



SFMTA

San Francisco Municipal Transportation Agency

Update on Hiring and Workforce Planning

CAC
April 6, 2023

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Hiring Summary

One of the **highest priorities in the agency's Strategic Plan is hiring** and meeting the agency's workforce needs.

Presentation Agenda

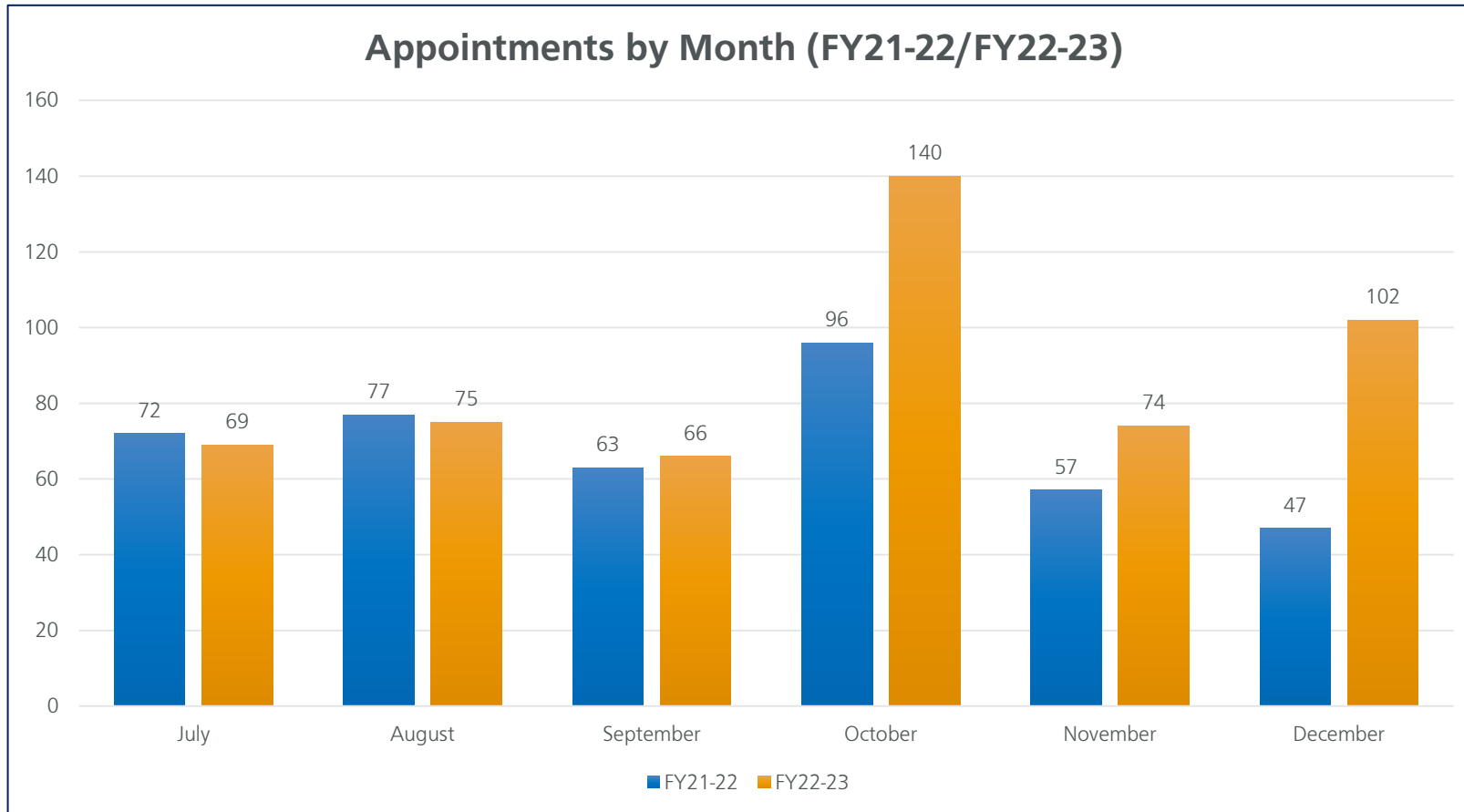
- ⌘ Hiring Data
- ⌘ Proposed Civil Service Rule Changes & Hiring Updates
- ⌘ **Questions & Answers**



Hiring Summary YTD FY 22-23

Managing the Hiring Pipeline

In the first two quarters of FY 2023, the agency has completed **526** hires and **continues to average over 200 positions filled for 6 straight quarters**. In the most recent quarter, the agency made **316** appointments.

