



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

**LONDON N. BREED  
MAYOR**

**AGENDA  
Regular Meeting  
December 4, 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 # 2661 253 7263. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: # 2661 253 7263  
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](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 # 2661 253 7263.

## Regular Meeting December 4, 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 #**  
**2661 253 7263**

- 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.sf.gov/CivilService](http://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/](http://www.sfgov.org/civilservice/).

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

Speaker cards are not required. The Commission will take in-person 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. People who have received accommodation due to a disability (as described below) may provide their public comments remotely. The Commission will also allow public comment from members of the public who choose to participate remotely. It is possible that the Commission may experience technical challenges that interfere with the ability of members of the public to participate in the meeting remotely. If that happens, the Commission will attempt to correct the problem, but may continue the hearing so long as people attending in-person are able to observe and offer public comment.

**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](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 F. X. Crowley  
Commissioner Vitus Leung  
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**

Regular Meeting of November 20, 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**

**Report on the Status of De-Identification for Classification-Based Testing Recruitment.  
(File No. 0239-23-1) – Action Item**

**Recommendation:** Adopt the report.

(6) **EXECUTIVE OFFICER'S 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. 0240-23-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
40046-23/24	Airport	\$2,000,000	Contractor will provide repair and re-upholstery services on an as-needed basis for furnishings located throughout the terminals and facilities at the San Francisco International Airport (Airport). Services will include providing fabrics and filler materials, replacing fabrics, performing minor repairs on upholstered furnishings, assisting Airport staff with assessing conditions and scope of needed repairs to furnishings, and providing/installing pre-fabricated covers and hand-sewn or similar components for existing furnishings.	Regular	12/31/2028
41802-23/24	Airport	\$1,000,000	The U.S. Environmental Protection Agency has classified perfluoroalkyl and polyfluoroalkyl substances (PFAS) as contaminants of emerging concern. PFAS can be found in various products including, but not limited to, firefighting foam, cleaning products, and non-stick cookware. The Airport requires Contractor with PFAS expertise to provide recommendations and support services for: 1) updates/changes to PFAS related laws and regulations, 2) policy development with PFAS treatment and destruction methods, and 3) guidance on remediation. The work also includes PFAS investigation, identify source boundary limits, and cleaning of fixed storage units and fire trucks to remove PFAS contamination.	Regular	12/31/2028
43930-23/24	Airport	\$9,000,000	Contractor will provide specialized acoustical engineering services for the San Francisco International Airport (SFO or Airport), including independent third-party verification of noise data, assistance with developing procedures for the Airport's Ground Based Augmentation System (GBAS), production of Federal and/or State required reports including quarterly noise reports, providing acoustical litigation support, assistance with preparation of specialized noise studies, and other specialized technical services in support of the Airport's projects designed to reduce the Airport's noise impact area.	Regular	12/31/2028
43805-23/24	City Administrator	\$95,800,000	The contractor will provide refuse collection and disposal services (recyclables, compostables, and trash) for City and County of San Francisco departments.	Regular	6/30/2031
40802- 23/24	Controllor	\$3,000,000	Proposed work is to conduct solid waste rate-setting analysis and cost allocation, conducting solid waste infrastructure needs analysis in San Francisco. This work includes Zero Waste Assistance and Zero Waste Analysis. The contractor will recommend the implementation of programs, technologies, or other solutions to meet Zero Waste goals, such as reducing food waste or construction and demolition debris and other recoverable materials, prepare studies and reports for the refuse rates process, and complete other tasks needed to reduce material generation, increase recovery, or decrease disposal.	Regular	11/30/2028
45670 – 23/24	Controllor	\$3,000,000	To provide special tax consultant services in connection with (i) City planning for new Community Facilities Districts (“CFDs”) including review of any specific plans, development agreements and financing plans, (ii) formation of CFDs including the development of a Rate and Method of Apportionment (“RMA”), (iii) the annexation of property from the future annexation area into CFDs, (iv) the issuance of Special Tax Bonds and (v) annual administration of CFDs including calculation and preparation of special tax levies and tracking the collection of special taxes on an annual basis.	Regular	11/30/2028

