



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

**DANIEL LURIE
MAYOR**

**MINUTES
Regular Meeting
December 1, 2025**

**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 790 5526. Instructions for providing remote public comment are below.

**LISTEN/PUBLIC COMMENT CALL-IN
USA is (415) 655-0001 | Access Code: #2661 790 5526
Press # twice to listen to the meeting via audio conference
Dial *3 when you are ready to queue**

DANIEL LURIE, MAYOR

COMMISSIONERS

**KATE FAVETTI
President
JACQUELINE MINOR
Vice President
VITUS LEUNG
ADAM WOOD**

**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. **Effective January 1, 2025, public comment received by email or voicemail at least three hours prior to the start of a meeting will be provided to the members of the Civil Service Commission and will be included in the record on the Civil Service Commission website. These public comments will no longer be read aloud at meetings.** During commission meetings, members of the public may use the Civil Service Commission's dedicated public comment line (415) 655-0001, Access Code #2661 790 5526.

CALL TO ORDER

2:00 p.m.

ROLL CALL

President Kate Favetti	Present
Vice President Jacqueline P. Minor	Present
Commissioner Vitus Leung	Present
Commissioner Adam Wood	Present

President Kate Favetti presided.

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

None.

APPROVAL OF MINUTES

Regular Meeting of November 17, 2025 – 2:00 p.m.

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

ANNOUNCEMENTS

None.

Items severed from the Ratification Agenda:

PSC #DHRPSC0005624 - v0.01 from the Municipal Transportation Agency

PSC #DHRPSC0005790 - v0.01 from the Sheriff Department

PSC # DHRPSC0005826 - v0.01 from the Department of Technology

Public comment, including public comment on any additional Ratification or Consent items that the public would like severed from the agenda.

None.

HUMAN RESOURCES DIRECTOR'S REPORT (Item No. 5)

Carol Isen, Human Resources Director, informed the Commission that the long-awaited report from EEO is being prepared to be reported at the meeting of January 2026. This report will include statistical data as recommended in Dr. Gould's report.

EXECUTIVE OFFICER'S REPORT (Item No. 6)

None.