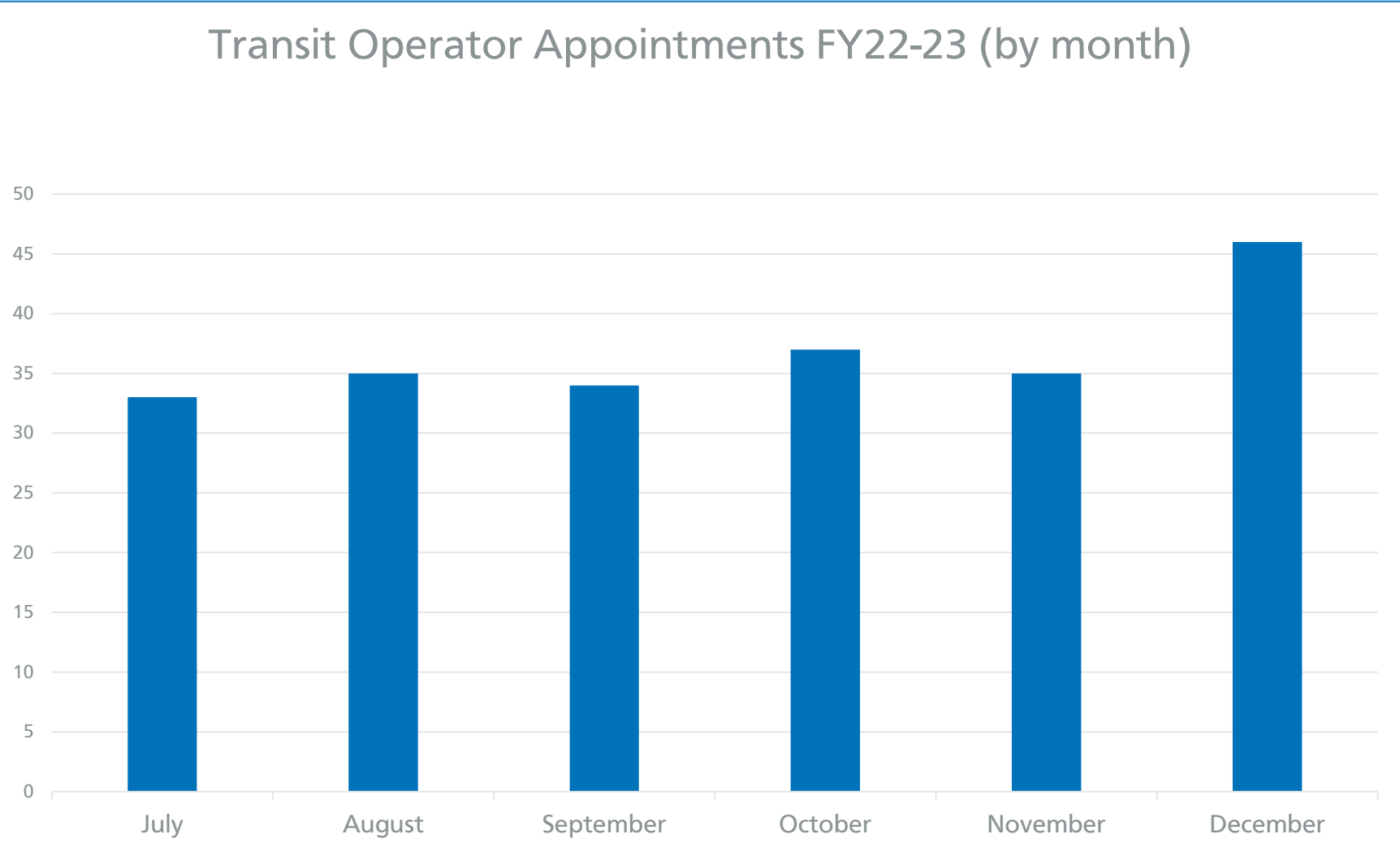


	FY21-22	FY22-23
July	72	69
August	77	75
September	63	66
October	96	140
November	57	74
December	47	102
TOTAL	412	526



