



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

**DANIEL LURIE  
MAYOR**

**MINUTES  
Regular Meeting  
May 5, 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 #2663 112 6944. Instructions for providing remote public comment are below.**

**LISTEN/PUBLIC COMMENT CALL-IN  
USA is (415) 655-0001 | Access Code: #2663 112 6944  
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**

**ELIZABETH SALVESON**

**Vice President**

**VITUS LEUNG**

**JACQUELINE MINOR**

**ADAM WOOD**

**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. **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 1-415-655-0001, Access Code #2663 112 6944.

**CALL TO ORDER**

2:00 p.m.

**ROLL CALL**

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

None.

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

Regular Meeting of April 21, 2025 – 2:00 p.m.

**Action:** Adopted the Minutes. (Vote of 3 to 0)

**ANNOUNCEMENTS (Item No. 4)**

Items severed from the Ratification Agenda:

- PSC #DHRPSC0005091 v 0.01 from the Department of Public Health.
- PSC #DHRPSC0005178 v 0.01 from the Department of Public Health.
- PSC #DHRPSC0005090 v 0.01 from the Port.
- PSC #DHRPSC0005085 v 0.01 from the Public Utilities Commission.

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)**

None.

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

Lavena Holmes, Deputy Director, wished a Happy Public Service Recognition Week to public service workers. It is the first week in May since 1985. It's a weeklong celebration of public service. It runs from May 4<sup>th</sup> to May 10<sup>th</sup>. So, there's plenty of opportunity to appreciate your employees and all the committed public servants in the City and County of San Francisco and elsewhere. We focus on the city and county workforce and thank you for all the work that you do, in terms of the variety of jobs and all of the different services that we provide throughout the city, it is just amazing. So, thank you.

