

SAN FRANCISCO HUMAN SERVICES COMMISSION

MINUTES

October 27, 2022 Regular Meeting

The regular meeting of the Human Services Commission was held on Thursday, October 27, 2022 in person at the Born auditorium at 170 Otis Street, virtually via Zoom and telephonically pursuant to California Government Code Section 54953(e) and Mayor London Breed's 45th Supplement to the Mayoral Proclamation Declaring the Existence of a Local Emergency dated February 25, 2020.

MEMBERS PRESENT IN PERSON SCOTT KAHN, President  
JAMES MCCRAY, JR., Vice President  
RITA SEMEL  
SALLY COGHLAN MCDONALD

MEMBERS PRESENT REMOTELY (VIA ZOOM) DARSHAN SINGH

OTHERS PRESENT IN PERSON Trent Rhorer, Executive Director  
Elizabeth LaBarre, Commission Secretary  
Dan Kaplan, Deputy Director – Finance & Administration  
Anna Pineda, Deputy Director – Economic Support & Self-Sufficiency  
Susie Smith, Deputy Director – Policy, Planning & Public Affairs  
Joan Miller, Deputy Director – Family & Children's Services

ROLL CALL President Kahn called the meeting to order at 9:33 a.m. Commission Secretary Elizabeth LaBarre took roll, noting the presence of all commissioners (Commissioners Kahn, McCray, Coghlan McDonald and Semel in person in the Born auditorium with Commissioner Singh attending virtually via Zoom).

AGENDA On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission adopted the agenda as posted.

SEPTEMBER 22, 2022 MEETING MINUTES On motion of Commissioner Semel, seconded and unanimously carried, the Commission adopted the minutes of the September 22, 2022 Regular Meeting as circulated.

EXECUTIVE DIRECTOR'S REPORT Executive Director Rhorer furnished an update regarding federal, state and local activities.

**FEDERAL**

The federal public health emergency, which affects the way SFHSA operates its programs, has been extended until January 28. The federal government provides a 60-day notice before it ends the health emergency. Therefore, as each subsequent week passes, Executive Director Rhorer knows it will be extended accordingly. This advance notification provides the agency with preparation time in order to resume activities primarily in CalFresh & Medi-Cal. The agency is gearing up for the end of the public health emergency by partnering with the Department of Public Health (DPH) & San Francisco Health Plan (SFHP) to update Medi-Cal recipients' addresses in the database in anticipation of the recommencement of

recertification. Recertification for Medi-Cal benefits ceased during the public health emergency. Once the emergency ends, recertification will be required, which means contacting every Medi-Cal recipient. Public agencies want to ensure continuity of medical benefits. Having the right address and contact information for each benefits recipient is a good start.

The state public health emergency will end February 28, 2023. The Administration created a SMARTER (shots, masks, awareness, readiness, testing, education, Rx) plan to guide the state's COVID response after the public emergency ends. It is not yet clear what the impacts on the expanded food support (Pandemic EBT) and CalWORKs work requirements will be; SFHSA has not received instructions regarding recommencing eligibility work that was paused during the pandemic.

## **STATE**

The opportunity for the governor to veto or sign bills ended in September. He did sign several bills that affect SFHSA including SB 1054 Public Social Services: Multidisciplinary Personnel Teams. SB 1054 streamlines information sharing across adult protective services and child welfare services via a multi-disciplinary team. It allows staff to disclose certain information with each other for the specified and limited purposes of prevention, intervention, management or treatment of abuse or neglect of minors, dependent adults and those over the age of 65. This bill helps human services agencies safeguard kids and adults who are engaged in adult protective services. Executive Director Rhorer was a bit surprised that AB 2306, expansion of the Independent Living Program (ILP) to age 22, was vetoed since it is an issue the governor cares about. It came down to budget. ILP provides services and benefits to assist current and former foster youth in achieving greater self-sufficiency prior to, and after leaving, the foster care system. The federal government allows states to provide these services up to age 23. However, the state has yet to extend these services beyond age 21. 19 other states have extend the program to age 23. The funds for the program were not included in the budget so the governor vetoed the bill. We will make another run at this bill in 2023. There is a lot of support.

Initial projections of the next fiscal year show the state general fund down 16%. Year after year of billions in surplus may not materialize this coming year. Forthcoming projections will inform what SFHSA puts forth in its own budget. If the next fiscal year looks like a downturn, the budget team will try to safeguard existing programs/benefits instead of asking for new items.

## **LOCAL**

On October 11, the Mayor and Supervisor Melgar announced the launch of the City's new Department of Early Childhood (DEC), which is the product of a merger between the Office of Early Care and Education (OECE, which was part of SFHSA) and First 5 San Francisco (offers services to families with children ages 0-5). DEC is the first fully integrated early childhood system of its kind in the state, and solidifies San Francisco as a leader in

early care and education utilizing state funds via First 5 with huge local dollars for childcare to build a more robust and streamlined system. There is a possibility that the political stunt of sending buses of immigrants from Texas and Florida to “liberal” city/states will be routed to California. Given the politics, San Francisco could be targeted because of its vocal stance on being a sanctuary city so it is preparing for the possibility of buses arriving. The centerpiece of the response, which is a partnership between SFHSA, the Office of Civic Engagement & Immigrant Affairs (OCEIA), the Department of Public Health (DPH) and the Department of Emergency Management (DEM), is to set up a shelter to receive families and individuals then work with community partners for services like translation, medical care and assistance with permanent relocation. Data from Los Angeles, San Bernardino and San Diego counties reveal that 90% of people coming over the border have connections to friends or family in the US, so our role would assist with that transition and be temporary. The cross-department team is in the planning phase and is in the process of solidifying a shelter location. Executive Director Rhorer has a meeting today with representatives of big cities across the country and federal departments including the Department of Homeland Security regarding what is going on at the border. He is looking forward to learning about interventions that have been successful in other cities.

### **ESSS**

The ESSS team is hosting a Benefits 101 webinar this afternoon at 2pm. In a nod to Commissioner Semel, Executive Director Rhorer noted that the webinar is a way to get the word out about the agency’s services. Often, people who need support look to community-based organizations (CBOs). The goal is for CBO partners to be knowledgeable about what services SFHSA provides, the eligibility requirements and how to access services so that they can refer their clients. The webinar should be helpful for social and case workers at CBOs to access our services and navigate our systems. Our systems are not meant to be complicated. However, as a by-product of federal and state regulations, they can be. There are 600 attendees registered so far.