Transit Operator (9163) Hiring Summary YTD FY 22-23

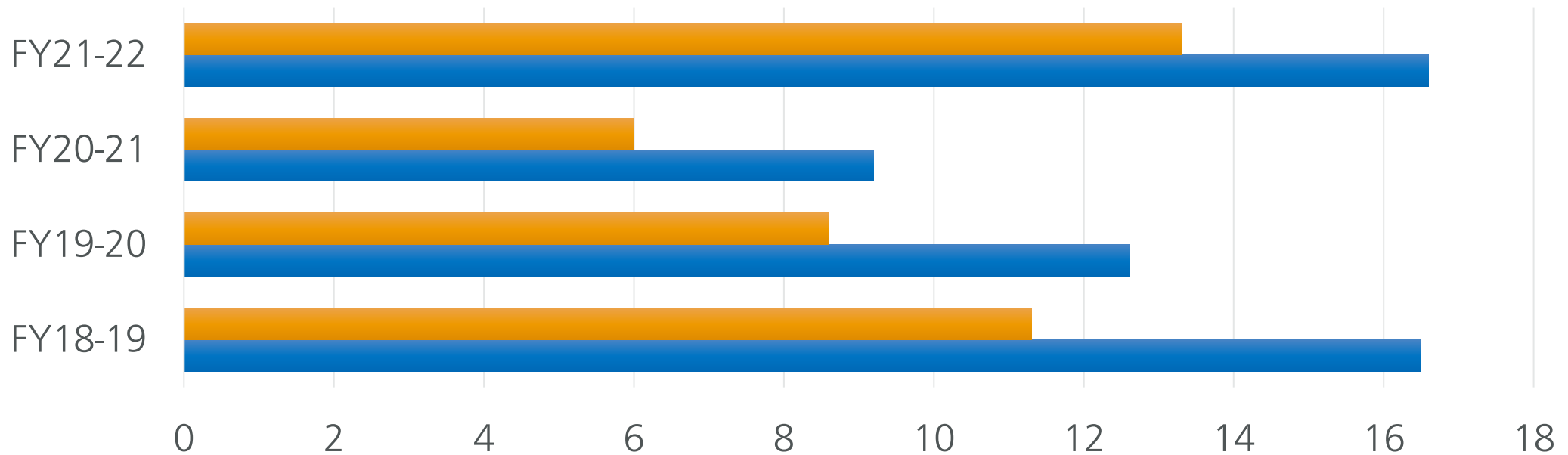
Managing the Hiring Pipeline



	FY22-23
July	33
August	35
September	34
October	37
November	35
December	46
TOTAL	220

Attrition Overview

Attrition Rate (%) by FY



	FY18-19	FY19-20	FY20-21	FY21-22
9163	11.3	8.6	6	13.3
Agencywide	16.5	12.6	9.2	16.6

9163 Agencywide



Hiring Summary YTD FY 22-23

Workforce Requirements

While the Agency was successful at hiring **526** employees currently this fiscal year, only 275 or **52% of those hires were new to the City & MTA**. 185 of these 275 new hires (67.6%) were Transit Operators. This means 90 out of 306 non-Operator appointments (29.4%) were new hires.