**0085-25-8****Review of Request for Approval of Proposed Personal Services Contracts.  
(Item No. 7)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004630 v 0.01	Airport	\$10,000,000	Contractor will perform preventative maintenance, repair, overhauls, and emergency call back services for all major chillers, hot water generators, and ancillary systems such as variable frequency drives, switches, pumps, and compressors at the San Francisco International Airport (Airport or SFO).	New	60 months
DHRPSC 0005195 v 0.01	Airport	\$600,000	Contractor will provide technical support for the proprietary Airfield Lighting Control Monitoring System (ALCMS) to ensure SFO's high voltage airfield lighting system meets operational airfield lighting compliance and Federal Aviation Administration (FAA) requirements. To maintain FAA compliance, contractor will require unlimited technical phone support during normal business hours, remote access to troubleshoot the proprietary ALCMS system through the internet connection, and two onsite visits per year for ALCMS preventive maintenance which include system diagnostic and inspection to verify and optimize lighting system performance as well as optimization of hard drives and system calibration.	New	60 months
DHRPSC 0005091 v 0.01	Public Health	\$6,500,000	Contractor will provide services for the Recovery Engagement to Start Treatment for Overdose Response Equity (RESTORE) Program, which is part of the Department of Public Health's (DPH) Whole Person Integrated Care (WPIC) section. This program offers short-term shelter for People Experiencing Homelessness (PEH) with Substance Use Disorder (SUD) so they can they stabilize on Medications for Opioid Use Disorder (MOUD). The goal of the program is to reduce fatal drug overdoses in San Francisco by connecting PEH with essential services such as transportation, ongoing substance use disorder treatment, shelter or housing, and inpatient treatment for substance use disorders. Contractor will also provide ADA-compliant transportation services, using personal vehicles, taxi vouchers, or rideshare options to transport clients between priority neighborhoods, RESTORE sites, and MOUD sites to access services such as shelter, housing, and substance use treatments. Contractor will deploy night navigators in high-priority neighborhoods to navigate clients toward substance use treatment, including assisting them in accessing telehealth services for MOUD treatment. Navigation also includes assisting clients in accessing telehealth medications for MOUD treatment. Contractor will also provide daytime case management for clients enrolled in the RESTORE program to coordinate access to care and ensure clients are connected to the services they need for stabilization.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005178 v 0.01	Public Health	\$6,000	The contractor will provide bilingual, culturally congruent outreach services to support the Department of Public Health's (DPH) Primary Care Clinics, particularly at the Silver Avenue Family Resource Center. The work will include coordinating activities for the Food Pharmacy program, conducting community outreach to educate patients about available services and enrolling them in the diabetes prevention program, and coordinating and facilitating nutrition classes tailored to seniors. Additionally, the contractor will coordinate and facilitate one six-session series of the Cooking Matters Program, refer patients to additional services such as housing assistance, legal aid, job search support, tax preparation, and financial coaching, and participate in meetings with healthcare providers, clinic staff, and DPH representatives as needed.	New	5 months
DHRPSC 0005260 v 0.01	Public Health	\$360,000	Provide curriculum, training, data support, and consultation to 2830 Public Health Nursing staff to implement a proprietary nurse home visiting program. These services ensure model fidelity and address local needs. This evidence-based program serves low-income, first-time mothers, and supports them through pregnancy and the child's first two years. Services will focus on improving maternal and child health, enhancing parenting skills, and promoting family self-sufficiency.	New	60 months
DHRPSC 0005177 v 0.01	Municipal Transportation Agency	\$16,740,000	Mobile Parking Meter Payment System and Related Services. Contractor(s) to provide smartphone mobile application, web-client, and interactive voice response (IVR) services to allow the public to use a mobile device to pay for parking at all metered spaces in the City., including those under the jurisdiction of the San Francisco Municipal Transportation Agency (SFMTA), the Port of San Francisco, and Treasure Island Development Authority. Services include software administration, reporting, maintenance and support for the processing of parking meter payments, and software integrations for all systems aspects of parking meter payments. Software systems integrations include those to parking-specific databases, license plate recognition systems, banking, and parking enforcement systems. Services may include optional services for the processing of parking meter payments and mobile app features that increase functionality or convenience such as mobile wallet, maps or corporate accounts.  This is a multi-vendor Solicitation. The SFMTA may award contracts to up to two Proposers that obtain the two highest-ranking scores. Each contract awarded pursuant to this RFP shall be non-exclusive with an original term of four years. The SFMTA at its sole, absolute discretion, shall have two options to extend the term for one additional year, for a total of two additional years. Each contract not to exceed amount is approximately \$8,370,000. This PSC request shall include two contracts, totaling \$16,740,000.	New	72 months
DHRPSC 0005204 v 0.01	Municipal Transportation Agency	\$219,964	Partner with the Bayview YMCA to host regular classes and group rides to help increase the visibility and confidence of active transportation users within the Bayview Hunters Point community. Courses may include: learn to ride, bike maintenance 101, introduction to biking on city streets, trainer the trainer, etc.	New	36 months
DHRPSC 0005090 v 0.01	Port	\$1,650,000	This contract is for as-needed services to support our staff when additional assistance, guidance, thinking, and support is needed for specific tasks on long-term projects.	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004923 v 0.01	Public Utilities Commission	\$5,750,000	The San Francisco Public Utilities Commission Wastewater Enterprise operates anaerobic digesters as part of the wastewater treatment process. These anaerobic digesters are used to biologically treat wastewater solids. During this treatment process, methane (natural gas) and other compounds are created as part of the biological decomposition process. New equipment is being installed at the Southeast Treatment Plant which will purify the gas to meet pipeline standards for natural gas and then inject this gas into the natural gas pipeline. The purpose of this contract would be to maintain and operate the equipment which purifies and injects the gas. This equipment requires specialized work in running and maintaining high pressure gas upgrading equipment that Wastewater Enterprise does not have experience with.	New	120 months
DHRPSC 0005085 v 0.01	Public Utilities Commission	\$4,985,000	The San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco ("City"), seeks to retain the services of a qualified Proposer to provide construction management (CM) staff augmentation services for the Harrison and Treat Box Sewer Project ("Project"). As part of the SFPUC's Sewer System Improvement Program (SSIP), and more specifically as a part of the Folsom Area Stormwater Improvements, the Project's primary goal is to mitigate flooding in the 17th Street and Folsom Street neighborhood area in San Francisco. The Project work focuses on improvements to over 12,000 linear feet of the area's existing sewer system, including deepening an existing reinforced concrete and brick box sewer, installing new reinforced concrete box sewers, upsizing existing pipe sewers, and installing new auxiliary pipe sewers and junction structures. The CM staff augmentation services required for the Project include, but are not limited to, expertise in construction management processes, contract claims and change order management, construction scheduling, cost estimation, construction sequencing, construction techniques such as deep excavation, specialized shoring, concrete placement, large diameter pipeline welding, coating, cathodic protection, large box sewer construction, construction safety, etc. The SFPUC will manage the staff augmentation team during construction for the Project for approximately 3 years and 4 months.	New	40 months
DHRPSC 0005147 v 0.01	Public Utilities Commission	\$700,000	Maintenance and testing of existing switchgear and switchboard assemblies at three San Francisco Water Division facilities. This contract is for the inspection, maintenance and testing of nine (9) switchgear, six (6) switchboards, and six (6) transformers.	New	36 months
DHRPSC 0005172 v 0.01	Public Utilities Commission	\$2,000,000	Scope of Work/Services to be Contracted Out: <ul style="list-style-type: none"> <li>• Bank or third-party Electronic Bill Payment and Presentment System (EBPP) services: Electronic presentment of SFPUC bills to current and future bill pay customers through an EBPP Service.</li> <li>• Bill pays consolidation services: Consolidation of electronic bill payment volumes produced through the various service providers in the industry.</li> <li>• Branded EBPP services: Vendor hosted SFPUC branded EBPP Service to electronically deliver bills and accept electronic payments to/from SFPUC.</li> <li>• Alternate and emerging electronic bill presentment and payment services; optional services and technologies that help SFPUC increased use of EBPP, reduce paper bills and / or increase electronic payments.</li> <li>• Marketing and promotion services: Increase enrollment of SFPUC customers into SFPUCs branded EBPP Service.</li> </ul>	New	60 months

