CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL

1. Civil Service Commission Register Number: _______ - ______ -

2. For Civil Service Commission Meeting of: August 17, 2015

3. Check One: Ratification Agenda
Consent Agenda
Regular Agenda X
Human Resources Director’s Report

4. Subject: 2015 Workforce Utilization Update Report


7. Notifications:

Micki Callahan, Human Resources Director, 1 So. Van Ness Ave, 4th Fl.
Linda C. Simon, Deputy Director, EEO Programs, DHR, 1 So. Van Ness Ave. 4th Fl.
Susan Gard, Chief of Policy, DHR, 1 So. Van Ness Ave, 4th Fl.

8. Reviewed and approved for Civil Service Commission Agenda:

Human Resources Director: Micki Callahan

Date: August 6, 2015

9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

Executive Officer, Civil Service Commission
25 Van Ness Avenue, Suite 720, San Francisco, CA 94102

10. Receipt-stamp this form in the “CSC RECEIPT STAMP” box to the right using the time-stamp in the CSC Office.

Attachment
MEMORANDUM

To: Civil Service Commission
Through: Micki Callahan, Human Resources Director
From: Linda C. Simon, Director EEO Programs
Date: August 6, 2015
Subject: 2015 Equal Employment Opportunity Workforce Utilization Update

Pursuant to Civil Service Commission Rule 103, Equal Employment Opportunity, “it is the policy of the Civil Service Commission of the City and County of San Francisco that all persons shall have equal opportunity in employment . . . .”

On December 6, 2013, the Human Resources Director filed the 2013 Equal Employment Opportunity Workforce Utilization Analysis Report (2013 Report) prepared by the Department of Human Resources. The 2013 Report includes data from the 2010 U.S. Census on the race/ethnicity and gender composition of the City and County of San Francisco (the City) workforce compared to the available labor market for the civilian workforce, in occupational categories, and in similar selected job classes. The City’s workforce composition is compared to the available labor market to assess whether the workforce is representative of the labor market.

In keeping with requirements in Civil Service Rule 103.2.4 “For each year thereafter until the next five-year report, the Department of Human Resources staff shall report back to the Civil Service Commission on those City classes identified in the last five-year report as having lower percentages of sex, race or ethnic groups than those occupational categories in the relevant job market,” the following is the 2015 Equal Employment Opportunity Workforce Utilization update prepared by the Department of Human Resources.

Our Commitment to Diversity

The City and County of San Francisco is committed to the recruitment, hiring, retention, and promotion of a diverse workforce. The Department of Human Resources leads ongoing efforts to create inclusive environments that provide all employees and applicants an opportunity for a successful and rewarding career. The City’s workforce should reflect the community we serve, which in turn supports a government that is fair to all those who rely on its services. San
Francisco is enriched by its diverse population, and by embracing its diversity the City’s workforce is better prepared to serve.

**The City’s Workforce 2013 to 2015**

The 2013 Workforce Utilization Report on the City’s workforce shows utilization rates by gender and race. The report provides statistical comparisons of the workforce to the available labor pool in the eleven counties in which City employees reside. Comparing the workforce to the available labor pool is the method used to determine areas of underutilization (or underrepresentation) in occupational categories used by the U.S. Census Bureau. A group employed at or near its availability in the labor market is considered at parity. Discrepancies between the labor market availability and the utilization of groups within the City’s workforce are described as overutilization or underutilization.

For purposes of measuring the City’s workforce, a utilization rate of 100% indicates that the group is at parity with the available labor market. A utilization rate higher than 100% indicates overutilization in the City’s workforce in comparison to the available labor market. A utilization rate that is lower than 100% indicates underutilization in the City’s workforce in comparison to the available labor market.