Legend: Appointment Categories

COS = Change of Status

HIR = New Hire to City

PRO = Promotion within MTA

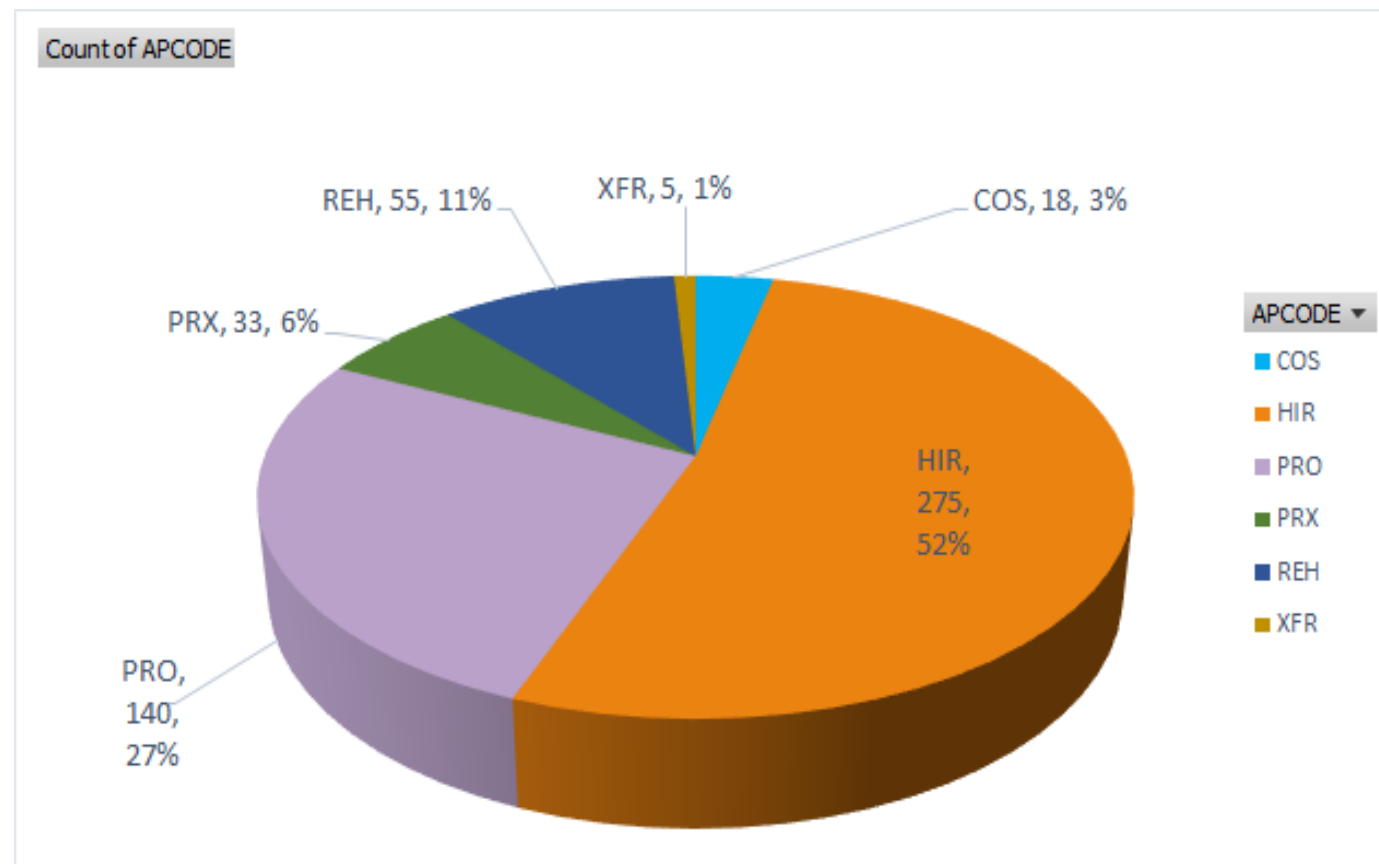
PRX = Promotion from another city dept

RAC = ADA placement (reasonable accommodation)

