

FILE NO.

RESOLUTION NO.

1 [Extending provisional appointments.]

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Resolution approving extension to June 30, 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.

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

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

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

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

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

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

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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:

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- 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

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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