<table>
<thead>
<tr>
<th>Officials and Administrators</th>
<th>2013 Utilization Rate</th>
<th>2015 Utilization Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Underrepresented Groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian, PI/Filipino Males</td>
<td>84.98%</td>
<td>91.94%</td>
</tr>
<tr>
<td>American Indian Females</td>
<td>0.00%</td>
<td>76.46%</td>
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<tr>
<td>American Indian Males</td>
<td>200.00%</td>
<td>0.00%</td>
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<tr>
<td>White Females</td>
<td>97.70%</td>
<td>98.76%</td>
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<tr>
<td>White Males</td>
<td>85.90%</td>
<td>83.70%</td>
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<table>
<thead>
<tr>
<th>Professionals</th>
<th>2013 Utilization Rate</th>
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<tbody>
<tr>
<td>Underrepresented Groups</td>
<td></td>
<td></td>
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<tr>
<td>White Females</td>
<td>79.39%</td>
<td>76.40%</td>
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<tr>
<td>White Males</td>
<td>61.90%</td>
<td>59.70%</td>
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<table>
<thead>
<tr>
<th>Technicians</th>
<th>2013 Utilization Rate</th>
<th>2015 Utilization Rate</th>
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<tbody>
<tr>
<td>Underrepresented Groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White Females</td>
<td>49.60%</td>
<td>45.35%</td>
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<tr>
<td>White Males</td>
<td>76.14%</td>
<td>71.94%</td>
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<thead>
<tr>
<th>Protective Service Workers</th>
<th>2013 Utilization Rate</th>
<th>2015 Utilization Rate</th>
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</thead>
<tbody>
<tr>
<td>Underrepresented Groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black Females</td>
<td>61.04%</td>
<td>55.19%</td>
</tr>
<tr>
<td>Black Males</td>
<td>69.57%</td>
<td>67.59%</td>
</tr>
<tr>
<td>Hispanic Females</td>
<td>63.72%</td>
<td>67.42%</td>
</tr>
</tbody>
</table>
American Indian Females 52.49% 40.80%
White Females 95.89% 92.81%

Paraprofessionals
No comparable U.S. Census data.

**Administrative Support Workers**

<table>
<thead>
<tr>
<th>Underrepresented Groups</th>
<th>2013 Utilization Rate</th>
<th>2015 Utilization Rate</th>
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</thead>
<tbody>
<tr>
<td>Hispanic Males</td>
<td>45.08%</td>
<td>46.81%</td>
</tr>
<tr>
<td>American Indian Females</td>
<td>41.34%</td>
<td>60.10%</td>
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<tr>
<td>White Females</td>
<td>41.38%</td>
<td>38.96%</td>
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<tr>
<td>White Males</td>
<td>25.80%</td>
<td>25.01%</td>
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**Skilled Craft Workers**

<table>
<thead>
<tr>
<th>Underrepresented Groups</th>
<th>2013 Utilization Rate</th>
<th>2015 Utilization Rate</th>
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<tbody>
<tr>
<td>Hispanic Females</td>
<td>47.33%</td>
<td>46.06%</td>
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<tr>
<td>Hispanic Males</td>
<td>48.97%</td>
<td>51.59%</td>
</tr>
<tr>
<td>Asian, PI/Filipino Females</td>
<td>32.79%</td>
<td>31.92%</td>
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<tr>
<td>White Females</td>
<td>47.13%</td>
<td>49.14%</td>
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**Service Maintenance Workers**

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<tr>
<th>Underrepresented Groups</th>
<th>2013 Utilization Rate</th>
<th>2015 Utilization Rate</th>
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</thead>
<tbody>
<tr>
<td>Hispanic Females</td>
<td>27.81%</td>
<td>27.20%</td>
</tr>
<tr>
<td>Hispanic Males</td>
<td>63.83%</td>
<td>62.33%</td>
</tr>
<tr>
<td>White Females</td>
<td>30.37%</td>
<td>29.01%</td>
</tr>
</tbody>
</table>

Statistical data reflects increases in four areas. Nonetheless, the City continues to be engaged in new and expanded recruitment and hiring efforts to increase diversity.

**Recruitment and Hiring**

The Department of Human Resources and several City departments participate in recruitment events on-campus and at job fairs throughout the country. Human Resources professionals, executive personnel and lay workers have gone to many locations to answer questions, encourage applications, and discuss City job opportunities. These efforts support proactively recruiting applicants with diverse backgrounds and experiences.

A regularly scheduled recruitment forum meets every other month to talk about hiring practices and has worked to increase the number of minority job fairs where City employment opportunities are presented. City personnel participate in on-campus events, attend minority job
fairs and conferences, and conduct outreach to community groups in an effort to build diverse applicant pools from which the best and most qualified candidates can be hired. Personnel from the Department of Public Health have also attended career fairs and programs hosted by professional affinity groups, such as nursing associations, furthering the City’s commitment to employ culturally competent health care professionals who are representative of our community.

