

FILE NO. 040491

RESOLUTION NO. 441-04

1 [Extending provisional appointments.]

2  
3 Resolution approving extension to ~~June 30, 2005~~ <sup>January 31, 2005</sup> of 42 entrance provisional  
4 appointments in classifications 0922 Manager I, 0923 Manager II, 0931 Manager III, 0932  
5 Manager IV, 0933 Manager V, 0941 Manager VI, and 0943 Manager VIII.  
6

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

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

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

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

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

20 WHEREAS, The Department of Human Resources MSS Division has been required to  
21 divert resources to assist in the administration of the layoff process, restructure operations  
22 and train newly assigned staff members received as a result of displacement by layoff; and  
23  
24  
25

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:

- 11
- 12
- 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

20

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

1           RESOLVED, That the Board of Supervisors approves the extension of 42 entrance  
2 provisional appointments in classifications 0922 Manager I, 0923 Manager II, 0931 Manager  
3 III, 0932 Manager IV, 0933 Manager V, 0941 Manager VI, and 0943 Manager VIII until ~~June~~  
4 ~~30, 2005.~~ /January 31, 2005.

5  
6 APPROVED:  
7 DEPARTMENT OF HUMAN RESOURCES

8  
9   
10 \_\_\_\_\_  
HUMAN RESOURCES DIRECTOR



# City and County of San Francisco

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

## Tails

## Resolution

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**File Number:** 040491

**Date Passed:**

Resolution approving extension to January 31, 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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July 13, 2004 Board of Supervisors — CONTINUED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Gonzalez, Hall, Ma, Maxwell, McGoldrick, Peskin, Sandoval

July 20, 2004 Board of Supervisors — ADOPTED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Gonzalez, Hall, Ma, Maxwell, McGoldrick, Peskin, Sandoval

File No. 040491

I hereby certify that the foregoing Resolution was ADOPTED on July 20, 2004 by the Board of Supervisors of the City and County of San Francisco.

JUL 22 2004

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Date Approved



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Gloria L. Young  
Clerk of the Board



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Mayor Gavin Newsom