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BOARD OF SUPERVISORS
SAN FRANCISCO
MARK FARRELL
MAYOR
2018 JUN -1 AM 11:29

To: Angela Calvillo, Clerk of the Board of Supervisors
From: Kelly Kirkpatrick, Acting Mayor's Budget Director
Date: June 1, 2018
Re: Interim Exceptions to the Annual Salary Ordinance

I herein present exceptions to the Annual Salary Ordinance (ASO) for consideration by the Budget and Finance Committee of the Board of Supervisors. The City's standard practice is to budget new positions beginning in pay period 7, at 0.77 FTE. Where there is justification for expedited hiring, however, the Board may authorize exceptions to the Interim ASO, which allow new positions to be filled in the first quarter of the fiscal year, prior to final adoption of the budget.

Exceptions are being requested for the following positions:

General Fund Positions (49.0 FTE)

• **City Administrator (9.0 FTE)**

0922 Manager I (1.0 FTE): This position is off budget and funded by the Committee on Information Technology to lead the Digital Equity program. This would be a continuation of an expiring project-based position. This position will continue to serve as the central coordinator for City agencies and non-profits to close the digital divide by improving access and digital skills.

2992 Contract Compliance Officer I (2.0 FTE): These positions at the Contract Monitoring Division are funded by a work order from the Airport and will provide contract compliance services for critical capital projects currently underway at the Airport. Any delays in hiring these staff will result in delays to the capital projects at the Airport, resulting in further financial and operational losses.

1042 IS Engineer-Journey (1.0 FTE); 1043 IS Engineer-Senior (2.0 FTE); 1053 IS Business Analyst-Senior (1.0 FTE); 1054 IS Business Analyst-Principal (1.0 FTE): These positions in the Digital Services program are funded by a work order from the Mayor's Office of Housing and Community Development to develop the DAHLIA affordable housing portal. The work order was established mid-year during FY 2017-18 and the positions are currently being filled. Once filled, these hires will replace contractors currently developing the necessary functionalities of DAHLIA.

1823 Senior Administrative Analyst (1.0 FTE): This position at the Office of Citizen Engagement and Immigrant Affairs (OCEIA) will do community outreach ahead of the 2020 Census, ensuring an accurate census count and the financial resources and legislative representation that come with an accurate census count. It is critical this position be filled at the beginning of the fiscal year in order to ensure adequate time for planning and outreach ahead of the 2020 Census.

- **Adult Probation (6.0 FTE)**

8529 Probation Assistant (1.0 FTE): This Probation Assistant was hired using temporary salary funds in the current year to relieve the Pretrial Diversion Project of some of its restitution-related duties. This interim exception represents the continuation of these crucial duties.

8434 Supervising Deputy Probation Officer (1.0 FTE) and 8530 Deputy Probation Officer (4.0 FTE): These five Probation Officers are being added to the budget in order to comply with new duties of the department since the passage of Prop 63, which requires Probation to actively investigate firearms possession among of subset of convicted individuals. The new law went into effect in January of 2018, and these Officers were hired in the spring; thus, an interim exception is necessary as to avoid interruption of these state-mandated services.

- **Assessor-Recorder (1.0 FTE)**

0933 Manager 5 (1.0 FTE): The replacement of the Property Assessment system is a major IT project that has been funded by the Committee of Information Technology (COIT). In order to negotiate a scope of work and project schedule with the selected Property Assessment vendor, the department needed to hire a Project Director to avoid project delays. The department used temporary salary funds to fill the position, and plans to make the position PEX in July 2018. In the coming months, the Project Director will also be responsible for hiring and on-boarding all project staff in order to kick off the project in October 2018, once the system integrator and software contract has been fully executed.

