



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

**LONDON N. BREED
MAYOR**

**AGENDA
Regular Meeting
September 18, 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 #2660 264 6713 . Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2660 264 6713
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 # 2660 264 6713.

Regular Meeting September 18, 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 #
2660 264 6713

- 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 and the web address is 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 (4th) 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.sf.gov/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/.

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, remote participation, 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 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, or on the City's website at 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 F. X. Crowley
Commissioner Vitus Leung
Commissioner Elizabeth Salveson

(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

Regular Meeting of August 21, 2023 – 2:00 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) Response to the Commission's Request on Selected Pending Appeals. (File No. 0181-23-1) – (Action Item)

Recommendation: Accept the report.

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.

**(7) Review of Request for Approval of Proposed Personal Services Contracts.
(File No. 0187-23-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
48217 - 22/23	Department of Early Childhood	\$10,000,000	Services are for the design, access, and support of information system solutions for the Department of Early Childhood (DEC). Information technology management system solutions are defined as technology-based systems that assist DEC staff and clients by providing childcare web-based waitlist; Program Evaluation and Assessment systems; Website Creation and Content Development Applications; contract management; and other ancillary services including training, technical support, installations, and upgrades of DEC's information technology.	Regular	6/30/2028
45369 - 23/24	Department of Emergency Management	\$3,000,000	Department of Emergency Management (DEM) needs to upgrade its NICE Logger system because the current system was sunsetted in December 2022. DEM wishes to procure a total upgraded INFORM V10 system consisting of all existing four hundred seventy-six (476) primary telephony channels and provide Inform software access to SFDEM's redundant 120-channel IP radio loggers from Contractor Motorola Solutions Inc.	Regular	12/31/2033
40707 - 22/23	Mayor	\$2,000,000	To provide state legislative representation, to advocate on behalf of the City and Departments on legislative and regulatory matters, to assist with the implementation of the City's State Legislative Agenda, and to keep the Mayor's Office up-to-date with relevant information about State government activities. As a City and County, San Francisco is affected by a broad range of issues across many disciplines and departments. The City's state legislative representatives should possess the experience and knowledge to work in a broad array of policy topics included, but not limited to economic development, health care, public safety, human services, housing, environment, transportation, education and community development.	Regular	10/31/2028
41564 - 23/24	Municipal Transportation Agency	\$410,000	The consultant will provide required training to the San Francisco Municipal Transportation Agency (SFMTA) police service dogs (K-9 unit) and their handlers on explosives detection in accordance with Transportation Security Administration (TSA) standards. The canines and police officers will then be qualified and TSA-certified to work when explosives detection is required within the SFMTA transit system.	Regular	9/4/2028
41489 - 23/24	Public Utilities Commission	\$155,000	Annual maintenance and service of 3 generators PUC Power maintains on Treasure Island and Yerba Buena Island plus any spot repairs as needed. Service includes: Cooling system/Coolant; Air Intake system; Exhaust system; Electrical system; Fuel checks; Diesel Engine check; Engine Running check and Battery and Charge check.	Regular	9/1/2028
49028 - 23/24	Public Utilities Commission	\$1,000,000	The purpose of this contract is to provide maintenance, calibration and repair services, and certification of the truck and hopper scales throughout the Wastewater Enterprise (WWE) for the City and County of San Francisco, Public Utilities Commission (SFPUC). Work under this contract may include maintenance and repair to the load cells, load stands, indicators, microcells, junction boxes, ticket printers and troubleshooting truck and hopper scale software programs. Work will also include load scale testing and calibration using contractor's certified test weights, test trailer and test truck.	Regular	1/31/2029