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005243 v 0.01	Public Utilities Commission	\$1,000,000	SFPUC WWE CSD - Sewer Operations is seeking service to provide technical support, parts, training, repair and services for their IBak sewer camera inspection equipment. This equipment is highly technical and requires mechanical, specialized instrumentation and electronic skills to properly diagnose and repair. There are two aspects to this equipment. There is the computer and software side and robotic hardware side. Most often in order to properly diagnose problems within the robotic cameras they are required to be disassembled and connected to diagnostic software to help identify problems. Video and computer software diagnostics are also required to solve problems with the systems. This service is proprietary as the manufacturer of the equipment (IBAK) has an authorized service/repair representative for this specialized equipment.	New	60 months
DHRPSC 0005301 v 1.01	Adult Probation	Current Approved Amount \$3,000,000 Increase Amount Requested \$0 New Total Amount Requested \$3,000,000	Comprehensive sex offender/containment model services to clients supervised by the San Francisco Adult Probation Department (SFAPD). Starting in July 2012, registered sex offenders on parole or probation are required to participate in sex offender management programs (California Penal Code, § 290.09). Also taking effect in July 2012 was a modification to Chelsea's Law, Assembly Bill 1844, which requires all defendants who are Registered Sex Offenders currently on formal probation for a 290 PC registerable offense to actively participate in a California Sex Offender Management Board (CASOMB) approved Sex Offender Management Program (California Penal Code Sections 1203.067, 290.09, 9003). Chelsea's Law codified a system called The Containment Model that requires collaboration and communication with a team comprised of the sex offender treatment provider, probation officer, polygraph examiner, and a victim advocate when appropriate.  The Containment Model is considered a best practice when working with the sex offender population. This approach utilizes professionals from the fields of specialized mental health treatment, certified postconviction polygraphers, and specially trained community supervision officers (Probation/Parole). These professionals work together to "contain" the offender's behavior while in the community. The Containment Model is an additional tool the supervision officer uses to assess the risk an offender poses and develop a plan to mitigate that risk.	Amendment	Increase months 16 Total months 105
DHRPSC 0001654 v 1.01	Board of Supervisors	Current Approved Amount \$12,100,000 Increase Amount Requested \$23,900,000 New Total Amount Requested \$36,000,000	Budget and Legislative Analyst shall provide detailed review of legislation pending before Board Committees and the Board including Annual Appropriation and Salary Ordinance, supplemental appropriation requests, leases, contract agreements, Municipal Code changes and Charter Amendments; provide policy analysis and evaluation of options for legislative initiatives that are of interest to the Board; provide policy analysis and support to the Government Audit and Oversight Committee regarding the Civil Grand Jury Reports; and perform management audits of City departments and programs to assess whether subject departments and programs are achieving economy, efficiency and effectiveness.	Amendment	Increase months 72 Total months 120
DHRPSC 0004489 v 1.01	Public Health	Current Approved Amount \$4,200,000 Increase Amount Requested \$7,550,000 New Total Amount Requested \$11,750,000	Contractor will provide a safe sleeping drop-in site and bed facility in San Francisco's Mission district to accommodate individuals experiencing homelessness and substance use disorders. The contractor will offer hospitality services to its visitors. Overdose Prevention Training will also be provided and will cover identifying a potential overdose, response to overdose, naloxone administration, and connection to care services. Linkage to various services will be offered, including substance use treatment, withdrawal management, residential management, residential treatment, and medications for Opioid Use Disorder. Contractor will provide to the Department of Public Health (DPH) de-identified visitor data and client satisfaction survey results.	Amendment	Increase months 36 Total months 60

