

1 [Urging Civil Service to develop staffing proposals for the Department of Elections.]

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3 **Resolution urging the Civil Service Commission and Department to consider and**
4 **generate proposals for increasing the number of permanent positions in the Elections**
5 **Department, creating permanent seasonal positions in the Department, and providing**
6 **employee benefits that will encourage permanent and seasonal employees of the**
7 **Department to continue their employment.**

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9 WHEREAS, In a Report of the 2002-2003 Civil Grand Jury for the City and County of
10 San Francisco, the Grand Jury found, after the most comprehensive Civil Grand Jury
11 observation of a San Francisco election (November and December 2002 elections):

12 1. An efficient and cost-effective organization structure for the Department of Elections
13 does not currently exist. Temporary staff is overused and performs duties that would be
14 performed more efficiently by permanent employees.

15 2. The Department of Elections is understaffed in permanent positions for which there
16 is an existing budget, which in turn causes over-expenditure for overtime and temporary
17 positions.

18 3. Creating an optimal organizational structure and hiring to fill positions within it would
19 increase efficiency in between-election work that the Department of Elections is mandated by
20 law to perform.

21 WHEREAS, This Civil Grand Jury Report then recommends that the Department of
22 Elections should identify the amount and types of work that should be performed by
23 permanent employees, hire additional permanent employees to fill those positions, and
24 eliminate the imbalance between understaffing for budgeted permanent positions and
25 overspending for temporary employees; and,

1 WHEREAS, On August 13, 2003, the Rules Committee of the Board of Supervisors
2 conducted a hearing on this Civil Grand Jury Report, and this Resolution is drafted as a result
3 of the Rules Committee hearing and in response to the Civil Grand Jury Report; now,
4 therefore, be it

5 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
6 requests the Civil Service Commission and Department to consider and generate proposals:

- 7 1. For developing civil service classifications for employee positions in the Elections
8 Department that would encourage and facilitate the hiring, and retention, of qualified
9 employees who have the skills and experience that would make them valuable, long-term
10 employees of the Department.
- 11 2. For creating permanent, seasonal positions for employees in the Department who
12 could provide knowledgeable services when needed for elections.
- 13 3. For providing benefits for employees of the Department that would encourage them
14 to continue their employment as permanent and seasonal employees.

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