PSC	Department	Amount	Type of Service	Type of Approval	Duration
48886 - 23/24	Public Works	\$500,000	Public Works is implementing a construction project management system software solution to integrate various systems related to project delivery processes and enhance financial management capabilities. The selected vendor will be responsible for the implementation and ongoing support of the System, ensuring its successful integration with existing systems while providing functional and technical assistance as needed. These services will be used to assist the Departments with system enhancements, modifications and additional systems support.	Regular	8/28/2028
43644 – 22/23	City Administrator	Current Approved Amount \$250,000 Increase Amount Requested \$750,000 New Total Amount Requested \$1,000,000	The Permit Center seeks professional services to implement a streamlined and digital workflow solution, including data collecting and sharing. The professional services will configure and implement an inspection scheduler and workflow tool to digitize, streamline, and automate the inspection processes involving multiple inspecting departments. The tool will allow customers to schedule on-site inspections and collect data from the applicant prior to arrival. The workflow tool also allows multiple departments to access and view the data, make updates to the data prior to inspection, and allows departments to collect and record new data during the mobile inspection process. The services will provide a technology solution that provides an integrated and complete digital workflow. The solution will also be scalable to other use cases across multiple permitting and inspection services across the Permit Center.	Regular	4/30/2026
40949 – 16/17	Ethics Commission	Current Approved Amount \$1,374,750 Increase Amount Requested \$0 New Total Amount Requested \$1,374,750	The Ethics Commission currently contracts with a private vendor to provide an electronic filing system to file ethics forms and maintain its filing records databases. The forms include Fair Political Practices Commission (FPPC) and local campaign finance forms, Statement of Economic Interests, lobbyist reports and campaign consultant reports. The Secretary of State’s approval is required for filing systems that submit electronic FPPC campaign finance forms and the Ethics Commission can only contract with vendors on the Secretary of State’s certified vendor list. The FPPC’s approval is required for filing systems that submit electronic Statement of Economic Interest filings. The Ethics Commission requires a service that includes web-based filing software for filers, a back-office administration system, a database, and a search engine for online public disclosure. This system must be hosted by the vendor’s server infrastructure. This personal services contract will include developing additional components for the Ethics Commission’s existing electronic filing system, technical support, and system maintenance. The new components include new reporting requirements for Expenditure Lobbyists as required by Measure C (adopted by San Francisco voters in the November 3, 2015 election), new electronic forms required by the Committee on Information Technology (COIT)-funded Efiling Conversion Project, and new lobbyist registration requirements included in Measure T (adopted by San Francisco voters in the November 8, 2016 election). On January 20, 2017, the Mayor signed into law an ordinance requiring the electronic filing of behested payment reports by City boards and commissions, which becomes operative on January 1, 2018. The new contract will also provide flexibility to add additional forms and functionality to the system when new legislation is passed during the contract term.	Regular	6/30/2026

PSC	Department	Amount	Type of Service	Type of Approval	Duration
49252 -21/22	Human Services	Current Approved Amount \$1,026,131 Increase Amount Requested \$1,000,000 New Total Amount Requested \$2,026,131	The scope of work shall include technical assistance and best practices in the implementation and evaluation of FFPSA prevention programs and services in the following areas: prevention program development and implementation that leverages a public and private partner network; determining funding sources for services; developing provider and San Francisco Human Services Agency capacity and processes to capture services costs in alignment with Family First Prevention Place Services Act requirements and California Department of Social Services instructions for claiming; continuous quality improvement utilizing programmatic and data evaluation and findings; and related coaching, supervision, and capacity building. The expected outcome is development and implementation of an integrated citywide plan that increases economic stability, reduces child maltreatment, and improves child welfare permanency outcomes through coordinated prevention programs provided to children, youth and families of the City and County of San Francisco.	Regular	10/31/2026
31207 - 18/19	Public Health	Current Approved Amount \$134,000 Increase Amount Requested \$166,000 New Total Amount Requested \$300,000	Contractor will provide rental and maintenance of ten 55-gallon, 4-foot aquaria located inside Laguna Honda Hospital (LHH) and one 8-foot aquarium located on the esplanade of the hospital. Maintenance will include regular feeding of fish and related aquaria animals using automated feeders, at least biweekly evaluation of all aquaria for cleaning and/or repair, and provision of those services as indicated. Results of the evaluation/quality assurance to be shared weekly with Director of Therapeutic Activities and Wellness Department, or their designee. Contractor will supply all aquaria with appropriate or agreed upon number of fish and any other related animals, and to replace all fish that may die during the course of the contract. Contractor will also provide 24-hour, on-call service for any problems that may occur, such as dead fish, equipment malfunction, or dirty tank conditions, and resolve those problems within 24 hours of the call. Contractor will maintain liaison with the Therapeutic Activities and Wellness Department regarding the operation and condition of the aquaria.	Regular	10/31/2028
31236 – 20/21	Public Health	Current Approved Amount \$99,000 Increase Amount Requested \$135,000 New Total Amount Requested \$234,000	The contractor(s) will provide as-needed repairs and intermittent equipment maintenance for the Department's floor maintenance equipment, which at present is primarily at Zuckerberg San Francisco General Hospital. Equipment requiring these services includes floor cleaning machines, floor buffers, floor burnishers, floor ride-on machines, and other similar equipment. At present, ZSFG must maintain 150-200 equipment items in order to maintain full maintenance capacity. (Note: These are longtime continuing services which previously had not been included as needing PSC approval.)	Modification	8/31/2025

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.

CONSENT AGENDA

All matters on the Consent Agenda considered by the Civil Service Commission 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 Consent 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 Consent Agenda.

- (8) Report on MTA Service-Critical Appointments Exempt from Civil Service under Charter Sections 10.104-16 through 10.104-18. (File No. 0182-23-1) – Action Item**

Recommendation: Adopt Report.

- (9) SFMTA Provisional Appointment Report. (File No. 0183-23-1) – Action Item**

Recommendation: Adopt the report.

