

FILE NO. 250133

Petitions and Communications received from January 30, 2025, through February 6, 2025, for reference by the President to Committee considering related matters, or to be ordered filed by the Clerk on February 11, 2025.

Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information will not be redacted.

From the Office of the Mayor (MYR), making appointments and a nomination to the following bodies: Copy: Each Supervisor. (1)

Reappointments pursuant to Charter, Section 3.100(18) and 4.110, to the Health Commission:

- Dr. Laurie Green - term ending January 15, 2029
- Tessie Guillermo - term ending January 15, 2029

Nomination pursuant to Charter, Section 4.109, to the Police Commission:

- Wai Shun Wilson Leung - term ending April 30, 2028

From the Office of the Mayor, pursuant to Charter Section 4.109, regarding the removal of Max Carter-Oberstone from the Police Commission. Copy: Each Supervisor. (2)

From the Sheriff's Department, regarding Resolution accepting the San Francisco Sheriff Office's Military Equipment Use Policy 2024 Annual Report and Inventory; and approving the request for purchase and use of additional equipment, consistent with the criteria set forth in state law. File No. 250017. Copy: Each Supervisor, (3)

From the Office of the District Attorney, submitting response to a Letter of Inquiry issued by Supervisor Matt Dorsey at the January 14, 2025, Board of Supervisors meeting. Copy: Each Supervisor. (4)

From the Mayor's Office of Housing and Community Development (MOHCD), pursuant to Administrative Code, Section 109.3, submitting Calendar Year (CY) 2024 – Fourth Quarter, City-Funded 100% Affordable Housing Projects Report. Copy: Each Supervisor. (5)

From the Office of the Treasurer & Tax Collector (TTX), submitting the Monthly Pooled Investment Report for the month of December 2024. Copy: Each Supervisor. (6)

From the Police Department, regarding Fourth Quarter 2024 Report per Administrative Code, Chapter 96A, Law Enforcement Reporting Requirements and Administrative Code, Chapter 96E, Domestic Violence Data Reporting. Copy: Each Supervisor. (7)

From the San Francisco Police Department, submitting Daily Crime Summary for January 30, 2025. Copy: Each Supervisor. (8)

From the San Francisco Police Department, regarding Drug Market Agency Coordination Center (DMACC) Operation. Copy: Each Supervisor (9)

From Port of San Francisco, pursuant to Administrative Code, Section 2.71, submitting bond accountability report for the 2018 Embarcadero Seawall Earthquake Safety Bond. Copy: Each Supervisor. (10)

From Contract Monitoring Division, pursuant to Administrative Code, Chapter 14B, submitting Local Business Enterprise (“LBE”) Participation Annual Reports for July 1, 2022 - June 30, 2023 (FY 22-23) and July 1, 2023 - June 30, 2024 (FY 23-24). Copy: Each Supervisor. (11)

From the San Francisco International Airport (SFO), pursuant to City Charter, Section 4.104, submitting amended rules and regulation. Copy: Each Supervisor. (12)

From various departments, pursuant to Administrative Code, Section 12B.5-1(d)(1), submitting approved Chapter 12B Waiver Request Forms. 3 Forms. Copy: Each Supervisor. (13)

From the San Francisco Municipal Transportation Agency (SFMTA), submitting Interdepartmental Staff Committee on Traffic and Transportation for Temporary Street Closures (ISCOTT) February 13, 2025, meeting agenda. Copy: Each Supervisor. (14)

From the San Francisco Superior Court, regarding recruitment for the 2025-2026 Civil Grand Jury. (15)

From the California Fish and Game Commission, regarding revised meeting agenda for February 12-13, 2025. (16)

From the California Department of Parks and Recreation Office of Historic Preservation, regarding nomination of North Beach Historic District to the National Register of Historic Places. Copy: Each Supervisor. (17)

From members of the public, regarding the proposed Ordinance amending the Administrative Code to 1) waive competitive procurement and certain other Municipal Code requirements for contracts, grants, and leases necessary to accelerate the City’s response to homelessness, drug overdoses and substance use disorders, mental health needs, integrated health needs, and public safety hiring (the “Core Initiatives”); 2) delegate to department heads the authority to approve certain types of contracts, grants, and leases for Core Initiatives under Charter, Section 9.118, if the Board of Supervisors has failed to act within 45 days; 3) delete the requirement under Chapter 23 of the Administrative Code that the Board of Supervisors approve leases, if the lease is for a Core Initiative; 4) authorize the City to accept gifts, grants, and other donations for Core Initiatives; 5) clarify the authority of the Controller to transfer surplus funds to

support Core Initiatives; and 6) authorize the Office of the Mayor for six months to solicit donations from various private entities and organizations to support the City's work on the Core Initiatives, notwithstanding the Behested Payment Ordinance. File No. 250040. 6 Letters. Copy: Each Supervisor. (18)

From members of the public, regarding the Motion affirming the determination by the Planning Department that the proposed Municipal Transportation Agency (MTA) Mid-Valencia Curbside Protected Bikeway project is statutorily exempt from environmental review. File No. 241193, Motion No. M25-004. Copy: Each Supervisor. 5 Letters. (19)

From Chinese for Affirmative Action, regarding the Resolution reaffirming San Francisco's commitment to uphold the City's long standing Sanctuary City Ordinance and to provide the necessary resources and tools to support and empower the City's immigrant community, as an essential part of ensuring public safety, public health, and community integrity. File No. 250046. Copy: Each Supervisor. (20)

From members of the public, regarding the proposed Ordinance amending the Planning Code to limit restrictions on window replacement projects in certain buildings. File No. 241021. 6 Letters. Copy: Each Supervisor. (21)

From Don Emmons, regarding a San Francisco Municipal Transportation Agency (SFMTA) Biking and Rolling Plan. Copy: Each Supervisor. (22)

From members of the public, regarding the Resolution urging the Municipal Transportation Agency (MTA) to develop and implement a plan for No Turn On Red (NTOR) at every signalized intersection in San Francisco and approve a citywide NTOR policy. File No. 231016; Resolution No. 481-23. 5 Letters. Copy: Each Supervisor. (23)

From members of the public, regarding the San Francisco Municipal Transportation Agency (SFMTA) efforts to install parking meters on residential streets. 6 Letters. Copy: Each Supervisor. (24)

From members of the public, regarding sustainable mobility and the San Francisco Municipal Transportation Agency (SFMTA). 19 Letters. Copy: Each Supervisor. (25)

From members of the public, regarding healthcare services received at Concentra Urgent Care from a physician's assistant wearing a keffiyeh. 159 Letters. Copy: Each Supervisor. (26)

From Margaret Fuson, regarding John F. Kennedy Drive. Copy: Each Supervisor. (27)

From members of the public, regarding conditions at the Bayview Vehicle Triage Center. 3 Letters. Copy: Each Supervisor. (28)

From Julien DeFrance, regarding various subjects. 20 Letters. Copy: Each Supervisor. (29)

From Daniel Jeremiah Hoffman, regarding various subjects. 6 Letters. Copy: Each Supervisor. (30)

From members of the public, regarding a Hearing to address Safeway Incorporated's scheduled closure of its grocery store, located at 1355 Webster Street, on February 7, 2025, eliminating full-service grocery options, as well as pharmaceutical and banking services which provide basic necessities to its residents; and requesting the Human Rights Commission, Office of Economic Workforce Development, and Food Security Task Force to report. File No. 250050. 2 Letters. Copy: Each Supervisor. (31)

From Bretz Washington, regarding various subjects. Copy: Each Supervisor. (32)

From a member of the public, regarding various subjects. Copy: Each Supervisor. (33)

From E.C. Brandon, regarding the Federal Bureau of Investigation's Joint Terrorism Task Force. Copy: Each Supervisor. (34)

From Helene Grossman, regarding pedestrian safety. Copy: Each Supervisor. (35)

From Rishav Rout, regarding the removal of Max Carter-Oberstone from the Police Commission. Copy: Each Supervisor. (36)

From United Irish Societies, regarding fees for the St. Patrick's Day Parade. Copy: Each Supervisor. (37)

From Annie Rivera, regarding quality of life issues. Copy: Each Supervisor. (38)

From a member of the public, regarding Suchir Balaji. Copy: Each Supervisor. (39)

From Kimberly Michele Simmons, regarding various subjects. Copy: Each Supervisor. (40)

From Jason Jungreis, regarding the San Francisco Planning Department's (CPC) Expanding Housing Choice, Housing Element Zoning Program. Copy: Each Supervisor. (41)

From the Clerk of the Board of Supervisors, submitting a letter to the Ethics Commission regarding Budget Proposal for Fiscal Years 2025-26 and 2026-27; Item No. 8 - February 7, 2025, Ethics Commission Agenda. (42)

From: [Somera, Alisa \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [Adeyemi, Andre \(MYR\)](#); [RUSSI, BRAD \(CAT\)](#); [Thongsavat, Adam \(MYR\)](#)
Subject: TIME SENSITIVE: Mayoral Nomination - Police Commission
Date: Friday, January 31, 2025 5:58:28 PM
Attachments: [Clerk's Memo 1.31.25 - Police Commission.pdf](#)
[Mayor Appt Notice - W Leung.pdf](#)
[Bio - W Leung.pdf](#)
[Form 700 - W Leung.pdf](#)

Dear Supervisors,

The Office of the Mayor submitted the attached nomination package. Please see the memo from the Clerk of the Board for more information and instructions.

Alisa Somera

Legislative Deputy Director
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 415.554.7711 direct | 415.554.5163 fax
alisa.somera@sfgov.org

(VIRTUAL APPOINTMENTS) To schedule a “virtual” meeting with me (on Microsoft Teams), please ask and I can answer your questions in real time.

Click [HERE](#) to complete a Board of Supervisors Customer Service Satisfaction form.

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation, and archived matters since August 1998.

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BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. (415) 554-5184  
Fax No. (415) 554-5163  
TDD/TTY No. (415) 554-5227

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MEMORANDUM

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Date: January 31, 2025  
To: Members, Board of Supervisors  
From: *ACC* Angela Calvillo, Clerk of the Board  
Subject: Mayoral Reappointments - Health Commission

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On January 31, 2025, the Office of the Mayor submitted the following complete reappointment packages pursuant to Charter, Sections 3.100(18) and 4.110. These reappointments are effective immediately unless rejected by a two-thirds vote of the Board of Supervisors within 30 days (March 2, 2025).

**Reappointments to the Health Commission:**

- Dr. Laurie Green - term ending January 15, 2029
- Tessie Guillermo - term ending January 15, 2029

Pursuant to Board Rule 2.18.3, a Supervisor may request a hearing on these Mayoral reappointments by timely notifying the Clerk in writing.

Upon receipt of such notice, the Clerk shall refer the reappointment to the Rules Committee so that the Board may consider the reappointment and act within 30 days of the transmittal letter as provided in Charter, Section 3.100(18).

**If you wish to hold a hearing on either of these reappointments, please let me know in writing by noon on Wednesday, February 5, 2025.**

c: President Rafael Mandelman - Board of Supervisors  
Supervisor Shamann Walton - Chair, Rules Committee, Board of Supervisors  
Alisa Somera - Legislative Deputy  
Victor Young - Rules Clerk  
Brad Russi - Deputy City Attorney  
Adam Thongsavat - Mayor's Liaison to the Board of Supervisors  
Andre Adeyemi - Mayor's Director of Boards and Commissions

OFFICE OF THE MAYOR  
SAN FRANCISCO



DANIEL LURIE  
MAYOR

## Notice of Reappointment

January 30, 2025

San Francisco Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Honorable Board of Supervisors:

Pursuant to Charter Section 3.100(18), of the City and County of San Francisco, I make the following reappointment:

Dr. Laurie Green to the Health Commission for a four-year term ending January 15, 2029.

I am confident that Dr. Green will continue to serve our community well. Attached are her qualifications to serve, which demonstrate how her appointment represents the communities of interest, neighborhoods, and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this reappointment. Should you have any questions about this reappointment nomination, please contact my Director of Appointments, Andre Adeyemi, at 415-554-4000.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Lurie".

Daniel Lurie  
Mayor, City and County of San Francisco

OFFICE OF THE MAYOR  
SAN FRANCISCO



DANIEL LURIE  
MAYOR

## Notice of Reappointment

January 30, 2025

San Francisco Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Honorable Board of Supervisors:

Pursuant to Charter Section 3.100(18), of the City and County of San Francisco, I make the following reappointment:

Ms. Tessie Guillermo to the Health Commission for a four-year term ending January 15, 2029.

I am confident that Ms. Guillermo will continue to serve our community well. Attached are her qualifications to serve, which demonstrate how her appointment represents the communities of interest, neighborhoods, and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this reappointment. Should you have any questions about this reappointment nomination, please contact my Director of Appointments, Andre Adeyemi, at 415-554-4000.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Lurie".

Daniel Lurie  
Mayor, City and County of San Francisco



**From:** [Somera, Alisa \(BOS\)](#)  
**To:** [BOS-Supervisors](#); [BOS-Legislative Aides](#)  
**Cc:** [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [Adeyemi, Andre \(MYR\)](#); [RUSSI, BRAD \(CAT\)](#); [Thongsavat, Adam \(MYR\)](#)  
**Subject:** TIME SENSITIVE: Mayoral Nomination - Police Commission  
**Date:** Friday, January 31, 2025 5:58:28 PM  
**Attachments:** [Clerk's Memo 1.31.25 - Police Commission.pdf](#)  
[Mayor Appt Notice - W Leung.pdf](#)  
[Bio - W Leung.pdf](#)  
[Form 700 - W Leung.pdf](#)

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Dear Supervisors,

The Office of the Mayor submitted the attached nomination package. Please see the memo from the Clerk of the Board for more information and instructions.

*Alisa Somera*

Legislative Deputy Director  
San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102  
415.554.7711 direct | 415.554.5163 fax  
[alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org)

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BOARD of SUPERVISORS



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MEMORANDUM

Date: January 31, 2025
To: Members, Board of Supervisors
From: *ACC* Angela Calvillo, Clerk of the Board
Subject: Mayoral Nomination - Police Commission

On January 31, 2025, the Office of the Mayor submitted the following nomination package. Pursuant to Charter, Section 4.109, this nomination shall be subject to confirmation by the Board of Supervisors at a public hearing and vote within 60 days (April 1, 2025).

Nomination to the Police Commission:

- **Wai Shun Wilson Leung** - term ending April 30, 2028

If the Board fails to act on this nomination within 60 days from the date the Notice of Appointment is received by the Clerk of the Board, the nomination shall be deemed approved.

Pursuant to Board Rule 2.18.1, the Clerk of the Board shall refer the Motion for this matter to the Rules Committee and coordinate with the Rules Committee Chair to schedule the hearing.

c: President Rafael Mandelman - Board of Supervisors
Supervisor Shamann Walton - Chair, Rules Committee, Board of Supervisors
Alisa Somera - Legislative Deputy
Victor Young - Rules Clerk
Brad Russi - Deputy City Attorney
Adam Thongsavat - Mayor's Liaison to the Board of Supervisors
Andre Adeyemi - Mayor's Director of Boards and Commissions

OFFICE OF THE MAYOR
SAN FRANCISCO



DANIEL LURIE
MAYOR

Notice of Nomination

January 30, 2025

San Francisco Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Honorable Board of Supervisors:

Pursuant to Charter §4.109, of the City and County of San Francisco, I make the following nomination: W.S. Wilson Leung, for appointment to the Police Commission for the unexpired portion of a four-year term ending April 30, 2028, to the seat formerly held by Debra Walker (seat 5) who resigned on 11/25/2024.

I am confident that W.S. Wilson Leung will serve our community well. Attached are his qualifications to serve, which demonstrate how his appointment represents the communities of interest of the City and County of San Francisco.

I encourage your support and am pleased to advise you of the nomination for this appointment. Should you have any questions about this appointment nomination, please contact my Director of Appointments, Andre Adeyemi, at 415-554-4000.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Lurie", with a stylized flourish at the end.

Daniel Lurie
Mayor, City and County of San Francisco

From: [Mchugh, Eileen \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#)
Subject: FW: Letter and Motion for Board Consideration – Police Commission
Date: Tuesday, February 4, 2025 4:46:00 PM
Attachments: [0184_001.pdf](#)

Dear Supervisors,

Please see the attached memo from Mayor Lurie, removing Max Carter-Oberstone from the Police Commission.

Thank you,

Eileen McHugh
 Executive Assistant
 Office of the Clerk of the Board
 Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
 San Francisco, CA 94102-4689
 Phone: (415) 554-7703 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Thongsavat, Adam (MYR) <adam.thongsavat@sfgov.org>
Sent: Tuesday, February 4, 2025 3:59 PM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Somera, Alisa (BOS) <alisa.somera@sfgov.org>; BOS-Supervisors <bos-supervisors@sfgov.org>; BOS-Legislative Aides <bos-legislative_aides@sfgov.org>
Cc: GIVNER, JON (CAT) <Jon.Givner@sfcityatty.org>; RUSSI, BRAD (CAT) <Brad.Russi@sfcityatty.org>
Subject: Letter and Motion for Board Consideration – Police Commission

Dear Madam Clerk, President Mandelman, and Members of the Board of Supervisors:

Attached are a letter from Mayor Daniel Lurie and a motion for the Board's consideration re: the removal of Max Carter-Oberstone from the Police Commission.

Please reach out if you have any questions. Thank you.

Adam

Adam Thongsavat
 Liaison to the Board of Supervisors
 Office of Mayor Daniel Lurie

OFFICE OF THE MAYOR
SAN FRANCISCO



DANIEL LURIE
MAYOR

Angela Calvillo
Clerk of the Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102

February 4, 2025

Dear Madam Clerk and Honorable Members of the Board of Supervisors,

Pursuant to Charter Section 4.109, I hereby remove Max Carter-Oberstone from the Police Commission, subject to the consent of the Board of Supervisors. Commissioner Carter-Oberstone's removal will be effective immediately upon the Board of Supervisors' adoption of a motion consenting to the removal. I appreciate Commissioner Carter-Oberstone's service to the City. I look forward to nominating a new commissioner in the near future who will work collaboratively to make our city safer.

Attached please find a motion consenting to Commissioner Carter-Oberstone's removal.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Lurie".

Daniel Lurie
City and County of San Francisco
Mayor

From: [Mchugh, Eileen \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [Young, Victor \(BOS\)](#)
Subject: FW: Packet for Review in advance of BOS meeting on 2-11-2025 Re: MEUP Annual Report
Date: Thursday, February 6, 2025 1:08:00 PM
Attachments: [BOS Packet - MEUP.pdf](#)
Importance: High

Dear Supervisors,

Please see the attached memo from Sheriff Miyamoto regarding the File No. 250017.

File No. 250017 - Resolution accepting the San Francisco Sheriff Office's Military Equipment Use Policy 2024 Annual Report and Inventory; and approving the request for purchase and use of additional equipment, consistent with the criteria set forth in state law.

Thank you,

Eileen McHugh
Executive Assistant
Office of the Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-7703 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Robinson, Sonia (SHF) <sonia.robinson@sfgov.org>
Sent: Thursday, February 6, 2025 12:33 PM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Cc: Miyamoto, Paul (SHF) <paul.miyamoto@sfgov.org>; Singh, Rani (SHF) <rani.singh@sfgov.org>; Chan, Sarah (SHF) <sarah.e.chan@sfgov.org>
Subject: Packet for Review in advance of BOS meeting on 2-11-2025 Re: MEUP Annual Report
Importance: High

Good afternoon Angela. Please see the attached letter and briefing from the Sheriff in advance of this matter going before the Board for approval on February 11, 2025. We would ask that you provide these documents to each Board member in advance of Tuesday's meeting. The Sheriff and Chief Legal Counsel, Rani Singh, are available for any inquiries by the members of the Board or their staff.

Thanks.

Sonia Robinson
Legal Assistant
San Francisco Sheriff's Office
City Hall, Room 456
San Francisco, CA 94102
415-554-7270
Sonia.Robinson@sfgov.org



OFFICE OF THE SHERIFF CITY AND COUNTY OF SAN FRANCISCO

1 DR. CARLTON B. GOODLETT PLACE
ROOM 456, CITY HALL
SAN FRANCISCO, CALIFORNIA 94102



**PAUL MIYAMOTO
SHERIFF**

February 6, 2025
PM 2025-004

Ms. Angela Calvillo, Clerk of the Board of Supervisors
City and County of San Francisco
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, Calif. 94102-4689

Emailed to: Angela.Calvillo@sfgov.org

**Response from the San Francisco Sheriff to Request from Rules Committee
Member Supervisor Walton for Information Regarding the San Bruno Training
Incident May 21, 2025 Involving the Accidental Release of CS Gas Into The
Community.**

Dear Madame Clerk,

During the recent Rules Committee review of the Sheriff's Office Military Equipment Use Policy, (MEUP) Supervisor Walton requested information in response to the questions posed on the training incident that occurred on May 21, 2024, and the unintended CS gas exposure to the local surrounding community. We would like to share a timeline and other relevant information regarding the state of the investigation with the members of the Board of Supervisors in preparation for our presentation to the full board on our Annual Report on the Military Equipment Use Policy.

Accompanying this cover letter is briefing for review that includes the following: the event timeline of the training exercise on May 21, 2024, the facts surrounding the exposure of CS to the surrounding community, the response from San Bruno Fire and EMS and the SFSO, and information regarding the chemical agents involved. While the investigation itself is not completed, this document provides information about the current state of the investigation as recent as February 5, 2025. Our office is working collaboratively with the community, the investigation agencies listed in the attached brief, as well as San Mateo County Administrators and public safety partners. Moreover, I made the commitment to the community immediately following the incident to halt all chemical training exercises at the San Bruno facility.

As the Sheriff and the father of five children, I am absolutely dedicated to placing the safety of children, teachers, and the community first. I have also served and continue to be a member of the Special Response Team (SRT), so I am personally familiar with the trainings used for working with chemical agents. The requests in this year's report should not be impacted by this rare occurrence. And in fact the request for new equipment that emits chemical agents ensures a targeted and safer disbursement if deployed.

Finally, I want to share with the Board that the Sheriff's Office, has worked tirelessly with the community to be thoughtful in our acquisition and use of equipment that fall within this category of military equipment. In fact, Chief Counsel Rani Singh and staff from the SRT unit met with John Lindsay-Poland and other members of the American Friends Service Committee (AFSC) for months beginning in the summer of 2022 prior to our submission of the original Military Equipment Use Policy. The collaboration was so successful that members from AFSC supported the Sheriff's efforts as a "gold standard" in working with community groups that are generally opposed to military equipment use by local law enforcement. The SFSO then again consulted AFSC last year when the first annual report was provided. The history of our willingness to gather input from all sides of the table exemplifies our dedication to the safety of the public at large when deploying military equipment contained in our inventory.

Thank you for your time in advance and I invite any inquiries that the Board members may have. Chief Counsel, Rani Singh is also available for any questions going forward and in advance of Tuesday's vote.

Sincerely,



Paul M. Miyamoto
SHERIFF



San Francisco Sheriff's Office

FACT SHEET: San Bruno Incident, May 21, 2024

Board of Supervisors Briefing Document

In response to the questions posed by the Rules Committee on the training incident that occurred on May 21, 2024, we would like to share a timeline and other information regarding the state of the investigation with the members of the Board of Supervisors in preparation for our presentation to the full board on our Annual Report on the Military Equipment Use Policy.

What chemical agents were used during the SFSO training exercise?

- (One) Combined Systems 5230 CS canister grenade brought by SFSO.
- (Four) Combined systems 4330 CS liquid projectile brought by SFSO.
- (One) Combined Systems 4340 OC Liquid projectile brought by SFSO.
- (Twenty-Four) Federal Sign and Signal G-2 CS canister grenades brought by UC Berkeley PD. (These items are not included in our inventory nor our MEUP annual report specifically. These items must be reported by UC Berkeley PD in their annual report as required by law)

Definition: CS Gas/Oleoresin Capsicum

- CS gas (which contains chlorobenzylidene malononitrile). CS gas is commonly known as one type of tear gas.
- Oleoresin capsicum (OC) liquid, commonly known as pepper spray.

Purpose of training with OC/CS gas:

The SFSO uses CS gas for hostage/rescue scenarios and criminal barricaded incidents. Under mutual aid deployments, it has also been used for crowd control purposes. CS gas helps us test the effectiveness of our equipment and helps us better understand the effects of CS gas on our subjects. By fully exposing ourselves to the chemical agent, we can better empathize with our subjects and understand the limits of CS gas.

Training Frequency:

SFSO conducts these chemical agent training exercises multiple times a year. These exercises have been occurring on San Bruno jail grounds for at least 20 years.

How chemical agents work

- The extent of exposure caused by chemical agents depends on the amount of agent to which a person was exposed, the location of exposure (indoors versus outdoors), how the person was exposed, and the length of time of the exposure.
- Chemical agents work by causing irritation to the area of contact (for example, eyes, skin, and nose) within seconds of exposure.
- The effects of exposure to the chemical agent are usually short-lived (15–30 minutes) after the person has been removed from the source and decontaminated (cleaned off). Most people do not need medical treatment.

Event History: On May 21, 2024, an SFSO training exercise held by the Sheriff's Special Response Team (SRT) in conjunction with the UC Berkeley PD on the San Bruno Jail campus exposed children and adults to CS gas at Portola Elementary School located approximately a mile northeast of the San Bruno training site. Weather condition played a factor in the direction of travel. San Bruno Fire and EMS reported to the incident and treated 21 children and 2 adults for CS symptoms. No one was transported to the hospital for advanced medical services. SFSO responded to the school as well to check on the health and welfare of the school community.

Chronological Report of Training

- 0700-1100 Hrs.
 - Training at Colma BART, unrelated to gas. Training on movement, no gas.
- 1100-1215 Hrs.
 - Lunch, travel back to San Bruno, instructors set up training area.
- 1230-1600 Hrs.
 - Safety brief regarding launchers and handling gas
 - Instruction on launchers and munitions
 - A Deputy fired one OC liquid round and two liquid CS rounds at a tire that was placed up against our connex box. SRT members inspected the tire and liquid without a mask on to understand the effectiveness and exposure potency of the liquid outdoors.
 - Operators shot inert training rounds (no gas) at the tire to train on the operation of the launcher.
 - The Deputy fired two liquid CS rounds into the trailer. Operators walked through the trailer to experience liquid CS indoors without Personal Protective Equipment (PPE)
 - The Deputy discharged one 5230 CS canister in a metal bucket outside of the connex box. About 10 minutes later a UC Berkeley officer discharged one of the G-2 CS canisters into the metal bucket. Operators were to become fully immersed in the gas to test their PPE. Operators trained on removing their masks, being exposed, and putting them back on after being exposed.

- 1330 Hrs.
 - Instructors set up “officer down/rescue drills” inside the connex box. Operators were instructed to run up a hill with the mask on, run down the hill, enter the connex box, shoot a hostile target, and rescue a hostage by carrying out a 165-pound dummy. During the duration of this drill, multiple G-2 CS canisters were deployed to keep the connex box filled with CS agent. This helped train on confidence in the PPE under stress, understanding the capabilities of the PPE when performing strenuous physical activities, understanding how to continue to work through any failures in the PPE when in a heavy CS environment, and understanding the lack of visual acuity caused by CS smoke when performing tasks. An exact number of canisters used is unknown, however it is estimated at about 8-10.
- 1430 Hrs.
 - Training instruction completed.
 - A Sgt offered to train operators on how to properly deploy CS canisters. Multiple operators were trained on proper hand placement, removal of the pin, and placement after discharge. All canisters were deployed into the metal bucket in the connex box. About 10 G-2 CS canisters were discharged.
- 1445 Training Ended
 - Clean up commenced.
- Between 1500hrs and 1600 Hrs.
 - San Bruno Fire arrived at the Jail grounds. The Deputy showed them the area where we trained and explained the training to them.
- 1400-1500 Hrs.
 - Sheriff’s administration received reports of exposure at Portola Elementary
- 1700 Hrs.
 - Sheriff’s executive staff report to pre-scheduled Portola Elementary Open-House to provide information to parents and public regarding incident and provide contact information for follow up

Steps taken after the May 21, 2024 incident:

Our Office halted all chemical training exercises while we reviewed best practices. On August 8, 2024, Sheriff Miyamoto issued a letter to the Portola Community and local authorities that moving forward the Sheriff’s office will not use chemical agents for training at the San Bruno Complex. In addition, the Sheriff’s Office is participating in the San Mateo Alert system (SMC-Alert) to notify community members of any potential hazards or critical incidents that may impact the community. At a community meeting held with San Mateo County first responders and city officials, the Sheriff provided claim information and offered community members and opportunity to conduct a site visit of the area where the training took place. Approximately 10 community members and local officials participated in the site-visit in July 2024.

Training Notification Procedure:

Our Office always notifies the San Bruno Police and San Bruno Fire Departments on the morning of such training exercises. That notification did occur on May 21, 2024. Due to unforeseen circumstances that occurred on May 21, 2024, we are currently revisiting a notification system that would include both Portola Elementary School and surrounding neighbors.

Regulatory Agency Investigations:

- This incident was reported to Cal-Oes and is registered under incident ID number 24-3187
- The Bay Area Air Quality Management District has issued a violation (Violation #A60970) and assessed a fine of \$35,000.00. The violation results from allegations arising from Health and Safety Code Section 42403(b). Results of their investigation are not available until the fine has been paid. We are currently working with the City Attorney to address the terms of the violation payment.
- The County of San Mateo Environmental Health Services (CUPA) is also investigating the matter under Health and Safety Code Section(s) 25507 as well as chapter 6.95 and 25505(a)(4). The final results are still pending. SFSO is working with the agency and made contact as recently as February 5, 2025 via phone to verify that there are no final reports available at this time.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: 25.01.14 Letter of Inquiry from Supervisor Dorsey
Date: Monday, February 3, 2025 2:10:53 PM
Attachments: [25.01.14 Dorsey CTA Clerk's Memo.pdf](#)
[25.01.14 Dorsey CTA LOI.pdf](#)
[LOI response Dorsey Feb 2025 SFDA signed.pdf](#)

Dear Supervisors,

Please see below and attached for a communication from the Office of the District Attorney in response to a Letter of Inquiry issued by Supervisor Matt Dorsey at the January 14, 2025, Board of Supervisors meeting.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Willis, Monifa (DAT) <monifa.willis@sfgov.org>
Sent: Monday, February 3, 2025 12:44 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: Donovan, Dominica (BOS) <dominica.donovan@sfgov.org>; Jenkins, Brooke (DAT) <brooke.jenkins@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Subject: FW: 25.01.14 Letter of Inquiry from Supervisor Dorsey

Hello,

Thank you for the opportunity to contribute to this conversation. Attached you will find the LOI response from the SFDA office.

Best wishes,

Monifa Willis, PMHNP-BC

Chief of Staff

San Francisco District Attorney's Office

350 Rhode Island Street

North Building, Suite 400N

San Francisco, CA 94103

P | 628-652-4114

M | 415-299-3333 (text okay)

F | 628-652-4001

E | Monifa.willis@sfgov.org

“THE WOUND IS THE PLACE WHERE THE LIGHT ENTERS YOU.” -RUMI

The information contained in this electronic message may be confidential and may be subject to the attorney-client privilege and/or the attorney work product doctrine. It is intended only for the use of the individual or entity to whom it is addressed. If you are not the intended recipient, you are hereby notified that any use, dissemination or copying of this communication is strictly prohibited. If you have received this electronic message in error, please delete the original message from your e-mail system. Thank you.

From: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>

Sent: Thursday, January 16, 2025 8:12 AM

To: Scott, William (POL) <william.scott@sfgov.org>; Miyamoto, Paul (SHF) <paul.miyamoto@sfgov.org>; Crispen, Dean (FIR) <dean.crispen@sfgov.org>; Colfax, Grant (DPH) <grant.colfax@sfdph.org>; Jenkins, Brooke (DAT) <brooke.jenkins@sfgov.org>

Cc: Ortiz, Lisa (POL) <lisa.ortiz@sfgov.org>; Gamero, Lili (POL) <lili.gamero@sfgov.org>; Malouf, Rima (POL) <rima.malouf@sfgov.org>; Aroche, Diana (POL) <diana.aroche@sfgov.org>; Johnson, Katherine (SHF) <katherine.johnson@sfgov.org>; Jue, Richard (SHF) <richard.jue@sfgov.org>; Ludwig, Theresa (FIR) <theresa.ludwig@sfgov.org>; Luttropp, Darius (FIR) <darius.luttropp@sfgov.org>; Kaialoa, Shayne (FIR) <shayne.kaialoa@sfgov.org>; Pang, Simon (FIR) <simon.pang@sfgov.org>; Molloy, Antenor (FIR) <antenor.molloy@sfgov.org>; Bobba, Naveena (DPH) <naveena.bobba@sfdph.org>; Patil, Sneha (DPH) <sneha.patil@sfdph.org>; Validzic, Ana (DPH) <ana.validzic@sfdph.org>; Gonzalez, Ana (DAT) <ana.gonzalez@sfgov.org>; Willis, Monifa (DAT) <monifa.willis@sfgov.org>; RUSSI, BRAD (CAT) <Brad.Russi@sfcityatty.org>; Thongsavat, Adam

(MYR) <adam.thongsavat@sfgov.org>; Donovan, Dominica (BOS) <dominica.donovan@sfgov.org>; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; BOS-Operations <bos-operations@sfgov.org>

Subject: 25.01.14 Letter of Inquiry from Supervisor Dorsey

Dear Chief Scott, Sheriff Miyamoto, Fire Chief Crispen, Dr. Colfax and District Attorney Jenkins,

Please see the attached letter from the Clerk of the Board of Supervisors regarding a Letter of Inquiry request issued by Supervisor Matt Dorsey at the January 14, 2025, Board of Supervisors meeting.

Regards,

John Bullock

Board of Supervisors - Clerk's Office

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

(415) 554-7706

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*



CITY AND COUNTY OF SAN FRANCISCO

**BROOKE JENKINS
DISTRICT ATTORNEY**

OFFICE OF THE DISTRICT ATTORNEY

350 RHODE ISLAND STREET
NORTH BUILDING, SUITE 400N
SAN FRANCISCO, CALIFORNIA 94103
PHONE: (628) 652-4000 FAX: (628) 652-4001

February 3, 2025

The Honorable Matt Dorsey
Board of Supervisors
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Chair Dorsey,

The San Francisco District Attorney's office (SFDA) remains committed to public safety. Moreover, our office believes in partnership with city and community agencies to achieve this goal. Supervisor Dorsey's letter of inquiry is requesting our office **provide feedback on a coordinated strategy to maximize the use of large-scale arrests and involuntary holds for drug-related lawlessness to end open-air drug scene on the Sith Street corridor of District 6.**

An arrest surge, depending on the length of the surge and number of daily arrests, would trigger an associated increase in prosecutions and need for additional staffing at the District Attorney's Office. The District Attorney's Office is the sole agency that institutes criminal charges for any persons arrested for public offenses when there is information that such offenses have been committed (Government Code section 26501).

To the extent that law enforcement agencies arrest individuals and present those cases for charging, our office will review the cases and file charges where the evidence is sufficient to support a conviction. Our charging policy, which can be found on the San Francisco District Attorney website ([Policy Bank – San Francisco District Attorney](#)), sets out the legal and ethical analysis each case undergoes prior to charging and during the pendency of a case.

Over the last few years, there has been an increase in arrests and related prosecutions. In 2021 there were approximately 8,000 arrests brought to us for review, meaning that on average 30 cases per workday were reviewed for a filing decision. That number has increased annually since 2021 such that 2024 saw almost 10,000 arrests, increasing the average inflow of cases reviewed for a filing decision to approximately 40 cases daily.

Our office is working at peak load capacity and the ethical obligations in prosecution are not flexible. Complying with those obligations takes time and resources and failures result in case dismissals or attorney sanctions. Any surge in arrests would result in an immediate increase in workload and would require increasing staffing at all levels: attorneys to review, file and then prosecute the cases; paralegals to process the paperwork from filing through production of discovery to the defendants; and investigators to help with the follow up investigation needed in preparation for trial.



CITY AND COUNTY OF SAN FRANCISCO

**BROOKE JENKINS
DISTRICT ATTORNEY**

OFFICE OF THE DISTRICT ATTORNEY

350 RHODE ISLAND STREET
NORTH BUILDING, SUITE 400N
SAN FRANCISCO, CALIFORNIA 94103
PHONE: (628) 652-4000 FAX: (628) 652-4001

Supervisor Dorsey expressed interest in exploring a one-year pilot of arresting no less than 100 arrests per night for arrests related to public drug use, intoxication and/or possession. This arrest rate would represent 36,500 more arrests per year, an increase of 700 more arrests per week, meaning SFDA case review (working Monday-Friday) would increase by 140 cases a day.

The 140 additional cases for daily review, along with the 40 average cases a day currently being reviewed, means that the SFDA case review workload would increase to 180 cases per day, quadrupling the current workload. All charged cases would also have to be handled through trial, which would presumably quadruple the active caseload – this would be an unsustainable increase without more staffing.

Therefore, given the hypothesis presented, our office would suggest the strategy of the city investing in this public safety effort by funding our office's response to increased arrests. This would call for additional attorneys and paralegals along with funding for the software and staffing to implement Race Blind Charging required by Penal Code section 741. In addition, our office believes in giving offenders the opportunity to address the root causes of their behavior and the opportunity at a second chance. Therefore, we would want to increase our capacity to review and recommend cases to appropriate levels of care for substance abuse. To properly execute this important work, our office would need to staff a qualified alternative sentencing planner well versed and connected to city resources.

The San Francisco District Attorney's office appreciates Supervisor Dorsey's discussion on this very important matter. Our office believes San Franciscans should feel safe in their communities and free to walk the streets of San Francisco. Moreover, those that are being grasped by addiction need a major intervention that may hopefully help them change the course of their lives. Our office will always be available to discuss strategies and implement actions that are feasible and sustainable with our office's current resources.

Sincerely,

A handwritten signature in blue ink that reads "Brooke Jenkins".

Brooke Jenkins
District Attorney

BOARD OF SUPERVISORS

CITY & COUNTY OF SAN FRANCISCO



OFFICE OF THE CLERK OF THE BOARD

Phone: (415) 554-5184

Email: Angela.Calvillo@sfgov.org

January 16, 2025

William Scott, Chief of Police
San Francisco Police Department
1245 3rd Street
San Francisco, CA 94158
Via Email: William.Scott@sfgov.org

Dr. Grant Colfax, Director
Department of Public Health
101 Grove Street, Room 320
San Francisco, CA 94102
Via Email: Grant.Colfax@sfdph.org

Paul Miyamoto, Sheriff
Sheriff's Office
City Hall, Room 456
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
Via Email: Paul.Miyamoto@sfgov.org

Brooke Jenkins, District Attorney
Office of the District Attorney
350 Rhode Island Street
North Building, Suite 400N
San Francisco, CA 94103
Via Email: Brooke.Jenkins@sfgov.org

Dean Crispen, Fire Chief
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107
Via Email: Dean.Crispen@sfgov.org

Dear Chief Scott, Sheriff Miyamoto, Fire Chief Crispen, Dr. Colfax and District Attorney Jenkins,

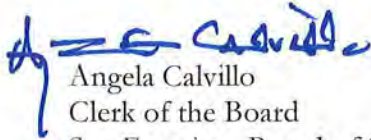
At the January 14, 2025, Board of Supervisors meeting, Supervisor Matt Dorsey issued the attached inquiry to the San Francisco Police Department (SFPD), Sheriff's Office (SHF), San Francisco Fire Department (SFFD), Department of Public Health (DPH) and Office of the District Attorney (DAT).

The inquiry, in summary, seeks feedback from your departments on a coordinated strategy to maximize the use of large-scale arrests and involuntary holds for drug-related lawlessness to end open-air drug scene on the Sixth Street corridor of District 6. The letter of inquiry also seeks responses on what would be necessary to implement a multi-departmental enforcement strategy that aims, ambitiously yet modestly, to hold one half of those estimated to be engaging in drug-related lawlessness criminally accountable — i.e., to effect no less than 100 arrests per night for offenses related to public drug use, intoxication and/or possession.

Please contact Dominca Donovan, Dominca.Donovan@sfgov.org, Chief of Staff to Supervisor Dorsey, for any questions related to this request, and copy BOS@sfgov.org on all communications to enable my office to track and close out this inquiry. Please provide your response no later than February 13, 2025.

For questions pertaining to the administration of this inquiry, do not hesitate to contact me in the Office of the Clerk of the Board at (415) 554-5184.

Very Truly Yours,



Angela Calvillo
Clerk of the Board
San Francisco Board of Supervisors

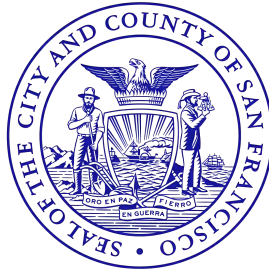
WN/JB

Attachments:

- Letter of Inquiry
- Introduction Form

Cc: Lisa Ortiz, SFPD, Lisa.Ortiz@sfgov.org
Lili Gamero, SFPD, Lili.Gamero@sfgov.org
Rima Malouf, SFPD, Rima.Malouf@sfgov.org
Diana Oliva-Aroche, SFPD, Diana.Aroche@sfgov.org
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Ana Validzic, DPH, Ana.Validzic@sfdph.org
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Monifa Willis, DAT, Monifa.Willis@sfgov.org
Brad Russi, CAT, Brad.Russi@sfcityatty.org
Adam Thongsavat, MYR, Adam.Thongsavat@sfgov.org

City and County
of San Francisco



Board of Supervisors
Member, District 6

MATT DORSEY

麥德誠

January 3, 2025

Ms. Angela Cavillo, Clerk of the Board of Supervisors
CITY AND COUNTY OF SAN FRANCISCO
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, Calif. 94102-4689

Emailed to: Angela.Cavillo@sfgov.org

Letter of Inquiry: Maximizing the use of arrests and involuntary holds for drug-related lawlessness to end open-air drug scenes on the Sixth Street corridor

Dear Madam Clerk,

In accordance with the power of inquiry and review that City Charter § 16.114 vests in the San Francisco Board of Supervisors, I write this Letter of Inquiry (LOI) to seek departmental feedback on a coordinated strategy to maximize the use of large-scale arrests and involuntary holds for drug-related lawlessness on the Sixth Street corridor of my district. I request responses, as described herein, within 30 days from the following relevant agencies:

- San Francisco Police Department;
- San Francisco Sheriff's Office;
- San Francisco Fire Department EMS Division;
- San Francisco Department of Public Health; and
- San Francisco District Attorney's Office.

To the extent my request involves strategies that pose possible litigation risks, I acknowledge that City Attorney guidance I'll also seek will be subject to attorney-client confidentiality.

Background

In recent years, the historically unprecedented proliferation of potentially addictive synthetic street drugs like fentanyl and methamphetamine has driven a public health calamity the lethality¹ of which has far surpassed COVID-19² and ranks second only to the deadliest years of the AIDS crisis³ in San Francisco history.

Yet beyond harms that are readily measurable in human mortality, there is, too, a multitude of less measurable but increasingly costly harms that the myriad externalities of untreated drug addiction now inflict on our city, our economy, and our neighborhoods. In September, I requested that the Board of Supervisors' Budget and Legislative Analyst's Office formally account for total costs that untreated drug addiction impose on San Francisco's taxpayers.⁴ And while that financial analysis remains underway, methodologies employed by similar studies suggest that even the most conservative extrapolation would put San Francisco's untreated-addiction-driven costs far in excess of \$1 billion annually.

Among instances of drug-driven public disorder that have been plaguing San Francisco neighborhoods since before the advent of COVID-19, few have been worse — in my own observation as well as that of many constituents I represent — than the Sixth Street corridor in my district currently. Indeed, a recent news report by the *San Francisco Chronicle*⁵ quoted one local business owner who said, "I've been here for 14 years, and I've never seen it this bad."

¹ Office of the Chief Medical Examiner, OCME Accidental Overdose Reports, <https://www.sf.gov/resource/2020/ocme-accidental-overdose-reports>.

² San Francisco Department of Public Health (SFPDH), COVID-19 deaths, <https://www.sf.gov/data/covid-19-cases-and-deaths>.

³ SFPDH, HIV Semi-Annual Surveillance Report, HIV Cases Diagnosed Through December 2022 and Reported Through February 2023, https://www.sf.gov/sites/default/files/2024-04/HIV_Epi_Semi-Annual%20Report_Dec%202022.pdf.

⁴ "Cost analysis request on untreated drug addiction suggests S.F. taxpayers' tab could exceed \$1billion; Supervisor Dorsey asks Board's Budget Analyst to replicate Columbia University's 'Shoveling Up' methodology to highlight need to reign in costly drug-driven harms," Supervisor Matt Dorsey News Release and BLA request, Sept.18,2024, <https://acrobat.adobe.com/id/urn:aaid:sc:US:1abd2763-900a-4f02-a99f-b08356795e92>.

⁵ "Homelessness, drug use on S.F.'s Sixth Street worse than ever, merchants say" by Maliya Ellis, *San Francisco Chronicle*, Dec. 11, 2024, <https://www.sfchronicle.com/sf/article/drug-use-homelessness-s-f-s-sixth-street-19974894.php>.

That business owner's perspective was largely shared by other attendees of the community safety meeting I attended last month, when police department representatives also in attendance acknowledged that displacements from police enforcement actions in adjacent areas were driving the significantly deteriorated safety and street conditions on and near the Sixth Street corridor over the last several months. According to the *Chronicle's* report, SFPD's Acting Captain Daniel Manning, of Tenderloin Station, noted that "at least 200 people loiter and use drugs on the roughly quarter-mile stretch each night."

Framework for Departmental Responses to this LOI

My LOI seeks responses on what would be necessary to implement a multi-departmental enforcement strategy that aims, ambitiously yet modestly, to hold one half of those estimated to be engaging in drug-related lawlessness criminally accountable — i.e., to effect no less than 100 arrests per night for offenses related to public drug use, intoxication and/or possession.

For purposes of responding to this inquiry, I ask that this hypothetical strategy be approached as a one-year pilot centered on, but not limited to, the Sixth Street corridor. Importantly, the enforcement approach I ask responding agencies to consider should *not* be viewed as a continuation of existing strategies focused on disbursing and displacing offenders. I seek responses on what resources would be necessary to get drug-related offenders *off* the streets — and optimally into drug treatment — rather than simply moved to *different* streets.

The guiding principles I recommend for any such approach are mirrored in a proposed resolution I authored, which is pending action in the Board of Supervisors' Public Safety and Neighborhood Services Committee, urging prompt implementation of Proposition 36, the "Drug Addiction and Theft Reduction Act," to prioritize ending open-air drug scenes citywide, especially in vulnerable neighborhoods identified as Equity Priority Communities.

- **Emphasizing equity.** That equity govern our prioritization of enforcement efforts, acknowledging the disproportionate harms open-air drug scenes inflict on socio-economically marginalized communities;
- **Saving lives.** That criminal justice interventions for drug possession and public drug use be approached as life-saving inventions, ensuring access to appropriate medication and drug treatment options;

- **Limiting criminal justice impacts.** That expungement of all charges for drug possession or public drug use should be a guaranteed condition for successfully completing any court-mandated drug treatment program; and
- **Destigmatizing addiction.** That efforts to mitigate addiction-driven lawlessness affirm the human dignity of those with Substance-Use Disorders, destigmatizing drug addiction, while unequivocally denormalizing public drug use and deadly behavior.⁶

Conclusion

Public drug use has long been illegal in California, and San Franciscans are not unreasonable in expecting to see those laws fully enforced.

I am aware of legal provisions that have been utilized to varying degrees in recent years to hold some individuals accountable for drug-related lawlessness and nuisance conduct. However, apart from violations of California Health and Safety Code §11550, which prohibits anyone from being under the influence of a controlled substance (excluding marijuana) in any setting, I am optimistic that more recently enacted laws like California’s SB 43 (used to compel individuals into drug treatment under certain circumstances) and Proposition 36 (which creates Treatment-Mandated Felonies, or TMFs, for repeated misdemeanor drug possession offenses) offer new hope for much-needed progress.

As someone in recovery from drug addiction myself, I know I’m not alone among recovery community members in believing strongly in the life-changing possibilities of drug treatment — including court-mandated treatment — and long-term recovery. Like many others, in recovery and otherwise, I believe it is past time for San Francisco to move boldly beyond its civic practice of drug enablist and neglectful cruelty. New approaches are needed to restore order to our streets; to diminish the attraction San Francisco now holds as a destination city for drug use and drug dealing; and to make consequential and lifesaving interventions in drug-related behavior that is deadlier and more costly than ever before in human history.

⁶ San Francisco Board of Supervisors, Resolution File No. 241177, “Urging Implementation of Proposition 36 - The Drug Addiction and Theft Reduction Act - Prioritize Ending Open-Air Drug Scenes in Equity Priority Communities,” introduced by Supervisor Dorsey, Dec. 3, 2024, pending committee action in the Public Safety and Neighborhood Services Committee, <https://sfgov.legistar.com/View.ashx?M=F&ID=13602594&GUID=E4D06FAC-B110-4E78-8E4C-3291AA420892>.

Supervisor Dorsey LOI: Maximizing the use of arrests and involuntary holds for drug-related lawlessness to end open-air drug scenes on the Sixth Street corridor

Page 5 of 6

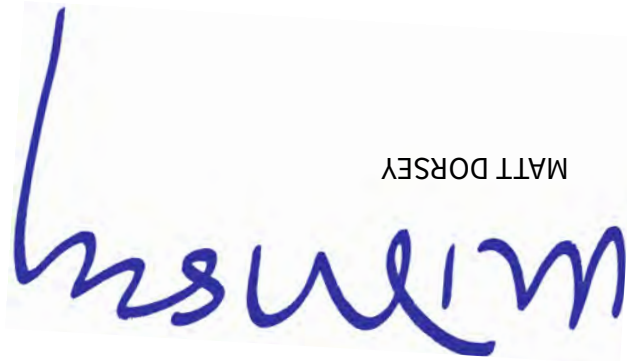
I am moreover encouraged by the public safety priorities identified by Mayor-Elect Daniel Lurie, whose recent assessment of Sixth Street open-air drug scenes emphasized the need for “lasting solutions, not just shifting the problem elsewhere.”⁷

My LOI seeks responses from relevant agencies that will make the San Francisco Board of Supervisors a full and active partner in fulfilling Mayor-Elect Lurie’s vision for enduring solutions that will once and for all end the phenomenon of public drug use in San Francisco and save lives. It is moreover my intention to hold hearings in the new year on needed resources to implement a coordinated strategy that maximizes large-scale arrests and involuntary holds for drug-related lawlessness on the Sixth Street corridor and elsewhere.

As always, Madam Clerk, thank you for facilitating this LOI. Please know I welcome the opportunity to answer any questions you or designated members of your staff may have, or to engage with representatives of departments directly. If I am unavailable, you may contact my incoming Chief of Staff, Dominica Donovan, at Dominica.Donovan@sfgov.org.

Thank you!

Sincerely,



MATT DORSEY

⁷ Lurie, D. [@DanielLurie], posted Dec. 16, 2024 at 10:18 a.m.: “Tackling the crisis on our streets is a top priority. On Sunday, I returned to 6th and Mission with SFPD to better understand the situation. We must focus on lasting solutions, not just shifting the problem elsewhere. My administration is ready to get to work on day 1.” X (formerly Twitter), <https://x.com/DanielLurie/status/1868722483286917622>.

Supervisor Dorsey LOI: Maximizing the use of arrests and involuntary holds for drug-related lawlessness to end open-air drug scenes on the Sixth Street corridor

Page 6 of 6

Cc: Police Chief William Scott
San Francisco Police Department
Emailed to: William.Scott@sfgov.org

The Honorable Paul Miyamoto
Sheriff of the City and County of San Francisco
Emailed to: Paul.Miyamoto@sfgov.org

Fire Chief Sandra Tong
San Francisco Fire Department
Emailed to: Sandra.Tong@sfgov.org

Director of Health Grant Colfax, M.D.
San Francisco Department of Public Health
Emailed to: Grant.Colfax@sfdph.org

The Honorable Brooke Jenkins
San Francisco District Attorney
Emailed to: Brooke.Jenkins@sfgov.org

The Honorable David Chiu
San Francisco City Attorney
Emailed to DCA: Brad.Russi@sfcityatty.org

Mayoral Board Liaison Adam Thongsavat
Office of Mayor-Elect Daniel Lurie
Emailed to: Adam.Thongsavat@sfgov.org

Chief of Staff Dominica Donovan
Office of Supervisor Matt Dorsey
Emailed to: Dominica.Donovan@sfgov.org

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: CY 2024 - Q4 Report on City-Funded 100% Affordable Housing Projects
Date: Wednesday, February 5, 2025 2:00:39 PM
Attachments: [AH Report-Q4 2024-Final.pdf](#)

Dear Supervisors,

Please see below and attached from the Mayor's Office of Housing and Community Development, pursuant to Administrative Code, Section 109.3, submitting Calendar Year (CY) 2024 – Fourth Quarter, City-Funded 100% Affordable Housing Projects Report.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Geithman, Kyra (MYR) <kyra.geithman@sfgov.org>
Sent: Monday, February 3, 2025 5:02 PM
To: Lurie, Daniel (MYR) <daniel.lurie@sfgov.org>; BOS-Supervisors <bos-supervisors@sfgov.org>; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: Nickolopoulos, Sheila (MYR) <sheila.nickolopoulos@sfgov.org>; Adams, Dan (MYR) <Dan.Adams@sfgov.org>; BOS Legislation, (BOS) <bos.legislation@sfgov.org>; BOS-Legislative Aides <bos-legislative_aides@sfgov.org>
Subject: CY 2024 - Q4 Report on City-Funded 100% Affordable Housing Projects

Dear Mayor Lurie and Members of the Board of Supervisors,

Please find attached the quarterly report on MOHCD's 100% affordable housing projects, as required by City Ordinance 216-18 (File 180547) and as part of OEWD's Executive Directive 17-02, covering the fourth quarter of Calendar Year (CY) 2024, the period from October 1, 2024 through December 31, 2024. Note that beginning with CY 2025, MOHCD switched to a semi-annual reporting process per City Ordinance 298-24 (File 241083) as approved by the Board of Supervisors in December 2024. The first semi-annual report will be submitted by July 31, 2025.

As always, you can also view this and all past quarterly reports on SF.gov [here](#).

Please feel free to reach out to us if you have any questions!

--

Kyra Geithman

Associate Director, Policy and Community Affairs

San Francisco Mayor's Office of Housing and Community Development

Pronouns: she/they

My normal in-office days are Tuesday, Wednesday and Thursday.

Mayor's Office of Housing and Community Development
City and County of San Francisco



Daniel Lurie
Mayor

Dan Adams
Director

February 3, 2025

To: Mayor Daniel Lurie
San Francisco Board of Supervisors

From: Dan Adams, Director, MOHCD

CC: Clerk of the Board of Supervisors

**Re: CY 2024 – Q4 Report on City-Funded 100% Affordable Housing Projects
(Ordinance 216-18; File #180547)**

To the Honorable Mayor Lurie and Members of the Board of Supervisors,

Enclosed please find the quarterly report on MOHCD's 100% affordable housing projects, as required by City Ordinance 216-18 (File 180547) and as part of OEWD's Executive Directive 17-02, covering the fourth quarter of Calendar Year (CY) 2024, the period from October 1 through December 31, 2024.

Highlights from Q4 of 2024 include the completion of 135 affordable homes for educators in the Sunset at Shirley Chisholm Village, the finished rehabilitations of the 214-unit Granada Hotel and the 58-unit San Cristina, and the successful award of more than \$280.7 million in private activity bonds through the California Debt Limit Allocation Committee (CDLAC) to support the development of 489 units across five new construction projects (Balboa Reservoir Building E, 850 Turk, 160 Freelon, and Sunnydale HOPE SF Blocks 7 & 9).

Per Ordinance 298-24 (File 241083), as approved by the Board of Supervisors in December 2024, this will be the final quarterly report. This legislation recognized significant improvements to streamline the permitting process, justifying updates to MOHCD's reporting that will be more efficient and timelier. Moving forward, MOHCD will issue a semi-annual report, with the first to be submitted by July 31, 2025, that focuses on financing and financing-related deadlines for each 100% affordable housing project that has applied for approval, permit, or other City authorization.

If you have questions regarding this report, please contact Sheila Nickolopoulos, Director of Policy and Legislative Affairs for MOHCD, at sheila.nickolopoulos@sfgov.org.

Thank you,

A handwritten signature in blue ink, appearing to read "Dan Adams", is positioned above a thin horizontal line.

Dan Adams
Director, Mayor's Office of Housing and Community Development
San Francisco Mayor London N. Breed

HOUSING DELIVERY REPORT - 100% Affordable Housing

1) Financing Updates

Q4 CY 2024

October 1, 2024 - December 31, 2024

Project Information							MOHCD Funding									HCD or State Funding Applied For in 2024					HCD or State Program Funding Awarded To Date				TCAC/CDLAC/Tax Equity		Target or Actual TCO Awarded	Summary / Causes of Delay		
Status	Name	Street Number	Street	# Units	Sup. Dist.	Procurement Source	Most Recent Loan Committee Approval	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Type	Amount Applied For	Type	Amount Applied For	Status	Type	Amount Awarded	Type	Amount Awarded	Amount	Status			
COMPLETE / IN LEASE-UP	Shirley Chisholm Village - Educator Housing	1360	43rd Avenue	135	4	2018 RFP	Final Gap	48,200,000	357,037	Aug. 2022	3,000,000	N/A (Predev)	Dec. 2019														\$24,747,525	Committed	9/9/2024 (actual)	The project received TCO 9/9/2024 and is in lease-up.
PRESERVATION / COMPLETE	San Cristina	1000	Market	58	5	9% Credit Expression of Interest; PASS	Rehabilitation Gap	1,993,694	34,374	Dec. 2023	8,024,000	138,345										SH MHP	8,143,953	CHA	24,242,000	N/A	N/A	9/1/2024	Work completed, received final compliance affirmation at end of Oct. 2024.	
PRESERVATION / COMPLETE	Granada Hotel	1000	Sutter	214	3	Homekey Acquisition and Rehabilitation	Final Gap	71,125,575	332,363	Apr. 2024												Homekey (2020/Rd. 1)	42,334,020			N/A	N/A	1/31/2025	Completed rehabilitation in December 2024.	
CONSTRUCTION	Sunnydale HOPE SF Phase 3 Infrastructure	Santos St. & Sunnydale Avenue	b/t Sunnydale and Velasco	N/A	10	Development Agreement	Infrastructure Gap	52,362,512	N/A (Infrast.)	Apr. 2024																N/A	N/A		Road is paved and bus test passed. Gas line installed. Muni will have sensor rework to complete, est. done by 1/17. Outstanding issue is streetlight power. Perm power application is also in review.	
CONSTRUCTION	1633 Valencia	1633	Valencia	146	9	HSH SF Health & Recovery GO Bond Loan	Acquisition and Preliminary Gap	39,036,048	267,370	Apr. 2024																\$27,569,430	Committed	12/11/2025	No significant updates or delays this quarter.	
CONSTRUCTION	78 Haight - Central Freeway Parcel U	72-78	Haight Street	63	5	2017 RFP	Additional Gap	30,525,994	484,540	Jan. 2024	26,746,467	424,547	Apr. 2022	2,600,250	N/A (Predev)	Jan. 2020											\$27,047,994	Committed	9/16/2025	No significant updates or delays this quarter.
CONSTRUCTION	4200 Geary Boulevard	4200	Geary Blvd.	98	1	2019 GO Bond NOFA	Final Gap	25,022,715	255,334	Dec. 2023	3,474,613	N/A (Predev)	Apr. 2021									MHP (2022/Rd. 4)	20,000,000	Accelerator (2022)	32,284,809	None Received	N/A	2/1/2025	No significant updates or delays this quarter.	
CONSTRUCTION	Sunnydale HOPE SF Block 3A	1545	Sunnydale Ave	80	10	Development Agreement	Final Gap	26,397,647	329,971	May 2023	26,044,937	325,562	June 2022	6,577,660	N/A (Predev)	June 2019						AHSC (2022/Rd. 6)	10,850,000			\$39,813,002	Committed	1/31/2025	TCO initially slated for Dec. 2024 but delayed partially due to PUC delays and increased commissioning time needed by subcontractors.	
CONSTRUCTION	730 Stanyan	730	Stanyan	160	5	2019 RFQ	Final Gap	69,528,927	434,556	May 2023	4,500,000	N/A (Predev)	Dec. 2020														\$72,425,323	Committed	9/1/2025	No significant updates or delays this quarter.
CONSTRUCTION	Hunters View Blocks 14 & 17	1151	Fairfax	118	10	Development Agreement	Final Gap	50,495,000	427,924	Apr. 2023	25,000,000	211,864	Jan. 2021	9,455,027	N/A (Predev)	Nov. 2016 (amended Oct. 2017)											\$61,999,922	Committed	6/9/2025	No significant updates or delays this quarter.
CONSTRUCTION	The Kelsey	240	Van Ness	112	5	2017 RED C40 Reinventing Cities Competition	Final Gap	23,684,459	211,468	Mar. 2023	2,000,000	N/A (Predev)	Oct. 2021									AHSC (2022/Rd. 6)	20,000,000	Accelerator (2022)	37,334,401	None Received	N/A	1/15/2025	No significant updates or delays this quarter.	

