



May 18, 2007

In May 2005, the Department of Human Resources (DHR) issued a Civil Service Reform Report which addressed several areas for improvement of the City's civil service system. Based upon recommendations in the report, I issued a directive to DHR to implement several reforms, including the development of a strategy for succession planning.

I enthusiastically support the concepts as outlined in the Workforce and Succession Planning Report. The issue of workforce and succession planning must be dealt with to ensure that the citizens of San Francisco continue to receive the highest quality services from our City government.

I encourage all City departments to utilize the Workforce and Succession Planning Report as a resource to begin the process of developing plans for your department.

Sincerely,

Gavin Newsom
Mayor

A large, stylized handwritten signature in black ink, appearing to read "Gavin Newsom".