City representatives actively participate in forums and programs sponsored by organizations and entities such as:

- National Association of Hispanic Nurses (NAHN)
- National Black Nurses Association (NBNA)
- American Assembly for Men in Nursing (AAMIN)
- San Francisco Women’s Expo
- Bay Area Black Expo
- Southeast Community Facility (Southeast Community Facility Commission)
- Sunday Streets
- San Francisco Bay Area Aloha Festival
- Nihonmachi Street Fair
- Pistahan Parade and Festival
- Dragon Boat Festival
- Sunset Festival
- Castro Street Fair
- SF LGBT Center
- Firefighter Career Expo
- City College of San Francisco
- Skyline College Veteran’s Jobs & Resource Fair
- Exploratorium
- Lowell High School
- Women’s Apprenticeship and Career Fair (Flyer in Exhibit 1)
- Information Technology Initiative
- Women’s Empowerment Initiative (WEi)

The City also hosts career forums and programs in various community locations, both individually and in conjunction with other public agencies, labor groups, employee affinity groups, and private industry.

Partners include:

- Pacific Gas & Electric
- East Bay Municipal Utilities District
- Chabot Las Positas Community College District
- California Division of Apprenticeship Standards
- Laborers Local 261
- International Longshore and Warehouse Union (ILWU, Local 23)
In August of 2014, the Department of Human Resources hired Ed Wong to serve as Recruitment and Talent Management Specialist. In this role Mr. Wong and others conduct outreach to increase the City’s public profile and reach a broader and wider market of candidates. He is also tasked with finding new, innovative and creative ways to make the City an appealing and desirable employer to work for, especially for underrepresented racial and ethnic groups. A complete list of community events Mr. Wong, along with representatives from other city departments, have attended and scheduled is attached as Exhibit 1.

Creating Pipelines

Apprenticeship Programs

Led by the Department of Human Resources, Workforce Development Division, the City’s apprenticeship programs are being modified and new programs developed to meet requirements in the Mayor’s 17-Point Plan and the President’s call for more job training programs. Personnel Analyst Margot Reed is overseeing the new apprenticeship initiatives in collaboration with several city departments and community based organizations.

New and existing apprenticeship programs will prepare apprentices for a broad range of City and private sector jobs in the trades. In addition to job training, Ms. Reed plans to work with Examination Analysts who oversee the apprentice selection process. Her goal is to see that examination questions are culturally neutral.

The City is also hosting an Apprenticeship Fair on August 18, 2015. This opportunity will increase the City’s visibility as an apprentice employer. (Flyer in Exhibit 1)

YearUp

The City has partnered with YearUp, a one-year, intensive training program that provides low-income young adults, ages 18-24, with a combination of hands-on skill development, college credits, internships, and support. YearUp’s trainees focus on technology fields and also develop professional and communications skills in the program. YearUp interns will help the Department of Public Heath with its technology needs as it opens the new San Francisco General Hospital.

Networking

City leaders are actively involved in efforts that encourage and support the recruitment of diverse persons in the greater bay area. To increase the number of minorities in the pipeline, the Human Resources Director and other City leaders participate in a number of forums, such as:

Recruitment Roundtables: Recruiting personnel and department heads meet to discuss underrepresentation in specific classes and share outreach strategies.

Women in Trades Meetings: Professionals from the public and private sector discuss best practices on how to attract women to non-traditional fields.
Community Meetings: DHR Recruiter Ed Wong conducts informational meetings on careers in law enforcement, firefighting and protective service. The Fire Department has revised its recruiting materials to reflect the diversity of the various community groups. (Exhibit 2.)

Conclusion

There are many efforts underway that reflect the City’s commitment to building a diverse talent pool from which to recruit. The San Francisco Police Department has a media campaign featuring its slogan, “Ordinary People Doing the Extraordinary,” and the Sheriff’s Department has its campaign featuring, “Why Not You?” With multiple recruitment programs focused on attracting a diverse group of applicants to City employment, the City is committed to increasing our workforce demographics to achieve parity with the available labor pool.