HOUSING DELIVERY REPORT - 100% Affordable Housing

1) Financing Updates

Q4 CY 2024

October 1, 2024 - December 31, 2024

Project Information							MOHCD Funding									HCD or State Funding Applied For in 2024					HCD or State Program Funding Awarded To Date				TCAC/CDLAC/Tax Equity		Target or Actual TCO Awarded	Summary / Causes of Delay		
Status	Name	Street Number	Street	# Units	Sup. Dist.	Procurement Source	Most Recent Loan Committee Approval	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Type	Amount Applied For	Type	Amount Applied For	Status	Type	Amount Awarded	Type	Amount Awarded	Amount	Status			
CONSTRUCTION	Sunnydale HOPE SF Block 3B	1555	Sunnydale Ave	90	10	Development Agreement	Final Gap	31,506,016	350,067	Feb. 2023	22,522,464	250,250	Mar. 2022	1,850,000	N/A (Predev)	June 2019							Accelerator (2022)	47,814,455	IIG (2019)	6,500,000	None Received	N/A	2/28/2025	No significant updates or delays this quarter.
CONSTRUCTION	600 7th (801 Brannan)	600	7th St	221	6	2019 RFQ	Final Gap	84,277,411	381,346	April 2022	3,500,000	N/A (Predev)	Mar. 2020										Other	5,000,000	NPLH	17,500,000	\$51,575,000	Committed	2/6/2025	TCO initially targeted for Nov. 2024, but there were significant delays due to issues with PG&E shutting down power for PUC to install fire pump meter and added DPW work for Brannan Street curb.
CONSTRUCTION	Potrero Block B	1801	25th Street	157	10	Development Agreement	Final Gap	17,680,000	112,611	July 2022	13,557,404	86,353	Jan. 2021	2,206,907	N/A (Predev)	Mar. 2017							Accelerator (2022)	94,836,486	AHSC (2020/Rd. 5) and IIG	31,699,000	None Received	N/A	4/17/2025	TCO initially targeted for Oct. 2024, but has been delayed due to complications with permanent power. Q4 2024 saw physical work for perm power completed and there are a handful of administrative issues to resolve in Q1 2025.
CONSTRUCTION	2550 Irving	2550	Irving	177	4	2019 GO Bond NOFA	Final Gap	16,956,650	95,800	March 2024	5,264,611	29,744	June 2022	14,277,516	80,664	April 2021							MHP (2022 SuperNOFA)	29,363,536	IIG (2022 SuperNOFA)	6,999,486	\$45,303,503	Committed	2/1/2026	No significant updates or delays this quarter. Neighbor has not been amenable in negotiating fence settlement, but no delays currently anticipated.
PRESERVATION / CONSTRUCTION	2425 Post	2425	Post	3	2	2021 Coop Living for Mental Health Program	Rehabilitation	3,326,000	1,108,667	Apr. 2024																			3/1/2025	Project was selected in the 2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA (\$20M total across 8 sites). Construction started in Feb. 2024, anticipated to complete in Mar. 2025.
PRESERVATION / CONSTRUCTION	375 14th Street	375	14th	16	9	PASS/SSP	Rehabilitation	7,700,000	481,250	Apr. 2024																			6/16/2025	Construction officially began in Nov. 2024, phasing units as 5 are being completely updated and 2 only need plumbing updates. Slight delays with resident moveout.
PRESERVATION / CONSTRUCTION	El Dorado Hotel	150	9th	57	6	2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA; PASS	Rehabilitation (PASS and \$4m in Soft Debt)	6,090,000	106,842	Feb. 2024																\$22,792,500	Closed 9%	9/1/2025	Construction phase 1 (basement and ground floor) completed in Nov. 2024. Fire on Nov. 18th; GC working on impact analysis on schedule and cost.	
PRESERVATION / CONSTRUCTION	3975 24th Street	3975	24th Street	5	8	PASS/SSP	Acquisition and Rehabilitation	3,975,000	795,000	Dec. 2023																			10/1/2025	No significant updates or delays this quarter.
PRESERVATION / CONSTRUCTION	40-42 Sycamore	40-42	Sycamore	5	9	PASS/SSP	Rehabilitation	3,870,000	774,000	Mar. 2024																			7/30/2025	No significant updates or delays this quarter.
PREDEVELOPMENT	750 Golden Gate	750	Golden Gate	171	2	HCD Surplus Land Procurement	Final Gap	20,000,000	116,959	Sept. 2024	3,000,000	N/A (Predev)	Feb. 2024	20,000,000	116,959	Aug. 2023							LGMG (2023)	2,666,667	IIG	2,747,350	\$31,132,689	Committed	11/12/2026	Closed construction financing in Nov. 2024; construction anticipated to begin in Jan. 2025.
PREDEVELOPMENT	850 Turk	850	Turk	91	2	HCD Surplus Land Procurement	Preliminary Gap	5,000,000	54,945	Aug. 2024													AHSC (2023/Rd. 7)	22,000,000	LGMG (2022): \$10,000,000	IIG: \$8,091,600	\$48,478,327	Committed	10/1/2026	Received CDLAC allocation commitment in Dec. 2024. Estimated construction start date in Q2 2025.

HOUSING DELIVERY REPORT - 100% Affordable Housing

1) Financing Updates

Q4 CY 2024

October 1, 2024 - December 31, 2024

Project Information							MOHCD Funding									HCD or State Funding Applied For in 2024					HCD or State Program Funding Awarded To Date				TCAC/CDLAC/Tax Equity		Target or Actual TCO Awarded	Summary / Causes of Delay		
Status	Name	Street Number	Street	# Units	Sup. Dist.	Procurement Source	Most Recent Loan Committee Approval	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Amount	Per-Unit Subsidy Amt.	LC Approval Date	Type	Amount Applied For	Type	Amount Applied For	Status	Type	Amount Awarded	Type	Amount Awarded	Amount	Status		Target or Actual TCO Awarded	
PREDEVELOPMENT	3300 Mission	3300	Mission	35	9	2023 Site Acquisition NOFA	Final Gap	12,440,242	355,435	Aug. 2024	2,349,000	67,114	Aug. 2023																	Notice to Proceed authorized in Nov. 2024; demolition of existing structure began Dec. 2024. Permit addenda for foundation & super, arch & MEP expected in early 2025.
PREDEVELOPMENT	1515 South Van Ness	1515	South Van Ness	168	9	2020 Multi-site RFQ	Additional Predevelopment	7,180,991	N/A (Predev)	June 2024	44,360,000	264,048	July 2023	4,000,000	N/A (Predev)	June 2022							MHP (2023 SuperNOFA)	37,930,397					1/1/2027	Received CDLAC commitment allocation in Aug. 2024. Closing construction financing in Jan. 2025; estimated construction start date of Apr. 2025.
PREDEVELOPMENT	772 & 758 Pacific	772 & 758	Pacific	175	3	2020 Multi-site RFQ	Preliminary Gap	50,218,262	286,961	June 2024	7,167,731	N/A (Predev)	Jan 2024	4,100,000	N/A (Predev)	Oct 2021													6/1/2029	Applied for HUD Section 202 funding in June 2024. Evaluating feasibility for applying for HCD SuperNOFA in Spring 2025.
PREDEVELOPMENT	Sunnydale HOPE SF Block 7 (Phase 4)		Sunnydale and Santos	69	10	Development Agreement	Preliminary Gap	15,350,000	222,464	Mar. 2024	2,820,000	N/A (Predev)	May 2021										AHSC (2024/ Round 8)	18,500,000					6/1/2027	CDLAC commitment confirmed in Dec. 2024 (Res. 24-263).
PREDEVELOPMENT	160 Freelon	160	Freelon	85	6	2020 Multi-site RFQ	Preliminary Gap and Additional Predevelopment	22,577,951	265,623	Mar. 2023	4,000,000	N/A (Predev)	Aug. 2022										AHSC (2024/Rd. 8)	41,162,574					1/1/2027	Received CDLAC allocation commitment in Dec. 2024. Estimated construction start date in Q2 2025.
PREDEVELOPMENT	1939 Market	1939	Market	187	8	2020 Multi-site RFQ	Preliminary Gap	52,360,000	280,000	July 2023	4,000,000	N/A (Predev)	Apr. 2022				AHSC (2024/ Round 8)	39,987,076											TBD	Preliminary gap financing approved to support 2024 AHSC application; the project was not awarded AHSC financing. On hold.
PREDEVELOPMENT	Balboa Reservoir - Phase I Infrastructure		Lee Avenue	N/A	7	Development Agreement	Infrastructure Gap	35,000,000	N/A (Infrast.)	Dec. 2024														IIG (2021/Rd. 7)	20,095,616				Var.	With Building E receiving CDLAC allocation and both Buildings E & A at risk of losing over \$200 million in state financing, sponsor is requesting this amount in an infrastructure gap loan similar to Sunnydale HOPE SF project. Gap loan pending BOS approval.
PREDEVELOPMENT	Balboa Reservoir - Building E		Lee Avenue	126	7	Development Agreement	Preliminary Gap and Additional Predevelopment	39,531,286	297,867	Aug. 2024	14,594,128	107,890	April 2021										AHSC (2022/Rd. 6)	19,610,404				6/1/2025	Preliminary gap financing approved to support CDLAC application. Updated gap financing to be determined after Phase 1 Infrastructure is completed. IIG amount changed in Nov. 2024, will still be used for infrastructure costs for Phase 1 (Bldgs. E & A).	
PREDEVELOPMENT	Balboa Reservoir - Building A		Lee Avenue	124	7	Development Agreement	Preliminary Gap and Predevelopment	14,000,000	88,710	Jan. 2023													AHSC (2023/Rd. 7)	33,000,000				TBD	Updated gap financing to be determined after Phase 1 Infrastructure is completed. IIG amount changed in Nov. 2024, will still be used for infrastructure costs for Phase 1 (Bldgs. E & A).	
PREDEVELOPMENT	Sunnydale HOPE SF Block 9 (Phase 4)		Sunnydale and Santos	100	10	Development Agreement	Predevelopment	3,500,000	N/A (Predev)	May 2021																		TBD	CDLAC PAB allocation confirmed in Dec. 2024. Developer aiming to secure additional construction loan financing; preliminary gap request coming in early 2025.	
PREDEVELOPMENT	2205 Mission	2205	Mission	86	3	2023 Site Acquisition NOFA	Additional Predevelopment and Acquisition	2,784,577	N/A (Predev/Acq)	Aug. 2024	6,746,438	N/A (Predev/Acq)	Feb. 2024																TBD	Additional acquisition & predev loan issued to support NMTC application. Project did not receive NMTC allocation; project is on hold while identifying funding sources.

HOUSING DELIVERY REPORT - 100% Affordable Housing

1) Financing Updates

Q4 CY 2024

October 1, 2024 - December 31, 2024

Project Information							MOHCD Funding									HCD or State Funding Applied For in 2024					HCD or State Program Funding Awarded To Date				TCAC/CDLAC/Tax Equity		Target or Actual TCO Awarded	Summary / Causes of Delay	
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PREDEVELOPMENT	967 Mission	967	Mission	95	6	2020 Multi-site RFQ	Preliminary Gap and Additional Predevelopment	28,750,000	260,526	Sept. 2023																		TBD	Project is applying to COC Build program and MOHCD applied to HCD for LHFF money.
PREDEVELOPMENT	Treasure Island E1.2 Senior		Avenue F and California Street	100	6	Development Agreement	Preliminary Gap and Additional Predevelopment	17,722,000	147,220	Jan. 2023																		TBD	The project was awarded HUD 202 funding from the 2023 application. Combining HUD 202 financing with other sources will be difficult given restrictions.
PREDEVELOPMENT	1234 Great Highway	1234	Great Highway	216	4	2023 Site Acquisition NOFA	Predevelopment and Acquisition	24,000,000	N/A (Predev/Acq)	Nov. 2023																		TBD	Project was selected in 2023 Site Acquisition and Predevelopment Financing for New Affordable Rental Housing NOFA (\$66.5M total awarded across 5 projects).
PREDEVELOPMENT	650 Divisadero	650	Divisadero	95	5	2023 Site Acquisition NOFA	Predevelopment and Acquisition	15,000,000	N/A (Predev/Acq)	Nov. 2023																		TBD	Project was selected in 2023 Site Acquisition and Predevelopment Financing for New Affordable Rental Housing NOFA (\$66.5M total awarded across 5 projects).
PREDEVELOPMENT	250 Laguna Honda	250	Laguna Honda	115	7	2023 Site Acquisition NOFA	Predevelopment and Acquisition	8,000,000	N/A (Predev/Acq)	Nov. 2023																		TBD	Project was selected in 2023 Site Acquisition and Predevelopment Financing for New Affordable Rental Housing NOFA (\$66.5M total awarded across 5 projects).
PREDEVELOPMENT	249 Pennsylvania	249	Pennsylvania	120	10	2023 Site Acquisition NOFA	Predevelopment and Acquisition	13,000,000	N/A (Predev/Acq)	Nov. 2023																		TBD	Project was selected in 2023 Site Acquisition and Predevelopment Financing for New Affordable Rental Housing NOFA (\$66.5M total awarded across 5 projects).
PREDEVELOPMENT	Treasure Island IC4.3		TBD	100	6	Development Agreement	Predevelopment	4,500,000	N/A (Predev)	Nov. 2023																		TBD	No significant updates.
PREDEVELOPMENT	MTA Potrero Yards	2500	Mariposa	96	9	MTA Procurement	Predevelopment	3,000,000	N/A (Predev)	June 2023																		TBD	No significant updates.
PREDEVELOPMENT	1979 Mission Family	1979	Mission	300	9	Project RFQ	Predevelopment	3,500,000	N/A (Predev)	May 2024																		TBD	Predevelopment in pause due to uncertainty of feasibility/competitiveness for state and federal financing.
PREDEVELOPMENT	1979 Mission PSH	1979	Mission	150	9	Project RFQ	Predevelopment	2,500,000	N/A (Predev)	May 2024																		TBD	Predevelopment in pause due to uncertainty of feasibility/competitiveness for state and federal financing.
PREDEVELOPMENT	2530 18th Street - Homeless Prenatal Program	2530	18th	73	9	2022 Homeless Family NOFA	Acquisition	2,000,000	N/A (Predev/Acq)	Nov. 2024	9,846,900	N/A (Predev/Acq)	Aug 2023															TBD	Sponsor regrouping to understand financial competitiveness of HCD programs.

HOUSING DELIVERY REPORT - 100% Affordable Housing

1) Financing Updates

Q4 CY 2024

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PRESERVATION / PREDEVELOPMENT	2901 16th Street	2901	16th Street	71	9	SSP	Acquisition and Rehabilitation	30,000,000	422,535	June 2024																			4/30/2027	Developer applied for 20% Historic Preservation Tax Credit allocation in Sept. 2024. Will be procuring contractor bids throughout most of 2025.	
PRESERVATION / PREDEVELOPMENT	"Bernal Bundle" (1652 Eddy, 3554 17th St., and 195 Woolsey)	Var.	Var.	26	Var.	2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA/ PASS	Rehabilitation, Loan Recast, and Interest Forgiveness	6,281,158	241,583	Apr. 2024																					Woolsey St. rehabilitation under way. 17th St. Eddy rehabs pending elevator discussions.
PRESERVATION / PREDEVELOPMENT	The Rose	125	6th	76	6	2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA	Rehabilitation	4,000,000	52,632	Mar. 2024																		2/1/2026	Project received additional funding through HSH elevator modernization procurement. Anticipate updated loan to go to Loan Committee in Q1 2025.		
PRESERVATION / PREDEVELOPMENT	The Dudley	172-180	6th	75	6	2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA	Rehabilitation	2,942,275	39,230	Mar. 2024																		11/14/2025	Project received additional Housing Assistance Payment requiring revisions to LC-approved loan documents. Expect close in Feb. 2025.		
PRESERVATION / PREDEVELOPMENT	William Penn Hotel	160	Eddy	91	5	2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA	Rehabilitation	3,958,725	43,502	June 2024																		12/24/2025	Loan agreement pending execution with CCDC. Construction projected to begin Q2 2025.		
PRESERVATION / PREDEVELOPMENT	Larkin Pine Senior Housing	1303	Larkin	68	3	2023 Existing Nonprofit Owned Rental Housing Capital Repairs NOFA/ PASS	Rehabilitation	2,494,853	36,689	Nov. 2023	10,681,360	157,079	3/1/2025													\$13,987,000	Committed	6/1/2025	Received CDLAC commitment allocation in Dec. 2024. Updated loan anticipated at Loan Committee in Feb. 2025.		

TOTAL UNITS 5203
 Under Construction 1422
 Complete / Leasing up 135
 Predevelopment 2877
 Rehabilitation/Preservation 769

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COMPLETE / IN LEASE-UP	Shirley Chisholm Village - Educator Housing	1360	43rd Avenue	135	4	8/24/2022 (actual)	11/5/2024 (actual)	9/9/2024 (actual)	N/A.	Continuing lease-up.	N/A	201912099009	Site Permit	12/9/2019			1/11/2021	Issued							
PRESERVATION / COMPLETE	San Cristina	1000	Market	58	5	10/10/2022 (actual)	9/4/2024 (actual)	N/A	Received final compliance confirmation in Oct.	None.	N/A	201912270786	Site Permit	12/27/2019			6/21/2022	Issued							
PRESERVATION / COMPLETE	Granada Hotel	1000	Sutter	214	3	8/9/2021 (actual)	1/15/2025 (estimated)	N/A	Pre-final inspection passed on Dec. 17.	Close out permits.	N/A	202107164499	Site Permit	7/16/2021			11/19/2021	Issued							
CONSTRUCTION	1633 Valencia	1633	Valencia	146	9	5/20/2024 (actual)	12/11/2025 (estimated)	12/11/2025 (estimated)	Road is paved and bus test passed. Gas line installed.	Muni will have sensor rework to complete, est. done by 1/17.	Outstanding issue is streetlight power. Perm power application is also in review.	202212158402	Site Permit	12/15/2022			9/19/2023	Issued							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 6: Fire Alarm, Elevator Landing, 2-way	12/11/2024	12/24/2024	1/24/2024		In Review							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 7: Metal Stairs	11/13/2024			12/6/2024	Issued							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 9: Exterior	12/10/2024	1/1/2025	1/15/2025		In Review							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 10: ERRCS	12/11/2024	2/15/2025	3/4/2025		In Review							
CONSTRUCTION	78 Haight - Central Freeway Parcel U	72-78	Haight Street	63	5	4/11/2022 (actual)	10/25/2025 (estimated)	9/16/2025 (estimated)	Complete Level 8 and roof level concrete deck. Ongoing exterior envelope and interior framing/MEPs installation.	Continued progress on superstructure. Complete rough-in and drywall. Commence Octavia Street site work. Achieve building permit for revised ground floor.	SFDBI Permit for revised Ground Floor Plan. SFMTA requires Night Noise permit for deliveries.	201911147293	Site Permit	11/14/2019			7/21/2020	Issued							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 5: Fire Alarm, 2-way Comm Sys	10/11/2024	11/30/2024	12/15/2024		In Review							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 6: Stairs	7/10/2024			10/9/2024	Issued							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 8: Bldg Maintenance Equip.	11/11/2024				In Review							
CONSTRUCTION	4200 Geary Boulevard	4200	Geary	98	1	4/23/2023 (actual)	2/7/2025 (estimated)	2/7/2025 (estimated)	PG&E mandrel inspection passed in Dec. TNDC to provide 3' clearance variance letter at the transformer room, because the bus duct on the wall was within the 3ft clearance.	PUC to send crew for meter installation in January. Remove scaffolding. Complete commercial space cold shell.	Complications with electrification, including for temp power, caused major challenges but no significant delays.	202009305561	Site Permit	9/30/2020			8/20/2021	Issued							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 9: ERRCS Design-Build	8/12/2024	10/15/2024	11/1/2024		In Review							
	"	"	"	"	"	"	"	"	"	"	"	"	REV ADD 2 Architecture	10/23/2024	12/15/2024	1/15/2025		In Review							
CONSTRUCTION	Sunnydale Block 3A	1501	Sunnydale	80	10	6/12/2023 (actual)	1/31/2025 (estimated)	1/31/2025 (estimated)	Progress on perm power.	TCO. No further pending addenda.	TCO initially slated for Dec. 2024 but delayed partially due to PUC delays and increased commissioning time needed by subcontractors.	202106031523	Site Permit	6/3/2021			8/10/2022	Issued							
CONSTRUCTION	730 Stanyan	730	Stanyan	160	5	6/16/2023 (actual)	9/8/2025 (estimated)	8/1/2025 (estimated)	Progression of interior finishes, in unit MEP, PG&E perm power	Progression of ongoing work.	PG&E/SFPUC/SFMTA inspection coordination for power and utility pole replacement. SIP permit still pending due to new traffic signals requested.	202103317637	Site Permit	3/31/2021			12/28/2022	Issued							
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 8: Fire alarm, ERRCS, 2-way Comms	8/3/2024	1/1/2025			In Review							

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CONSTRUCTION	Hunters View Block 14	1151	Fairfax (112 Middle Point Road)	42	10	6/1/2023 (actual)	5/28/2025 (estimated)	2/1/2025 (estimated)	Issuance of Addenda 2, 3, 5 & 9	Fire Alarm, Elevator & Parking Stackers issued. Evac signaged submitted		201909121446	Site Permit	9/12/2019			7/16/2021	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 4: Fire Alarm	5/1/2024				Comments Issued	12/3/2024: Invite sent to SFFD plan checker to review and stamp REV1 drawin		Outstanding comments on REV1 plans			
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 11: Elevator	7/25/2024	10/15/2024	11/15/2024	In Review		12/27/24: Provide designer name and signature on each sheet					
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 12: Parking Stackers	9/25/2024	12/15/2024	1/15/2025	In Review							
CONSTRUCTION	Hunters View Block 17	1151	Fairfax (112 Middle Point Road)	76	10	6/1/2023 (actual)	6/1/2025 (estimated)	3/1/2025 (estimated)	Addenda 5 & 8 issued. Elevators still pending approval	TCO; submit final addenda.		201909121448	Site Permit	9/12/2019			4/7/2021	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 5: ERRCS	5/31/2024			10/30/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 8: Metal Stairs	9/17/2021			11/25/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 10: Evacuation Signage	12/10/2024	2/15/2025	3/1/2025	In Review							
"	"	"	"	"	"	"	"	"	"	"	"	"	ADD 11: Elevators	7/26/2024			In Review							
CONSTRUCTION	The Kelsey	240	Van Ness	112	6	4/20/2023 (actual)	4/29/2025 (estimated)	1/15/2025 (estimated)	Completing exterior and ongoing interior buildout.	Complete exterior and continue interior finishes.	PG&E transformer room incorrectly constructed without a 3-hour concrete exterior wall. Being reconstructed correctly.	202101042034	Site Permit	1/4/2021			1/24/2022	Issued						
CONSTRUCTION	Sunnydale HOPE SF Block 3B	1501	Sunnydale	90	10	3/30/2023 (actual)	4/10/2025 (estimated)	3/1/2025 (estimated)	All addenda issued.	Completing exterior and ongoing interior buildout.	None for now	202106031549	Site Permit	6/3/2021			5/12/2022	Issued						
CONSTRUCTION	600 7th Street	600	7th St	221	6	8/8/2022 (actual)	2/28/2025 (estimated)	2/6/2025 (estimated)	Significant completion, final punches.	PUC confirmed install fire pump meter in Jan. 2025 w/ PG&E confirmed shut down.	TCO initially targeted for Nov. 2024, but delays due to issues with PG&E shutting down power for PUC to install fire pump meter.	202010196871	Site Permit	10/19/2020			11/22/2021	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 11: Exterior Building Maintenance	8/20/2024			10/21/2024	Issued						
CONSTRUCTION	Potrero Block B	1801	25th St	157	9	8/22/2022 (actual)	5/2/2025 (estimated)	4/17/2025 (estimated)	Completed physical work for perm power.	Complete outstanding administrative issues with perm power completion.		202006108345	Site Permit	6/10/2020			9/29/2021	Issued						
CONSTRUCTION	2550 Irving	2550	Irving	177	4	6/10/2024 (actual)	2/9/2026 (estimated)	1/16/2026 (estimated)	Continue slab work for levels 2-4 and vertical columns for levels 2-4 including in wall MEPs. Resubmittal of ArchMEP, and SIP. Continuing procurement of roof rebar, PT cables, structural steel.	Complete outstanding administrative issues with perm power completion.	Ongoing neighborhood complaints have been reported to DBI. Neighbor has interfered with DBI inspections. Project sponsor and GC are in communication with inspectors regarding complaints.	202205053630	Site Permit	5/5/2022			9/14/2023	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 4: Architecture, MEP, Stormwater	7/10/2023			11/20/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD: CMU Wall	7/29/2024			12/4/2024	Issued						
PRESERVATION / CONSTRUCTION	2425 Post Street	2425	Post Street	3	2	12/11/2024 (actual)	4/15/2025 (estimated)	N/A	NTP issued, work began. GC rec's replacing existing trench drain at garage door.	Ongoing work.	SOW: Structural upgrades at basement and rear stair; insurance carrier rejected BR bc bldg is occupied	202409060293	Site Permit				9/23/2024	Issued						

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PRESERVATION / CONSTRUCTION	375 14th	375	14th	16	9	11/19/2024 (actual)	6/16/2025 (estimated)	N/A	Construction officially began in Nov. 2024, phasing units as 5 are being completely updated and 2 only need plumbing updates.		Slight delays with resident moveout.	202410092668	Site Permit				10/9/2024	Issued						
	El Dorado Hotel	150	9th	57	6	5/8/2024 (actual)	6/10/2025 (estimated)	N/A	Coordinated relocation of all tenants. Resubmitted fire protection plans due to fire. Began working on Level 2-4.	Approval of amended addenda.	Fire in Nov. 18 poses potential delays; TBD impact.	202305026865	Site Permit	5/2/2023	4/1/2024		4/3/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Fire Sprinklers	7/29/2024	11/15/2024	11/30/2024		In Review						
PRESERVATION / CONSTRUCTION	"	"	"	"	"	"	"	"	"	"	"	"	ADD 4: Fire Alarm & 2-Way Comms	7/31/2024	12/1/2024	12/15/2024		In Review						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 6: Transformer Vault Retaining Wall	10/3/2024	12/15/2024	1/1/2025		In Review						
	3975 24th Street	3975	24th Street	5	8	10/14/2024 (actual)	10/1/2025 (estimated)	N/A	GC was onboarded and released windows. Began working in the units to add in kitchen and bathroom ventilation.	Progress to remaining units and install windows.	Installing windows during the wet season.	20241028390	OTC Permit	10/28/2024			10/28/2024	Issued						
PRESERVATION / CONSTRUCTION	40 Sycamore	40	Sycamore	75	9	12/20/2024 (actual)	8/15/2025	N/A	Resubmitted and received approval for portion of SOW (front building windows & flooring & doors & fixtures).	Receive approval of permits for ADU additions and soft story seismic retrofit, and other building-wide work.	DBI has revised its infeasibility approval protocols causing challenges for this and other preservation projects.	202407025689	Site Permit	7/2/2024	10/20/2024		12/20/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	202406285528	Site Permit	7/30/2024	10/20/2024		12/20/2024	Issued					
	"	"	"	"	"	"	"	"	"	"	"	"	202407106115	Site Permit	7/24/2024	10/20/2024	1/2/2025		In Review					
PREDEVELOPMENT	750 Golden Gate	750	Golden Gate	171	2	1/6/2025 (estimated)	9/17/2026 (estimated)	10/16/2026 (estimated)	Altered site permit changing type 1A to type 1B was approved, additional addenda approved.	Construction start, addendum 3 and 4 to receive comments and approval.	First round comments of ARCH MEP will not be completed until after closing. Project is holding additional funds in owners allowance.	202409171003	Site Permit	9/17/2024			10/29/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 1: Health	10/31/2024			12/6/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Shoring	10/31/2024			12/6/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Foundation & Superstructure	10/31/2024			12/6/2024	Issued						
PREDEVELOPMENT	850 Turk	850	Turk	92	2	4/1/2025 (estimated)	2/1/2027 (estimated)	2/1/2027 (estimated)	Received approval and issuance for altered site permit updating building type to 1B; submitted final SCP	Lender/investor RFP selections; Prop 1 notice; approval from PUC/MTA for SIP	Initial RFP for lender/investor issued in October but receiving bids has been difficult.	202410072408	Site Permit	10/7/2024			10/29/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 1: Health	11/14/2024	2/1/2025	3/1/2025		Approved; Pending Payment of Fees						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Excavation, Shoring, and Ground Improvements	11/14/2024	2/1/2025	3/1/2025		Approved; Pending Payment of Fees						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Foundation and Superstructure	11/14/2024	2/1/2025	3/1/2025		Approved; Pending Payment of Fees						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 4: Arch MEP	11/14/2024	2/1/2025	3/1/2025		Approved; Pending Payment of Fees						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 5: Landscape & Stormwater	Pending	3/1/2025	4/1/2025		Pending Submission						
PREDEVELOPMENT	3300 Mission	3300	Mission	35	9	11/8/2024 (estimated)	10/1/2026 (estimated)	10/1/2026 (estimated)	Resubmission of addenda with updated revisions. Demolition permit approved.	Receive SIP, Foundation + Super, and Arch + MEP permitting. Finalize agreement with geotech and inspection engineers. Finalize subdivision review.	Value engineering; challenge with appeal, but that was denied.	202310259516	Site Permit	2/14/2024	8/1/2024	8/15/2024	9/10/2024	Issued						Initially issued on 7/5/24; was suspended per BOA Appeal No. 24-042; was reinstated per BOA NOD dated 9/10/24.
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 1: Structural Foundation	7/16/2024	11/3/2024	12/3/2024		In Review		Issued comments on Rev02 on 12/5/24.				
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: ARCH, MEP	7/12/2024	11/13/2024	12/13/2024		In Review		Issued comments on Rev01 on 12/12/24.				

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PREDEVELOPMENT	"	"	"	"	"	"	"	"	"	"	"	202407116315	Demo Permit	7/11/2024			11/8/2024	Issued						
	1515 South Van Ness	1515	South Van Ness	168	9	1/21/2025 (estimated)	1/21/2027 (estimated)	12/21/2026 (estimated)	Demolition of existing building completed. Submitted revised permit for changing construction type from 1A to 1B.	Close construction financing. Receive approval for revised permit. Submit addenda for Foundation, Architecture under revised permit.	Permit to change construction Type from 1A to 1B may delay plan check of Addenda for FOUNDATION and ARCHITECTURE.	202411074565	Site Permit	12/23/2024	1/15/2025			Pending Review						
PREDEVELOPMENT	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Shoring, Excav	12/5/2024	1/31/2025	2/15/2025		In Review						
	Sunnydale HOPE SF Block 7 (Phase 4)		Sunnydale and Santos	69	10	6/1/2025 (estimated)	2/1/2027 (estimated)	3/1/2027 (Estimated)	Submitted revisions for Add. 2 & 3 for review and comments.	Ongoing plan-check and responses for submitted Addenda. MOHCD infrastructure financing to be introduced to BOS.	Having to revise the power design due to PUC rules and regulations issued after scope was designed.	202211297323	Site Permit	11/29/2022			6/11/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 1: Health	6/26/2024	11/26/2024	12/15/2024	6/28/2024	Approved; Pending Payment of Fees						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Excavation, grading, Civil, Foundation	7/18/2024	12/29/2024	2/1/2025		In Review						
PREDEVELOPMENT	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Superstructure	9/12/2024	12/1/2024	2/1/2025		In Review						
	160 Freelon	160	Freelon (639 Bryant)	85	6	5/31/2025 (estimated)	5/31/2027 (estimated)	4/30/2027 (estimated)	Received CDLAC allocation commitment. Submitted revisions for Add. 3, ADD 4 pending SFPUC approval.	Record survey map to be recorded in Jan. 2025. Early Feb. land transfer close. Recording easements.	Land transfer and parcel map needs to be completed in order for Addendum issuance.	202209283327	Site Permit	9/28/2022			5/13/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Excavation, Grading & Health	8/1/2024	4/30/2025	5/15/2025		In Review						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Foundation, Super & Underground Util.	6/27/2024	4/30/2025	5/15/2025		In Review						
PREDEVELOPMENT	"	"	"	"	"	"	"	"	"	"	"	"	ADD 4: Arch, Civil, Landscape, MEP, Vapor Mitigation	8/1/2024	4/30/2025	5/15/2025		In Review						
	1939 Market	1939	Market	187	8	2/26/2026 (estimated)	3/20/2028 (estimated)	3/1/2028 (estimated)	Add. 5 submitted, in Rev 02.	Apply for next round of AHSC. Conduct additional outreach in response to feedback from HCD.	Project has not been able to secure financing from state programs. Temporarily on hold until additional funding secured.	202211045959	Site Permit	11/4/2022	6/30/2023	8/15/2023	10/13/2023	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Deep Foundations / Foundation	9/19/2024	5/25/2025			Comments Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Superstructure	9/19/2024	5/25/2025			Comments Issued						
PREDEVELOPMENT	"	"	"	"	"	"	"	"	"	"	"	"	ADD 5: Architecture	10/18/2024	8/10/2025			In Review						
	Balboa Reservoir - Building E	11	Frida Kahlo Way	128	7	6/1/2025 (estimated)	3/1/2027 (estimated)	3/1/2027 (estimated)	Project received waiver from PUC to use PG&E power. Submitted SCP, SIP.	Approval of site permit. Begin submitting addenda. Coordinate with request for infrastructure financing.	With Building E receiving CDLAC allocation and both Buildings E & A at risk of losing over \$200 million in state financing, sponsor will be requesting infrastructure gap loan which requires BOS approval.	202207289451	Site Permit	7/28/2022	1/15/2023	2/15/2023		Approved but not issued						8/15/24: No new updates 7/15/24: No new updates. Master SCP dependent
PREDEVELOPMENT	Balboa Reservoir - Building A		Lee Avenue	159	7	12/1/2025 (estimated)	12/1/2027 (estimated)	11/1/2027 (estimated)	Project received waiver from PUC to use PG&E power.	Selection of contractor. Submission of SIP, SCP.	With Building E receiving CDLAC allocation and both Buildings E & A at risk of losing over \$200 million in state financing, sponsor will be requesting infrastructure gap loan which requires BOS approval.	N/A	N/A	N/A				Not Submitted						
PREDEVELOPMENT	2205 Mission	2205	Mission	63	3	9/3/2025 (estimated)	9/1/2027 (estimated)	7/1/2027 (estimated)	Project on hold.	Secure additional financing.	Pending on additional financing source to bridge the gap.	202101042026	Site Permit	1/4/2021			10/2/2023	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 2: Structural / Foundation	10/4/2023				Approved but not issued						

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2) Permitting Updates

Q4 CY 2024

October 1, 2024 - December 31, 2024

Status	Project Name	Street Number	Street Name	Number of Units	Supv. District	Start Date (Estimated or Actual)	Completion Date (Estimated or Actual)	TCO Issuance Date (Estimated or Actual)	Milestones/Deliverables This Quarter	Milestones/Deliverables Next Quarter	Risks / Challenges / Major Activities	Building Permit No.	Permit Type	DBI Arrival	Target Permit Issuance Date	Alternate Target Permit Issuance Date (if any)	Actual Issuance Date	Project Permit Status	Planning	DBI	SFFD	Public Works	SFPUC	Housing Coordination Team
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Tower Crane	2/5/2024				Comments Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 4: Shoring/Grading	12/6/2023				In Review						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 5: Architectural / Landscape	11/6/2023				Comments Issued						
PREDEVELOPMENT	967 Mission	967	Mission	92	6	2026 (estimated)	2028 (estimated)	2028 (estimated)	Received approval by all agencies for site permit. Ongoing plan-check and responses for submitted Addenda.	Project is applying to COC Build program and MOHCD applied to HCD for LHFF money. Approval of addenda for foundation + arch/MEP.	Had issues obtaining agreeable NSR that met OEWD and Planning requirements. Difficulty in being competitive for state financing.	202309227225	Site Permit	9/22/2023	5/1/2024	7/1/2024	8/19/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 1: Foundation, Super, Civil	8/20/2024	1/1/2025	2/15/2025		Comments Issued						
	"	"	"	"	"	"	"	"	"	"	"	"	ADD 3: Arch/MEP & Landscaping	8/20/2024	1/1/2024	2/15/2025		Comments Issued						
PREDEVELOPMENT	Treasure Island E1.2 - Behavioral Health Building		Avenue F and California Street	120	6	2/1/2026 (estimated)	9/1/2027 (estimated)	8/1/2027 (estimated)	Ongoing plan-check and responses for site permit. Value Engineering calls scheduled.	Receive approval for site permit. MOHCD continue participating through DSA and MOU (no MOHCD funds allocated).	Possible delays with Island infrastructure/SIP and pads managed by master developer	202403258532	Site Permit	3/25/2024	12/1/2024	1/1/2025		In Review						
PREDEVELOPMENT	Treasure Island E1.2 - Senior		Macky Lane and California Street	100	6	3/15/2026 (estimated)	1/15/2028 (estimated)	TBD	Initial concept presentation and pricing.	Schematic Design will begin and Pre-app meetings are being scheduled. VE opportunities will continue to be explored. Final map to be recorded.	Layering HUD 202 with other City SOS subsidies is not possible. Sponsor working with HUD to ensure PBV or Faircloth-to-RAD will work. Changes to conceptual design.	N/A	N/A	N/A				Not Submitted						
PREDEVELOPMENT	MTA Potrero Yards	2500	Mariposa	120	9	6/11/2026 (estimated)	6/1/2029 (estimated)	6/1/2029 (estimated)	Selected architect for the housing portion of the project and working on schematics design.	Finalize 100% SD design.	Pending the bus yard resolving funding issue.	202311060243	Site Permit	11/6/2023	N/A	N/A		Pending Resubmission						
PREDEVELOPMENT	2530 18th Street	2530	18th	73	9	4/15/2026 (estimated)	3/1/2028 (estimated)	2/1/2028 (estimated)	Current design is not penciling out financially. Potential of re-design requiring Site Permit resubmittal (TBD)	Application for additional financing to move project forward.	Did not receive HCD funding thru IIG application. Holding period costs of about \$6,400 per mo	202201105662	Site Permit	1/20/2022	8/15/2023		Approved but not issued							
PREDEVELOPMENT	Balboa Reservoir - Block F - Educator Housing	11	Frida Kahlo Way	151	7	TBD	TBD	TBD	N/A	No deliverable - need infrastructure schedule resolved.	Infrastructure gap financing sources needed.	202212218827	Site Permit	12/21/2022				Filed						
PREDEVELOPMENT	650 Divisadero	650	Divisadero	216	4	2026 (estimated)	2028 (estimated)	2028 (estimated)	Architect selected. Owner's Rep selected. GC to be selected and remaining subconsultant will be selected	Design team to progress with schematic designs, submitting to planning and starting community engagement.	Anticipating difficulties with traffic control as site is along a main traffic arterial (Divisadero).	N/A	N/A	N/A				Not Submitted						
	"	"	"	"	"	"	"	"	"	"	"	202109037810	Demo Permit	9/3/2021				Pending	9/27/24: 2nd round of mail sent to applicant to convert existing in-house paper building permit application to a digital format; HP					
PRESERVATION / BERNAL BUNDLE	Positive Match	1652-54	Eddy Street	7	5	12/5/2025	6/5/2026		Received approval for all three site permits to be updated and issued.	Construction start.	Coordination across three sites, some with different funding mechanisms and different SOWs.	202001101692	Site Permit	1/10/2020			11/12/2024	Issued						
	Hazel Betsey	3554	17th Street	9	8	12/5/2025	6/6/2026					201709117613	Site Permit	9/3/2017			11/12/2024	Issued						
	Woolsey Apartments	195	Woolsey	10	9	12/5/2025	6/7/2026					201910245432	Site Permit	10/24/2019			11/12/2024	Issued						

HOUSING DELIVERY REPORT -

2) Permitting Updates

Q4 CY 2024

October 1, 2024 - December 31, 2024

Status	Project Name	Street Number	Street Name	Number of Units	Supv. District	Start Date (Estimated or Actual)	Completion Date (Estimated or Actual)	TCO Issuance Date (Estimated or Actual)	Milestones/ Deliverables This Quarter	Milestones/ Deliverables Next Quarter	Risks / Challenges / Major Activities	Building Permit No.	Permit Type	DBI Arrival	Target Permit Issuance Date	Alternate Target Permit Issuance Date (if any)	Actual Issuance Date	Project Permit Status	Planning	DBI	SFFD	Public Works	SFPUC	Housing Coordination Team
PRESERVATION / PREDEVELOPMENT	The Rose	125	6th	76	6	8/1/2025 (estimated)	2/1/2026 (estimated)	N/A	Ongoing relocation. Incorporating new HSH funding for elevator into construction schedule. Updated pricing.	Updated loan documents to LC. Continue bid solicitation.	Changes to funding structure changed timeline.	202406053758	OTC Permit	6/5/2024			8/7/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	202407317663	OTC Permit	8/2/2024			8/28/2024	Issued						
PRESERVATION / PREDEVELOPMENT	The Dudley	172-180	6th	75	6	1/20/2025 (estimated)	11/14/2025 (estimated)	N/A	Project received additional Housing Assistance Payment.	Still pending GC final pricing and construction schedule.	Tenant relocation. Process of amending existing loan documents to reflect new funding sources.	202404180270	OTC Permit	4/18/2024			8/7/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	202407317631	OTC Permit	7/31/2024			8/7/2024	Issued						
	"	"	"	"	"	"	"	"	"	"	"	202407317662	OTC Permit	7/31/2024			8/7/2024	Issued						
PRESERVATION / PREDEVELOPMENT	William Penn Hotel	160	Eddy Street	91	5	4/7/2025 (estimated)	12/24/2025 (estimated)	N/A	Submitted altered site plans. Started schematic design.	Start DD, solicit sub-contractors and vendors, VE.	Uncertainty around scope of work due to condition of building.	202403016882	OTC Permit	3/1/2024				In Review						

HOUSING DELIVERY REPORT: 100% Affordable Housing

3) Allocations Tool (Preservation)

Q4 CY 2024

(as of January 1, 2025)

						CDBG	CDBG Program Income	HTF Small Sites	Inclusionary Small Sites	JHL Small Sites	Central SOMA Small Sites	Condo Conv Small Sites	Housing Stability Fund	AAU	2019 GO Bond	EN Mission	EN SOMA	DNPF - 1 Mile of 50 1st St	ERAF	SOMA Stabilization	2024 GO Bond	
Fiscal Year 24-25						Existing Balances from 2023-24	7,800,000	4,474,000	10,000,000	2,000,000	851,305	0	1,500,000	24,222,953	0	9,746,020	2,100,000	5,750,000	2,000,000	3,276,920	2,100,000	0
						Expected New Funds for 2024-25	0	0	3,000,000	0	0	257,681	0	0	0	0	0	0	0	0	0	30,000,000
						Total Available	7,800,000	4,474,000	13,000,000	2,000,000	851,305	257,681	1,500,000	24,222,953	0	9,746,020	2,100,000	5,750,000	2,000,000	3,276,920	2,100,000	30,000,000
Residential Units	Comm. Units	Project Type	Project Name	Fiscal Year	Total																	
4		Small Sites	528 Natoma Street	2024-25	3,000,000																	
16		Small Sites	375 14th Street	2024-25	5,700,000																	
3	1	Small Sites *	2198 Cayuga	2024-25	3,514,871																	
3		CLMHF	2425 Post	2024-25	3,326,000																	
63	8	Big Sites	2901 16th Street	2024-25	30,000,000																	
31	2	TBD	TBD Site(s)	2024-25	5,257,782																	
108		Big Sites	1155 Ellis Street (The Normandy)	2024-25	29,500,000	7,800,000	4,474,000	2,999,782	2,000,000				2,102,261		5,356,020			2,000,000			3,257,782	
		Big Sites	1155 Ellis Street (Gap Funding)	2024-25	6,900,000																	
		Small Sites	SOMA TBD	2024-25	7,160,890																	
		Small Sites	Contingency	2024-25	1,698,264																	
228	11	TOTAL USES			96,057,807	7,800,000	4,474,000	13,000,000	2,000,000	851,305	257,681	1,500,000	24,222,953	0	9,746,020	2,100,000	5,750,000	2,000,000	3,276,920	2,100,000	16,978,928	
TOTAL SOURCES					109,078,879	7,800,000	4,474,000	13,000,000	2,000,000	851,305	257,681	1,500,000	24,222,953	0	9,746,020	2,100,000	5,750,000	2,000,000	3,276,920	2,100,000	30,000,000	
Balance of Funds Carried Forward					13,021,072	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13,021,072

						CDBG	CDBG Program Income	HTF Small Sites	Inclusionary Small Sites	JHL Small Sites	Central SOMA Small Sites	Condo Conv Small Sites	Housing Stability Fund	AAU	2019 GO Bond	EN Mission	EN SOMA	DNPF - 1 Mile of 50 1st St	ERAF	SOMA Stabilization	2024 GO Bond		
Fiscal Year 25-26						Existing Balances from 2024-25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13,021,072	
						Expected New Funds for 2025-26	0	0	3,000,000	4,210,000	1,435,651	0	0	0	0	0	0	0	0	0	0	0	
						Total Available	0	0	3,000,000	4,210,000	1,435,651	0	0	0	0	0	0	0	0	0	0	0	13,021,072
Residential Units	Comm. Units	Project Type	Project Name	Fiscal Year	Total																		
19	-	CLMH	3900 3rd St	2025-26	3,750,000																		
		Small Sites	Contingency	2025-26	798,038																		
19	-	TOTAL USES			4,548,038	3,000,000	1,548,038	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL SOURCES					21,666,723	3,000,000	4,210,000	1,435,651	0	0	0	0	0	0	0	0	0	0	0	0	0	13,021,072	
Balance of Funds Carried Forward					17,118,685	0	2,661,962	1,435,651	0	0	0	0	0	0	0	0	0	0	0	0	0	13,021,072	

						CDBG	CDBG Program Income	HTF Small Sites	Inclusionary Small Sites	JHL Small Sites	Central SOMA Small Sites	Condo Conv Small Sites	Housing Stability Fund	AAU	2019 GO Bond	EN Mission	EN SOMA	DNPF - 1 Mile of 50 1st St	ERAF	SOMA Stabilization	2024 GO Bond		
Fiscal Year 26-27						Existing Balances from 2024-25	0	0	0	2,661,962	1,435,651	0	0	0	0	0	0	0	0	0	0	0	13,021,072
						Expected New Funds for 2025-26	0	0	3,000,000	2,150,000	0	0	0	0	0	0	0	0	12,104,913	0	0	0	
						Total Available	0	0	3,000,000	4,811,962	1,435,651	0	0	0	0	0	0	0	12,104,913	0	0	0	13,021,072
Residential Units	Comm. Units	Project Type	Project Name	Fiscal Year	Total																		
35	4	Big Sites	2509 Mission St (HAF)	2026-27	16,740,000																		
		Small Sites	Contingency	2026-27	-																		
35	4	TOTAL USES			16,740,000	0	3,411,962	306,966	0	0	0	0	0	0	0	0	0	0	0	0	0	13,021,072	
TOTAL SOURCES					34,373,598	0	3,000,000	4,811,962	1,435,651	0	0	0	0	0	0	0	0	0	12,104,913	0	0	13,021,072	
Balance of Funds Carried Forward					17,633,598	0	0	3,000,000	1,400,000	1,128,685	0	0	0	0	0	0	0	0	12,104,913	0	0	0	

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [BOS-Operations](#)
Subject: FW: CCSF Monthly Pooled Investment Report for December 2024
Date: Wednesday, February 5, 2025 1:40:05 PM
Attachments: [image001.png](#)
[CCSF Monthly Pooled Investment Report for December 2024.pdf](#)

Dear Supervisors,

Please see below and attached from the Office of the Treasurer & Tax Collector, submitting Monthly Pooled Investment Report for the month of December 2024.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Dion, Ichieh (TTX) <ichieh.dion@sfgov.org>
Sent: Tuesday, February 4, 2025 11:38 AM
Subject: CCSF Monthly Pooled Investment Report for December 2024

All-

Please find the CCSF Pooled Investment Report for the month of December attached for your use.

Regards,



Ichieh C. Dion
Investment Settlement Operations/Reporting
Investments
Office of the Treasurer & Tax Collector
Office: 415.554.5433
San Francisco only, **call 311**
sftreasurer.org



Treasurer & Tax Collector
CITY AND COUNTY OF SAN FRANCISCO

José Cisneros
TREASURER

Investment Report for the month of December 2024

January 15, 2025

The Honorable Daniel L. Lurie
Mayor of San Francisco
City Hall, Room 200
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4638

The Honorable Board of Supervisors
City and County of San Francisco
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4638

Colleagues,

In accordance with the provisions of California State Government Code, Section 53646, we forward this report detailing the City's pooled fund portfolio as of December 31, 2024. These investments provide sufficient liquidity to meet expenditure requirements for the next six months and are in compliance with our statement of investment policy and California Code.

This correspondence and its attachments show the investment activity for the month of December 2024 for the portfolios under the Treasurer's management. All pricing and valuation data is obtained from Interactive Data Corporation.

CCSF Pooled Fund Investment Earnings Statistics *

<i>(in \$ million)</i>	Current Month		Prior Month	
	Fiscal YTD	December 2024	Fiscal YTD	November 2024
Average Daily Balance	\$ 16,082	\$ 16,945	\$ 15,907	\$ 16,083
Net Earnings	293.70	51.61	242.09	47.29
Earned Income Return	3.62%	3.59%	3.63%	3.58%

CCSF Pooled Fund Statistics *

<i>(in \$ million)</i>	% of Portfolio	Book Value	Market Value	Wtd. Avg. Coupon	Wtd. Avg. YTM	WAM
U.S. Treasuries	23.62%	\$ 4,040.0	\$ 3,954.2	2.00%	2.23%	715
Federal Agencies	41.35%	6,983.7	6,921.2	3.64%	3.68%	766
Public Time Deposits	0.36%	60.0	60.0	4.73%	4.73%	89
Negotiable CDs	12.39%	2,073.0	2,073.6	4.70%	4.70%	174
Commercial Paper	7.64%	1,278.5	1,279.0	0.00%	4.87%	93
Medium Term Notes	0.74%	123.9	123.1	3.74%	4.09%	673
Money Market Funds	10.83%	1,812.5	1,812.5	4.40%	4.40%	1
Supranationals	2.47%	416.1	413.1	2.57%	2.65%	441
Secured Bank Deposit	0.61%	102.7	102.7	4.35%	4.35%	1
Totals	100.0%	\$ 16,890.4	\$ 16,739.5	3.17%	3.62%	532

In the remainder of this report, we provide additional information and analytics at the security-level and portfolio-level, as recommended by the California Debt and Investment Advisory Commission.

Respectfully,

José Cisneros
Treasurer

cc: Treasury Oversight Committee: Aimee Brown, Kevin Kone, Brenda Kwee McNulty
Greg Wagner - Controller, Office of the Controller
Mark de la Rosa - Director of Audits, Office of the Controller
Mayor's Office of Public Policy and Finance
San Francisco County Transportation Authority
San Francisco Public Library
San Francisco Health Service System

Portfolio Summary

Pooled Fund

As of December 31, 2024

<i>(in \$ million)</i>							
Security Type	Par Value	Book Value	Market Value	Market/Book Price	Current % Allocation	Max. Policy Allocation	Compliant?
U.S. Treasuries	\$ 4,054.0	\$ 4,040.0	\$ 3,954.2	97.88	23.92%	100%	Yes
Federal Agencies	6,988.5	6,983.7	6,921.2	99.10	41.35%	100%	Yes
State & Local Government							
Agency Obligations	-	-	-	-	0.00%	20%	Yes
Public Time Deposits	60.0	60.0	60.0	100.00	0.36%	100%	Yes
Negotiable CDs	2,073.0	2,073.0	2,073.6	100.03	12.27%	30%	Yes
Bankers Acceptances	-	-	-	-	0.00%	40%	Yes
Commercial Paper	1,294.0	1,278.5	1,279.0	100.04	7.57%	25%	Yes
Medium Term Notes	124.6	123.9	123.1	99.35	0.73%	30%	Yes
Repurchase Agreements	-	-	-	-	0.00%	10%	Yes
Reverse Repurchase/ Securities Lending Agreements	-	-	-	-	0.00%	\$75mm	Yes
Money Market Funds - Government	1,812.5	1,812.5	1,812.5	100.00	10.73%	20%	Yes
LAIF	-	-	-	-	0.00%	\$50mm	Yes
Supranationals	417.0	416.1	413.1	99.29	2.46%	30%	Yes
Secured Bank Deposit	102.7	102.7	102.7	100.00	0.61%	N/A	Yes
TOTAL	\$ 16,926.4	\$ 16,890.4	\$ 16,739.5	99.11	100.00%	-	Yes

The City and County of San Francisco uses the following methodology to determine compliance: Compliance is pre-trade and calculated on a book value basis of the overall portfolio value. Cash balances are included in the City's compliance calculations.

Please note the information in this report does not include cash balances. Due to fluctuations in the market value of the securities held in the Pooled Fund and changes in the City's cash position, the allocation limits may be exceeded on a post-trade compliance basis. In these instances, no compliance violation has occurred, as the policy limits were not exceeded prior to trade execution. The full Investment Policy can be found at <https://sftreasurer.org/banking-investments/investments>

Totals may not add due to rounding.

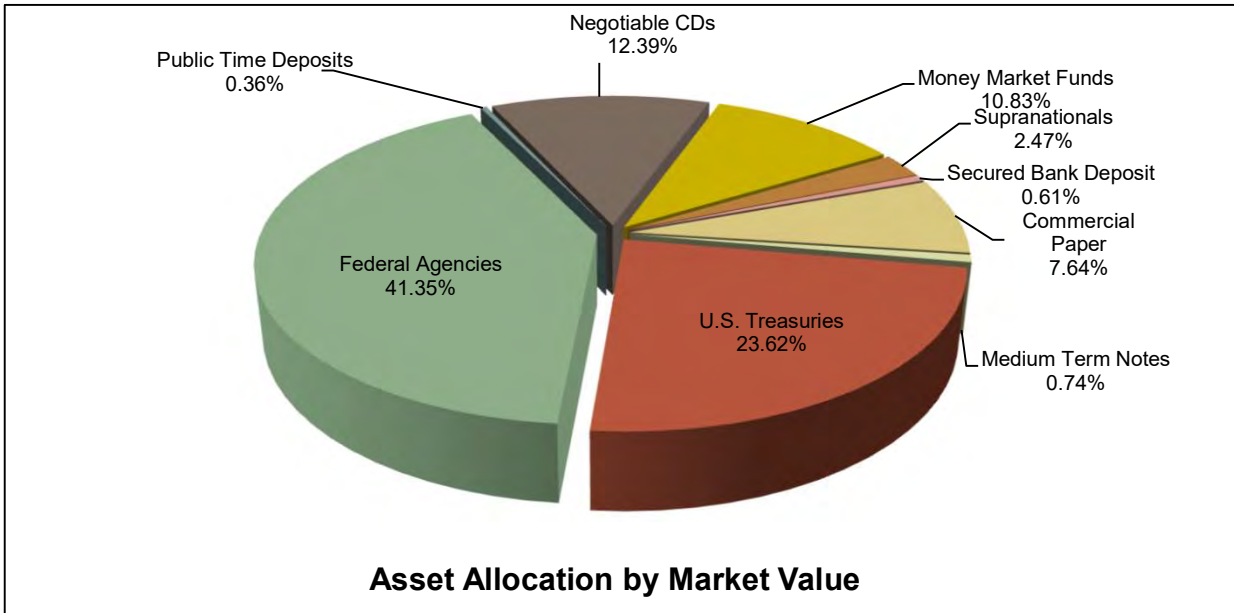
City and County of San Francisco

Pooled Fund Portfolio Statistics

For the month ended December 31, 2024

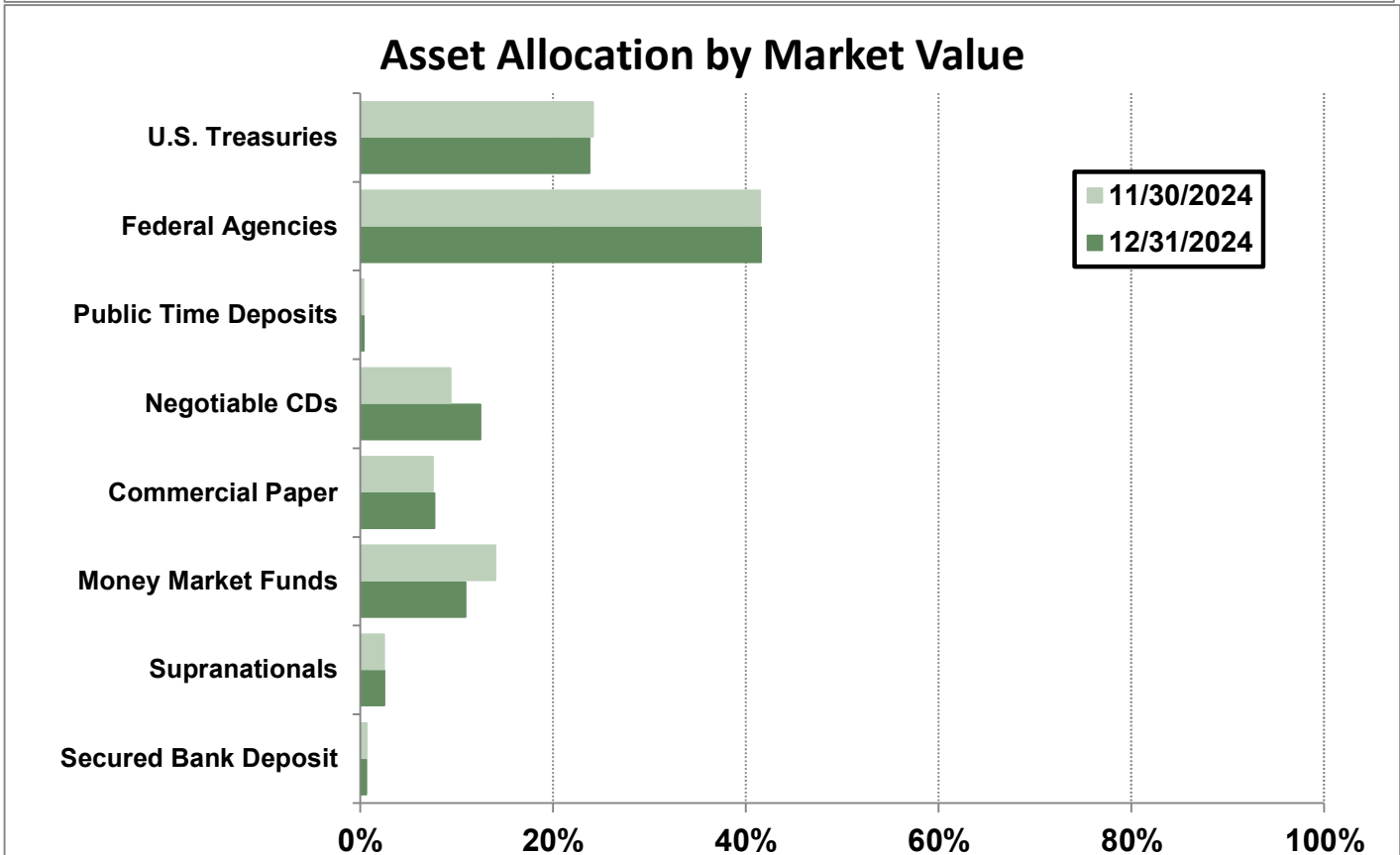
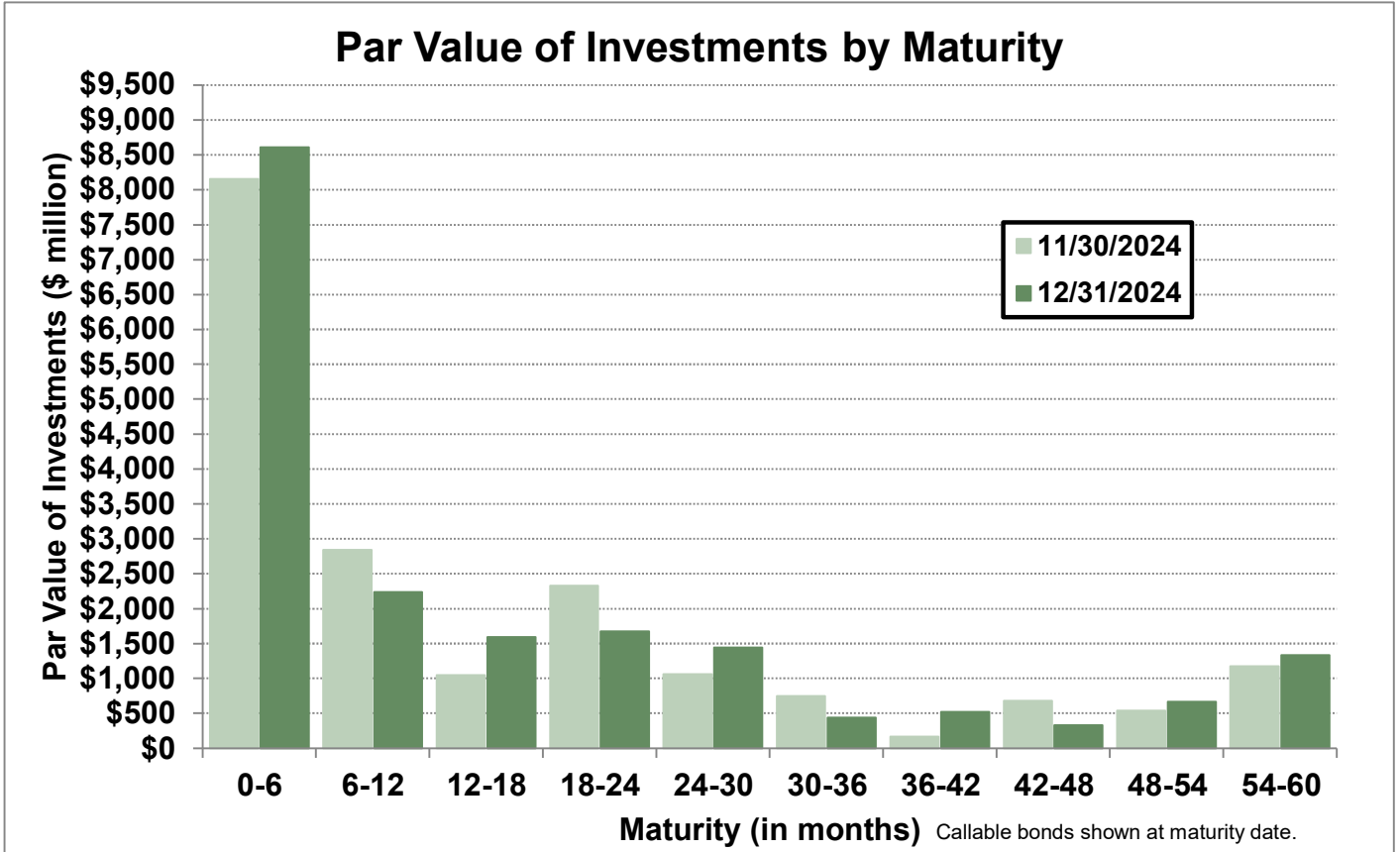
Average Daily Balance	\$16,944,682,995
Net Earnings	\$51,606,439
Earned Income Return	3.59%
Weighted Average Maturity	532 days

Investment Type	(\$ million)	Par Value	Book Value	Market Value
U.S. Treasuries		\$ 4,054.0	\$ 4,040.0	\$ 3,954.2
Federal Agencies		6,988.5	6,983.7	6,921.2
Public Time Deposits		60.0	60.0	60.0
Negotiable CDs		2,073.0	2,073.0	2,073.6
Commercial Paper		1,294.0	1,278.5	1,279.0
Medium Term Notes		124.6	123.9	123.1
Money Market Funds		1,812.5	1,812.5	1,812.5
Supranationals		417.0	416.1	413.1
Secured Bank Deposit		102.7	102.7	102.7
Total		\$ 16,926.4	\$ 16,890.4	\$ 16,739.5

