



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

**LONDON N. BREED  
MAYOR**

**MINUTES  
Regular Meeting  
October 7, 2024**

**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 #2663 526 0205. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: #2663 526 0205  
Press # twice to listen to the meeting via audio conference  
Dial \*3 when you are ready to queue**

**LONDON N. BREED, MAYOR**

**COMMISSIONERS**

**KATE FAVETTI  
President**

**ELIZABETH SALVESON  
Vice President**

**F.X. CROWLEY  
VITUS LEUNG  
JACQUELINE MINOR**

**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 meetings use the Civil Service Commission's dedicated public comment line 1-415-655-0001, Access Code #2663 526 0205.

**CALL TO ORDER**

2:00 p.m.

**ROLL CALL**

President Kate Favetti	Present
Vice President Elizabeth Salveson	Present
Commissioner F. X. Crowley	Present
Commissioner Vitus Leung	Excused Absence
Commissioner Jacqueline P. Minor	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 (Item No. 2)**

**APPROVAL OF MINUTES (Item No. 3)**

Regular Meeting of September 16, 2024 – 2:00 p.m.

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

**ANNOUNCEMENTS (Item No. 4)**

Sandra Eng, Executive Officer, announced that PSC #DHRPSC0004485 v 0.01 is from the Department of Human Resources and not the Airport.

Item severed from the Ratification Agenda: PSC #DHR0004522 v0.01 from the Department of Public Health.

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

Carol Isen, Human Resources Director spoke about the USD School Stabilization Taskforce, where Shawn Sherburne from DHR, and Recreation and Park, Children, Youth and their Families, Health Service System, Controller's Office, Mayor's Office, Treasurer/Tax Collector departments and the Department of Human Resources are assisting district to fill staffing holes. A website will be created.

**EXECUTIVE OFFICER'S REPORT (Item No. 6)**

Kate Kimberlin, Deputy City Attorney, provided some information on public comments received in the CSC office prior to commission meetings, under Brown Act there is no legal requirement to read them during Public Comment. They can be kept with meeting materials as part of the record to be consistent.

