



San Francisco Ethics Commission

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Date: October 6, 2025
To: Members of the Ethics Commission
From: Patrick Ford, Executive Director
Subject: **Agenda Item 4 – Executive Director’s Report**

Summary and Action Requested

This report provides various programmatic and operational highlights since the last report.

No action is required by the Commission, as this item is for informational purposes only.

Staffing Updates – Vacancies

Unfortunately, two staff members will be leaving the Commission in the coming months. Tyler Field is the Commission’s Senior IS engineer. Tyler joined the Commission in 2017 and has been a major part of many of the Commission’s key technology projects, including overhauling the data dashboards, deploying automated processes to make the Commission’s work more efficient, and creating new systems to manage and track workflow. Tyler’s last day will be December 6.

Kyle Kennedy is the Commission’s Engagement and Compliance Manager. Kyle joined the Commission in 2023, and during his time leading the Engagement and Compliance Division, Kyle has led several major initiatives, including implementing Proposition D, developing a new ethics training module, and rolling out online advice portals on the Commission’s website. Kyle’s last day will be October 17.

We thank Tyler and Kyle for their years of outstanding service to the Commission and wish them well in their next endeavors.

Plans for interim work coverage are currently under development, and we will ensure continuity of operations and minimize disruption on staff members. Additionally, recruitments for both roles are now in the early stages. I will provide more updates as those processes progress.

Annual Report

Deputy Director Zachary D’Amico led the effort to compose the Commission’s FY25 Annual Report, a draft of which is attached as Attachment 1. Zach worked with each division manager to coordinate their contributions to the report and to capture the key milestones and achievements for the Commission during FY25. The Commission accomplished significant projects during FY25, and we look forward to sharing this report with stakeholders. We invite commissioner feedback on the report during this meeting.