. Bryant with the City and County of San Francisco to only positions that require driving, require 1 year of satisfactory outside employment in a position that requires driving, and deny the appeal. (Vote of 4 to 0)

**Closed Session for this item ended at 5:07 p.m.**

**Reconvened in Open Session at 5:12 p.m.**

**Vote to elect whether to disclose any or all discussions on Items 11, 12, and 14 in closed session (S.F. Admin. Code §67.12 (a)) – Action Item (Item No. 15)**

**Action:** The Commission voted not to disclose any discussions in closed session.  
(Vote of 4 to 0)

**COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 16)**

Sandra Eng, Executive Officer, notified the Commission that this year we can have a Holiday Luncheon on December 16, 2024.

**ADJOURNMENT (Item No. 17)**

5:16 p.m.