Recommendation: Adopt Report

Exhibits to Report

<table>
<thead>
<tr>
<th>Exhibit Number</th>
<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td>DHR, Workforce Development</td>
</tr>
<tr>
<td></td>
<td>List of Career Fairs and Events Scheduled</td>
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<tr>
<td>2</td>
<td>San Francisco Fire Department Recruitment Materials</td>
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</tbody>
</table>
BLANK
<table>
<thead>
<tr>
<th>Career Fair/event</th>
<th>Date/Time</th>
<th>Location</th>
<th>Sponsor</th>
<th>Target Audience</th>
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<tbody>
<tr>
<td>(SFFD) Sunday Streets in the Western Addition</td>
<td>9/14/2014</td>
<td>Western Addition</td>
<td>Sunday Streets</td>
<td>Minorities</td>
</tr>
<tr>
<td>(SFFD) Dragon Boat Festival</td>
<td>9/20-21/1</td>
<td>Treasure Island</td>
<td></td>
<td>Asian</td>
</tr>
<tr>
<td>(SFFD) Sunset Festival</td>
<td>9/27/2014</td>
<td>Sunset District</td>
<td></td>
<td>Asian</td>
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<tr>
<td>CCSF Job Fair - Mission Campus</td>
<td>10/1/2014</td>
<td>CCSF</td>
<td></td>
<td>Hispanic</td>
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<tr>
<td>(SFFD) Castro Street Fair</td>
<td>10/5/2014</td>
<td>Castro District</td>
<td></td>
<td>LGBTQ</td>
</tr>
<tr>
<td>SF LGBT Career Fair</td>
<td>10/22/2014</td>
<td>Castro District</td>
<td>LGBT Center</td>
<td>LGBTQ</td>
</tr>
<tr>
<td>NSBE Career Event</td>
<td>11/21/2015</td>
<td>Burlingame</td>
<td>NSBE</td>
<td>African American</td>
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<tr>
<td>Skyline College Vet Job Fair</td>
<td>11/5/2014</td>
<td>Skyline College</td>
<td>Skyline College</td>
<td>Veterans</td>
</tr>
<tr>
<td>Honor a Hero Job Fair</td>
<td>2/23/2015</td>
<td>South San Francisco</td>
<td>Honor a Hero</td>
<td>Veterans</td>
</tr>
<tr>
<td>SF Black Leadership Job Fair</td>
<td>2/28/2015</td>
<td>Fillmore District</td>
<td>SF Black Leadership</td>
<td>African American</td>
</tr>
<tr>
<td>SF Mayor's Council Job Fair</td>
<td>3/18/2015</td>
<td>State Building</td>
<td>SF Mayor's Council</td>
<td>Persons with Disabilities</td>
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<tr>
<td>South East Facility Community Job Fair</td>
<td>5/6/2015</td>
<td>Bayview District</td>
<td>South East Facility Community Commission</td>
<td>African American</td>
</tr>
<tr>
<td>Western Addition Job Fair</td>
<td>5/20/2015</td>
<td>Western Addition</td>
<td>Success Center SF</td>
<td>African Americans</td>
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<tr>
<td>SFFD Career Information Session</td>
<td>6/18/2015</td>
<td>South East Facility Community Center</td>
<td>SFFD</td>
<td>African American</td>
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<tr>
<td>Deaf Counseling, Advocacy and Referral Agency (DCARA)</td>
<td>6/30/2015</td>
<td>DCARA, San Leandro</td>
<td>DCARA</td>
<td>Persons with Disabilities</td>
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<tr>
<td>SFFD Career Information Session</td>
<td>7/15/2015</td>
<td>Betty Ann Ong Chinese Rec Center</td>
<td>SFFD</td>
<td>Asian</td>
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<tr>
<td>Bay Area Black Expo</td>
<td>7/23/15, 11 am to 6 pm</td>
<td>Frank Ogawa Plaza, Oakland</td>
<td>Bay Area Black Expo</td>
<td>African American</td>
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<tr>
<td>WEI Apprenticeship and Career Opportunities Fair</td>
<td>8/13/15, 10 am to 2 pm</td>
<td>ILWU Local 23, 4 Berry Street, SF</td>
<td>DHR</td>
<td>Women and Minorities</td>
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<tr>
<td>Hiring Our Heroes</td>
<td>8/25/15, 11:30 am to 3 pm</td>
<td>AT&amp;T Park</td>
<td>SF Giants &amp; Jewish Community Relations Council</td>
<td>Veterans</td>
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<tr>
<td>Jobs Bucket</td>
<td>9/29/15, 10 am to 12:30 pm</td>
<td>SF Public Library</td>
<td>The Jobs Group</td>
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<td>Bay Area Women's Summit</td>
<td>TBD</td>
<td>Moscone Center</td>
<td>CCSF, City of Oakland, The Women's Foundation of CA</td>
<td>Women and Minorities</td>
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<tr>
<td>Ultimate Women's Expo</td>
<td>10/3-4/15</td>
<td>San Mateo Event Center</td>
<td>The Ultimate Women's Expo</td>
<td>Women and Minorities</td>
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<tr>
<td>Job Hunters Boot Camp</td>
<td>10/13/15, 10 am to 1 pm</td>
<td>San Mateo Event Center</td>
<td>Congresswoman Jackie Speier</td>
<td>Veterans</td>
</tr>
</tbody>
</table>
Exceed Expectations

