

2022-23 CIVIL GRAND JURY FINDINGS, RECOMMENDATIONS, AND RESPONSES TO FINDINGS AND RECOMMENDATIONS

Report Title [Publication Date]	F#	Finding	Respondent Assigned by CGJ [Response Due Date]	Finding Response (Agree/ Disagree)	Finding Response Text
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F1	San Francisco's increasing vacancy rates negatively impact the City's critical service outcomes.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F2	The City hiring process takes too long.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F3	It's difficult for City job seekers to know the current status of their job application, which causes job applicants to drop out of the hiring process.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F4	Vacancies in Human Resources departments slow down City hiring.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F5	The City's recruiting and retention efforts cannot keep pace with workforce separations.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F6	It is difficult to evaluate the success of the City's hiring strategy due to lack of transparency in the hiring process.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F7	Current City department budgeting practices make it difficult to reliably measure citywide vacancies.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F8	The City continues to over-utilize temporary exempt positions.	Mayor [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R1 [for F1]	By July 1st, 2024, the Department of Human Resources should develop hiring plans that staff critical service departments at a target vacancy rate of no more than 5% for Fiscal Year 2024-25.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.1 [for F2]	By July 1st, 2024, the Department of Human Resources and the Civil Service Commission should collaborate to modify civil service rules and City policies to establish a hiring timeline goal of 60 days from when a job posting closes to when the hiring department makes a	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.2 [for F2]	By November 1st, 2023, the Mayor should establish a timeframe of 5 business days to take action on all requests for budgeted positions that require Mayoral approval.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.3 [for F2]	By July 1st, 2024, the Department of Human Resources should create a system for tracking and evaluating delays of more than 20 days during the post-referral selection process.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.4 [for F2]	By January 1st, 2024, the Department of Human Resources should develop a process to enable hiring managers to better anticipate impending employee separations and begin recruiting their replacements.	Mayor [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.5 [for F2]	By July 1st, 2024, the Department of Human Resources should explore and develop incentives for hiring managers to complete the post-referral selection process in a timely manner, including prioritizing reviewing applicants and entering data into the applicant tracking system in real time.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.6 [for F2]	By January 1st, 2024, the Department of Human Resources and the Civil Service Commission should jointly develop and present a plan for evaluating and reducing the number of job classifications.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R3 [for F3]	By December 31st, 2024, the Department of Human Resources should make available an option that allows job seekers to monitor the status of their applications. To the extent this requires the development or modification of existing website(s) or technology, the Mayor and Board of Supervisors should include funds in the FY 2024–2025 budget for this purpose.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R4 [for F4]	By July 1st, 2024, the Department of Human Resources should develop hiring plans to staff citywide HR positions at a target vacancy rate of no more than 5% for Fiscal Year 2024–25.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R5.1 [for F5]	By July 1st, 2024, the Department of Human Resources should prepare a report evaluating the feasibility of expanding remote-work policies to compete with private sector employees.	Mayor [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R5.2 [for F5]	By July 1st, 2024, the Department of Human Resources should collaborate with public employee unions to develop recruiting and apprenticeship plans for the City's critical service departments for Fiscal Year 2024-25.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R5.3 [for F5]	By July 1st, 2024, the Department of Human Resources should collaborate with public employee unions to develop plans for retention and succession of City workers in critical service departments for Fiscal Year 2024-25.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R6.1 [for F6]	By July 1st, 2024, the Department of Human Resources should work with the City Controller and City Administrator to produce a public dashboard, updated monthly, that reports time-to-hire and vacancy rates for critical service positions and departments.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R6.2 [for F6]	By July 1st, 2024, the Department of Human Resources and the Civil Service Commission should jointly develop and present improved explanatory materials and training resources for educating City workers, hiring managers and applicants on the City's hiring process.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R6.3 [for F6]	By July 1st, 2024, the Department of Human Resources should develop a plan to train hiring managers on hiring process changes in a timely manner while tracking feedback on how process changes are working.	Mayor [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R7 [for F7]	By January 1st, 2024, the Mayor should develop incentives for City departments to remove vacant positions from their annual budgets that are unlikely to be filled in that Fiscal Year, to determine more precise vacancy rates starting with Fiscal Year 2024–25.	