**0199-24-8 Review of Request for Approval of Proposed Personal Services Contracts. (Item No. 7)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004572 v 0.01	Department of Emergency Management	\$1,250,000	The contractor will provide the Department of Emergency Management (DEM) with polygraph examinations of final entry Emergency Communication Division candidates. The contractor will also provide written reports for all examined candidates.	New	58 months
DHRPSC 0004573 v 0.01	Department of Emergency Management	\$500,000	The contractor will provide the Department of Emergency Management (DEM) with psychological evaluations of final entry Emergency Communication Division candidates. The contractor will also provide assessment reports for all examined candidates.	New	59 months
DHRPSC 0004522 v 0.01	Public Health	\$1, 500,000	Contractor will provide mentoring and academic support for children and youth, aged 3 to 18, who have been assessed with high behavioral health needs and whose life circumstances have resulted in the involvement of multiple child-serving agencies and departments. Mentoring services will include one-to-one mentoring to children and youth in their home that support the achievement of behavioral health and other client developmental goals in partnership with families and the client's wraparound treatment team. Additionally, services will include teaching families practical strategies in their home that support ongoing, meaningful communication, support, and engagement with their children. Academic support services will include academic tutoring at the client's home that is aligned with their academic goals. This will entail partnering with the client's treatment teams, families, classroom teachers, and other stakeholders to align tutoring with individualized academic and behavioral goals.	New	60 months
DHRPSC 0004127 v 0.01	Public Works	\$12,500,000	Provide as-needed environmental consulting services to support capital improvement projects. This includes conducting environmental assessments, regulatory negotiations with agencies, risk assessments, water and air quality analysis, hazardous materials management, site remediation and preparation of compliance and environmental reports.	New	80 months
DHRPSC 0004485 v 0.01	<b>Human Resources</b>	\$4,000,000	Executive search, recruitment, and consulting firms will conduct nation-wide searches to identify highly qualified candidates to fill vacant, or soon-to-be vacant, executive level positions within the City and County of San Francisco ('City'). Vendors will work with the Department of Human Resources (DHR) to identify, recruit, screen, recommend, coordinate interview processes, conduct reference checks, and provide assistance through the hiring process for the City. The vendors will provide the City with a detailed candidate profile and perform the initial selection and assessment of candidates. After findings, they will provide the top candidates to the City for final selection.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004447 v 0.01	Juvenile Probation	\$400,000	<p>The department has developed and implemented a web-based case management system that enables the Department to collect and report a comprehensive array of data regarding all youth arrested in San Francisco and referred to JPD. Categories of data collected include demographics (age, gender, race/ethnicity; zip code); risk/needs assessment outcomes; case data from referral through post-disposition (arrests/referrals, charges, petitions, dispositions); electronic monitoring; out of home placement (placement type, location); secure detention/commitment data (admissions, average length of stay, average daily population); case plans; contacts/visits; and program/service/treatment utilization (referrals, providers, program types/modalities, outcomes). Data is entered by probation officers, counselors, social workers, and support staff, as part of their job functions. This system is the Department's central repository for all youth information, supervision, and case management. The department currently has a sole source contract for customized enhancements and quality assurance of its case management system, as well as software maintenance, hosting, and license subscriptions.</p> <p>The department intends to continue its contractual relationship with the vendor to continue upkeeping its case management system. This PSC request will cover the estimated costs for professional services that are required to maintain the case management system, including customized enhancements and quality control of the case management system.</p>	New	60 months
DHRPSC 0004309 v 0.01	Municipal Transportation Agency	\$600,000	<p>To implement the space planning project to reconstruct partial 1 South Van Ness 3rd floor office space to increase capacity to hold more staffing. Labor to remove and dispose old workstations and office equipment, and receive, deliver, and install new workstations and furnishing. Provide personal content move services for 122 staff during the implementation of new workstations.</p>	New	12 months
