



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

**LONDON N. BREED  
MAYOR**

**AGENDA  
Regular Meeting  
February 6, 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. As authorized by California Government Code Section 54953(e) and Mayor Breed's 45th Supplement to her February 25, 2020, emergency proclamation, it is possible that some members of the Civil Service Commission may attend this meeting remotely. In that event, those members will participate and vote by video. 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 # 2484 001 2907. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: 2484 001 2907# #**

**LONDON N. BREED, MAYOR**

**COMMISSIONERS**

**JACQUELINE MINOR**

**President**

**KATE FAVETTI**

**Vice President**

**DOUGLAS CHAN**

**F.X. CROWLEY**

**ELIZABETH SALVESON**

**SANDRA ENG**

**Executive Officer**

The public is encouraged to submit comments in advance of the meeting by email at [civilservice@sfgov.org](mailto:civilservice@sfgov.org), or by voicemail message at the CSC Office main line at 628-652-1100. Comments submitted by 5:00 pm the Friday before the meeting will be included in the record. During commission meeting use the Civil Service Commission's dedicated public comment line 1-415-655-0001, Access Code 2484 001 2907.

# Regular Meeting February 6, 2023

2:00 p.m.

## Agenda Language for In-Person or Partially In-Person Meetings

### REMOTE ACCESS PROCEDURES

**Phone Number**  
**(415) 655-0001**

**Meeting ID**  
**2484 001 2907 # #**

- Enter the Phone Number above followed by the meeting ID = Then press #
- Press # again to be connected to the meeting (you will hear a beep)
- When you hear the beep:
  - Stop and LISTEN to the meeting
  - Wait for Public Comment to be announced by Item #
- When the Clerk calls Public Comment, dial \*3 to be added to the speaker line.
- When you press \* 3, you will hear “*You have raised your hand to ask a question. Please wait to speak until the host calls on you*” – WAIT for your turn to speak.
- When you hear that “*your line has been unmuted*” – THIS IS YOUR OPPORTUNITY TO PROVIDE YOUR PUBLIC COMMENT

### **BEST PRACTICES**

- Call from a quiet location
- Speak slowly and clearly
- Turn down any televisions or radios around you
- Address the Commission as a whole, do not address individual Commissioners

## NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

### **A. Commission Office**

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is [civilservice@sfgov.org](mailto:civilservice@sfgov.org) and the web address is [www.sfgov.org/civilservice/](http://www.sfgov.org/civilservice/). Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

### **B. Policy Requiring Written Reports**

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

### **C. Policy on Written Submissions by Appellants**

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4<sup>th</sup>) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). A staff report in pdf format and one (1) copy on 8 1/2-inch X 11-inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

### **D. Policy on Materials being Considered by the Commission**

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at [www.sfgov.org/CivilService](http://www.sfgov.org/CivilService), and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

### **E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement**

**A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.**

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

### **F. Policy and Procedure on Hearing Items Out of Order**

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

### **G. Procedure for Commission Hearings**

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

**H. Policy on Audio Recording of Commission Meetings**

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at [www.sfgov.org/civilservice/](http://www.sfgov.org/civilservice/).

**I. Speaking before the Civil Service Commission**

Speaker cards are not required. The Commission will take public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended.

**J. Public Comment and Due Process**

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

**K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings**

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

**Information on Disability Access**

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email [civilservice@sfgov.org](mailto:civilservice@sfgov.org) to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

**Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)**

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: [sotf@sfgov.org](mailto:sotf@sfgov.org), or on the City's website at [www.sfgov.org/bdsupvrs/sunshine](http://www.sfgov.org/bdsupvrs/sunshine).

**San Francisco Lobbyist Ordinance**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <http://www.sfgov.org/ethics/>.

**ITEM NO.**

(1) **CALL TO ORDER AND ROLL CALL**

President Jacqueline P. Minor  
Vice President Kate Favetti  
Commissioner Douglas S. Chan  
Commissioner F. X. Crowley  
Commissioner Elizabeth Salvesson

(2) **REQUEST TO SPEAK ON ANY MATTER WITHIN THE JURISDICTION OF THE CIVIL SERVICE COMMISSION BUT NOT APPEARING ON TODAY'S AGENDA**

(3) **APPROVAL OF MINUTES - Action Item**

Special Meeting of January 25, 2023 – 1:00 p.m.

**Recommendation:** Adopt the Minutes.

(4) **ANNOUNCEMENTS**

Announcement of changes to the agenda.

Other announcements.

