

1 [Board Response - Civil Grand Jury - Unfinished Business: A Continuity Report on the 2011-
2 12 Report, Déjà Vu All Over Again]

3 **Resolution responding to the Presiding Judge of the Superior Court on the findings**
4 **and recommendations contained in the 2014-2015 Civil Grand Jury Report entitled**
5 **“Unfinished Business: A Continuity Report on the 2011-12 Report, Déjà Vu All Over**
6 **Again”; and urging the Mayor to cause the implementation of accepted findings and**
7 **recommendations through his/her department heads and through the development of**
8 **the annual budget.**

9
10 WHEREAS, Under California Penal Code, Section 933 et seq., the Board of
11 Supervisors must respond, within 90 days of receipt, to the Presiding Judge of the Superior
12 Court on the findings and recommendations contained in Civil Grand Jury Reports; and,

13 WHEREAS, In accordance with California Penal Code, Section 933.05(c), if a finding or
14 recommendation of the Civil Grand Jury addresses budgetary or personnel matters of a
15 county agency or a department headed by an elected officer, the agency or department head
16 and the Board of Supervisors shall respond if requested by the Civil Grand Jury, but the
17 response of the Board of Supervisors shall address only budgetary or personnel matters over
18 which it has some decision making authority; and

19 WHEREAS, Under San Francisco Administrative Code, Section 2.10(a), the Board of
20 Supervisors must conduct a public hearing by a committee to consider a final report of the
21 findings and recommendations submitted, and notify the current foreperson and immediate
22 past foreperson of the civil grand jury when such hearing is scheduled; and

23 WHEREAS, In accordance with San Francisco Administrative Code, Section 2.10(b),
24 the Controller must report to the Board of Supervisors on the implementation of
25

1 recommendations that pertain to fiscal matters that were considered at a public hearing held
2 by a Board of Supervisors Committee; and

3 WHEREAS, The 2014-2015 Civil Grand Jury Report entitled “Unfinished Business: A
4 Continuity Report on the 2011-12 Report, Déjà Vu All Over Again” is on file with the Clerk of
5 the Board of Supervisors in File No. 150609, which is hereby declared to be a part of this
6 resolution as if set forth fully herein; and

7 WHEREAS, The Civil Grand Jury has requested that the Board of Supervisors respond
8 to Finding Nos. 1, 2, 3, 4, 5, 6, and 7, as well as Recommendation Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9,
9 and 10 contained in the subject Civil Grand Jury report; and

10 WHEREAS, Finding No. 1 states: “The City has not prioritized critical network
11 infrastructure investments, as demonstrated by their failure to fund essential network
12 improvements;” and

13 WHEREAS, Finding No. 2 states: “Significant problems still exist within [the
14 Department of Technology] (DT) that limit the services it provides to departments, largely due
15 to their inability to fill job positions and funding constraints;” and

16 WHEREAS, Finding No. 3 states: “The planned reorganization of DT to designate a
17 responsible party to each department could be a positive step in building DT’s credibility;” and

18 WHEREAS, Finding No. 4 states: “DT lacks business analyst capabilities to launch new
19 initiatives and implement processes to make DT more efficient and effective;” and

20 WHEREAS, Finding No. 5 states: “The skills inventory capability of the eMerge
21 PeopleSoft system, as currently configured, will not enable Department Heads to quickly
22 identify City employees with skill sets in demand;” and

23 WHEREAS, Finding No. 6 states: “[The Department of Human Resources] (DHR’s)
24 efforts through the [Information Technology] (IT) Hiring Group to stimulate IT recruitment and
25 streamline IT hiring will not sufficiently impact departmental IT units and DT;” and,

1 WHEREAS, Finding No. 7 states: "The absence of a way to quickly bring in technology
2 resources, whether on an "at will" or [Civil Service System] CSS basis, puts the City at a great
3 disadvantage in hiring, and potentially at risk, in all of its technology initiatives;" and,

4 WHEREAS, Recommendation No. 1 states: "The Mayor should prioritize the network
5 infrastructure and fully fund the required investment in this foundational platform;" and

6 WHEREAS, Recommendation No. 2 states: "The Mayor and Board of Supervisors
7 should require a six-month and twelve-month report on the status of the DT reorganization;"
8 and

