

1 [Resolution commending Human Resources Director Andrea Gourdine]

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Resolution commending Human Resources Director Andrea Gourdine upon the occasion of her retirement.

WHEREAS, Andrea Gourdine has worked in public service as a human resource professional for thirty-six years, thirty-four of them for the City and County of San Francisco; and

WHEREAS, Andrea Gourdine has pioneered the way for both women and African-Americans in the previously male-dominated field of human resources; and,

WHEREAS, her intelligence, talent and savvy won her the distinction of being the first woman to be employed as the top human resources official as the Manager, Bureau of Personnel and Training, at one of the two largest City departments; and,

WHEREAS, Andrea Gourdine then went on to lead the City's Department of Human Resources, again, as the first woman to ever hold the position; and,

WHEREAS, Andrea Gourdine spearheaded innovations such as implementing the first consolidated sexual harassment and discrimination complaint procedures; and,

WHEREAS, Andrea Gourdine fostered the streamlining of the certification process to allow quicker permanent civil service selections; and,

WHEREAS, Andrea Gourdine was instrumental in implementing and deploying software which reduced the approval of requisitions for employment from weeks to hours; and,

1 WHEREAS, Andrea Gourdine established and implemented "Best Practices" workers
2 compensation work processes and performance expectations resulting in claims being at the
3 lowest level in eight years; and,

4 WHEREAS, Andrea Gourdine launched the department's website with on-line
5 application capability; and,

6 WHEREAS, Under Andrea Gourdine's direction, the department was awarded a
7 national grant for innovation; and,

8 WHEREAS, Her smile and wisdom will be greatly missed; now, therefore, be it

9 RESOLVED, That Human Resources Director Andrea Gourdine be duly recognized
10 and commended for her distinguished leadership during her many years of public service with
11 the City and County of San Francisco upon the occasion of her retirement.



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails
Resolution

File Number: 040768

Date Passed:

Resolution commending Human Resources Director Andrea Gourdine upon the occasion of her retirement.

June 8, 2004 Board of Supervisors — ADOPTED

Ayes: 10 - Alioto-Pier, Ammiano, Daly, Dufty, Gonzalez, Ma, Maxwell,
McGoldrick, Peskin, Sandoval
Excused: 1 - Hall

File No. 040768

I hereby certify that the foregoing Resolution was ADOPTED on June 8, 2004 by the Board of Supervisors of the City and County of San Francisco.

JUN 10 2004

Date Approved

Gloria L. Young
Clerk of the Board

Mayor Gavin Newsom