

FILE NO. 040491

RESOLUTION NO. 441-04

1 [Extending provisional appointments.]

2
3 Resolution approving extension to ~~June 30, 2005~~ ^{January 31, 2005} of 42 entrance provisional
4 appointments in classifications 0922 Manager I, 0923 Manager II, 0931 Manager III, 0932
5 Manager IV, 0933 Manager V, 0941 Manager VI, and 0943 Manager VIII.
6

7
8 WHEREAS, Provisional appointments must be made to civil service positions in
9 classifications for which no eligible list exists;

10 WHEREAS, In 1998 the City and County of San Francisco employed 4,018 provisional
11 employees; and

12 WHEREAS, The Department of Human Resources designed and implemented an
13 aggressive examination program to reduce provisional appointments and comply with Charter
14 prohibitions on long-term provisional employment; and,

15 WHEREAS, The Department of Human Resources has reduced the number of
16 provisional appointments by 77% to 903; and

17 WHEREAS, Current budget and staffing reductions resulted in layoff and displacement
18 of experienced Department of Human Resources Merit System Services (MSS) Division
19 examination staff and significantly reduced the number of trained MSS Division staff assigned
20 to conduct examinations; and

21 WHEREAS, The Department of Human Resources MSS Division has been required to
22 divert resources to assist in the administration of the layoff process, restructure operations
23 and train newly assigned staff members received as a result of displacement by layoff; and
24
25

1 WHEREAS, The Department Of Human Resources MSS Division resources will be
2 further impacted by additional staff reductions and displacement of trained staff due to
3 anticipated budget reductions effective July 1, 2004; and

4 WHEREAS, Charter section 10.105 limits provisional appointments to three years,
5 unless the Board of Supervisors approves an extension and the Human Resources Director
6 certifies that for reasons beyond her control the Human Resources Department has been
7 unable to conduct examinations; and

8 WHEREAS, The Department of Human Resources will not be able to complete the
9 examination processes required to meet the three-year limitation on provisional appointments
10 in the following 7 job classifications:

- 11
- 12
- 13 0922 Manager I
- 14 0923 Manager II
- 15 0931 Manager III
- 16 0932 Manager IV
- 17 0933 Manager V
- 18 0941 Manager VI
- 19 0943 Manager VIII; and

20

21 WHEREAS, there are long term provisional employees in these job classifications that
22 will be adversely affected unless their provisional appointments are extended;

23 WHEREAS, The Human Resources Director certifies that the delays in examinations
24 for these classifications are beyond her control; now, therefore, be it

1 RESOLVED, That the Board of Supervisors approves the extension of 42 entrance
2 provisional appointments in classifications 0922 Manager I, 0923 Manager II, 0931 Manager
3 III, 0932 Manager IV, 0933 Manager V, 0941 Manager VI, and 0943 Manager VIII until ~~June~~
4 ~~30, 2005.~~ /January 31, 2005.

5
6 APPROVED:
7 DEPARTMENT OF HUMAN RESOURCES

8
9 
10 _____
HUMAN RESOURCES DIRECTOR



City and County of San Francisco

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

Tails

Resolution

File Number: 040491

Date Passed:

Resolution approving extension to January 31, 2005 of 42 entrance provisional appointments in classifications 0922 Manager I, 0923 Manager II, 0931 Manager III, 0932 Manager IV, 0933 Manager V, 0941 Manager VI, and 0943 Manager VIII.

July 13, 2004 Board of Supervisors — CONTINUED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Gonzalez, Hall, Ma, Maxwell, McGoldrick, Peskin, Sandoval

July 20, 2004 Board of Supervisors — ADOPTED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Gonzalez, Hall, Ma, Maxwell, McGoldrick, Peskin, Sandoval

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I hereby certify that the foregoing Resolution was ADOPTED on July 20, 2004 by the Board of Supervisors of the City and County of San Francisco.

JUL 22 2004

Date Approved



Gloria L. Young
Clerk of the Board



Mayor Gavin Newsom