RAS = Internal reassignment within SFMTA

REH = Rehire

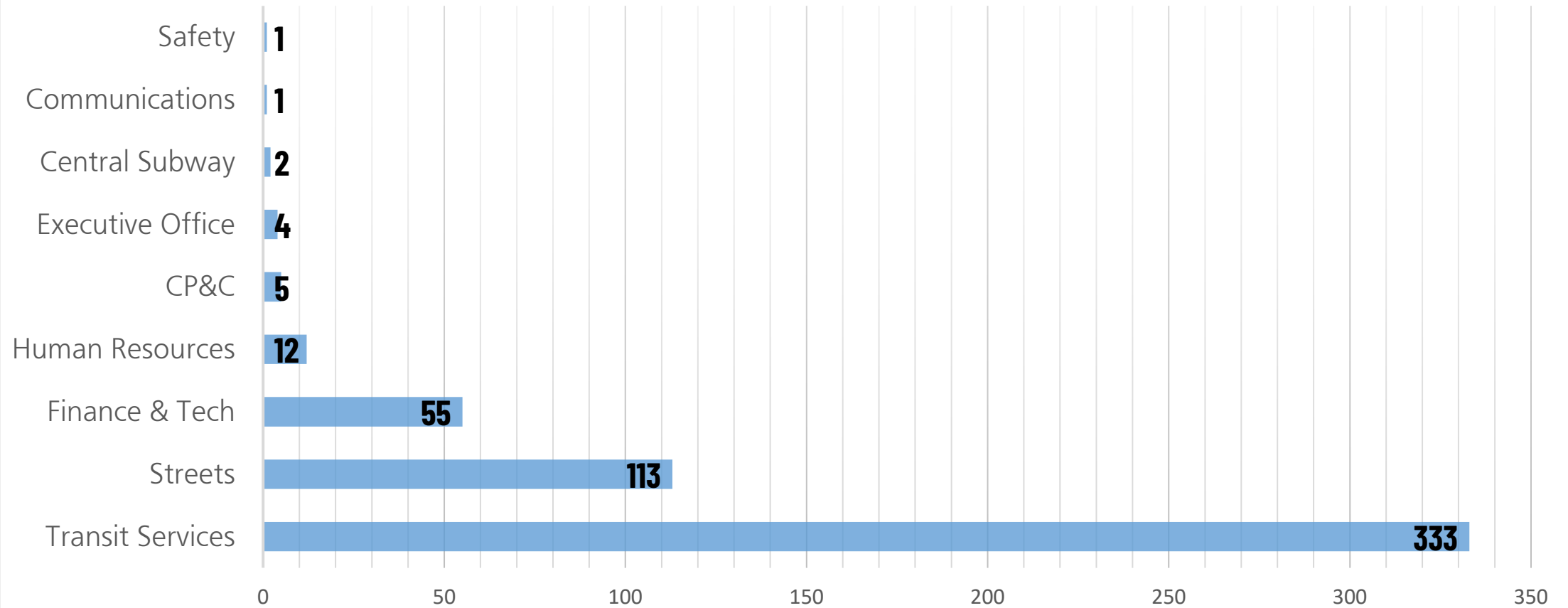
XFR = Transfer (lateral transfer from another dept)



Hiring Summary YTD FY22-23

Division Appointments

Number Of Appointments (by Division)
(July 1, 2022- December 31, 2022)



