

Union news for  
**PROFESSIONAL,  
 TECHNICAL &  
 ADMINISTRATIVE  
 EMPLOYEES**  
 LOCAL 21, IFPTE | AFL-CIO  
 San Francisco

## CONTENTS

**FOCUS ON: EXEMPT  
 HIRING**

**NEXT SFMTA WELLNESS  
 UPDATE ONLINE**

**CPAC RETIREMENT SUBCOM-  
 MITTEE MISSION STATEMENT**

**RETIREMENT FUNDS  
 HOME DOWN PAYMENT  
 ASSISTANCE PROGRAM**

## FOCUS ON: EXEMPT HIRING

Civil Service is a key component of the San Francisco City Charter. In response to a history of government jobs being used as a rewards for political allies, the principles of civil service focus on hiring the most meritorious candidates, then training and retaining them in order to create a knowledgeable and professional class of civil servants, ensuring that the people of San Francisco are getting the best possible service.

Also enshrined in the charter is the use of exempt positions, meaning that these positions are exempt from both civil service hiring and testing processes, as well as from civil service protections. The charter spells out the specific criteria necessary in order to create an exempt position. While it may appear that the charter criteria set a high bar, 25% of L21 represented positions have been designated as exempt.

While there are exempt positions that meet the criteria laid out in the charter/civil service rules, L21 considers that many of the positions designated as exempt do not meet the criteria. Especially concerning is that exempt positions:

- Are at-will, meaning 1000 of our 4000 members don't have just cause protections from discipline and termination; and
- Create a chilling effect on enforcing any other right exempt employees have under the MOU, federal or state law, or any related city policy and procedures, given they can be fired for any reason at any time.

While instituting an exempt hiring process is perhaps understandable given that the aver-

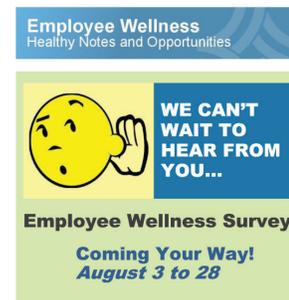
age time to hire an exempt employee is 2.6 months, versus 4.6 months for a civil service employee according to the most recent Controller's Report on Hiring, exempt positions should not be used as a Band-Aid for other hiring problems.

We at L21 have been advocating against the abuse of positions designated as exempt for several years. Recently, we expanded our efforts to include a membership committee to work on analyzing data around exempt hires as a way of better understanding how positions come to be designated exempt. We have also been receiving input from and advocating for our members who are exempt, including creating opportunities to transition to civil service positions. If you'd like your voice to be heard on this issue, email us at [union21@ifpte21.org](mailto:union21@ifpte21.org).

## NEXT SFMTA WELLNESS UPDATE ONLINE

Employee Wellness continues to share wellness news and resources with Local 21 members working for SFMTA .

[The July 2015 edition of the SFMTA Wellness Bulletin is available on the Local 21 website.](#)


**RECENT VICTORY!!**

**We've accomplished a recent victory in advocating for exempt employees by expanding the Employee Development Fund (EDF) to include exempt hires. Until recently, DHR had taken the position that exempt employees weren't eligible to apply, but after we at L21 made the case that the contract didn't limit EDF funds to only civil service employees, DHR has opened up applications to exempt employees as well. It's a small victory, but we hope to continue to improve exempt jobs, even while pushing for a path to transitioning from exempt status to civil service employment.**

FIND US ON [FACEBOOK](https://www.facebook.com/ProTechEng)  
facebook.com/ProTechEng



PROFESSIONAL & TECHNICAL ENGINEERS  
LOCAL 21, IFPTE | AFL-CIO  
1182 Market Street,  
Room 425  
San Francisco, 94102  
ph: 415.864.2100  
fax: 415.864.2166  
www.ifpte21.org

On July 22, SFMTA Wellness launched its First Annual Wellness Survey campaign and is asking employees to help promote it.

The SFMTA Wellness survey will be open from August 3 through 28. If you have any questions, please contact [Wellness@sfmta.com](mailto:Wellness@sfmta.com).

## CPAC RETIREMENT SUBCOMMITTEE MISSION STATEMENT

The mission of the Retirement Subcommittee of the Chapter Presidents Advisory Council (CPAC) is to monitor, analyze, and participate in decisions that the Retirement Board and system make on issues affecting the retirement fund.

These decisions include:

- employee contribution percentage,
- asset allocations,
- funding ratios,
- officer elections,
- retiree health trust fund, and
- other issues as they may develop.

The Subcommittee is staffed by Local 21 Research Director Michael Seville and Representative/Organizer Amihan Makayan, who also functions as the committee's facilitator. The committee will make reports to CPAC and recommendations regarding retirement and pension issues. In addition, the members are working on retirement FAQs for our members.

Interested in joining the committee? Please contact Amihan Makayan at [amakayan@ifpte21.org](mailto:amakayan@ifpte21.org) or call 415.864.2100.

## INTEREST IN DALP INVESTMENT

On June 10, 2015, the Mayor's office issued a press release announcing "Mayor Lee & Supervisor Cohen Announce \$125 Million Investment in Home Ownership Opportunities for up to 1,500 Middle Class Families." The CPAC Retirement subcommittee has been actively monitoring the issue and responding to concerns by our members. At this time, the SFERS board has had two meetings discussing the matter and it will be on the agenda as discussion item again for the upcoming August 12 meeting.

These points were relayed to the SFERS Board at the July meeting by Local 21 Staff Amihan Makayan regarding the Down Payment Assistance Program (DALP):

- We at Local 21 are committed to thoughtful and sound principles in the management of our members' pension. We believe in analysis and critical thinking around difficult decisions in protecting the pension.
- We strongly believe that this issue needs to be thoroughly vetted. We believe that staff, many of whom are our members, need more time in evaluating this proposal so that the Board can have a clear and concise picture of the risk and possible benefits associated with this decision.
- We ask that the SFERS Board be cautious and prudent in weighing this proposal and to ensure that our members' retirements are protected. Investments should meet the high standard of complying with the fiduciary duty that these types of decision require.
- We look forward to seeing an in-depth analysis of this proposal, and will review it carefully.

Members who wish to follow the discussion regarding this matter can watch the SFERS Retirement Board meetings using GovTV.

