

Civil Service Commission

Budget Submission Request, Fiscal Years 2026-27 and 2027-28

Sandra Eng, Executive Officer



Board of Supervisors – Budget and Finance Committee Hearing

June 10, 2026



CSC Mission

***The Civil Service Commission** safeguards the integrity and fairness of the merit (hiring and employment) system for the City and County of San Francisco, ensuring that employment practices are equitable, transparent, and compliant with the law. We carry out the Civil Service Commission's responsibilities in the City's Employee Relation Ordinance. We serve as the policy and rule-making authority and final decision-maker on civil service matters, providing accountability and oversight for City and County of San Francisco, San Francisco Municipal Transportation Agency, and for matters involving non-certificated employees of the San Francisco Unified School District and the San Francisco Community College District.*

How we do this -

Through core operational and strategic programming, we administer the three (3) major programs areas and essential core functions of the Commission's Charter mandate: 1) Appeals and Requests for Hearings, Rules, Policies, and Administration; 2) Merit System Review, Inspection Services and Audit; and 3) Employee Relations Ordinance Administration including salary setting for elected officials and the Board of Supervisors.

- Work closely with the Department of Human Resources, to meet the demand for accelerated hiring of public service employees
- Educate employees and union representatives to increase their knowledge of the examination/inspection reviews and appealable matters
- Provide final approval authority for professional/personal service contracts over \$200K expeditiously while maintaining transparency with the unions and the public

Performance Metrics

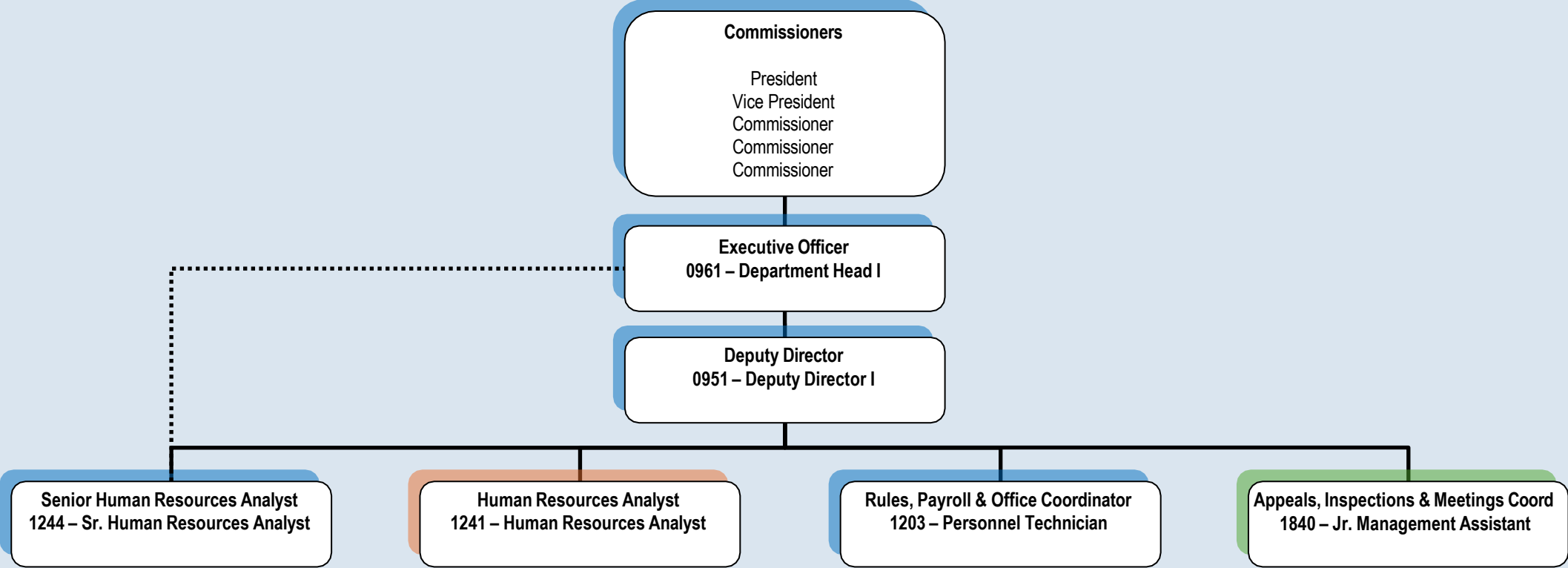
Civil Service Commission						
Fiscal Year	2024-2025	2025-2026			2026-2027	2027-2028
Goal	Actuals	Mid-Year	Projected	Target	Target	Target
Create greater transparency and efficiencies in the Commission's procedures and communications						
# of employees for whom performance appraisals were scheduled (CSC)	6	6	5	6	6	6
# of employees for whom scheduled performance appraisals were completed (CSC)	6	6	5	6	6	6
The percentage of completed Inspection Service Requests	94%	50%	80%	90%	80%	90%
Ensure the timely resolution of appeals						
Percentage of appeals and requests for hearings processed within seven days	99%	100%	100%	100%	100%	100%
Percentage of appeals pertaining to other matters calendared and resolved by the Commission in the fiscal year	83%	66%	65%	60%	60%	60%
Percentage of Equal Employment Opportunity (EEO) appeals calendared and resolved by the Commission in the fiscal year	48%	17%	20%	60%	60%	60%
Percentage of examination appeals forwarded and resolved by the Commission in the fiscal year	75%	91%	90%	90%	80%	80%
Percentage of future employment restriction appeals calendared and resolved by the Commission in the fiscal year	43%	37%	40%	60%	60%	60%
Strengthen the Commission's ability to meet its Charter mandates and oversee the operation of the merit system						
The number of merit system audits conducted and completed in the fiscal year	12	N/A†	12	12	12	12
The percentage of completed responses to Inspection Service requests within 60 days	86%	72%	70%	70%	70%	80%