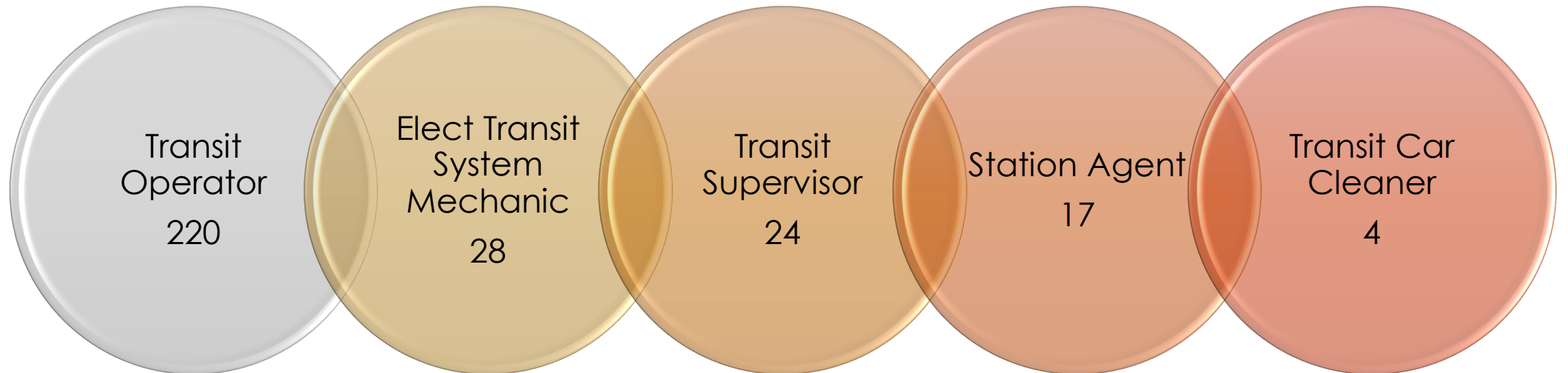
	Transit Services	Streets	Finance & Tech	Human Resources	CP&C	Executive Office	Central Subway	Communications	Safety
■ Number of Appointments	333	113	55	12	5	4	2	1	1