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0003544 v 1.01	Public Utilities Commission	Current Approved Amount \$99,670 Increase Amount Requested \$104,462 New Total Amount Requested \$204,132	San Francisco Public Utility Commission (SFPUC) has selected KISTERS North America (KISTERS) to provide various consulting and professional services to enhance the SFPUC's ability to work with the KISTERS products that SFPUC already have in use. This contract renews an existing License and Maintenance agreement and includes charges for the support and maintenance of those current software needs. The contract also includes as-needed professional services to support the WISKI system. The SFPUC has been using WISKI (Water Information Systems KISTERS) for over a decade to support Hetch Hetchy Water and Power (HHWP), Natural Resources and Land Management (NRLM), and Water Supply and Treatment (WST) Divisions in the Water Enterprise. The software has been purchased. Annual license and maintenance fees are accounted for in this contract. SFPUC requires on-going specialized support to maintain and improve the WISKI database. This support includes but is not limited to customer support conversations that exceed 30-minutes in length; trainings to SFPUC staff on WISKI or related tools, cleanup of the database; scripting by KISTERS staff of advanced calculation agents, reporting tools, and data transfer tools; review of existing codebase; troubleshooting of errors and slowness issues; systems administration support for issues related to the software product suite; and specialized support for implementation of software upgrades. Functional, design, and performance specifications will be developed by SFPUC staff for each individual task. KISTERS will provide a quote and estimated timeline for completion of each task based on the specifications and will proceed with work after receiving approval from SFPUC staff.	Amendment	Increase months 36 Total months 72
DHRPSC 0005323 v 1.01	Public Utilities Commission	Current Approved Amount \$125,680,626 Increase Amount Requested \$31,500,000 New Total Amount Requested \$157,180,126	The San Francisco Public Utilities Commission (SFPUC) intends to award up to three (3) contracts ranging from \$15 million to \$35 million each to provide professional construction management (CM) services on an as-needed basis to support SFPUC staff on various Sewer System Improvement Program (SSIP) projects. These additional CM services will support existing staff on various SSIP projects including construction of the new headworks and biosolids digester facilities at the Southeast Water Pollution Control Plant (SEP) as well as major improvements and upgrades at other various wastewater treatment facilities. Additionally, as-needed CM staff may be required to support the SFPUC's Construction Management Bureau's organizational effort and may, for example, include adding on a short-term basis, Construction Engineer(s), Inspector(s), Safety Manager(s), and Cost Estimator(s).	Amendment	Increase months 43 Total months 179