PSC	Department	Amount	Type of Service	Type of Approval	Duration
41409 – 23/24	Public Health	\$360,000	This contract will cover eyeglasses and as-needed optometric services for all DPH hospitals and clinics. The contractor(s) who are awarded this contract will be fitting eyeglasses for the patients of both hospitals (Zuckerberg San Francisco General Hospital and Laguna Honda Hospital) and providing optometric services on an as-needed basis for patients referred by ZSFGH.	Regular	11/30/2030
43595 – 23/24	Public Health	\$700,000	The proposed work will provide new services to members of San Francisco’s transgender, gender-diverse (TGD) community, through three types of programming described below. The target population are TGD clients aged 18 and above who are experiencing homelessness, at risk of homelessness, or transitioning into supportive housing and are considering and/or in the process of engaging in medical or social transitions. 1) Behavioral health services expansion 2) Navigation and Outreach for TGD seeking medical and social transition services, and specialized care for gender-affirming surgery. 3) Capacity building and training development of staff and community partners who work with TGD community	Regular	08/31/2026
48385 – 23/24	Public Health	\$6,000,000	The contractor will provide patient safety services, implementing a new security model designed to address racial disparities in patient safety and patient experience to support a welcoming and healing environment while maintaining safety for patients and staff. Client safety services are part of the Department’s delivery of patient-centered services. Staff providing the services will be specifically trained in providing patient safety services following this model, including client greeting, navigation, and de-escalation. Safety Service staff must have both lived experience and good training and support which are essential to successfully providing services to our patients (e.g., lived experience with substance use disorders, housing instability, mental illness, and/or incarceration), and come from the patients’ communities. In moving from a traditional security services to this new safety services model and to focus on providing effective patient safety services with minimal law enforcement personnel, DPH will work with the Sheriff’s Department to re-assign the current 5.2 FTE (inclusive of backfill) of Sheriff Deputies (job classification 8304) from their present assignments in DPH community clinics to work in the community off-site, with availability to respond to clinic needs when called by clinic staff, which will be based on clear protocols. The services provided by 5.2 FTE of Sheriff Deputy will be provided by 4.4 FTE of community safety officers who would be stationed at the following DPH community clinic sites: Tom Waddell Urgent Care (to become Maria X Martinez Health Service Center), Tom Waddell Urban Health Clinic, Mission Mental Health Clinic and Behavioral Health Services at 1380 Howard Street. DPH Director of Security Basil Price has been in ongoing communication with Sheriff Paul Miyamoto to plan for this transfer of service provision. Once RFP is awarded and a contract executed a transition plan will be developed with sufficient time to ensure continuity of service. Please see attached current Letter Of Agreement (LOA) between the Department of Public Health (DPH) and the Sheriff’s Department for additional detail.	Regular	6/30/2027
45214 – 23/24	Public Utilities Commission	\$8,000,000	The Customer Care and Billing Transformation project will update the existing Customer Care & Billing System (CCB) to Oracle’s Customer Cloud Service (CCS) while analyzing, documenting, and updating the CSB’s business processes to find optimizations to reduce manual workload, errors in billing and revenue operations, and improve customer service operations through a better experience, ease of maintenance and leveraging new features and functionality made available through the cloud vendor. The SI will facilitate identifying business processes which can be modified to align with CCS base functionality and limit or minimize customizations of the CCS platform.	Regular	1/31/2029

PSC	Department	Amount	Type of Service	Type of Approval	Duration
47993 – 23/24	Public Utilities Commission	\$2,000,000	The Turlock Irrigation District (TID) and Modesto Irrigation District (MID) (Districts) perform maintenance on the respective canal flow gauging stations. These gauges are needed to perform natural flow calculations for the Tuolumne River. Under the Raker Act, the City is required to maintain gauging stations to perform this calculation. Hetch Hetchy Water and Power, MID and TID are the three water and power operators on the Tuolumne River basin; therefore, coordinated efforts for basin hydrology and meteorological conditions are vital and beneficial to all three parties. In addition, MID and TID are neighboring utility entities that can provide support services in periods of emergencies when one party's resources may be insufficient. The City and County of San Francisco is mandated by the 1913 Raker Act to make payment and "recognize the prior rights of Districts to the natural daily flow of the Tuolumne River...", which is an entity under the Secretary of the Interior. This Agreement will allow the City and County of San Francisco to meet our legal payment obligation.	Regular	12/30/2028
48878-23/24	Public Utilities Commission	\$500,000	During the course of preconstruction activities for the Alameda Creek Watershed Center, over 70 burials and features were discovered at the site, including over 14,000 artifacts. Several burials and features were also discovered during construction activities at the Sunol Yard. The SFPUC, worked closed with the local Tribe and an archaeology firm to remove the burials, features and artifacts. In addition, the interpretive exhibits were modified with the assistance of Tribal members to reflect the significance of the site to the tribe's ethnohistory. The proposed work will include the following: (1) consultation regarding the reinterment of Native American remains on SFPUC property including site planning and oversight of reinterment (2) monitoring oversight during construction activities (3) development and implementation of and input on education programming.	Regular	9/12/2032
46699 – 23/24	Technology	\$4,000,000	Training users on the citywide Enterprise Licensed Geographic Information System (GIS) software products, and Geographic Information System Project consulting, on an as-needed basis. Prior to 2022 CSC did not require departments to include the proprietary licensing and maintenance costs for on-premise and cloud based software products. The totality of this request is \$3.5M for proprietary software licensing and maintenance for both on-premises and cloud software products, as well as up to \$500k in training and consultative services on an as-needed basis. Not all departments actually utilize the 100 hours of technical training and up to 100 hours of learning and service credits. This amount also encompasses the vendors GIS training pass which includes up to 50 training days per year for client departments use to learn about new features on the software suite of products.	Regular	6/30/2027
2000 – 07/08	Public Health	Current Approved Amount \$54,500,000 Increase Amount Requested \$54,500,000 New Total Amount Requested \$109,000,000	Contractor(s) will provide fiscal and programmatic services for a variety of intermittent and as-needed community health, planning, support and service projects. Areas of service will include the promotion and support of childhood immunizations projects, environmental health, asthma prevention, lead exposure prevention, diabetes prevention, smoking cessation, dental health programs, primary care promotion, and specialized health related training and research projects. Contractor(s) will also assist individuals and small organizations with the needed organizational and financial management skills essential to the effective delivery of these projects. The proposed PSC amount includes the value of the community planning, support and service projects, which may be funded through grants, work orders, or (limited) general funds.	Modification	Continuous