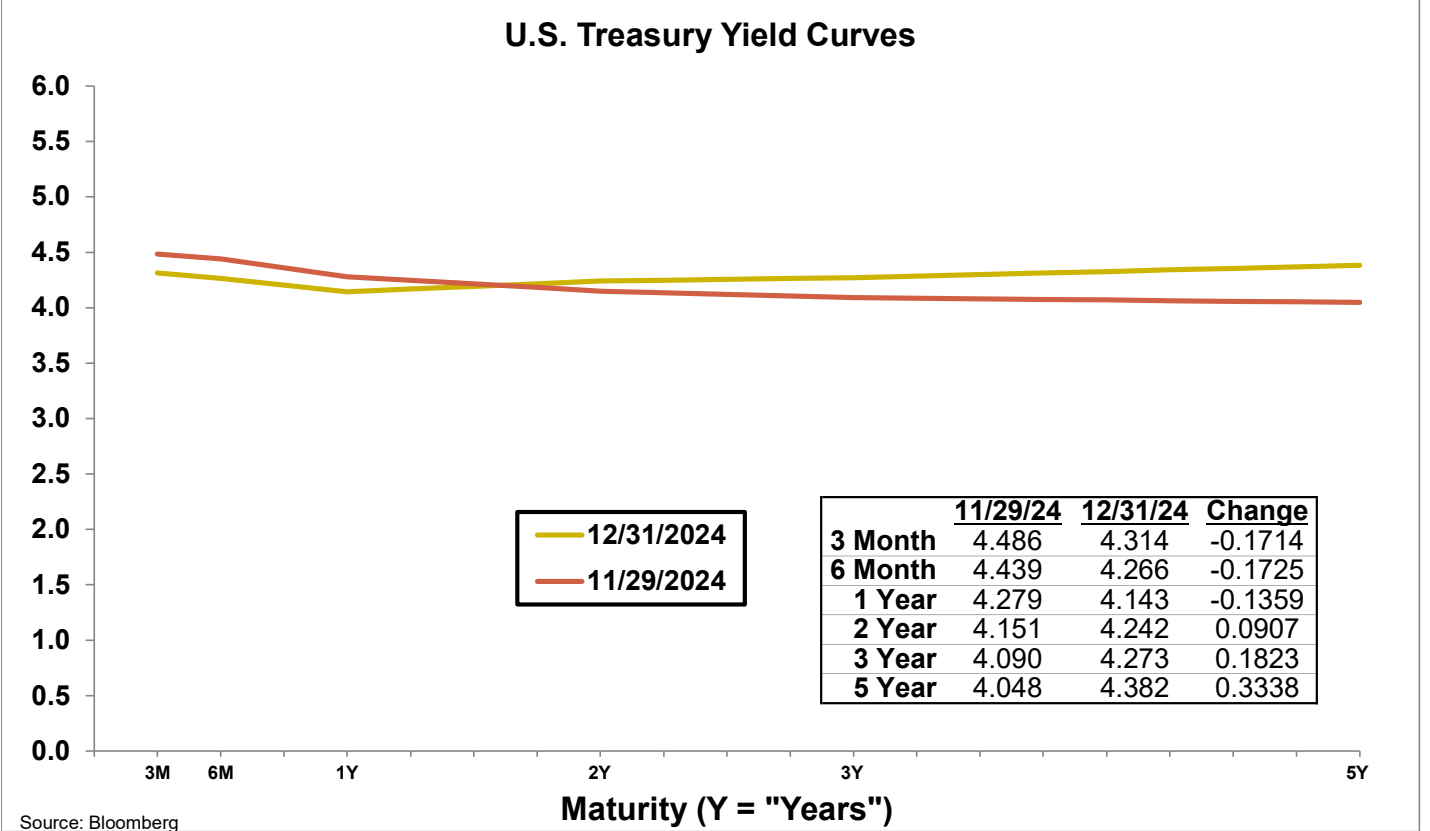
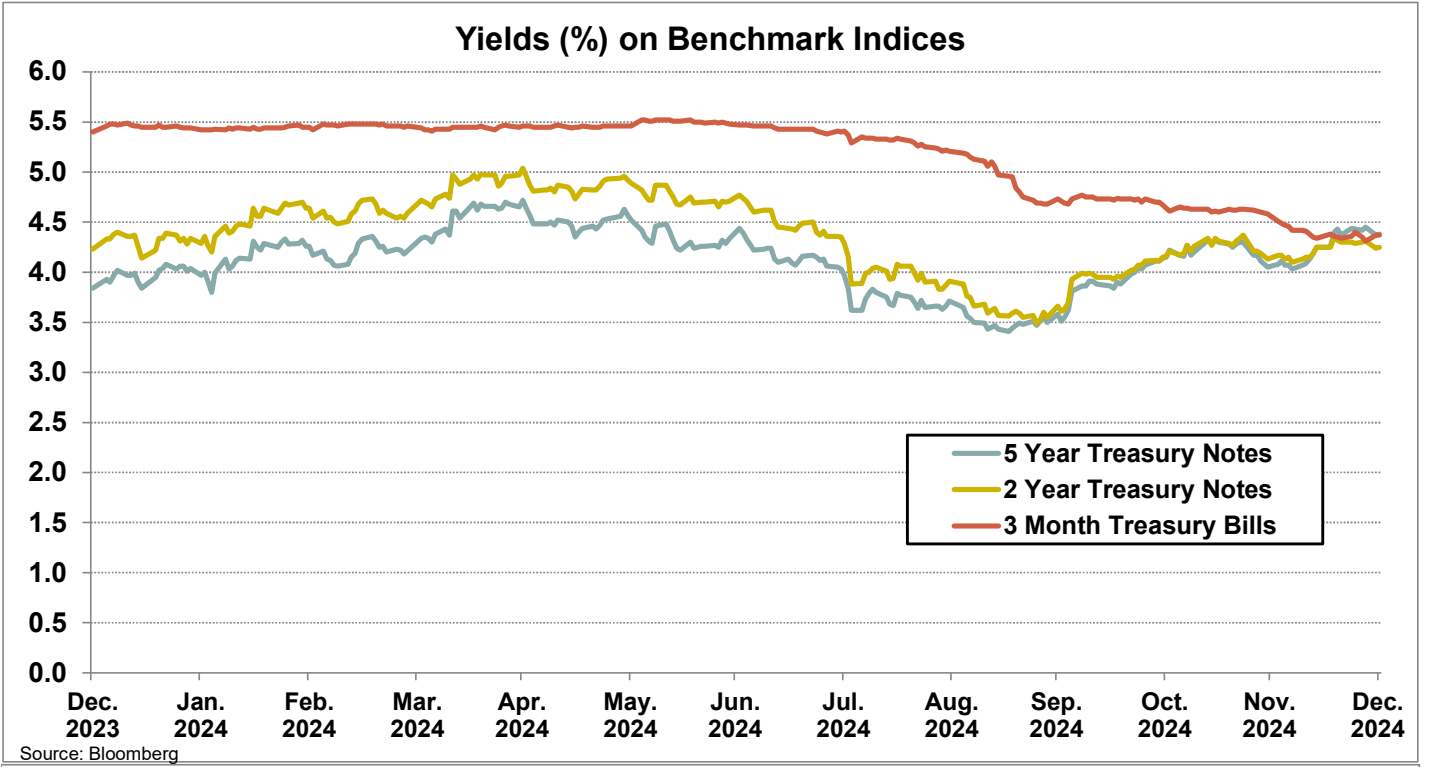


Portfolio Analysis

Pooled Fund



Yield Curves



Investment Inventory

Pooled Fund

As of December 31, 2024

Type of Investment	CUSIP	Issuer Name	Maturity		Coupon	Par Value	Original Cost	Amortized	
			Settle Date	Date				Book Value	Market Value
U.S. Treasuries	912797MX2	U.S. Treasury Bill	9/19/2024	1/14/2025	0.00	\$ 68,000,000	\$ 66,966,162	\$ 67,885,129	\$ 67,891,166
U.S. Treasuries	912828Z52	U.S. Treasury Note	3/30/2021	1/31/2025	1.38	50,000,000	51,515,625	50,032,408	49,894,530
U.S. Treasuries	912828Z52	U.S. Treasury Note	4/15/2021	1/31/2025	1.38	50,000,000	51,507,813	50,032,613	49,894,530
U.S. Treasuries	912828ZC7	U.S. Treasury Note	3/15/2021	2/28/2025	1.13	50,000,000	51,011,719	50,040,581	49,748,045
U.S. Treasuries	912828ZC7	U.S. Treasury Note	3/31/2021	2/28/2025	1.13	50,000,000	50,998,047	50,040,480	49,748,045
U.S. Treasuries	912828ZF0	U.S. Treasury Note	4/15/2021	3/31/2025	0.50	50,000,000	49,779,297	49,986,416	49,558,595
U.S. Treasuries	912828ZF0	U.S. Treasury Note	4/19/2021	3/31/2025	0.50	50,000,000	49,839,844	49,990,115	49,558,595
U.S. Treasuries	912828ZL7	U.S. Treasury Note	5/18/2021	4/30/2025	0.38	50,000,000	49,615,234	49,968,270	49,375,000
U.S. Treasuries	912828XB1	U.S. Treasury Note	9/2/2021	5/15/2025	2.13	50,000,000	52,849,609	50,282,641	49,607,420
U.S. Treasuries	912828ZW3	U.S. Treasury Note	3/8/2021	6/30/2025	0.25	50,000,000	49,140,625	49,901,786	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	3/9/2021	6/30/2025	0.25	50,000,000	49,042,969	49,890,556	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	5/12/2021	6/30/2025	0.25	50,000,000	49,281,250	49,914,321	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	5/13/2021	6/30/2025	0.25	50,000,000	49,183,594	49,902,616	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	5/18/2021	6/30/2025	0.25	50,000,000	49,253,906	49,910,707	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	7/12/2021	6/30/2025	0.25	50,000,000	49,310,547	49,914,354	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	8/5/2021	6/30/2025	0.25	50,000,000	49,500,000	49,936,842	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	8/6/2021	6/30/2025	0.25	50,000,000	49,406,250	49,924,947	49,039,065
U.S. Treasuries	912828ZW3	U.S. Treasury Note	12/7/2021	6/30/2025	0.25	50,000,000	48,628,906	49,810,302	49,039,065
U.S. Treasuries	91282CHL8	U.S. Treasury Note	2/6/2024	6/30/2025	4.63	50,000,000	49,976,563	49,991,728	50,128,905
U.S. Treasuries	91282CAB7	U.S. Treasury Note	8/5/2021	7/31/2025	0.25	50,000,000	49,458,984	49,921,597	48,867,190
U.S. Treasuries	91282CAB7	U.S. Treasury Note	8/6/2021	7/31/2025	0.25	50,000,000	49,363,281	49,907,665	48,867,190
U.S. Treasuries	91282CFK2	U.S. Treasury Note	10/7/2022	9/15/2025	3.50	50,000,000	48,968,750	49,753,230	49,742,190
U.S. Treasuries	91282CAM3	U.S. Treasury Note	5/12/2021	9/30/2025	0.25	50,000,000	49,109,375	49,848,783	48,535,155
U.S. Treasuries	91282CAM3	U.S. Treasury Note	7/26/2021	9/30/2025	0.25	50,000,000	49,281,250	49,871,971	48,535,155
U.S. Treasuries	91282CAT8	U.S. Treasury Note	2/25/2021	10/31/2025	0.25	50,000,000	49,298,828	49,875,685	48,402,345
U.S. Treasuries	91282CAT8	U.S. Treasury Note	3/2/2021	10/31/2025	0.25	50,000,000	49,078,125	49,836,075	48,402,345
U.S. Treasuries	91282CAT8	U.S. Treasury Note	3/4/2021	10/31/2025	0.25	50,000,000	49,048,828	49,830,667	48,402,345
U.S. Treasuries	91282CBC4	U.S. Treasury Note	2/25/2021	12/31/2025	0.38	50,000,000	49,455,078	49,887,937	48,144,530
U.S. Treasuries	91282CBC4	U.S. Treasury Note	2/26/2021	12/31/2025	0.38	50,000,000	49,271,484	49,850,096	48,144,530
U.S. Treasuries	91282CBW0	U.S. Treasury Note	6/28/2021	4/30/2026	0.75	50,000,000	49,662,109	49,907,448	47,765,625
U.S. Treasuries	91282CBW0	U.S. Treasury Note	7/2/2021	4/30/2026	0.75	50,000,000	49,730,469	49,926,005	47,765,625
U.S. Treasuries	912828R36	U.S. Treasury Note	7/23/2021	5/15/2026	1.63	50,000,000	52,203,125	50,625,703	48,273,440
U.S. Treasuries	912828R36	U.S. Treasury Note	8/27/2021	5/15/2026	1.63	50,000,000	51,890,625	50,547,864	48,273,440
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	7/2/2021	6/30/2026	0.88	50,000,000	49,931,641	49,979,575	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	7/14/2021	6/30/2026	0.88	50,000,000	50,070,313	50,021,148	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	7/22/2021	6/30/2026	0.88	50,000,000	50,345,703	50,104,439	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	7/22/2021	6/30/2026	0.88	50,000,000	50,328,125	50,099,129	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	8/6/2021	6/30/2026	0.88	50,000,000	50,406,250	50,123,760	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	8/10/2021	6/30/2026	0.88	50,000,000	50,240,234	50,073,349	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	9/24/2021	6/30/2026	0.88	50,000,000	49,937,500	49,980,424	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	10/14/2021	6/30/2026	0.88	50,000,000	49,593,750	49,871,275	47,582,030
U.S. Treasuries	91282CCJ8	U.S. Treasury Note	1/4/2022	6/30/2026	0.88	50,000,000	49,027,344	49,676,375	47,582,030
U.S. Treasuries	91282CCW9	U.S. Treasury Note	9/28/2021	8/31/2026	0.75	50,000,000	49,449,219	49,814,058	47,234,375
U.S. Treasuries	91282CCZ2	U.S. Treasury Note	10/8/2021	9/30/2026	0.88	50,000,000	49,689,453	49,891,189	47,191,405
U.S. Treasuries	91282CCZ2	U.S. Treasury Note	10/8/2021	9/30/2026	0.88	50,000,000	49,671,875	49,885,030	47,191,405
U.S. Treasuries	91282CCZ2	U.S. Treasury Note	10/19/2021	9/30/2026	0.88	50,000,000	49,318,359	49,759,709	47,191,405
U.S. Treasuries	91282CDK4	U.S. Treasury Note	12/3/2021	11/30/2026	1.25	50,000,000	50,072,266	50,027,669	47,285,155
U.S. Treasuries	91282CDK4	U.S. Treasury Note	12/7/2021	11/30/2026	1.25	50,000,000	50,117,188	50,044,968	47,285,155
U.S. Treasuries	91282CDK4	U.S. Treasury Note	3/29/2022	11/30/2026	1.25	50,000,000	47,078,125	48,805,232	47,285,155

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Maturity			Par Value	Original Cost	Amortized	
			Settle Date	Date	Coupon			Book Value	Market Value
U.S. Treasuries	91282CDQ1	U.S. Treasury Note	3/29/2022	12/31/2026	1.25	50,000,000	47,107,422	48,786,715	47,164,065
U.S. Treasuries	91282CEF4	U.S. Treasury Note	4/6/2022	3/31/2027	2.50	25,000,000	24,757,813	24,891,016	24,072,265
U.S. Treasuries	91282CKV2	U.S. Treasury Note	6/26/2024	6/15/2027	4.63	50,000,000	50,199,219	50,164,484	50,412,050
U.S. Treasuries	91282CKV2	U.S. Treasury Note	7/9/2024	6/15/2027	4.63	50,000,000	50,292,969	50,244,824	50,412,050
U.S. Treasuries	91282CKV2	U.S. Treasury Note	10/8/2024	6/15/2027	4.63	50,000,000	50,906,250	50,827,647	50,412,050
U.S. Treasuries	91282CEW7	U.S. Treasury Note	3/21/2024	6/30/2027	3.25	50,000,000	48,203,125	48,632,813	48,851,565
U.S. Treasuries	91282CEW7	U.S. Treasury Note	4/3/2024	6/30/2027	3.25	50,000,000	48,113,281	48,548,678	48,851,565
U.S. Treasuries	91282CEW7	U.S. Treasury Note	9/26/2024	6/30/2027	3.25	50,000,000	49,683,594	49,714,072	48,851,565
U.S. Treasuries	91282CLL3	U.S. Treasury Note	10/1/2024	9/15/2027	3.38	50,000,000	49,785,156	49,803,475	48,884,765
U.S. Treasuries	91282CMB4	U.S. Treasury Note	12/16/2024	12/15/2027	4.00	50,000,000	49,718,750	49,722,863	49,616,200
U.S. Treasuries	91282CMB4	U.S. Treasury Note	12/16/2024	12/15/2027	4.00	50,000,000	49,712,891	49,717,090	49,616,200
U.S. Treasuries	9128284N7	U.S. Treasury Note	4/9/2024	5/15/2028	2.88	65,000,000	61,082,227	61,780,988	62,120,702
U.S. Treasuries	91282CHK0	U.S. Treasury Note	1/5/2024	6/30/2028	4.00	50,000,000	49,974,609	49,980,221	49,507,815
U.S. Treasuries	91282CHK0	U.S. Treasury Note	1/18/2024	6/30/2028	4.00	50,000,000	49,927,734	49,943,255	49,507,815
U.S. Treasuries	91282CHK0	U.S. Treasury Note	1/18/2024	6/30/2028	4.00	50,000,000	49,904,297	49,924,851	49,507,815
U.S. Treasuries	91282CHK0	U.S. Treasury Note	2/6/2024	6/30/2028	4.00	50,000,000	49,677,734	49,743,953	49,507,815
U.S. Treasuries	91282CHK0	U.S. Treasury Note	2/27/2024	6/30/2028	4.00	50,000,000	49,298,828	49,435,523	49,507,815
U.S. Treasuries	91282CHK0	U.S. Treasury Note	5/13/2024	6/30/2028	4.00	50,000,000	48,939,453	49,103,209	49,507,815
U.S. Treasuries	91282CHX2	U.S. Treasury Note	12/12/2023	8/31/2028	4.38	50,000,000	50,115,234	50,089,434	50,066,405
U.S. Treasuries	91282CJW2	U.S. Treasury Note	10/8/2024	1/31/2029	4.00	65,000,000	65,266,602	65,252,223	64,146,875
U.S. Treasuries	9128286B1	U.S. Treasury Note	4/11/2024	2/15/2029	2.63	50,000,000	45,710,938	46,352,723	46,789,065
U.S. Treasuries	91282CKD2	U.S. Treasury Note	4/8/2024	2/28/2029	4.25	50,000,000	49,773,438	49,807,416	49,806,640
U.S. Treasuries	91282CKP5	U.S. Treasury Note	10/24/2024	4/30/2029	4.63	50,000,000	51,171,875	51,122,840	50,521,485
U.S. Treasuries	91282CKP5	U.S. Treasury Note	12/20/2024	4/30/2029	4.63	51,000,000	51,448,242	51,444,863	51,531,915
U.S. Treasuries	91282CKT7	U.S. Treasury Note	10/23/2024	5/31/2029	4.50	50,000,000	51,039,063	50,995,794	50,281,250
U.S. Treasuries	91282CLC3	U.S. Treasury Note	10/1/2024	7/31/2029	4.00	50,000,000	51,046,875	50,992,276	49,242,000
U.S. Treasuries	91282CLC3	U.S. Treasury Note	10/24/2024	7/31/2029	4.00	50,000,000	49,888,672	49,883,084	49,242,000
U.S. Treasuries	91282CLC3	U.S. Treasury Note	10/7/2024	7/31/2029	4.00	65,000,000	65,563,672	65,536,097	64,014,600
U.S. Treasuries	91282CFJ5	U.S. Treasury Note	10/1/2024	8/31/2029	3.13	50,000,000	49,041,016	49,090,167	47,394,530
U.S. Treasuries	91282CFJ5	U.S. Treasury Note	10/3/2024	8/31/2029	3.13	65,000,000	63,664,453	63,731,491	61,612,889
U.S. Treasuries	91282CLR0	U.S. Treasury Note	11/25/2024	10/31/2029	4.13	50,000,000	49,611,328	49,619,313	49,458,985
Subtotals					2.00	\$ 4,054,000,000	\$ 4,028,532,373	\$ 4,039,998,261	\$ 3,954,200,416
Federal Agencies	3133ENKS8	Federal Farm Credit Bank	1/11/2022	1/6/2025	1.13	\$ 20,000,000	\$ 19,955,000	\$ 19,999,794	\$ 19,986,200
Federal Agencies	3133ENKS8	Federal Farm Credit Bank	1/11/2022	1/6/2025	1.13	25,000,000	24,943,750	24,999,742	24,982,750
Federal Agencies	3133ENKS8	Federal Farm Credit Bank	1/11/2022	1/6/2025	1.13	25,000,000	24,943,750	24,999,742	24,982,750
Federal Agencies	3135G0X24	Fannie Mae	4/21/2021	1/7/2025	1.63	39,060,000	40,632,556	39,066,953	39,036,173
Federal Agencies	3133ENZ37	Federal Farm Credit Bank	11/10/2022	1/10/2025	4.88	10,000,000	9,999,400	9,999,993	9,998,600
Federal Agencies	3133ENZ37	Federal Farm Credit Bank	11/10/2022	1/10/2025	4.88	20,000,000	19,998,800	19,999,986	19,997,200
Federal Agencies	3133ENZ37	Federal Farm Credit Bank	11/10/2022	1/10/2025	4.88	20,000,000	19,999,580	19,999,995	19,997,200
Federal Agencies	3130B0MZ9	Federal Home Loan Bank	3/27/2024	1/27/2025	5.10	115,000,000	115,000,000	115,000,000	115,021,850
Federal Agencies	3133EPAG0	Federal Farm Credit Bank	2/10/2023	2/10/2025	4.25	10,000,000	9,947,200	9,997,111	9,993,700
Federal Agencies	3133EPAG0	Federal Farm Credit Bank	2/10/2023	2/10/2025	4.25	29,875,000	29,716,065	29,866,303	29,856,179
Federal Agencies	3137EAEP0	Freddie Mac	2/14/2020	2/12/2025	1.50	5,000,000	4,996,150	4,999,911	4,983,100
Federal Agencies	3137EAEP0	Freddie Mac	2/14/2020	2/12/2025	1.50	5,000,000	4,996,150	4,999,911	4,983,100
Federal Agencies	3137EAEP0	Freddie Mac	2/14/2020	2/12/2025	1.50	5,000,000	4,996,150	4,999,911	4,983,100
Federal Agencies	3137EAEP0	Freddie Mac	2/14/2020	2/12/2025	1.50	15,000,000	14,988,450	14,999,734	14,949,300
Federal Agencies	3137EAEP0	Freddie Mac	2/14/2020	2/12/2025	1.50	50,000,000	49,961,500	49,961,114	49,831,000
Federal Agencies	3137EAEP0	Freddie Mac	4/21/2021	2/12/2025	1.50	53,532,000	55,450,052	53,589,831	53,351,062
Federal Agencies	3130AUVZ4	Federal Home Loan Bank	2/13/2023	2/13/2025	4.50	50,000,000	49,921,500	49,995,382	49,983,000

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Settle Date	Maturity		Par Value	Original Cost	Amortized	
				Date	Coupon			Book Value	Market Value
Federal Agencies	3130AV7L0	Federal Home Loan Bank	3/3/2023	2/28/2025	5.00	25,000,000	24,967,000	24,997,371	25,018,250
Federal Agencies	3130AV7L0	Federal Home Loan Bank	3/3/2023	2/28/2025	5.00	35,000,000	34,953,800	34,996,319	35,025,550
Federal Agencies	3133ELQY3	Federal Farm Credit Bank	3/23/2020	3/3/2025	1.21	16,000,000	15,990,720	15,999,687	15,912,160
Federal Agencies	3133ELQY3	Federal Farm Credit Bank	3/23/2020	3/3/2025	1.21	24,000,000	23,964,240	23,998,792	23,868,240
Federal Agencies	3133EMWT5	Federal Farm Credit Bank	4/21/2021	4/21/2025	0.60	50,000,000	49,973,500	49,998,005	49,421,000
Federal Agencies	3135G03U5	Fannie Mae	12/8/2021	4/22/2025	0.63	37,938,000	37,367,792	37,886,584	37,507,783
Federal Agencies	3135G03U5	Fannie Mae	7/12/2021	4/22/2025	0.63	50,000,000	50,108,000	50,008,687	49,433,000
Federal Agencies	3135G03U5	Fannie Mae	12/8/2021	4/22/2025	0.63	50,000,000	49,243,950	49,931,827	49,433,000
Federal Agencies	3133ENXE5	Federal Farm Credit Bank	5/23/2022	5/23/2025	2.85	6,000,000	5,991,600	5,998,912	5,962,380
Federal Agencies	3133ENXE5	Federal Farm Credit Bank	5/23/2022	5/23/2025	2.85	20,000,000	19,972,000	19,996,372	19,874,600
Federal Agencies	3130AWER7	Federal Home Loan Bank	6/12/2023	6/6/2025	4.63	10,000,000	9,991,700	9,998,214	10,007,100
Federal Agencies	3130AWER7	Federal Home Loan Bank	6/12/2023	6/6/2025	4.63	15,000,000	14,987,550	14,997,321	15,010,650
Federal Agencies	3130AWER7	Federal Home Loan Bank	6/12/2023	6/6/2025	4.63	25,000,000	24,979,250	24,995,535	25,017,750
Federal Agencies	3130AWER7	Federal Home Loan Bank	6/12/2023	6/6/2025	4.63	52,000,000	51,956,840	51,990,713	52,036,920
Federal Agencies	3130ASG86	Federal Home Loan Bank	8/4/2022	6/13/2025	3.38	11,940,000	12,000,178	11,940,396	11,883,643
Federal Agencies	3130ASG86	Federal Home Loan Bank	8/3/2022	6/13/2025	3.38	12,700,000	12,806,045	12,716,541	12,640,056
Federal Agencies	3130ATST5	Federal Home Loan Bank	5/10/2023	6/13/2025	4.38	3,000,000	3,012,270	3,002,614	2,999,340
Federal Agencies	3130ATST5	Federal Home Loan Bank	5/8/2023	6/13/2025	4.38	9,915,000	9,975,878	9,927,938	9,912,819
Federal Agencies	3130ATST5	Federal Home Loan Bank	5/8/2023	6/13/2025	4.38	10,000,000	10,065,000	10,013,814	9,997,800
Federal Agencies	3130ATST5	Federal Home Loan Bank	5/11/2023	6/13/2025	4.38	10,000,000	10,036,000	10,007,681	9,997,800
Federal Agencies	3130ATST5	Federal Home Loan Bank	5/17/2023	6/13/2025	4.38	24,000,000	24,079,440	24,017,083	23,994,720
Federal Agencies	3130ATST5	Federal Home Loan Bank	5/9/2023	6/13/2025	4.38	25,500,000	25,624,695	25,526,534	25,494,390
Federal Agencies	3130AWLY4	Federal Home Loan Bank	7/25/2023	6/13/2025	5.13	10,800,000	10,818,036	10,804,267	10,836,180
Federal Agencies	3130AWLY4	Federal Home Loan Bank	7/25/2023	6/13/2025	5.13	48,150,000	48,241,967	48,171,757	48,311,303
Federal Agencies	3133EN4B3	Federal Farm Credit Bank	12/13/2022	6/13/2025	4.25	15,000,000	14,988,383	14,997,926	14,988,300
Federal Agencies	3133EN4B3	Federal Farm Credit Bank	12/13/2022	6/13/2025	4.25	15,000,000	14,989,800	14,998,179	14,988,300
Federal Agencies	3133EN4B3	Federal Farm Credit Bank	12/13/2022	6/13/2025	4.25	15,000,000	14,989,050	14,988,045	14,988,300
Federal Agencies	3133ENYQ7	Federal Farm Credit Bank	6/13/2022	6/13/2025	2.95	50,000,000	49,975,500	49,996,356	49,674,500
Federal Agencies	3135G04Z3	Fannie Mae	12/8/2021	6/17/2025	0.50	4,655,000	4,556,640	4,642,237	4,573,742
Federal Agencies	3135G04Z3	Fannie Mae	12/8/2021	6/17/2025	0.50	10,000,000	9,789,600	9,972,699	9,825,440
Federal Agencies	3130AN4A5	Federal Home Loan Bank	7/12/2021	6/30/2025	0.70	17,680,000	17,734,631	17,686,786	17,364,058
Federal Agencies	3133EPKA2	Federal Farm Credit Bank	5/18/2023	8/18/2025	4.00	25,000,000	24,982,000	24,994,991	24,958,000
Federal Agencies	3133EPKA2	Federal Farm Credit Bank	5/18/2023	8/18/2025	4.00	26,500,000	26,483,835	26,495,502	26,455,480
Federal Agencies	3133EPKA2	Federal Farm Credit Bank	5/18/2023	8/18/2025	4.00	30,000,000	29,981,700	29,994,908	29,949,600
Federal Agencies	3135G05X7	Fannie Mae	3/4/2021	8/25/2025	0.38	25,000,000	24,684,250	24,954,424	24,373,750
Federal Agencies	3135G05X7	Fannie Mae	2/25/2021	8/25/2025	0.38	72,500,000	71,862,000	72,408,302	70,683,875
Federal Agencies	3130A8ZQ9	Federal Home Loan Bank	11/2/2021	9/12/2025	1.75	10,295,000	10,575,333	10,345,500	10,109,175
Federal Agencies	3133EPVY8	Federal Farm Credit Bank	9/15/2023	9/15/2025	5.00	8,230,000	8,224,074	8,227,917	8,267,447
Federal Agencies	3133EPVY8	Federal Farm Credit Bank	9/15/2023	9/15/2025	5.00	15,000,000	14,981,850	14,993,619	15,068,250
Federal Agencies	3133EPVY8	Federal Farm Credit Bank	9/15/2023	9/15/2025	5.00	20,000,000	19,975,800	19,991,492	20,091,000
Federal Agencies	3137EAEX3	Freddie Mac	3/4/2021	9/23/2025	0.38	22,600,000	22,295,352	22,551,483	21,964,036
Federal Agencies	3133EPDL6	Federal Farm Credit Bank	3/15/2023	10/1/2025	4.85	50,000,000	50,000,000	50,000,000	50,187,000
Federal Agencies	3133EPYW9	Federal Farm Credit Bank	10/20/2023	10/20/2025	5.13	24,000,000	23,923,440	23,969,418	24,157,200
Federal Agencies	3133EPYW9	Federal Farm Credit Bank	10/20/2023	10/20/2025	5.13	25,000,000	24,985,500	24,994,208	25,163,750
Federal Agencies	3133EPYW9	Federal Farm Credit Bank	10/20/2023	10/20/2025	5.13	35,000,000	34,972,350	34,988,955	35,229,250
Federal Agencies	3133EPYW9	Federal Farm Credit Bank	10/20/2023	10/20/2025	5.13	50,000,000	49,972,000	49,988,815	50,327,500
Federal Agencies	3133ENEG1	Federal Farm Credit Bank	11/17/2021	11/17/2025	1.05	39,675,000	39,622,232	39,663,442	38,556,562
Federal Agencies	3133ENEG1	Federal Farm Credit Bank	11/17/2021	11/17/2025	1.05	55,000,000	54,923,000	54,983,135	53,449,550
Federal Agencies	3133ENHM5	Federal Farm Credit Bank	12/16/2021	12/16/2025	1.17	45,000,000	44,954,100	44,989,036	43,681,950
Federal Agencies	3133ENHM5	Federal Farm Credit Bank	12/16/2021	12/16/2025	1.17	50,000,000	49,949,000	49,987,817	48,535,500

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Maturity			Par Value	Original Cost	Amortized	
			Settle Date	Date	Coupon			Book Value	Market Value
Federal Agencies	3133EN5E6	Federal Farm Credit Bank	12/29/2022	12/29/2025	4.00	15,000,000	14,954,700	14,985,038	14,971,050
Federal Agencies	3133EN5E6	Federal Farm Credit Bank	12/29/2022	12/29/2025	4.00	20,000,000	19,939,600	19,980,050	19,961,400
Federal Agencies	3133EN5E6	Federal Farm Credit Bank	12/29/2022	12/29/2025	4.00	25,000,000	24,923,750	24,974,815	24,951,750
Federal Agencies	3133EN6A3	Federal Farm Credit Bank	1/13/2023	1/13/2026	4.00	20,000,000	19,982,400	19,993,946	19,958,800
Federal Agencies	3133EN6A3	Federal Farm Credit Bank	1/13/2023	1/13/2026	4.00	30,000,000	29,977,200	29,992,157	29,938,200
Federal Agencies	3130AUTC8	Federal Home Loan Bank	2/9/2023	2/6/2026	4.01	21,100,000	20,985,427	21,057,965	21,033,113
Federal Agencies	3133EPJX4	Federal Farm Credit Bank	5/17/2023	2/17/2026	3.63	25,000,000	24,928,500	24,970,747	24,838,000
Federal Agencies	3133EPJX4	Federal Farm Credit Bank	5/17/2023	2/17/2026	3.63	30,000,000	29,905,500	29,961,337	29,805,600
Federal Agencies	3133EPBJ3	Federal Farm Credit Bank	2/23/2023	2/23/2026	4.38	25,000,000	24,953,500	24,982,266	25,023,250
Federal Agencies	3133EPBJ3	Federal Farm Credit Bank	2/23/2023	2/23/2026	4.38	28,000,000	27,954,080	27,982,487	28,026,040
Federal Agencies	3133EPBJ3	Federal Farm Credit Bank	2/23/2023	2/23/2026	4.38	50,000,000	49,918,000	49,968,726	50,046,500
Federal Agencies	3133ENJ35	Federal Farm Credit Bank	8/25/2022	2/25/2026	3.32	35,000,000	34,957,650	34,986,104	34,631,100
Federal Agencies	3130AXB31	Federal Home Loan Bank	11/2/2023	3/13/2026	4.88	10,000,000	9,953,900	9,976,683	10,064,500
Federal Agencies	3130AXB31	Federal Home Loan Bank	11/2/2023	3/13/2026	4.88	10,000,000	9,950,700	9,975,064	10,064,500
Federal Agencies	3130AXB31	Federal Home Loan Bank	11/2/2023	3/13/2026	4.88	10,000,000	9,950,700	9,975,064	10,064,500
Federal Agencies	3130AXB31	Federal Home Loan Bank	4/5/2024	3/13/2026	4.88	25,000,000	25,053,750	25,033,147	25,161,250
Federal Agencies	3130AXB31	Federal Home Loan Bank	4/2/2024	3/13/2026	4.88	36,730,000	36,803,460	36,775,111	36,966,909
Federal Agencies	3133EP5K7	Federal Farm Credit Bank	4/2/2024	3/13/2026	4.50	50,000,000	49,758,000	49,851,392	50,080,000
Federal Agencies	3133EMZ21	Federal Farm Credit Bank	8/9/2021	4/6/2026	0.69	15,500,000	15,458,150	15,488,683	14,795,835
Federal Agencies	3133ENU00	Federal Farm Credit Bank	4/8/2022	4/8/2026	2.64	20,000,000	19,961,200	19,987,731	19,563,200
Federal Agencies	3133ENU00	Federal Farm Credit Bank	4/8/2022	4/8/2026	2.64	30,000,000	29,941,800	29,981,596	29,344,800
Federal Agencies	3130AVWS7	Federal Home Loan Bank	5/10/2023	6/12/2026	3.75	17,045,000	16,991,479	17,020,017	16,910,685
Federal Agencies	3130AVWS7	Federal Home Loan Bank	5/17/2023	6/12/2026	3.75	20,000,000	19,939,200	19,971,442	19,842,400
Federal Agencies	3130AWAH3	Federal Home Loan Bank	6/1/2023	6/12/2026	4.00	10,000,000	9,934,300	9,968,723	9,955,900
Federal Agencies	3130AWAH3	Federal Home Loan Bank	6/1/2023	6/12/2026	4.00	15,000,000	14,899,350	14,952,084	14,933,850
Federal Agencies	3130AWLZ1	Federal Home Loan Bank	7/10/2023	6/12/2026	4.75	50,000,000	49,856,000	49,928,944	50,304,000
Federal Agencies	3130B1BT3	Federal Home Loan Bank	6/18/2024	6/12/2026	4.88	13,485,000	13,505,093	13,499,625	13,590,318
Federal Agencies	3133ERHD6	Federal Farm Credit Bank	6/18/2024	6/12/2026	4.88	20,000,000	20,030,400	20,022,128	20,161,200
Federal Agencies	3133ERHD6	Federal Farm Credit Bank	6/18/2024	6/12/2026	4.88	32,000,000	32,051,200	32,037,269	32,257,920
Federal Agencies	3133EPMU6	Federal Farm Credit Bank	6/15/2023	6/15/2026	4.25	20,000,000	19,969,200	19,985,106	19,992,600
Federal Agencies	3133EPMU6	Federal Farm Credit Bank	6/15/2023	6/15/2026	4.25	24,700,000	24,640,226	24,671,095	24,690,861
Federal Agencies	3133EPMU6	Federal Farm Credit Bank	6/15/2023	6/15/2026	4.25	30,000,000	29,951,400	29,976,498	29,988,900
Federal Agencies	3133EPNG6	Federal Farm Credit Bank	6/23/2023	6/23/2026	4.38	25,000,000	24,986,750	24,993,496	25,027,500
Federal Agencies	3133EPNG6	Federal Farm Credit Bank	6/23/2023	6/23/2026	4.38	25,000,000	24,986,750	24,993,496	25,027,500
Federal Agencies	3133EPNG6	Federal Farm Credit Bank	6/23/2023	6/23/2026	4.38	50,000,000	49,973,500	49,986,992	50,055,000
Federal Agencies	3133EPVP7	Federal Farm Credit Bank	9/8/2023	7/8/2026	4.75	10,000,000	9,991,700	9,995,561	10,070,900
Federal Agencies	3133EPVP7	Federal Farm Credit Bank	9/8/2023	7/8/2026	4.75	19,000,000	18,984,800	18,991,871	19,134,710
Federal Agencies	3133EPVP7	Federal Farm Credit Bank	9/8/2023	7/8/2026	4.75	21,000,000	20,982,780	20,990,790	21,148,890
Federal Agencies	3130ANNM8	Federal Home Loan Bank	8/19/2021	7/13/2026	1.05	25,000,000	25,000,000	25,000,000	23,785,500
Federal Agencies	3130ANNM8	Federal Home Loan Bank	8/19/2021	7/13/2026	1.05	25,000,000	25,000,000	25,000,000	23,785,500
Federal Agencies	3130ANNM8	Federal Home Loan Bank	8/19/2021	7/13/2026	1.05	25,000,000	25,000,000	25,000,000	23,785,500
Federal Agencies	3130ANNM8	Federal Home Loan Bank	8/19/2021	7/13/2026	1.05	25,000,000	25,000,000	25,000,000	23,785,500
Federal Agencies	3130ANMP2	Federal Home Loan Bank	8/20/2021	7/27/2026	1.07	25,000,000	25,000,000	25,000,000	23,765,250
Federal Agencies	3130ANMP2	Federal Home Loan Bank	8/20/2021	7/27/2026	1.07	25,000,000	25,000,000	25,000,000	23,765,250
Federal Agencies	3130ANMP2	Federal Home Loan Bank	8/20/2021	7/27/2026	1.07	25,000,000	25,000,000	25,000,000	23,765,250
Federal Agencies	3130ANMP2	Federal Home Loan Bank	8/20/2021	7/27/2026	1.07	25,000,000	25,000,000	25,000,000	23,765,250
Federal Agencies	3133EPZY4	Federal Farm Credit Bank	10/30/2023	7/30/2026	5.00	3,000,000	2,991,930	2,995,378	3,032,370
Federal Agencies	3133EPZY4	Federal Farm Credit Bank	10/30/2023	7/30/2026	5.00	9,615,000	9,589,136	9,615,187	9,718,746
Federal Agencies	3133EPZY4	Federal Farm Credit Bank	10/30/2023	7/30/2026	5.00	16,000,000	15,956,960	15,975,351	16,172,640
Federal Agencies	3133EPZY4	Federal Farm Credit Bank	10/30/2023	7/30/2026	5.00	25,000,000	24,936,750	24,963,776	25,269,750

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Maturity			Par Value	Original Cost	Amortized	
			Settle Date	Date	Coupon			Book Value	Market Value
Federal Agencies	3130ANTG5	Federal Home Loan Bank	9/13/2021	8/10/2026	1.05	25,000,000	25,000,000	25,000,000	23,726,750
Federal Agencies	3130ANTG5	Federal Home Loan Bank	9/13/2021	8/10/2026	1.05	25,000,000	25,000,000	25,000,000	23,726,750
Federal Agencies	3130ANTG5	Federal Home Loan Bank	9/13/2021	8/10/2026	1.05	25,000,000	25,000,000	25,000,000	23,726,750
Federal Agencies	3130ANTG5	Federal Home Loan Bank	9/13/2021	8/10/2026	1.05	25,000,000	25,000,000	25,000,000	23,726,750
Federal Agencies	3133EPSW6	Federal Farm Credit Bank	8/14/2023	8/14/2026	4.50	50,000,000	49,885,000	49,938,093	50,179,000
Federal Agencies	3130AP6T7	Federal Home Loan Bank	10/1/2021	9/3/2026	1.08	25,000,000	25,000,000	25,000,000	23,703,500
Federal Agencies	3130AP6T7	Federal Home Loan Bank	10/1/2021	9/3/2026	1.08	25,000,000	25,000,000	25,000,000	23,703,500
Federal Agencies	3130AP6T7	Federal Home Loan Bank	10/1/2021	9/3/2026	1.08	25,000,000	25,000,000	25,000,000	23,703,500
Federal Agencies	3130AP6T7	Federal Home Loan Bank	10/1/2021	9/3/2026	1.08	25,000,000	25,000,000	25,000,000	23,703,500
Federal Agencies	3130B2PJ8	Federal Home Loan Bank	9/13/2024	9/4/2026	3.63	19,000,000	18,974,730	18,978,585	18,853,130
Federal Agencies	3130B2PJ8	Federal Home Loan Bank	9/13/2024	9/4/2026	3.63	25,000,000	24,966,750	24,971,823	24,806,750
Federal Agencies	3130B2PJ8	Federal Home Loan Bank	9/13/2024	9/4/2026	3.63	25,900,000	25,865,553	25,870,808	25,699,793
Federal Agencies	3130B2PJ8	Federal Home Loan Bank	9/13/2024	9/4/2026	3.63	50,000,000	49,933,500	49,943,646	49,613,500
Federal Agencies	3133EM4X7	Federal Farm Credit Bank	12/12/2023	9/10/2026	0.80	28,975,000	26,174,277	27,252,122	27,295,899
Federal Agencies	3130AXCP1	Federal Home Loan Bank	10/18/2023	9/11/2026	4.88	11,895,000	11,821,965	11,852,379	12,008,478
Federal Agencies	3130B3A29	Federal Home Loan Bank	10/11/2024	10/9/2026	4.00	15,000,000	14,996,850	14,997,205	14,961,900
Federal Agencies	3130B3A29	Federal Home Loan Bank	10/11/2024	10/9/2026	4.00	25,000,000	24,994,750	24,995,341	24,936,500
Federal Agencies	3130B3A29	Federal Home Loan Bank	10/11/2024	10/9/2026	4.00	25,000,000	24,994,750	24,995,341	24,936,500
Federal Agencies	3130B3A29	Federal Home Loan Bank	10/11/2024	10/9/2026	4.00	50,000,000	49,989,500	49,990,683	49,873,000
Federal Agencies	3130APPR0	Federal Home Loan Bank	11/18/2021	10/19/2026	1.43	25,000,000	25,000,000	25,000,000	23,753,500
Federal Agencies	3130APPR0	Federal Home Loan Bank	11/18/2021	10/19/2026	1.43	25,000,000	25,000,000	25,000,000	23,753,500
Federal Agencies	3130APPR0	Federal Home Loan Bank	11/18/2021	10/19/2026	1.43	25,000,000	25,000,000	25,000,000	23,753,500
Federal Agencies	3130APPR0	Federal Home Loan Bank	11/18/2021	10/19/2026	1.43	25,000,000	25,000,000	25,000,000	23,753,500
Federal Agencies	3133EPZA6	Federal Farm Credit Bank	10/20/2023	10/20/2026	4.88	14,000,000	13,904,940	13,943,016	14,137,480
Federal Agencies	3133EPZA6	Federal Farm Credit Bank	10/20/2023	10/20/2026	4.88	30,000,000	29,834,100	29,900,551	30,294,600
Federal Agencies	3130AQ7L1	Federal Home Loan Bank	12/16/2021	11/16/2026	1.61	25,000,000	25,000,000	25,000,000	23,767,500
Federal Agencies	3130AQ7L1	Federal Home Loan Bank	12/16/2021	11/16/2026	1.61	25,000,000	25,000,000	25,000,000	23,767,500
Federal Agencies	3130AQ7L1	Federal Home Loan Bank	12/16/2021	11/16/2026	1.61	25,000,000	25,000,000	25,000,000	23,767,500
Federal Agencies	3130AQ7L1	Federal Home Loan Bank	12/16/2021	11/16/2026	1.61	25,000,000	25,000,000	25,000,000	23,767,500
Federal Agencies	3130AXU63	Federal Home Loan Bank	11/17/2023	11/17/2026	4.63	50,000,000	49,911,500	49,944,688	50,302,500
Federal Agencies	3130AQJ95	Federal Home Loan Bank	1/14/2022	12/14/2026	1.65	25,000,000	25,000,000	25,000,000	23,730,250
Federal Agencies	3130AQJ95	Federal Home Loan Bank	1/14/2022	12/14/2026	1.65	25,000,000	25,000,000	25,000,000	23,730,250
Federal Agencies	3130AQJ95	Federal Home Loan Bank	1/14/2022	12/14/2026	1.65	25,000,000	25,000,000	25,000,000	23,730,250
Federal Agencies	3130AQJ95	Federal Home Loan Bank	1/14/2022	12/14/2026	1.65	25,000,000	25,000,000	25,000,000	23,730,250
Federal Agencies	3133ERWR8	Federal Farm Credit Bank	10/8/2024	1/7/2027	3.50	12,500,000	12,373,750	12,386,821	12,323,875
Federal Agencies	3130AYPN0	Federal Home Loan Bank	1/29/2024	1/15/2027	4.13	12,000,000	11,973,000	11,981,434	11,956,080
Federal Agencies	3130AYPN0	Federal Home Loan Bank	1/29/2024	1/15/2027	4.13	25,000,000	24,943,750	24,961,322	24,908,500
Federal Agencies	3130AYPN0	Federal Home Loan Bank	1/29/2024	1/15/2027	4.13	29,350,000	29,283,963	29,304,592	29,242,579
Federal Agencies	3130AYPN0	Federal Home Loan Bank	1/29/2024	1/15/2027	4.13	50,000,000	49,887,500	49,922,643	49,817,000
Federal Agencies	3133EPX91	Federal Farm Credit Bank	1/25/2024	1/25/2027	4.13	5,000,000	4,992,850	4,995,081	4,982,100
Federal Agencies	3133EPX91	Federal Farm Credit Bank	1/25/2024	1/25/2027	4.13	10,000,000	9,986,600	9,990,781	9,964,200
Federal Agencies	3133EPX91	Federal Farm Credit Bank	1/25/2024	1/25/2027	4.13	25,000,000	24,968,500	24,978,329	24,910,500
Federal Agencies	3133EPX91	Federal Farm Credit Bank	1/25/2024	1/25/2027	4.13	35,000,000	34,955,900	34,969,661	34,874,700
Federal Agencies	3133EPX91	Federal Farm Credit Bank	1/25/2024	1/25/2027	4.13	50,000,000	49,933,000	49,953,907	49,821,000
Federal Agencies	3133ERD24	Federal Farm Credit Bank	11/18/2024	2/18/2027	4.25	30,000,000	29,983,500	29,984,383	29,963,700
Federal Agencies	3130ARB59	Federal Home Loan Bank	3/22/2022	3/8/2027	2.35	25,000,000	25,000,000	25,000,000	23,950,500
Federal Agencies	3130ARB59	Federal Home Loan Bank	3/22/2022	3/8/2027	2.35	25,000,000	25,000,000	25,000,000	23,950,500
Federal Agencies	3130ARB59	Federal Home Loan Bank	3/22/2022	3/8/2027	2.35	25,000,000	25,000,000	25,000,000	23,950,500
Federal Agencies	3130ARB59	Federal Home Loan Bank	3/22/2022	3/8/2027	2.35	25,000,000	25,000,000	25,000,000	23,950,500
Federal Agencies	3133ENRD4	Federal Farm Credit Bank	3/16/2022	3/10/2027	1.68	48,573,000	47,432,020	48,072,724	45,940,829

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Settle Date	Maturity		Par Value	Original Cost	Amortized	
				Date	Coupon			Book Value	Market Value
Federal Agencies	3133EP6K6	Federal Farm Credit Bank	4/2/2024	3/26/2027	4.50	50,000,000	49,910,000	49,932,665	50,232,500
Federal Agencies	3133ENTS9	Federal Farm Credit Bank	4/6/2022	4/5/2027	2.60	22,500,000	22,392,338	22,451,390	21,634,650
Federal Agencies	3133ENTS9	Federal Farm Credit Bank	4/6/2022	4/5/2027	2.60	24,500,000	24,377,010	24,444,469	23,557,730
Federal Agencies	3133ENTS9	Federal Farm Credit Bank	4/6/2022	4/5/2027	2.60	25,000,000	24,804,000	24,911,505	24,038,500
Federal Agencies	3130B0TY5	Federal Home Loan Bank	4/11/2024	4/9/2027	4.75	17,000,000	16,955,120	16,966,001	17,232,050
Federal Agencies	3130B0TY5	Federal Home Loan Bank	4/11/2024	4/9/2027	4.75	20,000,000	19,947,200	19,960,001	20,273,000
Federal Agencies	3130B0TY5	Federal Home Loan Bank	4/11/2024	4/9/2027	4.75	40,000,000	39,894,400	39,920,003	40,546,000
Federal Agencies	3130B0TY5	Federal Home Loan Bank	4/11/2024	4/9/2027	4.75	48,000,000	47,873,280	47,904,004	48,655,200
Federal Agencies	3133ERDS7	Federal Farm Credit Bank	5/13/2024	5/6/2027	4.75	12,727,000	12,740,236	12,737,402	12,853,125
Federal Agencies	3133EN2L3	Federal Farm Credit Bank	11/17/2022	5/17/2027	4.13	4,650,000	4,646,792	4,648,308	4,629,122
Federal Agencies	3133EN2L3	Federal Farm Credit Bank	11/17/2022	5/17/2027	4.13	5,000,000	4,996,550	4,998,180	4,977,550
Federal Agencies	3133EN2L3	Federal Farm Credit Bank	11/17/2022	5/17/2027	4.13	21,000,000	20,987,001	20,993,144	20,905,710
Federal Agencies	3133EN2L3	Federal Farm Credit Bank	11/17/2022	5/17/2027	4.13	25,000,000	24,982,750	24,990,902	24,887,750
Federal Agencies	3133EPP66	Federal Farm Credit Bank	12/20/2023	5/20/2027	4.00	31,000,000	30,905,760	30,934,327	30,780,210
Federal Agencies	3133EPP66	Federal Farm Credit Bank	12/20/2023	5/20/2027	4.00	58,850,000	58,662,269	58,719,175	58,432,754
Federal Agencies	3130ASGU7	Federal Home Loan Bank	7/19/2022	6/11/2027	3.50	10,000,000	10,141,500	10,070,513	9,808,700
Federal Agencies	3130ASGU7	Federal Home Loan Bank	7/19/2022	6/11/2027	3.50	12,375,000	12,552,829	12,463,616	12,138,266
Federal Agencies	3130ASGU7	Federal Home Loan Bank	7/20/2022	6/11/2027	3.50	21,725,000	22,016,550	21,870,367	21,309,401
Federal Agencies	3130AX4E5	Federal Home Loan Bank	5/13/2024	6/11/2027	4.50	11,000,000	10,937,190	10,950,210	11,039,182
Federal Agencies	3130B1EF0	Federal Home Loan Bank	7/10/2024	6/11/2027	4.63	20,700,000	20,795,634	20,779,934	20,833,122
Federal Agencies	3133EPMV4	Federal Farm Credit Bank	6/15/2023	6/15/2027	4.13	28,940,000	28,911,928	28,922,803	28,803,693
Federal Agencies	3133ENZK9	Federal Farm Credit Bank	7/7/2022	6/28/2027	3.24	27,865,000	28,099,066	27,981,969	27,175,063
Federal Agencies	3133ERJZ5	Federal Farm Credit Bank	6/28/2024	6/28/2027	4.50	30,000,000	29,985,840	29,988,258	30,119,100
Federal Agencies	3133ERVR9	Federal Farm Credit Bank	9/30/2024	7/1/2027	3.50	55,000,000	54,925,200	54,932,129	53,974,250
Federal Agencies	3133ERKM2	Federal Farm Credit Bank	7/9/2024	7/8/2027	4.50	25,000,000	25,033,250	25,027,901	25,099,000
Federal Agencies	3133ERKM2	Federal Farm Credit Bank	7/10/2024	7/8/2027	4.50	25,000,000	25,025,500	25,021,417	25,099,000
Federal Agencies	3133ERMB4	Federal Farm Credit Bank	7/23/2024	7/23/2027	4.25	10,000,000	9,996,500	9,997,018	9,979,500
Federal Agencies	3133ERMB4	Federal Farm Credit Bank	7/23/2024	7/23/2027	4.25	15,000,000	14,994,750	14,995,527	14,969,250
Federal Agencies	3133EPBM6	Federal Farm Credit Bank	2/23/2023	8/23/2027	4.13	10,000,000	9,974,000	9,984,736	9,946,500
Federal Agencies	3133ERXJ5	Federal Farm Credit Bank	10/15/2024	10/15/2027	3.88	5,000,000	4,997,250	4,997,446	4,939,550
Federal Agencies	3133ERXJ5	Federal Farm Credit Bank	10/15/2024	10/15/2027	3.88	8,000,000	7,996,160	7,996,434	7,903,280
Federal Agencies	3133EPC60	Federal Farm Credit Bank	11/15/2023	11/15/2027	4.63	27,950,000	27,834,008	27,866,797	28,168,290
Federal Agencies	3133EPC60	Federal Farm Credit Bank	11/15/2023	11/15/2027	4.63	33,300,000	33,161,472	33,200,632	33,560,073
Federal Agencies	3133ERJ51	Federal Farm Credit Bank	12/17/2024	12/10/2027	4.13	21,000,000	20,936,790	20,937,661	20,892,060
Federal Agencies	3133ERJ51	Federal Farm Credit Bank	12/17/2024	12/10/2027	4.13	25,505,000	25,428,485	25,429,540	25,373,904
Federal Agencies	3133ERJ51	Federal Farm Credit Bank	12/17/2024	12/10/2027	4.13	33,000,000	32,893,080	32,894,554	32,830,380
Federal Agencies	3133ERJ51	Federal Farm Credit Bank	12/17/2024	12/10/2027	4.13	38,343,000	38,227,588	38,229,179	38,145,917
Federal Agencies	3135GANG2	Fannie Mae	2/14/2024	2/18/2028	5.13	25,000,000	25,000,000	25,000,000	25,002,500
Federal Agencies	3135GANG2	Fannie Mae	2/14/2024	2/18/2028	5.13	25,000,000	25,000,000	25,000,000	25,002,500
Federal Agencies	3135GANG2	Fannie Mae	2/14/2024	2/18/2028	5.13	50,000,000	50,000,000	50,000,000	50,005,000
Federal Agencies	3133EP5S0	Federal Farm Credit Bank	4/9/2024	3/20/2028	4.25	4,971,000	4,916,667	4,926,734	4,951,066
Federal Agencies	3133ERGL9	Federal Farm Credit Bank	6/26/2024	6/7/2028	4.50	14,934,000	14,962,076	14,958,396	14,984,178
Federal Agencies	3133ERGL9	Federal Farm Credit Bank	6/7/2024	6/7/2028	4.50	15,000,000	14,994,600	14,995,369	15,050,400
Federal Agencies	3133ERGL9	Federal Farm Credit Bank	6/26/2024	6/7/2028	4.50	20,000,000	20,037,600	20,032,672	20,067,200
Federal Agencies	3133EPSK2	Federal Farm Credit Bank	8/7/2023	8/7/2028	4.25	19,500,000	19,412,250	19,436,889	19,402,500
Federal Agencies	3133EPUN3	Federal Farm Credit Bank	8/28/2023	8/28/2028	4.50	10,000,000	9,979,100	9,984,728	10,059,000
Federal Agencies	3133EPUN3	Federal Farm Credit Bank	8/28/2023	8/28/2028	4.50	15,000,000	14,962,800	14,972,818	15,088,500
Federal Agencies	3133EPUN3	Federal Farm Credit Bank	8/28/2023	8/28/2028	4.50	25,000,000	24,943,500	24,958,715	25,147,500
Federal Agencies	3133EPUN3	Federal Farm Credit Bank	8/28/2023	8/28/2028	4.50	33,000,000	32,904,960	32,930,554	33,194,700
Federal Agencies	3133ERHN4	Federal Farm Credit Bank	6/20/2024	10/20/2028	4.25	5,000,000	4,972,100	4,975,537	4,973,350

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Maturity		Coupon	Par Value	Original Cost	Amortized	
			Settle Date	Date				Book Value	Market Value
Federal Agencies	3133ERHN4	Federal Farm Credit Bank	6/20/2024	10/20/2028	4.25	38,000,000	37,785,300	37,811,748	37,797,460
Federal Agencies	3133EPC45	Federal Farm Credit Bank	11/13/2023	11/13/2028	4.63	12,000,000	11,984,040	11,987,665	12,109,920
Federal Agencies	3133EPC45	Federal Farm Credit Bank	11/13/2023	11/13/2028	4.63	20,000,000	19,971,600	19,978,051	20,183,200
Federal Agencies	3133EPC45	Federal Farm Credit Bank	11/13/2023	11/13/2028	4.63	55,000,000	54,922,285	54,939,938	55,503,800
Federal Agencies	3130B3GD9	Federal Home Loan Bank	10/28/2024	11/27/2028	4.00	47,025,000	46,940,355	46,944,045	46,331,381
Federal Agencies	3130AVBD3	Federal Home Loan Bank	4/9/2024	3/9/2029	4.50	25,000,000	25,018,750	25,015,961	25,062,000
Federal Agencies	3133EP5U5	Federal Farm Credit Bank	4/8/2024	3/20/2029	4.13	51,660,000	51,008,309	51,104,963	51,082,958
Federal Agencies	3133ERDH1	Federal Farm Credit Bank	5/8/2024	4/30/2029	4.75	27,892,000	28,191,755	28,152,513	28,296,155
Federal Agencies	3133ERDH1	Federal Farm Credit Bank	5/8/2024	4/30/2029	4.75	30,000,000	30,317,400	30,275,848	30,434,700
Federal Agencies	3133ERDH1	Federal Farm Credit Bank	5/8/2024	4/30/2029	4.75	63,085,000	63,763,795	63,674,932	63,999,102
Federal Agencies	3133ERGS4	Federal Farm Credit Bank	6/26/2024	6/11/2029	4.25	10,000,000	9,967,600	9,970,981	9,934,040
Federal Agencies	3133ERGS4	Federal Farm Credit Bank	6/26/2024	6/11/2029	4.25	10,000,000	9,967,600	9,970,981	9,934,040
Federal Agencies	3133ERGS4	Federal Farm Credit Bank	6/26/2024	6/11/2029	4.25	10,000,000	9,967,600	9,970,981	9,934,040
Federal Agencies	3133ERGS4	Federal Farm Credit Bank	6/26/2024	6/11/2029	4.25	20,000,000	19,935,200	19,941,963	19,868,080
Federal Agencies	3133ERGS4	Federal Farm Credit Bank	6/26/2024	6/11/2029	4.25	29,000,000	28,923,730	28,931,690	28,808,716
Federal Agencies	3130B2XR1	Federal Home Loan Bank	10/2/2024	7/2/2029	4.01	25,000,000	25,000,000	25,000,000	24,314,000
Federal Agencies	3130B2XR1	Federal Home Loan Bank	10/2/2024	7/2/2029	4.01	25,000,000	25,000,000	25,000,000	24,314,000
Federal Agencies	3130B2XR1	Federal Home Loan Bank	10/2/2024	7/2/2029	4.01	65,000,000	65,000,000	65,000,000	63,216,400
Federal Agencies	3134H16K4	Freddie Mac	7/16/2024	7/9/29	5.38	25000000	25000000	25000000	24960000
Federal Agencies	3134H16K4	Freddie Mac	7/16/2024	7/9/2029	5.38	25,000,000	25,000,000	25,000,000	24,960,000
Federal Agencies	3134H16K4	Freddie Mac	7/16/2024	7/9/2029	5.38	65,000,000	65,000,000	65,000,000	64,896,000
Federal Agencies	3133ERKX8	Federal Farm Credit Bank	7/12/2024	7/12/2029	4.25	20,000,000	19,989,200	19,990,223	19,863,600
Federal Agencies	3130B2KJ3	Federal Home Loan Bank	9/4/2024	9/4/2029	4.63	25,000,000	25,000,000	25,000,000	24,928,500
Federal Agencies	3130B2KJ3	Federal Home Loan Bank	9/4/2024	9/4/2029	4.63	25,000,000	25,000,000	25,000,000	24,928,500
Federal Agencies	3130B2KJ3	Federal Home Loan Bank	9/4/2024	9/4/2029	4.63	50,000,000	50,000,000	50,000,000	49,857,000
Federal Agencies	3130ATHX8	Federal Home Loan Bank	9/27/2024	9/14/2029	4.13	15,000,000	15,392,700	15,371,906	14,804,130
Federal Agencies	3130ATHX8	Federal Home Loan Bank	10/29/2024	9/14/2029	4.13	15,000,000	15,048,300	15,046,564	14,804,130
Federal Agencies	3130ATHX8	Federal Home Loan Bank	10/29/2024	9/14/2029	4.13	15,000,000	15,043,200	15,041,648	14,804,130
Federal Agencies	3130ATHX8	Federal Home Loan Bank	10/29/2024	9/14/2029	4.13	25,590,000	25,663,699	25,661,051	25,255,846
Federal Agencies	3130B2TG0	Federal Home Loan Bank	9/24/2024	9/24/2029	4.38	25,000,000	25,000,000	25,000,000	24,733,000
Federal Agencies	3130B2TG0	Federal Home Loan Bank	9/24/2024	9/24/2029	4.38	25,000,000	25,000,000	25,000,000	24,733,000
Federal Agencies	3130B2TG0	Federal Home Loan Bank	9/24/2024	9/24/2029	4.38	65,000,000	65,000,000	65,000,000	64,305,800
Federal Agencies	3134HARP0	Freddie Mac	10/15/2024	10/15/2029	5.13	25,000,000	25,000,000	25,000,000	24,822,000
Federal Agencies	3134HARP0	Freddie Mac	10/15/2024	10/15/2029	5.13	25,000,000	25,000,000	25,000,000	24,822,000
Federal Agencies	3134HARP0	Freddie Mac	10/15/2024	10/15/2029	5.13	65,000,000	65,000,000	65,000,000	64,537,200
Federal Agencies	3135GAYW5	Fannie Mae	11/21/2024	11/21/2029	5.20	25,000,000	25,000,000	25,000,000	25,011,500
Federal Agencies	3135GAYW5	Fannie Mae	11/21/2024	11/21/2029	5.20	25,000,000	25,000,000	25,000,000	25,011,500
Federal Agencies	3135GAYW5	Fannie Mae	11/21/2024	11/21/2029	5.20	65,000,000	65,000,000	65,000,000	65,029,900
Federal Agencies	3136GA3D9	Fannie Mae	12/20/2024	12/10/2029	5.06	25,000,000	25,000,000	25,000,000	24,876,750
Federal Agencies	3136GA3D9	Fannie Mae	12/20/2024	12/10/2029	5.06	25,000,000	25,000,000	25,000,000	24,876,750
Federal Agencies	3136GA3D9	Fannie Mae	12/20/2024	12/10/2029	5.06	65,000,000	65,000,000	65,000,000	64,679,550
Federal Agencies	3136GA3N7	Fannie Mae	12/27/2024	12/27/2029	5.05	20,000,000	20,000,000	20,000,000	19,975,400
Federal Agencies	3136GA3N7	Fannie Mae	12/27/2024	12/27/2029	5.05	20,000,000	20,000,000	20,000,000	19,975,400
Federal Agencies	3136GA3N7	Fannie Mae	12/27/2024	12/27/2029	5.05	20,000,000	20,000,000	20,000,000	19,975,400
Federal Agencies	3136GA3N7	Fannie Mae	12/27/2024	12/27/2029	5.05	62,000,000	62,000,000	62,000,000	61,923,740
Subtotals					3.64	\$ 6,988,500,000	\$ 6,981,075,633	\$ 6,983,742,646	\$ 6,921,182,684