DHRPSC 0004332 v 0.01	Municipal Transportation Agency	\$9,900,000	<p>The SFMTA is seeking Proposals with demonstrated experience to implement and provide for the design, installation, maintenance, and operation of an ASE Program. Where possible, the 33 ASE Systems will be positioned to enforce both approaches of traffic on two-way roadways. In the sole discretion of the SFMTA, the Contractor will be required to remove, relocate, and/or replace the ASE Systems at no additional charge to the SFMTA. The Contractor shall be responsible for providing the SFMTA with a fully-tested, calibrated, turn-key, 24 hours per day / 7 days per week ASE Program, to capture photographic data of speeding that, upon review and approval by SFMTA staff, substantiates speed infractions committed by the vehicle driver in compliance with AB-645. The ASE Program encompasses a vendor-provided and supported architecture of firmware, hardware, and secure hosted CPMS to provide services using the most current and accepted security and encryption protocols.</p>	New	72 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004387 v 0.01	Municipal Transportation Agency	\$4,377,546	Fitness and Wellness Services Onsite. Scope of Services 1. Exercise Small Group and One-on-One sessions a. Stretching and Exercise instruction: Designed specifically for employees to prevent work related injury with emphasis on back, abdominal and hip strengthening and stabilization. b. Weekly instructor-led sessions that emphasize the importance of incorporating fitness throughout the day. An effective FitBreak can be as short as 8-10 minutes using a combination of stretches and resistive band strengthening. 2. Chair Massage: Provided by Certified Massage therapists with emphasis on the neck, upper back and arm musculature to decrease stress and reduce injury due to work related repetitive overuse and tension 3. Produce and distribute health and wellness informational instructions and materials. 4. Manage a team of trainers and schedule and attend meetings with SFMTA management at 1 South Van Ness and other facilities. 5. The contractor will conduct Yoga class for office workers held one to two times per week at 1 South Van Ness. 6. Blood Pressure Screening: measurement, evaluation and recommendations for healthy blood pressure goals. 7. Provide maintenance of the existing fitness equipment at the SFMTA. The contractor will assess existing equipment to determine the condition of the equipment and repair or propose equipment replacement and secure new equipment with approval from SFMTA. 8. Additional Services and Supplies: Replenish small exercise and fitness supplies in the Wellness rooms including Therabands, foam rollers, TheraCanes, dumbbells, disinfectant, batteries and Bosu Balls.	New	119 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004390 v 0.01	Municipal Transportation Agency	\$650,000	<ol style="list-style-type: none"> <li>1. Pre-installation meeting with San Francisco Municipal Transportation Agency (SFMTA) and Contractor installing the new paint booth .</li> <li>2. Approved vendor must provide project duration by phase to SFMTA project manager will provide Microsoft Project Schedule and updates.</li> <li>3. Vendor to disconnect and safe off all utilities connected to exiting "OLD" paint booth including the compressed air. MTA engineering staff to assist with lock out tag out of all utilities connected to the old paint booth. Disconnect and removal existing old paint booth:4. Dumpsters: SFMTA will provide onsite dumpsters for recycling and trash.</li> <li>5. Disassemble: Vendors to disassemble the old paint booth, disconnect all connections to old paint booth as required including the ducting exhaust system, electrical connections, gas connection, water hose and connections, and fire sprinkler suppression system piping.</li> <li>6. Recycling: Vendor to recycle, if possible, demo materials. Installation of new paint booth:</li> <li>7. Materials: Vendor to provide and verify that all new paint booth materials are onsite, not damaged, and ready to be installed.</li> <li>8. Material storage: SFMTA will provide onsite storage for Vendor to store paint booth materials. It is the Vendors responsibility to secure all paint booth related material.</li> <li>9. Electrical system: Vendor to provide, LED (light-emitting diode) interior lighting, P.O.C (point of connection) terminations and testing of all electrical equipment for the newly installed paint booth, providing a fully functional and operational paint booth.</li> <li>10. HVAC (heating, ventilation, and air conditioning) Requirements: To provide and connect ducting of the filtered air and exhaust system to EPA (Environmental Protection Agency) standards and codes. The new filter system must be a dry multi pocket type pre filters and exhaust filters mounted in a galvanized frame system.</li> <li>11. HVAC: Including the following: 1.5MBTU-ES (1.5 Million British Thermal Unit-Energy Star) forced air gas heating system for interior of the paint booth sized to accommodate the provided paint booth.</li> <li>12. HVAC: The exhaust system must be variable speed, able to provide capacity 20,500 CFM (cubic feet per minute) with a total pressure of 330 Pa.</li> <li>13. HVAC: 12" touch screen display to operate the exhaust and heating system.</li> <li>14. Vendor: Approved vendor must provide MTA installation duration schedule by phase to MTA project manager. Vendor shall attend onsite installation progress meeting, providing MTA updates.</li> <li>14. Warranty: Vendor to provide a free two-year warranty parts and labor.</li> <li>15. Warranty: Vendor to provide a five-year warranty on the paint booth steel frame and panels.</li> <li>16. Warranty: Vendor to provide five years of onsite factory paint booth operation training.</li> </ol>	New	23 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004590 v 0.01	Police	\$360,000	<p>1.1. Assistance with Maintenance:</p> <ul style="list-style-type: none"> <li>∞ Provide 24/7 support and maintenance services for the Automatic Biometric Identification System (ABIS).</li> <li>∞ Address system issues promptly to ensure uninterrupted operations.</li> <li>∞ Provide support and maintenance for new or replaced solutions.