(5) **HUMAN RESOURCES DIRECTOR'S REPORT**

**EXECUTIVE OFFICER'S REPORT**

(6) **Legal Rules Governing Remote Participation by Members of Policy Bodies in Meetings Beginning March 1, 2023. (File No. 0030-23-1) – Possible Action Item**

**Recommendation:** Open for Discussion.

(7) **Fiscal Years 2023-25 Mayor's Budget Instructions and Department Budget Preparation. (File No. 0252-22-1) – Action Item**

**December 19, 2022:** Directed Commission staff to prepare Fiscal Years 2023-25 Budget Request to maintain adequate staffing levels to meet current service needs and with a contingency for possible changes in FY 2023-25 in the hearing of appeals regarding discrimination matters; continue to negotiate amounts; present budget request at the Commission meeting of January 25, 2023; incorporate changes made by the Commission up to the Budget Request submission deadline; and approve to submit the Fiscal Years 2023-25 Budget Request to the Controller and the Office of the Mayor by February 21, 2023.

**January 25, 2023:** Directed the Executive Officer to continue to negotiate with the Office of the Mayor and the Controller to ensure that every attempt is made to meet the Mayor's targets while ensuring Commission's budget sufficiently supports anticipated service and staff with a contingency for potential changes in FY 2023-25 after further discussions concerning the hearing of appeals regarding discrimination matters and to continue its Charter mandated functions. In addition, finalize the Fiscal Years 2023-25 Budget Request; incorporate changes made by the Commission and submit the Fiscal Years 2023-25 Budget Request to the Controller and the Mayor by February 21, 2023.

**Recommendation:** Direct the Executive Officer to continue to negotiate with the Office of the Mayor and the Controller to ensure that every attempt is made to meet the Mayor's targets while ensuring Commission's budget sufficiently supports anticipated service and staff with a contingency for potential changes in FY 2023-25 after further discussions concerning the hearing of appeals regarding discrimination matters and to continue its Charter mandated functions. In addition, finalize the Fiscal Years 2023-25 Budget Request; incorporate changes made by the Commission and submit the Fiscal Years 2023-25 Budget Request to the Controller and the Mayor by February 21, 2023.

**RATIFICATION AGENDA**

All matters on the Ratification Agenda are considered by the Civil Service Commission to be non-contested and will be acted upon by a single vote of the Commission. There will be no separate discussion on these items unless a request is made; in which event, the matter shall be removed from the Ratification Agenda and considered as a separate item. Each individual addressing the Commission will be limited to a maximum time limit of five minutes for all items severed from the Ratification Agenda.

