

1 **[Renewal of long term provisional appointments pursuant to Charter Section 10.105]**
2 APPROVING THE RENEWAL OF PROVISIONAL APPOINTMENTS THROUGH
3 DECEMBER 31, 1999, FOR EMPLOYEES IN CLASSES FOR WHICH NO ELIGIBLE LIST
4 EXISTS AND WHO HAVE BEEN EMPLOYED IN THE CLASS MORE THAN THREE
5 YEARS, PURSUANT TO SAN FRANCISCO CHARTER SECTION 10.105 AND UPON
6 CERTIFICATION BY THE HUMAN RESOURCES DIRECTOR THAT, FOR REASONS
7 BEYOND HER CONTROL, THE DEPARTMENT HAS BEEN UNABLE TO CONDUCT
8 EXAMINATIONS FOR THESE POSITIONS.
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10 WHEREAS, The Department of Human Resources (DHR) has designed and
11 implemented an ambitious examination program to address Charter prohibitions on long-term
12 provisional employment and reduced the number of these appointments by approximately 96%
13 since 1996, when the City employed 1457 employees in a provisional capacity who would have
14 reached the Charter limit by June 1999, to a current level of 54 such appointments; and
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16 WHEREAS, DHR has streamlined examination processes wherever possible and
17 increased productivity of staff in the central agency, as demonstrated by the total number of
18 eligible lists produced thus far this fiscal year (129 through 4/30/99, compared to 99 in FY
19 1997/98 and 31 in FY 1996/97); and
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21 WHEREAS, In spite of increased productivity within the examination division, DHR will
22 meet targets for all but two (2) exams in an effort to ensure that provisional employees have an
23 opportunity to compete for permanent Civil Service appointments; and
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1 WHEREAS, Consistent with Charter Section 10.103 and in an effort to further expedite
2 examination processes, DHR has delegated examination functions to several operating
3 departments; and

4 WHEREAS, Competing needs within the departments with decentralized examination
5 units, such as the Airport's Master Plan needs and the Sheriff's court mandate to fill entry level
6 positions, have diverted resources from first conducting examinations in classes with long-term
7 provisional employments; and

8 WHEREAS, Due to DHR's aggressive examination program and increased workload,
9 DHR could not absorb any additional examination assigned to these decentralized units; and

10 WHEREAS, Decentralized Examination Units will be unable to complete the
11 examinations for seventeen (17) classes with long term provisional employees; and

12 WHEREAS, The delays in examinations are beyond the Human Resources Director's
13 control; and

14 WHEREAS, Fifty-four (54) provisional employees with more than three years of
15 employment in these classes will be adversely affected unless provisional appointments are
16 renewed until the permanent appointment processes can be completed; now, therefore, be it
17

18 RESOLVED, The Board of Supervisors approves the renewal of appointments through
19 December 31, 1999, for all employees in classes for which no eligible lists exists and who have
20 been employed in the class for more than three years, pursuant to San Francisco Charter Section
21 10.105 and upon certification of the Human Resources Director that, for reasons beyond her
22 control, the Department has been unable to conduct examinations for these positions.
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City and County of San Francisco

Tails

Resolution

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

File Number: 990909

Date Passed:


Resolution approving the renewal of provisional appointments through December 31, 1999, for employees in classes for which no eligible list exists and who have been employed in the class more than three years, pursuant to San Francisco Charter Section 10.105 and upon certification by the Human Resources Director that, for reasons beyond her control, the Department has been unable to conduct examinations for these positions.

May 24, 1999 Board of Supervisors — ADOPTED

Ayes: 11 - Ammiano, Becerril, Bierman, Brown, Katz, Kaufman, Leno, Newsom, Teng, Yaki, Yee

File No. 990909


I hereby certify that the foregoing Resolution
was ADOPTED on May 24, 1999 by the
Board of Supervisors of the City and County
of San Francisco.



Gloria L. Young
Clerk of the Board

JUN - 2 1999

Date Approved



Mayor Willie L. Brown Jr.