**0285-25-8 Review of Request for Approval of Proposed Personal Services Contracts.
(Item No. 7)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005853 - v.01	Public Health	\$840,000	The contractor will build, test, and implement health information exchange services within their technical environment. The work comprises creating a software integration to receive DPH data, aligning patient identifiers to support patient matching, and the receipt and sharing of admission, discharge, and transfer messages with other participants in California's Data Exchange Framework (DxF). These services will support compliance with the DxF as well as create additional bi-directional information exchange beyond the capabilities DPH uses today. Improved access to patient and client information will help close gaps in care and knowledge, thereby advancing a model of integrated, whole person care.	New	60 months
DHRPSC 0005842 - v.01	Public Health	\$564,000	Contractor will provide blood products and related processing services to support the transfusion needs of patients at Zuckerberg San Francisco General (ZSFG) Trauma Center. Services include blood processing and, in rare cases, testing of patient samples for complex or rare allo-antibodies. These services are essential to maintain ZSFG's Trauma Center designation and ensure timely, life-saving interventions for patients.	New	67 months
DHRPSC 0005624 - v.01	Municipal Transportation Agency	\$658,009.40	Safety inspection(s) of our lifting device assets including Cranes, Gantry, Jib Cranes, Storage Stackers and Mechanical lifting such as Blocks and Chain Hoists. Repairs to such devices and systems to proper manufacturers specifications and applicable regulations. Monitoring wear limits and recommending repairs in a preventative manner keeping equipment operational for normal and emergency use when needed. Emergency repairs as needed.	New	60 months
DHRPSC 0005828 - v.01 <i>Postponed</i>	Municipal Transportation Agency	\$15,000,000	The consultants will provide a broad range of engineering services for the San Francisco Municipal Transportation Agency's (SFMTA) Planning and Project Delivery Division either by direct assignment of its own personnel or through subconsultants including planning, programming, specialized studies, design support, construction support, construction management, special inspection, material testing, start-up and commissioning, and project closeout. These services will be used to support the SFMTA's project delivery division, which manages facilities, transit optimization, fixed trackway, and major corridor projects. The work may be categorized into the following: planning, design, contracting, construction, track/rail, environmental, and project management.	New	60 months
DHRPSC 0005790 - v.01	Sheriff	\$20,700,000	Contractor will operate a 24 hour/7 days per week/365 days per year setting in close collaboration with law enforcement where individuals who have been arrested for and/or are publicly intoxicated or under the influence of drugs can safely recover and receive assertive offers of treatment in a City-owned building located at 444 6th Street. Contractor will monitor individuals for safe sobering and engage to connect to treatment. Contractor will provide high-impact interventions, stabilization, engagement, and linkage to follow-up. Must be able to fulfill the site requirements to be Medi-Cal-certified by the county (Behavioral Health Services) to leverage Medi-Cal specialty mental health services reimbursement and support claims billing.	New	48 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005826 - v0.01	Technology	\$2,500,000	The scope of the work requested by the Snowflake Resident Solution Architect responsibilities may include the following: 1. Provide ongoing technical guidance for ingestion, security, performance tuning & optimization, and advanced Snowflake features; 2. Provide product advocacy and Customer enablement; 3. Work with Customer resources as a primary technical advisor, providing guidance on the following matters: - Reference architecture - Architectural guidance - Snowflake best practice considerations related to Snowflake configuration, accounts, security guidance, databases, data management and other topics as agreed upon by the parties; 4. Provide onboarding and implementation support to DT, DataSF, and City departments to implement Snowflake on a project basis, including helping with the design and implementation of system configuration, database and compute architecture, security policies, role based access control (RBAC) frameworks, or other related topics; 5. Serve as a primary technical lead with access to Snowflake technical experts that can facilitate collaboration on broader technical items; 6. Facilitate Customer access to Snowflake support resources that will allow Customer to directly post support questions and help with technical guidance pursuant to Customer's support agreement; and 7. Engage with other Snowflake technical leaders. Professional services may also include migration and/or other training services as needed.	New	60 months
DHRPSC 0001793 - v1.01	Public Health	Current Approved Amount \$1,761,294 Increase Amount Requested \$1,738,706 New Total Amount Requested \$3,500,000	Contractor(s) will (1) maintain a mental health/behavioral high school workforce development program, with San Francisco Unified School District's (SFUSD) John O'Connell High School faculty and staff, that will be tailored for John O'Connell (O'Connell) High School Students; (2) maintain the mental health/behavioral health high school workforce development program, with O'Connell High School faculty and staff, that will include career exposure, academic support, wellness/wrap around services and youth leadership development opportunities for students; and (3) establish, operate and manage O'Connell High School students' mental health/behavioral health internships with local mental health/behavioral health industry partners. This high school workforce development program will also include (1) internships and other experiential and research opportunities with local mental health/behavioral health industry partners; and (2) an evaluation of the program that will encompass indicators, outputs, outcomes, process objectives and outcome objectives.	Amendment	Increase months 60 Total months 192
DHRPSC 0005513 - v1.01	Public Health	Current Approved Amount \$4,000,000 Increase Amount Requested \$0 New Total Amount Requested \$4,000,000	Provide ongoing maintenance and upkeep of the Security System at all Department of Public Health (DPH) sites, manufactured by Johnson Controls. The system includes access control points, CCTV devices for security monitoring purposes, and various pieces of mechanical and electrical equipment. Services include comprehensive care and repair for Access Control Field Equipment, including card readers, access control system, locking hardware, power supplies, motion detectors, locking doors, airphone security intercommunications systems intercoms and switches, access control head-end, panels, and power supplies, servers and software, security workstations and monitors, controller checks, door controllers, standby power supply batteries, controller expansion enclosures, hi-resolution CCTV cameras, exterior housing, integrated PTZ (pan, tilt, and zoom) domes, batteries, video servers and storage, video surveillance network switches, workstations, and monitors, power supplies, duress buttons, emergency call station equipment, and other hardware and software upgrades and repairs needed for various other security related items.	Amendment	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0002610 - v1.01	Public Health	Current Approved Amount \$3,000,000 Increase Amount Requested \$6,853,972 New Total Amount Requested \$9,853,972	Contractor(s) will support As Needed Program Administration of Health Equity Based Professional Training, Consultation and Technical Assistance department wide. The Training, Consultation and Technical Assistance services require professionals who are experts in the deliver and knowledge of Health Equity services. Professional services include a broad spectrum of Health Equity topics that may include and not limited to: training seminars, health education, curriculum development, technical assistance, implicit bias meetings and facilitation, cultural humility, health disparities, other Department defined health equity competencies, evaluation, program assessments, grant writing, program planning, health promotion, media development, and further grant development to support the Departments health equity programs, including assistance in maintaining compliance with the Federal, State, and local policies.	Amendment	Increase months 35 Total months 96
DHRPSC 0005819 - v1.01	Municipal Transportation Agency	Current Approved Amount \$387,000,000 Increase Amount Requested \$21,000,000 New Total Amount Requested \$408,000,000	Provide separate professional parking garage operational services for 26 parking facilities organized into two groups as follows: Group A –11 Facilities (Ellis O'Farrell Garage, Fifth & Mission Garage, Kezar Lot, Mission Bartlett Garage, Moscone Center Garage, 7th & Harrison Lot, Zuckerberg SF General Hospital Garage, 16th & Hoff Garage, Union Square Garage, Triangle Lot, Seawall 321); Group B – 15 Facilities (Japan Center Garage, Civic Center Garage, Golden Gateway Garage, Lombard Garage, North Beach Garage, Performing Arts Garage, Pierce Garage, Polk Bush Garage, Portsmouth Square Garage, St. Mary's Square Garage, Sutter Stockton Garage, Vallejo Garage, Music Concourse Garage, Pier 30-32, Pier 70). Services include providing qualified and experienced parking personnel for parking operations, customer service, janitorial, maintenance and security. The Operator shall provide oversight of all aspects of administrative functions including, but not limited to, collection, reconciliation, and deposit of all parking and non-parking revenue; repair and maintenance of facilities and revenue control equipment; compliance with insurance and bond requirements; providing valet or valet-assist parking services, as needed, during special events.	Amendment	61 months