9 WHEREAS, Recommendation No. 3 states: "A user satisfaction survey should be sent
10 to all DT clients, before the end of 2015 and later in six months after the reorganization, to
11 assess whether the new accountability structure is making a difference for clients;" and

12 WHEREAS, Recommendation No. 4 states: "The Office of the Controller should
13 develop the skills inventory capability in the eMerge PeopleSoft system to update IT employee
14 skills by the end of FY15-16;" and

15 WHEREAS, Recommendation No. 5 states: "DHR should publicly present the results of
16 its pilot IT hiring process to the Mayor and the Board of Supervisors before the end of
17 [Calendar Year] CY2015;" and

18 WHEREAS, Recommendation No. 6 states: "DHR should issue a monthly written
19 report to the Mayor and Board of Supervisors showing the number of open IT positions at the
20 beginning of the month, the number of new IT position requisitions received in the current
21 month, the number of IT positions filled in the current month, the number of open IT positions
22 at the end of the month, and the average number of days required to fill the IT positions
23 closed in the current month;" and

24 WHEREAS, Recommendation No. 7 states: "DT should launch a taskforce to
25 recommend options for recruiting and hiring IT staff, particularly on an "at will" basis;" and

1 WHEREAS, Recommendation No. 8 states: "The Mayor and Board of Supervisors
2 should calendar an interim review of taskforce proposals within six months of its convening;"
3 and

4 WHEREAS, Recommendation No. 9 states: "DT needs a recruiter dedicated
5 exclusively to DT and other IT units' staffing needs;" and

6 WHEREAS, Recommendation No. 10 states: "DT needs to hire business analyst talent
7 for the taskforce, new reorganization, and new initiatives;" and

8 WHEREAS, In accordance with California Penal Code, Section 933.05(c), the Board of
9 Supervisors must respond, within 90 days of receipt, to the Presiding Judge of the Superior
10 Court on Finding Nos. 1, 2, 3, 4, 5, 6, and 7, as well as Recommendation Nos. 1, 2, 3, 4, 5, 6,
11 7, 8, 9, and 10 contained in the subject Civil Grand Jury report; now, therefore, be it

12 RESOLVED, That the Board of Supervisors reports that they ____ with Finding No. 1
13 for reasons as follows: ____; and, be it

14 FURTHER RESOLVED, That the Board of Supervisors reports that they ____ with
15 Finding No. 2 for reasons as follows: ____; and, be it

16 FURTHER RESOLVED, That the Board of Supervisors reports that they ____ with
17 Finding No. 3 for reasons as follows: ____; and, be it

18 FURTHER RESOLVED, That the Board of Supervisors reports that they ____ with
19 Finding No. 4 for reasons as follows: ____; and, be it

20 FURTHER RESOLVED, That the Board of Supervisors reports that they ____ with
21 Finding No. 5 for reasons as follows: ____; and, be it

22 FURTHER RESOLVED, That the Board of Supervisors reports that they ____ with
23 Finding No. 6 for reasons as follows: ____; and, be it

24 FURTHER RESOLVED, That the Board of Supervisors reports that they ____ with
25 Finding No. 7 for reasons as follows: ____; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
2 No. 1 ____ for reasons as follows: ____; and, be it

3 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
4 No. 2 ____ for reasons as follows: ____; and, be it

5 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
6 No. 3 ____ for reasons as follows: ____; and, be it

7 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
8 No. 4 ____ for reasons as follows: ____; and, be it

9 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
10 No. 5 ____ for reasons as follows: ____; and, be it

11 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
12 No. 6 ____ for reasons as follows: ____; and, be it

13 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
14 No. 7 ____ for reasons as follows: ____; and, be it

15 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
16 No. 8 ____ for reasons as follows: ____; and, be it

17 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
18 No. 9 ____ for reasons as follows: ____; and, be it

19 FURTHER RESOLVED, That the Board of Supervisors reports that Recommendation
20 No. 10 ____ for reasons as follows: ____; and, be it

21 FURTHER RESOLVED, That the Board of Supervisors urges the Mayor to cause the
22 implementation of accepted findings and recommendations through his/her department heads
23 and through the development of the annual budget.