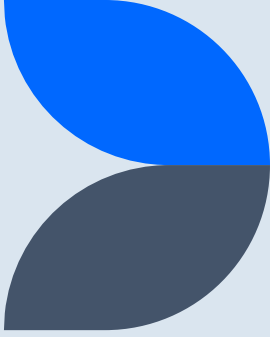
Civil Service Commission - Budget

DEPARTMENT: CSC Civil Service Commission

GFS Details							
Account Lvl 2	Account Lvl 3	FY 2026-27 Base	FY 2026-27 Department	FY 2026-27 Dept - Base	FY 2027-28 Base	FY 2027-28 Department	FY 2027-28 Dept - Base
EXPENDITURE	SALARIES	994,180	994,180	0	1,061,283	1,061,283	0
	MAND_FRING_BEN	377,502	377,502	0	414,934	414,934	0
	NON_PERS_SVCS	25,000	25,000	0	25,000	25,000	0
	MTL_SUPP	2,979	2,979	0	2,979	2,979	0
	SVCS_OTHER_DEPTS	279,761	279,761	0	279,761	279,761	0
EXPENDITURE		1,679,422	1,679,422	0	1,783,957	1,783,957	0
GFS	General Fund Support	1,248,583	1,248,583	0	1,353,118	1,353,118	0
Account Lvl 2	Account Lvl 3	FY 2026-27 Base	FY 2026-27 Department	FY 2026-27 Dept - Base	FY 2027-28 Base	FY 2027-28 Department	FY 2027-28 Dept - Base
REVENUE	EXP_RECOVERY	430,839	430,839	0	430,839	430,839	0
REVENUE		430,839	430,839	0	430,839	430,839	0
GFS	General Fund Support	1,248,583	1,248,583	0	1,353,118	1,353,118	0
GFS Target Status							
FY 2026-27 Reduction Targets	FY 2026-27 Baseline Target	FY 2026-27 Dept Submission	FY 2026-27 Amt Over (Under) Target	FY 2027-28 Reduction Targets	FY 2027-28 Baseline Target	FY 2027-28 Dept Submission	FY 2027-28 Amt Over (Under) Target
0	1,248,583	1,248,583	0	0	1,353,118	1,353,118	0
Target Met				Target Met			

Civil Service Commission Proposed Organization Chart FY 26/27





Mayor's proposed budget for CSC

The proposed Fiscal Year (FY) 2026-27 budget of \$1.67 million for the Civil Service Commission is \$58K, or 3.5 percent increase over FY 2025/26.

The FY 2027-28 proposed budget of \$1.78 million is \$104K, or 6.2 percent increase over the proposed FY 2026/27 budget.

Thank you



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