- (10) SFMTA Position-Based Testing Report for FY 2023. (File No. 0184-23-1) – Action Item**

Recommendation: Adopt the report.

- (11) Annual Report on the City and County of San Francisco Pre-Employment Conviction History Program for Fiscal Year July 1, 2022 to June 30, 2023. (File No. 0185-23-1) – Action Item**

Recommendation: Adopt the report.

- (12) Status Report on Airport Personal Service Contract Number 41953-18/19. (File No. 0188-23-8) – Action Item**

Recommendation: Adopt the report.

- (13) Status Report on Airport Personal Service Contract Number 48165-18/19. (File No. 0189-23-1) – Action Item**

Recommendation: Adopt the report.

- (14) Appeal by Whitney Barca of the Human Resources Director’s determination that investigative findings did not establish Appellant’s complaint of harassment and retaliation. (File No. 0139-23-6) – Action Item**

Recommendation: Postpone to the meeting of October 16, 2023, at the request of the appellant.

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.

(15) Review of Request for Approval of Proposed Personal Services Contract No. 44539-22/23. (File No. 0167-23-8) – Action Item

PSC	Department	Amount	Type of Service	Type of Approval	Duration
44539 - 22/23	City Administrator	\$250,000,000	This Personal Services Contract (“PSC”) is being requested for as-needed information technology (“IT”) services of a finite term procured within the prequalified Citywide Technology Procurement Pool (“CTPP”), including but not limited to software/system customization, configuration and implementation, design, development, and testing; system design, development, implementation, and integration; cybersecurity monitoring, including vulnerability assessments, and penetration testing; network configuration and implementation; web-site development; training; and other services of similar nature. City departments’ technology needs vary greatly, from software or systems involved to specific specialized skills and expertise needed to perform mission-critical tasks. To address this need, the Office of Contract Administration (“OCA”) is establishing a CTPP in accordance with Section 21.4 of the San Francisco Administrative Code (“Admin Code 21.4”), which sets forth the requirements for establishing prequalified pools of suppliers from which to select on an as-needed basis. OCA anticipates that CTPP will consist of numerous pre-qualified suppliers.	Regular	8/30/2030

August 21, 2023: Postponed to the meeting of September 18, 2023, at the request of the Office of the City Administrator.

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.

(16) Review of Request for Approval of Proposed Personal Services Contract Number 41012-23/24 from the Department of Public Health – Omit Posting. (File No. 0192-23-8) – Action Item

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

(17) Status of 8238 Public Safety Communications Dispatcher Hiring at San Francisco Department of Emergency Management. (File No. 0186-23-1) – Action Item

Recommendation: Adopt the report of the Department of Emergency Management.

- (18) **Appeal by Craig Martin of the Human Resources Director’s determination that investigative findings did not establish Appellant’s complaint of retaliation. (File No. 0039-20-6) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Craig Martin.

- (19) **Appeal by Pornthipa Rojanadechakul of the Director of Transportation’s determination to administratively close Appellant’s complaint of retaliation. (File No. 0067-23-6) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Director of Transportation and deny the appeal by Pornthipa Rojanadechakul.

- (20) **Appeal by Eduardo Guerrero Ortiz of the Human Resources Director’s determination that investigative findings did not establish Appellant’s complaint of harassment and discrimination. (File No. 0140-23-6) – Action Item**

Recommendation of the Human Resources Director:

Adopt the report, uphold the decision of the Human Resources Director, and deny the appeal by Eduardo Guerrero Ortiz.

SEPARATIONS AGENDA

- (21) **Request for a Hearing by Jared Harris, former Senior Human Resources Analyst (1244) on their Future Employment Restriction with the City and County of San Francisco. (File No. 0075-19-7) – Action Item**

Recommendation of the Human Resources Director:

Uphold the San Francisco Human Services Agency’s decision to permanently restrict Jared Harris future employment with the City and deny the appeal.

- (22) **Request for a Hearing by Sandra Zuniga, former Manager IV (0932) on their Future Employment Restriction with the City and County of San Francisco. (File No. 0180-20-7) – Action Item**

Recommendation of the Human Resources Director:

Uphold the Department of Public Works’ decision to permanently restrict Sandra Zuniga’s future employment with the City and deny the appeal.

- (23) **Request for a Hearing by Tyree Robinson, former Senior Clerk Typist (1426) on their Future Employment Restriction with the City and County of San Francisco.
(File No. 0046-21-7) – Action Item**

Recommendation of the Human Resources Director:

Adopt the Staff Report, deny his appeal and uphold the Future Employment Restriction against the CCSF.

- (24) **COMMISSIONERS' ANNOUNCEMENTS/REQUESTS**

- (25) **ADJOURNMENT**