</li> <li>∞ Has knowledge of the current San Francisco ABIS server implementation, workflows, interfaces, and workstations configurations.</li> <li>∞ Provide insight into the status of the system's capacity and hardware configurations.</li> <li>∞ Experience with the Hyper-V configuration on Windows Server 2016.</li> <li>∞ Provide preventive maintenance to ensure maximum availability.</li> <li>∞ Perform windows updates on a regular schedule as scheduled down time.</li> <li>∞ Participate or perform testing of applications in the ABIS environment.</li> </ul> <p>1.2. Implementation Support:</p> <ul style="list-style-type: none"> <li>∞ Provide technical services to change the configuration of existing interfaces of the current AFIS to allow for implementation of dissimilar vendor's solutions.</li> <li>∞ Ensure seamless deployment and integration with minimal disruption.</li> <li>∞ Knowledge sharing about the use of the interfaces to third parties.</li> <li>∞ Provide troubleshooting and feedback on tests of third-party implementations.</li> </ul> <p>1.3. Consultation Services:</p> <ul style="list-style-type: none"> <li>∞ Provide expert recommendations to improve system efficiency, security, and accuracy.</li> <li>∞ Collaborate with our team to define objectives and requirements for new solutions.</li> <li>∞ Data analysis to obtain information regarding the availability, accuracy, integrity, and reusability of the currently available data.</li> <li>∞ Provide recommendations to improve and maintain data across solutions to improve accuracy, integrity, and availability.</li> </ul> <p>1.4. Training</p> <ul style="list-style-type: none"> <li>∞ Provide user tenprint training on Cogent AFIS 6.x.</li> <li>∞ Provide user latent training on Cogent AFIS 6.x.</li> <li>∞ Provide supervisor training on Cogent AFIS 6.x.</li> <li>∞ Provide other training related to the ABIS in San Francisco.</li> </ul>	New	36 months
DHRPSC 0001017 v 0.01	Technology	\$2,000,000	<p>Technical Account Managers and Engineers from software manufacturer will assist City Staff in implementing their products and work with City Staff to maximize the efficiency and utilization of their proprietary software. These services require technical expertise and knowledge of the manufacturer's proprietary software products that City Staff do not have. Engineering services may be utilized on a project basis, as needed. Technical Account Managers may be assigned to specific Departments to work with City Engineers. Department of Technology is submitting this Request for Citywide Services as part of an Enterprise License Agreement with a software manufacturer, which will be available for use by all City Departments.</p>	New	36 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0001696 v 1.01	City Administrator	Current Approved Amount \$1,500,000 Increase Amount Requested \$0 New Total Amount Requested \$1,500,000	The vendor will provide shuttle buses, clean and in good condition, and an appropriately licensed driver to shuttle City employees on an as-needed or scheduled basis. Shuttle drivers may assist riders in loading and unloading personal and work-related items.	Amendment	84 months
DHRPSC 0002196 v 1.01	City Administrator	Current Approved Amount \$150,500 Increase Amount Requested \$209,500 New Total Amount Requested \$360,000	Original coordinator's email: joan.lubamersky@sfgov.org. The Real Estate Division ("RED") is seeking services for maintenance and expansion services pertaining to an existing, standardized with one manufacturer Access Control system ("ACS") in use at properties under RED's purview (1 Dr. Carlton B. Goodlett Pl.– San Francisco City Hall, 25 Van Ness, 1 South Van Ness, 25 Van Ness, 49 South Van Ness, 1650 Mission, 850 Bryant, 1419 Bryant, 555 Selby, 450 Toland, 1 Newhall, and any existing installations transferred to RED's management.). The security system (software, door contacts, card readers, request to exit sensors, locks, control panels, reader boards, licenses and add-ons, power supplies for door hardware, duress buttons, door release buttons, and two-way audio/video IP based intercom systems) incorporates thousands of devices connected to centralized controllers and a server, all of which are installed and programmed by the vendor.	Amendment	36 months
<b>DHRPSC 0002687 v 1.01</b>	Public Works	Current Approved Amount \$99,000 Increase Amount Requested \$500,000 New Total Amount Requested \$599,000	Services are for infrastructure financial consulting related to facilities acquisition in conjunction with the Potrero Power Station Enhanced Infrastructure Facilities District (EIFD) and Community Facilities District (CFD). The Consultant's principal responsibilities will be to advise San Francisco Public Works (SFPW) on the interpretation of existing agreements with Developer, the review and determination of reimbursement requests, settling of cost allocation and public/private shares, and assisting in the overall implementation of acquisition reimbursement protocols.	Amendment	60 months
<b>DHRPSC 0004556 v 1.01</b>	Municipal Transportation Agency	Current Approved Amount \$11,549,000 Increase Amount Requested \$0 New Total Amount Requested \$11,549,000	The San Francisco Municipal Transportation Agency (SFMTA) requires street teams to provide outreach, information and public relations services and serve as the SFMTA "ambassadors" to the general public at sports events, street fairs, parades concerts, and other public events. The teams would also provide services during crises such as transit agency shutdowns, direct the SFMTA's customers to current or re-routed transit connections, and provide other transit information as needed in multiple languages.	Amendment	169 months

