

**City and County of San Francisco**  
Carol Isen  
Human Resources Director



**Department of Human Resources**  
*Connecting People with Purpose*  
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**NOTICE OF FINAL ACTION TAKEN BY THE  
HUMAN RESOURCES DIRECTOR**

Date: September 18, 2023

Re: **Notice of Proposed Classification Actions – Final Notice No. 16 FY 2023/2024  
(copy attached).**

In the absence of requests to meet addressed to the Human Resources Director, the classification actions contained in the above referenced notice became effective September 18, 2023.

Carol Isen  
Human Resources Director

by:

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Steve Ponder  
Classification and Compensation Director  
Human Resources

cc: All Employee Organizations  
All Departmental Personnel Officers  
DHR – Class and Comp Unit  
DHR – Client Services Unit  
DHR – Employee Relations Unit  
DHR – Recruitment and Assessment Unit  
DHR – Client Services Operations  
Carol Isen, DHR  
Sandra Eng, CSC  
Erik Rapoport, SFERS  
Theresa Kao, Controller/ Budget Division  
E-File

**NOTICE OF PROPOSED CLASSIFICATION ACTIONS BY  
THE HUMAN RESOURCES DIRECTOR**

The following actions are being posted in accordance with Civil Service Rule 109. In the absence of a protest addressed to the Human Resources Director, the proposed changes will become final seven (7) calendar days from the posting date.

**Posting No:** 16  
**Fiscal Year:** 2023/2024  
**Posted Date:** 09/11/2023  
**Reposted Date:** N/A

**AMEND THE FOLLOWING JOB SPECIFICATION(S):**  
**(Job specification(s) attached)**

Item #	Job Code	Title
1	8173	Legal Assistant

**Protests on an item should be addressed to the Human Resources Director** and can be submitted by mail to the City and County of San Francisco, Department of Human Resources, 1 South Van Ness Ave, 4th Floor, San Francisco, CA 94103 or by email to [DHR.ClassificationActionPostings@sfgov.org](mailto:DHR.ClassificationActionPostings@sfgov.org). All protests must be received in writing no later than close of business seven (7) calendar days from the posting date, and must include the posting and item number(s), the basis on which the protest is submitted and identify the affected parties.

Copies of this notice may be obtained from the Department of Human Resources or from the website at: <http://sfdhr.org/index.aspx?page=109>. Copies of Civil Service Rule 109 may be obtained from the Department of Human Resources, the office of the Civil Service Commission at 25 Van Ness Ave, Suite 720, San Francisco, CA 94102 or from the website at: [Rule 109 Position Classification and Related Rules | Civil Service Commission](#).

cc: All Employee Organizations  
All Departmental Personnel Officers  
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**CITY AND COUNTY OF SAN FRANCISCO  
DEPARTMENT OF HUMAN RESOURCES**

**Title: Legal Assistant  
Job Code: 8173**

**DEFINITION**

Under supervision of an attorney, performs a variety of paraprofessional legal duties for one of the legal departments of City government; engages in legal research assignments; interviews clients; and assists in the preparation of legal documents and instruments.

**DISTINGUISHING FEATURES**

Positions in this class are established in order to effectively utilize the services of individuals who have completed a paraprofessional legal curriculum or related training. Employees in this class provide a variety of legal services and carry out important assignments not requiring the expertise of a professional attorney.

**SUPERVISION EXERCISED**

None.

**EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES**

*According to Civil Service Commission Rule 109, the duties specified below are representative of the range of duties assigned to this job code/class and are not intended to be an inclusive list.*

1. Investigates, collects and compiles case materials and documentary evidence in contract and personal injury litigation.
2. Drafts Complaints, Affidavits, Motions, Interrogatories and other pleadings connected with trial preparation and discovery; interviews witnesses and assists the attorney at trial or at depositions.
3. Performs legal research and assists in the preparation of contracts, leases, briefs and legal opinions; may perform statistical research required for litigation.
4. Assists in the preparation of legislation, including research of existing statutes and regulations, review of existing legislation for possible conflicts with proposed legislation and analysis or digesting of proposed legislation.
5. As assigned, maintains a tracking system for adjusting claims against the City, coordinates investigation and departmental review of claims and communicates with members of the public and departmental representatives relative to claims against the City.
6. Corresponds and communicates with attorneys, representatives of other governmental agencies and the general public.
7. As assigned, analyzes depositions, exhibits, and pleadings to extract facts pertinent to issues argued on brief; may assemble exhibits, affidavits and other legal documents for use in preparing a trial.
8. Interviews citizens with complaints and obtains information for appropriate City legal department; may observe a variety of legal conferences and proceedings; when assigned, attends and observes court room activities.

**CITY AND COUNTY OF SAN FRANCISCO  
DEPARTMENT OF HUMAN RESOURCES**

**Title: Legal Assistant  
Job Code: 8173**

**KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of: legal procedures, legal terminology and legal research techniques.

Ability or Skill to: speak and write effectively; analyze legal problems; perform legal research with accuracy and initiative; accept written and oral instructions; deal tactfully with attorneys, office personnel, court personnel, representatives of other governmental entities and the general public.

**MINIMUM QUALIFICATIONS**

*These minimum qualifications establish the education, training, experience, special skills and/or license(s) which are required for employment in the classification. Please note, additional qualifications (i.e., special conditions) may apply to a particular position and will be stated on the exam/job announcement.*

Education:

Certificate of completion of a paralegal program approved by the American Bar Association.

Experience:

License and Certification:

Substitution:

The required education may be substituted by other qualifying combinations of education and experience as described in the California Business and Professions Code Section 6450 for Paralegals.

**SUPPLEMENTAL INFORMATION**

**PROMOTIVE LINES**

**ORIGINATION DATE:** 01/07/1980

**AMENDED DATE:** 04/26/16; 09/18/23

**REASON FOR AMENDMENT:** *To accurately reflect the current tasks, knowledge, skills & abilities, and minimum qualifications.*

**BUSINESS UNIT(S):** COMMN SFMTA SFCCD SFUSD