Apprenticeship & Career Opportunities Fair

Women interested in public safety, information technology, or the building and maintenance trades are encouraged to attend!

Inspired by the S.F. Women's Empowerment Initiative

No Pre-registration Required

Tuesday, August 18th
10:00 am - 1:00 pm

ILWU Local 34 Hall
4 Berry Street
(next to AT&T Park)

For additional information call:
(415) 557-4928
What We Stand For

The Fire Department’s mission is to protect the lives and property of the people of San Francisco from fires, natural disasters, and hazardous materials incidents; to save lives by providing emergency medical services; to prevent fires through prevention and education programs; and to provide a work environment that values health, wellness and cultural diversity and is free of harassment and discrimination.

The Fire Department values:

- The public’s trust and opportunity to serve
- A work environment that promotes harmony, respect for each person, and is free from harassment, discrimination, and retaliation
- Leadership committed to the Department’s mission
- A diverse work force which reflects the community it serves
- A highly trained professional workforce
- Teamwork to effectively achieve the Department’s mission

Contact Us

SAN FRANCISCO FIRE DEPARTMENT
Employee Organizations:
San Francisco Firefighters’ Association
Local 798
www.sffdlcal798.org
Asian Firefighters’ Association
www.asianfire.org
Black Firefighters’ Association
www.sfbfa.org
LGBT Employee Group SFResQ
www.facebook.com/SFResQ/info
Los Bomberos de San Francisco
www.facebook.com/SFBomberos
United Fire Service Women – San Francisco
www.ufsw.org

SAN FRANCISCO FIRE DEPARTMENT
698 Second Street
San Francisco, CA 94107
(415) 558-3400
Fax: (415) 558-3407
Email. fireadministration@sfgov.org
www.sf-fire.org
www.sfdhr.org
Salary and Benefits

$73,424 - $113,308 / year
- Paid vacation
- Paid sick leave
- 11 legal holidays + floating holidays
- Retirement plan
- Deferred compensation
- Health insurance
- Dental & vision plans

The Job

San Francisco Firefighters safeguard City residents and visitors each day by:
- Protecting Lives and Property through Fire Suppression
- Responding to Disasters and Medical Emergencies
- Containing Hazardous Materials Incidents
- Working with Communities and Schools to Prevent Fires
- Inspecting Businesses, Schools and Public Gatherings
- Utilizing Specialized Training including: Steep or Challenging Terrain Rescue; Confined Space Rescue; and Water Rescue
- Investigating Arson Cases

Qualifications*

To be placed on the eligible list you must:
- Have a high school diploma or equivalent
- Be at least 19 years old (no maximum age limit)
- Have a current, valid Emergency Medical Technician (EMT) certification issued by the State of California (may take exam before getting EMT certificate)
- Pass the FireTEAM exam

*The online job announcement lists minimum qualifications in detail. Go to www.jobaps.com/sf and click on "Entry-level Firefighter"

To be hired you must:
- Be at least 20 years old
- Pass the physical ability test (CPAT)
- Have a valid California driver license
- Successfully complete all components of the background investigation
- Not have a felony conviction on record
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www.asianfire.org
Black Firefighters’ Association
www.sfbfa.org
LGBT Employee Group SFResQ
www.facebook.com/SFResQ/Info
Los Bomberos de San Francisco
www.facebook.com/SFBomberos
United Fire Service Women – San Francisco
www.ufsw.org

