

The Civil Service Commission has established the Civil Service Adviser to enhance delivery of information on important employment issues and policies affecting the merit system of the City and County of San Francisco.

MESSAGE FROM THE EXECUTIVE OFFICER IN APPRECIATION TO PUBLIC EMPLOYEES

CIVIL SERVICE ADVISER



This Adviser is written in appreciation of and to honor and pay tribute to, all City and County of San Francisco employees who have dedicated themselves to public service.

Employees of the City and County of San Francisco contribute and play a vital role in our community and as a result of the performance of their duties, the City and County has benefited.

I am very proud to have served the City these 36 years and am proud of the work that City employees do. As I reflect on my impending retirement, I would like to share some thoughts and core principles that have guided me through my City experience.

Never forget why we are here:

Working for the City and County of San Francisco is more than a paycheck. Whether we are driving buses, paving streets, taking care of patients, safeguarding our neighborhoods, responding to complaints, or processing "paperwork" (electronic or hard copy), what we do and how we do it, affects the daily lives of many people.

Our work is about others and the services we provide are about improving the quality of life for the residents, workers and visitors of this beautiful city. To this end, we are accountable to the public. Our job performance must meet the highest standards.

Build bridges and pathways:

Change is a part of our daily lives. We respond to the changing landscape and provide leadership in setting directions for our workplace, the City as a whole, and at times, for California and the nation. This is a good thing. We must also remember to build bridges and pathways from the "old" to the "new" when formulating agreements; negotiating contracts; amending our charter, ordinances, or rules; or, changing everyday procedures

in our workplace.

We are all part of the City Family:

At San Francisco General Hospital, on the second floor of the main hospital, there is a painting of a patient surrounded by the nurse, doctor, food services worker, dietician, security guard, medical records clerk and other city workers. This painting is a constant reminder that everyone, including the patient, has a hand in quality patient care. In the broader City view, we are *all* an integral part of the quality of City services--"customers and clients," employees, union representatives, advocates, and members of the public.

Be good to each other:

Treat each other with respect and dignity. Put the best effort forward everyday. Find ways to solve issues and problems and be willing to listen to the other person. Create a balance in life and relationships-both work and personal.

In Conclusion -

I started with the City as a Clerk Typist and through the merit system was able to transfer between departments to learn new skills and to promote first to higher level clerical positions, and, following the completion of my degree at "night school," advance to professional, managerial and finally executive level positions.

Everyday working for the City has presented new and interesting challenges, and, has been a great experience - because of the nature of the work, and, because of the people.

I extend my appreciation to staff and co-workers; colleagues and peers; union representatives and advocates; the Civil Service Commission; to all with whom I have had the privilege to work; and to all City employees and the good work they do everyday.

QUESTIONS:

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