

1 [Extending provisional appointments.]
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3 **Resolution approving extension to June 30, 2005 of provisional appointments of**
4 **employees in classifications 0922 Manager I, 0923 Manager II, 0931 Manager III, 0932**
5 **Manager IV, 0933 Manager V, 0941 Manager VI, 0942 Manager VII, 0943 Manager VIII,**
6 **1237 Training Coordinator, 1410 Chief Clerk, 1842 Management Assistant, 2998**
7 **Representative, Commission on Status of Women, 3280 Assistant Recreation Director,**
8 **3284 Recreation Director, 4321 Cashier 2, 5278 Planner 2, 5283 Planner 5, 5293 Planner**
9 **4, 5608 Senior Energy Specialist, 7334 Stationary Engineer, and 9343 Roofer, and H-30**
10 **Captain (Fire Department).**
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13 WHEREAS, Provisional appointments must be made to civil service positions in
14 classifications for which no eligible list exists;

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

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

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

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

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

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

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

13 WHEREAS, The Department of Human Resources will not be able to complete the
14 examination processes required to meet the three-year limitation on provisional appointments
15 for the following 22 job classifications:

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17 0922 Manager I

18 0923 Manager II

19 0931 Manager III

20 0932 Manager IV

21 0933 Manager V

22 0941 Manager VI

23 0942 Manager VII

24 0943 Manager VIII

25 1237 Training Coordinator

- 1 1410 Chief Clerk
- 2 1842 Management Assistant
- 3 2998 Representative, Commission on Status of Women
- 4 3280 Assistant Recreation Director
- 5 3284 Recreation Director
- 6 4321 Cashier 2
- 7 5278 Planner 2
- 8 5283 Planner 5
- 9 5293 Planner 4
- 10 5608 Senior Energy Specialist
- 11 7334 Stationary Engineer
- 12 9334 Roofer
- 13 H-30 Captain (Fire Department); and

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15 WHEREAS, there are long term provisional employees in these job classifications that

16 will be adversely affected unless their provisional appointments are extended;

17 WHEREAS, The Human Resources Director certifies that the delays in examinations

18 for these classifications are beyond her control; now, therefore, be it

19 RESOLVED, That the Board of Supervisors approves the extension of the provisional

20 appointments of employees in classifications 0922 Manager I, 0923 Manager II, 0931

21 Manager III, 0932 Manager IV, 0933 Manager V, 0941 Manager VI, 0942 Manager VII, 0943

22 Manager VIII, 1237 Training Coordinator, 1842 Management Assistant, 1410 Chief Clerk,

23 2998 Representative, Commission on Status of Women, 3280 Assistant Recreation Director,

24 3284 Recreation Director, 4321 Cashier 2, 5278 Planner 2, 5283 Planner 5, 5293 Planner 4,

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1 5608 Senior Energy Specialist, 7334 Stationary Engineer, 9343 Roofer and H-30 Captain
2 (Fire Department) until June 30, 2005.

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7 APPROVED:
8 DEPARTMENT OF HUMAN RESOURCES

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12 HUMAN RESOURCES DIRECTOR

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