### Medi-Cal

As previously mentioned, the federal public health emergency is set to expire on January 11, 2023. Medi-Cal renewals continue to be suspended until then. The San Francisco Medi-Cal caseload has grown to 215,147. When the public emergency ends and the agency is required to recertify everyone, one concern is that we might not be able to reach clients due to changes in addresses and then they lose their medical benefits. There is an ongoing public information campaign, along with an effort to shore up eligibility staff, to help prevent as many people from losing benefits as possible. The state is projecting that over 4 million households will lose benefits with the resumption of renewal requirements.

To assist with continuity of services, Senate Bill 260 will be implemented at the end of the public health emergency to streamline Covered California health plan enrollment of transitioning Medi-Cal beneficiaries. This will

help avoid a gap in coverage for discontinued benefits recipients. Covered California will automatically select the lowest cost plan available in the area and notify the transitioning beneficiary in writing prior to their enrollment. The transitioning beneficiary can keep, change, or cancel the automatically selected plan. The more that the program can be automated (such as the case with undocumented Medi-Cal recipients) the better because people will retain coverage.

### CalFresh

Through December 31, counties can continue to waive the interview requirement on approved cases, collect applications by phone, and expand student eligibility. Similar to Medi-Cal, CalFresh has significantly grown during the pandemic.

The California Department of Social Services (CDSS) is in the process of issuing Pandemic EBT food benefit cards to CalFresh families with children under the age of 6. The maximum issuance is \$208 for the August through December timeframe. These additional dollars on an EBT card serve as a supplement for families with children under the age of 6.

ESSS Operations: The IT system for benefits is shifting to a statewide system called CalSAWS. Counties are scheduled to use the system in waves: San Francisco is scheduled to go live in October 2023, which is one of the later waves. Executive Director Rhorer sees this as a positive because SF will experience fewer bugs and have more time to prepare for the shift. SFHSA engaged consultant firms Deloitte and Accenture to help with the process. The goal is to have as smooth a transition as possible from CalWin (the existing, local program) to CalSAWS. The agency needs to alter its business processes to work with the new system, conduct robust training, and ensure there is help and support on the ground. October 2023 seems like a long way out but it is a huge shift, affecting 1,100 users in the agency.

### **CAAP**

As previously mentioned, Care not Cash was paused during the pandemic due to the lack of available shelter beds. Now that it has resumed (as of August), the fully cashed-out unhoused population has decreased by over 500 clients. As of August 8, the program had about 1230 clients who were unhoused and receiving a full grant. As of October 25, 697 clients are receiving a full grant. At this rate, the program expects to reach the pre-pandemic Care not Cash population of zero cashed-out clients by the new year.

CAAP is finalizing processes related to combining Intake and Carrying eligibility worker functions. This change will better serve clients by increasing phone coverage and in-person appointments. It also creates an eligibility worker and supervisor function that is more equitable. Staff are being trained throughout November with the goal of an early-December launch date. Today's employee of the month is being recognized for the work he has done on both initiatives.

## **WDD**

A team has been working on how to help families whose children are on benefits, and particularly on CalWORKs, but the parents are not because of their immigration status (they cannot qualify for cash aid from state or federal dollars). The new Immigrant Self-Sufficiency Services program has been launched to provide 100 families with a pathway to economic self-sufficiency. Currently 61 families are enrolled and active; the team is conducting an outreach campaign to fill the remaining openings with content oriented to immigrant and mixed-status households to avail them of the agency's services.

The Working Families Credit (WFC) is a program to help families obtain earned income tax credits. WFC is a local tax credit that is in addition to the state and federal credits. The team has reviewed more than 3,500 WFC applications submitted for last year's taxes. Staff are reaching out to about 200 clients who need to verify missing information in order to complete their eligibility for the tax credit.

## **FAMILY & CHILDREN'S SERVICES (FCS)**

FCS continues to work with the community on the Family First Prevention Services plan to provide a community pathway to get supports from our agency for families and children at risk of neglect and/or abuse. This is an upstream intervention mix of services. Last week, FCS hosted a two-day, in-person meeting series with community and interagency stakeholders to develop the plan. It is important to get community buy-in of the plan since they play a critical role in the lives of these families.

Today FCS is presenting a resolution proclaiming November as National Adoption Month. The celebration for National Adoption Day will be held on Friday November 18 at noon at the courthouse (400 McAllister). 7 children will undergo finalization to be legally adopted during this event. The Adoptions Unit processed 102 adoptions last year for an average of 8 per month. This year will be slightly lower with about 6 adoptions per month.

## **EMPLOYEE OF THE MONTH AWARD**

President Kahn announced Sam Ouyang, Program Specialist with CAAP, as the October 2022 Employee of the Month. He was awarded an engraved desk clock, which he graciously accepted and wanted to share with his CAAP colleagues. Sam's wife was present to support him in the Born auditorium.

## **CONSENT CALENDAR**

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved and ratified actions taken by the Executive Director since the September 22, 2022 Regular Meeting in accordance with Commission authorization of October 27, 2022:

1. Submission of request to encumber funds in the total amount of \$5,855,355 for purchase of services or supplies and contingency amounts.

2. Submission of 5 temporary positions for possible use in order to fill positions on a temporary basis made during the period 8/30/22 to 10/6/22.
3. Submission of 72 temporary appointments for possible use in order to fill positions on a temporary basis made during the period 8/30/22 to 10/6/22.

FUTURE ITEM

The commission secretary presented to the commissioners a draft of the Human Services Commission bylaws, amended to include the parental leave policy, as required by ordinance adopted last year by the Board of Supervisors and codified in Administrative Code Chapter 67B. The ordinance requires each board, commission, and advisory body to add the parental leave policy to its bylaws or rules of order and to share a copy of the policy with each member. The commissioners concurred that the drafted parental leave amendment language was appropriate. Approving the amendment to the bylaws will be on the November 17, 2022 regular commission meeting agenda as an action item.

PROCLAMATION –  
NOVEMBER AS  
ADOPTION MONTH

Angela Ramos-Reyes, Permanency Program Manager, presented the proclamation urging November 2022 be declared Adoption month.

