

# Roll-Out of Whistleblower Training Extended By 13 Months

**Figure 1: Susan Gard Proposes on September 27 Delaying Roll-Out of WPO Supervisor Training From January 1, 2019 to Aril or July 2019**

**From:** Gard, Susan (HRD)  
**Sent:** Thursday, September 27, 2018 1:21 PM  
**To:** Callahan, Micki (HRD); Isen, Carol (HRD)  
**Cc:** Mckinnon, Reyna (HRD); Buick, Jeanne (HRD); Flaherty, Steve (CON)  
**Subject:** FW: Whistleblower Ordinance - update

Hi Micki and Carol,

Remember this? It's the Whistleblower Protection Ordinance we met & conferred on last year, and finished in January. The final version of the legislation, linked in Sophia Kittler's email below, is the correct version. I've attached an email between the team from late January regarding the conclusion of meet and confer. As you know, that wasn't a great moment to introduce the bill with the changes in the mayor's office, etc. President Cohen is carrying the legislation forward now, and it will go to the Rules Committee mid/late October for a hearing.

My main concern, which I shared with Sup. Cohen's aide, is that we won't have time to get the required training prepared and implemented by Jan. 1, 2019. I asked her if she could push the date out until April or July, and she said they could support that.

(f) WHISTLEBLOWER PROTECTION AWARENESS TRAINING  
(2) The Ethics Commission, in collaboration with the Controller and Department of Human Resources, shall prepare, and all City departments shall distribute, materials to publicize and promote supervisors' responsibilities under this Chapter 1. In addition, the Department of Human Resources, in collaboration with the Controller and Ethics Commission, shall prepare web-based training for supervisors regarding their responsibilities under this Chapter 1, which shall be implemented by January 1, 2019. This training must be provided to all City supervisors annually by April of each year thereafter.

Here's the leg file: <https://sfgov.legistar.com/LegislationDetail.aspx?ID=3469104&GUID=5A68A2B2-A3F3-4718-A74C-BBDAE36953A4&Options=ID|Text|&Search=180317>.

Let me know if you have any other questions.




Susan Gard, Chief of Policy  
Department of Human Resources  
One South Van Ness Ave., 4<sup>th</sup> Floor  
San Francisco, CA 94103  
Phone: (415) 551-8942  
Website: [www.sfdhr.org](http://www.sfdhr.org)

Connecting People with Purpose

**Figure 2: Susan Gard Proposes on November 26 Delaying Roll-Out of WPO Supervisor Training From January 1, 2019 to January 1, 2020**

**From:** "Gard, Susan (HRD)" <susan.gard@sfgov.org>  
**To:** "Kittler, Sophia (BOS)"  
**Subject:** FW: Whistleblower Ordinance - update  
**Date:** Nov 26, 2018 4:30 PM  
**Attachments:** [image002.png](#) [image004.png](#)

Hi Sophia, the subject ordinance is coming up at Rules on Wednesday. You and I talked back in September about pushing out the date for implementation of training. I'd like to recommend Jan. 1, 2020, which I believe is a reasonable amount of time to put the training together. Is this something Supervisor Cohen can agree to?



Susan Gard, Chief of Policy  
Department of Human Resources  
One South Van Ness Ave., 4<sup>th</sup> Floor  
San Francisco, CA 94103  
Phone: (415) 551-8942  
Website: [www.sfdhr.org](http://www.sfdhr.org)

Connecting People with Purpose