SAN FRANCISCO FIRE DEPARTMENT
698 Second Street
San Francisco, CA 94107
(415) 558-3400
Fax: (415) 558-3407
Email: fireadministration@sfgov.org
www.sf-fire.org
www.sfdhr.org
<table>
<thead>
<tr>
<th>Salary and Benefits</th>
<th>The Job</th>
<th>Qualifications*</th>
</tr>
</thead>
<tbody>
<tr>
<td>$73,424 - $113,308 / year</td>
<td>San Francisco Firefighters protect City residents and visitors each day by:</td>
<td>To be placed on the eligible list you must:</td>
</tr>
<tr>
<td>- Paid vacation</td>
<td>- Protecting Lives and Property through Fire Suppression</td>
<td>- Have a high school diploma or equivalent</td>
</tr>
<tr>
<td>- Paid sick leave</td>
<td>- Responding to Disasters and Medical Emergencies</td>
<td>- Be at least 19 years old (no maximum age limit)</td>
</tr>
<tr>
<td>- 11 legal holidays + floating holidays</td>
<td>- Containing Hazardous Materials Incidents</td>
<td>- Have a current, valid Emergency Medical Technician (EMT) certification issued by the State of California (may take exam before getting EMT certificate)</td>
</tr>
<tr>
<td>- Retirement plan</td>
<td>- Working with Communities and Schools to Prevent Fires</td>
<td>- Pass the FireTEAM exam</td>
</tr>
<tr>
<td>- Deferred compensation</td>
<td>- Inspecting Businesses, Schools and Public Gatherings</td>
<td>*The online job announcement lists minimum qualifications in detail. Go to <a href="http://www.jobaps.com/sf">www.jobaps.com/sf</a> and click on &quot;Entry-level Firefighter&quot;</td>
</tr>
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<td>- Health insurance</td>
<td>- Utilizing Specialized Training including: Steep or Challenging Terrain Rescue; Confined Space Rescue; and Water Rescue</td>
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<td>- Dental &amp; vision plans</td>
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<tr>
<td></td>
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<td>- Pass the physical ability test (CPAT)</td>
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- A diverse work force which reflects the community it serves
- A highly trained professional workforce
- Teamwork to effectively achieve the Department's mission

Contact Us

SAN FRANCISCO FIRE DEPARTMENT
Employee Organizations:
San Francisco Firefighters' Association
Local 798
www.sffdlocal798.org
Asian Firefighters' Association
www.asianfire.org
Black Firefighters' Association
www.sfba.org
LGBT Employee Group SFResQ
www.facebook.com/SFResQ/info
Los Bomberos de San Francisco
www.facebook.com/SFBomberos
United Fire Service Women – San Francisco
www.ufsw.org

SAN FRANCISCO FIRE DEPARTMENT
698 Second Street
San Francisco, CA 94107
(415) 558-3400
Fax: (415) 558-3407
Email: fireadministration@sfgov.org
www.sf-fire.org
www.sfdhr.org
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<th>Salary and Benefits</th>
<th>The Job</th>
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| $73,424 - $113,308/year | - Paid vacation  
- Paid sick leave  
- 11 legal holidays + floating holidays  
- Retirement plan  
- Deferred compensation  
- Health insurance  
- Dental & vision plans | San Francisco Firefighters protect City residents and visitors each day by:  
- Protecting Lives and Property through Fire Suppression  
- Responding to Disasters and Medical Emergencies  
- Containing Hazardous Materials Incidents  
- Working with Communities and Schools to Prevent Fires  
- Inspecting Businesses, Schools and Public Gatherings  
- Utilizing Specialized Training including: Steep or Challenging Terrain Rescue; Confined Space Rescue; and Water Rescue  
- Investigating Arson Cases | To be placed on the eligible list you must:  
- Have a high school diploma or equivalent  
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- Pass the FireTEAM exam  

*The online job announcement lists minimum qualifications in detail. Go to www.jobaps.com/sf and click on “Entry-level Firefighter”  

To be hired you must:  
- Be at least 20 years old  
- Pass the physical ability test (CPAT)  
- Have a valid California driver license  
- Successfully complete all components of the background investigation  
- Not have a felony conviction on record |
What We Stand For

The Fire Department's mission is to protect the lives and property of the people of San Francisco from fires, natural disasters, and hazardous materials incidents; to save lives by providing emergency medical services; to prevent fires through prevention and education programs; and to provide a work environment that values health, wellness and cultural diversity and is free of harassment and discrimination.

The Fire Department values:
- The public's trust and opportunity to serve
- A work environment that promotes harmony, respect for each person, and is free from harassment, discrimination, and retaliation
- Leadership committed to the Department's mission
- A diverse work force which reflects the community it serves
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The San Francisco Fire Department presents
San Francisco Firefighter Career Information Session

Ever wonder what it takes to be a San Francisco Firefighter? At these info session you’ll meet real San Francisco Firefighters who’ll tell you about what they consider the best job on the planet. They’ll share information about how to become a firefighter and you’ll get to ask them questions. You may be surprised what you’re capable of!