WHEREAS, children are key to the state’s future success, prosperity and quality of life; and  
 WHEREAS, all children and youth deserve a safe, loving family, yet in San Francisco, as of October 17, there are 561 children, youth and young adults (non-minor dependents) in foster care; and  
 WHEREAS, adoption creates supportive, loving families for children, youth and young adults; and  
 WHEREAS, in San Francisco we finalized 102 adoptions in 2021 and 55 adoptions to date in 2022; and  
 WHEREAS, the stability and permanency for foster children, youth and young adults is of the utmost importance; and  
 WHEREAS, permanency is defined as both a process and a result that include the active involvement of the child or youth, and  
 WHEREAS, there are no restrictions on who can adopt based on race, ethnicity, religion, sexual orientation or expression, gender identity or marital status; and  
 WHEREAS, during National Adoption Month, we celebrate all those who have invited a child, youth and young adult in need into their hearts and homes, and we express our profound appreciation for all who help make adoptions possible; and  
 WHEREAS, there are dedicated community-based organizations within San Francisco that partner with the San Francisco Human Services Agency to find families for children, youth and young adults in foster care who are waiting to be adopted; now, therefore, be it  
 RESOLVED, that the San Francisco Human Services Commission proclaims November 2022 as NATIONAL ADOPTION MONTH and urges all community members to support and engage in activities that strengthen families and communities to provide the optimal environment for children

to learn, grow and thrive so that all children and youth have the benefit of happy, healthy, and safe homes.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved November 2022 as Adoption month.

COMMISSION  
TELECONFERENCED  
MEETINGS  
RESOLUTION

President Kahn presented the request to approve the resolution making findings to allow teleconferenced meetings with some members possibly appearing remotely under California government code section 54953(e).

RESOLUTION MAKING FINDINGS TO ALLOW TELECONFERENCED MEETINGS UNDER CALIFORNIA GOVERNMENT CODE SECTION 54953(e)  
WHEREAS, California Government Code Section 54953(e) empowers local policy bodies to convene by teleconferencing technology during a proclaimed state of emergency under the State Emergency Services Act so long as certain conditions are met; and  
WHEREAS, In March, 2020, the Governor of the State of California proclaimed a state of emergency in California in connection with the Coronavirus Disease 2019 (“COVID-19”) pandemic, and that state of emergency remains in effect; and  
WHEREAS, In February 25, 2020, the Mayor of the City and County of San Francisco (the “City”) declared a local emergency, and on March 6, 2020 the City’s Health Officer declared a local health emergency, and both those declarations also remain in effect; and  
WHEREAS, On March 11 and March 23, 2020, the Mayor issued emergency orders suspending select provisions of local law, including sections of the City Charter, that restrict teleconferencing by members of policy bodies; and  
WHEREAS, On September 16, 2021, the Governor signed AB 361, a bill that amends the Brown Act to allow local policy bodies to continue to meet by teleconferencing during a state of emergency without complying with restrictions in State law that would otherwise apply, provided that the policy bodies make certain findings at least once every 30 days; and  
WHEREAS, While federal, State, and local health officials emphasize the critical importance of vaccination and consistent mask-wearing to prevent the spread of COVID-19, the City’s Health Officer has issued at least one order (Health Officer Order No. C19-07y, available online at [www.sfdph.org/healthorders](http://www.sfdph.org/healthorders)) and one directive (Health Officer Directive No. 2020-33i, available online at [www.sfdph.org/directives](http://www.sfdph.org/directives)) that continue to recommend measures to promote physical distancing and other social distancing measures, such as masking, in certain contexts; and  
WHEREAS, The California Department of Industrial Relations Division of Occupational Safety and Health (“Cal/OSHA”) has promulgated Section 3205 of Title 8 of the California Code of Regulations, which requires most employers in California, including in the City, to train and instruct employees about measures that can decrease the spread of COVID-19, including physical distancing and other social distancing measures; and

WHEREAS, Without limiting any requirements under applicable federal, state, or local pandemic-related rules, orders, or directives, the City's Department of Public Health, in coordination with the City's Health Officer, has advised that for group gatherings indoors, such as meetings of boards and commissions, people can increase safety and greatly reduce risks to the health and safety of attendees from COVID-19 by maximizing ventilation, wearing well-fitting masks (as required by Health Officer Order No. C19-07), using physical distancing where the vaccination status of attendees is not known, and considering holding the meeting remotely if feasible, especially for long meetings, with any attendees with unknown vaccination status and where ventilation may not be optimal; and WHEREAS, Consistent with the Mayor's orders and State law, the Human Services Commission met remotely during the COVID-19 pandemic through March 6, 2022; and

WHEREAS, On February 10, 2022, the Mayor issued an emergency order that (1) requires decision-making boards and commissions established in the Charter (with the exception of the Board of Supervisors) to hold meetings in person at a physical location where members of the public may attend and provide comment, (2) allows members of those boards and commissions to participate remotely in the in-person meetings for COVID-related health reasons, (3) allows but does not require subcommittees of those boards and commissions to meet in person at a physical location where members of the public may attend and provide comment, and (4) prohibits all other policy bodies (with the exception of the Board of Supervisors and its committees) from meeting in person under any circumstances, with limited exceptions; and

WHEREAS, the Human Services Commission began meeting in person consistent with the Mayor's February 10, 2022 order, allowing members to participate by video from a separate location for COVID-related health reasons and providing members of the public an opportunity to observe and provide public comment either in person or remotely; now, therefore, be it

RESOLVED, That the Human Services Commission finds as follows:

1. As described above, the State of California and the City remain in a state of emergency due to the COVID-19 pandemic. At this meeting, the Human Services Commission has considered the circumstances of the state of emergency.

2. As described above, because of the COVID-19 pandemic, conducting meetings of this body in person without allowing certain members of this body to attend remotely would present imminent risks to the health or safety of certain attendees due to COVID-19, and the state of emergency continues to directly impact the ability of those members to meet safely in person; and, be it

FURTHER RESOLVED, That for at least the next 30 days the Human Services Commission will hold in-person meetings, with some members possibly appearing remotely. All meetings of the Human Services Commission will provide an opportunity for members of the public to address this body and will otherwise occur in a manner that protects the statutory and constitutional rights of parties and the members of the public attending the meeting via teleconferencing; and, be it



FURTHER RESOLVED, That the Commission Secretary of the Human Services Commission is directed to place a resolution substantially similar to this resolution on the agenda of a future meeting of the Human Services Commission within the next 30 days. If the Human Services Commission does not meet within the next 30 days, the Commission Secretary is directed to place such a resolution on the agenda of the next meeting of the Human Services Commission.

On motion of Vice President McCray, seconded and unanimously carried, the Commission approved the resolution making findings to allow teleconferenced meetings with some members possibly appearing remotely under California government code section 54953(e).