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

**Speakers:** Janet Avila, Department of Public Health spoke on PSC # DHRPSC0004522 v 0.01  
David Garcia, Municipal Transportation Agency and Dennis Wong, SEIU Local 1021 spoke on PSC # **DHRPSC0004556 v 1.01**



**0199-24-8**      **Continued**

- Action:**
1. Approved PSC #DHRPSC0004522 v 0.01 from the Department of Public Health. (Vote of 4 to 0)
  2. Approved PSC #**DHRPSC0004556 v 1.01** from the Municipal Transportation Agency with the condition to report back in one (1) year on the status of the discussions between the MTA and SEIU Local 1021. (Vote of 4 to 0)
  3. 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)

**0145-24-7**      **Request for Hearing by Daniel W. Bryant former 7355 Truck Driver with the San Francisco Department of Public Works on their Future Employment Restriction. (Item No. 8)**

**Speakers:**      None.

**Action:**      Postponed to the meeting of October 21, 2024, at the request of the appellant. (Vote of 4 to 0)

**0124-24-7**      **Request for a Hearing by Jason Jurow former Electrical Line Helper (7432) on Their Future Employment Restrictions with the City and County of San Francisco. (Item No. 9)**

**Speakers:**      None.

**Action:**      Postponed to the meeting of November 18, 2024, at the request of the appellant. (Vote of 4 to 0)

**0200-24-3**      **Certification of the Highest Prevailing Rate of Wages of the Various Crafts and Kinds of Labor Paid in Private Employment in the City and County of San Francisco. (Item No. 10)**

**Speakers:**      None.

**Action:**      Adopted the report of the Office of Labor Standards Enforcement. (Vote of 4 to 0)

**0192-24-2**      **Proposed SFMTA Acting Assignments for 1373 Special Assistants. (Item No. 11)**

**Speakers:**      David Garcia, Municipal Transportation Agency  
Devon Anderson, TWU Local 200

**Action:**      Accepted the report allowing SFMTA to proceed with acting assignments for 1373 Special Assistants. The Commission requested the Municipal Transportation Agency to follow up with a report in one (1) year. (Vote of 4 to 0)

**0139-24-4 Appeal by Reid Allen Anrod of the Rejection of Their Application for 1314 Public Relations Officer Examination (CBT-1314-T00102). (Item No. 12)**

**Speakers:** Shivani Nath, Municipal Transportation Agency

**Action:** Adopted the report and denied the appeal by Anrod. Appellant failed to appear. (Vote of 4 to 0)

**0072-24-5 Proposed Amendments to Civil Service Commission Rule Series 020 Leaves of Absence. (Item No. 13)**

**April 15, 2024:** Accepted the Executive Officer's staff report; incorporate any changes made by the Civil Service Commission; and direct the Executive Officer to post the proposed revisions to Civil Service Rules Series 020 Leaves of Absence in accordance with the Charter and Civil Service Rules for adoption following meet and discuss with the affected labor unions and interested stakeholders. Effective after the ten (10) day posting and discussion period.

**September 16, 2024:** Postponed to the meeting of October 7, 2024 to determine whether to potentially sever vote on military leave rules. .