- 9/21/15: 6:30 – 8 pm, Palega Rec. Center, Register at: www.sffd092115.eventbrite.com
- 10/19/15: 6:30 – 8 pm, Hamilton Rec. Center, Register at: www.sffd101915.eventbrite.com
- 11/16/15: 6:30 – 8 pm, Sunset Rec. Center, Register at: www.sffd111615.eventbrite.com
- 12/21/15, 6:30 – 8 pm, Richmond Rec Center, Register at: www.sffd122115.eventbrite.com

San Francisco Firefighter Careers
Go to Extrordinary to sign up
(415) 734-3331
Where: 350 America Dr, San Francisco Police Academy
and from 10:00 PM to 4:00 PM
Arrive by 2:00 PM
When: Saturday, July 18th, August 2nd, 2015 from 6:00 PM

Apply Today!

Ordinary People Doing the Extraordinary

will be on hand to answer questions.
You have an opportunity to practice the test. Many of our officers
will demonstrate the physical agility test and give
career with the SFPD

will be Officers from background, Police Academy and
our Police Academy.
The SFPD is providing an informational hiring workshop at

San Francisco Police Department

Recruitment Workshop

The extraordinary women doing
The highest priority is the reduction of violent crime to make San Francisco the safest big city in the Nation. We accomplish this goal by establishing positive and productive partnerships with members of our community; especially our youth.

WORKING FOR US IS AN ADVENTURE!

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  - MLB Baseball - Giants at AT&T Park

- WATERFRONT ACTIVITIES
  - Fleet Week, America's Cup, U.S. Open

- MAJOR EVENTS
  - Parades, festivals, demonstrations

San Francisco Police Department welcomes dedicated men and women to join us in serving our City. I encourage you to apply to become one of San Francisco's finest.

POLICE OFFICERS OPPORTUNITIES

Entry Level Laterals

CONNECT and apply today!

sfpdcareers.com

San Francisco Police Department
RECRUITMENT UNIT
850 Bryant Street
San Francisco, CA 94103
415-734-3331 or 415-734-3332
Email: JoinSFPD@sfgov.org

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Ordinary people doing the extraordinary...

**SALARY/BENEFITS**

The current salary range for a San Francisco Police officer is $80,574 to $112,164* annually.

*Five years and possession of advanced P.O.S.T. certificate

Includes health, dental, and life insurance; paid vacation days; floating holidays; paid sick leave; bilingual and specialty assignment pay; and minimum retirement at age 50 with maximum 80% based on years of service.

Salary subject to change per the MOU between the City & County of San Francisco and the San Francisco Police Officers Association

**WHAT WE DO**

Upon successful graduation from the San Francisco Police Academy, officers are assigned to a district station. Following a field training program, duties and opportunities include the following:

- Helping people by providing public safety enforcement service to the City of San Francisco
- Promoting Community Policing
- Working with youth
- Patrolling assigned districts, responding to calls for service, conducting investigations, writing reports, pursuing and detaining suspects, and making arrests
- Enforcing traffic and parking laws
- Preparing for and participating in major events, parades, dignitary protection, and public safety at sporting events
- Participating in self-development activities such as on-going professional training for promotional consideration

**QUALIFICATIONS**

To qualify to take the police officer examination, the following must be met.

**MINIMUM STANDARDS**

- Be at least 20 years old (there is no maximum age limit)
- Be a U.S. citizen or a permanent resident alien
- There is no residency requirement
- Have a valid driver license
- Not have been convicted of a felony in California or of an act in any other state or Federal jurisdiction or in any other country that would have been a felony if committed in California or any misdemeanor that carries a penalty prohibiting ownership, possession, or control of a firearm

**TO BE HIRED, YOU MUST:**

- Be at least 21 years old
- Have a U.S. high school diploma, a G.E.D. or California High School Proficiency examination, or two-year / four year degree from an accredited college or university in the United States
- Be a U.S. citizen
- Successfully complete all components of the Police Officer examination and the background investigation process

Interested? Check us out - www.sfpdcareers.com

Visit our website at sfgov.org/police and look for us on Facebook and Twitter!
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普通人民的非凡事业

CAREERS

ENTRY LEVEL

LATERALS

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