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

**Speakers:**

My Lan Do Nguyen and Robert Hoffman, Department of Public Health; Naj Daniels, Carey Dall from SEIU Local 1021 spoke on PSC #DHRPSC0005091 v 0.01

My Lan Do Nguyen and Blake Gregory, Department of Public Health, spoke on PSC #DHRPSC0005178 v 0.01

Alysabeth Alexander-Tut and Tiffany Tatum, Port spoke on PSC #DHRPSC0005090 v 0.01

Mario Valdez, Public Utilities Commission, spoke on PSC#DHRPSC0005085 v 0.01

**0085-25-8 Continued**

- Action:**
1. Continued PSC #DHRPSC0005091 v 0.01 from the Department of Public Health to the meeting of May 19, 2025. (Vote of 3 to 0)
  2. Approved PSC #DHRPSC0005178 v 0.01 from the Department of Public Health. (Vote of 3 to 0)
  3. Approved PSC # DHRPSC0005090 v 0.01 from the Port subject to the department expand the scope of services and provide to the Civil Service Commission. (Vote of 3 to 0)
  4. Approved PSC#DHRPSC0005085 v 0.01 from the Public Utilities Commission. (Vote of 3 to 0)
  5. 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 3 to 0)

**Public Comment:** Brandon Dawkins, SEIU Local 1021  
 Cheryl Thornton  
 Brenda Barros  
 Carey Dall, SEIU Local 1021  
 Oumar Fall, SEIU Local 1021

**0086-25-8 Follow-Up Report on PSC #DHRPSC0004371 (PSC #45444-23/24) for Project Management Support Services and design services related to the Airport Electrical Capacity Upgrade Project. (Item No. 8)**

**Speakers:** None.

**Action:** Adopted the report. (Vote of 3 to 0)

**0087-25-8 Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0005109 v 0.01 from the Department of Public Health. (Item No. 9)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005109 v 0.01	Public Health	\$13,000,000	Contractors will provide the San Francisco Health Network (SFHN), which includes Zuckerberg San Francisco General Hospital (ZSFG), Laguna Honda Hospital (LHH), and Ambulatory Care Services (includes Jail Health Services, Primary Care, Whole Person Integrated Care, Maternal Child Adolescent Health, HIV Health Services) a continuous, reliable source of intermittent, supplemental registry nursing personnel to backfill staffing in times of staffing challenges. Reasons for staffing challenges include patient census surge and backfilling nursing vacancies and leaves of absence. The department must have supplemental staffing to ensure the SFHN meets California State mandated nurse-to-patient staffing ratio requirements and ensure safe and high-quality patient care.	New	12 months

**April 7, 2025:** Postponed PSC # DHRPSC0005109 v 0.01 to the meeting of May 5, 2025.



0087-25-8

Continued

**Speakers:** Troy Williams, Department of Public Health  
 Luenna Kim, Department of Public Health  
 Lily Conover, Department of Public Health  
 Claude Joseph, SEIU Local 1021  
 Carey Dall, SEIU Local 1021  
 Oumar Fall, SEIU Local 1021