**Actions:** (1) Accepted the Executive Officer and Human Resources Director's staff reports; and adopted the proposed amendments to Civil Service Commission Rule Series 020 in Volumes I-IV, with the exception of Civil Service Rules 120.26.6, 220.26.6, 320.25.6, and 420.25.6; (Vote of 4 to 0)  
and  
(2) Adopted proposed further non substantive amendments to Civil Service Rules 120.26.6, 220.26.6, 320.25.6, and 420.25.6 and direct the Executive Officer to post the proposed revisions in accordance with the Charter and Civil Service Rules for adoption. Effective after the ten (10) day posting period. (Vote of 4 to 0)

**Public Comment on all matters pertaining to Items 15 and 16 (Item No. 14)**

None.

**Vote on whether to hold Items 16 in closed session. (Action Item) (Item No. 15)**

**Action:** The Commission voted to go into Closed Session. (Vote of 4 to 0)

The Commission went into Closed Session at 3:32 p.m.

**0201-24-5 Conference with Labor Negotiator – Collective Bargaining. This item is for the Commission to meet in closed session with their labor negotiator and provide direction for bargaining with all labor unions. The labor unions are not permitted to attend this closed session. Pursuant to Government Code Section 54957.6 and San Francisco Administrative Code Section 67.10.**

City Negotiator: Ardis Graham, Director of Employee Relations

Organization representing members: All labor unions.

Anticipated Issues Under Negotiation: Proposed amendments to Rule Series 020 Leaves of Absence, including paid military leave rules. **(Item No. 16)**

**The Closed Session started at 3:39 p.m. and the following were present:**

President Kate Favetti, Civil Service Commission

Vice President Elizabeth Salveson, Civil Service Commission

Commissioner F.X. Crowley, Civil Service Commission

Commissioner Jacqueline P. Minor, Civil Service Commission

Sandra Eng, Civil Service Commission

Lavena Holmes, Civil Service Commission

Kate Kimberlin, Office of the City Attorney

Carol Isen, Department of Human Resources

Ardis Graham, Department of Human Resources

Claire McCaleb, Department of Human Resources

Lizzette Henríquez, Civil Service Commission

Mika Gordon, Civil Service Commission

**Closed Session ended at 4:01 p.m.**

**The Commission reconvened in open session at 4:03 p.m.**

**Reconvened in Open Session. Vote to elect whether to disclose any or all discussions on Item 16 in closed session (S.F. Admin. Code §67.12 (a)). (Item No. 17)**

**Action:** The Commission voted not to disclose any discussions held in closed session. (Vote of 4 to 0)

**COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 18)**

Commissioner Minor requested an addendum to the Department of Public Health report from the meeting of September 16, 2024 and agenda to a future meeting.

President Favetti requested the same information on the ratification agenda reflect duration on the amended, same as PSC amount. She also requested Prevailing wage report modernize classes titles to gender neutral classes. Commissioner Crowley to talk to John Dougherty, IBEW Local 6.

**ADJOURNMENT (Item No. 19)**

The Commission adjourned at 4:22 p.m. in memory of Dolores Blanding. Dolores Blanding, who passed away on September 22, 2024, started working for the City and County of San Francisco in 1984 at the Civil Service Commission as a Jr. Personnel Analyst. She worked her way through the ranks to the highest levels of the Human Resources management series and retired in 2006...although, in truth, Ms. Blanding never really retired. She continued working as a retiree stepping in to help whether to conduct hearings and render decisions as a Skelly Officer, to assist departments to improve their hiring processes, or fill in for temporary leadership vacancies. As part of her legacy, decisions she made and actions she took throughout her career touched every department in a positive way.

She was courageous, fair and equitable, and stood up against discrimination. She held to the highest standard of excellence in her work as exemplified when in October 2018, Mayor London Breed appointed her to be the independent Ombudsperson to investigate complaints of a culture of harassment including sexual harassment at the SFMTA. As a friend and colleague, her laughter was melodic and infectious. She enjoyed and lived life to its fullest, was dutiful to family and a good friend. She is held in the highest regard and is missed.