A. PHILIP  
RANDOLPH  
INSTITUTE SAN  
FRANCISCO

Cindy Lin, Food Manager, presented the request for authorization to enter into a new grant agreement with A. PHILIP RANDOLPH INSTITUTE (APRI) SAN FRANCISCO.

Jacqueline Flin, Executive Director of APRI, thanked the commission for their approval and then introduced her son, David Flin, who has volunteered with APRI since he was 10 years old. He is now 18 and “aspiring to do more public work.”

Vice President McCray noted that it should be celebrated that there is a new Lucky in District 10. Cindy responded that the food team looks forward to partnering with Lucky in the near future.

On motion of Vice President McCray, seconded and unanimously carried, the Commission approved the request to enter into a new grant agreement with A. PHILIP RANDOLPH INSTITUTE SAN FRANCISCO to operate a large-scale holiday food distribution in partnership with San Francisco Housing Authority; for the period of October 1, 2022 through June 30, 2023; in the amount of \$250,000, plus a 10% contingency, for a total amount not to exceed \$275,000.

LA COCINA

Cindy Lin, Food Manager, presented the request for authorization to modify the existing grant agreement with LA COCINA.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to modify the existing grant agreement with LA COCINA to increase accessibility to the community kitchen and add additional EBT terminals; for the period of May 1, 2022 through April 30, 2023; for an additional amount of \$25,000, plus a 10% contingency, for a revised total grant amount not to exceed \$170,738.

DOLORES STREET  
COMMUNITY  
SERVICES

Cindy Lin, Food Manager, presented the request for authorization to modify the existing grant agreement with DOLORES STREET COMMUNITY SERVICES.

On motion of Commissioner Semel, seconded and unanimously carried, the Commission approved the request to modify the existing grant agreement

with DOLORES STREET COMMUNITY SERVICES to continue operation of the Mission Food Hub through the end of the fiscal year; for the period of August 1, 2022 through June 30, 2023; for an additional amount of \$2,125,000, plus a 10% contingency, for a revised total grant amount not to exceed \$4,537,500.

## PUBLIC COMMENT

President Kahn's call for public comment yielded 4 requests:

1. Mark Ostapiak, Eligibility Worker with SFBN and a member of SEIU 1021, commented that he had in his possession a petition signed by over 800 HSA and other department employees calling on the agency to honor the union contract regarding telecommuting. The change of in office days from 2 days a week to 3 days a week is arbitrary and capricious. Mark/the union has raised this issue not just on the basis of the union contract, but also for health and safety reasons. The pandemic is ongoing and kills up to 400 people per day, and 3,000 people per week. Life expectancy has declined nationally by up to 2.7 years, and for people of color it is higher as the pandemic continues to ravage BIPOC populations disproportionately. Mark/the union believes that they have demonstrated over the course of the pandemic that they have served more clients than ever when they worked 3 days a week from home and 2 days in the office. Newspapers are reporting that a tridemic is coming: COVID, the flu and RSV. For these reasons, Mark/the union would like to return to 2 days per week in the office with demonstrated great performance. Mark presented the petition to Trent via the commission secretary. He also commented on safety concerns at 1235 Mission Street, with one incident in particular where a client was overdosing, "fell on the floor and a gun fell out of their waistline, which is a terrible oversight by the security agency SFHSA has contracted with and demonstrates that we need heightened safety measures at our site and other sites." Mark feels like he literally dodged the bullet, and we would entreat the commission and the executive director to take all measures possible to rectify the situation.
2. Stella Cheung, Eligibility Worker with CalFresh, works out of the 1235 Mission Street location. She commented on management's crisis response to incidents and employee safety. There was an incident last July (July 2021, during the height of the pandemic). A client was in the lobby asleep so nobody noticed him, not even security. After 2 hours of sleeping, the client jumped up and took a running leap through the Plexiglas, knocking over the Plexi, knocking over the computer monitors and the phones. The Plexi was not replaced until over a month later, when a second incident happened with a cup of water—a client reached in through the Plexiglas that was broken and threw the water at a worker. Stella wants to know why it took so long for the Plexi to be replaced. Secondly, the gun incident that happened Friday night before the long weekend at about 10 minutes before 5pm, Stella noticed that the client was asleep, but nobody took action until they found out that he had overdosed and the gun fell out and no one knew about

this incident except for some people who were there, and Stella was one of them. She heard security yelling “sir, wake up” but he was unable to wake up. There was no response from management until Tuesday at 4:45pm after the long weekend. “[We] talked about it, we discussed it, and then joined the supervisor meeting but nothing was sent out.” Stella stated that she/staff was not informed until much later that day, and Stella would like to see that change.

3. Laronda Mayfield, an HSA employee with the CalFresh program at 1235 Mission, commented that she has been working for the Agency for 30 years. It used to be a pleasure to come to work and now it is terrible to go to work every day. Laronda was one of the few workers showing up to the office, in-person every day during the pandemic. Over her years working at 1235 Mission, she and her colleagues have been through a lot, but these past couple of years and this past year in particular have been the absolute worst. When she arrives at work, drug dealers are on the sidewalks, people are using drugs and it is unavoidable if she needs to walk down the street to get to the next corner. Laronda asked the commissioners for help. She was present when the client “just lost it,” and charged towards her and the social worker and crashed through the Plexiglas. If they had not run, the broken Plexi and the client would have landed on her. She was present when the gun hit the floor. “What is it going to take for us to get help?” We need your help at 1235 missing. Laronda stated she is literally putting her life on the line every single day. With it getting dark earlier, it is scarier for staff who have to walk to BART or to parked cars. She closed with stating that she loves helping people but staff at 1235 Mission need help.

Executive Director Rhorer asked President Kahn if he could comment even though it is not protocol to respond to public comment. President Kahn asked Executive Rhorer to proceed.