- **Controller (6.0 FTE)**

1052 IS Business Analyst (1.00 FTE); 1053 Senior IS Business Analyst (1.00 FTE); 1054 Principal IS Business Analyst (1.00 FTE); 1823 Senior Administrative Analyst (2.00 FTE); 1825 Principal Administrative Analyst II (1.00 FTE): These positions represent a continuation of the Strategic Sourcing team that manages the City's new Financial System and which is being made part of the Controller's Systems Division. These positions support procurement and work with the Office of Contract Administration, and will also support new modules in the financial system. These positions are proposed as limited term and these functions are currently staffed with members of the F&P project team on expiring project positions.

- **District Attorney (4.0 FTE)**

8132 District Attorney's Investigative Assist (1.0 FTE); 8133 Victim/Witness Investigator III (1.0 FTE); 8177 Attorney, Civil/Criminal (1.0 FTE); 8182 Head Attorney, Civil And Criminal (1.0 FTE): These positions support the continuation of the District Attorney's jail diversion pilot started in FY17-18, extending Weekend Rebooking for one more year as the Controller's Office collects more data on the pilot's effectiveness. These roles are currently performed by staff on expiring requisitions.

- **Public Health (10.0 FTE)**

2230 Physician Specialist (1.5 FTE); 2320 Registered Nurse (1.5 FTE); 2409 Pharmacy Technician (0.5 FTE); 2454 Clinical Pharmacist (1.0 FTE); 2586 Health Worker II (3.0 FTE); 2589 Health Program Coordinator I (1.0 FTE); 2930 Psychiatric Social Worker (1.5 FTE): These positions support the continuation and expansion of the buprenorphine pilot program at the Department of Public Health.

- **Fire Department (2.0 FTE)**
H004 Inspector, Bureau of Fire Prevention & Public Safety (1.0 FTE) and H022 Lieutenant, Bureau of Fire Prevention & Public Safety (1.0 FTE). These off budget positions are funded through a work order with MTA for MUNI and currently filled as temporary requisitions.
- **Human Resources (1.0 FTE)**
8141 Workers Compensation Adjuster (1.0 FTE): This position supports workers compensation claims for the Recreation and Parks Department. This position is being brought in house, previously it was performed by a consultant. The transition is happening in June 2018, so the position will be filled as a temporary requisition in the current year.
- **Public Defender (10.0 FTE)**
8142 Public Defender's Investigator (3.0 FTE); 8177 Attorney, Civil/Criminal (5.0 FTE); 8446 Court Alternative Specialist I (2.0 FTE): Three of these positions (2 Investigators and 1 Attorney) support the continuation of the Public Defender's jail diversion pilot started in FY17-18, extending the Pretrial Release Unit for one more year as the Controller's Office collects more data on the pilot's effectiveness. The other 7 positions represent the FY17-18 mid-year supplemental of 7 additional positions to the Immigration Defense unit, including 1 Investigator, 4 Attorneys, and 2 Court Alternative Specialists.

Non-General Fund Positions (2.5 FTE)

- **City Administrator (2.0 FTE)**
0933 Manager V (1.0 FTE): This position at the Real Estate Division will oversee the reorganization of the City's permitting functions at the new one-stop permit center to be located in the new City office building at 49 South Van Ness. Position needs to be filled at the beginning of the fiscal year to ensure adequate time for planning and design of permit function process integration ahead of opening of the facility.

1404 Clerk (1.0 FTE): This position at Repro Mail is funded by a work order from PUC and will handle significantly increased PUC mailings for the expansion of CleanPowerSF needed in the beginning of the fiscal year. Prompt hiring is imperative to ensure comprehensive communication to CleanPowerSF enrollees.
- **Port (0.5 FTE)**
7327 Apprentice Maintenance Machinist 1 (0.5 FTE): This position completes the second year of a two year apprenticeship program. The role is currently filled and is required to convert to a new PEX requisition per a labor agreement.

Please do not hesitate to contact me if you have any questions regarding the requested interim exceptions to the Annual Salary Ordinance.

Sincerely,



Kelly Kirkpatrick

Acting Mayor's Budget Director

cc: Members of the Budget and Finance Committee
Harvey Rose
Controller