**(8) Review of Request for Approval of Proposed Personal Services Contracts.  
(File No. 0025-23-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
43391 - 22/23	Public Health	\$1,100,000	Human tissue preservation services related to the collection, shipment, storage, and return of autologous human bone and skull flaps which are processed and distributed for re-implantation in patients, and to procure human allograft tissue from contractor.	Regular	12/31/2027
45022 - 22/23	Public Health	\$500,000	The selected contractor will provide monthly water treatment service visits and also includes inspection, minor adjustments, chemical treatment guidance and maintenance work plan for City personnel to conduct routine maintenance in between vendor visits, written water treatment analysis reports and recommendations for replacement or repair of minor items such as controllers or valves. Vendor to provide training and guidance to City employees as to proper and safe handling, usage and storage of chemicals to be procured through this Agreement. In addition the contractor shall provide as-needed guidance to the Department to properly use the proprietary chemical solutions procured under contract to treat the power plant's water for the cooling towers, boilers, chillers and closed loop systems at Zuckerberg San Francisco General Hospital.	Regular	12/31/2028
43908 - 22/23	Public Utilities Commission	\$500,000	Crane inspections and repair in accordance with CalOSHA ANSI standards in compliance with Plate V title 8 Federal code including OSHA 1810.179, ASME, and ANSI. Scope of services will include, but is not limited to the following main services on equipment located within SFPUC-Water system wide: <ul style="list-style-type: none"> <li>• Quarterly Maintenance and Inspections</li> <li>• Mandatory Partial Load Testing,</li> <li>• Proof Load and Operational Testing,</li> <li>• Mandatory Annual Inspection, Maintenance, Certification</li> <li>• Quadrennial Inspection, Maintenance, Certification,</li> <li>• Troubleshooting and</li> <li>• "As-needed Repairs"</li> </ul>	Regular	12/1/2025
47164 - 22/23	Public Utilities Commission	\$2,000,000	Contractor shall develop and implement a comprehensive federal lobbying strategy for the San Francisco Public Utilities Commission (SFPUC) on legislative and regulatory issues related to water, wastewater, power, infrastructure and other issues as directed. Scope includes identifying and advocating for or against legislative and regulatory items of interest; drafting legislative language, comment letters and other materials; and representing the SFPUC before the United States Congress, Federal Administration, regulatory agencies, industry associations and other entities as needed.	Regular	3/1/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
47220 - 16/17	Board of Supervisors	Current Approved Amount \$540,000 Increase Amount Requested \$0 New Total Amount Requested \$540,000	The Office of the Clerk of the Board’s (COB) seeks a vendor to enhance or replace an aging and costly LMS with a solution to effectively address mandated requirements, streamline legislative workflow, and meet stakeholder expectations. The COB will adopt a legislative system that will streamline the process of 1) drafting, submitting, and accessing status of legislation, 2) developing and managing public meeting agenda, and 3) ensuring the integrity and retention of legislative records. The LMS would not only support the core business of the Board of Supervisors, but all City Departments and agencies that submit and recommend legislation and/or amendments. The technology solution will be developed, implemented, and supported through a software development and support agreement with the Contractor and internal COB IT staff.	Modification	12/31/2025
43379 - 19/20	Public Health	Current Approved Amount \$1,500,000 Increase Amount Requested \$1,500,000 New Total Amount Requested \$3,000,000	The contractor will provide a unique cardiac rhythm monitoring device in the form of small adhesive wireless device worn on a patient’s chest in an adhesive patch, as well as related data analysis. The patch-monitors provide continuous electrocardiogram (ECG) monitoring, typically for up to 14 days. They replace the traditional cardiac rhythm monitoring device, a small camera-sized device worn by patients around the neck on a cord and connected to silver dollar-sized electrodes attached to the chest. Utilization of these patch-monitors enables either the health care provider or the patient themselves to place the patch-monitor on the patient’s chest. After the monitoring period, the contractor analyzes and uploads the results to a secure website, where the health care provider--the Department of Public Health staff--may view them. The amount of this personal service contract (PSC) includes an anticipated expansion of this service, as the Department must increasingly utilize telemedicine services in order to provide appropriate patient care due to the need to shelter-in-place in response to COVID-19.	Modification	12/31/2030
44711 - 20/21	Public Utilities Commission	Current Approved Amount \$450,000 Increase Amount Requested \$0 New Total Amount Requested \$450,000	The purpose of this agreement is to allow SFPUC to join The Bay Area Regional Heat Pump Water Heater Contractor Incentive Program, which is a cooperative program implemented by public agencies across the Bay Area that provides workforce development through contractor training and incentives for installation of energy-efficient heat pump water heaters (HPWH). The program is administered by The Energy Council, a Joint Powers Agency based in Alameda County. The program is currently available in the counties of Alameda, Contra Costa, Marin, Napa, and Solano and the cities of Santa Clara and Tracy. The Energy Council is implementing the program in conjunction with Energy Solutions, a consultant they have contracted with directly. The scope of work with Energy Solutions includes the following: administrative services, including handling incentive applications and processing; program management services, including invoicing and reporting, contractor training and engagement, including developing training content, delivering training to contractors, and encouraging contractors to register in the program's web portal. The Energy Council will be responsible for convening meetings with participating agencies to discuss the program, provide updates, and solicit feedback. The Energy Council will inform participating agencies of new policies and programs in the region or state that impact HPWH sales and will provide trainings on codes for HPWHs to building department staff. Lastly, the Energy Council will hold all funds contributed by participating agencies in an account insured by the Federal Deposit Insurance Corporation.	Modification	7/1/2026