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Settle Date	Maturity		Coupon	Par Value	Original Cost	Amortized	
				Date					Book Value	Market Value
Public Time Deposits	PPGO10L16	Bank of San Francisco	7/8/2024	1/6/2025	5.35	\$ 10,000,000	\$ 10,000,000	\$ 10,000,000	\$ 10,000,000	
Public Time Deposits	PPGICJO02	Bridge Bank NA	7/15/2024	1/13/2025	5.33	10,000,000	10,000,000	10,000,000	10,000,000	
Public Time Deposits	PPGNJX1B4	Bank of San Francisco	12/13/2024	3/13/2025	4.37	10,000,000	10,000,000	10,000,000	10,000,000	
Public Time Deposits	PPGQ38MB6	Five Star Bank	11/22/2024	5/21/2025	4.50	20,000,000	20,000,000	20,000,000	20,000,000	
Public Time Deposits	PPGJLMRN0	Bridge Bank NA	12/16/2024	6/16/2025	4.35	10,000,000	10,000,000	10,000,000	10,000,000	
Subtotals					4.73	\$ 60,000,000	\$ 60,000,000	\$ 60,000,000	\$ 60,000,000	
Negotiable CDs	13606KZ66	Canadian Imperial Bank/NY	4/4/2024	1/2/2025	5.40	\$ 50,000,000	\$ 50,000,000	\$ 50,000,000	\$ 50,003,500	
Negotiable CDs	89115DK21	Toronto Dominion Bank/NY	4/4/2024	1/2/2025	5.40	50,000,000	50,000,000	50,000,000	50,004,000	
Negotiable CDs	78015JQ34	Royal Bank of Canada/NY	5/8/2024	1/28/2025	5.45	25,000,000	25,000,000	25,000,000	25,018,000	
Negotiable CDs	06367DL94	Bank of Montreal/CHI	7/2/2024	2/24/2025	5.41	76,000,000	76,000,000	76,000,000	76,095,000	
Negotiable CDs	13606K5B8	Canadian Imperial Bank/NY	7/2/2024	2/24/2025	5.41	50,000,000	50,000,000	50,000,000	50,063,500	
Negotiable CDs	06367DLL7	Bank of Montreal/CHI	8/15/2024	3/12/2025	4.87	90,000,000	90,000,000	90,000,000	90,052,200	
Negotiable CDs	89115BSZ4	Toronto Dominion Bank/NY	4/15/2024	4/9/2025	5.55	50,000,000	50,000,000	50,000,000	50,116,500	
Negotiable CDs	06367DJY2	Bank of Montreal/CHI	5/14/2024	5/5/2025	5.47	50,000,000	50,000,000	50,000,000	50,153,000	
Negotiable CDs	89115DR65	Toronto Dominion Bank/NY	5/14/2024	5/5/2025	5.47	65,000,000	65,000,000	65,000,000	65,178,750	
Negotiable CDs	13606DCU4	Canadian Imperial Bank/NY	12/3/2024	6/2/2025	4.56	25,000,000	25,000,000	25,000,000	25,007,750	
Negotiable CDs	78015J5G8	Royal Bank of Canada/NY	12/3/2024	6/2/2025	4.56	100,000,000	100,000,000	100,000,000	100,040,000	
Negotiable CDs	06367DMT9	Bank of Montreal/CHI	11/13/2024	6/16/2025	4.56	115,000,000	115,000,000	115,000,000	115,029,900	
Negotiable CDs	06367DNE1	Bank of Montreal/CHI	12/11/2024	6/23/2025	4.46	50,000,000	50,000,000	50,000,000	49,992,000	
Negotiable CDs	78015JWF0	Royal Bank of Canada/NY	9/24/2024	6/24/2025	4.22	100,000,000	100,000,000	100,000,000	99,870,000	
Negotiable CDs	06367DNG6	Bank of Montreal/CHI	12/11/2024	6/27/2025	4.46	50,000,000	50,000,000	50,000,000	49,990,500	
Negotiable CDs	06367DM44	Bank of Montreal/CHI	9/23/2024	6/30/2025	4.25	100,000,000	100,000,000	100,000,000	99,856,000	
Negotiable CDs	13606DAG7	Canadian Imperial Bank/NY	9/23/2024	6/30/2025	4.25	100,000,000	100,000,000	100,000,000	99,861,000	
Negotiable CDs	78015JVF1	Royal Bank of Canada/NY	8/15/2024	7/1/2025	4.61	50,000,000	50,000,000	50,000,000	50,021,000	
Negotiable CDs	06367DN84	Bank of Montreal/CHI	12/3/2024	7/2/2025	4.58	50,000,000	50,000,000	50,000,000	50,018,500	
Negotiable CDs	13606DCT7	Canadian Imperial Bank/NY	12/3/2024	7/2/2025	4.58	50,000,000	50,000,000	50,000,000	50,015,000	
Negotiable CDs	78015JAG2	Royal Bank of Canada/NY	12/12/2024	7/14/2025	4.43	72,000,000	72,000,000	72,000,000	71,976,240	
Negotiable CDs	78015JTB3	Royal Bank of Canada/NY	7/16/2024	7/14/2025	5.09	50,000,000	50,000,000	50,000,000	50,133,500	
Negotiable CDs	13606DDU3	Canadian Imperial Bank/NY	12/13/2024	7/23/2025	4.50	75,000,000	75,000,000	75,000,000	75,003,000	
Negotiable CDs	78015J2U0	Royal Bank of Canada/NY	11/14/2024	7/28/2025	4.53	115,000,000	115,000,000	115,000,000	114,989,650	
Negotiable CDs	06367DMU6	Bank of Montreal/CHI	11/15/2024	8/11/2025	4.59	65,000,000	65,000,000	65,000,000	65,027,300	
Negotiable CDs	78015J2Y2	Royal Bank of Canada/NY	11/15/2024	9/8/2025	4.55	65,000,000	65,000,000	65,000,000	65,029,250	
Negotiable CDs	06367DN92	Bank of Montreal/CHI	12/4/2024	9/22/2025	4.53	50,000,000	50,000,000	50,000,000	50,002,500	
Negotiable CDs	13606DCV2	Canadian Imperial Bank/NY	12/4/2024	9/22/2025	4.53	75,000,000	75,000,000	75,000,000	75,013,500	
Negotiable CDs	06367DMX0	Bank of Montreal/CHI	11/19/2024	10/24/2025	4.57	50,000,000	50,000,000	50,000,000	50,009,500	
Negotiable CDs	13606DCE0	Canadian Imperial Bank/NY	11/20/2024	10/24/2025	4.55	50,000,000	50,000,000	50,000,000	50,009,000	
Negotiable CDs	78015J3U9	Royal Bank of Canada/NY	11/20/2024	11/19/2025	4.56	50,000,000	50,000,000	50,000,000	50,029,500	
Negotiable CDs	78015J3L9	Royal Bank of Canada/NY	11/20/2024	11/20/2025	4.51	60,000,000	60,000,000	60,000,000	60,009,600	
Subtotals					4.70	\$ 2,073,000,000	\$ 2,073,000,000	\$ 2,073,000,000	\$ 2,073,618,640	

Investment Inventory

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Settle Date	Maturity		Coupon	Par Value	Original Cost	Amortized	
				Date					Book Value	Market Value
Commercial Paper	62479LNM3	MUFG Bank Ltd/NY	10/21/2024	1/21/2025	0.00	\$ 17,000,000	\$ 16,794,942	\$ 16,955,422	\$ 16,955,205	
Commercial Paper	62479LNP6	MUFG Bank Ltd/NY	6/24/2024	1/23/2025	0.00	15,000,000	14,532,288	14,951,692	14,956,950	
Commercial Paper	89233GNQ5	Toyota Motor Credit	5/10/2024	1/24/2025	0.00	60,000,000	57,729,433	59,798,367	59,815,800	
Commercial Paper	89233GNU6	Toyota Motor Credit	6/25/2024	1/28/2025	0.00	50,000,000	48,420,722	49,803,500	49,821,300	
Commercial Paper	62479LNV3	MUFG Bank Ltd/NY	5/7/2024	1/29/2025	0.00	50,000,000	48,045,708	49,795,056	49,821,500	
Commercial Paper	62479LPC3	MUFG Bank Ltd/NY	11/13/2024	2/12/2025	0.00	16,000,000	15,813,956	15,914,133	15,914,816	
Commercial Paper	89233GPC4	Toyota Motor Credit	8/28/2024	2/12/2025	0.00	75,000,000	73,292,000	74,573,000	74,592,975	
Commercial Paper	62479LPL3	MUFG Bank Ltd/NY	9/27/2024	2/20/2025	0.00	60,000,000	58,909,867	59,626,667	59,619,000	
Commercial Paper	62479LPM1	MUFG Bank Ltd/NY	7/17/2024	2/21/2025	0.00	8,000,000	7,749,853	7,941,747	7,948,160	
Commercial Paper	62479LQA6	MUFG Bank Ltd/NY	7/17/2024	3/10/2025	0.00	25,000,000	24,162,528	24,758,694	24,783,950	
Commercial Paper	62479LQE8	MUFG Bank Ltd/NY	7/17/2024	3/14/2025	0.00	26,000,000	25,114,267	25,734,280	25,762,282	
Commercial Paper	62479LQE8	MUFG Bank Ltd/NY	7/15/2024	3/14/2025	0.00	50,000,000	48,279,111	49,488,000	49,542,850	
Commercial Paper	62479LQE8	MUFG Bank Ltd/NY	11/13/2024	3/14/2025	0.00	70,000,000	68,924,781	69,360,200	69,359,990	
Commercial Paper	62479LQM0	MUFG Bank Ltd/NY	7/17/2024	3/21/2025	0.00	15,000,000	14,475,125	14,832,125	14,849,715	
Commercial Paper	62479LQK1	MUFG Bank Ltd/NY	12/3/2024	3/24/2025	0.00	10,000,000	9,860,017	9,896,589	9,896,040	
Commercial Paper	89233GQQ2	Toyota Motor Credit	7/2/2024	3/24/2025	0.00	50,000,000	48,093,472	49,410,056	49,481,700	
Commercial Paper	89233GQQ2	Toyota Motor Credit	7/18/2024	3/24/2025	0.00	50,000,000	48,250,083	49,423,722	49,481,700	
Commercial Paper	89233GQQ2	Toyota Motor Credit	7/30/2024	3/24/2025	0.00	60,000,000	58,017,100	59,313,933	59,378,040	
Commercial Paper	89233GQR0	Toyota Motor Credit	10/23/2024	3/25/2025	0.00	40,000,000	39,212,900	39,573,011	39,580,440	
Commercial Paper	62479LQS7	MUFG Bank Ltd/NY	12/3/2024	3/26/2025	0.00	47,000,000	46,330,224	46,502,113	46,499,591	
Commercial Paper	62479LQU2	MUFG Bank Ltd/NY	12/3/2024	3/28/2025	0.00	20,000,000	19,710,583	19,783,567	20,000,000	
Commercial Paper	62479LR72	MUFG Bank Ltd/NY	12/11/2024	4/7/2025	0.00	22,000,000	21,681,110	21,738,347	21,733,954	
Commercial Paper	62479LRB3	MUFG Bank Ltd/NY	12/11/2024	4/11/2025	0.00	11,000,000	10,835,104	10,863,722	10,861,818	
Commercial Paper	89233GRM0	Toyota Motor Credit	10/23/2024	4/21/2025	0.00	65,000,000	63,518,000	64,094,333	64,100,920	
Commercial Paper	62479LRP2	MUFG Bank Ltd/NY	12/11/2024	4/23/2025	0.00	81,000,000	79,665,345	79,876,080	79,869,564	
Commercial Paper	62479LRV9	MUFG Bank Ltd/NY	12/30/2024	4/29/2025	0.00	92,000,000	90,644,533	90,667,124	90,652,476	
Commercial Paper	62479LS55	MUFG Bank Ltd/NY	12/30/2024	5/5/2025	0.00	7,000,000	6,891,710	6,893,429	6,892,186	
Commercial Paper	46590DSK7	JP Morgan CP	12/17/2024	5/19/2025	0.00	72,000,000	70,653,600	70,785,600	70,763,832	
Commercial Paper	89233GVR4	Toyota Motor Credit	12/2/2024	8/25/2025	0.00	65,000,000	62,867,567	63,108,067	63,100,310	
Commercial Paper	89233GW85	Toyota Motor Credit	12/17/2024	9/8/2025	0.00	65,000,000	62,918,646	63,036,458	62,990,720	
Subtotals					0.00	\$ 1,294,000,000	\$ 1,261,394,574	\$ 1,278,499,034	\$ 1,279,027,784	
Medium Term Notes	594918BJ2	Microsoft	9/26/2024	11/3/2025	3.13	\$ 11,749,000	\$ 11,650,191	\$ 11,673,974	\$ 11,623,638	
Medium Term Notes	91324PFF4	United Health	7/25/2024	7/15/2026	4.75	15,000,000	14,974,800	14,980,400	15,036,900	
Medium Term Notes	594918CN2	Microsoft	7/9/2024	9/15/2026	3.40	6,452,000	6,270,957	6,310,886	6,346,510	
Medium Term Notes	594918CN2	Microsoft	7/9/2024	9/15/2026	3.40	13,009,000	12,645,919	12,725,997	12,796,303	
Medium Term Notes	14913UAN0	Caterpillar	9/18/2024	10/16/2026	4.45	18,385,000	18,600,288	18,570,466	18,385,919	
Medium Term Notes	037833CJ7	Apple	9/18/2024	2/9/2027	3.35	50,000,000	49,586,000	49,635,737	48,970,000	
Medium Term Notes	24422EXV6	John Deere	9/6/2024	7/15/2027	4.20	10,000,000	9,998,600	9,998,757	9,926,400	
Subtotals					0.17	\$ 124,595,000	\$ 123,726,755	\$ 123,896,217	\$ 123,085,670	
Money Market Funds	09248U718	BlackRock Liquidity Funds T-Fund	12/31/2024	1/1/2025	4.34	\$ 14,023,005	\$ 14,023,005	\$ 14,023,005	\$ 14,023,005	
Money Market Funds	31607A703	Fidelity Govt Portfolio	12/31/2024	1/1/2025	4.40	372,718,062	372,718,062	372,718,062	372,718,062	
Money Market Funds	608919718	Federated Hermes Govt Obligations Fi	12/31/2024	1/1/2025	4.38	171,760,288	171,760,288	171,760,288	171,760,288	
Money Market Funds	262006208	Dreyfus Government Cash Manageme	12/31/2024	1/1/2025	4.35	22,363,666	22,363,666	22,363,666	22,363,666	
Money Market Funds	85749T517	State Street Institutional U.S. Govt MM	12/31/2024	1/1/2025	4.39	446,541,260	446,541,260	446,541,260	446,541,260	
Money Market Funds	61747C319	Morgan Stanley Institutional Liquidity F	12/31/2024	1/1/2025	4.42	785,118,052	785,118,052	785,118,052	785,118,052	
Subtotals					4.40	\$ 1,812,524,333	\$ 1,812,524,333	\$ 1,812,524,333	\$ 1,812,524,333	

Investment Inventory Pooled Fund

Type of Investment	CUSIP	Issuer Name	Settle Date	Maturity Date	Coupon	Par Value	Original Cost	Amortized Book Value	Market Value
Supranational	4581X0CM8	Inter-American Development Bank	4/26/2021	1/15/2025	2.13	\$ 100,000,000	\$ 105,676,000	\$ 100,058,429	\$ 99,912,000
Supranational	459058HT3	Int'l Bank for Recon and Dev	3/22/2024	1/15/2025	1.63	29,314,000	28,488,811	29,275,362	29,282,634
Supranational	459058JB0	Int'l Bank for Recon and Dev	7/23/2021	4/22/2025	0.63	40,000,000	40,086,000	40,006,973	39,541,600
Supranational	459053EU4	Int'l Bank for Recon and Dev DN	12/17/2024	4/25/2025	0.00	12,000,000	11,817,250	11,838,500	11,838,720
Supranational	4581X0DN5	Inter-American Development Bank	11/1/2021	7/15/2025	0.63	28,900,000	28,519,098	28,845,062	28,323,734
Supranational	45950VRU2	International Finance Corp	1/26/2023	1/26/2026	4.02	100,000,000	100,000,000	100,000,000	99,348,000
Supranational	45818WWDG8	Inter-American Development Bank	8/25/2021	2/27/2026	0.82	19,500,000	19,556,907	19,514,581	18,743,205
Supranational	459058KJ1	Int'l Bank for Recon and Dev	7/17/2024	6/15/2027	3.13	12,323,000	11,934,333	11,995,759	11,968,591
Supranational	4581X0EN4	Inter-American Development Bank	4/9/2024	2/15/2029	4.13	25,000,000	24,630,000	24,685,719	24,714,750
Supranational	4581X0EN4	Inter-American Development Bank	7/17/2024	2/15/2029	4.13	50,000,000	49,827,000	49,844,362	49,429,500
Subtotals					1.56	\$ 417,037,000	\$ 420,535,399	\$ 416,064,748	\$ 413,102,734
Secured Bank Deposit	0660P0999	Bank of America TTX INV Deposit Acc	12/31/2024	1/1/2025	4.35	\$ 102,722,805	\$ 102,722,805	\$ 102,722,805	\$ 102,722,805
Subtotals					4.35	\$ 102,722,805	\$ 102,722,805	\$ 102,722,805	\$ 102,722,805
Grand Totals					3.11	\$ 16,926,379,137	\$ 16,863,511,872	\$ 16,890,448,043	\$ 16,739,465,065

Monthly Investment Earnings

Pooled Fund

For month ended December 31, 2024

Type of Investment	CUSIP	Issuer Name	Par Value	Accrued Interest Earned	(Amortization) / Accretion	Realized Gain/(Loss)	Total Earnings
U.S. Treasuries	912797MP9	B 0.000 12/17/2024			164,500	\$	164,500
U.S. Treasuries	912797MX2	B 0.000 01/14/2025	68,000,000		273,923		273,923
U.S. Treasuries	9128284N7	T 2.875 05/15/2028	65,000,000	160,031	81,130		241,161
U.S. Treasuries	9128286B1	T 2.625 02/15/2029	50,000,000	110,564	75,077		185,641
U.S. Treasuries	912828R36	T 1.625 05/15/2026	50,000,000	69,579	(38,871)		30,707
U.S. Treasuries	912828R36	T 1.625 05/15/2026	50,000,000	69,579	(34,036)		35,543
U.S. Treasuries	912828XB1	T 2.125 05/15/2025	50,000,000	90,988	(65,387)		25,601
U.S. Treasuries	912828YY0	T 1.750 12/31/2024		71,332	(48,159)		23,172
U.S. Treasuries	912828Z52	T 1.375 01/31/2025	50,000,000	57,914	(33,489)		24,426
U.S. Treasuries	912828Z52	T 1.375 01/31/2025	50,000,000	57,914	(33,700)		24,214
U.S. Treasuries	912828ZC7	T 1.125 02/28/2025	50,000,000	48,170	(21,690)		26,480
U.S. Treasuries	912828ZC7	T 1.125 02/28/2025	50,000,000	48,170	(21,636)		26,534
U.S. Treasuries	912828ZF0	T 0.500 03/31/2025	50,000,000	21,291	4,732		26,023
U.S. Treasuries	912828ZF0	T 0.500 03/31/2025	50,000,000	21,291	3,443		24,734
U.S. Treasuries	912828ZL7	T 0.375 04/30/2025	50,000,000	16,057	8,266		24,323
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	16,915		27,450
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	18,849		29,384
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	14,756		25,291
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	16,772		27,307
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	15,378		25,914
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	14,750		25,286
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	10,877		21,413
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	12,926		23,461
U.S. Treasuries	912828ZW3	T 0.250 06/30/2025	50,000,000	10,536	32,670		43,206
U.S. Treasuries	91282CAB7	T 0.250 07/31/2025	50,000,000	10,530	11,519		22,049
U.S. Treasuries	91282CAB7	T 0.250 07/31/2025	50,000,000	10,530	13,566		24,096
U.S. Treasuries	91282CAM3	T 0.250 09/30/2025	50,000,000	10,646	17,234		27,880
U.S. Treasuries	91282CAM3	T 0.250 09/30/2025	50,000,000	10,646	14,592		25,237
U.S. Treasuries	91282CAT8	T 0.250 10/31/2025	50,000,000	10,704	12,719		23,423
U.S. Treasuries	91282CAT8	T 0.250 10/31/2025	50,000,000	10,704	16,771		27,476
U.S. Treasuries	91282CAT8	T 0.250 10/31/2025	50,000,000	10,704	17,325		28,029
U.S. Treasuries	91282CBC4	T 0.375 12/31/2025	50,000,000	15,803	9,544		25,347
U.S. Treasuries	91282CBC4	T 0.375 12/31/2025	50,000,000	15,803	12,767		28,570
U.S. Treasuries	91282CBW0	T 0.750 04/30/2026	50,000,000	32,113	5,928		38,041
U.S. Treasuries	91282CBW0	T 0.750 04/30/2026	50,000,000	32,113	4,739		36,853
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	1,162		38,036
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	(1,203)		35,671
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	(5,941)		30,934
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	(5,639)		31,236
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	(7,040)		29,835
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	(4,172)		32,702
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	1,114		37,988
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	7,322		44,196
U.S. Treasuries	91282CCJ8	T 0.875 06/30/2026	50,000,000	36,874	18,408		55,282
U.S. Treasuries	91282CCW9	T 0.750 08/31/2026	50,000,000	32,113	9,496		41,609
U.S. Treasuries	91282CCZ2	T 0.875 09/30/2026	50,000,000	37,260	5,295		42,555
U.S. Treasuries	91282CCZ2	T 0.875 09/30/2026	50,000,000	37,260	5,595		42,855
U.S. Treasuries	91282CCZ2	T 0.875 09/30/2026	50,000,000	37,260	11,694		48,954

Monthly Investment Earnings

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Par Value	Accrued Interest Earned	(Amortization) / Accretion	Realized Gain/(Loss)	Total Earnings
U.S. Treasuries	91282CDK4	T 1.250 11/30/2026	50,000,000	53,228	(1,229)		51,999
U.S. Treasuries	91282CDK4	T 1.250 11/30/2026	50,000,000	53,228	(1,997)		51,231
U.S. Treasuries	91282CDK4	T 1.250 11/30/2026	50,000,000	53,228	53,063		106,291
U.S. Treasuries	91282CDQ1	T 1.250 12/31/2026	50,000,000	52,678	51,594		104,271
U.S. Treasuries	91282CEF4	T 2.500 03/31/2027	25,000,000	53,228	4,125		57,353
U.S. Treasuries	91282CEW7	T 3.250 06/30/2027	50,000,000	136,962	46,575		183,536
U.S. Treasuries	91282CEW7	T 3.250 06/30/2027	50,000,000	136,962	49,441		186,402
U.S. Treasuries	91282CEW7	T 3.250 06/30/2027	50,000,000	136,962	9,740		146,702
U.S. Treasuries	91282CFJ5	T 3.125 08/31/2029	50,000,000	133,805	16,562		150,367
U.S. Treasuries	91282CFJ5	T 3.125 08/31/2029	65,000,000	173,947	23,091		197,038
U.S. Treasuries	91282CFK2	T 3.500 09/15/2025	50,000,000	149,862	29,766		179,628
U.S. Treasuries	91282CHK0	T 4.000 06/30/2028	50,000,000	168,568	481		169,049
U.S. Treasuries	91282CHK0	T 4.000 06/30/2028	50,000,000	168,568	1,379		169,947
U.S. Treasuries	91282CHK0	T 4.000 06/30/2028	50,000,000	168,568	1,826		170,394
U.S. Treasuries	91282CHK0	T 4.000 06/30/2028	50,000,000	168,568	6,221		174,789
U.S. Treasuries	91282CHK0	T 4.000 06/30/2028	50,000,000	168,568	13,714		182,282
U.S. Treasuries	91282CHK0	T 4.000 06/30/2028	50,000,000	168,568	21,787		190,356
U.S. Treasuries	91282CHL8	T 4.625 06/30/2025	50,000,000	194,907	1,425		196,332
U.S. Treasuries	91282CHX2	T 4.375 08/31/2028	50,000,000	187,327	(2,072)		185,255
U.S. Treasuries	91282CJW2	T 4.000 01/31/2029	65,000,000	219,022	(5,244)		213,778
U.S. Treasuries	91282CKD2	T 4.250 02/28/2029	50,000,000	181,975	3,930		185,905
U.S. Treasuries	91282CKP5	T 4.625 04/30/2029	50,000,000	198,032	(22,030)		176,001
U.S. Treasuries	91282CKP5	T 4.625 04/30/2029	51,000,000	78,191	(3,379)		74,812
U.S. Treasuries	91282CKT7	T 4.500 05/31/2029	50,000,000	191,621	(19,162)		172,459
U.S. Treasuries	91282CKV2	T 4.625 06/15/2027	50,000,000	196,458	(5,697)		190,760
U.S. Treasuries	91282CKV2	T 4.625 06/15/2027	50,000,000	196,458	(8,480)		187,978
U.S. Treasuries	91282CKV2	T 4.625 06/15/2027	50,000,000	196,458	(28,667)		167,791
U.S. Treasuries	91282CLC3	T 4.000 07/31/2029	50,000,000	168,478	(18,397)		150,081
U.S. Treasuries	91282CLC3	T 4.000 07/31/2029	65,000,000	219,022	(9,940)		209,082
U.S. Treasuries	91282CLC3	T 4.000 07/31/2029	50,000,000	168,478	1,982		170,461
U.S. Treasuries	91282CLL3	T 3.375 09/15/2027	50,000,000	144,510	6,173		150,682
U.S. Treasuries	91282CLR0	T 4.125 10/31/2029	50,000,000	176,623	6,690		183,313
U.S. Treasuries	91282CMB4	T 4.000 12/15/2027	50,000,000	87,912	4,113		92,025
U.S. Treasuries	91282CMB4	T 4.000 12/15/2027	50,000,000	87,912	4,199		92,111
Subtotals			\$ 4,054,000,000	\$ 6,622,639	\$ 872,370	\$ -	\$ 7,495,009
Federal Agencies	3130A8ZQ9	FHLB 1.750 09/12/2025	\$ 10,295,000	\$ 15,014	\$ (6,163)		\$ 8,850
Federal Agencies	3130AN4A5	FHLB 0.700 06/30/2025	17,680,000	10,313	(1,169)		9,145
Federal Agencies	3130ANMP2	FHLB 1.070 07/27/2026	25,000,000	22,292			22,292
Federal Agencies	3130ANMP2	FHLB 1.070 07/27/2026	25,000,000	22,292			22,292
Federal Agencies	3130ANMP2	FHLB 1.070 07/27/2026	25,000,000	22,292			22,292
Federal Agencies	3130ANMP2	FHLB 1.070 07/27/2026	25,000,000	22,292			22,292
Federal Agencies	3130ANMP2	FHLB 1.070 07/27/2026	25,000,000	22,292			22,292
Federal Agencies	3130ANNM8	FHLB 1.050 07/13/2026	25,000,000	21,875			21,875
Federal Agencies	3130ANNM8	FHLB 1.050 07/13/2026	25,000,000	21,875			21,875
Federal Agencies	3130ANNM8	FHLB 1.050 07/13/2026	25,000,000	21,875			21,875
Federal Agencies	3130ANNM8	FHLB 1.050 07/13/2026	25,000,000	21,875			21,875
Federal Agencies	3130ANTG5	FHLB 1.050 08/10/2026	25,000,000	21,875			21,875
Federal Agencies	3130ANTG5	FHLB 1.050 08/10/2026	25,000,000	21,875			21,875
Federal Agencies	3130ANTG5	FHLB 1.050 08/10/2026	25,000,000	21,875			21,875

Monthly Investment Earnings

Pooled Fund

<u>Type of Investment</u>	<u>CUSIP</u>	<u>Issuer Name</u>	<u>Par Value</u>	<u>Accrued Interest Earned</u>	<u>(Amortization) / Accretion</u>	<u>Realized Gain/(Loss)</u>	<u>Total Earnings</u>
Federal Agencies	3130ANTG5	FHLB 1.050 08/10/2026	25,000,000	21,875			21,875
Federal Agencies	3130AP6T7	FHLB 1.075 09/03/2026	25,000,000	22,396			22,396
Federal Agencies	3130AP6T7	FHLB 1.075 09/03/2026	25,000,000	22,396			22,396
Federal Agencies	3130AP6T7	FHLB 1.075 09/03/2026	25,000,000	22,396			22,396
Federal Agencies	3130AP6T7	FHLB 1.075 09/03/2026	25,000,000	22,396			22,396
Federal Agencies	3130APPR0	FHLB 1.430 10/19/2026	25,000,000	29,792			29,792
Federal Agencies	3130APPR0	FHLB 1.430 10/19/2026	25,000,000	29,792			29,792
Federal Agencies	3130APPR0	FHLB 1.430 10/19/2026	25,000,000	29,792			29,792
Federal Agencies	3130APPR0	FHLB 1.430 10/19/2026	25,000,000	29,792			29,792
Federal Agencies	3130AQ7L1	FHLB 1.605 11/16/2026	25,000,000	33,438			33,438
Federal Agencies	3130AQ7L1	FHLB 1.605 11/16/2026	25,000,000	33,438			33,438
Federal Agencies	3130AQ7L1	FHLB 1.605 11/16/2026	25,000,000	33,438			33,438
Federal Agencies	3130AQ7L1	FHLB 1.605 11/16/2026	25,000,000	33,438			33,438
Federal Agencies	3130AQJ95	FHLB 1.645 12/14/2026	25,000,000	34,271			34,271
Federal Agencies	3130AQJ95	FHLB 1.645 12/14/2026	25,000,000	34,271			34,271
Federal Agencies	3130AQJ95	FHLB 1.645 12/14/2026	25,000,000	34,271			34,271
Federal Agencies	3130AQJ95	FHLB 1.645 12/14/2026	25,000,000	34,271			34,271
Federal Agencies	3130ARB59	FHLB 2.350 03/08/2027	25,000,000	48,958			48,958
Federal Agencies	3130ARB59	FHLB 2.350 03/08/2027	25,000,000	48,958			48,958
Federal Agencies	3130ARB59	FHLB 2.350 03/08/2027	25,000,000	48,958			48,958
Federal Agencies	3130ARB59	FHLB 2.350 03/08/2027	25,000,000	48,958			48,958
Federal Agencies	3130ASG86	FHLB 3.375 06/13/2025	12,700,000	35,719	(3,146)		32,573
Federal Agencies	3130ASG86	FHLB 3.375 06/13/2025	11,940,000	33,581	(1,787)		31,794
Federal Agencies	3130ASGU7	FHLB 3.500 06/11/2027	12,375,000	36,094	(3,083)		33,011
Federal Agencies	3130ASGU7	FHLB 3.500 06/11/2027	10,000,000	29,167	(2,453)		26,713
Federal Agencies	3130ASGU7	FHLB 3.500 06/11/2027	21,725,000	63,365	(5,058)		58,307
Federal Agencies	3130ATHX8	FHLB 4.125 09/14/2029	15,000,000	51,563	(6,715)		44,848
Federal Agencies	3130ATHX8	FHLB 4.125 09/14/2029	15,000,000	51,563	(841)		50,722
Federal Agencies	3130ATHX8	FHLB 4.125 09/14/2029	15,000,000	51,563	(752)		50,811
Federal Agencies	3130ATHX8	FHLB 4.125 09/14/2029	25,590,000	87,966	(1,283)		86,683
Federal Agencies	3130ATST5	FHLB 4.375 06/13/2025	10,000,000	36,458	(2,627)		33,831
Federal Agencies	3130ATST5	FHLB 4.375 06/13/2025	9,915,000	36,148	(2,461)		33,688
Federal Agencies	3130ATST5	FHLB 4.375 06/13/2025	25,500,000	92,969	(5,046)		87,922
Federal Agencies	3130ATST5	FHLB 4.375 06/13/2025	3,000,000	10,938	(497)		10,440
Federal Agencies	3130ATST5	FHLB 4.375 06/13/2025	10,000,000	36,458	(1,461)		34,998
Federal Agencies	3130ATST5	FHLB 4.375 06/13/2025	24,000,000	87,500	(3,249)		84,251
Federal Agencies	3130AUTC8	FHLB 4.010 02/06/2026	21,100,000	70,509	3,250		73,759
Federal Agencies	3130AUVZ4	FHLB 4.500 02/13/2025	50,000,000	187,500	3,329		190,829
Federal Agencies	3130AV7L0	FHLB 5.000 02/28/2025	25,000,000	104,167	1,405		105,572
Federal Agencies	3130AV7L0	FHLB 5.000 02/28/2025	35,000,000	145,833	1,967		147,801
Federal Agencies	3130AVBD3	FHLB 4.500 03/09/2029	25,000,000	93,750	(324)		93,426
Federal Agencies	3130AVWS7	FHLB 3.750 06/12/2026	17,045,000	53,266	1,470		54,735
Federal Agencies	3130AVWS7	FHLB 3.750 06/12/2026	20,000,000	62,500	1,680		64,180
Federal Agencies	3130AWAH3	FHLB 4.000 06/12/2026	15,000,000	50,000	2,819		52,819
Federal Agencies	3130AWAH3	FHLB 4.000 06/12/2026	10,000,000	33,333	1,840		35,173
Federal Agencies	3130AWER7	FHLB 4.625 06/06/2025	25,000,000	96,354	887		97,241
Federal Agencies	3130AWER7	FHLB 4.625 06/06/2025	15,000,000	57,813	532		58,345
Federal Agencies	3130AWER7	FHLB 4.625 06/06/2025	52,000,000	200,417	1,845		202,262
Federal Agencies	3130AWER7	FHLB 4.625 06/06/2025	10,000,000	38,542	355		38,897

Monthly Investment Earnings

Pooled Fund

<u>Type of Investment</u>	<u>CUSIP</u>	<u>Issuer Name</u>	<u>Par Value</u>	<u>Accrued Interest Earned</u>	<u>(Amortization) / Accretion</u>	<u>Realized Gain/(Loss)</u>	<u>Total Earnings</u>
Federal Agencies	3130AWLY4	FHLB 5.125 06/13/2025	48,150,000	205,641	(4,138)		201,503
Federal Agencies	3130AWLY4	FHLB 5.125 06/13/2025	10,800,000	46,125	(811)		45,314
Federal Agencies	3130AWLZ1	FHLB 4.750 06/12/2026	50,000,000	197,917	4,180		202,096
Federal Agencies	3130AX4E5	FHLB 4.500 06/11/2027	11,000,000	41,250	1,732		42,982
Federal Agencies	3130AXB31	FHLB 4.875 03/13/2026	10,000,000	40,625	1,658		42,283
Federal Agencies	3130AXB31	FHLB 4.875 03/13/2026	10,000,000	40,625	1,773		42,398
Federal Agencies	3130AXB31	FHLB 4.875 03/13/2026	10,000,000	40,625	1,773		42,398
Federal Agencies	3130AXB31	FHLB 4.875 03/13/2026	36,730,000	149,216	(3,207)		146,008
Federal Agencies	3130AXB31	FHLB 4.875 03/13/2026	25,000,000	101,563	(2,357)		99,206
Federal Agencies	3130AXCP1	FHLB 4.875 09/11/2026	11,895,000	48,323	2,138		50,461
Federal Agencies	3130AXU63	FHLB 4.625 11/17/2026	50,000,000	192,708	2,503		195,212
Federal Agencies	3130AYPN0	FHLB 4.125 01/15/2027	12,000,000	41,250	774		42,024
Federal Agencies	3130AYPN0	FHLB 4.125 01/15/2027	25,000,000	85,938	1,612		87,549
Federal Agencies	3130AYPN0	FHLB 4.125 01/15/2027	29,350,000	100,891	1,892		102,783
Federal Agencies	3130AYPN0	FHLB 4.125 01/15/2027	50,000,000	171,875	3,223		175,098
Federal Agencies	3130B0MZ9	FHLB 5.100 01/27/2025	115,000,000	488,750			488,750
Federal Agencies	3130B0TY5	FHLB 4.750 04/09/2027	20,000,000	79,167	1,498		80,664
Federal Agencies	3130B0TY5	FHLB 4.750 04/09/2027	17,000,000	67,292	1,273		68,565
Federal Agencies	3130B0TY5	FHLB 4.750 04/09/2027	48,000,000	190,000	3,594		193,594
Federal Agencies	3130B0TY5	FHLB 4.750 04/09/2027	40,000,000	158,333	2,995		161,328
Federal Agencies	3130B1BT3	FHLB 4.875 06/12/2026	13,485,000	54,783	(860)		53,922
Federal Agencies	3130B1EF0	FHLB 4.625 06/11/2027	20,700,000	79,781	(2,781)		77,000
Federal Agencies	3130B2KJ3	FHLB 4.625 09/04/2029	50,000,000	192,708			192,708
Federal Agencies	3130B2KJ3	FHLB 4.625 09/04/2029	25,000,000	96,354			96,354
Federal Agencies	3130B2KJ3	FHLB 4.625 09/04/2029	25,000,000	96,354			96,354
Federal Agencies	3130B2PJ8	FHLB 3.625 09/04/2026	25,000,000	75,521	1,430		76,950
Federal Agencies	3130B2PJ8	FHLB 3.625 09/04/2026	50,000,000	151,042	2,859		153,901
Federal Agencies	3130B2PJ8	FHLB 3.625 09/04/2026	19,000,000	57,396	1,087		58,482
Federal Agencies	3130B2PJ8	FHLB 3.625 09/04/2026	25,900,000	78,240	1,481		79,721
Federal Agencies	3130B2TG0	FHLB 4.375 09/24/2029	25,000,000	91,146			91,146
Federal Agencies	3130B2TG0	FHLB 4.375 09/24/2029	25,000,000	91,146			91,146
Federal Agencies	3130B2TG0	FHLB 4.375 09/24/2029	65,000,000	236,979			236,979
Federal Agencies	3130B2XR1	FHLB 4.010 07/02/2029	65,000,000	217,208			217,208
Federal Agencies	3130B2XR1	FHLB 4.010 07/02/2029	25,000,000	83,542			83,542
Federal Agencies	3130B2XR1	FHLB 4.010 07/02/2029	25,000,000	83,542			83,542
Federal Agencies	3130B3A29	FHLB 4.000 10/09/2026	15,000,000	50,000	134		50,134
Federal Agencies	3130B3A29	FHLB 4.000 10/09/2026	25,000,000	83,333	224		83,557
Federal Agencies	3130B3A29	FHLB 4.000 10/09/2026	25,000,000	83,333	224		83,557
Federal Agencies	3130B3A29	FHLB 4.000 10/09/2026	50,000,000	166,667	447		167,114
Federal Agencies	3130B3GD9	FHLB 4.000 11/27/2028	47,025,000	156,750	1,760		158,510
Federal Agencies	313384S75	FHDN 0.000 12/10/2024			6,292		6,292
Federal Agencies	313384S75	FHDN 0.000 12/10/2024			6,292		6,292
Federal Agencies	313384S75	FHDN 0.000 12/10/2024			6,292		6,292
Federal Agencies	313384S75	FHDN 0.000 12/10/2024			6,292		6,292
Federal Agencies	313384S83	FHDN 0.000 12/11/2024			12,583		12,583
Federal Agencies	313384S83	FHDN 0.000 12/11/2024			12,583		12,583
Federal Agencies	313384S83	FHDN 0.000 12/11/2024			12,583		12,583
Federal Agencies	313384S83	FHDN 0.000 12/11/2024			12,583		12,583
Federal Agencies	313384S91	FHDN 0.000 12/12/2024			12,528		12,528

Monthly Investment Earnings

Pooled Fund

<u>Type of Investment</u>	<u>CUSIP</u>	<u>Issuer Name</u>	<u>Par Value</u>	<u>Accrued Interest Earned</u>	<u>(Amortization) / Accretion</u>	<u>Realized Gain/(Loss)</u>	<u>Total Earnings</u>
Federal Agencies	313384S91	FHDN 0.000 12/12/2024				12,528	12,528
Federal Agencies	313384S91	FHDN 0.000 12/12/2024				12,528	12,528
Federal Agencies	313384S91	FHDN 0.000 12/12/2024				12,528	12,528
Federal Agencies	3133ELCP7	FFCB 1.625 12/03/2024		2,257	44		2,301
Federal Agencies	3133ELQY3	FFCB 1.210 03/03/2025	24,000,000	24,200	614		24,814
Federal Agencies	3133ELQY3	FFCB 1.210 03/03/2025	16,000,000	16,133	159		16,293
Federal Agencies	3133EM4X7	FFCB 0.800 09/10/2026	28,975,000	19,317	86,563		105,879
Federal Agencies	3133EMWT5	FFCB 0.600 04/21/2025	50,000,000	25,000	562		25,562
Federal Agencies	3133EMZ21	FFCB 0.690 04/06/2026	15,500,000	8,913	763		9,675
Federal Agencies	3133EN2L3	FFCB 4.125 05/17/2027	21,000,000	72,188	245		72,433
Federal Agencies	3133EN2L3	FFCB 4.125 05/17/2027	5,000,000	17,188	65		17,253
Federal Agencies	3133EN2L3	FFCB 4.125 05/17/2027	4,650,000	15,984	61		16,045
Federal Agencies	3133EN2L3	FFCB 4.125 05/17/2027	25,000,000	85,938	326		86,263
Federal Agencies	3133EN4B3	FFCB 4.250 06/13/2025	15,000,000	53,125	394		53,519
Federal Agencies	3133EN4B3	FFCB 4.250 06/13/2025	15,000,000	53,125	346		53,471
Federal Agencies	3133EN4B3	FFCB 4.250 06/13/2025	15,000,000	53,125	372		53,497
Federal Agencies	3133EN4N7	FFCB 4.250 12/20/2024		56,076	1,183		57,259
Federal Agencies	3133EN4N7	FFCB 4.250 12/20/2024		22,431	444		22,875
Federal Agencies	3133EN4N7	FFCB 4.250 12/20/2024		56,076	1,183		57,259
Federal Agencies	3133EN5E6	FFCB 4.000 12/29/2025	15,000,000	50,000	1,281		51,281
Federal Agencies	3133EN5E6	FFCB 4.000 12/29/2025	25,000,000	83,333	2,157		85,490
Federal Agencies	3133EN5E6	FFCB 4.000 12/29/2025	20,000,000	66,667	1,708		68,375
Federal Agencies	3133EN6A3	FFCB 4.000 01/13/2026	30,000,000	100,000	645		100,645
Federal Agencies	3133EN6A3	FFCB 4.000 01/13/2026	20,000,000	66,667	498		67,164
Federal Agencies	3133ENEG1	FFCB 1.050 11/17/2025	55,000,000	48,125	1,634		49,759
Federal Agencies	3133ENEG1	FFCB 1.050 11/17/2025	39,675,000	34,716	1,120		35,835
Federal Agencies	3133ENGQ7	FFCB 0.920 12/09/2024		10,222	110		10,332
Federal Agencies	3133ENGQ7	FFCB 0.920 12/09/2024		10,222	270		10,492
Federal Agencies	3133ENHM5	FFCB 1.170 12/16/2025	45,000,000	43,875	974		44,849
Federal Agencies	3133ENHM5	FFCB 1.170 12/16/2025	50,000,000	48,750	1,082		49,832
Federal Agencies	3133ENJ35	FFCB 3.320 02/25/2026	35,000,000	96,833	1,026		97,859
Federal Agencies	3133ENKS8	FFCB 1.125 01/06/2025	20,000,000	18,750	1,279		20,029
Federal Agencies	3133ENKS8	FFCB 1.125 01/06/2025	25,000,000	23,438	1,598		25,036
Federal Agencies	3133ENKS8	FFCB 1.125 01/06/2025	25,000,000	23,438	1,598		25,036
Federal Agencies	3133ENRD4	FFCB 1.680 03/10/2027	48,573,000	68,002	19,434		87,436
Federal Agencies	3133ENTS9	FFCB 2.600 04/05/2027	24,500,000	53,083	2,089		55,172
Federal Agencies	3133ENTS9	FFCB 2.600 04/05/2027	22,500,000	48,750	1,829		50,579
Federal Agencies	3133ENTS9	FFCB 2.600 04/05/2027	25,000,000	54,167	3,329		57,496
Federal Agencies	3133ENUD0	FFCB 2.640 04/08/2026	20,000,000	44,000	823		44,823
Federal Agencies	3133ENUD0	FFCB 2.640 04/08/2026	30,000,000	66,000	1,235		67,235
Federal Agencies	3133ENXE5	FFCB 2.850 05/23/2025	6,000,000	14,250	238		14,488
Federal Agencies	3133ENXE5	FFCB 2.850 05/23/2025	20,000,000	47,500	792		48,292
Federal Agencies	3133ENYQ7	FFCB 2.950 06/13/2025	50,000,000	122,917	693		123,610
Federal Agencies	3133ENZ37	FFCB 4.875 01/10/2025	20,000,000	81,250	47		81,297
Federal Agencies	3133ENZ37	FFCB 4.875 01/10/2025	10,000,000	40,625	23		40,648
Federal Agencies	3133ENZ37	FFCB 4.875 01/10/2025	20,000,000	81,250	16		81,266
Federal Agencies	3133ENZK9	FFCB 3.240 06/28/2027	27,865,000	75,236	(3,993)		71,242
Federal Agencies	3133EP5K7	FFCB 4.500 03/13/2026	50,000,000	187,500	10,566		198,066
Federal Agencies	3133EP5S0	FFCB 4.250 03/20/2028	4,971,000	17,606	1,169		18,774

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Pooled Fund

<u>Type of Investment</u>	<u>CUSIP</u>	<u>Issuer Name</u>	<u>Par Value</u>	<u>Accrued Interest Earned</u>	<u>(Amortization) / Accretion</u>	<u>Realized Gain/(Loss)</u>	<u>Total Earnings</u>
Federal Agencies	3133EP5U5	FFCB 4.125 03/20/2029	51,660,000	177,581	11,180		188,761
Federal Agencies	3133EP6K6	FFCB 4.500 03/26/2027	50,000,000	187,500	2,564		190,064
Federal Agencies	3133EPAG0	FFCB 4.250 02/10/2025	29,875,000	105,807	6,740		112,547
Federal Agencies	3133EPAG0	FFCB 4.250 02/10/2025	10,000,000	35,417	2,239		37,656
Federal Agencies	3133EPBJ3	FFCB 4.375 02/23/2026	50,000,000	182,292	2,319		184,611
Federal Agencies	3133EPBJ3	FFCB 4.375 02/23/2026	25,000,000	91,146	1,315		92,461
Federal Agencies	3133EPBJ3	FFCB 4.375 02/23/2026	28,000,000	102,083	1,299		103,382
Federal Agencies	3133EPBM6	FFCB 4.125 08/23/2027	10,000,000	34,375	491		34,866
Federal Agencies	3133EPC45	FFCB 4.625 11/13/2028	12,000,000	46,250	271		46,521
Federal Agencies	3133EPC45	FFCB 4.625 11/13/2028	20,000,000	77,083	482		77,565
Federal Agencies	3133EPC45	FFCB 4.625 11/13/2028	55,000,000	211,979	1,319		213,298
Federal Agencies	3133EPC60	FFCB 4.625 11/15/2027	27,950,000	107,724	2,461		110,185
Federal Agencies	3133EPC60	FFCB 4.625 11/15/2027	33,300,000	128,344	2,939		131,283
Federal Agencies	3133EPDL6	FFCB 4.850 10/01/2025	50,000,000	202,083			202,083
Federal Agencies	3133EPJX4	FFCB 3.625 02/17/2026	30,000,000	90,625	2,909		93,534
Federal Agencies	3133EPJX4	FFCB 3.625 02/17/2026	25,000,000	75,521	2,201		77,722
Federal Agencies	3133EPKA2	FFCB 4.000 08/18/2025	26,500,000	88,333	609		88,942
Federal Agencies	3133EPKA2	FFCB 4.000 08/18/2025	30,000,000	100,000	689		100,689
Federal Agencies	3133EPKA2	FFCB 4.000 08/18/2025	25,000,000	83,333	678		84,011
Federal Agencies	3133EPMU6	FFCB 4.250 06/15/2026	30,000,000	106,250	1,375		107,625
Federal Agencies	3133EPMU6	FFCB 4.250 06/15/2026	20,000,000	70,833	871		71,705
Federal Agencies	3133EPMU6	FFCB 4.250 06/15/2026	24,700,000	87,479	1,691		89,170
Federal Agencies	3133EPMV4	FFCB 4.125 06/15/2027	28,940,000	99,481	596		100,077
Federal Agencies	3133EPNG6	FFCB 4.375 06/23/2026	50,000,000	182,292	750		183,041
Federal Agencies	3133EPNG6	FFCB 4.375 06/23/2026	25,000,000	91,146	375		91,521
Federal Agencies	3133EPNG6	FFCB 4.375 06/23/2026	25,000,000	91,146	375		91,521
Federal Agencies	3133EPP66	FFCB 4.000 05/20/2027	31,000,000	103,333	2,343		105,676
Federal Agencies	3133EPP66	FFCB 4.000 05/20/2027	58,850,000	196,167	4,667		200,834
Federal Agencies	3133EPSK2	FFCB 4.250 08/07/2028	19,500,000	69,063	1,489		70,551
Federal Agencies	3133EPSW6	FFCB 4.500 08/14/2026	50,000,000	187,500	3,253		190,753
Federal Agencies	3133EPUN3	FFCB 4.500 08/28/2028	10,000,000	37,500	355		37,855
Federal Agencies	3133EPUN3	FFCB 4.500 08/28/2028	25,000,000	93,750	959		94,709
Federal Agencies	3133EPUN3	FFCB 4.500 08/28/2028	15,000,000	56,250	631		56,881
Federal Agencies	3133EPUN3	FFCB 4.500 08/28/2028	33,000,000	123,750	1,613		125,363
Federal Agencies	3133EPVP7	FFCB 4.750 07/08/2026	19,000,000	75,208	456		75,664
Federal Agencies	3133EPVP7	FFCB 4.750 07/08/2026	10,000,000	39,583	249		39,832
Federal Agencies	3133EPVP7	FFCB 4.750 07/08/2026	21,000,000	83,125	516		83,641
Federal Agencies	3133EPVY8	FFCB 5.000 09/15/2025	8,230,000	34,292	251		34,543
Federal Agencies	3133EPVY8	FFCB 5.000 09/15/2025	15,000,000	62,500	770		63,270
Federal Agencies	3133EPVY8	FFCB 5.000 09/15/2025	20,000,000	83,333	1,026		84,360
Federal Agencies	3133EPX91	FFCB 4.125 01/25/2027	35,000,000	120,313	1,247		121,560
Federal Agencies	3133EPX91	FFCB 4.125 01/25/2027	50,000,000	171,875	1,895		173,770
Federal Agencies	3133EPX91	FFCB 4.125 01/25/2027	25,000,000	85,938	891		86,828
Federal Agencies	3133EPX91	FFCB 4.125 01/25/2027	10,000,000	34,375	379		34,754
Federal Agencies	3133EPX91	FFCB 4.125 01/25/2027	5,000,000	17,188	202		17,390
Federal Agencies	3133EPYW9	FFCB 5.125 10/20/2025	50,000,000	213,542	1,187		214,729
Federal Agencies	3133EPYW9	FFCB 5.125 10/20/2025	25,000,000	106,771	615		107,386
Federal Agencies	3133EPYW9	FFCB 5.125 10/20/2025	35,000,000	149,479	1,173		150,652
Federal Agencies	3133EPYW9	FFCB 5.125 10/20/2025	24,000,000	102,500	3,247		105,747

Monthly Investment Earnings

Pooled Fund

<u>Type of Investment</u>	<u>CUSIP</u>	<u>Issuer Name</u>	<u>Par Value</u>	<u>Accrued Interest Earned</u>	<u>(Amortization) / Accretion</u>	<u>Realized Gain/(Loss)</u>	<u>Total Earnings</u>
Federal Agencies	3133EPZA6	FFCB 4.875 10/20/2026	30,000,000	121,875	4,692		126,567
Federal Agencies	3133EPZA6	FFCB 4.875 10/20/2026	14,000,000	56,875	2,689		59,564
Federal Agencies	3133EPZY4	FFCB 5.000 07/30/2026	25,000,000	104,167	1,953		106,120
Federal Agencies	3133EPZY4	FFCB 5.000 07/30/2026	3,000,000	12,500	249		12,749
Federal Agencies	3133EPZY4	FFCB 5.000 07/30/2026	9,615,000	40,063	799		40,861
Federal Agencies	3133EPZY4	FFCB 5.000 07/30/2026	16,000,000	66,667	1,329		67,996
Federal Agencies	3133ERD24	FFCB 4.250 02/18/2027	30,000,000	106,250	622		106,872
Federal Agencies	3133ERDH1	FFCB 4.750 04/30/2029	63,085,000	249,711	(11,575)		238,137
Federal Agencies	3133ERDH1	FFCB 4.750 04/30/2029	27,892,000	110,406	(5,111)		105,294
Federal Agencies	3133ERDH1	FFCB 4.750 04/30/2029	30,000,000	118,750	(5,412)		113,338
Federal Agencies	3133ERDS7	FFCB 4.750 05/06/2027	12,727,000	50,378	(377)		50,001
Federal Agencies	3133ERGL9	FFCB 4.500 06/07/2028	15,000,000	56,250	115		56,365
Federal Agencies	3133ERGL9	FFCB 4.500 06/07/2028	20,000,000	75,000	(808)		74,192
Federal Agencies	3133ERGL9	FFCB 4.500 06/07/2028	14,934,000	56,003	(604)		55,399
Federal Agencies	3133ERGS4	FFCB 4.250 06/11/2029	10,000,000	35,417	555		35,971
Federal Agencies	3133ERGS4	FFCB 4.250 06/11/2029	10,000,000	35,417	555		35,971
Federal Agencies	3133ERGS4	FFCB 4.250 06/11/2029	20,000,000	70,833	1,109		71,943
Federal Agencies	3133ERGS4	FFCB 4.250 06/11/2029	10,000,000	35,417	555		35,971
Federal Agencies	3133ERGS4	FFCB 4.250 06/11/2029	29,000,000	102,708	1,306		104,014
Federal Agencies	3133ERHD6	FFCB 4.875 06/12/2026	32,000,000	130,000	(2,192)		127,808
Federal Agencies	3133ERHD6	FFCB 4.875 06/12/2026	20,000,000	81,250	(1,302)		79,948
Federal Agencies	3133ERHN4	FFCB 4.250 10/20/2028	38,000,000	134,583	4,204		138,788
Federal Agencies	3133ERHN4	FFCB 4.250 10/20/2028	5,000,000	17,708	546		18,255
Federal Agencies	3133ERJ51	FFCB 4.125 12/10/2027	38,343,000	61,509	1,591		63,100
Federal Agencies	3133ERJ51	FFCB 4.125 12/10/2027	25,505,000	40,914	1,055		41,969
Federal Agencies	3133ERJ51	FFCB 4.125 12/10/2027	21,000,000	33,688	871		34,559
Federal Agencies	3133ERJ51	FFCB 4.125 12/10/2027	33,000,000	52,938	1,474		54,412
Federal Agencies	3133ERJZ5	FFCB 4.500 06/28/2027	30,000,000	112,500	401		112,901
Federal Agencies	3133ERKM2	FFCB 4.500 07/08/2027	25,000,000	93,750	(942)		92,808
Federal Agencies	3133ERKM2	FFCB 4.500 07/08/2027	25,000,000	93,750	(723)		93,027
Federal Agencies	3133ERKX8	FFCB 4.250 07/12/2029	20,000,000	70,833	183		71,017
Federal Agencies	3133ERMB4	FFCB 4.250 07/23/2027	10,000,000	35,417	99		35,516
Federal Agencies	3133ERMB4	FFCB 4.250 07/23/2027	15,000,000	53,125	149		53,274
Federal Agencies	3133ERVR9	FFCB 3.500 07/01/2027	55,000,000	160,417	2,310		162,726
Federal Agencies	3133ERWR8	FFCB 3.500 01/07/2027	12,500,000	36,458	4,767		41,225
Federal Agencies	3133ERXJ5	FFCB 3.875 10/15/2027	8,000,000	25,833	109		25,942
Federal Agencies	3133ERXJ5	FFCB 3.875 10/15/2027	5,000,000	16,146	78		16,224
Federal Agencies	3134H16K4	FHLMC 5.380 07/09/2029	25,000,000	112,083			112,083
Federal Agencies	3134H16K4	FHLMC 5.380 07/09/2029	65,000,000	291,417			291,417
Federal Agencies	3134H16K4	FHLMC 5.380 07/09/2029	25,000,000	112,083			112,083
Federal Agencies	3134HARP0	FHLMC 5.130 10/15/2029	65,000,000	277,875			277,875
Federal Agencies	3134HARP0	FHLMC 5.130 10/15/2029	25,000,000	106,875			106,875
Federal Agencies	3134HARP0	FHLMC 5.130 10/15/2029	25,000,000	106,875			106,875
Federal Agencies	3135G03U5	FNMA 0.625 04/22/2025	50,000,000	26,042	(2,426)		23,616
Federal Agencies	3135G03U5	FNMA 0.625 04/22/2025	37,938,000	19,759	14,359		34,119
Federal Agencies	3135G03U5	FNMA 0.625 04/22/2025	50,000,000	26,042	19,039		45,081
Federal Agencies	3135G04Z3	FNMA 0.500 06/17/2025	10,000,000	4,167	5,068		9,235
Federal Agencies	3135G04Z3	FNMA 0.500 06/17/2025	4,655,000	1,940	2,369		4,309
Federal Agencies	3135G05X7	FNMA 0.375 08/25/2025	72,500,000	22,656	12,045		34,701