Executive Director Rhorer: When the City stepped up enforcement in the Tenderloin to clear the drug dealing and other activities that were affecting families who live in the neighborhood, the problem moved south to Mission Street between 7<sup>th</sup> and 9<sup>th</sup> Streets. Executive Director Rhorer has been with the Agency for over 2 decades and it is the worst it has ever been: people laying on the sidewalk, overdoses witnessed, drug deals being conducted while clients are in line, tents on the sidewalks and people camping. Staff can’t even pass by on the sidewalk, they have to walk into the street to get around what is going on. Executive Director Rhorer receives emails from staff with updates regarding the activities around 1235 Mission and other locations. Staff are accosted, being followed to their cars or BART, being sworn at... it is 100% unacceptable. He is in contact with the Mayor’s Office, the Department of Public Works (DPW) and DPH. Police are supposed to be at 1235 Mission throughout the day. They are there in the morning and afternoon but they are not present continually like they are supposed to be. Executive Director Rhorer has a daily call with the Mayor’s Deputy Chief of Staff, who has been tasked with cleaning up this part of

the city. Conditions will improve. Sadly, this is a fabric of San Francisco over the last two years with the impacts of fentanyl and COVID. Nonetheless, it is unacceptable, and clients and staff shouldn't have to walk through that gauntlet, walk around tents, walk into the street to get to and from work or to and from lunch, so [management and city officials] are on it. Continual vigilance by the police will be essential along with consistent cleaning by DPW.

With respect to the lobby incident, that happened late on a Friday before a 3-day weekend. Management was unable to get a memo out to staff until late Tuesday because Monday was a holiday and we had to figure out what actually happened. The individual got into the lobby with a gun, which was behind his belt buckle. The metal detector went off and the guard violated procedure by not checking the belt. We have since revised processes and procedures so that now no one gets through a metal detector when it beeps. Period. Clients gain access to the building when the metal detector no longer beeps. Executive Director Rhorer is exploring the presence of an additional deputy sheriff. Currently there is one on-site all the time. Two would be helpful. Sleeping is no longer allowed in lobbies. Some people who enter agency lobbies are not transacting business; they are sometimes strung out, sometimes charging a phone. The lobbies are now scanned every 20 minutes to make sure there is no loitering.

Mr. Rhorer emphasized to the three speakers that management is taking this very seriously. Leadership had taken a series of steps well before the gun incident, when staff returned to the office three days per week. The highest levels of city government, including Mayor Breed, are aware of the agency's safety concerns. He participates in the weekly street response committee meetings, which is part of the City's emergency management plan to bring these issues to the attention of those who are charged with remedying what's going on in the streets. Executive Director closed with, "I appreciate the public comments, and I also want for staff at 1235 Mission, who are listening, or who are here, to keep emailing me and your managers about incidents that happen so we are aware..."

4. Jesse Stanton, an eligibility worker at 1440 Harrison and a shop steward with SEIU, commented from the Zoom portal about telecommuting. He believes that the recent changes in telecommuting arrangements for the workers are arbitrary and unnecessary. He believes there was no business case for the change. When the policy was 3 days working from home and 2 days in the office, staff was able to do their work, and performance improved in a lot of measurable ways, which was described to staff over the course of many communications in 2021 and 2022. So when he/the union was blindsided with the arbitrary change to telecommuting, he was "understandably wondering why, and all we got was that the Mayor is forcing us to work in-office 3 days per week." The Mayor herself is individually forcing the Human Services Agency to cause eligibility workers at 1440 Harrison and 1235 Mission and other programs to come in 3 days a week in the office

instead of 2 days a week in the office? This doesn't sound like something the Mayor would take a personal interest in and speaks to the arbitrary nature of the change. Jesse is seeking to engage with somebody who will take responsibility for this telecommute agreement, and work with him/the union to achieve the best balance of in person and in the office to satisfy the needs of our clients. The in-person requirements are related to the service counter work, which is a small percentage of an eligibility worker's duties. A large percentage of eligibility work is call center work. "They call us call center workers when they want to tell us we're doing a good job. They tell us we're not a call center when they need us in the office or want us arbitrarily to be in the office an extra day every week." Another part of eligibility work is transactional processing. As eligibility workers, the task work is substantially transactional, and that speaks to not needing staff to be in the office for the task portion of the job. Eligibility workers do not need to be in the office for most of the work requirements. The single function requiring eligibility workers to be in the office is a small portion of the job. Jesse/the union is hoping to engage with Trent or HR. "Let's get it right for the workers and for the public. We are here to help you help us help the public."

Trent commented that the requirement to be in the office 3 days per week is a citywide policy coming from the Department of Human Resources and the Mayor's Office, not an HSA policy, so he does not have any latitude.

A meeting attendee on Zoom attempted to provide public comment but had technical issues. The commission secretary offered the Zoom chat as a forum for providing commentary but the participant did not do so.

PUBLIC MEETING  
ADJOURNMENT  
CLOSED SESSION

At 10:46am, President Kahn adjourned the public meeting.

At 10:51am, President Kahn convened the closed session pursuant to Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b) for the consideration of Executive Director's performance under the Management Classification and Compensation Plan (MCCP) Post-Appointment Compensation Adjustment.

RECONVENE IN  
OPEN SESSION

At 11:13am, President Kahn reconvened the public meeting into open session.

VOTE TO DISCLOSE  
CLOSED SESSION  
DETAILS

On motion of Vice President McCray, seconded and unanimously carried, the Commission elected to disclose some of the closed session discussion, to-wit:

On motion of Vice President McCray, seconded and unanimously carried, the Commission acknowledged receipt and review of the Department Head Annual Performance Planning and Appraisal document for reporting period July 1, 2021 through June 30, 2022, and approved the Management

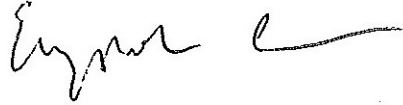
Classification and Compensation Plan (MCCP) Post-Appointment  
Compensation Adjustment amount.

GENERAL PUBLIC  
COMMENT

President Kahn's call for public comment yielded no responses.

ADJOURNMENT

President Kahn adjourned the meeting at 11:20 am.

A handwritten signature in black ink, appearing to read "Elizabeth LaBarre", with a long horizontal flourish extending to the right.

Elizabeth LaBarre, Commission Secretary  
Human Services Commission

Posted: November 11, 2022



Since 2020, countless City workers have been successfully fulfilling our job duties while working under a telecommuting agreement mutually agreed upon by our union and City management. Management is now arbitrarily changing the in-person work requirements to compel affected staff to report in person three days each week instead of two. We believe this change was given without due consideration for the impacts it will have on the health and safety of workers.

We also believe changes to the existing telecommuting arrangement are arbitrary and unnecessary. Our contract states, “telecommuting arrangements will not be ended for arbitrary or capricious reason.” Since the beginning of our telecommute arrangement program managers have consistently expressed their satisfaction and spoken favorably about our performance. There is no demonstrated business need for increased in-office rotations and no need for workers to be in the office for inbound phone or task rotations.

