

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 10, 2024

Re: **Notice of Proposed Classification Actions – Final Notice No. 5 FY 2024/2025 (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 10, 2024.

Carol Isen  
Human Resources Director

by:   
\_\_\_\_\_  
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:** 5  
**Fiscal Year:** 2024/2025  
**Posted Date:** 09/03/2024  
**Reposted Date:** N/A

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

Item #	Job Code	Title	Bargaining Unit
1	1452	Executive Secretary II	8
2	1454	Executive Secretary III	8

**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  
DHR – Class and Comp Unit  
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**CITY AND COUNTY OF SAN FRANCISCO  
DEPARTMENT OF HUMAN RESOURCES**

**Title: Executive Secretary II  
Job Code: 1452**

**DEFINITION**

Under direction, performs highly specialized administrative secretarial services for one or more executive managers requiring the exercise of independent judgment on complicated and difficult administrative matters involving sensitive and confidential information; may supervise subordinate clerical personnel; and performs related duties as required.

**DISTINGUISHING FEATURES**

This is the journey-level code in the Executive Secretary series. It is distinguished from the next higher code, 1454 Executive Secretary III, which is the most advanced in the secretarial series. The Executive Secretary III typically performs personal and confidential secretarial work for the highest level of executive management staff and uses the broadest level of independent judgment, decision-making and action.

**SUPERVISION EXERCISED**

A 1452 Executive Secretary II may supervise a moderate-sized group of subordinate clerical personnel.

**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. May take and transcribe dictation of a highly confidential and/or critical nature.
2. Types, edits and composes a variety of letters, memoranda and reports using computer software/systems; prepares agendas; transcribes minutes.
3. Develops, maintains, and manages various office/record systems, and electronic files.
4. Prepares summaries of reports, memoranda and documents for executive staff review.
5. Interprets administrative decisions and policies to staff, agencies and the public.
6. Examines, verifies, and organizes a variety of records and reports including budget documents.
7. Maintains appointment calendar for supervisor; and makes business travel arrangements.
8. May assign and supervise the work of subordinate clerical staff.
9. Performs related duties and responsibilities as assigned.

**KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of: current office practices, procedures and equipment; business English; spelling; arithmetic; office management and office/record systems.

Requires sufficient skill in: typing to complete 55 words per minute (WPM); computer and keyboarding skills; written and oral communication skills. May be required to take shorthand dictation or to type from machine transcription.

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

**Title: Executive Secretary II  
Job Code: 1452**

Ability to: plan, organize, coordinate and review the work of an executive office; exercise judgment in making decisions; handle administrative details independently, including the composition of letters, memoranda, and reports; establish and maintain harmonious working relationships with managers, city officials, employees, and 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:

Experience:

1. Two (2) years of verifiable executive secretarial experience providing personal and confidential administrative support for a manager by arranging appointments and assisting in the preparation of meetings, responding to public inquiries, reviewing incoming documents, composing confidential correspondence, conducting research and preparing statistical reports. Job duties must be comparable to 1450 Executive Secretary I; OR
2. Four (4) years of verifiable secretarial experience encompassing editing and independently composing letters and other correspondence utilizing computer software/systems; researching, compiling and organizing data for various reports; and maintaining office/records systems. Job duties must be comparable to 1446 Secretary II.

License and Certification:

Substitution:

A recognized secretarial training program of two hundred forty (240) hours Or the equivalent of fifteen (15) semester units in graded secretarial college units, may substitute for up to six (6) months of the required experience. Proof of satisfactory completion must be submitted at time of filing application.

**SUPPLEMENTAL INFORMATION**

**PROMOTIVE LINES**

To: 1454 Executive Secretary III

From: 1450 Executive Secretary I

**ORIGINATION DATE:** 08/26/85

**AMENDED DATE:** 07/23/99, 03/27/14; 09/10/24

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

**Title: Executive Secretary II  
Job Code: 1452**

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

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

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

**Title: Executive Secretary III  
Job Code: 1454**

**DEFINITION**

Under general direction, serves as personal and confidential secretary to the highest executive/management level in a city department; performs a wide variety of difficult and sensitive secretarial and administrative work involving a high degree of responsibility for public contact with governmental officials, citizens and other employees; and performs related duties as required.

**DISTINGUISHING FEATURES**

This is the most advanced level in the Executive Secretary series. A position in code 1454 Executive Secretary III is distinguished from 1452 Executive Secretary II by its use of the broadest level of independent judgment, decision-making and action while performing as personal confidential secretary to the highest executive/management level.

**SUPERVISION EXERCISED**

A 1454 Executive Secretary III may assign, supervise, and review the work of secretarial and clerical personnel.

**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. May take and transcribe dictation of a highly confidential and/or critical nature.
2. Types, edits and composes a variety of letters, memoranda and reports using computer software/system; prepares agenda; transcribes minutes.
3. Develops, maintains, and manages various office/record systems.
4. Prepares summaries of reports, memoranda and documents for executive staff review.
5. Interprets administrative decisions and policies to staff, agencies and the public.
6. Examines, verifies, and organizes a variety of records and reports including budget documents.
7. Maintains appointment calendar for supervisor; makes business travel arrangements.
8. May assign and supervise the work of subordinate clerical staff.
9. Performs related duties and responsibilities as assigned.

**KNOWLEDGE, SKILLS, AND ABILITIES**

Knowledge of: current office practices, procedures and equipment; business English; spelling; arithmetic; office management and office/record systems.

Requires sufficient skill in: typing to complete 55 words per minute (WPM). May be required to take shorthand dictation or to type from machine transcription.

Ability to: organize, coordinate, and review the work of an executive office; assume

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

**Title: Executive Secretary III  
Job Code: 1454**

responsibility and use judgment in representing, reflecting and carrying out program goals and mission of executive/managers in situations requiring tact, diplomacy and poise; organize and handle administrative details independently; compose letters, memoranda, and reports; establish and maintain harmonious working relations with the general public and other employees.

**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:

Experience:

1. Three (3) years of verifiable executive secretarial experience providing personal and confidential administrative support for a manager by arranging appointments and assisting in the preparation of meetings, responding to public inquiries, reviewing incoming documents, composing confidential correspondence, conducting research and preparing statistical reports. Job duties must be comparable to 1450 Executive Secretary I; OR
2. Five (5) years of verifiable secretarial experience encompassing editing and independently composing letters and other correspondence utilizing computer software/systems; researching, compiling and organizing data for various reports; and maintaining office/record systems. Job duties must be comparable to 1446 Secretary II.

License and Certification:

Substitution:

A recognized secretarial training program of two hundred forty (240) hours or the equivalent of fifteen (15) semester units in graded secretarial college units, may substitute for up to six (6) months of the required experience. Proof of satisfactory completion must be submitted at time of filing application.

**SUPPLEMENTAL INFORMATION**

**PROMOTIVE LINES**

From 1452 Executive Secretary II

**ORIGINATION DATE:** 08/26/85

**AMENDED DATE:** 07/23/99; 03/27/14; 09/10/24

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

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Job Code: 1454**

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