Monthly Investment Earnings

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Par Value	Accrued Interest Earned	(Amortization) / Accretion	Realized Gain/(Loss)	Total Earnings
Federal Agencies	3135G05X7	FNMA 0.375 08/25/2025	25,000,000	7,813	5,987		13,799
Federal Agencies	3135G0X24	FNMA 1.625 01/07/2025	39,060,000	52,894	(35,924)		16,969
Federal Agencies	3135GANG2	FNMA 5.130 02/18/2028	50,000,000	213,750			213,750
Federal Agencies	3135GANG2	FNMA 5.130 02/18/2028	25,000,000	106,875			106,875
Federal Agencies	3135GANG2	FNMA 5.130 02/18/2028	25,000,000	106,875			106,875
Federal Agencies	3135GAYW5	FNMA 5.200 11/21/2029	65,000,000	281,667			281,667
Federal Agencies	3135GAYW5	FNMA 5.200 11/21/2029	25,000,000	108,333			108,333
Federal Agencies	3135GAYW5	FNMA 5.200 11/21/2029	25,000,000	108,333			108,333
Federal Agencies	3136GA3D9	FNMA 5.060 12/10/2029	65,000,000	100,497			100,497
Federal Agencies	3136GA3D9	FNMA 5.060 12/10/2029	25,000,000	38,653			38,653
Federal Agencies	3136GA3D9	FNMA 5.060 12/10/2029	25,000,000	38,653			38,653
Federal Agencies	3136GA3N7	FNMA 5.045 12/27/2029	20,000,000	11,211			11,211
Federal Agencies	3136GA3N7	FNMA 5.045 12/27/2029	62,000,000	34,754			34,754
Federal Agencies	3136GA3N7	FNMA 5.045 12/27/2029	20,000,000	11,211			11,211
Federal Agencies	3136GA3N7	FNMA 5.045 12/27/2029	20,000,000	11,211			11,211
Federal Agencies	3137EAEP0	FHLMC 1.500 02/12/2025	15,000,000	18,750	196		18,946
Federal Agencies	3137EAEP0	FHLMC 1.500 02/12/2025	5,000,000	6,250	65		6,315
Federal Agencies	3137EAEP0	FHLMC 1.500 02/12/2025	5,000,000	6,250	65		6,315
Federal Agencies	3137EAEP0	FHLMC 1.500 02/12/2025	5,000,000	6,250	65		6,315
Federal Agencies	3137EAEP0	FHLMC 1.500 02/12/2025	50,000,000	62,500	654		63,154
Federal Agencies	3137EAEP0	FHLMC 1.500 02/12/2025	53,532,000	66,915	(42,685)		24,230
Federal Agencies	3137EAEX3	FHLMC 0.375 09/23/2025	22,600,000	7,063	5,676		12,738
Subtotals			\$ 6,988,500,000	\$ 20,295,586	\$ 343,599	\$ -	\$ 20,639,185
Public Time Deposits	PPGHASP70	BRIDGE 5.360 12/16/2024		\$ 25,020			\$ 25,020
Public Time Deposits	PPGICJO02	BRIDGE 5.330 01/13/2025	10,000,000	45,268			45,268
Public Time Deposits	PPGJLMRNO	BRIDGE 4.350 06/16/2025	10,000,000	19,068			19,068
Public Time Deposits	PPGNJX1B4	BKSANF 4.370 03/13/2025	10,000,000	23,064			23,064
Public Time Deposits	PPGO10LI6	BKSANF 5.350 01/06/2025	10,000,000	46,069			46,069
Public Time Deposits	PPGQ38MB6	FIVSTR 4.500 05/21/2025	20,000,000	77,500			77,500
Subtotals			\$ 60,000,000	\$ 235,990	\$ -	\$ -	\$ 235,990
Negotiable CDs	06367DJY2	BMOCHG 5.470 05/05/2025	\$ 50,000,000	\$ 235,514			\$ 235,514
Negotiable CDs	06367DL94	BMOCHG 5.410 02/24/2025	76,000,000	354,054			354,054
Negotiable CDs	06367DLL7	BMOCHG 4.870 03/12/2025	90,000,000	377,425			377,425
Negotiable CDs	06367DM44	BMOCHG 4.250 06/30/2025	100,000,000	365,972			365,972
Negotiable CDs	06367DMT9	BMOCHG 4.560 06/16/2025	115,000,000	451,567			451,567
Negotiable CDs	06367DMU6	BMOCHG 4.590 08/11/2025	65,000,000	256,913			256,913
Negotiable CDs	06367DMX0	BMOCHG 4.570 10/24/2025	50,000,000	196,764			196,764
Negotiable CDs	06367DN84	BMOCHG 4.580 07/02/2025	50,000,000	184,472			184,472
Negotiable CDs	06367DN92	BMOCHG 4.530 09/22/2025	50,000,000	176,167			176,167
Negotiable CDs	06367DNE1	BMOCHG 4.460 06/23/2025	50,000,000	130,083			130,083
Negotiable CDs	06367DNG6	BMOCHG 4.460 06/27/2025	50,000,000	130,083			130,083
Negotiable CDs	13606DAG7	CIBCNY 4.250 06/30/2025	100,000,000	365,972			365,972
Negotiable CDs	13606DCE0	CIBCNY 4.550 10/24/2025	50,000,000	195,903			195,903
Negotiable CDs	13606DCT7	CIBCNY 4.580 07/02/2025	50,000,000	184,472			184,472
Negotiable CDs	13606DCU4	CIBCNY 4.560 06/02/2025	25,000,000	91,833			91,833
Negotiable CDs	13606DCV2	CIBCNY 4.530 09/22/2025	75,000,000	264,250			264,250
Negotiable CDs	13606DDU3	CIBCNY 4.500 07/23/2025	75,000,000	178,125			178,125

Monthly Investment Earnings

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Par Value	Accrued Interest Earned	(Amortization) / Accretion	Realized Gain/(Loss)	Total Earnings
Negotiable CDs	13606K5B8	CIBCNY 5.410 02/24/2025	50,000,000	232,931			232,931
Negotiable CDs	13606KZ66	CIBCNY 5.400 01/02/2025	50,000,000	232,500			232,500
Negotiable CDs	78015J2U0	RY 4.530 07/28/2025	115,000,000	448,596			448,596
Negotiable CDs	78015J2Y2	RY 4.550 09/08/2025	65,000,000	254,674			254,674
Negotiable CDs	78015J3L9	RY 4.510 11/20/2025	60,000,000	233,017			233,017
Negotiable CDs	78015J3U9	RY 4.560 11/19/2025	50,000,000	196,333			196,333
Negotiable CDs	78015J5G8	RY 4.560 06/02/2025	100,000,000	367,333			367,333
Negotiable CDs	78015JAG2	RY 4.430 07/14/2025	72,000,000	177,200			177,200
Negotiable CDs	78015JQ34	RY 5.450 01/28/2025	25,000,000	117,326			117,326
Negotiable CDs	78015JTB3	RY 5.090 07/14/2025	50,000,000	219,153			219,153
Negotiable CDs	78015JVF1	RY 4.610 07/01/2025	50,000,000	198,486			198,486
Negotiable CDs	78015JWF0	RY 4.220 06/24/2025	100,000,000	363,389			363,389
Negotiable CDs	89115BSZ4	TDNY 5.550 04/09/2025	50,000,000	238,958			238,958
Negotiable CDs	89115BT59	TDNY 5.510 12/02/2024		7,653			7,653
Negotiable CDs	89115DK21	TDNY 5.400 01/02/2025	50,000,000	232,500			232,500
Negotiable CDs	89115DR65	TDNY 5.470 05/05/2025	65,000,000	306,168			306,168
Subtotals			\$ 2,073,000,000	\$ 7,965,786	\$ -	\$ -	\$ 7,965,786
Commercial Paper	46590DSK7	JPMSCP 0.000 05/19/2025	\$ 72,000,000		\$ 132,000		\$ 132,000
Commercial Paper	62479LM44	MUFGKB 0.000 12/04/2024			16,020		16,020
Commercial Paper	62479LMD4	MUFGKB 0.000 12/13/2024			26,550		26,550
Commercial Paper	62479LMG7	MUFGKB 0.000 12/16/2024			111,042		111,042
Commercial Paper	62479LMJ1	MUFGKB 0.000 12/18/2024			125,375		125,375
Commercial Paper	62479LMP7	MUFGKB 0.000 12/23/2024			71,256		71,256
Commercial Paper	62479LMP7	MUFGKB 0.000 12/23/2024			43,542		43,542
Commercial Paper	62479LMW2	MUFGKB 0.000 12/30/2024			64,042		64,042
Commercial Paper	62479LMW2	MUFGKB 0.000 12/30/2024			368,139		368,139
Commercial Paper	62479LNM3	MUFGKB 0.000 01/21/2025	17,000,000	69,096			69,096
Commercial Paper	62479LNP6	MUFGKB 0.000 01/23/2025	15,000,000	68,071			68,071
Commercial Paper	62479LNV3	MUFGKB 0.000 01/29/2025	50,000,000	226,903			226,903
Commercial Paper	62479LPC3	MUFGKB 0.000 02/12/2025	16,000,000	63,378			63,378
Commercial Paper	62479LPL3	MUFGKB 0.000 02/20/2025	60,000,000	231,467			231,467
Commercial Paper	62479LPM1	MUFGKB 0.000 02/21/2025	8,000,000	35,409			35,409
Commercial Paper	62479LQA6	MUFGKB 0.000 03/10/2025	25,000,000	110,007			110,007
Commercial Paper	62479LQE8	MUFGKB 0.000 03/14/2025	50,000,000	220,444			220,444
Commercial Paper	62479LQE8	MUFGKB 0.000 03/14/2025	26,000,000	114,407			114,407
Commercial Paper	62479LQE8	MUFGKB 0.000 03/14/2025	70,000,000	275,469			275,469
Commercial Paper	62479LQM0	MUFGKB 0.000 03/21/2025	15,000,000	65,875			65,875
Commercial Paper	62479LQQ1	MUFGKB 0.000 03/24/2025	10,000,000	36,572			36,572
Commercial Paper	62479LQS7	MUFGKB 0.000 03/26/2025	47,000,000	171,889			171,889
Commercial Paper	62479LQU2	MUFGKB 0.000 03/28/2025	20,000,000	72,983			72,983
Commercial Paper	62479LR72	MUFGKB 0.000 04/07/2025	22,000,000	57,237			57,237
Commercial Paper	62479LRB3	MUFGKB 0.000 04/11/2025	11,000,000	28,618			28,618
Commercial Paper	62479LRP2	MUFGKB 0.000 04/23/2025	81,000,000	210,735			210,735
Commercial Paper	62479LRV9	MUFGKB 0.000 04/29/2025	92,000,000	22,591			22,591
Commercial Paper	62479LS55	MUFGKB 0.000 05/05/2025	7,000,000	1,719			1,719
Commercial Paper	89233GM29	TOYCC 0.000 12/02/2024		9,569			9,569
Commercial Paper	89233GMG8	TOYCC 0.000 12/16/2024		143,271			143,271
Commercial Paper	89233GNQ5	TOYCC 0.000 01/24/2025	60,000,000	271,767			271,767

Monthly Investment Earnings

Pooled Fund

Type of Investment	CUSIP	Issuer Name	Par Value	Accrued Interest Earned	(Amortization) / Accretion	Realized Gain/(Loss)	Total Earnings
Commercial Paper	89233GNU6	TOYCC 0.000 01/28/2025	50,000,000		225,611		225,611
Commercial Paper	89233GPC4	TOYCC 0.000 02/12/2025	75,000,000		315,167		315,167
Commercial Paper	89233GQQ2	TOYCC 0.000 03/24/2025	50,000,000		223,028		223,028
Commercial Paper	89233GQQ2	TOYCC 0.000 03/24/2025	50,000,000		217,861		217,861
Commercial Paper	89233GQQ2	TOYCC 0.000 03/24/2025	60,000,000		259,367		259,367
Commercial Paper	89233GQR0	TOYCC 0.000 03/25/2025	40,000,000		159,478		159,478
Commercial Paper	89233GRM0	TOYCC 0.000 04/21/2025	65,000,000		255,233		255,233
Commercial Paper	89233GVR4	TOYCC 0.000 08/25/2025	65,000,000		240,500		240,500
Commercial Paper	89233GW85	TOYCC 0.000 09/08/2025	65,000,000		117,813		117,813
Subtotals			\$ 1,294,000,000	\$ -	\$ 5,479,499	\$ -	\$ 5,479,499
Medium Term Notes	037833CJ7	AAPL 3.350 02/09/2027	\$ 50,000,000	\$ 139,583	\$ 14,684		\$ 154,268
Medium Term Notes	14913UAN0	CAT 4.450 10/16/2026	18,385,000	68,178	(8,805)		59,373
Medium Term Notes	24422EXV6	DE 4.200 07/15/2027	10,000,000	35,000	42		35,042
Medium Term Notes	594918BJ2	MSFT 3.125 11/03/2025	11,749,000	30,596	7,601		38,197
Medium Term Notes	594918CN2	MSFT 3.400 09/15/2026	6,452,000	18,281	7,033		25,314
Medium Term Notes	594918CN2	MSFT 3.400 09/15/2026	13,009,000	36,859	14,105		50,963
Medium Term Notes	91324PFF4	UNH 4.750 07/15/2026	15,000,000	59,375	1,085		60,460
Subtotals			\$ 124,595,000	\$ 387,872	\$ 35,745	\$ -	\$ 423,616
Money Market Funds	09248U718	BlackRock Liquidity Funds T-Fund	\$ 14,023,005	\$ 52,571			\$ 52,571
Money Market Funds	31607A703	Fidelity Govt Portfolio	372,718,062	1,467,349			1,467,349
Money Market Funds	608919718	Federated Hermes Govt Obligations Fund	171,760,288	1,273,466			1,273,466
Money Market Funds	262006208	Dreyfus Government Cash Management	22,363,666	83,854			83,854
Money Market Funds	85749T517	State Street Institutional U.S. Govt MMF	446,541,260	2,218,985			2,218,985
Money Market Funds	61747C319	Morgan Stanley Institutional Liquidity Fund	785,118,052	2,986,096			2,986,096
Subtotals			\$ 1,812,524,333	\$ 8,082,322	\$ -	\$ -	\$ 8,082,322
Supranationals	45818WDG8	IADB 0.820 02/27/2026	\$ 19,500,000	\$ 13,325	\$ (1,071)		\$ 12,254
Supranationals	4581X0CM8	IADB 2.125 01/15/2025	100,000,000	177,083	(129,379)		47,704
Supranationals	4581X0DN5	IADB 0.625 07/15/2025	28,900,000	15,052	8,734		23,786
Supranationals	4581X0EN4	IADB 4.125 02/15/2029	25,000,000	85,938	6,469		92,407
Supranationals	4581X0EN4	IADB 4.125 02/15/2029	50,000,000	171,875	3,204		175,079
Supranationals	459053EU4	IBRDDN 0.000 04/25/2025	12,000,000		21,250		21,250
Supranationals	459058HT3	IBRD 1.626 01/15/2025	29,314,000	39,720	85,555		125,275
Supranationals	459058JB0	IBRD 0.626 04/22/2025	40,000,000	20,867	(1,947)		18,919
Supranationals	459058KJ1	IBRD 3.125 06/15/2027	12,323,000	32,153	11,335		43,487
Supranationals	45950VRU2	IFC 4.023 01/26/2026	100,000,000	335,250			335,250
Subtotals			\$ 417,037,000	\$ 891,263	\$ 4,148	\$ -	\$ 895,411
Secured Bank Deposit	0660P0999	Bank of America TTX INV Deposit Acct	\$ 102,722,805	\$ 389,621			\$ 389,621
Subtotals			\$ 102,722,805	\$ 389,621	\$ -	\$ -	\$ 389,621
Grand Totals			\$16,926,379,137	\$ 44,871,079	\$ 6,735,360	\$ -	\$ 51,606,439

Investment Transactions

Pooled Fund

For month ended December 31, 2024

Accounting ID	Transaction Type	Cusip	Description	Price	Settlement Date	Posted Date	Par Value	Principal	Accrued Interest	Total	
58455	Buy	89233GVR4	TOYCC 0.000 08/25/2025	96.71933	12/02/2024	12/02/2024	65,000,000.00	62,867,566.67	0.00	62,867,566.67	
58456	Buy	06367DN84	BMOCHG 4.580 07/02/2025	100.00000	12/03/2024	12/03/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00	
58457	Buy	13606DCT7	CIBCN Y 4.580 07/02/2025	100.00000	12/03/2024	12/03/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00	
58458	Buy	62479LQ01	MUFG BK 0.000 03/24/2025	98.60017	12/03/2024	12/03/2024	10,000,000.00	9,860,016.67	0.00	9,860,016.67	
58459	Buy	62479LQ57	MUFG BK 0.000 03/26/2025	98.57494	12/03/2024	12/03/2024	47,000,000.00	46,330,223.89	0.00	46,330,223.89	
58460	Buy	62479LQ02	MUFG BK 0.000 03/28/2025	98.55292	12/03/2024	12/03/2024	20,000,000.00	19,710,583.33	0.00	19,710,583.33	
58461	Buy	78015J5G8	RY 4.560 06/02/2025	100.00000	12/03/2024	12/03/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00	
58462	Buy	13606DCU4	CIBCN Y 4.560 06/02/2025	100.00000	12/03/2024	12/03/2024	25,000,000.00	25,000,000.00	0.00	25,000,000.00	
58463	Buy	13606DCV2	CIBCN Y 4.530 09/22/2025	100.00000	12/04/2024	12/04/2024	75,000,000.00	75,000,000.00	0.00	75,000,000.00	
58464	Buy	06367DN92	BMOCHG 4.530 09/22/2025	100.00000	12/04/2024	12/04/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00	
58465	Buy	313384S75	FHDN 0.000 12/10/2024	99.98742	12/09/2024	12/09/2024	50,000,000.00	49,993,708.33	0.00	49,993,708.33	
58466	Buy	313384S75	FHDN 0.000 12/10/2024	99.98742	12/09/2024	12/09/2024	50,000,000.00	49,993,708.33	0.00	49,993,708.33	
58467	Buy	313384S75	FHDN 0.000 12/10/2024	99.98742	12/09/2024	12/09/2024	50,000,000.00	49,993,708.33	0.00	49,993,708.33	
58468	Buy	313384S75	FHDN 0.000 12/10/2024	99.98742	12/09/2024	12/09/2024	50,000,000.00	49,993,708.33	0.00	49,993,708.33	
58469	Buy	313384S83	FHDN 0.000 12/11/2024	99.98742	12/10/2024	12/10/2024	100,000,000.00	99,987,416.67	0.00	99,987,416.67	
58470	Buy	313384S83	FHDN 0.000 12/11/2024	99.98742	12/10/2024	12/10/2024	100,000,000.00	99,987,416.67	0.00	99,987,416.67	
58471	Buy	313384S83	FHDN 0.000 12/11/2024	99.98742	12/10/2024	12/10/2024	100,000,000.00	99,987,416.67	0.00	99,987,416.67	
58472	Buy	313384S83	FHDN 0.000 12/11/2024	99.98742	12/10/2024	12/10/2024	100,000,000.00	99,987,416.67	0.00	99,987,416.67	
58476	Buy	313384S91	FHDN 0.000 12/12/2024	99.98747	12/11/2024	12/11/2024	100,000,000.00	99,987,472.22	0.00	99,987,472.22	
58477	Buy	313384S91	FHDN 0.000 12/12/2024	99.98747	12/11/2024	12/11/2024	100,000,000.00	99,987,472.22	0.00	99,987,472.22	
58478	Buy	313384S91	FHDN 0.000 12/12/2024	99.98747	12/11/2024	12/11/2024	100,000,000.00	99,987,472.22	0.00	99,987,472.22	
58479	Buy	313384S91	FHDN 0.000 12/12/2024	99.98747	12/11/2024	12/11/2024	100,000,000.00	99,987,472.22	0.00	99,987,472.22	
58480	Buy	62479LR72	MUFG BK 0.000 04/07/2025	98.55050	12/11/2024	12/11/2024	22,000,000.00	21,681,110.00	0.00	21,681,110.00	
58481	Buy	62479LRB3	MUFG BK 0.000 04/11/2025	98.50094	12/11/2024	12/11/2024	11,000,000.00	10,835,103.89	0.00	10,835,103.89	
58482	Buy	62479LRP2	MUFG BK 0.000 04/23/2025	98.35228	12/11/2024	12/11/2024	81,000,000.00	79,665,345.00	0.00	79,665,345.00	
58483	Buy	06367DNE1	BMOCHG 4.460 06/23/2025	100.00000	12/11/2024	12/11/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00	
58484	Buy	06367DNG6	BMOCHG 4.460 06/27/2025	100.00000	12/11/2024	12/11/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00	
58485	Buy	78015JAG2	RY 4.430 07/14/2025	100.00000	12/12/2024	12/12/2024	72,000,000.00	72,000,000.00	0.00	72,000,000.00	
58490	Buy	13606DDU3	CIBCN Y 4.500 07/23/2025	100.00000	12/13/2024	12/13/2024	75,000,000.00	75,000,000.00	0.00	75,000,000.00	
58491	Buy	PPGNJX1B4	BKSANF 4.370 03/13/2025	100.00000	12/13/2024	12/13/2024	10,000,000.00	10,000,000.00	0.00	10,000,000.00	
58492	Buy	91282CMB4	T 4.000 12/15/2027	99.43750	12/16/2024	12/16/2024	50,000,000.00	49,718,750.00	5,494.51	49,724,244.51	
58493	Buy	91282CMB4	T 4.000 12/15/2027	99.42578	12/16/2024	12/16/2024	50,000,000.00	49,712,890.63	5,494.51	49,718,385.14	
58494	Buy	PPGJLMRNO	BRIDGE 4.350 06/16/2025	100.00000	12/16/2024	12/16/2024	10,000,000.00	10,000,000.00	0.00	10,000,000.00	
58495	Buy	3133ERJ51	FFCB 4.125 12/10/2027	99.69900	12/17/2024	12/17/2024	38,343,000.00	38,227,587.57	30,754.28	38,258,341.85	
58496	Buy	3133ERJ51	FFCB 4.125 12/10/2027	99.70000	12/17/2024	12/17/2024	25,505,000.00	25,428,485.00	20,457.14	25,448,942.14	
58497	Buy	3133ERJ51	FFCB 4.125 12/10/2027	99.69900	12/17/2024	12/17/2024	21,000,000.00	20,936,790.00	16,843.75	20,953,633.75	
58498	Buy	459053EU4	IBRDDN 0.000 04/25/2025	98.47708	12/17/2024	12/17/2024	12,000,000.00	11,817,250.00	0.00	11,817,250.00	
58499	Buy	89233GW85	TOYCC 0.000 09/08/2025	96.79792	12/17/2024	12/17/2024	65,000,000.00	62,918,645.83	0.00	62,918,645.83	
58500	Buy	3133ERJ51	FFCB 4.125 12/10/2027	99.67600	12/17/2024	12/17/2024	33,000,000.00	32,893,080.00	26,468.75	32,919,548.75	
58501	Buy	46590DSK7	JPMSCP 0.000 05/19/2025	98.13000	12/17/2024	12/17/2024	72,000,000.00	70,653,600.00	0.00	70,653,600.00	
58473	Buy	3136GA3D9	FNMA 5.060 12/10/2029	100.00000	12/20/2024	12/20/2024	65,000,000.00	65,000,000.00	0.00	65,000,000.00	
58474	Buy	3136GA3D9	FNMA 5.060 12/10/2029	100.00000	12/20/2024	12/20/2024	25,000,000.00	25,000,000.00	0.00	25,000,000.00	
58475	Buy	3136GA3D9	FNMA 5.060 12/10/2029	100.00000	12/20/2024	12/20/2024	25,000,000.00	25,000,000.00	0.00	25,000,000.00	
58502	Buy	91282CKP5	T 4.625 04/30/2029	100.87891	12/20/2024	12/20/2024	51,000,000.00	51,448,242.19	325,794.20	51,774,036.39	
58486	Buy	3136GA3N7	FNMA 5.045 12/27/2029	100.00000	12/27/2024	12/27/2024	20,000,000.00	20,000,000.00	0.00	20,000,000.00	
58487	Buy	3136GA3N7	FNMA 5.045 12/27/2029	100.00000	12/27/2024	12/27/2024	62,000,000.00	62,000,000.00	0.00	62,000,000.00	
58488	Buy	3136GA3N7	FNMA 5.045 12/27/2029	100.00000	12/27/2024	12/27/2024	20,000,000.00	20,000,000.00	0.00	20,000,000.00	
58489	Buy	3136GA3N7	FNMA 5.045 12/27/2029	100.00000	12/27/2024	12/27/2024	20,000,000.00	20,000,000.00	0.00	20,000,000.00	
58510	Buy	62479LRV9	MUFG BK 0.000 04/29/2025	98.52667	12/30/2024	12/30/2024	92,000,000.00	90,644,533.33	0.00	90,644,533.33	
58511	Buy	62479LS55	MUFG BK 0.000 05/05/2025	98.45300	12/30/2024	12/30/2024	7,000,000.00	6,891,710.00	0.00	6,891,710.00	
Activity Total								2,626,848,000.00	2,616,115,902.88	431,307.14	2,616,547,210.02

Investment Transactions Pooled Fund

Accounting ID	Transaction Type	Cusip	Description	Price	Settlement Date	Posted Date	Par Value	Principal	Accrued Interest	Total
57917	Maturity	89115BT59	TDNY 5.510 12/02/2024	100.00000	12/02/2024	12/02/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
57915	Maturity	89233GM29	TOYCC 0.000 12/02/2024	100.00000	12/02/2024	12/02/2024	65,000,000.00	65,000,000.00	0.00	65,000,000.00
46327	Maturity	3133ELCP7	FFCB 1.625 12/03/2024	100.00000	12/03/2024	12/03/2024	25,000,000.00	25,000,000.00	0.00	25,000,000.00
57927	Maturity	62479LM44	MUFGBK 0.000 12/04/2024	100.00000	12/04/2024	12/04/2024	36,000,000.00	36,000,000.00	0.00	36,000,000.00
47230	Maturity	3133ENGO7	FFCB 0.920 12/09/2024	100.00000	12/09/2024	12/09/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
47231	Maturity	3133ENGO7	FFCB 0.920 12/09/2024	100.00000	12/09/2024	12/09/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
58465	Maturity	313384S75	FHDN 0.000 12/10/2024	100.00000	12/10/2024	12/10/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
58466	Maturity	313384S75	FHDN 0.000 12/10/2024	100.00000	12/10/2024	12/10/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
58467	Maturity	313384S75	FHDN 0.000 12/10/2024	100.00000	12/10/2024	12/10/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
58468	Maturity	313384S75	FHDN 0.000 12/10/2024	100.00000	12/10/2024	12/10/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
58469	Maturity	313384S83	FHDN 0.000 12/11/2024	100.00000	12/11/2024	12/11/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58470	Maturity	313384S83	FHDN 0.000 12/11/2024	100.00000	12/11/2024	12/11/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58471	Maturity	313384S83	FHDN 0.000 12/11/2024	100.00000	12/11/2024	12/11/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58472	Maturity	313384S83	FHDN 0.000 12/11/2024	100.00000	12/11/2024	12/11/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58476	Maturity	313384S91	FHDN 0.000 12/12/2024	100.00000	12/12/2024	12/12/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58477	Maturity	313384S91	FHDN 0.000 12/12/2024	100.00000	12/12/2024	12/12/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58478	Maturity	313384S91	FHDN 0.000 12/12/2024	100.00000	12/12/2024	12/12/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58479	Maturity	313384S91	FHDN 0.000 12/12/2024	100.00000	12/12/2024	12/12/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
58028	Maturity	62479LMD4	MUFGBK 0.000 12/13/2024	100.00000	12/13/2024	12/13/2024	15,000,000.00	15,000,000.00	0.00	15,000,000.00
57928	Maturity	62479LMG7	MUFGBK 0.000 12/16/2024	100.00000	12/16/2024	12/16/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
57951	Maturity	89233GMG8	TOYCC 0.000 12/16/2024	100.00000	12/16/2024	12/16/2024	65,000,000.00	65,000,000.00	0.00	65,000,000.00
58021	Maturity	PPGHASP70	BRIDGE 5.360 12/16/2024	100.00000	12/16/2024	12/16/2024	10,000,000.00	10,000,000.00	0.00	10,000,000.00
58299	Maturity	912797MP9	B 0.000 12/17/2024	100.00000	12/17/2024	12/17/2024	75,000,000.00	75,000,000.00	0.00	75,000,000.00
58029	Maturity	62479LMJ1	MUFGBK 0.000 12/18/2024	100.00000	12/18/2024	12/18/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
57542	Maturity	3133EN4N7	FFCB 4.250 12/20/2024	100.00000	12/20/2024	12/20/2024	25,000,000.00	25,000,000.00	0.00	25,000,000.00
57543	Maturity	3133EN4N7	FFCB 4.250 12/20/2024	100.00000	12/20/2024	12/20/2024	10,000,000.00	10,000,000.00	0.00	10,000,000.00
57544	Maturity	3133EN4N7	FFCB 4.250 12/20/2024	100.00000	12/20/2024	12/20/2024	25,000,000.00	25,000,000.00	0.00	25,000,000.00
58030	Maturity	62479LMP7	MUFGBK 0.000 12/23/2024	100.00000	12/23/2024	12/23/2024	22,000,000.00	22,000,000.00	0.00	22,000,000.00
58426	Maturity	62479LMP7	MUFGBK 0.000 12/23/2024	100.00000	12/23/2024	12/23/2024	15,000,000.00	15,000,000.00	0.00	15,000,000.00
58031	Maturity	62479LMW2	MUFGBK 0.000 12/30/2024	100.00000	12/30/2024	12/30/2024	15,000,000.00	15,000,000.00	0.00	15,000,000.00
58447	Maturity	62479LMW2	MUFGBK 0.000 12/30/2024	100.00000	12/30/2024	12/30/2024	100,000,000.00	100,000,000.00	0.00	100,000,000.00
46976	Maturity	912828YY0	T 1.750 12/31/2024	100.00000	12/31/2024	12/31/2024	50,000,000.00	50,000,000.00	0.00	50,000,000.00
			Activity Total				1,803,000,000.00	1,803,000,000.00	0.00	1,803,000,000.00

Interest Received Pooled Fund

For month ended December 31, 2024							
Accounting ID	Transaction Type	Cusip	Description	Date Posted	Interest Received	Purchased Interest Adjustment	Net Interest
57917	Interest Income	89115BT59	TDNY 5.510 12/02/2024	12/02/2024	1,767,791.65		1,767,791.65
58430	Interest Income	91282CKT7	T 4.500 05/31/2029	12/02/2024	1,125,000.00	891,393.44	233,606.56
47226	Interest Income	91282CDK4	T 1.250 11/30/2026	12/02/2024	312,500.00		312,500.00
47237	Interest Income	91282CDK4	T 1.250 11/30/2026	12/02/2024	312,500.00		312,500.00
47333	Interest Income	91282CDK4	T 1.250 11/30/2026	12/02/2024	312,500.00		312,500.00
46327	Interest Income	3133ELCP7	FFCB 1.625 12/03/2024	12/03/2024	203,125.00		203,125.00
57675	Interest Income	3130AWER7	FHLB 4.625 06/06/2025	12/06/2024	578,125.00		578,125.00
57676	Interest Income	3130AWER7	FHLB 4.625 06/06/2025	12/06/2024	346,875.00		346,875.00
57677	Interest Income	3130AWER7	FHLB 4.625 06/06/2025	12/06/2024	1,202,500.00		1,202,500.00
57678	Interest Income	3130AWER7	FHLB 4.625 06/06/2025	12/06/2024	231,250.00		231,250.00
58000	Interest Income	3133ERGL9	FFCB 4.500 06/07/2028	12/09/2024	337,500.00		337,500.00
58038	Interest Income	3133ERGL9	FFCB 4.500 06/07/2028	12/09/2024	450,000.00	47,500.00	402,500.00
58040	Interest Income	3133ERGL9	FFCB 4.500 06/07/2028	12/09/2024	336,015.00	35,468.25	300,546.75
47230	Interest Income	3133ENGQ7	FFCB 0.920 12/09/2024	12/09/2024	230,000.00		230,000.00
47231	Interest Income	3133ENGQ7	FFCB 0.920 12/09/2024	12/09/2024	230,000.00		230,000.00
57937	Interest Income	3130AX4E5	FHLB 4.500 06/11/2027	12/11/2024	247,500.00		247,500.00
58033	Interest Income	3133ERGS4	FFCB 4.250 06/11/2029	12/11/2024	212,500.00	17,708.33	194,791.67
58034	Interest Income	3133ERGS4	FFCB 4.250 06/11/2029	12/11/2024	212,500.00	17,708.33	194,791.67
58035	Interest Income	3133ERGS4	FFCB 4.250 06/11/2029	12/11/2024	425,000.00	35,416.67	389,583.33
58036	Interest Income	3133ERGS4	FFCB 4.250 06/11/2029	12/11/2024	212,500.00	17,708.33	194,791.67
58037	Interest Income	3133ERGS4	FFCB 4.250 06/11/2029	12/11/2024	616,250.00	51,354.17	564,895.83
58066	Interest Income	3130B1EF0	FHLB 4.625 06/11/2027	12/11/2024	550,490.63	148,925.00	401,565.63
47409	Interest Income	3130ASGU7	FHLB 3.500 06/11/2027	12/11/2024	216,562.50		216,562.50
47410	Interest Income	3130ASGU7	FHLB 3.500 06/11/2027	12/11/2024	175,000.00		175,000.00
47411	Interest Income	3130ASGU7	FHLB 3.500 06/11/2027	12/11/2024	380,187.50		380,187.50
58022	Interest Income	3130B1BT3	FHLB 4.875 06/12/2026	12/12/2024	394,436.25	76,695.94	317,740.31
58023	Interest Income	3133ERHD6	FFCB 4.875 06/12/2026	12/12/2024	780,000.00	26,000.00	754,000.00
58024	Interest Income	3133ERHD6	FFCB 4.875 06/12/2026	12/12/2024	487,500.00	16,250.00	471,250.00
57657	Interest Income	3130AVWS7	FHLB 3.750 06/12/2026	12/12/2024	319,593.75		319,593.75
57665	Interest Income	3130AVWS7	FHLB 3.750 06/12/2026	12/12/2024	375,000.00		375,000.00
57671	Interest Income	3130AWAH3	FHLB 4.000 06/12/2026	12/12/2024	300,000.00		300,000.00
57672	Interest Income	3130AWAH3	FHLB 4.000 06/12/2026	12/12/2024	200,000.00		200,000.00
57701	Interest Income	3130AWLZ1	FHLB 4.750 06/12/2026	12/12/2024	1,187,500.00		1,187,500.00
47381	Interest Income	3133ENYQ7	FFCB 2.950 06/13/2025	12/13/2024	737,500.00		737,500.00
47425	Interest Income	3130ASG86	FHLB 3.375 06/13/2025	12/13/2024	214,312.50		214,312.50
47426	Interest Income	3130ASG86	FHLB 3.375 06/13/2025	12/13/2024	201,487.50		201,487.50
57539	Interest Income	3133EN4B3	FFCB 4.250 06/13/2025	12/13/2024	318,750.00		318,750.00
57540	Interest Income	3133EN4B3	FFCB 4.250 06/13/2025	12/13/2024	318,750.00		318,750.00
57541	Interest Income	3133EN4B3	FFCB 4.250 06/13/2025	12/13/2024	318,750.00		318,750.00
57650	Interest Income	3130ATST5	FHLB 4.375 06/13/2025	12/13/2024	218,750.00		218,750.00
57655	Interest Income	3130ATST5	FHLB 4.375 06/13/2025	12/13/2024	216,890.63		216,890.63
57656	Interest Income	3130ATST5	FHLB 4.375 06/13/2025	12/13/2024	557,812.50		557,812.50
57658	Interest Income	3130ATST5	FHLB 4.375 06/13/2025	12/13/2024	65,625.00		65,625.00
57659	Interest Income	3130ATST5	FHLB 4.375 06/13/2025	12/13/2024	218,750.00		218,750.00
57666	Interest Income	3130ATST5	FHLB 4.375 06/13/2025	12/13/2024	525,000.00		525,000.00
57708	Interest Income	3130AWLY4	FHLB 5.125 06/13/2025	12/13/2024	1,233,843.75		1,233,843.75
57709	Interest Income	3130AWLY4	FHLB 5.125 06/13/2025	12/13/2024	276,750.00		276,750.00
58039	Interest Income	91282CKV2	T 4.625 06/15/2027	12/16/2024	1,156,250.00	69,501.37	1,086,748.63

Interest Received Pooled Fund

Accounting ID	Transaction Type	Cusip	Description	Date Posted	Interest Received	Purchased Interest Adjustment	Net Interest
58067	Interest Income	91282CKV2	T 4.625 06/15/2027	12/16/2024	1,156,250.00	151,639.34	1,004,610.66
58101	Interest Income	459058KJ1	IBRD 3.125 06/15/2027	12/16/2024	192,608.49	34,230.56	158,377.93
58415	Interest Income	91282CKV2	T 4.625 06/15/2027	12/16/2024	1,156,250.00	726,605.19	429,644.81
47263	Interest Income	3133ENHM5	FFCB 1.170 12/16/2025	12/16/2024	263,250.00		263,250.00
47264	Interest Income	3133ENHM5	FFCB 1.170 12/16/2025	12/16/2024	292,500.00		292,500.00
57679	Interest Income	3133EPMU6	FFCB 4.250 06/15/2026	12/16/2024	637,500.00		637,500.00
57680	Interest Income	3133EPMU6	FFCB 4.250 06/15/2026	12/16/2024	425,000.00		425,000.00
57681	Interest Income	3133EPMV4	FFCB 4.125 06/15/2027	12/16/2024	596,887.50		596,887.50
57683	Interest Income	3133EPMU6	FFCB 4.250 06/15/2026	12/16/2024	524,875.00		524,875.00
58021	Interest Income	PPGHASP70	BRIDGE 5.360 12/16/2024	12/17/2024	270,258.07		270,258.07
47239	Interest Income	3135G04Z3	FNMA 0.500 06/17/2025	12/17/2024	25,000.00		25,000.00
47241	Interest Income	3135G04Z3	FNMA 0.500 06/17/2025	12/17/2024	11,637.50		11,637.50
57542	Interest Income	3133EN4N7	FFCB 4.250 12/20/2024	12/20/2024	531,250.00		531,250.00
57543	Interest Income	3133EN4N7	FFCB 4.250 12/20/2024	12/20/2024	212,500.00		212,500.00
57544	Interest Income	3133EN4N7	FFCB 4.250 12/20/2024	12/20/2024	531,250.00		531,250.00
57686	Interest Income	3133EPNG6	FFCB 4.375 06/23/2026	12/23/2024	1,093,750.00		1,093,750.00
57687	Interest Income	3133EPNG6	FFCB 4.375 06/23/2026	12/23/2024	546,875.00		546,875.00
57688	Interest Income	3133EPNG6	FFCB 4.375 06/23/2026	12/23/2024	546,875.00		546,875.00
58041	Interest Income	3133ERJZ5	FFCB 4.500 06/28/2027	12/30/2024	675,000.00		675,000.00
47091	Interest Income	3130AN4A5	FHLB 0.700 06/30/2025	12/30/2024	61,880.00		61,880.00
47402	Interest Income	3133ENZK9	FFCB 3.240 06/28/2027	12/30/2024	451,413.00		451,413.00
57560	Interest Income	3133EN5E6	FFCB 4.000 12/29/2025	12/30/2024	300,000.00		300,000.00
57561	Interest Income	3133EN5E6	FFCB 4.000 12/29/2025	12/30/2024	500,000.00		500,000.00
57562	Interest Income	3133EN5E6	FFCB 4.000 12/29/2025	12/30/2024	400,000.00		400,000.00
57826	Interest Income	91282CHK0	T 4.000 06/30/2028	12/31/2024	1,000,000.00		1,000,000.00
57833	Interest Income	91282CHK0	T 4.000 06/30/2028	12/31/2024	1,000,000.00		1,000,000.00
57834	Interest Income	91282CHK0	T 4.000 06/30/2028	12/31/2024	1,000,000.00		1,000,000.00
57844	Interest Income	91282CHL8	T 4.625 06/30/2025	12/31/2024	1,156,250.00		1,156,250.00
57845	Interest Income	91282CHK0	T 4.000 06/30/2028	12/31/2024	1,000,000.00		1,000,000.00
57861	Interest Income	91282CHK0	T 4.000 06/30/2028	12/31/2024	1,000,000.00		1,000,000.00
57879	Interest Income	91282CEW7	T 3.250 06/30/2027	12/31/2024	812,500.00		812,500.00
57892	Interest Income	91282CEW7	T 3.250 06/30/2027	12/31/2024	812,500.00		812,500.00
46938	Interest Income	91282CBC4	T 0.375 12/31/2025	12/31/2024	93,750.00		93,750.00
57935	Interest Income	91282CHK0	T 4.000 06/30/2028	12/31/2024	1,000,000.00		1,000,000.00
46940	Interest Income	91282CBC4	T 0.375 12/31/2025	12/31/2024	93,750.00		93,750.00
46959	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
58391	Interest Income	91282CEW7	T 3.250 06/30/2027	12/31/2024	812,500.00	388,586.96	423,913.04
46960	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
46976	Interest Income	912828YY0	T 1.750 12/31/2024	12/31/2024	437,500.00		437,500.00
47045	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
47046	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
47051	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
47078	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47093	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
47096	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47099	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47101	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47109	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
47112	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00

Interest Received Pooled Fund

Accounting ID	Transaction Type	Cusip	Description	Date Posted	Interest Received	Purchased Interest Adjustment	Net Interest
47113	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47124	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47165	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47175	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47238	Interest Income	912828ZW3	T 0.250 06/30/2025	12/31/2024	62,500.00		62,500.00
47275	Interest Income	91282CCJ8	T 0.875 06/30/2026	12/31/2024	218,750.00		218,750.00
47330	Interest Income	91282CDQ1	T 1.250 12/31/2026	12/31/2024	312,500.00		312,500.00
			Activity Total		46,312,733.72	2,752,691.88	43,560,041.84

Money Market / Secured Bank Deposit Activity Pooled Fund

For month ended December 31, 2024				
Accounting ID	Description	Activity Date	Transaction Type	Transaction Amount
09248U718	BlackRock Liquidity Funds T-Fund	12/31/2024	Interest Received	52,571.39
	Activity Total			52,571.39
31607A703	Fidelity Govt Portfolio	12/02/2024	Withdrawal	(80,000,000.00)
31607A703	Fidelity Govt Portfolio	12/03/2024	Withdrawal	(175,000,000.00)
31607A703	Fidelity Govt Portfolio	12/06/2024	Deposit	135,000,000.00
31607A703	Fidelity Govt Portfolio	12/09/2024	Deposit	120,000,000.00
31607A703	Fidelity Govt Portfolio	12/12/2024	Deposit	170,000,000.00
31607A703	Fidelity Govt Portfolio	12/16/2024	Withdrawal	(165,000,000.00)
31607A703	Fidelity Govt Portfolio	12/23/2024	Deposit	33,000,000.00
31607A703	Fidelity Govt Portfolio	12/24/2024	Deposit	22,000,000.00
31607A703	Fidelity Govt Portfolio	12/26/2024	Withdrawal	(92,000,000.00)
31607A703	Fidelity Govt Portfolio	12/31/2024	Interest Received	1,467,348.79
	Activity Total			(30,532,651.21)
608919718	Federated Hermes Govt Obligations	12/04/2024	Withdrawal	(70,000,000.00)
608919718	Federated Hermes Govt Obligations	12/05/2024	Deposit	117,000,000.00
608919718	Federated Hermes Govt Obligations	12/06/2024	Deposit	150,000,000.00
608919718	Federated Hermes Govt Obligations	12/12/2024	Deposit	168,000,000.00
608919718	Federated Hermes Govt Obligations	12/17/2024	Withdrawal	(100,000,000.00)
608919718	Federated Hermes Govt Obligations	12/19/2024	Withdrawal	(15,000,000.00)
608919718	Federated Hermes Govt Obligations	12/20/2024	Withdrawal	(110,000,000.00)
608919718	Federated Hermes Govt Obligations	12/26/2024	Withdrawal	(5,000,000.00)
608919718	Federated Hermes Govt Obligations	12/27/2024	Withdrawal	(50,000,000.00)
608919718	Federated Hermes Govt Obligations	12/31/2024	Withdrawal	(86,000,000.00)
608919718	Federated Hermes Govt Obligations	12/31/2024	Interest Received	1,273,466.37
	Activity Total			273,466.37
262006208	Dreyfus Government Cash Management	12/31/2024	Interest Received	83,853.57
	Activity Total			83,853.57
85749T517	State Street Institutional U.S. Govt	12/10/2024	Withdrawal	(60,000,000.00)
85749T517	State Street Institutional U.S. Govt	12/11/2024	Withdrawal	(85,000,000.00)
85749T517	State Street Institutional U.S. Govt	12/13/2024	Withdrawal	(50,000,000.00)
85749T517	State Street Institutional U.S. Govt	12/17/2024	Withdrawal	(125,000,000.00)
85749T517	State Street Institutional U.S. Govt	12/18/2024	Withdrawal	(18,000,000.00)
85749T517	State Street Institutional U.S. Govt	12/31/2024	Interest Received	2,218,985.46
	Activity Total			(335,781,014.54)
61747C319	Morgan Stanley Institutional Liquidity	12/31/2024	Interest Received	2,986,096.12
	Activity Total			2,986,096.12
0660P0999	Bank of America TTX INV Deposit Acct	12/31/2024	Interest Received	389,621.01
	Activity Total			389,621.01

From: [Board of Supervisors \(BOS\)](#) on behalf of [Board of Supervisors. \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#)
Subject: FW: Update on SFPD Mandated Report Under Chapter 96A.3
Date: Tuesday, February 4, 2025 2:39:00 PM
Attachments: [2.3.25 Fourth Qtr 2024 rept per Chp 96A rept Law Enforcement Mandated Requirements.pdf](#)

Dear Supervisors,

Please see the attached Update on SFPD Mandated Report Under Chapter 96A.3 from the Police Department.

Thank you,

Eileen McHugh
Executive Assistant
Office of the Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-7703 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Lam, Terry (POL) <terry.lam@sfgov.org>
Sent: Tuesday, February 4, 2025 2:06 PM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Cc: Mchugh, Eileen (BOS) <eileen.e.mchugh@sfgov.org>; ChanStaff (BOS) <chanstaff@sfgov.org>; SherrillStaff <SherrillStaff@sfgov.org>; SauterStaff <SauterStaff@sfgov.org>; EngardioStaff (BOS) <EngardioStaff@sfgov.org>; MahmoodStaff <MahmoodStaff@sfgov.org>; DorseyStaff (BOS) <DorseyStaff@sfgov.org>; MelgarStaff (BOS) <melgarstaff@sfgov.org>; MandelmanStaff (BOS) <mandelmanstaff@sfgov.org>; FielderStaff <FielderStaff@sfgov.org>; Waltonstaff (BOS) <waltonstaff@sfgov.org>; ChanStaff (BOS) <chanstaff@sfgov.org>; Aroche, Diana (POL) <diana.aroche@sfgov.org>; Fountain, Chris (POL) <Christine.Fountain@sfgov.org>; Cunningham, Jason (POL) <jason.cunningham@sfgov.org>
Subject: Update on SFPD Mandated Report Under Chapter 96A.3

Good afternoon Madam Clerk,

Please see attached letter from Chief William Scott. Your assistance is appreciated in the distribution to the members of the Board.

Thank you.

Very Respectfully,

Terry Lam

Sr Analyst

Professional Standards and Principled Policing

San Francisco Police Department

Office: 415-575-7013

Email or MS Teams: terry.lam@sfgov.org



DANIEL LURIE
MAYOR

CITY AND COUNTY OF SAN FRANCISCO
POLICE DEPARTMENT
HEADQUARTERS
1245 3RD Street
San Francisco, California, 94158



WILLIAM SCOTT
CHIEF OF POLICE

February 3rd, 2025

The Honorable Daniel Lurie
Mayor, City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

The Honorable Rafael Mandelman
President, Board of Supervisors
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

The Honorable Cindy Elias
Police Commission
1245 3rd Street
San Francisco, CA 94158

Acting Director Mawuli Tugbenyoh
Executive Director, Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

Dear Mayor Lurie, Supervisor Mandelman, Commissioner Elias, and Acting Director Tugbenyoh:

RE: Fourth Quarter 2024 Report per Chapter 96A, Law Enforcement Reporting Requirements and Chapter 96E, Domestic Violence Data Reporting

The reporting requirements under Chapter 96A to include reporting of officer activity (Chapter 96A.3, 96A.4), crime victim data (Chapter 96A.5), and Domestic Violence Reporting (Chapter 96E) for Quarter 4 (October, November and December) will be delayed.

Our efforts to meet the deadlines imposed under the various local statutes, including the additional reporting elements under Chapter 96E, domestic violence data, and the expanded analyses requested by stakeholders (per capita comparisons), require extensive information gathering above and beyond the original mandated data sets. Additionally, the cutover to an improved stop data collection system has imposed some technical hurdles that have taken longer than expected to overcome. We anticipate this report will be completed and available by the fourth week of March 2025.

Your patience and consideration are greatly appreciated. If you have any further questions, please do not hesitate to contact me or my staff, Director of Policy and Public Affairs, Diana Oliva-Aroche at diana.oliva-aroch@sfgov.org.

Sincerely,


WILLIAM SCOTT
Chief of Police

From: [Board of Supervisors \(BOS\)](#), on behalf of [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#)
Subject: FW: Daily Crime Summary
Date: Thursday, January 30, 2025 2:48:00 PM
Attachments: [013025.pdf](#)

Dear Supervisors,

Please see the attached crime summary from the Police Department.

Thank you,

Eileen McHugh
Executive Assistant
Office of the Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-7703 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Laokwansathitaya, Kwanjai (POL) <Kwanjai.Laokwansathitaya@sfgov.org>
Sent: Thursday, January 30, 2025 2:47 PM
Subject: Daily Crime Summary

Please **DO NOT REPLY** to this email. This is a widely distributed email, and we receive several automatic replies, which are subsequently deleted. If you have an inquiry, please contact the SFPD Media Relations Unit at sfpdmediarelations@sfgov.org.

Officer Eve Laokwansathitaya #204

Public Information Officer

San Francisco Police Department

Media Relations Unit

Main: (415) 837-7395



**SAN FRANCISCO POLICE DEPARTMENT
MEDIA RELATIONS UNIT
DAILY RECAP**



January 30, 2025

Incident	Stabbing
Date	1/29/25
Time	1557 hours
Case Number	250057346
Location	300 blk Leavenworth
District	Tenderloin
Suspects(s)	WM/33
Suspect Vehicle	N/A
Weapon Type	Knife
Arrest	Yes
Victim(s)	OM/51, HM/39
Injury	Yes, transported to hospital
Condition	Non-Life Threatening
Loss	(S/R) Food
M.O. / Summary	(S) attempts to steal from business and while doing so stabs V1 and V2

Incident	Robbery/Stabbing
Date	01/29/25
Time	2000 Hrs
Case Number	250058015
Location	Mission/Silver
District	Ingleside

1245 3rd Street, 6th Floor, San Francisco, CA. 94127
 Tel. (415) 837-7395 / Fax (415) 837-7249
 E-Mail: sfpdmediarelations@sfgov.org
 Website: www.sanfranciscopolice.org





**SAN FRANCISCO POLICE DEPARTMENT
MEDIA RELATIONS UNIT
DAILY RECAP**



Suspects(s)	2 BM, 1 unk Male
Suspect Vehicle	N/A
Weapon Type	Knife
Arrest	No
Victim(s)	BM 62
Injury	Yes, self-transported
Condition	Stable
Loss	Jewelry, Purse, ID
M.O. / Summary	S's approached him and took his property. S1 then stabbed V. V transported himself to a local hospital.

Incident	Robbery
Date	01/30/2025
Time	2350 hrs.
Case Number	250058338
Location	McAllister St/Leavenworth St
District	Tenderloin
Suspects(s)	WM 40s, UM
Suspect Vehicle	N/A
Weapon Type	No
Arrest	No
Victim(s)	HM 40
Injury	Yes
Condition	Non-Life Threatening

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**SAN FRANCISCO POLICE DEPARTMENT
MEDIA RELATIONS UNIT
DAILY RECAP**



Loss	Backpack, sunglasses, alcohol, apron
M.O. / Summary	S1 began to assault V1, during fight S2 took V1's backpack.

Incident	Hot Prowl Burglary
Date	1/30/25
Time	0305 HRS
Case Number	250058435
Location	2600 blk 22 nd St
District	Mission
Suspects(s)	AF
Suspect Vehicle	N/A
Weapon Type	N/A
Arrest	No
Victim(s)	WF 36
Injury	No
Condition	N/A
Loss	Backpack, electronics
M.O. / Summary	V was asleep when she realized someone was in the house. She checked the video feed on her phone and saw S walking out the door. Multiple items were stolen from the home

Incident	Shooting
Date	01-30-2025
Time	0343 Hrs.

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**SAN FRANCISCO POLICE DEPARTMENT
MEDIA RELATIONS UNIT
DAILY RECAP**



Case Number	250058463
Location	900 blk of Key Ave
District	Bayview
Suspects(s)	BM 70
Suspect Vehicle	N/A
Weapon Type	Gun
Arrest	Pending Investigation
Victim(s)	BM 60
Injury	Yes, transported to hospital
Condition	Non-Life Threatening
Loss	N/A
M.O. / Summary	Pending Investigation

Incident	Robbery with Other Weapon
Date	01/30/2025
Time	0450 hrs.
Case Number	250058479
Location	Unit block of Grove St
District	Tenderloin
Suspects(s)	BM 20s
Suspect Vehicle	N/A
Weapon Type	Pipe
Arrest	No

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 Website: www.sanfranciscopolice.org





SAN FRANCISCO POLICE DEPARTMENT
MEDIA RELATIONS UNIT
DAILY RECAP



Victim(s)	BF 62
Injury	Yes, transported to hospital
Condition	Non-Life Threatening
Loss	Backpack, US Currency
M.O. / Summary	S1 struck V1 with pipe and took backpack.

1245 3rd Street, 6th Floor, San Francisco, CA. 94127
Tel. (415) 837-7395 / Fax (415) 837-7249
E-Mail: sfpdmediarelations@sfgov.org
Website: www.sanfranciscopolice.org



From: [Board of Supervisors \(BOS\)](#), on behalf of [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#)
Subject: FW: SFPD Makes 59 Arrests in DMACC Fugitive Recovery Enforcement Operation
Date: Thursday, January 30, 2025 4:46:00 PM
Attachments: [25-017 SFPD Arrests 59 in Tenderloin Enforcement Operation.pdf](#)

Dear Supervisors,

Please see the attached report from the Police Department.

Thank you,

Eileen McHugh
Executive Assistant
Office of the Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-7703 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Laokwansathitaya, Kwanjai (POL) <Kwanjai.Laokwansathitaya@sfgov.org>
Sent: Thursday, January 30, 2025 4:29 PM
Subject: SFPD Makes 59 Arrests in DMACC Fugitive Recovery Enforcement Operation

Please **DO NOT REPLY** to this email. This is a widely distributed email, and we receive several automatic replies, which are subsequently deleted. If you have an inquiry, please contact the SFPD Media Relations Unit at sfpdmediarelations@sfgov.org.

January 30, 2025
25-017

SFPD Makes 59 Arrests in DMACC Fugitive Recovery Enforcement Operation

On Wednesday, January 29, 2025, San Francisco Police made 59 arrests during a one-day law enforcement operation around the Tenderloin and Southern Districts with a focus on fugitives with outstanding arrest warrants.

The operation, which occurred throughout the day Wednesday, was led by the city's Drug Market Agency Coordination Center (DMACC). Out of the 59 arrests – 44 individuals had arrest warrants. During the arrests officers located and seized suspected

Cocaine from those arrested.

The operation included SFPD officers from the Fugitive Recovery Enforcement Team (FRET), the DMACC 6th Street Foot Beat, Narcotics Unit, Narcotics Drug Recognition Expert Team, Tenderloin Patrol, Tenderloin Violence Reduction Team (VRT), Tenderloin Plainclothes Team, Southern Station Patrol, Central Station Patrol, San Francisco Sheriff's Office, Adult Probation, US Marshals Service, and the Drug Enforcement Administration (DEA).

The SFPD would like to thank all of the outside agencies for their assistance, which was instrumental in this operation. We will continue to prioritize efforts to address the drug crisis in our city by taking wanted suspects off our streets and holding individuals who sell illegal narcotics accountable.

Although arrests have been made, these investigations remain open and active. Anyone with information is asked to contact the SFPD at 1-415-575-4444 or text a tip to TIP411 and begin the message with SFPD.

###

Officer Eve Laokwansathitaya #204

Public Information Officer

San Francisco Police Department

Media Relations Unit

Main: (415) 837-7395



City and County of San Francisco
POLICE DEPARTMENT
MEDIA RELATIONS UNIT
1245 3RD Street, 6TH Floor
San Francisco, California 94158



NEWS RELEASE

January 30, 2025
25-017

SFPD Makes 59 Arrests in DMACC Fugitive Recovery Enforcement Operation

On Wednesday, January 29, 2025, San Francisco Police made 59 arrests during a one-day law enforcement operation around the Tenderloin and Southern Districts with a focus on fugitives with outstanding arrest warrants.

The operation, which occurred throughout the day Wednesday, was led by the city's Drug Market Agency Coordination Center (DMACC). Out of the 59 arrests – 44 individuals had arrest warrants. During the arrests officers located and seized suspected Cocaine from those arrested.

The operation included SFPD officers from the Fugitive Recovery Enforcement Team (FRET), the DMACC 6th Street Foot Beat, Narcotics Unit, Narcotics Drug Recognition Expert Team, Tenderloin Patrol, Tenderloin Violence Reduction Team (VRT), Tenderloin Plainclothes Team, Southern Station Patrol, Central Station Patrol, San Francisco Sheriff's Office, Adult Probation, US Marshals Service, and the Drug Enforcement Administration (DEA).

The SFPD would like to thank all of the outside agencies for their assistance, which was instrumental in this operation. We will continue to prioritize efforts to address the drug crisis in our city by taking wanted suspects off our streets and holding individuals who sell illegal narcotics accountable.

Although arrests have been made, these investigations remain open and active. Anyone with information is asked to contact the SFPD at 1-415-575-4444 or text a tip to TIP411 and begin the message with SFPD.

###


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E-mail: sfpdmediarelations@sfgov.org

 twitter.com/sfpd

 facebook.com/sfpd

 sanfranciscopolice.org

From: [Board of Supervisors \(BOS\)](#) on behalf of [Board of Supervisors. \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#)
Subject: FW: 2018 Embarcadero Seawall Earthquake Safety Bond Accountability Report Series 2025A
Date: Friday, January 31, 2025 10:11:00 AM
Attachments: [2024 Port Bond Accountability Report Series 2025A.pdf](#)
[image001.png](#)

Dear Supervisors,

Please see the attached bond accountability report for the 2018 Embarcadero Seawall Earthquake Safety Bond.

Thank you,

Eileen McHugh
Executive Assistant
Office of the Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-7703 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Colon, Carlos (PRT) <carlos.colon@sfport.com>
Sent: Friday, January 31, 2025 9:40 AM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Wagner, Greg (CON) <greg.wagner@sfgov.org>; Cisneros, Jose (TTX) <jose.cisneros@sfgov.org>; Van Degna, Anna (CON) <anna.vandegna@sfgov.org>
Cc: Trivedi, Vishal (CON) <vishal.trivedi@sfgov.org>; Wallace, Meghan (PRT) <meghan.wallace@sfport.com>; Menard, Nicolas (BUD) <nicolas.menard@sfgov.org>; Goncher, Dan (BUD) <dan.goncher@sfgov.org>; Brousseau, Fred (BUD) <fred.brousseau@sfgov.org>
Subject: 2018 Embarcadero Seawall Earthquake Safety Bond Accountability Report Series 2025A

Per Article VII, Section 2.71 of the [Admin Code](#), see attached bond accountability report for the 2018 Embarcadero Seawall Earthquake Safety Bond.

Carlos Colón
Waterfront Resilience Contracts Manager
Port of San Francisco
Ph: (415) 274-0616
Email: carlos.colon@sfport.com





EMBARCADERO SEAWALL EARTHQUAKE SAFETY BOND

Waterfront Resilience Program
Accountability Report and Third Bond Sale



www.sfseawall.com



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EXECUTIVE SUMMARY





On November 6, 2018, the citizens of San Francisco passed Proposition A with 82.7% voter approval, authorizing a \$425 million General Obligation Bond known as the Embarcadero Seawall Earthquake Safety Bond (Seawall Bond) to support Waterfront Resilience Program (WRP)¹.

The WRP has a total estimated cost of up to \$13.5 billion with a 30-year implementation timeline. The \$425 million Seawall Bond will partially fund the WRP, including funding improvements for earthquake safety of the Embarcadero Seawall, near-term flood protection improvements, and planning for additional long-term resilience.

The Port of San Francisco (Port) is requesting approval of a third bond sale and corresponding appropriation of \$124 million, which includes cost of issuance, accountability, and General Obligation Bond Oversight Committee (GOBOC) costs. This third bond sale will support the conceptual and final design phases of projects to reduce life safety, disaster response and early flood risks (Early Projects), continued work on planning and pre-design to reduce coastal and combined flood risk, and ongoing efforts to advance the San Francisco Waterfront Coastal Flood Study General

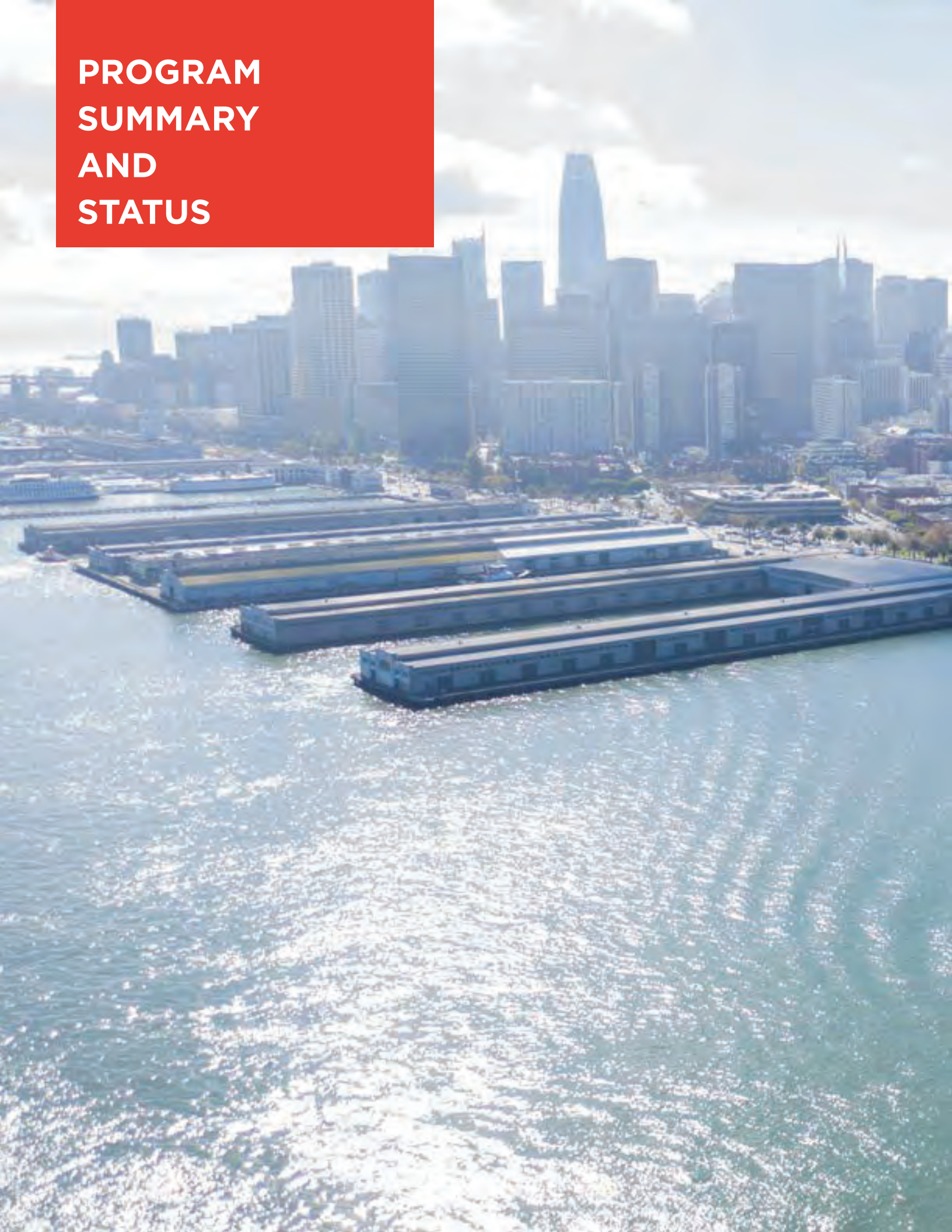
Investigation (Flood Study) with the United States Army Corps of Engineers (USACE) and the San Francisco Waterfront Storm Risk Management Study General Investigation (Flood Study) with USACE. The Flood Study is cost shared 50/50 with USACE and will analyze flood risks to the Port's entire jurisdiction from Fisherman's Wharf to Heron's Head Park.

