

1 [Initiative Ordinance - Administrative Code - First Responder Student Loan Forgiveness Fund]

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3 **Motion ordering submitted to the voters at an election to be held on November 5, 2024,**  
4 **an Ordinance amending the Administrative Code to establish a First Responder**  
5 **Student Loan Forgiveness Fund for the purpose of paying outstanding student loans,**  
6 **and job-related educational and training expenses incurred while employed by the City,**  
7 **for employees who are sworn members of the Police Department, Fire Department, or**  
8 **Sheriff’s Department; paramedics; registered nurses; or 911 dispatchers, supervisors,**  
9 **or coordinators.**

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11 MOVED, That the Board of Supervisors hereby submits the following ordinance to the  
12 voters of the City and County of San Francisco, at an election to be held on November 5,  
13 2024.

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15 **Ordinance amending the Administrative Code to establish a First Responder Student**  
16 **Loan Forgiveness Fund for the purpose of paying outstanding student loans, and job-**  
17 **related educational and training expenses incurred while employed by the City, for**  
18 **employees who are sworn members of the Police Department, Fire Department, or**  
19 **Sheriff’s Department; paramedics; registered nurses; or 911 dispatchers, supervisors,**  
20 **or coordinators.**

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22 NOTE: **Unchanged Code text and uncodified text** are in plain font.  
23 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
24 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
25 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code subsections or parts of tables.

1 Be it ordained by the People of the City and County of San Francisco:

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3 Section 1. Article XIII of Chapter 10 of the Administrative Code is hereby amended by  
4 adding Section 10.100-72.5, to read as follows:

5 **SEC. 10.100-72.5. FIRST RESPONDER STUDENT LOAN FORGIVENESS FUND.**

6 (a) Establishment of Fund. The First Responder Student Loan Forgiveness Fund (the  
7 “Fund”) is hereby established as a category four fund to receive any monies appropriated or donated  
8 for the purpose of making student loan payments to or on behalf of Eligible Employees and reimbursing  
9 Eligible Employees for the costs of job-related education and training they receive during their City  
10 employment.

11 (b) Definitions. For the purpose of this Section 10.100-72.5, the following definitions shall  
12 apply:

13 “Covered Position” shall mean a sworn member of the Police Department, Fire Department, or  
14 Sheriff’s Department; paramedic; registered nurse; or 911 dispatcher, supervisor, or coordinator.

15 “Eligible Employee” shall mean a City employee who (1) was hired by the City on or after  
16 January 1, 2025 in a Covered Position or who transitioned into a Covered Position on or after January  
17 1, 2025, and (2) subsequently has worked full-time in a Covered Position for at least three consecutive  
18 years.

19 **(c) Use and Administration of the Fund.**

20 (1) Subject to any required meet and confer processes or bargaining with employee  
21 labor organizations, and after the Controller certifies that the Fund contains at least \$1,000,000, the  
22 Department of Human Resources (the “Department”) may establish a program under which the City  
23 may make payments to or on behalf of Eligible Employees to cover those employees’ outstanding  
24 student loans or to reimburse those employees for the costs of job-related education and training they  
25 receive during their City employment, up to a maximum of \$25,000 per Eligible Employee. The

1 Department shall adopt rules and procedures to govern the program, including but not limited to  
2 additional eligibility criteria consistent with this Section 10.100-72.5 for Eligible Employees,  
3 application processes, procedures for determining the amount of funds to pay to or on behalf of an  
4 Eligible Employee, procedures for disbursing funds, and plans for informing Eligible Employees about  
5 the program.

6 (2) After consultation with the Controller, the Department shall approve all  
7 expenditures from the Fund, consistent with this Section 10.100-72.5 and the terms of any Memoranda  
8 of Understanding between the City and employee labor organizations.

9 (d) Amendments. Notwithstanding the provisions of Charter Section 14.101, the Board of  
10 Supervisors by ordinance may amend or repeal this Section 10.100-72.5.

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APPROVED AS TO FORM:

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DAVID CHIU, City Attorney

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By: /s/  
JON GIVNER  
Deputy City Attorney

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