



MEMORANDUM

DATE: January 24, 2013
TO: Honorable Civil Service Commission
THROUGH: Donald Ellison 
Director, Human Resources
FROM: Cherylynn Norona 
Personnel Analyst
SUBJECT: Summary of Appealed Future Employment Restrictions Placed by SFMTA

2013 JAN 23 PM 4:42
RECEIVED
EXECUTIVE DIRECTOR
CIVIL SERVICE COMMISSION
SAN FRANCISCO

Attached for your review is the bi-annual summary report of future employment restrictions placed by the San Francisco Municipal Transportation Agency (SFMTA) for July 1, 2012 through December 31, 2012.

The total number of employees dismissed in July 1, 2012 through December 31, 2012 is 16. Of those, the number of SFMTA future employment restrictions that were appealed to the Commission was 1 (pending). The number of appeals where restrictions were reduced or rescinded by the SFMTA was 0. And, the number of appeals, where after restrictions were amended or the restrictions removed, were withdrawn or closed as administratively resolved was 0.

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jr

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Vice-Chairman

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Director of
Transportation





CIVIL SERVICE COMMISSION

CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22MTA)
Applicable to S.F. Municipal Transportation Agency Service-Critical Classes

Refer to Civil Service Commission Procedure for Staff - Submission of
Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Number: 0117 - 12 - 7
2. For Civil Service Commission Meeting of: February 4, 2013
3. Check One:
Ratification Agenda
Consent Agenda X
Regular Agenda
Separation Agenda
4. Subject: Summary of Future Employment Restrictions Placed by SFMTA
5. Recommendation: Adopt Report
6. Report prepared by: Cherylynn Norona Telephone number: 415.701.5378
7. Notifications: **(Attach a list of the person(s) to be notified in the format described in IV. Commission Report Format -A).**
8. Reviewed and approved for Civil Service Commission Agenda:
Municipal Transportation Agency Director: Donald E. Ellison
Donald E. Ellison
Date: January 24, 2013
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

**Executive Officer
Civil Service Commission
25 Van Ness Avenue, Suite 720
San Francisco, CA 94102**

10. Receipt-stamp this form in the ACSC RECEIPT STAMP box to the right using the time-stamp in the CSC Office.

Attachment

<u>CSC RECEIPT STAMP</u>

CLASS	LASTNAME	FIRSTNAME	CHARGE	SEPDATE	REASON	Future Employment Restrictions/Notes
9163	[REDACTED]	[REDACTED]	Dishonesty	10/5/2012	Dismissal/Term	No restrictions on future employment.
9163	[REDACTED]	[REDACTED]	Substance Abuse	12/12/2012	Dismissal/Term	Must complete substance abuse employee assistance program before being allowed to re-apply.
9163	[REDACTED]	[REDACTED]	AWOL	9/12/2012	Dismissal/Term	No restrictions on future employment.
9163	[REDACTED]	[REDACTED]	Serious Preventable Accident	12/20/2012	Dismissal/Term	No future employment w/ SFMTA that requires a class B or BP driver's license. (Mr. Cheong Lai is appealing the above future employment restrictions; CSC appeal/meeting date is TBD)
9102	[REDACTED]	[REDACTED]	2nd Alcohol Positive	10/9/2012	Dismissal/Term	1) Cancel any current exam and eligibility status. 2) Future employee is subject to the review and approval of the HR Director after satisfactory completion of 2 years of work outside the City & County of San Francisco. 3) Must participate in an appropriate substance abuse program and receive a release to work for any safety sensitive position.
9163	[REDACTED]	[REDACTED]	Preventable Accidents	12/20/2012	Dismissal/Term	No future employment w/ SFMTA that requires a class B or BP driver's license.
9163	[REDACTED]	[REDACTED]	2nd Alcohol Positive	9/15/2012	Dismissal/Term	No restrictions on future employment.
9102	[REDACTED]	[REDACTED]	Violence in the Workplace	12/7/2012	Dismissal/Term	No future employment with the City & County of San Francisco.
9163	[REDACTED]	[REDACTED]	Preventable Accident	9/26/2012	Dismissal/Term	No restrictions on future employment.
8201	[REDACTED]	[REDACTED]	AWOL	11/5/2012	Dismissal/Term	No restrictions on future employment. Release from TEX/P/T/School Term.
9132	[REDACTED]	[REDACTED]	N/A	7/12/2012	Dismissal/Term	N/A: Release from probation
9163	[REDACTED]	[REDACTED]	Unsafe Driving	6/10/2011	Dismissal/Term	1) No future employment w/ SFMTA that requires a class B or BP driver's license. 2) Cancel any current examination or eligibility status in job class 9163. (Clerical oversight lead to Mr. Pham being dismissed in 2012.)
9506	[REDACTED]	[REDACTED]	Excessive Absenteeism	8/20/2012	Dismissal/Term	No restrictions on future employment.
1704	[REDACTED]	[REDACTED]	N/A	12/14/2012	Dismissal/Term	N/A: Release from PV
1220	[REDACTED]	[REDACTED]	N/A	9/28/2012	Dismissal/Term	N/A: Release from probation
7410	[REDACTED]	[REDACTED]	AWOL	6/7/2012	Dismissal/Term	No restrictions on future employment.

Total Employees Dismissed in 2012 (July - December): 16

Number of the appeals had the restrictions reduced or rescinded: 0

Number of MTA future employment restrictions that were appealed to the Commission: 1

Number of appeals, where after restrictions were amended or restrictions removed, were withdrawn or closed as administratively resolved: 0