The Port will use proceeds from the third bond sale to support the following activities:

- (1) Program advisory services and program development, including environmental review;
- (2) Construction of one Early Project;
- (3) Advancement of up to six Early Projects from pre-design to detailed engineering;
- (4) Continued work with the USACE to finalize the Draft Plan for the Flood Study with completion in 2026; and
- (5) Preconstruction and design of the USACE Draft Plan for the Southern Waterfront and Northern Waterfront.

¹ WRP was previously named the San Francisco Seawall Earthquake Safety and Disaster Prevention Program. For clarity, this report uses the current WRP name.

**PROGRAM
SUMMARY
AND
STATUS**







Background

The State of California constructed the Embarcadero Seawall a century ago to create a deep water port in San Francisco. Construction of the Seawall included landside fill that created over 500 acres of new land between San Francisco Bay and 1st Street. The Seawall sustains three miles of San Francisco waterfront, stretching from Fisherman’s Wharf to Mission Creek and supports historic piers, wharves, and buildings, including the Ferry Building. It underpins the historic Embarcadero Promenade, iconic tourist destinations, recreation and park facilities, restaurants and local businesses, bringing an estimated 24 million people to the waterfront annually. The Seawall also supports key utility networks and infrastructure for the BART, Muni, and ferry transportation networks. Additionally, the Seawall serves as a critical area for emergency response and recovery and provides flood protection to downtown San Francisco. All told, the Seawall enables \$24.6 billion of economic activity and protects \$102.1 billion of property value.

In 2015, the Port launched the Waterfront Resilience Program (WRP), a major City and Port effort to improve earthquake safety and performance of the Embarcadero seawall, provide near-term flood protection improvements, and plan for additional long-term resilience in the face of sea level rise. WRP work can be categorized in three broad yet overlapping major efforts: (1) Embarcadero Early Projects, (2) Waterfront Adaption Strategies, and (3) Flood Study.

The Port has assembled a program team of Port staff and in 2017 contracted with CH2M HILL Engineers, Inc. (now Jacobs Engineering) as the prime engineering consultant to provide planning, engineering, and environmental services for the WRP.

On November 6, 2018, residents of San Francisco passed Proposition A with 82.7% voter approval, authorizing a \$425.0 million General Obligation Bond known as the Embarcadero Seawall Earthquake Safety Bond (“Seawall Bond”).

The Board of Supervisors approved issuance of \$50 million in Embarcadero Seawall Earthquake Safety Bonds in July 2019 (File 190358). On June 2, 2020, the City issued the first Seawall Bond of \$49.7 million in taxable general obligation bonds to fund planning, site and geotechnical investigations, risk assessment, alternatives analysis, program development, identification of potential pilot projects, and the San Francisco Waterfront Storm Risk Management Study General Investigation (“Flood Study”) with the United States Army Corps of Engineers (“USACE”), which analyzes flood risks to the Port’s entire jurisdiction from Fisherman’s Wharf to Heron’s Head Park. The Board of Supervisors approved issuance of \$42 million in taxable Embarcadero Seawall Earthquake Safety Bonds in January 2023 (File 221273), funding preliminary and final design phases of projects to reduce life safety, disaster response and early flood risks (Early Projects), continued work on strategies to reduce coastal and combined flood risk, and ongoing efforts to advance the Flood Study with the USACE.

Waterfront Resilience Program

Early Projects

Several construction options are available to the Port to improve Seawall earthquake safety and reliability. These options may be implemented together, individually, or sequenced over time. Potential approaches to seismically reinforce the Seawall include:

- **Ground improvements:** Improving the soil conditions on the landside of the Seawall, or through/beneath the Seawall. Ground improvements would reduce the risk of liquefaction and earthquake induced ground failures below the Seawall.
- **Seawall Replacement:** Construction of new Seawall segments, using modern seismic design. Seawall replacement would withstand liquefaction and limit lateral spreading landside of the Seawall.
- **Structure Improvements:** Strengthening or replacing bulkhead walls and wharves to withstand seismic movement.
- **Utility Relocation or Replacement:** Relocating or replacing critical utilities that are currently protected by the Seawall.

Through work completed to date, Port staff have identified 23 Embarcadero Early Projects that will:

- reduce life safety risks identified during the Embarcadero Seawall Multi-Hazard Risk Assessment,
- reduce disaster response risks identified through the Port-San Francisco Department of Emergency Management sponsored disaster response task conducted in August 2021, and
- address existing high-consequence flood risks identified through the Flood Study (“Embarcadero Early Projects”).

These projects were identified through a northern waterfront adaptation strategy planning process over the course of 2020-21; the Embarcadero Early Projects were developed to respond to the unique conditions and analysis of earthquake and flood hazards analysis in each of the areas that define the northern waterfront (South Beach, Ferry Building Area, Northeast Waterfront, and Fisherman’s Wharf).



The projects prioritize urgent seismic and flood risk using a people-first approach to support the Port Commission as it makes critical life-safety and disaster response decisions. The WRP has also conducted an adaptation strategy planning process for the Port’s southern waterfront, including the Southern Waterfront Earthquake Assessment with Port Engineering.

The WRP is currently advancing six projects from pre-design to conceptual design:

- Wharf J9 Replacement & Resilient Shoreline Project
- Pier 15 Bulkhead Seawall Earthquake Safety Project
- Pier 9 Bulkhead Seawall Earthquake Safety Project
- Downtown Coastal Resilience Project (formerly the Pier 5 to 22½ Near Term Coastal Flood Risk Reduction Project)
- South Beach Resilience Project (Piers 24.5-28 to Piers 38-40)
- Pier 50 Earthquake Improvement Project

The WRP is currently in construction in the Wharf J9 Phase 1 Float Project.

USACE Flood Study

The Port has been engaged with USACE for flood protection assistance since 2012, and on August 24, 2018, the Port Commission authorized Port staff to enter into the San Francisco Waterfront Storm Risk Management Study General Investigation with the USACE (Flood Study). The Flood Study is a key strategy to bring federal funding to the Embarcadero Seawall Program and the Port's entire 7½ mile waterfront. The agreement the Port executed with the USACE includes a 50/50 cost share to evaluate flood risk to the entire Port, from Fisherman's Wharf to Heron's Head Park, and to develop and evaluate a wide range of project alternatives.

Since its execution, the Flood Study has increased from three years to 86 months, with costs increasing from \$3 million to \$19 million. The Port expects to continue to use Seawall Bond funding to cover eligible costs related the Flood Study to analyze coastal flood risk through 2100, identify and evaluate adaptation strategies, and conduct robust public engagement and analysis to recommend a Final Waterfront Adaptation Plan to Congress by 2026. To date, the Port has contributed \$6.4 million in work-in-kind and cash payments to the USACE.

On January 26, 2024, USACE, in collaboration with the City of San Francisco, published the Draft Integrated Feasibility Report and Environmental Impact Statement (Draft Report). The Draft Report analyzes the coastal flood risk and effects of sea level rise for the 7.5 miles of waterfront within the Port of San Francisco's jurisdiction, from Aquatic Park to Heron's Head Park.

The USACE and City Flood Study team (Port staff and consultants) developed a draft plan consisting of coastal flood defenses, floodproofing and water management features to adapt the Port's 7.5 mile bayside waterfront to sea level rise over time, with subsequent adaptation actions to respond to higher future water levels, as further described in the Draft Report. The proposed solutions are estimated to cost \$13.5 billion.

The publishing of the Draft Report started a 60-day formal public comment period under the National Environmental Policy Act (NEPA). The 60-day comment period ran from January 26 through March 29, 2024. The Port and USACE are currently working to prepare responses for all formally submitted comments on the Draft Report. Formal comments and responses will be included in the Final Report, tentatively set for release in 2026.

Provided the USACE identifies a federal interest, the Flood Study will culminate in a recommendation to Congress to authorize and fund design and construction of a selected plan. Design and construction of the federal plan has a 65 (federal)/35 (local) cost share, with extra costs for a locally preferred plan, if different from the federal plan, paid for by the Port. This makes the USACE a critical partner for local and regional resilience planning. Goals of the Flood Study are to better understand current and future flood risk, identify flood protection solutions, engage the public to identify priorities, and create opportunities for funding for flood risk reduction projects. The Flood Study assesses benefits and costs of various alternatives to determine the best plan, considering economic, social, and environmental benefits and impacts.

The Port intends to pursue an agreement with USACE to advance planning and design for the Flood Study project area prior to Congressional authorization of the Draft Plan. Under this scenario, the City, with the Port as the lead agency, would lead planning and design for the Draft Plan with an integrated City department team and USACE oversight.

This scenario would capitalize on public interest and engagement with City departments and resource agencies to advance waterfront planning and design starting in 2025, with a goal of achieving up to a 10% level of conceptual design by 2028/29 and an implementation plan to guide design and construction in more targeted areas of the waterfront.



SAN FRANCISCO FIRE DEPARTMENT
PIER 22 1/2

GUARDIAN

**BUDGET,
FUNDING,
AND
EXPENDITURES**



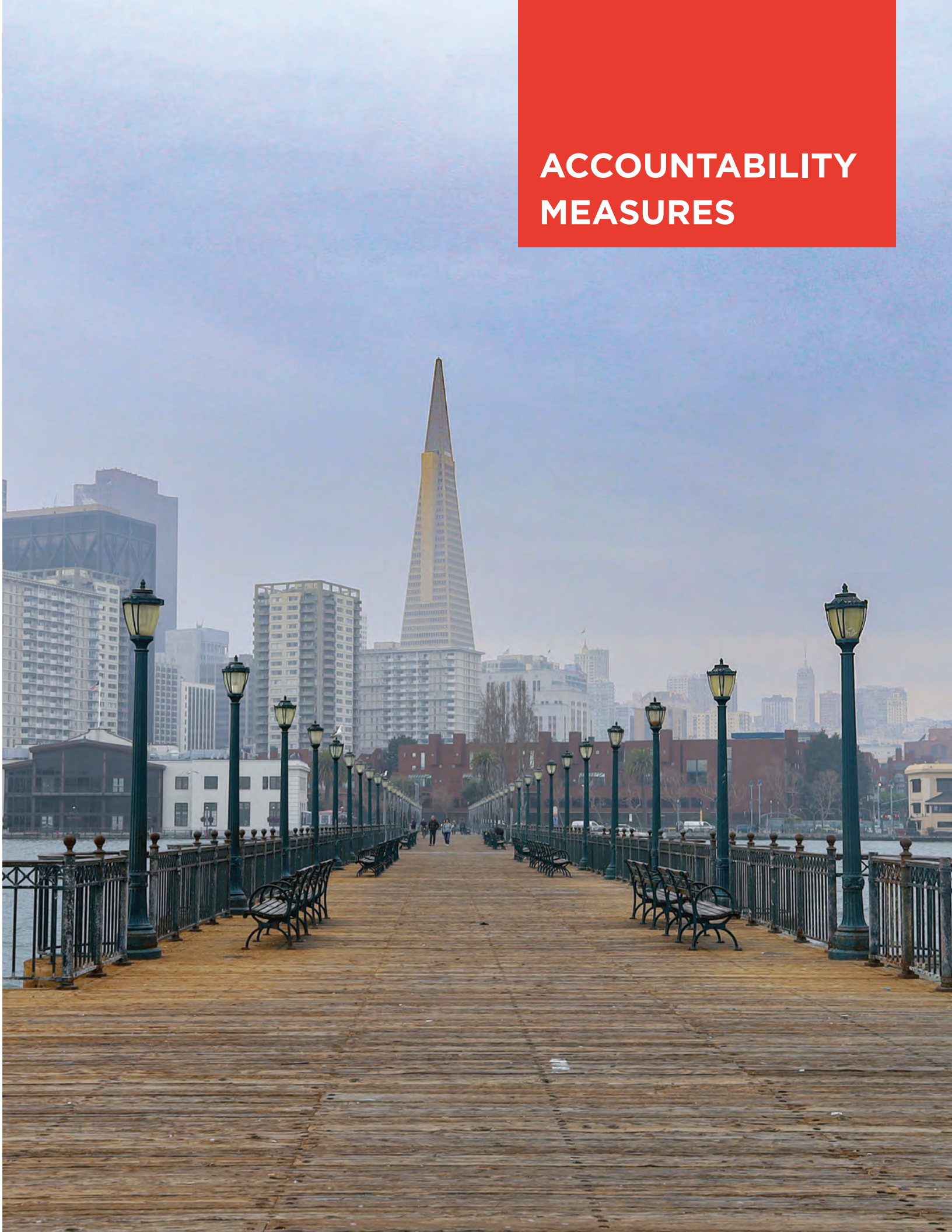


Budget, Funding, and Expenditures

The following is a breakdown of the 3rd Bond Sale fund allocation by categories/components:

SERVICES PROVIDED	TOTAL
	not-to-exceed \$124,000,000
Program Management	\$4,870,000
Program Advisory Services	\$10,600,000
Environmental Impact Report	\$2,997,000
Preconstruction and Design	\$20,000,000
Early Projects	\$77,800,000
City Agencies	\$3,000,000
Bond Related Costs	\$4,733,000
Reserve for Market Uncertainty	\$3,530,000
Cost of Issuance	\$241,646
Underwriter's Discount	\$602,350
City Services Auditor Fee	\$238,534
General Obligation Bond Oversight Committee Fee	\$120,470

ACCOUNTABILITY MEASURES





The Seawall Bond will include strict standards of accountability, fiscal responsibility, and transparency. In addition to California state bond requirements, the City will undergo a comprehensive public oversight and accountability process. As the City has not yet identified which early projects will be selected first for construction for the Waterfront Resilience Program, it will use transparent and responsible oversight procedures for project selection and prioritization.

The following principles apply to all related programs funded through the Seawall Bond:

- **Policy Compliance:** Compliance with the City's policy to constrain property tax rates at or below 2006 levels.
- **CGOBOC Audits:** The City's Citizens' General Obligation Bond Oversight Committee (CGOBOC) is responsible for auditing the implementation of the Seawall Bond per the Administrative Code (Section 5.30 to 5.36). Should CGOBOC determine that any funds were not spent in accordance with the express will of the voters, they are empowered to deny subsequent issuances of bond funds.
- **Annual Public Review:** The proposed bond funds are subject to the approval processes and rules described in the San Francisco Charter Administrative Code. The bond will be subject to annual public reviews before the Capital Planning Committee and Board of Supervisors.
- **Bond Accountability Reports:** The Port will submit the Seawall Bond Financial Plan, in the form of a bond accountability report, to the Clerk of the Board, the Controller, the Treasurer, the Director of Public Finance, and the Budget Analyst describing the current status and description of each project and whether it conforms to the express will of the voters.
- **Seismic Peer Review:** A seismic peer review panel composed of academic and industry-leading experts in the fields of earthquake, geotechnical, and structural engineering will provide independent technical oversight of approaches and decisions.
- **Transparency:** Transparent selection criteria and rules, including objective means of prioritizing projects through use of criteria that are identified in the bond and clear rules for funding and scope.
- **Public Updates:** The Port will maintain a dedicated website, sfport.com/wrp, outlining and describing the Seawall Bond program, progress, activity updates and bond budget, and will include project names and estimated construction schedules once projects have been determined.

BUDGET SUMMARY TABLE



Budget Summary Table

BUDGET SUMMARY	TOTAL PROGRAM BUDGET			PROP A SEAWALL BONDS
	BASELINE BUDGET	CURRENT BUDGET	APPROPRIATIONS	
Seawall Program Labor	\$18,800,000	\$18,800,000	\$18,200,000	\$18,800,000
Communicatons/Public Outreach	\$3,300,000	\$3,300,000	\$3,100,000	
United States Army Corps of Engineers (CAP103 & Flood Study)	\$8,900,000	\$8,900,000	\$13,400,000	\$8,900,000
Planning/Engineering/Preliminary Design (35%)	\$38,500,000	\$38,500,000	\$52,200,000	\$37,500,000
Final Design (65%)	\$48,100,000	\$48,100,000		\$46,600,000
Other City Departments and Government Agencies	\$2,400,000	\$2,400,000	\$2,100,000	\$1,900,000
Design Support during Construction	\$8,400,000	\$8,400,000		\$8,400,000
Pilot Projects	\$39,000,000	\$39,000,000	\$500,000	\$40,000,000
Prop A Projects	\$332,600,000	\$332,600,000	\$13,100,000	\$262,900,000
Oversight, Accountability & Cost of Issuance			\$4,300,000	
TOTAL	\$500,000,000	\$500,000,000	\$106,900,000	\$425,000,000

Appropriations, Expenditures, and Encumbrances are as of September 2024

Budget to be revised after completion of preliminary design and cost estimating of Early Projects

FUND SOURCES			EXPENDITURES/ENCUMBRANCES		
STATE / FED	CITY	TOTAL SOURCES	EXPENDITURES	ENCUMBRANCES	BALANCE
	\$3,000,000	\$21,800,000	\$11,900,000		\$6,300,000
	\$1,850,000	\$1,850,000	\$4,900,000		(\$1,800,000)
	\$1,500,000	\$10,400,000	\$6,400,000		\$7,000,000
\$13,000,000	\$7,100,000	\$57,600,000	\$38,200,000	\$1,800,000	\$12,200,000
		\$46,600,000			
	\$350,000	\$2,250,000	\$700,000		\$1,400,000
		\$8,400,000			
		\$40,000,000	\$900,000		(\$400,000)
	\$1,600,000	\$264,500,000	\$8,500,000	\$4,200,000	\$400,000
		0	\$1,400,000		\$1,400,000
\$13,000,000	\$13,900,000	\$451,900,000	\$72,900,000	\$6,000,000	28,000,000

ESTIMATED SCHEDULE

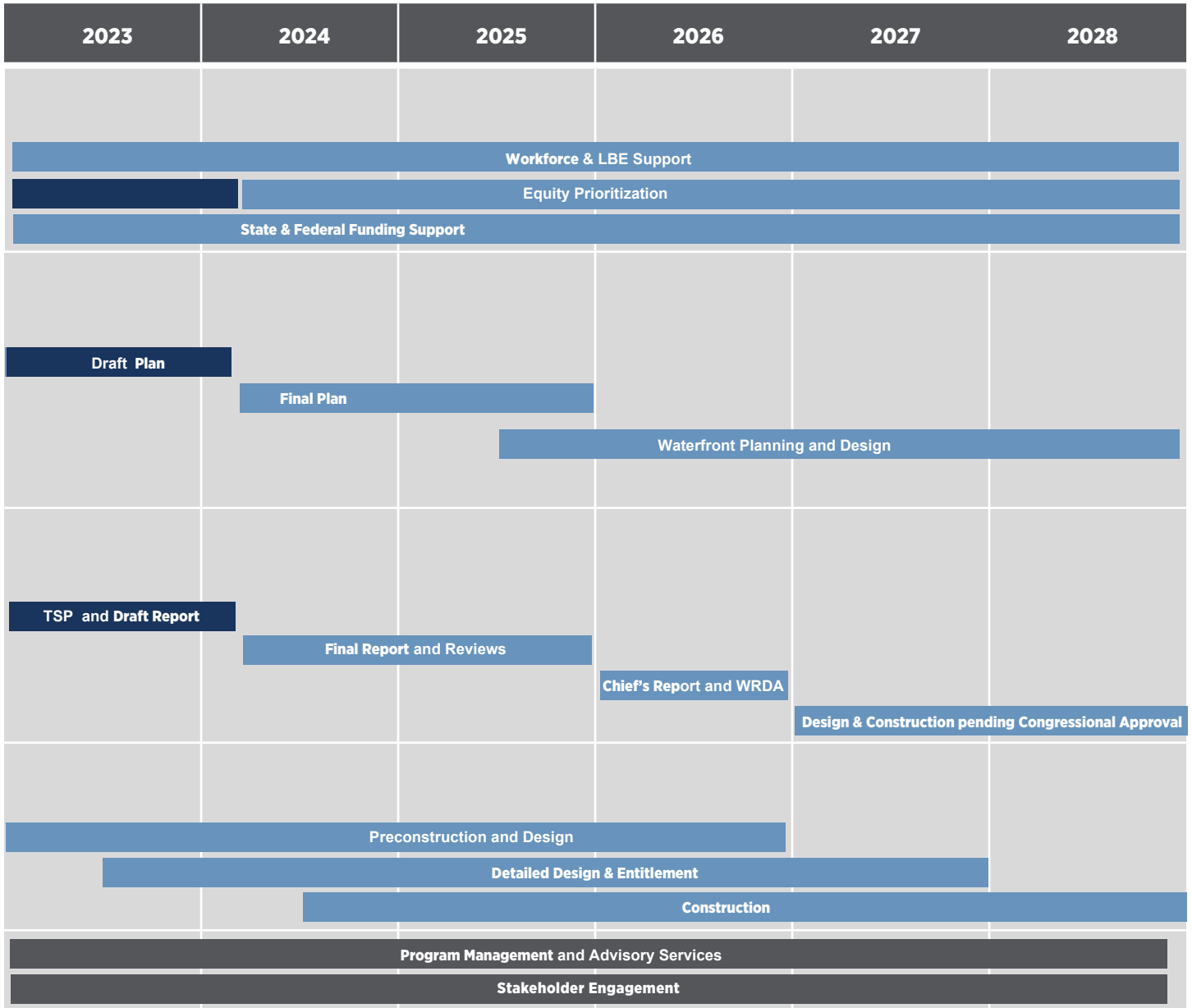




Estimated Schedule

Estimated Schedule as of September 2024

TASKS	2018	2019	2020	2021	2022
Program Development	Data Collection				
	Multi-Hazard Risk Assessment				
			Workforce & LBE Support		
					Equity Framework
					State & Fed Funds
Planning and Design	Preliminary Planning Work. Envision, Design Guidelines, Flood City Guidance, Adapt Plan Framing				
					Draft Waterfront Strategies
USACE Flood Study		Feasibility Study Initiation. POOCs, Measures and Metrics			
					Study Re-start. FWOP
Early Projects			Preliminary Studies and Projects Identification		
					Pre-Design
	Program Management and Advisory Services				
	Stakeholder Engagement				



APPENDIX

SECOND BOND SALE SOURCES/USES:

Table 1: Estimated Cost

Table 2: Sources and Uses of \$425 Million





Second Bond Sale Sources/Uses

TABLE 1

THIRD BOND SALE \$124,000,000			
City and County of San Francisco General Obligation Bonds (Embarcadero Seawall Earthquake Safety, 2018), Series 2024A			
		2024A	
Maximum Not to Exceed Amount	\$124,000,000	Estimated Sources:	
Reserve Proceeds	\$3,530,000	Par Amount	\$119,267,000
		Total Estimated Sources:	\$119,267,000
Sources:		Estimated Uses:	
Par Amount	\$119,267,000	Project Fund Deposits:	
Total Sources:	\$124,000,000	Project Fund	\$119,267,000
		CSA Audit Fee	\$238,534
		Total Project Fund Deposits:	\$119,505,534
		Delivery Expenses:	
		Costs of Issuance	\$241,646
		GOBOC Fee	\$120,470
		Underwriter's Discount	\$602,350
		Total Delivery Expenses	\$964,466
		Total Estimated Uses	\$120,470,000
		<i>Reserve for Market Uncertainty</i>	\$3,530,000
		Maximum Not-to-Exceed Par Amount	\$124,000,000

Total Bond Sources and Uses

TABLE 2

SOURCES AND USES OF \$425,000,000 EMBARCADERO SEAWALL EARTHQUAKE SAFETY BONDS				
Issuances	1: June 2020	2: March 2023	3: January 2025*	Total
Total Sources	\$49,675,000	\$39,113,648	124,000,000	\$425,000,000
Uses				
Project Funds	\$48,800,000	\$38,617,000	\$119,267,000	
CSA Audit Fee	\$97,600	\$77,234	\$238,534	
Total Fund Deposit	\$48,897,600	\$38,694,234	\$119,505,534	
Cost of Issuance	\$596,290	\$175,539	\$241,646	
Underwriter's Discount	\$126,906	\$111,207	\$602,350	
CGOBOC Fee	\$49,675	\$39,020	\$120,470	
Contingency	\$4,529	\$93,648	\$3,530,000	
Total Uses	\$49,675,000	\$39,113,648	\$124,000,000	\$425,000,000

*Tentative third bond sale. Subject to change based on program schedule and needs.

A fourth bond sale is projected for 2027.



PORT OF SAN FRANCISCO
Pier 1, The Embarcadero | San Francisco, CA 94111 | T: 415 274 0400

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: CMD Participation Reports FY 22-23 and FY 23-24
Date: Wednesday, February 5, 2025 4:45:39 PM
Attachments: [CMD Reports to Board FY 22-23 and FY 23-24.pdf](#)
[CMD 23-24 Annual LBE Participation Report.pdf](#)
[CMD 22-23 Annual LBE Participation Report.pdf](#)

Dear Supervisors,

Please see below and attached from Contract Monitoring Division, pursuant to Administrative Code, Chapter 14B, submitting Local Business Enterprise (“LBE”) Participation Annual Reports for July1, 2022 - June 30, 2023 (FY 22-23) and July 1, 2023 - June 30, 2024 (FY 23-24).

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Tang, Stephanie (ADM) <Stephanie.Tang@sfgov.org>
Sent: Wednesday, February 5, 2025 4:29 PM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: Hayward, Sophie (ADM) <sophie.hayward@sfgov.org>; Po, Vivian (ADM) <vivian.po@sfgov.org>; Yip, Angela (ADM) <angela.yip@sfgov.org>; Moser, Lily (ADM) <Lily.Moser@sfgov.org>; Cukierman, Rachel (ADM) <rachel.cukierman@sfgov.org>; Flammer, Caitlin (ADM) <caitlin.flammer@sfgov.org>;

Wohlforth, Samuel (ADM) <samuel.wohlforth@sfgov.org>; Chan, Regina (ADM)
<regina.chan@sfgov.org>

Subject: CMD Participation Reports FY 22-23 and FY 23-24

Dear Madam Clerk and Honorable Members of the Board of Supervisors,

Pursuant to Chapter 14B of the San Francisco Administrative Code, the Contract Monitoring Division submits the Local Business Enterprise (“LBE”) Participation Annual Reports for July 1, 2022-June 30 2023 (FY 22-23) and July 1, 2023-June 30, 2024 (FY 23-24).

These reports have been redesigned to provide background on the LBE program, highlight the impact of including micro and small businesses in contracts, and enhance transparency on the value of Chapter 14B. I welcome your questions and please contact me at stephanie.tang@sfgov.org or 415-554-0630 for more information.

Best,
Stephanie

Stephanie Tang (she/her)
Director
Contract Monitoring Division

CMD HAS A NEW ADDRESS!



1455 Market Street, Suite 16A, San Francisco, CA 94103

Learn more about City Contracting at <https://sf.gov/contracting>

City & County of San Francisco
Daniel Lurie, Mayor



Office of the City Administrator
Carmen Chu
City Administrator

Stephanie Tang
Contract Monitoring Division

February 5, 2025

Angela Calvillo
Clerk of the Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102

Dear Madam Clerk and Honorable Members of the Board of Supervisors,

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These reports have been redesigned to provide background on the LBE program, highlight the impact of including micro and small businesses in contracts, and enhance transparency on the value of Chapter 14B. I welcome your questions and please contact me at stephanie.tang@sgov.org or 415-554-0630 for more information.

Sincerely,

A handwritten signature in black ink that reads "Stephanie Tang".

Stephanie Tang
Contract Monitoring Division
Director



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CITY ADMINISTRATOR

FY 2022-2023

ANNUAL LBE PARTICIPATION REPORT

A background image showing a close-up, low-angle view of a modern building's glass facade, with a grid of windows and structural elements. The image is partially obscured by the text on the left.

PREPARED BY

Contract Monitoring Division
Office of the City Administrator
City and County of San Francisco

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MESSAGE FROM THE CONTRACT MONITORING DIVISION (CMD)

The Contract Monitoring Division (CMD) advances economic justice through the Local Business Enterprise (LBE) program and non-discrimination enforcement.

CMD respectfully submits this report to the Board of Supervisors, satisfying the reporting requirements of Chapter 14B of the San Francisco Administrative Code and summarizing CMD's outcomes for July 1, 2022-June 30, 2023 (FY 2022-2023).

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ABOUT CMD & CHAPTER 14B

BACKGROUND

The Contract Monitoring Division (CMD) of the Office of the City Administrator oversees the City's contracting process with a lens to advance economic justice through the Local Business Enterprise (LBE) program and non-discrimination enforcement. The program is authorized in the San Francisco Administrative Code Chapter 14B.

The LBE program seeks to support local businesses in government contracting. Local businesses contribute to the financial health of the San Francisco economy and form the backbone of neighborhoods. San Francisco's local businesses inject hundreds of millions of dollars annually into the city's economy through wages, rent, purchasing, and taxes.

LBE CERTIFICATION

LBE certification gives local small businesses the ability to certify their status as a local business. LBE certification is used on contracts subject to Chapter 14B for benefits when bidding as a prime contractor, enables primes to fulfill subcontracting requirements, and for competing on set-asides contracts.

LBE CONTRACT MONITORING

CMD enforces Chapter 14B's requirement that LBEs receive bid discounts or rating bonuses when bidding as prime contractors. CMD also monitors ongoing contracts to ensure compliance with LBE subcontracting requirements.

CMD also supports the LBE community through outreach and programs such as the Mentor-Protégé program, the Bonding and Financial Assistance Program, and the Contractor Accelerated Payment Program.



CMD Through The Years

1984

Ordinance 139-84 adopted, directing the Human Rights Commission to address identified discriminatory practices in city contracting.

1989

Chapter 12D enacted, establishing Minority Business Enterprise (MBE)/Woman Business Enterprise (WBE) set-asides and bid discounts.

1996

California Proposition 209 passed, prohibiting “preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of...public contracting.”

2004

In *Coral Construction vs. San Francisco*, the Superior Court of San Francisco enjoined the City and County from enforcing the MBE and WBE preferences in Chapter 12D.

2006

Chapter 14B enacts a local business enterprise program to address discrimination in public contracting, including LBE subcontracting participation and good-faith outreach requirements. LBEs are eligible to receive an MBE/WBE designation with their certification.



Ordinance 265-08 adds a second factor to responsiveness to CMD requirements in bidding. Program adds the 35% LBE participation good faith outreach exemption and establishes the point system for documenting good faith outreach.

The Contract Monitoring Division (CMD) is established under the City Administrator and the LBE Program is transferred to CMD from the Human Rights Commission.

Ordinance 250-14 establishes the CMD Mentor-Protégé program.

Ordinance 203-21 authorizes CMD to set separate LBE subcontracting participation requirements for micro, small, and SBA LBEs, establishes the Pilot Neighborhood LBE program, establishes the Pilot Trucking program for micro-LBE certified trucking firms, increases size thresholds for LBEs, and increases penalties for non-compliance.

CMD updates good faith outreach approaches to encourage primes to develop relationships to new micro-LBE as one approach to good faith outreach.

CMD updates annual reporting to include payment and 14B waiver data.

REPORT HIGHLIGHTS

*Fiscal Year 2022-2023:
July 1st, 2022 – June 30th, 2023*



[1] Defined as the sum of the awarded contract value of every 14B-eligible contract awarded in FY 2022-2023 and of every 14B-eligible contract awarded in prior FYs on which a payment was made in FY 2022-2023.



KEY PROJECTS: FY 2022-2023

01

Private Public Projects

Relaunched focus on private public projects including housing and development agreements.

02

LBE Enforcement Portal

Launched the LBE Enforcement Portal to empower LBEs and community members to report concerns and potential violations of the LBE ordinance.

03

Website Launch

Supported launch of sf.gov/contracting and posting of contract forecasts.

THE LBE COMMUNITY



LBE certification criteria and requirements are outlined in the San Francisco Administrative Code Chapter 14B.3. This section contains statistics on the LBE community as of June 30th, 2023.

LBEs may be certified in three different size categories (Micro, Small, and SBA) and receive one size certification for each category of work for which they are certified based on their five-year average gross receipts.

However, because Chapter 14B creates maximum gross receipt thresholds for each category of work for the purposes of designating LBEs as Micro, Small, or SBA, LBEs may receive more than one size certification if they are certified in more than one category of work.

Table 1: LBEs By Economic Threshold Size²

Micro	802	85%
Small	101	11%
SBA	45	5%
Grand Total	948	100%

Table 2: LBEs By Status: MBE, WBE, OBE³

MBE	348	37%
WBE	233	25%
OBE	367	39%
Grand Total	948	100%

[2] Table 1 counts all firms with more than one distinct size designation in the smallest size designation for which they are certified.

[3] MBE, WBE, or OBE designations are optional and are based on the majority business owners' self-identification. LBEs must select a single designation and cannot be designated as both an MBE and WBE.

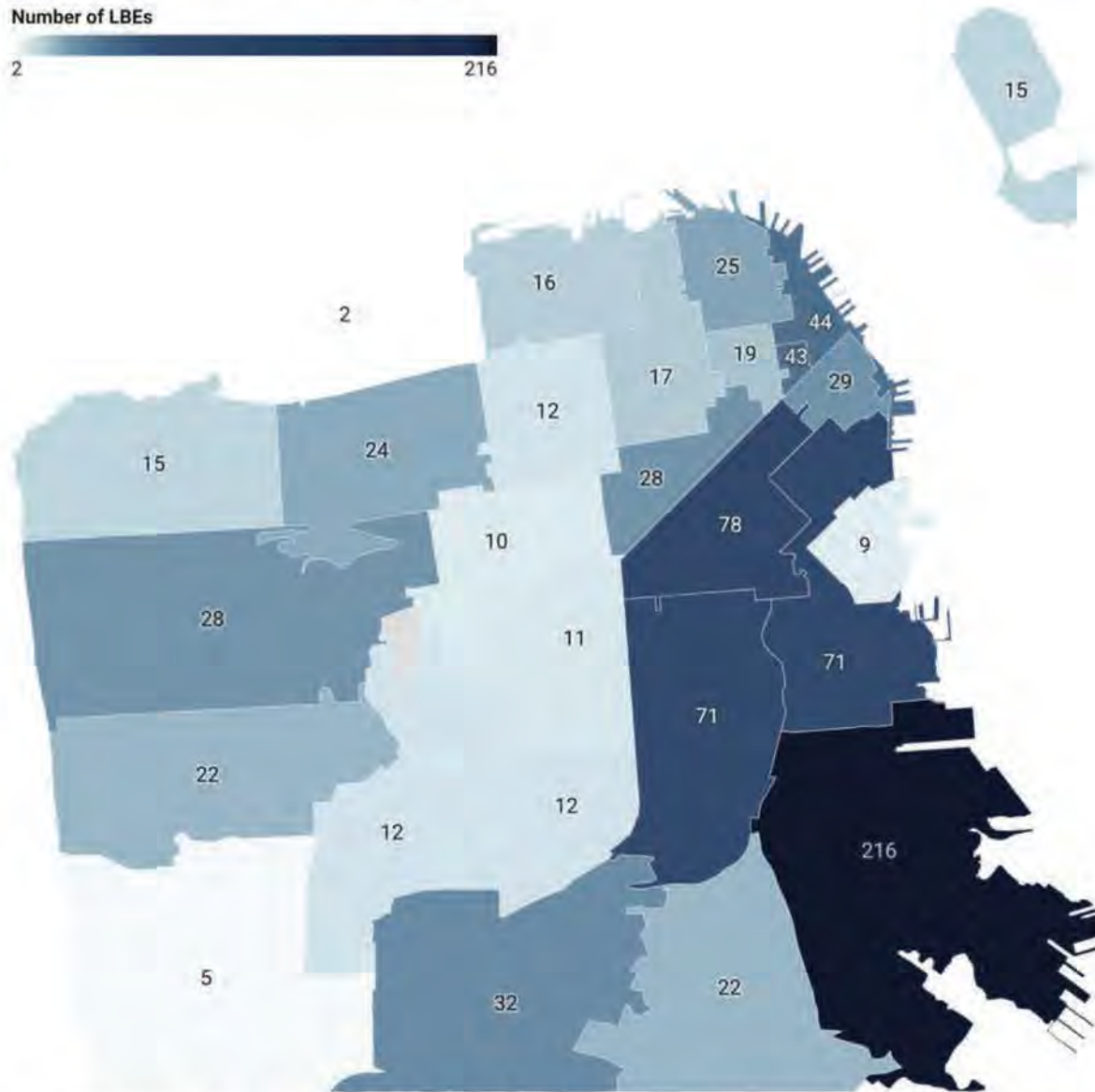
Table 3: LBEs By Type of Certification

LBE	885	93%
NPE-LBE	9	1%
PUC-LBE	54	6%
Grand Total	948	100%

Table 4: LBEs by Ethnicity Designation, Where Provided⁴

	#	% of all LBEs
Arab-American	12	1.3%
Asian-American	167	17.6%
Black American	90	9.5%
Iranian-American	17	1.8%
Latino-American	101	10.7%
Native American	1	0.1%
Grand Total	388	41%

Figure 1: San Francisco LBEs by Zip Code



The geographic distribution of San Francisco LBEs across the city varied by Zip Code.

[4] The number of LBEs with ethnicity designations exceeds the number of MBEs because some minority-owned WBEs with ethnicity designations have selected WBE as their single LBE designation. This is a current requirement of the Chapter 14B Rules and Regulations.

Figure 2: LBEs by Primary Work Category Certification and MBE/WBE/OBE Designation

The chart below illustrates how the concentration of MBEs, WBEs, and OBEs are concentrated differently across the various industries in which CMD certifies LBEs. As an example, note the high concentration of MBE firms in the trucking and hauling industry:



Table 5: LBEs By Work Category

Work Category	#	% of all LBEs
Class A and B General Contractors	171	18%
Specialty Construction Contractors	114	12%
Architects and Engineers	189	20%
Trucking and Hauling	33	3%
Professional Services	216	23%
General Service Providers	141	15%
Goods, Materials, and Equipment Suppliers	84	9%
Grand Total	948	100%

LBE PARTICIPATION IN CITY CONTRACTING

Prime-Level LBE Participation



CMD participates in the competitive bidding process to ensure LBEs can participate in the award of contracts at the prime and subcontractor levels.

This section outlines the success of LBEs at winning **prime** contracts awarded in the reporting period that were subject to the LBE program. This includes construction, commodity, professional services, and general services contracts.

Prime Awards by Number of Contracts⁵



32%

of total contracts were awarded to LBE Primes (128 of 402 total contracts subject to Chapter 14B citywide)



23%

of total contracts were awarded to Micro LBE Primes (94 of 402 total 14B subject-contracts)

[5] For this report, a contract's "award date" is considered to be the contract term start date for the prime contract. CMD monitors this information through the CMD Attachments 1-7 and the Citywide Financial and Procurement system.

Figure 3: Number of Prime Contracts Awarded by LBE Status & Size Certification

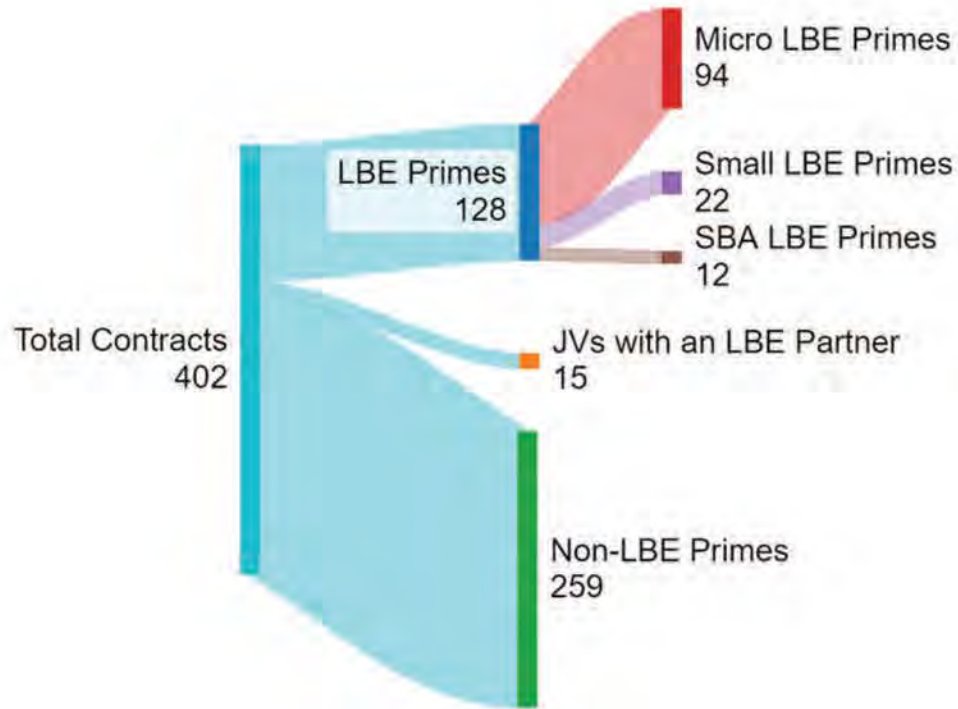
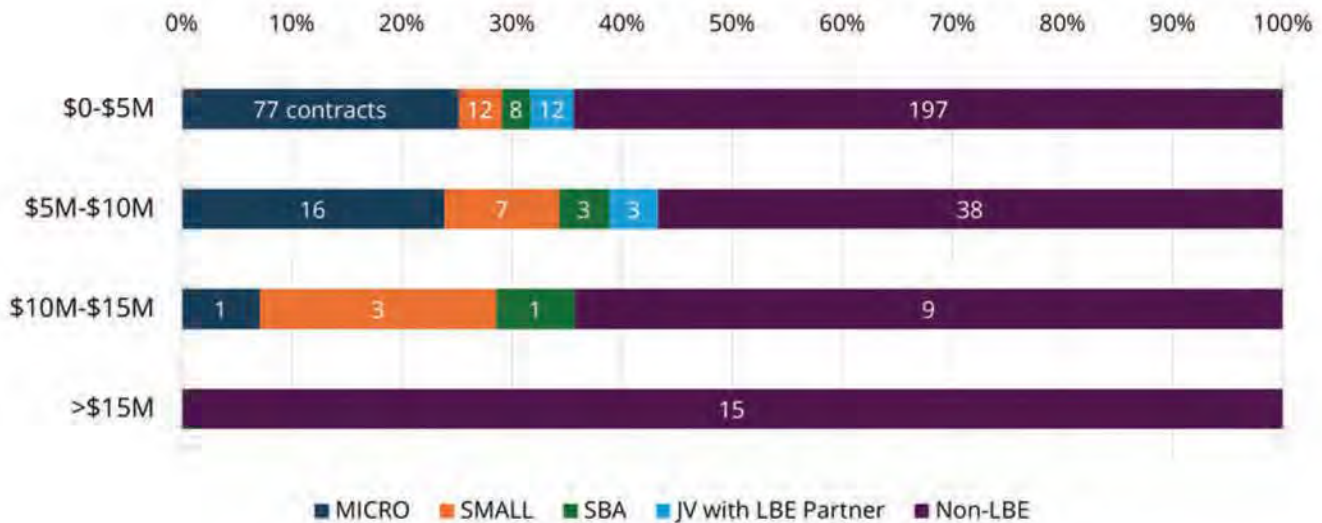


Figure 4: Number of Contracts by Prime Award Amount and Prime Contractor LBE Status & Size Certification



LBE Participation Across the Project Team

This section outlines the dollar value of contracts subject to 14B that were both awarded and paid out during the reporting period.

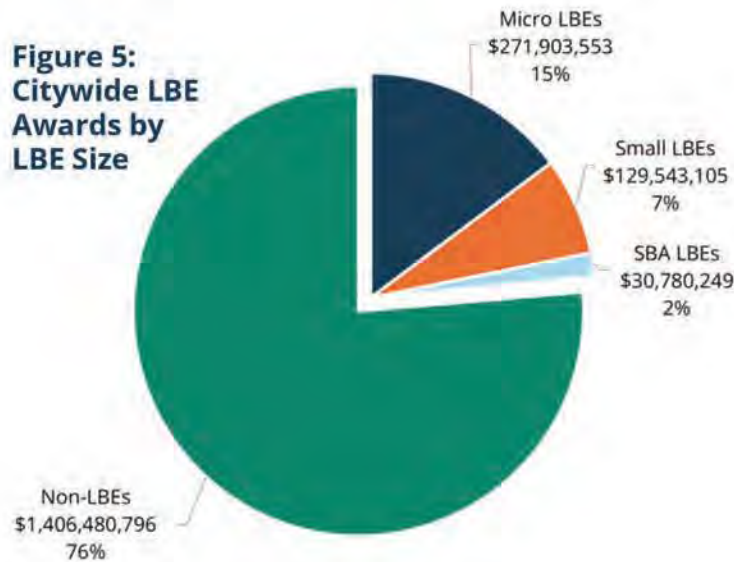
Unless otherwise specified, all figures include contract value at the prime, joint venture constituent, and subcontractor level.

This data includes construction, commodity, professional services, and general services contracts.

24%
*of total **awarded** contract value citywide subject to 14B was awarded to LBEs*

\$435.6 M
of \$1.8 Billion

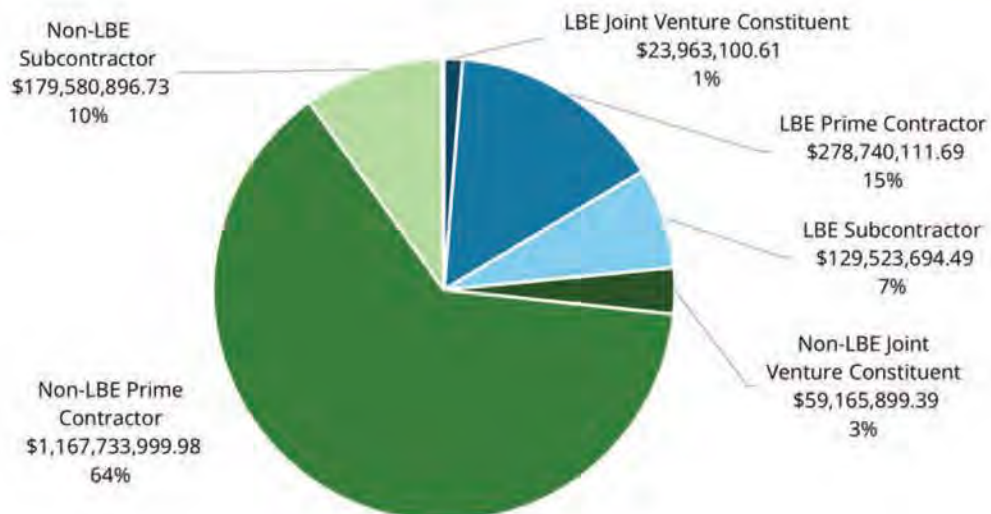
Figure 5: Citywide LBE Awards by LBE Size



16%
*of total **paid** contract value citywide subject to 14B was paid to LBEs*

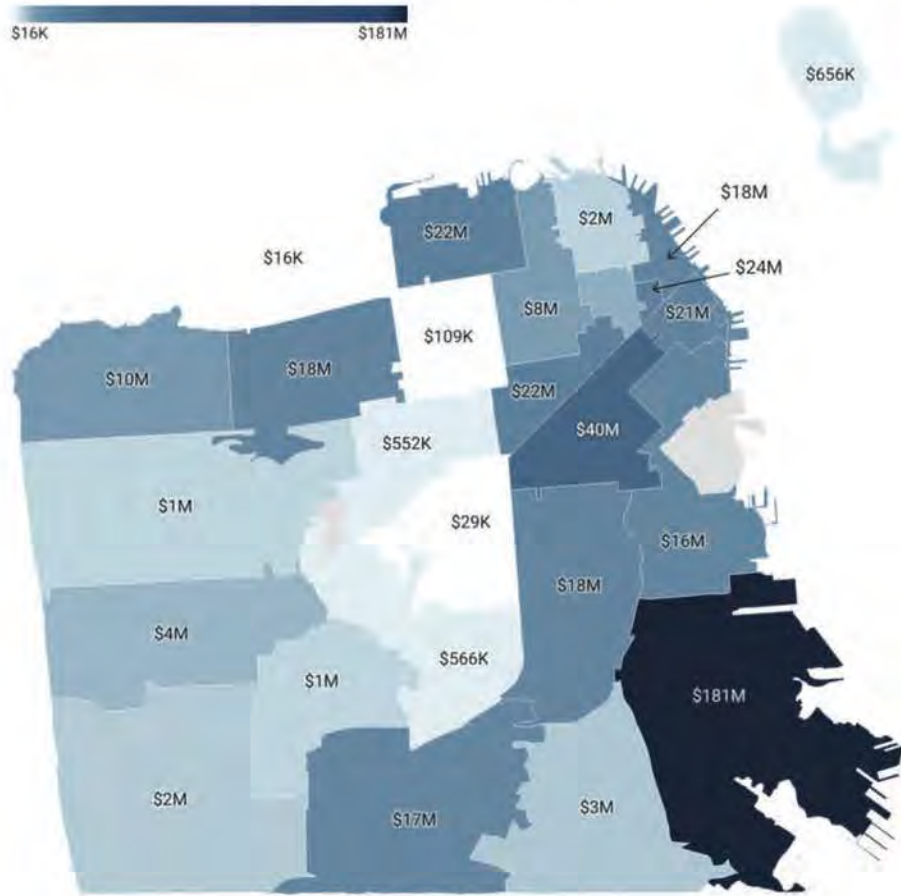
\$290.3 M
of \$1.8 Billion

Figure 6: Citywide Awards by Supplier Type and LBE Status

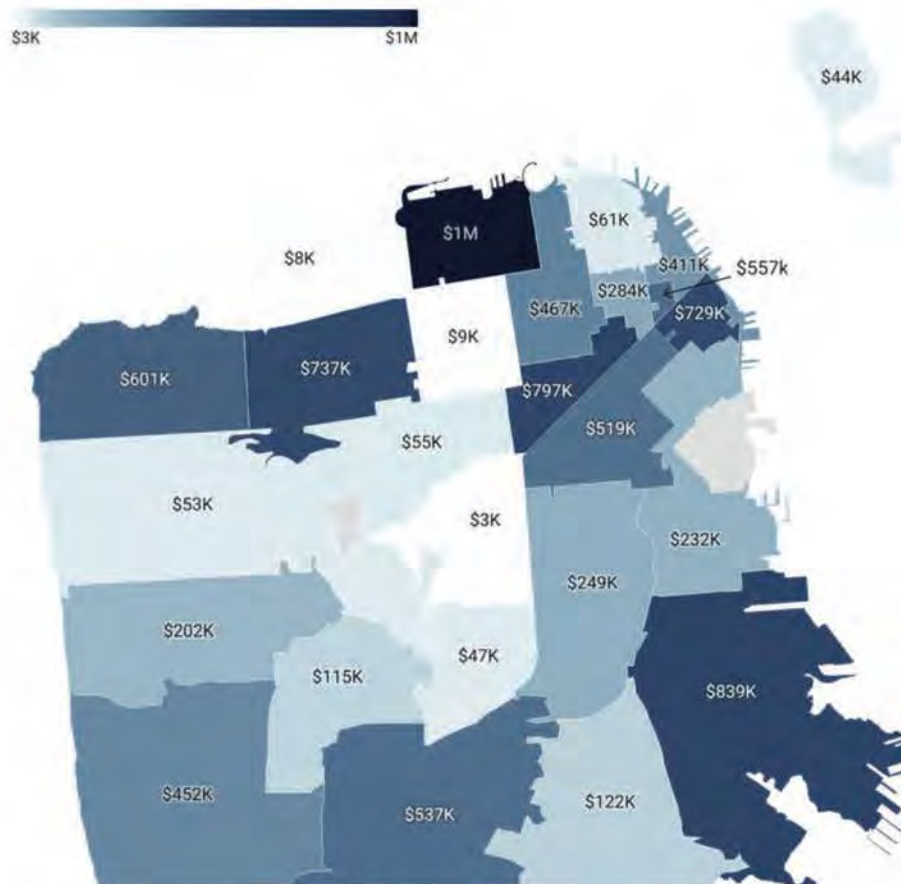


LBE Award Totals by Zip Code

**Figure 7:
LBE Awards
by Zip Code**



**Figure 8:
LBE Awards
Per LBE in
each Zip
Code**



LBE Participation on Construction and Construction-Related Professional Services Contracts



Chapter 14B.15 requires that CMD report on the bidding environment in the various industries in which the city procures goods and services.

This section describes data on LBE awards and payments on construction and construction-related professional services contracts, those procured under Chapter 6, by department and LBE Work Certification Category.

Figure 9: LBE Awards by Department

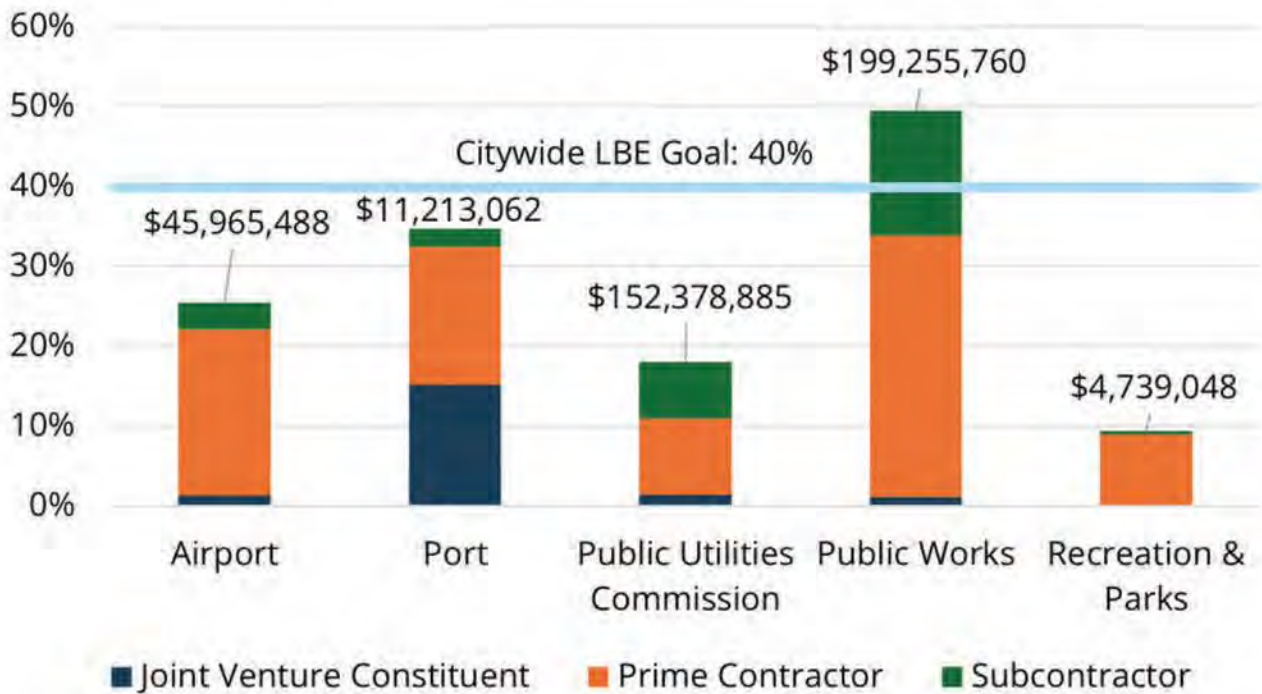


Figure 10: LBE Payments as a % of Total Payments by Department ^{6, 7}

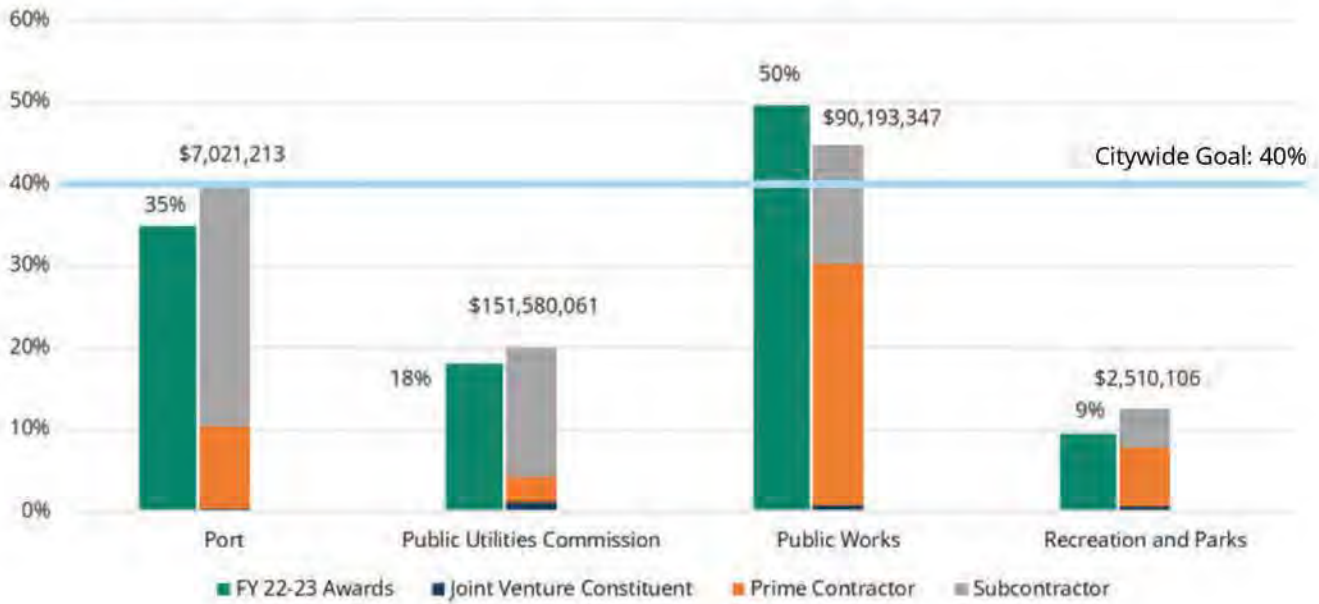


Table 6: Chapter 6 Awards to LBEs by Work Certification Category

	<i>Award Total</i>	<i>% of Total</i>
General Engineering (A) and Building (B) Construction	\$285,596,170	73%
Specialty Construction	\$43,380,024	11%
Professional Services	\$17,143,409	4%
Trucking and Hauling	\$3,274,040	1%
General Services	\$971,354	0%
Goods, Materials, and Equipment Suppliers	\$833,500	0%
Architects and Engineers	\$42,485,515	11%
Total	\$393,684,012	100%

[6] The data from this section comes from validated payments in the City-wide Financials and Procurement System. This system went online in 2017 and CMD and the Controller Systems team have collaborated on stabilizing functionality to meet CMD needs. At this time, adoption of the FSP system for CMD purposes is still in process. For historical contracts areas such as joint venture data may not be accurate.

[7] Due to technological limitations resulting from their ongoing transition between accounting software platforms, the Airport's payment data over the relevant time periods does not have a consistent method of determining payment timing and therefore cannot be included in this report. The Airport expects to be able to include their data in next fiscal year's reporting.

Micro LBE Set-Aside

DATA AND ANALYSIS

Micro LBEs are the smallest LBEs by economic threshold. In support of these small businesses, the CMD program includes provisions to drive Micro LBE inclusion. Chapter 14B states that departments should set-aside contracts where LBEs are the only eligible bidders. The departments should reserve 50% of eligible construction and public works contracts and 25% of service and commodity contracts, where eligible contracts are those where the total value is less than or equal to the minimum competitive amount (for service and commodity contracts) or the threshold amount (for construction contracts).⁸

Table 7: Micro Set-Asides Made and Required by Chapter 6 Departments⁹

<i>Departments</i>	<i>Set Asides Made</i>	<i>Set Asides Required</i>
Recreation & Parks	11	13
Public Works	8	17
Port	1	1
Public Utilities Commission	0	1
Total	20	32

[8] Eligible contracts have a specific total values. Service and Commodity contracts must be less than or equal to the minimum competitive amount (currently \$200,000) and Construction Contracts must have a contract service order value less than or equal to the threshold amount (currently \$1,000,000).

[9] The number of Micro Set-Asides required citywide is slightly less than half of the number of eligible contracts citywide due to rounding.

APPENDICES

APPENDIX 1

Glossary of Terms

Term	Definition
14B Waiver	Departments may request waivers, subject to CMD's review and approval, of their bid discount/rating bonus and subcontracting participation requirements under 14B. Waivers may be approved for contracts with 1) a lack of subcontracting opportunities or 2) insufficient LBEs to perform the given scope of work.
Alternate Delivery Methods	<p>As-Needed Contract: Agreement for services without a pre-defined scope of work done on a contract service order basis.</p> <p>Construction Manager/General Contractor (CM/GC) Contract: A contract bid out to a construction manager/general contractor who then bids out trade packages to pre-qualified subcontractors.</p> <p>Design-Build Contract: A contract whereby a single entity, known as the "Design-Builder," is retained to provide both professional design services and general contractor services for a public works project.</p> <p>Job-Order Contract (JOC): An indefinite quantity contract with a predefined set of bid items that are assigned on a periodic or task order basis for the performance of maintenance, repair, and smaller construction projects.</p>
Bid Discount	A downward adjustment in bid price authorized by Section 14B.7 used solely in the context of bid comparisons.
Chapter 6 Contract	A contract for construction services or construction-related professional services, procured under Chapter 6 of the San Francisco Administrative Code.
Chapter 21 Contract	A contract for services or commodities, procured under Chapter 21 of the San Francisco Administrative Code.
Citywide Financial and Procurement System (FSP)	The City and County of San Francisco's city-wide electronic system of record for procurements and payments. Also referred as "PeopleSoft."
Commodity Contract	An contract to purchase products, including materials, equipment, and supplies, procured under Chapter 21 of the San Francisco Administrative Code.
General Engineering (A) and Building (B) Contractors	A general engineering contractor is a contractor who builds fixed works requiring specialized engineering knowledge and skill. A general building contractor is a contractor who builds structures for the support, shelter, or enclosure of people, animals, or movable property of any kind, requiring in its construction the use of at least two unrelated building trades or crafts.
General Services Contract	An agreement for those services that are not professional services. Examples of "general services" include, but are not limited to, janitorial, security guard, pest control, and landscaping services.