**Public Comment:** Brenda Barros  
 Maria Elena Healy, Chapter President, LHH  
 Joseph Duncan  
 Aaron Cramer  
 Katie Aschero  
 Cheryl Thornton

**Action:** Adopted the report. Approved the request for proposed Personal Services Contract # DHRPSC0005109 v 0.01; Notify the Office of the Controller and the Office of Contract Administration.  
 (Vote of 3 to 0)

0088-25-8

**Review of Request for Approval of Proposed Personal Services Contract #DHRPSC0005116 v 0.01 from the Department of Public Health. (Item No. 10)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0005116 v 0.01	Public Health	\$12,500,000	Contractors will provide the San Francisco Health Network (SFHN), which includes San Francisco General Hospital (SFGH), Laguna Honda Hospital (LHH), and Ambulatory Care Services (includes Jail Health Services, Primary Care, Whole Person Integrated Care, Maternal Child Adolescent Health, HIV Health Services) a continuous, reliable source of intermittent, supplemental non-registered nurse (RN) registry clinical nursing staff and clinical support staff to backfill staffing in times of staffing challenges to ensure safe and high-quality patient care.	New	12 months

**Speakers:** Troy Williams, Department of Public Health  
 Luenna Kim, Department of Public Health  
 Gillian Otway, Department of Public Health  
 Oumar Fall, SEIU Local 1021  
 Claude Joseph, SEIU Local 1021  
 Naj Daniels, SEIU Local 1021  
 Brenda Barros, SEIU Local 1021  
 Cheryl Thornton, SEIU Local 1021

**Action:** Adopted the report. Approved the request for proposed Personal Services Contract #DHRPSC0005116 v 0.01 subject to a six-month monitoring and to include discussions on supplemental non-registered nurses reporting in monthly meetings; Notify the Office of the Controller and the Office of Contract Administration.  
 (Vote of 3 to 0)

0088-25-8

Continued

**Public** Naj Daniels, SEIU Local 1021  
**Comment:** Brenda Barros  
 Cheryl Thornton

0046-25-8

**Review of Request for Approval of Proposed Personal Services Contracts  
 #DHRPSC0004931 v 0.01. (Item No. 11)**

PSC	Department	Amount	Type of Service	Type of Approval	Duration
DHRPSC 0004931 v 0.01	Port	\$3,000,000	Payroll and related services for Port internships.	New	60 months

**March 3, 2025:** Postponed to the meeting of March 17, 2025, at the request of the Department of Human Resources.

**March 17, 2025:** Continued to the meeting of April 21, 2025, at the request of the department.

**Speakers:** Alysabeth Alexander-Tut, Port

**Action:** Adopted the report. Approved the request for proposed Personal Services Contract #DHRPSC0004931 v 0.01; Notify the Office of the Controller and the Office of Contract Administration.  
 (Vote of 3 to 0)

### **COMMISSIONERS' ANNOUNCEMENTS/REQUESTS (Item No. 12)**

None.

### **ADJOURNMENT (Item No. 13)**

The Commission adjourned the meeting at 4:44 p.m. in memory of Chief Sam Craig, who is also the husband of our former colleague Denise Cannonier Craig, who was a Deputy at the Department of Human Resources in the exam unit. Deputy Chief Craig loved serving his community and in 1978, he entered the police academy. Upon graduating, he worked at Mission, Taraval, and Bayview stations. He had a very distinguished career as a police officer where he served with integrity and championed equality. Deputy Chief Craig was a steadfast advocate contributing to both local and national organizations including the Officers for Justice and National Organization of Black Law Enforcement Executives and remained deeply involved in community organizations. His leadership had a profound impact on the city's hiring practices paving the way for greater representation and opportunities. During his career he received many certificates, awards, honors, and acknowledgements. These honors, his work ethic, and his personal integrity led to his promotion to Deputy Chief in 2007 at the Airport where he served until his retirement in 2008.