

Chair Harrington and members of the Task Force
Kate Favetti, President of the Civil Service Commission

Since 1900 the San Francisco electorate has voted repeatedly to have an independent Civil Service Commission and merit system part of the fundamental framework of City and County governance contained within the Charter and insulated from political interference.

The Civil Service Commission should remain in the Charter intact with its oath opposing appointments to the public service as a reward for political activity which drives the Commission's mandated duty to provide qualified persons for appointment to the service through its policy and rulemaking and oversight authority over the merit system, in addition to elected official salary setting and provides insulation from political interference.

We oppose changing the Commission appointments to at-will as this runs counter to the charter established mechanisms for checks and balances. "For cause" termination and 6-year terms ensure the independence of the Commission and its Commissioners.

Equally significant is the selection of one of the most important positions in the City and County: the office of **Human Resources Director** whose incumbent **implements and enforces the Rules, policies and procedures of the merit system**. The Civil Service Commission as an independent body currently provides qualified candidates to the mayor who may accept or reject AND request additional candidates. The Task Force proposal jeopardizes the very independence of the merit system. **The Commission opposes this proposal.**

also protects the mayor's discretion of appointments of interference

A core San Francisco value is openness and transparency reflected in the Charter provision that the regular meetings of the Commission remain open to the public and at times that do not conflict with working hours. **This provision should also remain in the Charter.**

The Commission concurs that 1) Charter Section 4.101c supersedes the current requirement that two members be women and 2) recommendation on 6- year terms.

Thank you and your staff for your hard work and the opportunity to respond.