Joint Venture	An association of two or more professional services or architect/engineering businesses in which each Joint Venture partner combines property, capital, efforts, skill, or knowledge and shares in the ownership, control, management responsibilities, risks, and profits of the Joint Venture.
LBE Certification Category	Commercially useful functions eligible for LBE certification. Certification categories are grouped according to the type of services firms supply to the city: General Contractors, Specialty Construction Contractors, Truckers and Haulers, Goods Materials and Equipment Suppliers, General Service Providers, Architects/Engineers, and Professional Service Providers. Firms seeking LBE certification must submit proof of applicable professional licenses and/or training, education, and work experience for the function for which they are seeking certification.
LBE Size	CMD certifies businesses as (in increasing size order) Micro-, Small-, or SBA-LBEs. Firms must fall below the revenue threshold established in 14B.3(B) in the certification category for which they are seeking certification to qualify for certification in a given size category.
Mentor-Protégé Program (MPP)	A program to foster partnerships between established, successful contractors and LBEs to provide training, networking, and mentoring opportunities with the goal to improve LBE MPP participants' ability to compete effectively for City contracts. Mentor firms are exempt from good faith outreach requirements.
MBE	Minority Business Enterprise: defined under Chapter 14B as a business certified as an LBE and owned and controlled by a member of one or more of the following ethnic groups: African Americans, Arab Americans, Asian Americans, Iranian Americans, Latino Americans, and Native Americans.
NPE-LBE	An LBE registered as a nonprofit public benefit corporations under California law and a 501(c)(3) organization under the Internal Revenue Code.
OBE	Other Business Enterprise: an LBE that is neither an MBE nor a WBE or cannot demonstrate that it is owned and controlled by one or more women or members of an ethnic group that would qualify that business for MBE status.
Prime Award Amount	The total bid amount made by a prime contractor on a winning bid or proposal, inclusive of all portions of the contract the prime contractor intends to subcontract to other firms.
PUC-LBE	Small businesses located within the PUC water system service area but outside of the jurisdictional boundaries of San Francisco that may enjoy all the benefits of LBEs on PUC regional contracts only. Additional restrictions on benefits afforded to PUC-LBEs are defined in Chapter 14B.5.
Rating Bonus	An upwards adjustment to a bidder's score authorized by Section 14B.7.
WBE	Woman business enterprise: an LBE owned and controlled by a woman.

APPENDIX 2

Departmental Narratives



MEMORANDUM

February 12, 2024

SUBJECT: Report on the Port of San Francisco's Achievements regarding the LBE Program and Key Strategies

Dear Ms. Tang,

The Port of San Francisco ("Port") is pleased to submit to the Contract Monitoring Division ("CMD") our metrics for success in awarding contracts to LBE contractors by leveling the playing field and removing barriers to success.

The Port is proud to have awarded 14 of 19 total contracts (74%) to an LBE prime contractor, or a joint venture comprised of at least one LBE. This exceeds the Port Commission's informal policy to award a minimum of 20% of contracts to LBE primes.

The Port awarded 52% of our contracts to Micro LBE Primes (excluding Joint Ventures). The Port advertised 1 Micro Set-Aside, and used pre-qualified pools and ranked lists to award additional contracts to firms that are Micro LBEs.

The Port focused on two strategies to increase LBE Prime participation (1) streamlining the contracting process; (2) Broadening our outreach strategies:

Streamlining the Contracting Process:

1. Early Advertisement and Notification publicly prior to official advertisement to the contracting community, especially the LBEs.
2. Changing from free-form narrative proposals to a form-based proposal format for Requests for Proposals and Qualifications streamlines the proposing process and reduces the cost of proposing.
3. Increasing the creation and use of pre-qualified pools for contracts, especially for contracts under the Minimum Compensation Amount allows departments the flexibility to enter into contracts quickly and smoothly with the most qualified firm(s), including LBEs.
4. Co-hosted two technical assistance workshops targeted at the unique challenges and growth opportunities for LBEs with the Northern California Procurement Technical Assistance Center. These webinars combined have over 2,500 views.

Broadening our Outreach Strategies:

1. Hosting LBE drop-in hours. During FY 22/23, staff met with 14 firms on a range of challenges, concerns and encourages our contracts community to leverage staff as a resource.
2. Contractor Open House welcomed over 275 participates to our in-person event that included speakers, information on up-coming projects, and networking opportunities.
3. Participating in quarterly meetings called “Construction Partners” which is sponsored by Renaissance with to discuss implementation of a stakeholder-based study that identified ways to increase participation in government contracting for minority-owned construction businesses in San Francisco, which was completed last year. The final report, CREATING A PATHWAY FOR MINORITY-OWNED CONSTRUCTION BUSINESSES TO THRIVE IN THE SAN FRANCISCO BAY AREA provided specific recommendations to help small women and minority-owned construction businesses thrive in the San Francisco Bay Area.
4. Attending Quarterly Supplier Diversity and Workforce Development Outreach Event sponsored by the Construction Industry Workforce Initiative. This event fosters conversations that create alignment and take us further on our equity journey to attract, retain, and develop the best talent for our industry and maximize the diversity of our supplier. This event welcomed 15 sponsors, 6 government agencies, and multiple supporting organizations and drew over 275 attendees representing small/local/diverse design and trade partners and workforce professional and created a space for connectivity.

The Port believes that this combination of strategies increased the opportunities for LBEs to win Prime contracts during this time period.

In addition, By July 2022, the Port had deployed all funds from the San Francisco Micro LBE Emergency Relief Program have been deployed. This marker notes that we successfully assisted 27 LBEs with low interest loans to aid in their recovery due to the impacts of the 2019 COVID Pandemic.

Thank you for your consideration of our annual review. We look forward to continuing an deepening our relationship with CMD and the LBE community.

Regards,

Alysabeth Alexander-Tut (she/her/hers)
Contracts and Procurement Manager
Port of San Francisco



The SFPUC is committed to maximizing the participation of LBEs on our capital projects. We undertake many different strategies to achieve this, including contractor outreach and engagement, providing technical support services and trainings at our Contractors Assistance Center, minority- and women-owned business inclusion strategies, as well as novel contracting tools and analyses to maximize LBE participation. Below, we provide a summary of some of the major categories and initiatives we undertake to maximize LBE participation as well as examples of specific strategies we have delivered that illustrate our commitment to LBE inclusion.

During the Shelter-in-Place Orders related to the COVID-19 pandemic and since, the SFPUC has remained committed to supporting LBEs. All of the SFPUC’s programming and technical assistance has remained available virtually throughout the pandemic. As the City returns to in-person work, the Contractors Assistance Center re-opened its physical space to the public three days a week. The Center’s services also remain available virtually.

Contractor Outreach and Engagement

SFPUC conducts and delivers many workshops, large gatherings of contractors, and outreach programs to inform LBEs of upcoming work and to connect LBEs with large prime contractors who bid SFPUC capital projects.

Project Outreach: SFPUC undertakes an extensive and robust contractor outreach and engagement strategy to make sure LBEs are aware of SFPUC’s upcoming contracts. Staff across divisions and enterprises collaborate to ensure that targeted outreach to LBEs and larger contractors occurs for each contract. Furthermore, staff conducts post-bid analyses of failed bids to identify and better understand the barriers that contractors face when bidding SFPUC contracts, with specific attention and analyses of challenges for LBEs.

Regional LBE Program: SFPUC’s Regional LBE Program provides small regional construction and construction-related firms located within SFPUC’s water service territory (from Daly City to Hetch Hetchy), eligibility to be certified as a LBE for contracting opportunities on SFPUC projects outside of San Francisco. SFPUC staff also deliver workshops, outreach events, and dedicated contractor engagement throughout our water service territory to encourage SFPUC-LBEs to pursue contracts. There are currently 50 firms certified as SFPUC-LBEs.

Contractors Assistance Center

SFPUC created the Contractors Assistance Center (Center) located in Bayview Hunters Point to help the LBE community get access to, compete for, and participate on SFPUC’s contracting opportunities. All the Center’s services and resources are free for our contracting community.

Center’s Services: The Center provides LBEs with the tools and support needed to compete for City-funded contracts. The Center offers technical assistance, classroom trainings, marketing support, and one-on-one counseling. All these services and support are tailored to the specific needs of the small business owner, the specific project, and the City’s contract requirements. Additionally, the Center provides access to plans and specifications for City projects, networking events, computer workstations,

Daniel L. Lurie
 Mayor

Kate H. Stacy
 President

Joshua Arce
 Vice President

Avni Jamdar
 Commissioner

Steve Leveroni
 Commissioner

Dennis J. Herrera
 General Manager

OUR MISSION: To provide our customers with high-quality, efficient and reliable water, power and sewer services in a manner that values environmental and community interests and sustains the resources entrusted to our care.



and meeting space for our local contractors. By learning generally applicable skills and utilizing these free resources, LBEs can better compete for projects at the SFPUC and navigate the City's contracting requirements, while also obtaining skills that they can utilize on projects throughout the City and beyond.

Business Trainings: The Center created a 12-week program that was designed to provide local, small construction businesses with technical training to ensure access to contracting opportunities, create strategies to compete for contracts, and enable the participants to perform business operations effectively. The Center built the program to provide the training participants first-hand experiences and feedback, as well as one-on-one mentorship. The Getting Down to Business Program completed its third cohort at the end of 2022 and began outreach for its fourth cohort in the first half 2023.

Targeted Initiatives for Historically Marginalized Local Contractors

SFPUC is committed to supporting community contractors that have been historically excluded or are underserved in public contracting and by the construction industry. The SFPUC has pursued specific funding that allows for additional small business contracting requirements.

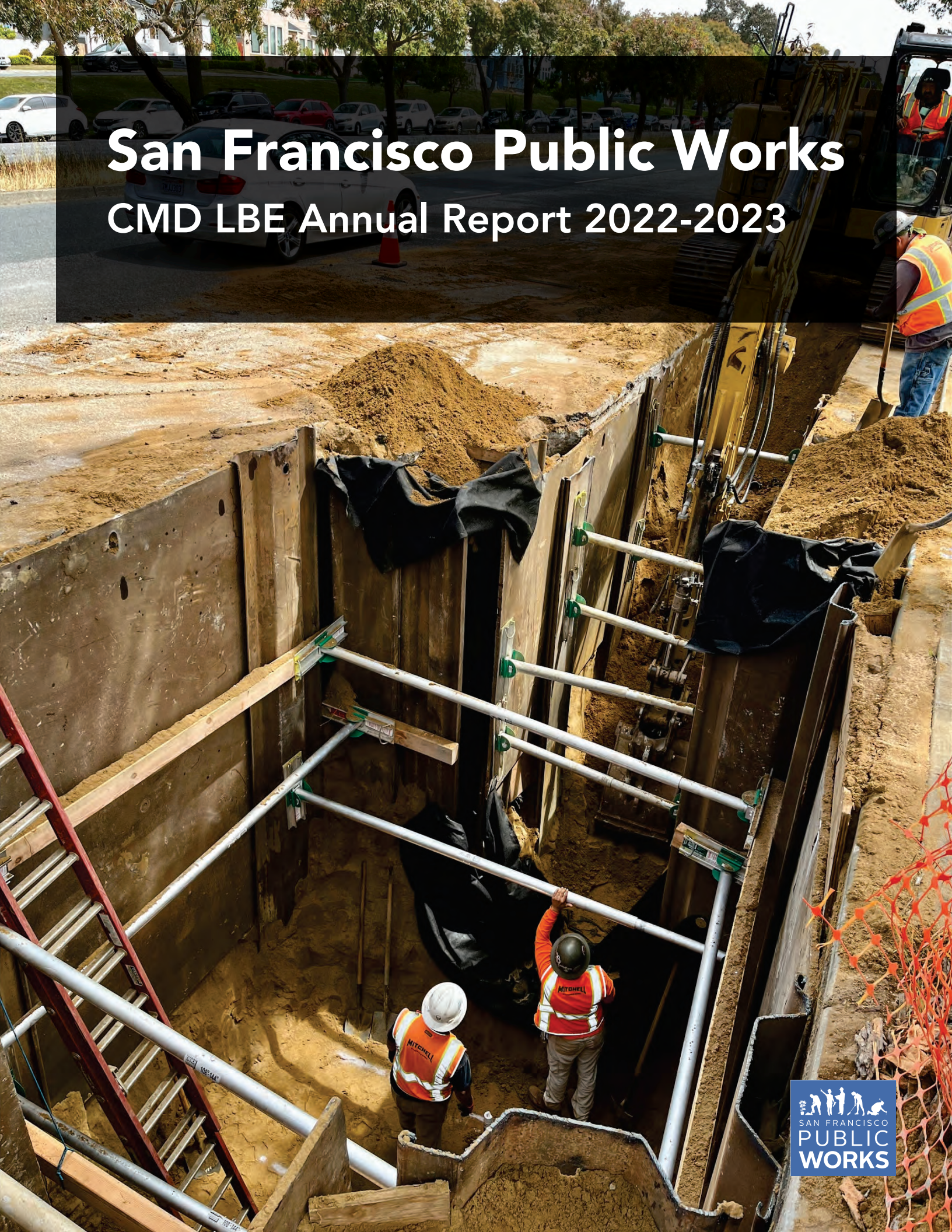
Minority- and Women-owned Businesses: Several significant contracts at the SFPUC are utilizing resources from the Federal Water Infrastructure Finance and Innovation Act, the Clean Water State Revolving Funds or the Drinking Water State Revolving Funds which require race- and gender-conscious contracting programs. SFPUC has worked strategically to include these federal contracting requirements, which clearly establish subcontracting goals for minority- and women-owned businesses. To maximize participation, SFPUC works with LBEs to ensure that they are cross-certified as both a San Francisco LBE and a Federal DBE. Prime contractors are then incentivized to utilize these dual-certified contractors because, as the LBE performs work on these contracts, the prime makes progress toward satisfying multiple compliance requirements by utilizing the same dual-certified LBE/DBE contractor.

Results on SSIP

SSIP is currently SFPUC's largest capital program. To quantify some of the positive impacts of the above strategies and initiatives on LBEs working on SSIP alone, SFPUC has awarded 288 LBEs a combined 841 contracts as both prime and subcontractors on professional service and construction contracts. Through June 30, 2023, those LBE contractors have earned more than \$471 million. Of the SSIP contracts that went to LBEs, 126 minority-owned and 73 women-owned businesses have been awarded 585 prime or subcontracts and have earned more than \$332 million.

San Francisco Public Works

CMD LBE Annual Report 2022-2023





San Francisco Public Works: LBE Program Goals and Accomplishments

San Francisco Public Works is one of the largest and most complex municipal operations in the City. Founded on January 8, 1900, Public Works has a workforce of nearly 1,800 and a \$453 million annual operating budget. The department's active capital project portfolio exceeds \$3 billion. As one of San Francisco's oldest City departments, it is also one of the most forward-thinking.

As a 24/7 operation with a diverse set of responsibilities, Public Works touches every neighborhood in San Francisco. The staff designs and manages the construction of civic buildings and streets, cleans and greens the right of way, maintains civic buildings, provides career training, keeps the rights-of-way free of hazards, paves the streets, repairs bridges and public stairways, expands accessibility and works at the forefront addressing some of San Francisco's biggest challenges, including homelessness.

The department is divided into four divisions – Operations, Engineering, Architecture/Landscape Architecture and Finance/Administration – and the Director's Office. The Public Works Commission and Sanitation and Streets Commission serve as oversight bodies and the director reports to the mayor.

Public Works relies on a large roster of partnerships to help deliver programs and projects. Non-profits, contractors, sister government agencies and volunteers encompass Public Works' main cohorts. We seek to have racial equity tenets be the grounding in all our work. The core values of integrity, responsiveness and respect strengthen the department's foundation.

Providing historically disadvantaged communities access to government contracting opportunities aligns with the department's goals.

Public Works consistently encourages qualified LBEs to participate in contracts, helping to exceed LBE participation requirements. An example of this is street improvement projects, which comprise a significant percentage of Public Works' projects. Street improvement projects start with a benchmark LBE subcontracting requirement of 25%.

To encourage LBE participation, Public Works often advertises Invitations for Bids in the Small Business Exchange, a dedicated newspaper designed to assist smaller, local firms. Public Works also sends advertising notifications for construction projects to minority business development agencies, builders' exchanges and plan rooms.

Our main goal with this initiative at San Francisco Public Works is to ensure viability and success for LBEs, while maintaining balanced competition.



Some notable projects during Fiscal Year 2022-23 include:

- Junipero Serra Boulevard Pavement Renovation and Sewer Replacement Project: Awarded August 2022. LBE Participation requirement was 25%.
- Various Locations Pavement Renovation No.59 & Sewer Replacement: Awarded March 2023. LBE Participation requirement was 25%.

Public Works has a large portfolio of upcoming projects that include LBE bid discounts and LBE subcontracting requirements. Current contract opportunities can be found here: www.sfpublicworks.org/

Public Works, in conjunction with the City's Contract Monitoring Division, works to ensure accurate advertising and procurement in accordance with updates to Chapter 14B of the San Francisco Administrative Code, such as a mentor-protégé program, additional neighborhood discounts and a pilot LBE discount program.

The Recreation and Park Department (RPD) manages over 225 sites and facilities including parks, recreation centers, pools, golf courses and major tourist destinations including the Golden Gate Park and the SF Marina. We also operate a robust recreation program for both children and adults. Department staffing ranges up to 1,000 employees during peak summer season.

The Recreation and Park Department has two pathways for contracting. The large recreation and park renovation capital projects (both design and construction) are administered and managed through Public Works. Operations and Maintenance related projects are administered and managed through the RPD Purchasing and Contracts Division.

RPD Projects

Construction-Related Work

During FY22-23, of the (20) Micro-Set Aside Eligible contracts:

- (16) Micro-Set-Aside Solicitations and Contracts were awarded to LBEs.

Project highlights included tree removal contracts, children's playground renovations, paving and security camera installation.

Professional Services Contracts

The majority of professional service agreements are administered through Public Works for Capital project design services.

During FY22-23, RPD issued

- (1) Design Build Contract for Gene Friend to Swinerton Builders \$38 million / 20% LBE Subcontracting Requirement)
- (1) Professional Services Design Contract for Marina Environmental Design Services to Environmental Science Associates for \$849K – (25.9% LBE subcontracting requirement commitment.)

Future Opportunities

The Recreation and Park Contracting Division along with the Operations Project Management team is committed to utilizing the Micro-Set Aside program as much as possible for our Operations Divisions programs. Projects include park maintenance and pathways, court resurfacing and renovation, park site furniture installation, tree maintenance (pruning and hazard abatement and restroom and small building remodels. We have established a solid working relationship with the SF LBE community, and always look to strengthen our partnership.



San Francisco International Airport

The San Francisco International Airport (SFO) is a gateway for international and domestic travelers to the robust and energetic region of San Francisco and the greater Bay Area. As passenger and traffic volume continued to return to pre-pandemic levels in FY 2022-2023, SFO remains a major regional economic engine and is well-positioned to generate over \$10 billion in business activity.

SFO recognizes that developing partnerships with the SFO's surrounding communities is a crucial part of its ongoing success and has a long history of helping small and local businesses gain access to opportunities at SFO. SFO was one of the first U.S. airports to open a Small Business Office over thirty years ago. Over the years, SFO has developed various programs to help small, local, minority, and women-owned firms have equitable access to SFO's business opportunities. Today, the Social Responsibility (SR) section works closely with the Contract Monitoring Division (CMD) to ensure compliance with Chapter 14B of the San Francisco Administrative Code. SR also enforces the Federal Disadvantaged Business Enterprise (DBE) and Airport Concessions Disadvantaged Business Enterprise (ACDBE) Programs. Through the collaboration with CMD, SFO provides rigorous outreach and support to connect local, small, and disadvantaged businesses to resources and contract opportunities at SFO. SFO hosts town hall meetings with disadvantaged businesses and major primes to advertise SFO business opportunities, introduce small business owners to SFO's staff for support in their pursuit of opportunities, and connect small businesses to primes for teaming on SFO contracts.

Further, SFO implements various strategies to exceed mandated goals. SFO provides scoring bonus incentives to Joint Ventures (JV), including LBEs as part of the JV. Additionally, in Design-Build contracts, SFO awards JV bonus scoring for the prime designers, including LBE as part of a JV for the design portion of the contract. For both CM/GC and Design-Build Contracts, SFO seeks to increase small business participation by setting aside specific scopes of work and trade bid packages for LBE firms when practical. Additionally, CM/GC and Design-Build contracts allow for 7.5% of trade work to be directly negotiated. Contractors are encouraged to use this allowance to engage directly with LBE subcontractors.

SFO also ensures that contracting qualifications and experience requirements do not exclude small businesses from participating in all its contracts. In addition to unbundling large construction scopes into smaller scopes, master builders on large projects each assign a staff person to serve as the 14B Compliance/Community Liaison. This process helps ensure SFO fully informs community stakeholders of opportunities and encourages them to bid. The Compliance/Community Liaison also assists in overcoming challenges related to changes in project scope, ensuring the timely dissemination of these changes to affected stakeholders.

Some noteworthy project accomplishments this fiscal year include:

- The Terminal 1 Center (T1C) Renovation Project continues with the construction of the last phase of the Project, Terminal 1 North. Demolition of concrete panels for Frontal Gates C1 and B3 was completed in June 2023 as well as the associated shallow foundations.
- The Terminal 3 West Modernization Project continues with the Programming Phase. Stakeholder Engagement Process meetings continue and are anticipated to be completed in July 2023. F Connector Museum lighting replacement was completed in June 2023.
- The Courtyard 3 Connector Project continues with the Design Phase for the Commission Office (formerly referred to as Interior Buildout) and commenced the Design Phase for the Airport Integrated Operations Center (AIOC).
- The International Terminal Building (ITB) Phase 2 Project continues with construction. Construction for the replacement of the revolving doors on the Departures and Arrivals Levels continues. Installation of structural bracing for the new sliding doors at the BART entrance was completed in June 2023.
- SFO embarked on the West Field Redevelopment Program. This new program will attempt to redevelop the West Field area of the Airport with new cargo buildings, AirTrain station upgrades, a new office building, and an employee parking lot.

Also of note, during this fiscal year, the following contracts were awarded to LBE primes:

- As of June 2023, LBE firms earned \$1 billion, or 21%, of the \$4.76 billion spent on capital improvement projects under the Ascent Program Phase 1.

SFO continues to prioritize small business participation in all its business opportunities.

APPENDIX 3

Data Sources and Decisions

Data Sources

Awards: Financials and Procurement (FSP) Reports and Analytics, Contracts dashboard, Contracts by Project Team report

Payments: FSP Reports and Analytics, LBEs – 14B Contract List dashboard, Payment Affidavit Tracking report type

Waivers: ServiceNow CMD14B Post-Solicitation Waivers

Micro LBE Set-Aside Data: Required set-asides calculated from awards data; awarded set-asides sourced manually via departmental interviews

Data Processing Decisions

CMD removed DBE and SBE contracts as well as contracts with 14B waivers from award and payment datasets.

Grant and non-purchasing contracts are exempt from 14B and were therefore removed as well.

CMD considers contracts with the following purchasing authority descriptions (as listed in FSP) to have been subject to 14B:

- Admin Code 21.04(A)(6)-Direct Purchase by General Manager Of PUC
- Airport Commission Authority - Document Bid
- Airport Commission Authority - Document Not Bid
- Amer Recovery Reinvest Act 2009 - Document Bid
- Awarded Contractor Failure To Deliver; Temporarily Purchase From Any Source
- Books Magazines Pamphlets And Periodicals
- California Secretary Of State Election Code Section 13001(A)
- Competitive Solicitation
- Construction Services
- CPUC Tariff Rule 20B – Undergrounding
- Contracting With Developers To Install Electric Facilities At New Developments
- Direct Departmental Purchase Of Individual Contract Or Classes Of Contract As Approved By The Purchaser
- For Purchasing Works Of Art Or Artifacts For Museums Or Display In Public; Special Art Restoration; Insuring; Transport; Storage; Curation; Conservation
- Insurance Purchased By Risk Manager
- It-No Bid (Oca Use Only)
- Medical Surgical & Dental Equipment; Instruments; Prosthetic Devices; Special Supplies.
- Medicines & Drugs
- No Valid Offers Received; Multiple Low Offers
- No Purchasing Authority In Legacy System
- Open Market Purchases
- Pilot Project (Term Not To Exceed 2 Years)
- Pilot Project. See Rules & Regs
- Property Management Agreements For Rec & Park
- Purchase Based On Prior Award At Same Or Lower Price Within One Year
- Perishable Foods
- Public Power In New City Developments
- Redevelopment - Document Bid
- Release Against A City Or Departmental Blank Purchase Order

- Short-Term Contract Extensions (Chapter 21)
- Specialized Equipment
- Materials And Supplies For Instructional Purposes. Specialized Eduational Tests And Testing Services.
- Term Contract Profserv-Bid/Environmental Consulting
- Term Contract

CMD removed contracts with these purchasing authority descriptions, as they are not subject to 14B subcontractor participation requirements:

- Airport Commission Authority - Sole Source
- Amer Recovery Reinvest Act 2009 - No Other Source
- Authority To Be Used In NP BPO/PO For Rent
- Authorized By Grant - Not Purchasing Authority
- Board Of Supervisors Resolution #398-03
- Chapter 21 Emergency Procurement
- Chapter 6 Emergency Procurement
- Charter Sec 5.101 Authority - Charitable Trust Dept (AAM,FAM,WAR)
- Fine Arts; Music; Plays; Works Of Art; Films; Audio And Video Cassettes; Etc.
- For Professional Services Contracts That Have Not Been Competitively Bid And Where A Sole Source Waiver Has Been Approved
- For Professional Services Contracts Under 10K
- Grant From Homeland Security
- Grants Only - Competitive Bid
- Grants Only - No Bid
- Grants Only - No Bid - Emergency Procurement
- Grant Competitive Solicitation
- Grant No Bid – Compliance With Law/Contract/Funding Source
- Grant No Bid – Government Entity
- Grant No Bid – Private Property/Neighborhood Improvement
- Grant Sole Source – City-Owned Cultural Center
- Grant Sole Source – Recurring Grant
- Grant Sole Source – Solicitation Infeasible Or Impracticable (Including Emergency Grants)/Public Purpose
- Grant Sole Source – Solicitation Infeasible Or Impracticable/Public Purpose
- Grant Sole Source – Solicitation Infeasible Or Impracticable: Emergency
- Leasing Of Equipment From Non-Profit Corps. Without Competitive Bid
- Municipal Transportation Agency Authority - Document Bid
- Municipal Transportation Agency Authority - Document Not Bid
- Municipal Transportation Agency Authority - Sole Source
- No Other Source
- Non-Purchasing
- Professional Svc Contract Btwn Ccsf & S.F. Conservation Corp
- Prop Q Authority Not Bid
- Prop Q Authority With Bid
- Projects Addressing Homelessness
- Real Estate - Document Bid - Using Ordinance 309-08
- Real Estate - Document Not Bid - Using Ordinance 309-08
- Real Estate - No Other Source Under Ordinance 309-08
- Reciprocal & Other Agreements With Public Agencies
- Repairs For Equip Incl Svc And Parts When Repairs Must Be Done By Mfgr Or Installer Or When Repairs By Other Would Void Warranty

- Short-Term Grant Extensions
- Streamline Contracting For Homeless Shelters
- Supplier Contract Used To Track MOU Agreement
- Treasure Island Agency Authority - Document Bid
- Treasure Island Agency Authority - Document Not Bid
- Treasure Island Agency Authority - Sole Source
- UCSF Master Agreement
- Univ Healthsystems Consortium Services - Health Dept Use Only
- Univ Healthsystems Consortium Services - Health Dept Use Only - Doc Bid
- Univ Healthsystems Consortium Services - Health Dept Use Only - Doc Not Bid
- Univ Healthsystems Consortium Services - Health Dept Use Only - Sole Source



Thank you.

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CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CITY ADMINISTRATOR

FY 2023-2024

ANNUAL LBE PARTICIPATION REPORT



PREPARED BY

Contract Monitoring Division
Office of the City Administrator
City and County of San Francisco

MESSAGE FROM THE CONTRACT MONITORING DIVISION (CMD)

The Contract Monitoring Division (CMD) advances economic justice through the Local Business Enterprise (LBE) program and non-discrimination enforcement.

CMD respectfully submits this report to the Board of Supervisors, satisfying the reporting requirements of Chapter 14B of the San Francisco Administrative Code and summarizing CMD's outcomes for July 1, 2023- June 30, 2024 (FY 2023-2024).

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ABOUT CMD & CHAPTER 14B

BACKGROUND

The Contract Monitoring Division (CMD) of the Office of the City Administrator oversees the City's contracting process with a lens to advance economic justice through the Local Business Enterprise (LBE) program and non-discrimination enforcement. The program is authorized in the San Francisco Administrative Code Chapter 14B.

The LBE program seeks to support local businesses in government contracting. Local businesses contribute to the financial health of the San Francisco economy and form the backbone of neighborhoods. San Francisco's local businesses inject hundreds of millions of dollars annually into the city's economy through wages, rent, purchasing, and taxes.

LBE CERTIFICATION

LBE certification gives local businesses the ability to certify their status as a local business. LBE certification is used on contracts subject to Chapter 14B for benefits when bidding as a prime contractor, enables primes to fulfill subcontracting requirements, and for competing on set-asides contracts.

LBE CONTRACT MONITORING

CMD enforces Chapter 14B's requirement that LBEs receive bid discounts or rating bonuses when bidding as prime contractors. CMD also monitors ongoing contracts to ensure compliance with LBE subcontracting requirements.

CMD also supports the LBE community through outreach and programs such as the Mentor-Protégé program, the Bonding and Financial Assistance Program, and the Contractor Accelerated Payment Program.



CMD Through The Years

1984

Ordinance 139-84 adopted, directing the Human Rights Commission to address identified discriminatory practices in city contracting.

1989

Chapter 12D enacted, establishing Minority Business Enterprise (MBE)/Woman Business Enterprise (WBE) set-asides and bid discounts.

1996

California Proposition 209 passed, prohibiting "preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of...public contracting."

2004

In Coral Construction vs. San Francisco, the Superior Court of San Francisco enjoined the City and County from enforcing the MBE and WBE preferences in Chapter 12D.

2006

Chapter 14B adopted a local business enterprise program to address discrimination in public contracting. 14B includes LBE subcontracting participation requirements, and good-faith outreach requirements are introduced. LBEs are eligible to receive an MBE/WBE designation with their certification.



Ordinance 265-08 adds a second factor to responsiveness to CMD requirements in bidding. Program adds the 35% LBE participation good faith outreach exemption and establishes the point system for documenting good faith outreach.

The Contract Monitoring Division (CMD) is established under the City Administrator and the LBE Program is transferred to CMD from the Human Rights Commission.

Ordinance 250-14 establishes the CMD Mentor-Protégé program.

Ordinance 203-21 authorizes CMD to set separate LBE subcontracting participation requirements for micro, small, and SBA LBEs, establishes the Pilot Neighborhood LBE program, establishes the Pilot Trucking program for micro-LBE certified trucking firms, improves benefit to mentors in Mentor-Protégé program, increases size thresholds for LBEs, and increases penalties for non-compliance.

CMD updates good faith outreach approaches to encourage primes to develop relationships to new micro-LBE as one approach to good faith outreach.

CMD updates annual reporting to include payment and 14B waiver data.

REPORT HIGHLIGHTS

*Fiscal Year 2023-2024:
July 1st, 2023 – June 30th, 2024*

\$528
million

awarded to Local Business Enterprises as either primes or subcontractors (30% of total)

\$455.8
million

paid to LBEs as prime contractors, joint venture constituents, or subcontractors (18% of total)

96
contracts

awarded to LBEs as primes (21% of total)

79
contracts

awarded to Micro LBE Primes (18% of total)

984
LBEs

certified by CMD – including 833 as Micro LBEs and 618 as woman- or minority-owned businesses

\$4.2
billion

worth of direct city contracts monitored by CMD on 2,179 contracts¹

[1] Defined as the sum of the awarded contract value of every 14B-eligible contract awarded in FY 2023-2024 and of every 14B-eligible contract awarded in prior FYs on which a payment was made in FY 2023-2024



KEY PROJECTS: FY 2023-2024

01

LBE Directory Integrated Into SF City Partner

Directory moved and now located on main San Francisco City Partner webpage. Improved directory functionality for LBEs, primes, and departments.

02

Launched SF Lends to improve access to capital for LBEs and foster banking relationships

Building on the work of the Contractor Accelerated Payment Program, CMD partnered with the Treasurer and Tax Collector's office to improve access to capital for LBEs.

03

Launched the CMD Newsletter

Bringing monthly updates, news items, key contracting opportunities, and resources to the LBE community.

THE LBE COMMUNITY



LBEs may be certified in three different size categories (Micro, Small, and SBA) and receive one size certification for each category of work for which they are certified based on their five-year average gross receipts.

However, because Chapter 14B creates maximum gross receipt thresholds for each category of work for the purposes of designating LBEs as Micro, Small, or SBA, LBEs may receive more than one size certification if they are certified in more than one category of work.

LBE certification criteria and requirements are outlined in the San Francisco Administrative Code Chapter 14B.3. This section contains statistics on the LBE community as of June 30th, 2024.

Table 1: LBEs By Economic Threshold Size²

Micro	833	85%
Small	105	11%
SBA	46	5%
Grand Total	984	100%

Table 2: LBEs By Status: MBE, WBE, OBE³

MBE	373	38%
WBE	245	25%
OBE	366	37%
Grand Total	984	100%

[2] Table 1 counts all firms with more than one distinct size designation in the smallest size designation for which they are certified.

[3] MBE, WBE, or OBE designations are optional and are based on the majority business owners' self-identification. LBEs must select a single designation and cannot be designated as both an MBE and WBE.

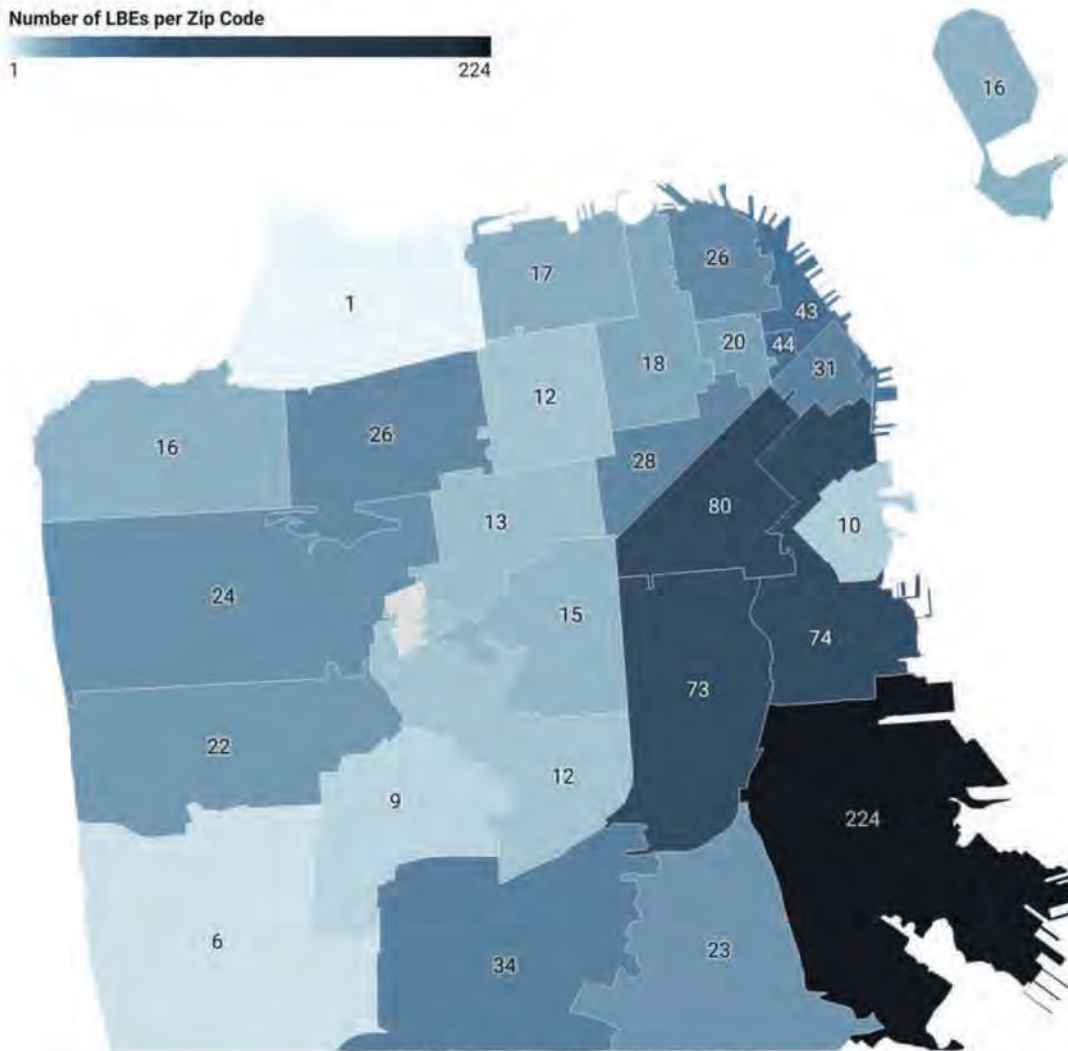
Table 3: LBEs By Type of Certification

LBE	920	93%
NPE-LBE	9	1%
PUC-LBE	55	6%
Grand Total	984	100%

Table 4: LBEs by Ethnicity Designation, Where Provided⁴

	#	% of all LBEs
Arab-American	13	1%
Asian-American	176	18%
Black American	98	10%
Iranian-American	18	2%
Latino-American	104	11%
Native American	1	<1%
Grand Total	410	42%

Figure 1: San Francisco LBEs per Zip Code



The geographic distribution of San Francisco LBEs across the city varied by Zip Code.

[4] The number of LBEs with ethnicity designations exceeds the number of MBEs because some minority-owned WBEs with ethnicity designations have selected WBE as their single LBE designation. This is a current requirement of the Chapter 14B Rules and Regulations.

Figure 2: LBEs by Primary Work Category Certification and MBE/WBE/OBE Designation

The chart below illustrates how the concentration of MBEs, WBEs, and OBEs are concentrated differently across the various industries in which CMD certifies LBEs. As an example, see below the high concentration of MBE firms in the trucking and hauling industry:

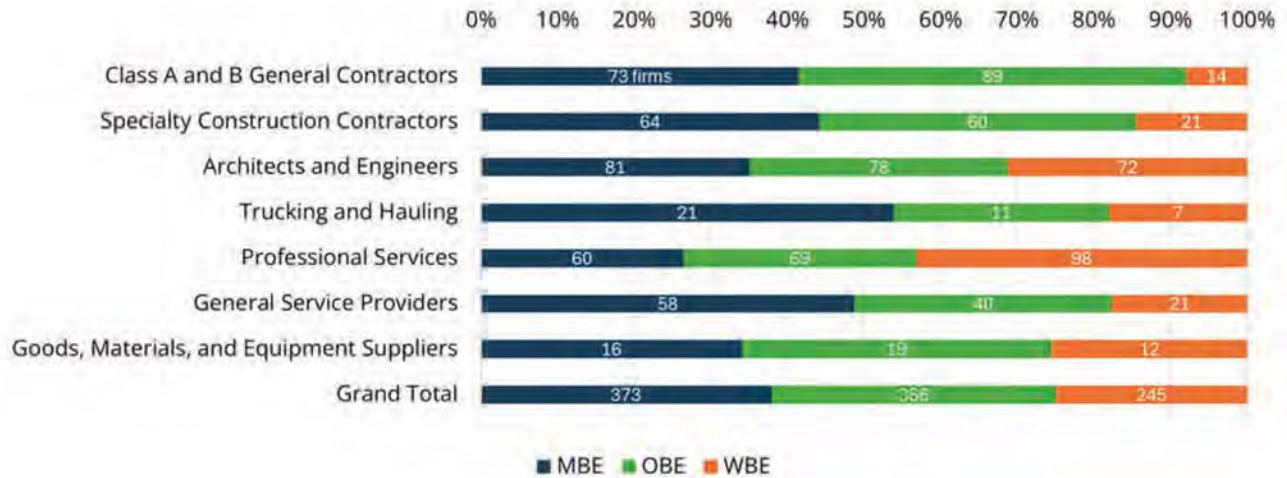


Table 5: LBEs By Work Category

Work Category	#	% of all LBEs
Class A and B General Contractors	176	18%
Specialty Construction Contractors	145	15%
Architects and Engineers	231	23%
Trucking and Hauling	39	4%
Professional Services	227	23%
General Service Providers	119	12%
Goods, Materials, and Equipment Suppliers	47	5%
Grand Total	984	100%

LBE PARTICIPATION IN CITY CONTRACTING

Prime-Level LBE Participation



CMD participates in the competitive bidding process to ensure LBEs can participate in the award of contracts at the prime and subcontractor levels.

This section outlines the success of LBEs at winning **prime** contracts awarded in the reporting period that were subject to the LBE program. This includes construction, commodity, professional services, and general services contracts.

Prime Awards by Number of Contracts⁵



21%

of total contracts were awarded to LBE Primes (96 of 450 total contracts subject to Chapter 14B citywide)



18%

of total contracts were awarded to Micro LBE Primes (79 of 450 total 14B subject-contracts)

[5] For this report, a contract's "award date" is considered to be the contract term start date for the prime contract. CMD monitors this information through the CMD Attachments 1-7 and the Citywide Financial and Procurement system.

Figure 3: Number of Prime Contracts Awarded by LBE Status & Size Certification

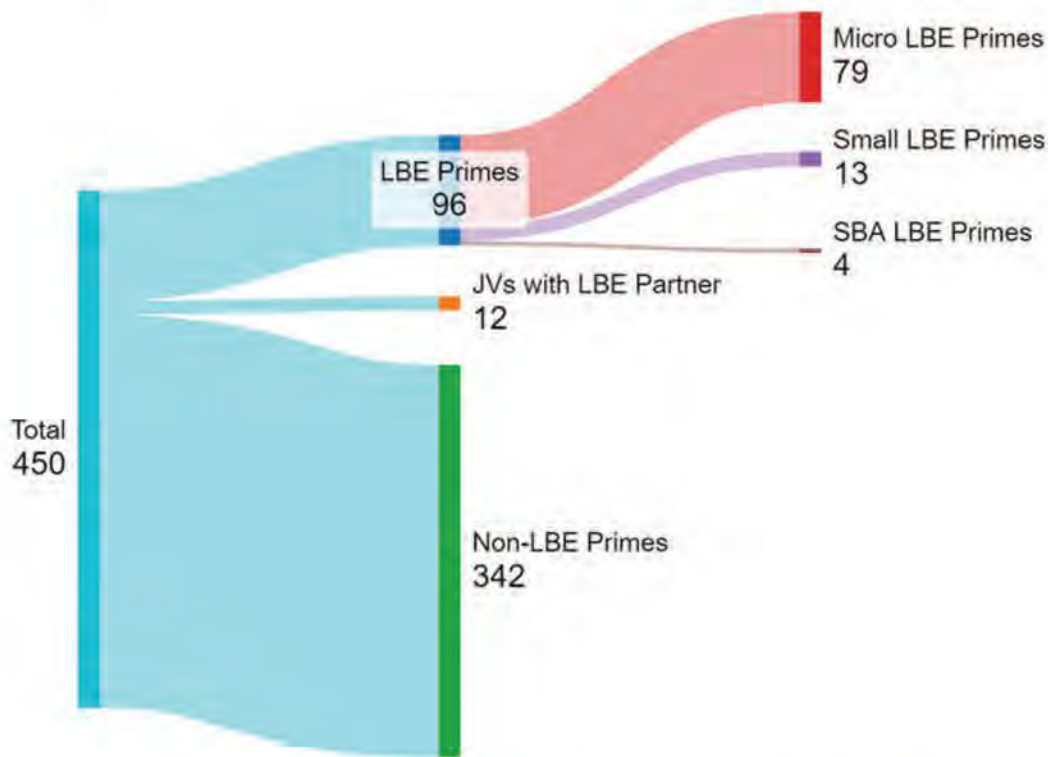
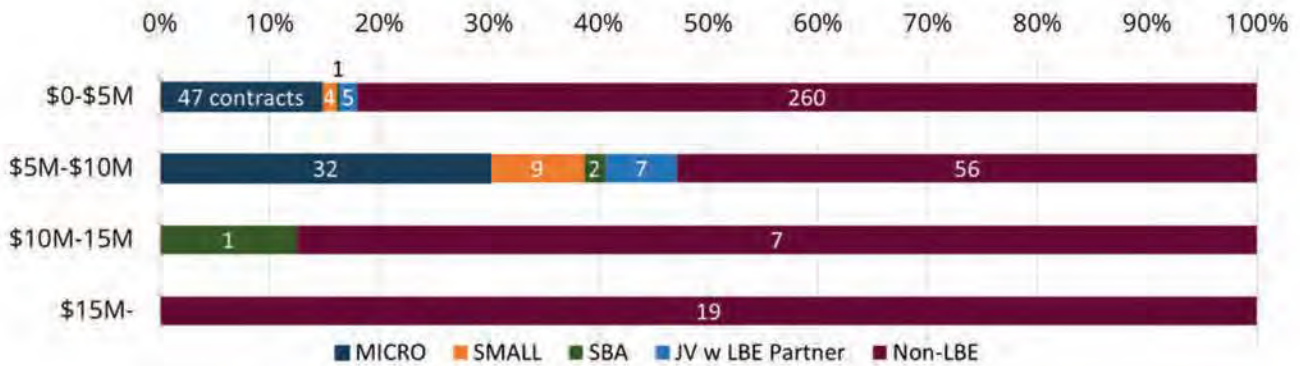


Figure 4: Number of Contracts by Prime Award Amount and Prime Contractor LBE Size



LBE Participation Across the Project Team

This section outlines the dollar value of contracts subject to 14B that were both awarded and paid out during the reporting period.

Unless otherwise specified, all figures include contract value at the prime, joint venture constituent, and subcontractor level.

This data includes construction, commodity, professional services, and general services contracts.

30%

of total **awarded** contract value citywide subject to 14B was awarded to LBEs

\$527.9M

of \$1.8 Billion

18%

of total **paid** contract value citywide subject to 14B was paid to LBEs

\$455.8 M

of \$2.6 Billion

Figure 5: Citywide LBE Awards by LBE Size

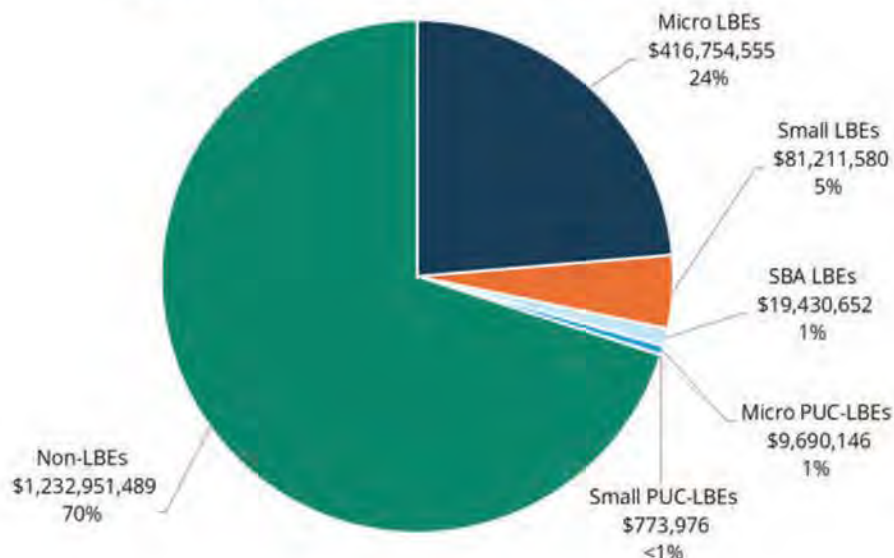
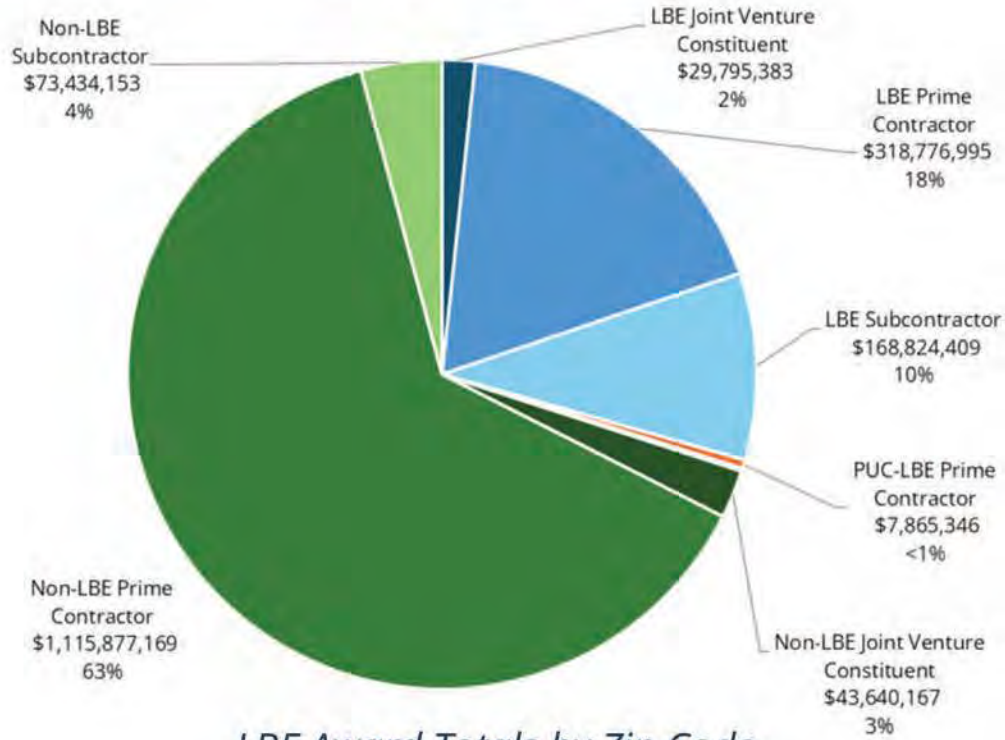


Figure 6: Citywide Awards by Supplier Type and LBE Status



LBE Award Totals by Zip Code

Figure 7: LBE Awards by Zip Code

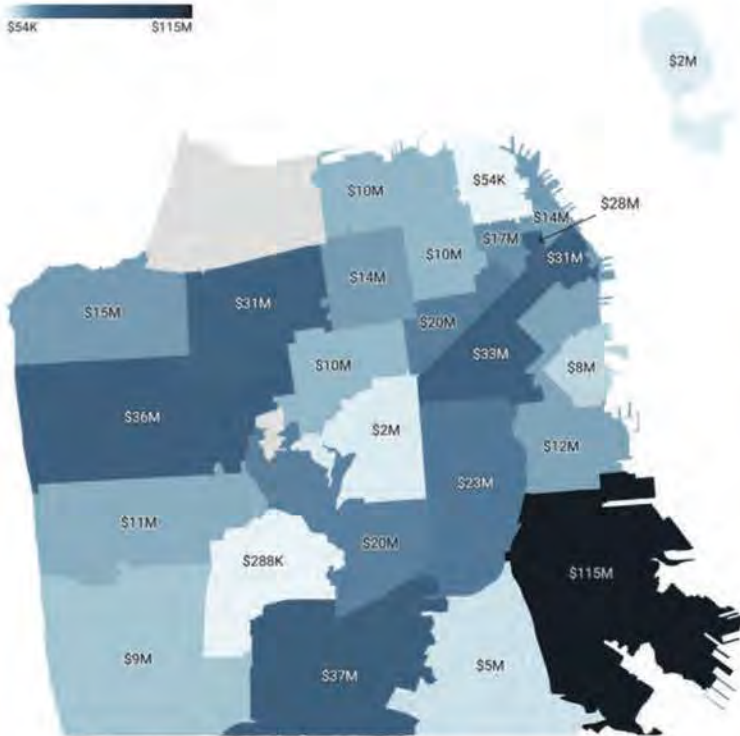
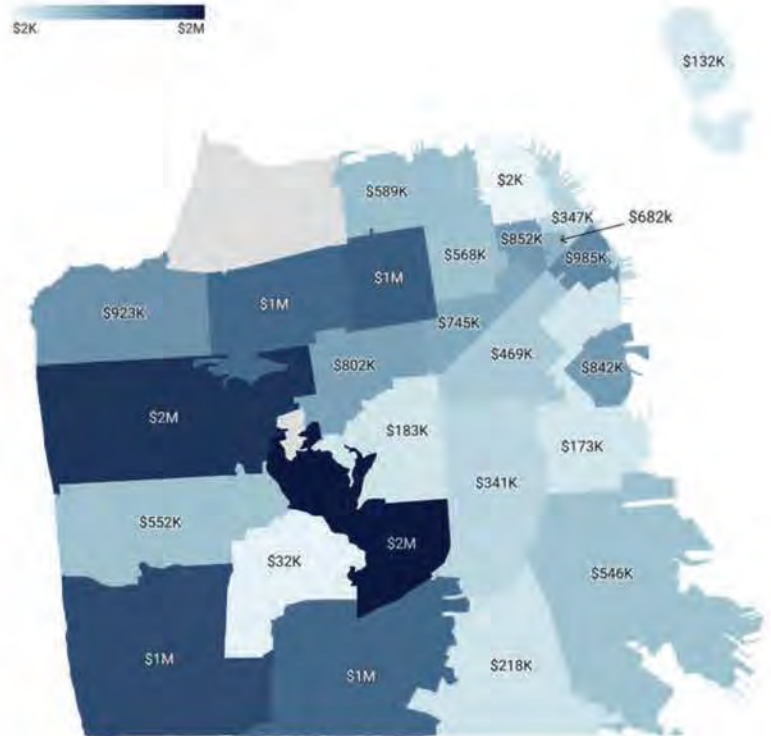


Figure 8: LBE Awards Per LBE in each Zip Code



LBE Participation on Construction and Construction-Related Professional Services Contracts



Chapter 14B.15 requires that CMD report on the bidding environment in the various industries in which the city procures goods and services.

This section describes data on LBE awards and payments on construction and construction-related professional services contracts, those procured under Chapter 6, by department and LBE Work Certification Category.

Figure 9: LBE Awards by Department

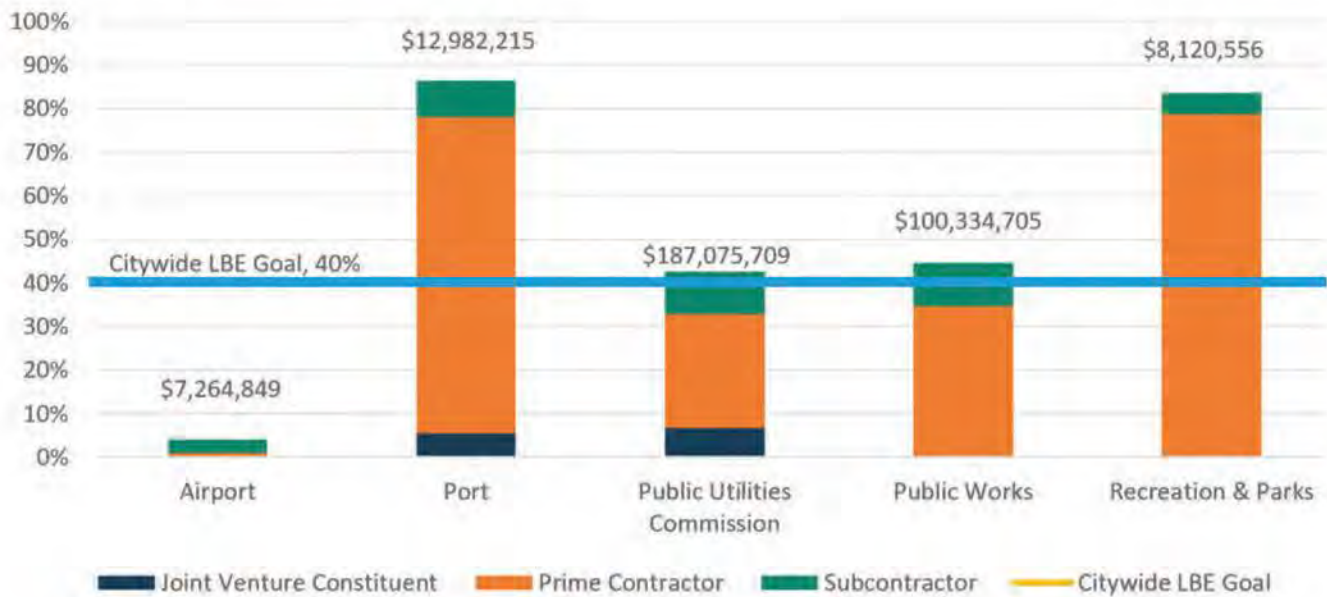


Figure 10: LBE Payments as a % of Total Payments by Department ^{6, 7}

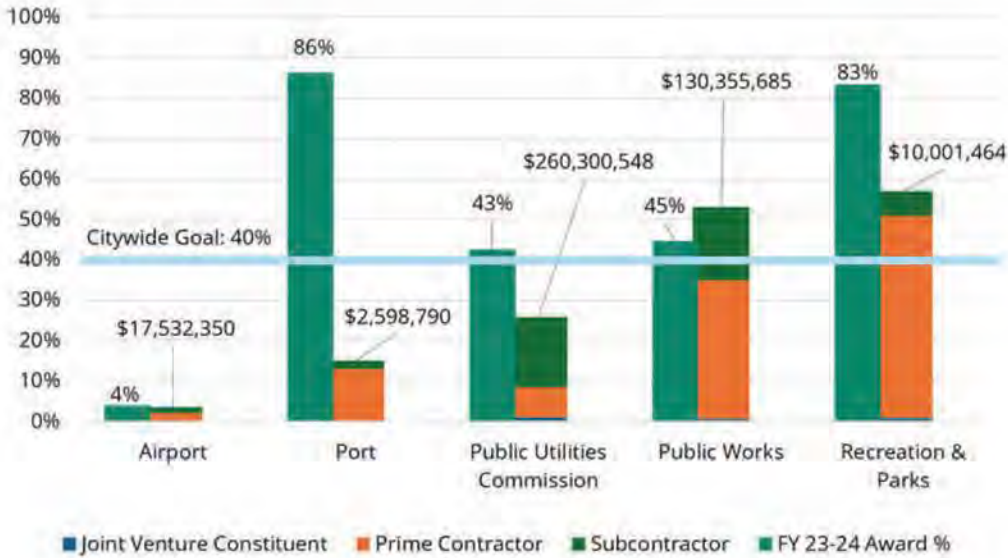


Table 6: Chapter 6 Awards to LBEs by Work Certification Category

	<i>Award Total</i>	<i>% of Total</i>
General Engineering (A) and Building (B) Construction	\$205,195,163	74%
Specialty Construction	\$16,954,058	6%
Architects and Engineers	\$26,470,072	10%
Professional Services	\$24,129,750	9%
Trucking and Hauling	\$4,398,350	2%
Goods, Materials, and Equipment Suppliers	\$324,700	<1%
Total	\$277,472,093	100%

[6] The data from this section comes from validated payments in the City-wide Financials and Procurement System. This system went online in 2017 and CMD and the Controller Systems team have collaborated on stabilizing functionality to meet CMD needs. At this time, adoption of the FSP system for CMD purposes is still in process. For historical contracts areas such as joint venture data may not be accurate.

[7] Due to technological limitations resulting from their ongoing transition between accounting software platforms, the Airport's payment data over the relevant time periods does not have a consistent method of determining payment timing and therefore cannot be included in this report. The Airport expects to be able to include their data in next fiscal year's reporting.

Micro LBE Set-Aside

DATA AND ANALYSIS

Micro LBEs are the smallest LBEs by economic threshold. In support of these local businesses, the CMD program includes provisions to drive Micro LBE inclusion. Chapter 14B states that departments should set-aside contracts where LBEs are the only eligible bidders. The departments should reserve 50% of eligible construction and public works contracts and 25% of service and commodity contracts, where eligible contracts are those where the total value is less than or equal to the minimum competitive amount (for service and commodity contracts) or the threshold amount (for construction contracts).⁸

Table 7: Micro Set-Asides Made and Required by Chapter 6 Departments

	<i>Set Asides Awarded</i>	<i>Set Asides Required</i>
Recreation & Parks	16	10
Public Works	7	1
Port	4	0
Airport	3	0
Public Utilities Commission	2	1
Citywide Total	32	12

[8] Eligible service and commodity contracts must be less than or equal to the minimum competitive amount (currently \$200,000) and eligible construction contracts must have a contract service order value less than or equal to the threshold amount (currently \$1,000,000).

[9] The Port of San Francisco's four contracts awarded as micro set-asides were janitorial services contracts procured by the Office of Contract Administration with assistance from the Port. Port staff encouraged and facilitated the procurement of these four contracts, and they are therefore noted here despite the procuring department being the Office of Contract Administration.

APPENDICES

APPENDIX 1

Glossary of Terms

Term	Definition	
14B Waiver	Departments may request waivers, subject to CMD's review and approval, of their bid discount/rating bonus and subcontracting participation requirements under 14B. Waivers may be approved for contracts with 1) a lack of subcontracting opportunities or 2) insufficient LBEs to perform the given scope of work.	
Contracting Methods Other Than Low Bid	As-Needed Contract	Agreement for services without a pre-defined scope of work done on a contract service order basis.
	Construction Manager/General Contractor (CM/GC) Contract	A contract bid out to a construction manager/general contractor who then bids out trade packages to pre-qualified subcontractors.
	Design-Build Contract	A contract whereby a single entity, known as the "Design-Builder," is retained to provide both professional design services and general contractor services for a public works project.
	Job-Order Contract (JOC)	An indefinite quantity contract with a predefined set of bid items that are assigned on a periodic or task order basis for the performance of maintenance, repair, and smaller construction projects.
Bid Discount	A downward adjustment in bid price authorized by Section 14B.7 used solely in the context of bid price comparisons.	
Chapter 6 Contract	A contract for construction services or construction-related professional services, procured under Chapter 6 of the San Francisco Administrative Code	
Chapter 21 Contract	A contract for services or commodities, procured under Chapter 21 of the San Francisco Administrative Code	
Citywide Financial and Procurement System (FSP)	The City and County of San Francisco's city-wide electronic system of record for procurements and payments. Also referred as "PeopleSoft."	
Commodity Contract	An contract to purchase products, including materials, equipment, and supplies, procured under Chapter 21 of the San Francisco Administrative Code.	
General Engineering (A) and Building (B) Contractors	A general engineering contractor is a contractor who builds fixed works requiring specialized engineering knowledge and skill. A general building contractor is a contractor who builds structures for the support, shelter, or enclosure of people, animals, or movable property of any kind, requiring in its construction the use of at least two unrelated building trades or crafts.	