Hiring Summary YTD FY 22-23

Transit Services

Total # of Appointments = 333

Top Appointments

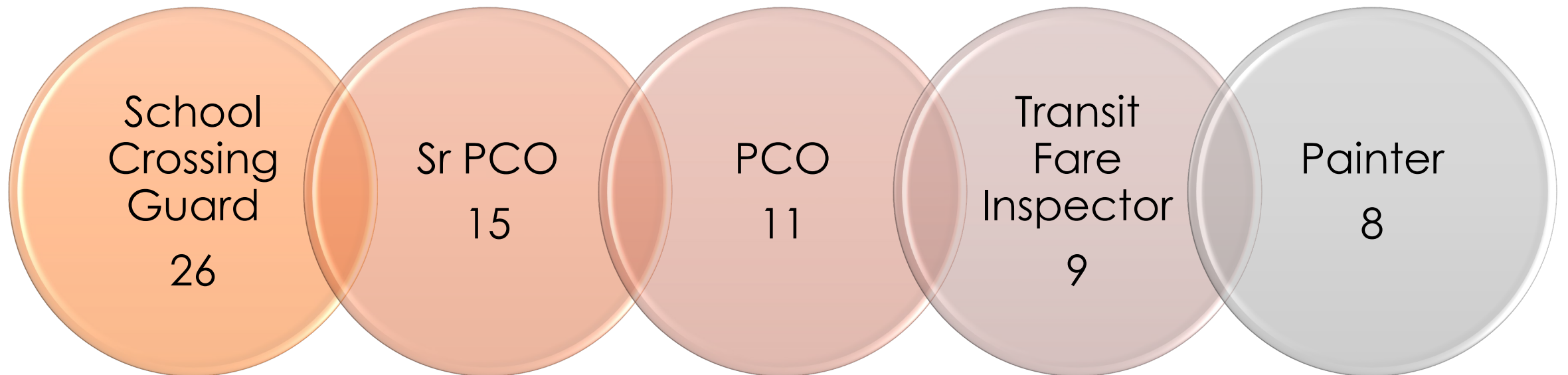


Hiring Summary YTD FY 22-23

Streets Division

Total # of Appointments = 113

Top Appointments

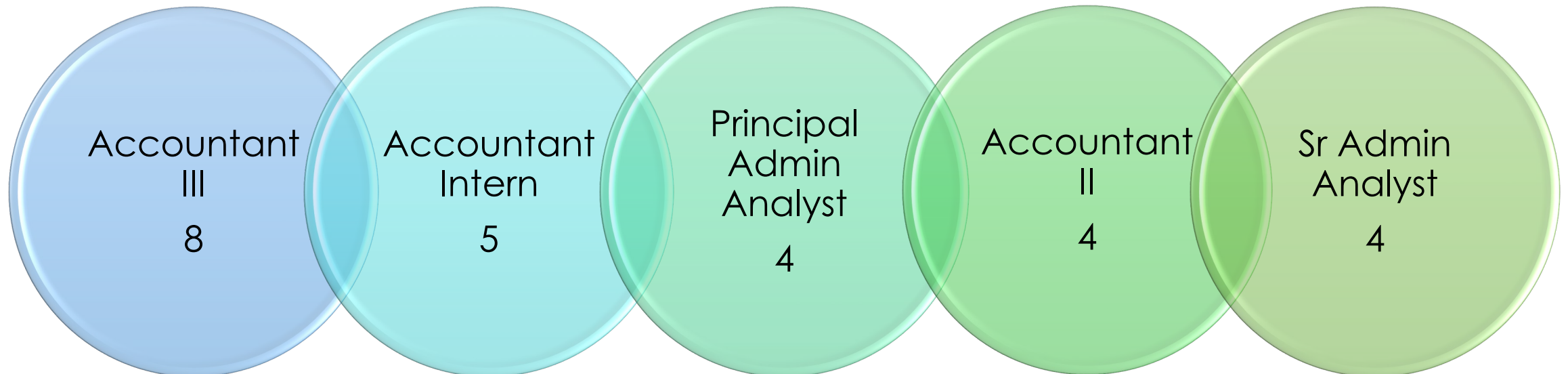


Hiring Summary YTD FY 22-23

Finance & Tech Services Division*

Total # of Appointments = 55

Top Appointments



**Includes positions moved to Office of the Chief Strategy Officer*

Hiring Summary YTD FY 22-23 Division Appointments



Human Resources (Total Appts 12)

HR Analyst
Personnel Tech
Sr Management Assistant



CP&C (Total Appts 5)

Assistant Engineer
Project Manager II
Associate Engineer



Executive (Total Appts 4)

Manager IV
Public Relations Officer
Coordinator Citizen Involvement



Central Subway (Total Appts 2)

Associate Engineer
Management Assistant



Comms (Total Appt 1)

IS Business Analyst Assistant



Safety (Total Appt 1)

Safety Analyst



Civil Service Commission Proposed Rule Changes and Citywide Hiring Updates



Citywide Hiring Updates

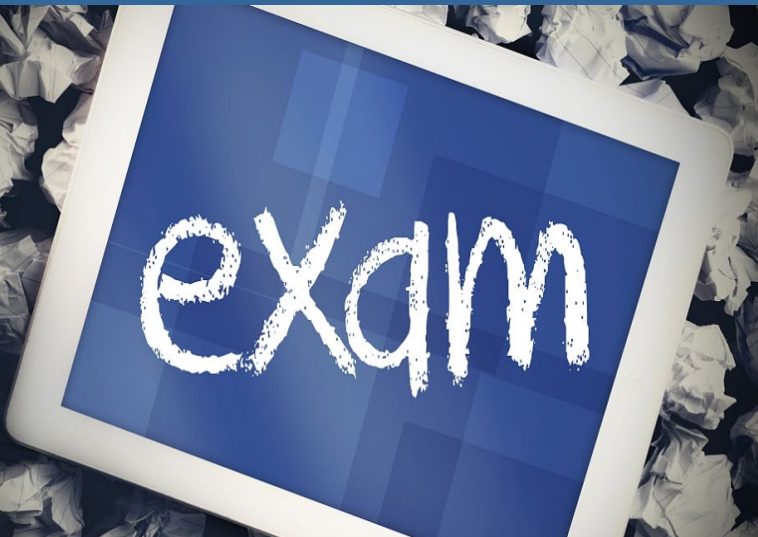
*For more information, read
"Making Government Work:
Speeding Up Hiring"
Mayor Breed (12/8/2022)*