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

Speakers:

David Garcia and Rob Bergesen, from the Municipal Transportation Agency spoke on PSC #DHRPSC0005624 - v0.01
 Patrick Leung, from the Sheriff Department, Carol Isen, from the Department of Human Resources, and Luenna Kim, from the Department of Public Health spoke on PSC #DHRPSC0005790 - v0.01
 Jolie Gines, from the Department of Technology, spoke on PSC #DHRPSC0005826 - v0.01

0285-25-8 Continued

Action:

1. Approved PSC #DHRPSC0005624 - v0.01 with the condition that the Municipal Transportation Agency contact the Department of Human Resources, Port, and the Public Utilities Commission to determine if an inspector crane job classification could be established and report back to the Commission in 6 months.
(Vote of 4 to 0)
2. Approved PSC #DHRPSC0005790 - v0.01 by reducing the amount to \$17,525,000 and the duration to thirty-six (36) months; report back to the Commission in one (1) year on the feasibility to bring the work in-house. (Vote of 3 to 1; Commissioner Vitus Leung dissented)
3. Approved PSC #DHRPSC0005826 - v0.01. (Vote of 4 to 0)
4. Adopted the report. Approved the requests for the remaining proposed Personal Services Contracts; Notify the Office of the Controller and the Office of Contract Administration.
(Vote of 4 to 0)

0227-25-7 PERSONNEL EXCEPTION – Request for a Hearing by Bernard Sices, former 7514 General Laborer with the San Francisco Department of Public Works on Their Future Employment Restrictions. (Item No. 8)

Speakers: None.

Action: Postponed to the meeting of March 2, 2026, at the request of the appellant.

COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 9)

President Favetti reminded the Commission to RSVP for the Civil Service Commission's Holiday Luncheon to be held at Max's Opera Café on December 15, 2025.

ADJOURNMENT (Item No. 10)

2:57 p.m.