Mayor [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R8 [for F8]	By July 1st, 2024, the Department of Human Resources should develop a plan to formally audit the use of temporary exempt positions each year to minimize their overuse.	Mayor [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F1	San Francisco's increasing vacancy rates negatively impact the City's critical service outcomes.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F2	The City hiring process takes too long.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F3	It's difficult for City job seekers to know the current status of their job application, which causes job applicants to drop out of the hiring process.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F4	Vacancies in Human Resources departments slow down City hiring.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F5	The City's recruiting and retention efforts cannot keep pace with workforce separations.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F6	It is difficult to evaluate the success of the City's hiring strategy due to lack of transparency in the hiring process.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F8	The City continues to over-utilize temporary exempt positions.	Department of Human Resources [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R1 [for F1]	By July 1st, 2024, the Department of Human Resources should develop hiring plans that staff critical service departments at a target vacancy rate of no more than 5% for Fiscal Year 2024-25.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.1 [for F2]	By July 1st, 2024, the Department of Human Resources and the Civil Service Commission should collaborate to modify civil service rules and City policies to establish a hiring timeline goal of 60 days from when a job posting closes to when the hiring department makes a hiring decision.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.3 [for F2]	By July 1st, 2024, the Department of Human Resources should create a system for tracking and evaluating delays of more than 20 days during the post-referral selection process.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.4 [for F2]	By January 1st, 2024, the Department of Human Resources should develop a process to enable hiring managers to better anticipate impending employee separations and begin recruiting their replacements.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.5 [for F2]	By July 1st, 2024, the Department of Human Resources should explore and develop incentives for hiring managers to complete the post-referral selection process in a timely manner, including prioritizing reviewing applicants and entering data into the applicant tracking system in real time.	Department of Human Resources [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.6 [for F2]	By January 1st, 2024, the Department of Human Resources and the Civil Service Commission should jointly develop and present a plan for evaluating and reducing the number of job classifications.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R3 [for F3]	By December 31st, 2024, the Department of Human Resources should make available an option that allows job seekers to monitor the status of their applications. To the extent this requires the development or modification of existing website(s) or technology, the Mayor and Board of Supervisors should include funds in the FY 2024–2025 budget for this purpose.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R4 [for F4]	By July 1st, 2024, the Department of Human Resources should develop hiring plans to staff citywide HR positions at a target vacancy rate of no more than 5% for Fiscal Year 2024–25.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R5.1 [for F5]	By July 1st, 2024, the Department of Human Resources should prepare a report evaluating the feasibility of expanding remote-work policies to compete with private sector employees.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R5.2 [for F5]	By July 1st, 2024, the Department of Human Resources should collaborate with public employee unions to develop recruiting and apprenticeship plans for the City's critical service departments for Fiscal Year 2024–25.	Department of Human Resources [August 20, 2023]		

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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R6.1 [for F6]	By July 1st, 2024, the Department of Human Resources should work with the City Controller and City Administrator to produce a public dashboard, updated monthly, that reports time-to-hire and vacancy rates for critical service positions and departments.	Department of Human Resources [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R6.2 [for F6]	By July 1st, 2024, the Department of Human Resources and the Civil Service Commission should jointly develop and present improved explanatory materials and training resources for educating City workers, hiring managers and applicants on the City's hiring process.	Department of Human Resources [August 20, 2023]		
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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F2	The City hiring process takes too long.	Civil Service Commission [August 20, 2023]		
Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F6	It is difficult to evaluate the success of the City's hiring strategy due to lack of transparency in the hiring process.	Civil Service Commission [August 20, 2023]		
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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	R2.6 [for F2]	By January 1st, 2024, the Department of Human Resources and the Civil Service Commission should jointly develop and present a plan for evaluating and reducing the number of job classifications	Civil Service Commission [August 20, 2023]		
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Time to Get to Work: San Francisco's Hiring Crisis [June 21, 2023]	F6	It is difficult to evaluate the success of the City's hiring strategy due to lack of transparency in the hiring process.	Office of the City Administrator [August 20, 2023]		

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