PSC	Department	Amount	Type of Service	Type of Approval	Duration
45469 - 19/20	Public Utilities Commission	Current Approved Amount \$9,500,000 Increase Amount Requested \$0 New Total Amount Requested \$9,500,000	The scope of work is to augment, assist, and support Program Control Group (PCG) staff in the administration, improvement and programming of PCG's Primavera-based Program Control, Capital Planning and Construction Management Systems to integrate it with various other databases to generate reports and update capital program and project data (This is not to provide scheduling and cost estimating services).	Modification	12/31/2028
36741 - 19/20	Treasurer/Tax Collector	Current Approved Amount \$1,200,000 Increase Amount Requested \$0 New Total Amount Requested \$1,200,000	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 and meet the unique financial needs of at-risk transitional age youth (TAY), aged 16-24, including TAY experiencing homelessness. Smart Money Coaching will support TAY to build towards financial security through a number of strategies, including repairing and building their credit, accessing bank accounts with no hidden fees or overdraft, utilizing direct deposit and bill payment to manage their funds, and accessing safe, affordable credit.	Modification	6/30/2025
44431 - 22/23	Public Utilities Commission	Current Approved Amount \$300,000 Increase Amount Requested \$0 New Total Amount Requested \$300,000	The San Francisco Public Utilities Commission (SFPUC) is launching a Pilot Residential Green Infrastructure Grant Program and seeks to retain the services of a qualified Program Administrator to assist the SFPUC with the implementation of the Program. This new pilot Program will test new technologies on residential properties, encourage residential property owners to manage stormwater on-site, improve sewer collection system performance during wet weather, and educate San Franciscans on the collection system and stormwater management. This professional services contract will be used to fund a short-term, pilot-scale program to test a new grant administration structure and deliver a limited number of projects. The lessons learned from the results of this contract will contribute to future budgeting and staffing for the Residential Green Infrastructure Grant Program. The Program Administrator will be responsible for program administration, financial management, property owner outreach and coordination, project management, and reporting for the installation of green stormwater infrastructure facilities on residential properties in San Francisco. The Program Administrator will conduct outreach to interested homeowners and recruit them to participate in the Program through workshops, outreach collateral, and site visits. The Program Administrator will assess residential properties and support homeowners in developing applications for grant funding. The Program Administrator will issue payments to homeowners for the cost of design and construction services to build green stormwater infrastructure projects on their properties. The Program Administrator will also provide customer service, collect and manage data, and submit monthly reports on Program performance to the SFPUC.	Modification	3/15/2025

**Recommendation of the Human Resources Director:**

Adopt the report. Approve the requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration.

**REGULAR AGENDA**

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting.

- (9) Review of Personal Services Contract #42936 – 22/23 from the Public Utilities Commission – Omit Posting. (File No. 0026-23-8) – Possible Action Item**

**Recommendation of the Department of Human Resources:**

Adopt the report. Approve the request for proposed Personal Services Contract: Notify the Office of the Controller and the Office of Contract Administration.

- (10) Review of Personal Services Contract #45194 - 22/23 from the Public Utilities Commission – Omit Posting. (File No. 0027-23-8) – Possible Action Item**

**Recommendation of the Department of Human Resources:**

Adopt the report. Approve the request for proposed Personal Services Contract: Notify the Office of the Controller and the Office of Contract Administration.

- (11) Review of Personal Services Contract #49532-22/23 from the Fire Department. (File No. 0028-23-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
49532-22/23	Fire	\$2,500,000	Perform physical fitness evaluations on new hires and current uniformed Fire Department personnel, including coronary risk factor evaluations, cardiovascular examinations, and laboratory testing.	Regular	12/31/2027

**January 25, 2023:** Continued PSC #49532-22/23 from the Fire Department to a future meeting.

**Recommendation of the Department of Human Resources:**

Adopt the report. Approve the requests for proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration.

- (12) Appeal by Brenda Virella-Vazquez of the 48<sup>th</sup> Supplement 2908 Senior Hospital Eligibility Worker Job Announcement (CBT-2908-E10138). (File No. 0239-22-4) – Action Item**

**January 25, 2023:** Postponed to the meeting of February 6, 2023, at the request of the appellant.

**Recommendation of the Department of Human Resources:**

Deny the appeal and adopt the report of the Department of Public Health.

- (13) **Appeal by Craig Banks of Human Resources Director’s finding of untimely allegations of harassment, administratively close one allegation of retaliation, and insufficient evidence to substantiate three allegations of retaliation. (File No. 0188-20-6) – Action Item**

**Recommendation of the Department of Human Resources:**

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

- (14) **Appeal by Christopher Lamar of Human Resources Director’s finding of insufficient evidence to substantiate allegations of discrimination or harassment based on race and age. (File No. 0124-22-6) – Action Item**

**Recommendation of the Human Resources Director:**

Adopt the report, uphold the decision of the Human Resources Director and deny the appeal by Christopher Lamar.

**SEPARATIONS AGENDA**

- (15) **Request for a Hearing by Michael McNair on Future Employment Restrictions with the City and County of San Francisco. (File No. 0149-22-7) – Action Item**

**December 19, 2022:** Postponed this item to the meeting of February 6, 2023, at the request of the appellant.

**Recommendation of the Municipal Transportation Agency:**

Adopt the findings, deny the appeal, and approve the future employment restrictions.

- (16) **Request for a Hearing by Jose Leon on Future Employment Restrictions with the City and County of San Francisco. (File No. 0177-22-7) – Action Item**

**Recommendation of the Municipal Transportation Agency:**

Accept the Report, deny the appeal, and approve the future employability restrictions.

- (17) **COMMISSIONERS’ ANNOUNCEMENTS/REQUESTS**

- (18) **ADJOURNMENT**