Additionally, telecommuting benefits employees, departments, and the community through decreased energy consumption, air pollution, traffic and parking congestion, and transit overcrowding. These benefits are in line with the City’s Climate Action Plan.

Ending this program will put people’s health and safety in danger. To date, no preventative measures have been put in place to address our health and safety concerns. Upwards of 400 to 500 people are dying of COVID-19 each day in US. Now is not the time to curtail one of most effective safety measures against the spread of this virus.

We are calling on DHR and City management to stop their plans to require additional in-person working days, allow the previous telecommuting agreement to continue, and meet with our union to negotiate any additional changes management believes may be necessary in the future.

Jesse Stanton  
Rebekah Greenstrand  
Rose Lau  
Shari Penrod-Mills  
Kimberly Adas  
Vicki Kong  
Tian Ming Ouyang  
Sylvina Wang  
Toni Hsia  
Wendy Li  
Sin I Kou  
Lok Yer Chan  
Laurel Calsoni  
Sharen Etienne-LeBeau  
OLIVE HUANG  
Paula Santos  
Trina Harrison  
Sharma Robinson  
Ernest Cheng  
Alson Chin  
Dustin Blake  
Alberto Ramos  
Edwin Narvaez  
Hilda Hooker  
Jocelyn Juan

Ken Ngai  
Qiyu Lin  
ANDY WAN  
Mabel Lee  
wenyan Chen  
Renee Scott  
Judy Wong  
Maria Lorna Cortes  
Sammy Cierra  
Marjorie Rosales  
Linda Ahuatzin  
Tiffany Gage  
Luis Palomar  
Delma Lopez  
Hai Feng Wu  
Maria De Leon  
James Lam  
Kassandra Nolan  
Mark Ostapiak  
Oleg Sak  
Stephanie Grace Lamorena  
Deanna Maxey  
Marty Garcia  
Kevin Cheung  
Karen Smith



Winnie Li  
Kwok Lam  
Ruth Giron  
Phon Sambath  
Joseph Anonuevo  
Paola Lobos-Gonzalez  
Cherubin De Lara  
Mimi Jung-Chiang  
David Giang  
Karla Fernandez  
Melissa Vargas  
Thomas Kent  
Ana Quintanilla  
Joseph Rys  
Leah Del Rosario  
Angela Leung  
Estevan Vargas  
Melissa Vargas  
Mary Zhong  
Rodesha Jimmerson  
Susan Zeng  
Vivian Porter  
melyssa preza  
Jennifer Corwin-Leenerts  
Justino Sunga

Keshia Yusman  
Tammy Lau  
Michelle Hooker  
Amilcar Stavinsky-Velasquez  
Gabriella Guerrero  
Phu Ngay  
John Libiran  
Kim Baggett  
Zixin Mei  
Jason Tam  
Amy Giang  
Maria Monterroso  
Jenelle Mitchell  
Daniele Robinson  
Shelly Chung  
Linh Ngay  
Yiting Deng  
TRACY LIU  
Seenaa Nassiri  
REGINE TRAN  
Jessica Roberts  
Jennifer Garcia  
Cynthia Cai  
Marizella Murillo  
Sandy Sao

Jingee Macadangdang  
Lily Kwan  
Jose Serrano  
Martha Moran  
Lyle Trujillo  
Nicholas Wong  
Tin T  
Kevin Leung  
Fiona Chan  
Gary Wong  
Joe S  
Timoteo Kilkes  
Janet Leung  
Amalia Dizon  
Allen Tam  
Alan Wong  
Nakisha Jackson  
Sharee Miller  
Lina Ha  
Yin Wong  
Anna Basilashvili  
Manna Chen  
Carla Hensel  
Nancy Wong  
Kelvin Xu

Claire Wingka Wong  
Maria Lechuga  
Rosa Dalia  
Anne L  
Henry Yusman  
Rosa Liebhart  
Faiza Saeed  
Katherine Mendiola  
Connie Liu  
Cary Chung  
Mimi Su  
Melissa Li  
Gloria Aragon  
Eva Cen  
Amanda Dang  
Jonathan Bongco  
Andy Cheung  
Monica Glover  
Marissa Pacleb  
Christine Luu  
Jimmy Tam  
Peggy Kong  
Kai Tam  
Chris Kilkes  
Hui Qiong Wendy Yuan

Myriam Giron  
Wendy Hu  
Debby Leung  
Irina Brodskiy  
Patricia Villanueva  
Vanessa Zilmar  
Lenne Chan  
Emmy Tang  
DHALIA A. QUINTERO CALDERON  
Suzanne Kwok  
Rolando Calderon  
Shuyu Zhen  
sandra shinazy  
Christian Narvaez  
Mary Ann Chin  
Pornpimol Paisansiri  
Kim Baggett  
Noemi Sandoval  
Joanne Leung  
Lizbeth Mendoza  
Beryl Wong  
Sammy Cierra  
Margarita Laguan  
Dana Le Grande  
Shante Jackson

Leticia Maresgil  
Robert Luna  
Margarita Ward  
Yiu Kai Lei  
Kristine Sosa  
Yelena Bilyak  
Linda Banks  
Creshay Dennis  
Xiaowen Yang  
Benjamin Young  
Eva Ho  
Florence Siu  
Jacqueline Warrington  
MARIA ALVARADO  
Ana Caceres  
Taylor Stussi  
Tim Jorge  
Lan Trinh  
Leticia Martinez  
Cesar Love  
Lily chin  
kwok lam  
samuel okpala  
Shaun Cotten  
Olivia Farmer

Gulshod Tashmukhamedova  
Diana Luu  
Matthew Pobre  
Felicia Gotthelf  
Tina Brown  
brooke barber  
Julia Rudakov  
ALAN WONG  
Charlene Henderson  
ladonna Ashford  
Holly Moala  
Jesse Franklin  
Ffely Charun  
Becky Morris  
Michael McLoone  
Geraldine Cerda-Lopez  
Kristine Doan  
Aaron Seedorff  
Cynthia Zenteno  
Lisa Hines  
Sonali Shenoy  
Jen Hand  
Allan Cohen  
Rosa Rivera Palma  
Elisabeth Hronec