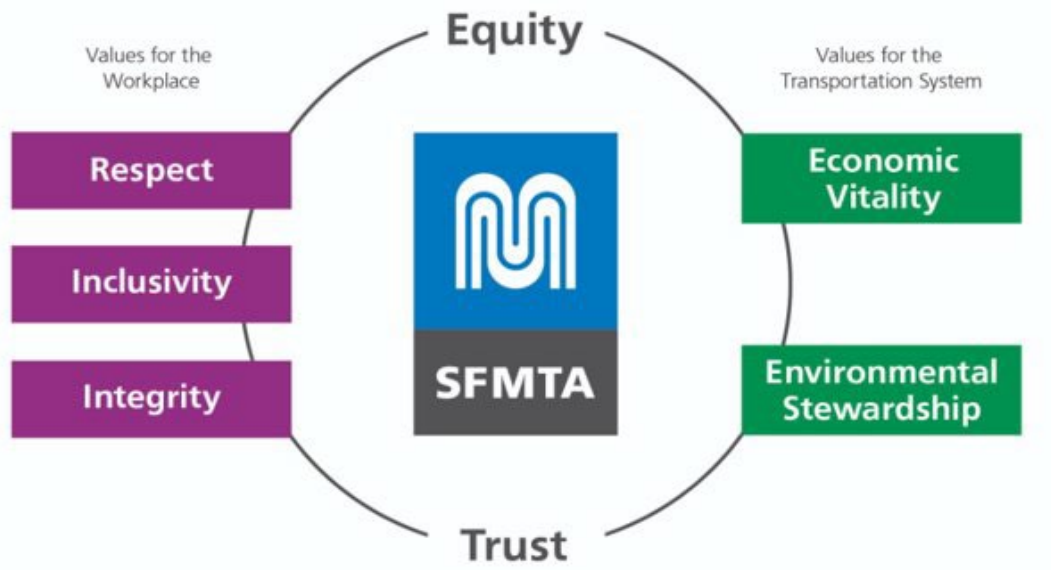
- "Hiring Reform" team formed Mayor's office & Department of Human Resources (DHR)
- Proposed changes to Civil service rules focused on:
 - **Decreasing minimum time durations** stipulated for certain steps in the hiring process
 - **Cutting down the time to review promotional points requests** and providing consistent language across the rules
 - Providing consistent language on the length of eligible lists and **maximizing the ability to extend lists as needed**
 - **Cutting out paperwork and administrative steps** by allowing for lists to be exhausted when there are more positions than available candidates
- Rules posted for review on February 17, 2023
- Meet and Confer sessions with unions initiated week of March 20, 2023
- Phase one of proposed changes
- More proposals will be forthcoming



Permanent Civil Service Improvements

- Some exams moving to online, on-demand testing
 - Allows candidates to complete exams online from their homes
 - Allows MTA to reach candidates in other states or who otherwise might have difficulty coming to take an in-person-exam
- Some exams moving to continuous testing model
 - Allows candidates to apply at any time for such positions
 - Requires agreements with unions on a "Rule of the List" certification rule
 - The first group of classifications citywide, pending union agreements:
 - 1244 Senior Human Resources Analyst
 - 182X Administrative Analyst
 - 184X Management Assistant series
 - Timeframe unknown but expected in the first half of 2023
- Data-focused meetings have been convening so we can better leverage data about past recruitments to identify pain points





Human Resources Priorities

Fully staff HR

Increase professional development opportunities

Continue pathways for internal promotions

Increase diversity, especially for women

Improve Retention

Employer of Choice

Increase hiring

Reduce time to fill

The advertisement features a grid of six photographs showing diverse SFMTA employees in various roles: a woman in a safety vest, a man driving a bus, a man working with tires, a woman at a computer, a man in a safety vest, and a woman in a uniform. To the right of the photos is a blue box with the text 'Careers that Move You' in large white font. Below this, in smaller white text, are the bullet points: 'Competitive pay • Paid time off • Career pathways • Full-time and part-time positions available'. At the bottom of the advertisement, there is a QR code, the SFMTA logo, the website 'SFMTA.com/careers', and the text 'Equal Opportunity & Veteran Preference Employer'.



Any Questions?