



City and County of San Francisco
Edwin M. Lee, Mayor

San Francisco Department of Public Health

Barbara A. Garcia, MPA
Director of Health

Director's Report for Health Commission Meeting of

July 15, 2014

A current overview of issues affecting the state of public health in San Francisco

<http://www.sfdph.org/dph/comupg/aboutdph/insideDept/dirRpts/default.asp>

Addendum

Hiring Process Improvements Update

On July 14th, at the request of Director Garcia, six additional staff were hired to assist with New Hire processing at SFGH. These are experienced temporary staff who are already knowledgeable about CCSF process. These will be activated and on board as early as this Wednesday, July 16th. These six staff will triple the size of our current processing staff at SFGH.

We are working to expedite Medical appointment processing as well as background checks with CCSF Department of Human Resources (DHR). DPH HR is also adding an additional permanent 1241 Personnel Analyst (starting work on Monday) and we have submitted a request for an additional 1244 Senior Personnel Analyst and two 9910 staff to assist with processing.

On July 7th, Human Resources Director, Ron Weigelt spoke to the Civil Service Commission about the challenges facing the department in the area of hiring. He advocated for some specific rule changes which will improve the hiring process. He has also been working with the CCSF DHR on process improvements as part of an Advisory Committee. One outcome of that group has been the hiring of a consultant to the review initial steps of the hiring process for possible improvements with the way technology is used. Simultaneously, the Ambulatory Care division has established an Ambulatory Care Human Resources advisory group which has made progress in identifying improvements.

The Health Network Director and the DPH Human Resources Director have been working with key staff from SFGH, Finance, and Human Resources to review and improve the vacancy report. This will allow more meaningful and timely information regarding the status of hiring. Director Garcia has also reached out to the Controller's Office for assistance including process analysis. The DPH Chief Finance Officer and the Director of Human Resources met with representatives from the Controller's office on July 14th and Director Garcia met with the Deputy Controller earlier in the month. Two other items of importance are the upcoming SFGH Nursing union Labor Management Monitoring Committee which will now include the DPH HR Director and Network Deputy Director, as well as a facilitator agreed to by the union and management.

Staffing will become a focus of the August 2014 continuous process improvement event (LEAN) for RN hiring. That event will include union, management, human resources, and technical consultation.

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