Michael Johnson  
Ka Shing Lee  
Kelly Gaherty  
Helene Paz  
Melanie Dunbar  
Anna Tobe  
claudia sanchez  
Amanda Dang  
kathryn Williamson  
Karla Wilson  
Macario Dagdagan  
Melissa Borzoni  
Paola Tello  
Tammie Little  
Ana Ramirez  
Nancy Hager-Snyder  
Maira Dumo  
Monica Vigil  
Anthony Lo  
Fatima Avellan  
Gemmalyne Rabino-Lewis  
Jay Tan  
Tawanna Edwards  
Mary Manov  
Elicia Roussell

Rosa Liebhart  
Raena Singh  
TaTaneka Thibeaux  
Rosa Navarro  
Blanche Rice  
Kendra Leingang  
Margaret Carey  
Christina Powers  
Oscar Lechado  
Cathy Perdue  
Faymeeza Ali  
Maryela Padilla  
Samantha Yee  
Helen Mergelian  
Cynthia Yannacone  
Ricardo Law  
Claudia Ayala  
Rakita O'Neal  
Joseph Carrillo  
judith starbuck  
Carmen Zavala  
Gustavo Smok  
Nancy Shia  
Danica Jenkins  
Jewel Scott

Carl Cervantes  
Vonica Yee  
jerry sierra  
Ngoc Phung  
Martina Spilman  
sagrario Medina  
Tonji Walker  
Christopher Kramer  
Melissa Rosenberg  
Tommy Pazhempallil  
Cheryl Chan  
Brandee Gensler  
Shannon Haskin  
Lisa Cota  
Roger Tan  
Maria Gomez  
Alejandra Calderon  
Ben Seisedos  
Mariam Toor  
Mi Mi Barrelier  
JORDAN WIGGINS  
Touch Ny  
Junaid Bham  
Marcus Falls  
Ann Ling Jones

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Kathleen Perez  
Tsz yan Lee  
Mileti Afuhaamango  
Hoa Luong  
Nicholas Ramella  
Joanna Lu  
Tangela Collins  
Sunsierre Solis  
Macy Yeung  
Tim Kingston Kingston  
James Faulkner  
Jorge Montiel  
Gary Sourifman  
Pablo Romero  
Nigel Phillips  
Yin Ki Kristie Shum  
Ruben Avila  
Mei Ip  
johanna gendelman  
Trina Pasion  
Charmane Garrison  
hallie cohen  
Heidi Denton  
Traci Logan

Danielle Mendoza  
Kimberly Martin  
Sandra Oriol  
Gina Priest  
Yimin Wei  
Annette Montiel-Eison  
Lorena Arana  
Diana Tong  
Tina Young  
Charito Casanas  
May Yu  
Valerie Wong  
Kelli Grotzke  
Yan zhen Ruan  
Juan Ascencio  
Beth McFadden  
Rowena Quimson  
Valerie Leung  
Janeth Cuadra  
Guadalupe C Flamenco  
Hong-Hanh Lam  
Phuong Nguyen  
Lily Lim  
SANDRA MOLINA  
Maria Alvarado

Simon Kong  
Hepsie Chau  
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Karin Yuen  
Victoria Aguilar  
Chris Wallace  
Chon Wa Lao  
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Jackson Torres  
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Dhalia A Quintero  
NaTasha Adams  
Hai Feng Wu  
Shook Fun Chung  
wei han  
Sylvia Tse  
RUTH MBUGUA  
Jonathan Chea  
Editha Mallari  
Hoa (Julie) Ngo  
Django Rampley  
Ana Ramirez  
Gavin Yuen  
Neshea Burrell  
Marnisha Conney

Tiona Bostick  
Xian Xian Li  
Cara Picou  
Mary Mac  
Aisha Brown  
Marlon Tandinco  
Jo Anne Adams  
JUAN HENRIQUEZ  
Theresa Leung  
Yinglin Tan  
David Chan  
Ana Pascasio  
Veronica Rostro  
Steve Mendoza  
Gary Bell  
Anca Bujes  
Jesse Stanton  
Thien Vo  
Jennifer Grant  
Liz Thomas  
Rowena Cape  
Ana Guerrero  
Eileen Rizzo  
Cristina Carazo Brenes  
Christopher Burton

Nelson Giesen  
Vivian Li  
Jeannette O'Connor  
Zi Jian Wu  
Gilbert Bautista  
Patrice Brown  
Victoria Zhong  
Rosa Coy-Chang  
Gerald Booker  
olga Lee  
Verkeeya Hubbard  
Rachelle Raulston  
Joanna Rivera  
Tami Bryant  
Stephanie Flippin  
Carla Osegueda  
Isaac Foster  
Vania Lim  
Alfredo Sanchez  
Tania Chavez  
Ramona Graham  
Daniel Yee  
Annaliza Romero  
marcella gonzalez  
gabriella Gonzalez

Yanjie Zeng  
Nicholas Gianatasio  
Kali Shebi  
Jessica Cawaring-Sanchez  
Sacha Javier Ornido  
Leanne Kwok  
Flerida Echon  
Elise Wong  
Eva Blanco  
Kathleen Hynes  
March Chan  
Samuel OKPALA  
Garrett Tu  
Janet Tom  
Chastia James  
Nancy Hui  
Shangya Zeng  
Fanny Zhou  
Nerminda Sagum  
Joan Kruckewitt  
Wendy Huang  
Lang Wu  
Janis Yu  
marty garcia  
marcella gonzalez



Evangeline Treadway  
Pataricia Herrera Hernandez  
Raymond Chung  
Monica Glover  
Laronda Mayfield  
Bennette Hooker  
Robert Tagao  
Jenny Tran  
ADRIANA CANAHUATI  
tavare warfield  
Maria De Leon  
Marjorie Rosales  
Stacey Mills  
Elena Suarez  
Juanita Minor  
Tania Ochoa Miranda  
GIAO TRAN  
Arturo Galarza  
Rosa Perez  
Leonie Yuen  
Lan Liu  
Mark Robbins  
Elizabeth Kerrisk  
Jerome Walker  
Tomohisa Watanabe

Helen Jiang  
Nicole Stein  
Jing Zhang  
Wade Ichimura  
Edith Thomsen  
Fahmida Zaman  
Diana Lee  
Jason H  
Jasmin Serim  
Miguel Velasco  
Michael Duong  
Cheryl Yancey  
Bianca Nelson  
Amardeep Sekhon  
Jaycell Bato  
Emily Davis  
Walter Glaser  
Michelle Lam  
Teresa Sanchez  
John O'Hara  
Gloria Portillo  
Armael Malinis  
Joy Catolico  
Stephanie Chia  
Juan Ascencio