PSC	Department	Amount	Type of Service	Type of Approval	Duration
46550-17/18	Treasurer/Tax Collector	Current Approved Amount \$2,350,000 Increase Amount Requested \$0 New Total Amount Requested \$2,350,000	Perform supplemental collection services on delinquent business and medical accounts referred by various city departments; also perform credit reporting, skip tracing, and negotiation of payment plans. Contractor shall receive a maximum of 25% of collected funds as a commission fee. The amount of commission fees for medical debt collections will not exceed 250K. The remaining 600K for delinquent business accounts would not be an expense to the City, but instead a commission fee based on the collected funds.	Modification	1/1/2028
44872 – 21/22	Municipal Transportation Agency	Current Approved Amount \$460,989 Increase Amount Requested \$499,011 New Total Amount Requested \$960,000	Determine the existing conditions of San Francisco Municipal Transportation Agency subway stations by conducting on-site inspections and audits, examining maintenance documents and records, and consulting with San Francisco Municipal Transportation Agency staff and other tasks as required. Investigate and make maintenance recommendations on subway station components. Recommend and prioritize corrective, maintenance, and rehabilitation measures, estimate the costs of the items, and provide comparisons and evaluations among ranges of possible actions. Recommend and prioritize upgrades and enhancements, estimate the costs of the items, and provide comparisons and evaluations among ranges of possible actions.	Modification	3/1/2029

**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.

**(8) Review of Request for Approval of Proposed Personal Services Contract Number 42533-22/23 from the Human Rights Commission. (File No. 0241-23-8) – Action Item**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
42533-22/23	Human Rights Commission	\$750,000	The Human Rights Commission seeks to engage professional community engagement partners and event planners to help in the coordination and logistics of multiple community engagement events and focus groups to be held throughout the funding cycle. These events will be a part of important department outreach initiatives to connect directly with San Francisco citizens and gain feedback from key stakeholders. These events will allow the department to confer directly with nonprofit organizations providing services in the city, community members as well as the recipients of community and/or city services.	Regular	6/30/2025

**November 20, 2023:** Continued PSC #42533-23/24 from the Human Rights Commission to the meeting of December 4, 2023.

**Recommendation of the Human Resources Director:**

Adopt the report. Approve the requests for proposed Personal Services Contract #42533-23/24; Notify the Office of the Controller and the Office of Contract Administration.

**(9) Proposed Revised Policy of the Civil Service Commission on Personal Service Contracts. (File No. 0229-23-1) – Action Item**

**November 6, 2023:** Adopted the report; post the proposed revisions to the Civil Service Commission Policy and Procedures for Personal Services Contracts.

**Recommendation:** Accept the Executive Officer’s staff report and adopt the proposed amendments to the Policy of the Civil Service Commission on Personal Service Contracts.

**(10) 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**

**September 18, 2023:** The Civil Service Commission continued this item to a future meeting and moved to agendize the matter as a closed session for consideration by the Commission at a date to be determined after the appellant has been given the opportunity to review their EEO file at the Department of Human Resources.

**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**

**(11) Request for a Hearing by Danny Hui, former Transit Supervisor (9139) Municipal Transportation Agency on Their Future Employment Restriction with the City and County of San Francisco. (File No. 0100-21-7) – Action Item**

**Recommendation of the Human Resources Director:**

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

**(12) COMMISSIONERS’ ANNOUNCEMENTS/REQUESTS**

**(13) ADJOURNMENT**