Mayra Ramirez  
Brent Eng  
Molly Barnett  
Denise Lopez  
Cassandra James  
Alfredo Fajardo  
Tiffany Yee  
Julia Cutts  
Shawnee Tang  
Howard Chuck  
Nelfa Cristal  
Margot Haley  
Simon Galindo  
Lisa Thomas  
Shareetha Adams  
Tuan Ma  
David Pursell  
Ofelia Walsh  
Robin Christensen  
Kathy Chau  
Manuel Vasquez  
Wanda Rodriguez  
Veronica Bell  
Rita Williams  
Joshua Vining

Anne Trickey  
Michael Harris  
Irene Rodrin  
Alicia Bravo  
Irene Mendoza  
James Chionsini  
Raji Lal  
Nina Nikolaeva  
quenlin davis  
Rui Cheng Yu  
Amy Zehring  
Katherine Adams  
Roxanne Manning  
Joshua Ochoa  
Latarsha Green  
Kenneth Shen  
Priscilla Chambers  
Ann Florentino  
Charlotte Dela Cruz  
Anthony Nguyen  
Alana Washington  
Jennifer Jennings  
Jose Canaveral  
Emilia Venturi  
Marty Jequinto

Brian Monsayac  
Karen Smith  
Ellen Collaco  
Eileen Wampole  
Vandnez Lam  
Elizabeth Chang  
Emi Aoki  
Debbie Baioni  
Calvin Hwang  
Nicole Melton  
Maria Hamilton  
Jennifer La  
Tiffany Tu  
Jocelyn Ventura  
Bonnie Kim  
Ariana Montemayor  
Amanda portillo  
Steve Byers  
Regie Delos Santos  
Angela Montemayor  
Jazmin Flores  
Serena Hughes  
eang taing  
maya montemayor  
Michiko Wagner

Dana Rosenberg  
Marcos Tapia  
Valerie Wong  
Duane Vickrey  
Vanetta Dunlap  
Roxana Alegre  
Colin Kimzey  
Justin Chico  
Giovanni De La Riva  
RICHARD SCOCCHERA  
Lauren Jarrell  
Elliott Ten  
Nikcole Cunningham  
Rachel Anne Cordero  
Donita Carter  
Jeri Saito-King  
Amy Freer  
Karla Garcia  
Yousanie Yarnway  
Sara Hofverberg  
Erica Maybaum  
Kimberley Tucker  
Sharon Anderson  
Cathy Johnson  
Silvia Lorencato

Laura Carnero  
Lucia Granger  
Adriana Martinez  
Michelle Quon  
Rosie Pineda  
Rebecca Martin  
Carlos Raigoza  
Samari Warren  
Michelle Gamez  
Auranelle Munoz  
Maria Molina  
Michelle Kim  
David Santos  
Fiona Bruce  
Laurie Golub  
bonnie ma  
Cristobal Bonal  
Fiona Bruce  
Anita Murdock  
David Valdeolivar  
Michelle Walton  
Katie McCluskey  
Shirley Ledbetter  
Janice Enriquez  
Melanie Lais

Jamilla Hyatt  
Sara Rose Corrigan  
Yoon Gette  
Gretel chuquipul  
Michael Ulrich  
Cindy Pelayo  
N C  
Leticia Perez  
Chela Lucas  
Carmen Sanchez  
Louise Winterstein  
cinthya hernandez  
Shychai Douangsawang  
Tiffaney Barba-Padilla  
Reanna Albert  
Amanda Perez  
Lisa Rachowicz  
Jennifer Hickman  
DuShan Henderson  
CheRonn Ford  
Carolina Arteaga  
Nicole Germain  
Emily Dezurick-Badran  
Antonietta McFarland  
Carmen Villegas-grant

Sylvia Rowan  
Selina Low  
Andres Rios  
Israel Murillo  
Andrej Milivojevic  
Bonnie Carlson  
Monica Trejo  
Sheaway Tu  
Salvador Meza  
Elizabeth Tek-Jacobe  
Consuelo Estrada  
Nori Kitaoka  
Deedra Jackson  
Monica Flores  
Lia Ryland  
Saul Schindler  
Jesus Salgado  
Mark Breshears  
Sonia Rau  
Sarah Gangale  
Eric hannan  
Andrea Cardona  
Wing yan Chan  
Naima Clark  
Rickie Cleere

Mabel Chow Phipps  
Champagne Brown  
Jamit Sandhu  
Christopher Malone  
Stephanie Degen  
Christina Castro  
Sanly Guan  
Alexeh Alfajora  
Barbara Carr  
Rita Tuialuuluu  
Robert Busch  
Bing He  
Kadijat Okunade  
Kristina Luong  
Donna Alschuler  
Kathleen Hill  
Larry Jefferson  
Linda Ma  
frances ARNOLD  
Luisa Armanino  
Julieanne Teel  
Dennis Wong  
Rebecca Peacock  
Kelsi Macklin  
Annamarie Davis

Megan Polney  
Ana Miriam Jimenez  
Annabelle Cabeza  
Ebony Smith  
Demetri Chames  
Nzugu Kitenge  
Ly Milano  
Mitzi Chavez  
Milagros Verde  
Carla Durden Fay  
Erica Trenh  
Joycelyn Gadiane  
Tonette Wong  
Sandra Poole  
Lynette Gifford  
Jumar Bautista  
Arthur Villanueva  
Matthew Tom  
Kenneth Ho  
Darryl Morgan  
Meici Chen  
Jonell Molina  
Elma Santoyo  
Coreen Iwamoto  
Cummings Nauer

Austin Cheung  
Marilou Natividad-Bustos  
Heidi Anabu  
Dominique Enriquez  
Jaruvan Li  
Kiana Davis  
Abe Field  
Alexa Crismon  
Nancy Tenorio  
Samantha Susa  
Anna Cvitkovic  
Alex Morrison  
Marina Sobolevskaya  
Judith Beck  
Danielle Thompson  
Hannah Gribetz  
Marina Chu  
Zhicong Liao  
Ernest Scholz  
Jeff Del Rio  
Patricia Monahan  
Andrew Samatra  
Liza Gilden  
James Hutchinson  
Yonahandi Vaca

Valerie Coleman

Otis Williams

Greg Hom

Theresa Van

Cynthia Oneto

Velma Gay

Matthew Torres

Alyssa Jones-Garner

Raina Johnson

Herbert Weiner

Kristalia Williams

Brandon Dawkins

Derwin Jackson

Linda Ray

Luisa Santos