General Services Contract	An agreement for those services that are not professional services. Examples of "general services" include, but are not limited to, janitorial, security guard, pest control, and landscaping services.
Joint Venture	An association of two or more professional services or architect/engineering businesses in which each Joint Venture partner combines property, capital, efforts, skill, or knowledge and shares in the ownership, control, management responsibilities, risks, and profits of the Joint Venture. A rating bonus may be applied if at least one partner is an LBE.
LBE Certification Category	Commercially useful functions eligible for LBE certification. Certification categories are grouped according to the type of services firms supply to the city: General Contractors, Specialty Construction Contractors, Truckers and Haulers, Goods Materials and Equipment Suppliers, General Service Providers, Architects/Engineers, and Professional Service Providers. Firms seeking LBE certification must submit proof of applicable professional licenses and/or training, education, and work experience for the function for which they are seeking certification.
LBE Size	CMD certifies businesses as (in increasing size order) Micro-, Small-, or SBA-LBEs. Firms must fall below the revenue threshold established in 14B.3(B) in the certification category for which they are seeking certification to qualify for certification in a given size category.
Mentor-Protégé Program (MPP)	A program to foster partnerships between established, successful contractors and emerging LBEs to provide training, networking, and mentoring opportunities with the goal to improve LBE MPP participants' ability to compete effectively for City contracts. Mentor firms are exempt from good faith outreach requirements.
MBE	Minority Business Enterprise: defined under Chapter 14B as a business certified as an LBE and owned and controlled by a member of one or more of the following ethnic groups: African Americans, Arab Americans, Asian Americans, Iranian Americans, Latino Americans, and Native Americans.
NPE-LBE	An LBE registered as a nonprofit public benefit corporations under California law and a 501(c)(3) organization under the Internal Revenue Code.
OBE	Other Business Enterprise: an LBE that is neither an MBE nor a WBE or cannot demonstrate that it is owned and controlled by one or more women or members of an ethnic group that would qualify that business for MBE status.
Prime Award Amount	The total bid amount made by a prime contractor on a winning bid or proposal, inclusive of all portions of the contract the prime contractor intends to subcontract to other firms.
PUC-LBE	Small businesses located within the San Francisco Public Utilities Commission's Hetch Hetchy water system service area but outside of the jurisdictional boundaries of San Francisco that may enjoy all the benefits of LBEs on PUC regional contracts only. Additional restrictions on benefits afforded to PUC-LBEs are defined in Chapter 14B.5.
Rating Bonus	An upwards adjustment to a bidder's score authorized by Section 14B.7.
WBE	Women-owned Business Enterprise: an LBE owned and controlled by one or more women.

APPENDIX 2

Departmental Narratives



MEMORANDUM

November 4, 2024

SUBJECT: Report on the Port of San Francisco's Achievements regarding the LBE Program and Key Strategies

Dear Ms. Tang,

The Port of San Francisco ("Port") is pleased to submit to the Contract Monitoring Division ("CMD") our metrics for success in awarding contracts to LBE contractors by leveling the playing field and removing barriers to success.

The Port is proud to have awarded 8 out of 12 total contracts (67%) to LBE Primes or Joint Ventures including an LBE partners. Of contracts with LBE subcontracting requirements, the Port awarded 5 of 8 total contracts (63%) to an LBE prime. This exceeds the Port Commission's informal policy to award a minimum of 20% of contracts to LBE primes.

The Port is particularly proud of the work we did to divide scopes on as-needed hazardous waste contracts which, for the first time, awarded a contract to an LBE Prime.

The Port emphasized micro-set asides on contracts awarded in partnership with the Office of Contract Administration, awarding 4 contracts as Micro Set-Asides for janitorial contracts along the waterfront. This solicitation also created a pre-qualified pool for future contracting opportunities with Micro LBE Primes.

The Port focused on two strategies to increase LBE Prime participation (1) streamlining the contracting process; (2) building "technical assistance" into the pre-proposal process:

Streamlining the Contracting Process:

1. Continuing to explore ways to streamline the qualification process with the use of proposing forms, qualification tables, short narrative responses.
2. Considering new ways to capture qualifications with the rise of the use of Artificial Intelligence in responses.

Building “Technical Assistance” into the pre-proposal process:

1. Provide two pre-proposal meetings for non-standard procurements to assist contractors in understanding the project, clarify the requirements, and provide visibility and networking opportunities.
2. Host a “Pre-Submission Review” virtual meeting highlighting the Port and CMD forms required for responsiveness.

The Port believes that this combination of strategies increased the opportunities for LBEs to win Prime contracts.

Thank you for your consideration of our annual review. We look forward to continuing an deepening our relationship with CMD and the LBE community.

Regards,

Alysabeth Alexander-Tut (she/her/hers)
Contracts and Procurement Manager
Port of San Francisco



The SFPUC is committed to maximizing the participation of LBEs on our capital projects. We undertake many different strategies to achieve this, including contractor outreach and engagement, providing technical support services and trainings at our Contractors Assistance Center, minority- and women-owned business inclusion strategies, as well as novel contracting tools and analyses to maximize LBE participation. Below, we provide a summary of some of the major categories and initiatives we undertake to maximize LBE participation as well as examples of specific strategies we have delivered that illustrate our commitment to LBE inclusion.

As the City settles into a hybrid working environment and many small business owners seek to maximize the use of their valuable time, the Contractors Assistance Center has re-opened its physical space to the public five days a week but continues to offer its services virtually to meet the needs of its clients.

Contractor Outreach and Engagement

SFPUC conducts and delivers many workshops, large gatherings of contractors, and outreach programs to inform LBEs of upcoming work and to connect LBEs with large prime contractors who bid SFPUC capital projects.

Project Outreach: SFPUC undertakes an extensive and robust contractor outreach and engagement strategy to make sure LBEs are aware of SFPUC’s upcoming contracts. Staff across divisions and enterprises collaborate to ensure that targeted outreach to LBEs and larger contractors occurs for each contract. Furthermore, staff conducts post-bid analyses of failed bids to identify and better understand the barriers that contractors face when bidding SFPUC contracts, with specific attention and analyses of challenges for LBEs.

Regional LBE Program: SFPUC’s Regional LBE Program provides small regional construction and construction-related firms located within SFPUC’s water service territory (from Daly City to Hetch Hetchy), eligibility to be certified as a LBE for contracting opportunities on SFPUC projects outside of San Francisco. SFPUC staff also deliver workshops, outreach events, and dedicated contractor engagement throughout our water service territory to encourage SFPUC-LBEs to pursue contracts. There are currently 50 firms certified as SFPUC-LBEs.

Contractors Assistance Center

SFPUC created the Contractors Assistance Center (Center) located in Bayview Hunters Point to help the LBE community get access to, compete for, and participate on SFPUC’s contracting opportunities. All the Center’s services and resources are free for our contracting community.

Center’s Services: The Center provides LBEs with the tools and support needed to compete for City-funded contracts. The Center offers technical assistance, classroom trainings, marketing support, and one-on-one counseling. All these services and support are tailored to the specific needs of the small business owner, the specific project, and the City’s contract requirements. Additionally, the Center provides access to plans and specifications for City projects, networking events, computer workstations, and meeting space for our local contractors. By learning generally applicable skills and utilizing these free resources, LBEs can better compete for projects at the SFPUC and

Daniel L. Lurie
Mayor

Kate H. Stacy
President

Joshua Arce
Vice President

Avni Jamdar
Commissioner

Steve Leveroni
Commissioner

Dennis J. Herrera
General Manager

OUR MISSION: To provide our customers with high-quality, efficient and reliable water, power and sewer services in a manner that values environmental and community interests and sustains the resources entrusted to our care.



navigate the City's contracting requirements, while also obtaining skills that they can utilize on projects throughout the City and beyond.

Business Trainings: The Center created a 12-week program that was designed to provide local, small construction businesses with technical training to ensure access to contracting opportunities, create strategies to compete for contracts, and enable the participants to perform business operations effectively. The Center built the program to provide the training participants first-hand experiences and feedback, as well as one-on-one mentorship. The Getting Down to Business Program completed its fourth cohort at the end of 2023 and began outreach for its fifth cohort in the first half 2024.

Targeted Initiatives for Historically Marginalized Local Contractors

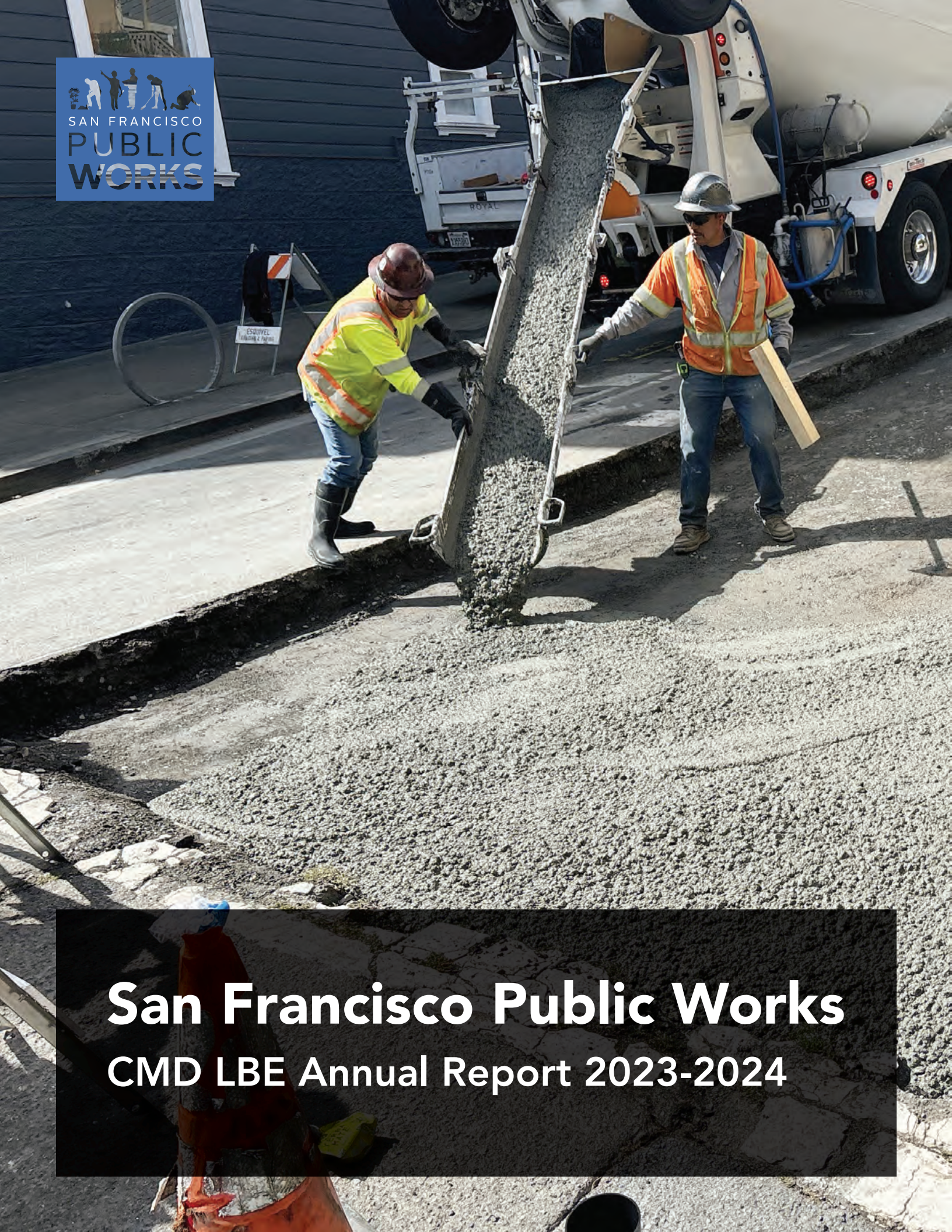
SFPUC is committed to supporting community contractors that have been historically excluded or are underserved in public contracting and by the construction industry. The SFPUC has pursued specific funding that allows for additional small business contracting requirements.

Minority- and Women-owned Businesses: Several significant contracts at the SFPUC are utilizing resources from the Federal Water Infrastructure Finance and Innovation Act, the Clean Water State Revolving Funds or the Drinking Water State Revolving Funds which require race- and gender-conscious contracting programs. SFPUC has worked strategically to include these federal contracting requirements, which clearly establish subcontracting goals for minority- and women-owned businesses. To maximize participation, SFPUC works with LBEs to ensure that they are cross-certified as both a San Francisco LBE and a Federal DBE. Prime contractors are then incentivized to utilize these dual-certified contractors because, as the LBE performs work on these contracts, the prime makes progress toward satisfying multiple compliance requirements by utilizing the same dual-certified LBE/DBE contractor.

LBE Requirements for Collaborative Delivery Contracts: As the SFPUC has begun to use more collaborative delivery strategies for its construction contracts, the opportunity existed to evolve the way that it asks prime contractors to think about their engagement with LBEs over the course of the project's procurement. The SFPUC has instituted contractual requirements that ask the prime contractors to: (1) state the size, scale and timeline of the work on the project; then (2) assess the capacity and availability of LBEs eligible to perform that work; (3) perform an analysis of the work and LBEs' capacity and availability to determine where there is opportunity or misalignment; and, finally, (4) develop a plan to resolve any misalignment, that might exist, to encourage that maximum LBE utilization on the project. The progressive nature of collaborative delivery strategies allows the SFPUC and prime contractors to perform the assessment and analysis, then for the prime contractors recalibrate their LBE utilization strategy based on the needs of the contract and to maximize LBE utilization.

Results on SSIP

SSIP is currently SFPUC's largest capital program. To quantify some of the positive impacts of the above strategies and initiatives on LBEs working on SSIP alone, SFPUC has awarded 303 LBEs a combined 922 contracts as both prime and subcontractors on professional service and construction contracts. Through June 30, 2024, those LBE contractors have earned more than \$585 million. Of the SSIP contracts that went to LBEs, 135 minority-owned and 77 women-owned businesses have been awarded 645 prime or subcontracts and have earned more than \$409 million.



San Francisco Public Works CMD LBE Annual Report 2023-2024



San Francisco Public Works (“Public Works”) is one of the largest and most complex municipal operations in the City. Founded 125 years ago on Jan. 8, 1900, Public Works has a workforce of nearly 1,800 and a \$453 million annual operating budget. The department’s active capital project portfolio exceeds \$3 billion.

As a 24/7 operation with a diverse set of responsibilities, Public Works touches every neighborhood in San Francisco. The staff designs and manages the construction of civic buildings and streets, cleans and greens the right of way, maintains City buildings, provides career training, keeps the public right of way free of hazards, paves the streets, repairs bridges and public stairways, expands accessibility and works at the forefront of addressing some of San Francisco’s biggest challenges, including homelessness. The department also plays an instrumental role in advancing the City’s post-pandemic economic recovery by working to ensure clean, safe and welcoming neighborhoods, including downtown.

The department is divided into five divisions – Support Services; Project Design and Development; Project Delivery; Financial Management and Administration; and Operations. In addition, the Director’s Office includes Policy and Communications; Emergency Management; Housing Coordination; and Public Records. The Public Works Commission and Sanitation and Streets Commission serve as oversight bodies. The Public Works director reports to the mayor.

Public Works relies on a large roster of partnerships to help deliver programs and projects. Non-profits, contractors, sister government agencies, community organizations and volunteers encompass Public Works’ main cohorts. We seek to have racial equity tenets be the grounding in all our work. The core values of safety, respect, responsiveness, teamwork and integrity strengthen the department’s foundation.

Public Works consistently encourages qualified LBEs to participate in contracts, helping to exceed LBE participation requirements. An example of this is street improvement projects, which comprise a significant percentage of Public Works projects. Street improvement projects start with a benchmark LBE subcontracting requirement of 25%.

To encourage LBE participation, Public Works often advertises on the [San Francisco City Partner](#) website. Public Works also sends advertising notifications for construction and professional services projects to Minority Business Development Agencies, Builders’ Exchanges and plan rooms.



Some notable construction and professional services projects during Fiscal Year 23-24 include:

- **Architectural and Engineering team for new Fire Training Facility:** Awarded October 2023 LBE Participation Requirement 20%



- **Various Locations Pavement Renovation No. 61 & Sewer Replacement Project:** Awarded September 2023 LBE Participation Requirement 25%



- **Various Locations Pavement Renovation No. 67A Project:** Awarded January 2024 LBE Participation Requirement 25%

Public Works, in conjunction with the City's Contract Monitoring Division, works to ensure accurate advertising and procurement in accordance with updates to Chapter 14B, such as the Mentor-Protégé program, additional neighborhood discounts and a pilot LBE discount program. The main goal is to advance viability and success for LBEs, while maintaining balanced competition.

Public Works also has a large portfolio of upcoming projects that include LBE bid discounts and LBE subcontracting requirements. Please check out www.sfpublicworks.org for opportunities currently posted.



London N. Breed, Mayor
Philip A. Ginsburg, General Manager

The Recreation and Park Department (RPD) manages over 225 sites and facilities including parks, recreation centers, pools, golf courses and major tourist destinations including the Golden Gate Park and the SF Marina. We also operate a robust recreation program for both children and adults. Department staffing ranges up to 1,000 employees during peak summer season.

The Recreation and Park Department has two pathways for contracting. The large recreation and park renovation capital projects (both design and construction) are administered and managed through Public Works. Operations and Maintenance related projects are administered and managed through the RPD Purchasing and Contracts Division.

RPD Projects

Construction-Related Work

During FY23-24, Recreation and Park Purchasing and Contracts awarded (29) constructed-related contracts.

- (16) Contracts were advertised as Micro-Set-Aside Solicitations and awarded to LBEs.
- (11) Contracts were solicited as SF First, with (6) of these awarded to LBEs.
- (1) Contract was an emergency contract awarded to a non-LBE.

Project highlights included general deferred maintenance, tree removal contracts, children's playground renovations, pathways and court resurfacing and security camera/access installation.

Professional Services Contracts

The majority of professional service agreements are administered through Public Works for Capital project design services, however REC does procure a select number of contracts.

During FY23-24, RPD had ongoing construction design-related contracts issued through RPD Purchasing and Contracts include:

- Gene Friend Design Services – MCA + KRA JV – 26.61% LBE subcontracting requirement.
- Portsmouth Square Design Services – SWA + MEI JV – 22% subcontracting requirement
- Design Build Contract for Gene Friend to Swinerton Builders \$38 million / 20% LBE Subcontracting Requirement)
- Marina Environmental Design Services to Environmental Science Associates for \$849K – (25.9% LBE subcontracting requirement commitment.)

Future Opportunities

The Recreation and Park Contracting Division along with the Operations Project Management team is committed to utilizing the Micro-Set Aside program as much as possible for our Capital and Operations Divisions programs. Projects include park maintenance and pathways, court resurfacing and renovation, park site furniture installation, tree maintenance (pruning and hazard abatement and restroom and small building remodels. We have established a solid working relationship with the SF LBE community, and always look to strengthen our partnership. Micro-Set Aside projects are always the first option for our solicitation process choice.





The San Francisco International Airport (SFO) is a vital gateway for international and domestic travelers, connecting them to the vibrant and dynamic San Francisco and the Bay Area region. This year, the airport is experiencing significant growth and transformation as it continues to move forward with purpose. With a record number of travelers returning, SFO has seen a notable increase in passenger volume, solidifying its position as a vital hub for the region.

SFO's approach is based on the belief that strong relationships are essential for real success. Our mission is to create an airport experience that prioritizes people and the planet, embracing a holistic approach. The Contract Monitoring Division (CMD) plays a crucial role in helping us achieve our strategic vision by increasing the participation of underutilized businesses, including micro and small businesses, within the Local Business Enterprise program. Our interactions with our city partners are guided by core values that prioritize collaboration, integrity, and shared responsibility.

In line with our five-year strategic plan, we are dedicated to enhancing the participation of historically underrepresented businesses in our airport projects. We also recognize and appreciate the contributions of our small, local, and diverse businesses. SFO has consistently demonstrated its commitment to excellence through programs that benefit the local community, including the LBE program.

One such initiative is the launch of [SFO's inaugural Resource Fair in 2024](#), which serves as a model for empowering residents, small businesses, and community organizations. Held in the Civic Center of San Francisco, the event provided invaluable information about contract opportunities, small business certifications, job openings, and resources such as business advising and financial guidance. With over 500 RSVPs and approximately 400 attendees, the event drew significant community engagement. There were 50 exhibitors representing airlines, airline service providers, contractors, consultants, concessions, government agencies, community-based organizations, and support services organizations. The breakout sessions, "How to do Business at the Airport" and "Employment Opportunities at the Airport," were especially well-received, contributing to the event's success in meeting its education, engagement, and community-building objectives. We acknowledge the CMD team's invaluable contribution to the event's success.

SFO's 10-year, \$11 billion Capital Improvement Plan (CIP) demonstrates our commitment to excellence. This plan aims to significantly improve the airport experience for our guests. The CIP consists of two Programs:

Ascent Program – Phase 1.5: This is a fixed Program consisting of the projects approved in the FY23/24 CIP. The budget for the Ascent Program – Phase 1.5 is \$8B. As of June 2024, LBE firms earned \$361 million, or 16%, of the \$2.2 billion spent on capital improvement projects under the Ascent Program Phase 1.5.

The Infrastructure Projects Plan (IPP) is a dynamic Program that can be adjusted and updated bi-annually to incorporate newly emerged capital needs. The budget for the FY23/24 Infrastructure Projects Plan is \$3B. As of June 2024, LBE firms earned \$33 million, or 38%, of the \$85 million spent on capital improvement projects under the IPP program.

Some noteworthy project accomplishments for this fiscal year include:



The Terminal 1 Center Renovation Project

completed construction for the Terminal 1 North Go-Live and opened for public use on June 17, 2024. Alaska Airlines completed relocation into Terminal 1 and began operations on June 19, 2024. With the major scope of the Project complete, the remaining work includes Boarding Area C enhancements and renovation of the Terminal 2 Check-in Lobby and hold rooms.

The Terminal 3 West Modernization Project

Continues with the Design Phase. The Terminal 3 West Design Development drawings are progressing and anticipated to be completed in August 2024. Courtyard 4 Connector Design Development completion is anticipated in December 2024. Terminal 2 camera installation, to support United's move on July 1, 2024, was completed in June 2024. With \$90M in trade packages procured in June, the Project is approximately 20% bought-out. The Construction Phase is scheduled to commence on July 1, 2024, with the closures of Gates F1, F2, F3, F4, and E1.



The International Terminal Building Phase 2

continues with the Arrivals Phase, enabling work while finishing design and procurement. All trade packages for the first phase of Arrivals construction have been procured. G-side baggage handling system demolition was completed in June 2024. Ceiling demolition in the Boarding Area A and G Recheck Areas is complete and framing commenced. Millwork for two new water filling stations commenced in June 2024.

APPENDIX 3

Data Sources and Decisions

Data Sources

Awards: Financials and Procurement (FSP) Reports and Analytics, Contracts dashboard, Contracts by Project Team report

Payments: FSP Reports and Analytics, LBEs – 14B Contract List dashboard, Payment Affidavit Tracking report type

Waivers: ServiceNow CMD14B Post-Solicitation Waivers

Micro LBE Set-Aside Data: Required set-asides calculated from awards data; awarded set-asides sourced manually via departmental interviews

Data Processing Decisions

CMD removed DBE and SBE contracts as well as contracts with 14B waivers from award and payment datasets.

Grant and non-purchasing contracts are exempt from 14B and were therefore removed as well.

CMD considers contracts with the following purchasing authority descriptions (as listed in FSP) to have been subject to 14B:

- Admin Code 21.04(A)(6)-Direct Purchase by General Manager Of PUC
- Airport Commission Authority - Document Bid
- Airport Commission Authority - Document Not Bid
- Amer Recovery Reinvest Act 2009 - Document Bid
- Awarded Contractor Failure To Deliver; Temporarily Purchase From Any Source
- Books Magazines Pamphlets And Periodicals
- California Secretary Of State Election Code Section 13001(A)
- Competitive Solicitation
- Construction Services
- CPUC Tariff Rule 20B – Undergrounding
- Contracting With Developers To Install Electric Facilities At New Developments
- Direct Departmental Purchase Of Individual Contract Or Classes Of Contract As Approved By The Purchaser
- For Purchasing Works Of Art Or Artifacts For Museums Or Display In Public; Special Art Restoration; Insuring; Transport; Storage; Curation; Conservation
- Insurance Purchased By Risk Manager
- It-No Bid (Oca Use Only)
- Medical Surgical & Dental Equipment; Instruments; Prosthetic Devices; Special Supplies.
- Medicines & Drugs
- No Valid Offers Received; Multiple Low Offers
- No Purchasing Authority In Legacy System
- Open Market Purchases
- Pilot Project (Term Not To Exceed 2 Years)
- Pilot Project. See Rules & Regs
- Property Management Agreements For Rec & Park
- Purchase Based On Prior Award At Same Or Lower Price Within One Year
- Perishable Foods
- Public Power In New City Developments
- Redevelopment - Document Bid
- Release Against A City Or Departmental Blank Purchase Order

- Short-Term Contract Extensions (Chapter 21)
- Specialized Equipment
- Materials And Supplies For Instructional Purposes, Specialized Educational Tests And Testing Services.
- Term Contract Profserv-Bid/Environmental Consulting
- Term Contract

CMD removed contracts with these purchasing authority descriptions, as they are not subject to 14B subcontractor participation requirements:

- Airport Commission Authority - Sole Source
- Amer Recovery Reinvest Act 2009 - No Other Source
- Authority To Be Used In NP BPO/PO For Rent
- Authorized By Grant - Not Purchasing Authority
- Board Of Supervisors Resolution #398-03
- Chapter 21 Emergency Procurement
- Chapter 6 Emergency Procurement
- Charter Sec 5.101 Authority - Charitable Trust Dept (AAM,FAM,WAR)
- Fine Arts; Music; Plays; Works Of Art; Films; Audio And Video Cassettes; Etc.
- For Professional Services Contracts That Have Not Been Competitively Bid And Where A Sole Source Waiver Has Been Approved
- For Professional Services Contracts Under 10K
- Grant From Homeland Security
- Grants Only - Competitive Bid
- Grants Only - No Bid
- Grants Only - No Bid - Emergency Procurement
- Grant Competitive Solicitation
- Grant No Bid – Compliance With Law/Contract/Funding Source
- Grant No Bid – Government Entity
- Grant No Bid – Private Property/Neighborhood Improvement
- Grant Sole Source – City-Owned Cultural Center
- Grant Sole Source – Recurring Grant
- Grant Sole Source – Solicitation Infeasible Or Impracticable (Including Emergency Grants)/Public Purpose
- Grant Sole Source – Solicitation Infeasible Or Impracticable/Public Purpose
- Grant Sole Source – Solicitation Infeasible Or Impracticable: Emergency
- Leasing Of Equipment From Non-Profit Corps. Without Competitive Bid
- Municipal Transportation Agency Authority - Document Bid
- Municipal Transportation Agency Authority - Document Not Bid
- Municipal Transportation Agency Authority - Sole Source
- No Other Source
- Non-Purchasing
- Professional Svc Contract Btwn Ccsf & S.F. Conservation Corp
- Prop Q Authority Not Bid
- Prop Q Authority With Bid
- Projects Addressing Homelessness
- Real Estate - Document Bid - Using Ordinance 309-08
- Real Estate - Document Not Bid - Using Ordinance 309-08
- Real Estate - No Other Source Under Ordinance 309-08
- Reciprocal & Other Agreements With Public Agencies
- Repairs For Equip Incl Svc And Parts When Repairs Must Be Done By Mfgr Or Installer Or When Repairs By Other Would Void Warranty

- Short-Term Grant Extensions
- Streamline Contracting For Homeless Shelters
- Supplier Contract Used To Track MOU Agreement
- Treasure Island Agency Authority - Document Bid
- Treasure Island Agency Authority - Document Not Bid
- Treasure Island Agency Authority - Sole Source
- UCSF Master Agreement
- Univ Healthsystems Consortium Services - Health Dept Use Only
- Univ Healthsystems Consortium Services - Health Dept Use Only - Doc Bid
- Univ Healthsystems Consortium Services - Health Dept Use Only - Doc Not Bid
- Univ Healthsystems Consortium Services - Health Dept Use Only - Sole Source



Thank you.

CONTACT **CMD**



Phone
415-581-2310



Email
cmd.info@sfgov.org



Website
**[https://www.sf.gov/departments/
contract-monitoring-division](https://www.sf.gov/departments/contract-monitoring-division)**



Office Address
**1455 Market St., Suite 16A
San Francisco, CA 94103**

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [BOS-Operations](#)
Subject: FW: BOS-E-File Submittal: Filing of Amended Rules and Regulations
Date: Wednesday, February 5, 2025 4:58:23 PM
Attachments: [image001.png](#)
[BOS-Cover Letter Amended SFO Rules and Regulations 2024.docx](#)
[24-0235 PUBLIC HEARING - Rules & Regulations.pdf](#)

Dear Supervisors,

Please see below and attached, from the San Francisco International Airport (SFO), pursuant to City Charter, Section 4.104, submitting amended rules and regulation.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Kantrice Ogletree (AIR) <kantrice.ogletree@flysfso.com>
Sent: Friday, January 31, 2025 3:31 PM
To: BOS Legislation, (BOS) <bos.legislation@sfgov.org>
Cc: Cathy Widener (AIR) <Cathy.Widener@flysfso.com>; Carolyn Jayin (AIR) <carolyn.jayin@flysfso.com>; Dyanna Volek (AIR) <Dyanna.Volek@flysfso.com>
Subject: BOS-E-File Submittal: Filing of Amended Rules and Regulations

To: BOS Legislation

Date: January 31, 2025

RE: Submittal Filing of Amended Rules and Regulations of the San Francisco International Airport

Attached is the Amended Rules and Regulation of the San Francisco International Airport to be placed on file with the Clerk of the Board of Supervisors, approved by the Board of Commissioners on November 19, 2024.

The following is a list of accompanying documents:

- Approved Airport Commission Resolution No. 24-0235
- Memorandum accompanying Airport Commission Resolution No. 24-0235
- A copy of Rules and Regulations Amended for November 19, 2024.

You may contact me if you have any questions regarding this matter.

Very truly yours,

Kantrice Ogletree /s/

Kantrice Ogletree
Commission Secretary

Thanks,



Kantrice Ogletree

Director, Commission Affairs

San Francisco International Airport | P.O. Box 8097 | San Francisco, CA 94128

Tel 650-821-5042 | flysfo.com

(preferred pronouns: she/her/hers)

January 27, 2025

Ms. Angela Calvillo
Clerk of the Board
Board of Supervisors
City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4689

Subject: Filing of Amended Rules and Regulations of the San Francisco International Airport

Dear Ms. Calvillo:

Pursuant to Section 4.104 of the City Charter, I am filing the amended rules and regulation of the San Francisco International Airport with the Clerk of the Board of Supervisors, approved by the Board of Commissioners on November 19, 2024.

The following is a list of accompanying documents:

- Approved Airport Commission Resolution No. 24-0235
- Memorandum accompanying Airport Commission Resolution No. 24-0235
- A copy of Rules and Regulations Amended for November 19, 2024.

You may contact me if you have any questions regarding this matter

Very truly yours,

Kantrice Ogletree /s/

Kantrice Ogletree
Commission Secretary

Enclosures

cc: Cathy Widener, Chief, External Affairs Office
Dyanna Volek, Governmental Affairs

Edit header to change this text/file name/subject
February 5, 2025
Page 2 of 2

AIRPORT COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
RESOLUTION NO. 24-0235

AMEND THE AIRPORT RULES AND REGULATIONS

- WHEREAS, the City and County of San Francisco, by and through its Airport Commission, owns and operates the San Francisco International Airport in conformance with the San Francisco Charter and Administrative Code; and
- WHEREAS, under Charter section 4.104, the Airport Commission is required to adopt Rules and Regulations; and
- WHEREAS, the Airport Commission has adopted Rules and Regulations for the purpose of ensuring the safe, secure, and efficient operation of the San Francisco International Airport; and
- WHEREAS, the Rules and Regulations govern the general conduct of the public, tenants, employees, and commercial users of the San Francisco International Airport as their activities relate to the possession, management, supervision, operation, and control of the San Francisco International Airport by the Airport Commission; and
- WHEREAS, periodic revisions are necessary to remain current with changing operational, environmental, safety, and security conditions, and these revisions to the Airport's Rules and Regulations are necessary to provide Staff the appropriate authority and guidance to carry out the oversight of the Airport; and
- WHEREAS, the Airport Commission adopted the most recent revision of the Airport Rules and Regulations on November 7, 2023, by Resolution No. 23-0261; and
- WHEREAS, the proposed amendments to the Rules and Regulations include but are not limited to changes which incorporate the Airport Operations Bulletins (AOBs) and Airport Security Bulletins (ASBs) issued over the course of the past year; and adding that unacceptable behavior including verbal or physical assaults, yelling, and/or profanity towards anyone at the Airport will not be tolerated (Rule 3); creating Title VI-specific procedures including that employers must report complaints alleging discrimination based on race, color, national origin, sex, creed, or age to the Airport's Office of Diversity, Equity, and Inclusion (DEI); and enroll the employer's representative in the Airport DEI Office's Title VI training and share compliance information with employees and contractors (Rule 3); updating spill procedures to require calling Emergency Communications (911) and report if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated, along with additional containment and prevention procedures (Rules 5, 6 and 8); for the purpose of Rule 7 only, updating definition of "Restricted Area" as any area identified as Secured, Sterile, SIDA, or AOA, as well as any cargo buildings with direct access to

AIRPORT COMMISSION

CITY AND COUNTY OF SAN FRANCISCO

RESOLUTION NO. 24-0235

the AOA or SIDA (Rule 7); replacing rule consistent with TSA regulations regarding prohibitions on transporting Prohibited Items, as defined under 49 CFR 1540.111 into the Restricted Area; prohibitions on concessions and vendors operating in the Sterile Area displaying or providing any item on the Prohibited Item List; and badged employees reporting such items to law enforcement (Rule 7); updating review process for citations involving circumvention of security or permanent potential badge revocation to clarify that such citations are subject to internal review as a matter of course (Rule 14); and updating Appendix B Ground Support Equipment Safety Inspection Program (GSESIP) to expand on various types of inspections and clarify requirements.

WHEREAS, in conformance with Charter Section 4.104, the Airport Commission published notice of the hearing on November 8, 2024, held a public hearing on November 19, 2024, and considered public comment on the proposed amendments; now, therefore, be it

RESOLVED, that this Commission hereby adopts the proposed amendments to the Airport Rules and Regulations as set forth in Attachments A, B, and C attached to the Airport Director's memorandum accompanying this Resolution, effective January 1, 2025.

Page 2 of 2

I hereby certify that the foregoing resolution was adopted by the Airport Commission
= NOV 19 2024
at its meeting of _____



Secretary

PUBLIC HEARING

November 19, 2024

TO: AIRPORT COMMISSION
Hon. Malcolm Yeung, President
Hon. Jane Natoli, Vice President
Hon. Jose F. Almanza
Hon. Mark Buell

24-0235

= NOV 19 2024

FROM: Airport Director

SUBJECT: Public Hearing to Receive Comments on the Proposed Substantive Amendments to Sections 3, 4, 5, 6, 7, 8, and 14 and Appendix B of the Airport Rules and Regulations, and Minor Technical Amendments Throughout the Document, and to Vote on Adoption of the Proposed Amendments

DIRECTOR'S RECOMMENDATION: ADOPT THE PROPOSED AMENDMENTS TO THE AIRPORT RULES AND REGULATIONS.

Executive Summary

The proposed amendments to the Airport Rules and Regulations are regular updates and clarifications necessary to remain current with changing operational, environmental, safety, and security conditions. These revisions to the Airport Rules and Regulations are necessary to provide Staff with the appropriate authority and guidance to carry out the oversight of the Airport.

Background

The Airport Rules and Regulations support the day-to-day management, operation, use, and control of the Airport and promote the implementation of Airport core values: supporting safety and security as the first priority, care, teamwork, excellence, and equity.

On November 7, 2023, by Resolution No. 23-0261, the Airport Commission adopted the most recent amendments to the Airport Rules and Regulations.

THIS PRINT COVERS CALENDAR ITEM NO. 1

Staff from several Airport Divisions, who apply and enforce the Rules and Regulations, work toward a regular annual amendment to update the Rules and Regulations. The proposed amendments incorporate the work of Staff over the last year, incorporating the Airport Operations Bulletins (AOBs) and Airport Security Bulletins (ASBs) issued over the course of the past year.

Substantive amendments include:

- adding that unacceptable behavior including verbal or physical assaults, yelling, and/or profanity towards anyone at the Airport will not be tolerated (Rule 3);
- creating Title VI-specific procedures including that employers must report complaints alleging discrimination based on race, color, national origin, sex, creed, or age to the Airport's Office of Diversity, Equity, and Inclusion (DEI); and enroll the employer's representative in the Airport DEI Office's Title VI training and share compliance information with employees and contractors (Rule 3);
- updating spill procedures to require calling Emergency Communications (911) and report if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated, along with additional containment and prevention procedures (Rules 5, 6 and 8);
- for the purpose of Rule 7 only, updating definition of "Restricted Area" as any area identified as Secured, Sterile, SIDA, or AOA, as well as any cargo buildings with direct access to the AOA or SIDA (Rule 7);
- replacing rule consistent with TSA regulations regarding prohibitions on transporting Prohibited Items, as defined under 49 CFR 1540.111 into the Restricted Area; prohibitions on concessions and vendors operating in the Sterile Area displaying or providing any item on the Prohibited Item List; and badged employees reporting such items to law enforcement (Rule 7);
- updating review process for citations involving circumvention of security or permanent potential badge revocation to clarify that such citations are subject to internal review as a matter of course (Rule 14); and
- updating Appendix B *Ground Support Equipment Safety Inspection Program (GSESIP)* to expand on various types of inspections and clarify requirements.

This recommendation includes three attachments: **Attachment A** is a Summary of Changes table that highlights the proposed changes; **Attachment B** is the Proposed Amendments in Marked Text (additions in underline and deletions in ~~strike through~~) of the existing Rules and Regulations; and **Attachment C** is the proposed new version with amendments incorporated which, if approved by the Commission, will become the official Rules and Regulations effective January 1, 2025.

Notice of this hearing was posted on November 8, 2024.

Recommendation

I recommend the Commission adopt the proposed amendments to the Airport's Rules and Regulations as set forth in Attachments A, B, and C.



Ivar C. Satero
Airport Director

Prepared by: Jeff Littlefield
Chief Operating Officer

Attachments

ATTACHMENT A
SUMMARY OF CHANGES
FOR THE PROPOSED AMENDMENTS TO
THE AIRPORT RULES AND REGULATIONS

The following table summarizes substantive changes in the proposed November 19, 2024 amendments to the Airport Rules and Regulations. The information provided in this table is for convenient reference only and is not intended to be an exhaustive list or complete description of all changes in the proposed amendments. Nonsubstantive edits are generally not included in this summary. Section numbers and titles in this table refer to the proposed revised Rules and Regulations.

AOB refers to an Airport Operations Bulletin. ASB refers to an Airport Security Bulletin. The Airport issues AOBs and ASBs throughout the year and, as appropriate, in whole or in part, AOBs and ASBs are incorporated into the next update of the Rules and Regulations.

SECTION	TITLE	RULE	DESCRIPTION OF CHANGE
3	GENERAL	3.3(A)	ASB 24-01 <i>Unacceptable Behavior at the Airport</i> . Create subsection (1) and add subsection (2) that unacceptable behavior including verbal or physical assaults, yelling, and/or profanity towards anyone at the Airport will not be tolerated.
		3.3(N)	AOB 24-03 <i>Title VI Plan and Reporting Requirements</i> . Create subsection (7) with Title VI-specific procedures that employers must (1) report complaints alleging discrimination based on race, color, national origin, sex, creed, or age to the Airport's Office of Diversity, Equity, and Inclusion (DEI); and (2) enroll a representative in the Airport DEI Office's Title VI training and share compliance information with employees and contractors.
4	OPERATION OF MOTOR VEHICLES AND GROUND SUPPORT EQUIPMENT	4.2(D)	Add provision that vehicles subject to Rule 4.1(C) shall be operated in strict compliance with all requirements, including posted signs and pavement and/or curb markings prescribed by the Airport Commission.

5	AIRSIDE OPERATIONS	5.7(E)	AOB 24-04 <i>Updated Response Procedures for Fuel and Hazardous Materials Spills.</i> Update spill procedures to require calling Emergency Communications (911) and report if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated, along with additional procedures.
6	FIRE AND SAFETY	6.9	AOB 24-04 <i>Updated Response Procedures for Fuel and Hazardous Materials Spills.</i> Incorporate above procedures into Rule 6.9.
7	AIRPORT SECURITY	7.1(B)	ASB 24-02 <i>Definition of Restricted Area.</i> For the purpose of Rule 7 only, update definition of "Restricted Area" as any area identified as Secured, Sterile, SIDA, or AOA, as well as any cargo buildings with direct access to the AOA or SIDA.
		7.4(A)	ASB 24-03 <i>Revision of Rule 7.4.</i> Replace rule consistent with TSA regulations that no person may transport a Prohibited Item, as defined under 49 CFR 1540.111, including items listed on the TSA Prohibited Items List (PIL), into the Restricted Area; that all concessions and vendors operating in the Sterile Area shall not display or provide any item on the PIL with limited exceptions; and any badged personnel who discovers a Prohibited Item, or other potentially dangerous item must immediately contact SFPD-AB.
		7.4(B)	ASB 24-03 <i>Revision of Rule 7.4.</i> Replace Rule 7.4 (B)(1) stating that all concessions shall follow the procedures specified when adding to or replacing their Prohibited Item inventories; and replace Rule 7.4 (B)(1)(e) stating that Food and Beverage concessions may provide customers with only Airport-approved round-blade butter knives, subject to certain specifications. Prior to providing such knives, the concession must submit a letter requesting Airport approval with a sample knife. Any subsequent proposed changes are subject to procedures in the rule.

		7.7(C)	Create subsection (1) and a new subsection (2) specifying that passing Airport-issued access medium or identification to another person through a turnstile or at an access-controlled door, location, or access point is prohibited.
8	ENVIRONMENTAL STANDARDS		The amendments to Rule 8.0 would update regulatory references, and make other clarifying and technical edits. Rule 8.6(B) would be amended to incorporate AOB 24-04 <i>Updated Response Procedures for Fuel and Hazardous Materials Spills</i> as noted above.
10	TRIP REDUCTION		No change.
11	NOISE ABATEMENT REGULATION		No change.
12	WORKFORCE HARMONY		No change.
13	FREE SPEECH AND EXPRESSIVE ACTIVITIES		No change.
14	ENFORCEMENT AND ADMINISTRATIVE APPEAL PROCEDURE	14.2	Renumbered Sections 4.2(D) and 4.2(E) to Sections 4.2(E) and 4.2(F) given addition of Section 4.2(D) above.
		14.5(A)	Update review process for citations involving the circumvention of security or a permanent potential badge revocation as those citations are subject to an internal review process as a matter of course.
APPENDIX A	BAGGAGE HYGIENE POLICY		No change.
APPENDIX B	GROUND SUPPORT EQUIPMENT SAFETY INSPECTION PROGRAM		AOB 24-06 <i>Rules & Regulations – Appendix B: Ground Support Equipment Safety Inspection Program (GSESIP)</i> , update to expand on various types of inspections and to clarify requirements.
APPENDIX C	LABOR PEACE/CARD CHECK PROGRAM		No change.
APPENDIX D	WORKER RETENTION PROGRAM		Update references.

APPENDIX E	POTABLE WATER SERVICE AND SUPPLY		Update regulatory references.
APPENDIX F	BUILDING REGULATIONS		No change.
APPENDIX G	CITATION REVIEW AND APPEAL FORMS		No change.
APPENDIX H	REMOTE BUS OPERATIONS		No change.

ATTACHMENT B

**PROPOSED CHANGES
IN MARKED TEXT**

[additions in underline,
deletions in ~~striketrough~~]

Airport
Commission

City and
County of
San Francisco

London N. Breed
Mayor

Commissioners:

Malcolm Yeung
President

Jane Natoli
Vice President

Jose F. Almanza

Mark Buell

Ivar C. Satero
Director

Rules and Regulations

San Francisco International Airport

Adopted: November XX, 2024

Effective: January 1, 2025

Issued by: The Airport Commission
City and County of San Francisco

**AIRPORT COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

LONDON N. BREED
MAYOR

COMMISSIONERS

MALCOLM YEUNG
PRESIDENT

JANE NATOLI
VICE PRESIDENT

JOSE F. ALMANZA

MARK BUELL

FOREWORD

The statements contained in this document express the policy of the San Francisco Airport Commission, duly adopted as the Rules and Regulations, and are intended to ensure the safe, secure, and efficient operations of San Francisco International Airport.

These Rules and Regulations govern the general conduct of the public, tenants, employees, and commercial users of San Francisco International Airport as their activities relate to the use, possession, management, supervision, operation, and control of San Francisco International Airport by the City and County of San Francisco through its Airport Commission.

**IVAR C. SATERO
AIRPORT DIRECTOR**

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RULE 1.0

DEFINITIONS

Unless otherwise expressly stated and defined in a separate Rule and Regulation, the following terms in **bold** font shall for the purpose of these Rules and Regulations have the meaning indicated following the colon (:).

Aircraft: Any and all contrivances now known or hereafter designed, invented, or used for navigation of or flight in the air.

Airline Cargo Areas: Those areas where the primary activity is the loading, unloading, storage and overall processing of air freight and mail. The Air Cargo Area includes, but is not limited to, cargo buildings/hangars, loading docks, aircraft aprons, and auto parking.

Airline Maintenance Areas: Those areas where the primary activity is the routine maintenance and/or major overhaul of air carrier aircraft and engines, parts, accessories, ground support vehicles and other equipment. The Airline Maintenance Area includes, but is not limited to, maintenance hangars, aircraft aprons, and auto parking.

Airline Support Areas: Those areas where activities other than airline maintenance, cargo, and passenger processing that support overall airline operations are conducted. The Airline Support Area includes, but is not limited to, in-flight kitchens, catering, employee cafeterias, parking lots, offices, storage facilities, and training schools.

Air Operations Area (AOA): That portion of the Airport designated and used for aircraft movement including landing, taking off, or surface maneuvering of aircraft. The AOA includes the Movement Area and excludes the Secured Area.

Airport: All land and improvements located within the geographical boundaries of the San Francisco International Airport, San Mateo County, California, exclusive of the SFO U.S. Coast Guard Air Station. "Airport" may also be referred to as "SFO" or "SFIA".

Airport Airfield Areas: Those areas where the primary activity is the accommodation of aircraft operations. Aircraft operations include aircraft landing, taxiing, take-off, and passenger enplanement/deplanement at a gate. The Airfield Area includes, but is not limited to, the landing areas, runways, taxiways, ramps, aprons, adjacent infield areas, airfield lighting, navigational aids, secured service roads, and other facilities necessary for the support and maintenance of the airfield areas.

Airport ID Badge: Airport-issued identification providing the holder access to the SIDA and/or sterile, secure, or restricted areas of the Airport as designated by the Airport and as provided under federal law and these Rules and Regulations (see Rule 7). A person holding an Airport ID badge does so as a privilege and not as a right.

Airport Landside Areas: Those areas of the Airport that include, but are not limited to, on-Airport roadways, courtyards, bridges, parking lots, garages, and transportation systems. The primary activity in the Landside Area is the movement of goods, services and people, including transporting employees, passengers, meeters and greeters, and various business and service company personnel, from outside the Airport to all areas within the Airport.

Airport Operations Bulletin (AOB): A notice issued by the Airport concerning specific operational requirements for Airport tenants or contractors. AOBs have an issue date and an expiration date. The adoption of any amendment to these Rules and Regulations may incorporate all or any applicable portion of current AOBs into the Rules and Regulations. AOBs issued after the adoption date of the most recent amendment to the Rules and Regulations shall have the force and effect of a Rule and may be enforced as provided in Rule 14.

Airport Security Bulletin (ASB): A notice issued by the Airport concerning specific security requirements for Airport tenants or contractors. ASBs have an issue date and an expiration date. The adoption of any amendment to these Rules and Regulations may incorporate all or any applicable portion of current ASBs into the Rules and Regulations. ASBs issued after the adoption date of the most recent amendment to the Rules and Regulations shall have the force and effect of a Rule and may be enforced as provided in Rule 14.

Airport Security Program (ASP): The security program issued by the Director which contains procedures, measures, facilities and equipment designed to ensure Airport security both required and approved by the Transportation Security Administration.

Airport Support Areas: Areas where activities are conducted that serve both public as well as private interests in general support of the Airport's Operations and other functional areas. The Airport Support Area includes, but is not limited to, crash/fire rescue stations, utility facilities and distribution systems; storm and sewage drainage facilities; Airport administration, maintenance, engineering and police facilities; auto parking; bank and hotel facilities; commercial office buildings; educational facilities; fuel storage areas; State and Federal agency facilities (Coast Guard, FAA, FBI).

Airport Terminal Areas: Areas where the primary activity is the processing of airline passengers. Passengers processing includes baggage check-in, ticketing, aircraft enplaning and deplaning, inter-terminal/transportation center connections, food servicing, rental car transactions and all other normally associated services and amenities available for processing passengers. The Terminal Area includes, but is not limited to, terminal buildings, baggage facilities, boarding areas, parking lots/garages and transportation centers.

Airport Traffic Control Tower (ATCT): The Airport Traffic Control Tower, located between Terminal 1 and Terminal 2, governs and oversees all activity in the Movement Area including but not limited to the use of taxiways and runways. The ATCT is operated and controlled by the Federal Aviation Administration (FAA).

Apron: That portion of the Secured Area/AOA which accommodates aircraft for the purposes of parking, loading and unloading passengers or cargo, refueling, or maintenance. Same as Ramp (see Rule 1.36).

Architecture and Engineering Standards: The Airport Architecture and Engineering Standards is a document issued by the Director that sets forth the design and construction standards for most works of improvement on Airport property. The Architecture and Engineering Standards shall apply on a per project basis as determined in the sole discretion of the Airport. Where applicable, the Architecture and Engineering Standards shall function as a supplement to the Airport Building Regulations.

Building Regulations: The Airport Building Regulations set forth the building code requirements for all works of improvement on Airport property. The Building Regulations are adopted by the Airport Commission and incorporated by reference into these Rules and Regulations as Appendix F.

Bus: A motor vehicle with a seating capacity for 11 or more passengers, including the driver, which is used or maintained for the transportation of passengers. Buses exclusively powered by electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

City: The City and County of San Francisco.

Clear Zone: The area adjacent to the Secured Area/AOA perimeter fence measuring 10 feet on each side of the AOA fence line.

Commission: The Airport Commission of the City and County of San Francisco.

Contractor: Any contractor, subcontractor (at any tier), or vendor providing services or goods to, on, or about the Airport. Contractor includes any agent of contractor. The reference to a contractor shall be interpreted in the broadest sense and this definition shall not be used to narrow the applicability of these Rules and Regulations.

Courtesy Vehicle: Those vehicles which are used in the business operation of any hotel, motel, parking lot, restaurant or auto rental office solely to transport customers between points at San Francisco International Airport and such hotel, motel, parking lot, restaurant or automobile rental office located on or off Airport property. Courtesy vehicles exclusively powered by electricity, natural gas, or hydrogen gas approved by the Director shall be considered clean fuel vehicles.

Director: The Airport Director for the City and County of San Francisco or the Director's duly authorized representative or designee.

Environmental Law: Any federal, state, local, or administrative law, rule, regulation, order, or requirement relating to industrial hygiene, environmental conditions, or Hazardous Materials, whether now in effect or hereafter adopted, including but not limited to the Comprehensive Environmental Response, Compensation and Liability Act of 1980, as amended (42 U.S.C. Sections 9601, et seq.), the Resources Conservation and Recovery Act of 1976 (42 U.S.C. Section 9601, et seq.), the Clean Air Act (42 U.S.C. Section 7401, et seq.), the Clean Water Act (33 U.S.C. Section 1251, et seq.), the Safe Drinking Water Act (14 U.S.C. Section 401, et seq.), the Hazardous Materials Transportation Act (49 U.S.C. Section 1801, et seq.), the Toxic Substance Control Act (15 U.S.C. Section 2601, et seq.), the California Hazardous Waste Control Law (California Health and Safety Code Section 25100, et seq.), the Porter-Cologne Water Quality Control Act (California Water Code Section 13000, et seq.), and the Safe Drinking Water and Toxic Enforcement Act of 1986 (California Health and Safety Code Section 25249.5, et seq.).

Foreign Object Debris (FOD): Any material found on runways, taxiways, and aprons that can cause damage to aircraft.

Fuel Storage Area: Those portions of the Airport designated by the Airport Commission as areas in which gasoline or any other type of fuel may be stored, including, but not limited to gasoline tank farms and bulkheads, piers or wharves at which fuel is loaded.

Hazardous Materials: Any material that, because of its quantity, concentration, or physical or chemical characteristics, is deemed by any federal, state, or local governmental authority to pose a present or potential hazard to human health or safety or to the environment. "Hazardous Material" includes, without limitation, any material or substance defined as a "hazardous substance," "pollutant," or "contaminant" pursuant to any Environmental Law; any asbestos and asbestos containing materials; and petroleum, including crude oil or any fraction thereof, natural gas or natural gas liquids.

Incursion: Any occurrence at the Airport involving the incorrect presence of an aircraft, vehicle or person on the protected area of a surface designated for the landing and take-off of aircraft.

Jet Blast: The jet engine exhaust or propeller wash from an aircraft.

Landing Area: Those portions of the Airport, including runways and taxiways, designated and made available for the landing, taking off, and taxiing of aircraft and shall include other areas between and adjacent to said runways and taxiways.

Limousine: A chauffeur-operated sedan (standard or extended length), sport utility vehicle (standard or extended length), or other Airport-approved vehicle available for charter, having a seating capacity of not less than four passengers nor more than nine passengers, including the driver, and which requires a Charter Party Permit from the State of California Public Utilities Commission. Limousines exclusively powered by electricity, hybrid-electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

Movement Area: That portion of the AOA used exclusively for the take-off, landing, and maneuvering of aircraft, comprised of runways, taxiways, and safety areas. Safety areas are the surfaces surrounding the runways and taxiways prepared or suitable for reducing the risk of damage to an airplane.

Operator on the Secured Area/Air Operations Area (AOA): Any person who is in actual physical control of an aircraft or a motor vehicle on the AOA.

Oversize Vehicle: Any vehicle exceeding the posted height and width limitations of the service road and underpasses.

Owner on the Secured Area/Air Operations Area (AOA): A person who or entity that holds the legal title to an aircraft or a motor vehicle on the AOA.

Passenger Boarding Bridge: An enclosed movable connector which extends from the Airport Terminal to an airplane enabling passengers to board and disembark.

Passenger Ramp Area: Those portions of the Airport designated for the ground level loading of passengers to and from aircraft.

Permit: A written authorization issued by the Director which authorizes specific activity or occupancy of space within the Airport.

Person: Any individual, firm, co-partnership, corporation, company, association, joint stock association, or political body, and includes any trustee, receiver, assignee, or representative thereof.

Police: The Airport Bureau of the San Francisco Police Department (SFPD or SFPD-AB).

Pre-Arranged Vehicle Service: Van Service provided in vans between the Airport and any destination requested in advance of the pickup by a passenger that lies within a carrier's authorized service area, pursuant to a Passenger Stage Certificate issued by the State of California Public Utilities Commission and a Commercial Ground Transportation Operating Permit issued by the Director.

Ramp: That portion of the Secured Area/AOA which accommodates aircraft for the purposes of parking, loading and unloading passengers or cargo, refueling, or maintenance. See Apron (Refer to Rule 1.12).

Restricted Areas: The areas of the Airport to which entry or access by the general public is either limited or prohibited. All areas other than public areas are considered restricted. See also Security Identification Display Area (SIDA).

Roadway: That portion of a highway, street, or Vehicle Service Road (VSR) improved, designed, or ordinarily used for vehicular travel.

Scheduled Service: A ground transportation service which operates to established stops or drop off points adhering to an established schedule with valid operating authority from the State of California Public Utilities Commission.

Secured Area: Those portions of the Airport designated in the Airport Security Plan (ASP) to which access is restricted and controlled where aircraft operators enplane and deplane passengers and sort and load baggage.

Security Identification Display Area (SIDA): Each secured area designated by the Airport as requiring an Airport-issued identification badge (Airport ID badge), in conformance with 49 CFR Section 1542.205.

Service Road: The designated roadway network on the airfield side of the facility. That network includes both painted and unpainted traffic lanes around the passenger terminals, cargo facilities and maintenance areas.

Sterile Area: Those portions of the Airport's terminal complex between the entrances to aircraft and the TSA-controlled security checkpoints for the screening of persons and property.

Tailgating: The unauthorized process of two or more persons entering the Secured Area/AOA on the same card swipe. This is also known as "piggybacking."

Taxicab: A passenger-carrying vehicle of distinctive color or colors, of an appearance customary for taxicabs in the United States, operated at rates per mile or upon a waiting time basis or both, equipped with a taxi meter, and used for the transportation of passengers for hire over and upon the public streets and highways, not over a defined route but in accordance with and under the direction of the person hiring such vehicle as to the route and destination. Taxicabs exclusively powered by electricity, hybrid-electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

Tenant: Any lessee, sublessee, permittee, licensee, or other permitted occupant of land or premises within the boundaries of the Airport. Tenant includes any agent of tenant. The reference to a tenant shall be interpreted in the broadest sense and this definition shall not be used to narrow the applicability of these Rules and Regulations.

Tenant Construction: Any new construction, alteration, replacement, renovation, repairs, relocation or demolition by an Airport tenant or its contractor(s).

Tenant Improvement Guide (TIG): The Airport Tenant Improvement Guide is a document issued by the Director which sets forth the requirements for any Tenant Construction. The Airport may also, in its sole discretion and on a per project basis, issue additional requirements or parameters as provided in a supplemental Tenant Work Letter or similar documentation.

Terminal Building: All buildings and structures located within the Airport and open to the public for the purpose of flight ticket purchase, public lobby waiting, baggage check-in and those other services related to public air travel.

Transportation Network Company (TNC): Defined by the California Public Utilities Commission (CPUC) as “an organization, whether a corporation, partnership, sole proprietor, or other form, operating in California that provides prearranged transportation services for compensation using an online-enabled application (app) or platform to connect passengers with drivers using their personal vehicles.” In the event the definition is modified by the CPUC or by statute, all such modifications are incorporated here by reference without the need for further amendment of these Rules and Regulations.

Transportation Security Administration (TSA): The Federal agency created by the November 19, 2001 enactment of the Aviation Transportation and Security Act (ATSA) responsible for overall security of the nation’s transportation system.

Trip: Each time a permittee's vehicle passes in front of the Airport's terminal buildings, whether on the upper or lower roadway, except for those scheduled transit permittees who operate on an Airport-approved schedule. A trip for a scheduled transit permittee is defined as a scheduled arrival at/or departure from the Airport.

Van: A motor vehicle with a seating capacity for 10 or fewer passengers, including the driver, which is used or maintained for the transportation of passengers. Vans exclusively powered by electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

Vehicle: Any automobile, truck, motorcycle, bicycle, and other wheeled conveyances in which any person or property can be transported upon land, except aircraft.

Vehicle Checkpoint: Any security checkpoint for vehicle entry onto the AOA.

Water Perimeter Security Zone (WPSZ): A zone that extends 200 yards seaward from the high tide mark of the shorelines surrounding the Airport. The security zone is identified by a buoy system deployed at prescribed geographical latitudes/longitudes.

RULE 2.0

VIOLATION, SEVERABILITY AND INTERPRETATION

2.1. ADMINISTRATIVE INTERPRETATION OF RULES

In the event that any provision of these Rules and Regulations is deemed to be ambiguous and a determination as to the meaning of the provision is required, the matter shall be referred to the Director. The Director's determination as to the meaning of the provision shall be final and shall be deemed incorporated in these Rules and Regulations as though it were here fully set forth.

2.2. VIOLATION OF RULES

Any person who violates, disobeys, omits, neglects or refuses to comply with any of the provisions of these Rules and Regulations or any lawful order issued pursuant thereto may be denied use of the Airport by the Director and/or may be subject to an administrative fine or other penalty as provided under Rule 14. Any administrative fines imposed for violation of these Rules and Regulations shall be in addition to and not exclusive or preclusive of any other civil, legal, or administrative penalties available under federal, state, local, or administrative law or under any lease, permit, or contract.

2.3. SEVERABILITY

- (A) If any Rule, section, subsection, subdivision, paragraph, sentence, clause or phrase of these Rules and Regulations or any part thereof, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, or other competent agency, such decision shall not affect the validity or effectiveness of the remaining portions of these Rules and Regulations or any part thereof.

The Airport Commission hereby declares that it would have passed each rule, section, subsection, subdivision, paragraph, sentence, clause or phrase thereof, irrespective of the fact that any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses or phrases be declared unconstitutional or invalid or ineffective.

- (B) If the application of any provision or provisions of these Rules and Regulations to any lot, building, sign or other structure, or parcel of land is found to be invalid or ineffective in whole or in part by any court of competent jurisdiction, or other competent agency, the effect of such decision shall be limited to the property or situation immediately involved in the controversy, and the application of any such provision to other properties and situations shall not be affected.
- (C) This Section 2.3 shall apply to every portion of these Rules and Regulations as it has existed in the past, as it now exists and as it may exist in the future, including all modifications thereof and additions and amendments thereto.

RULE 3.0

GENERAL

Written operating procedures issued by the Director shall be appended to these Rules and Regulations as addenda. Such addenda will be issued as Airport Operations Bulletins (AOB) and shall remain in effect until included in subsequent amendments to these Rules and Regulations or deleted at the direction of the Director.

3.1 APPLICABLE LAWS AND RULES

- (A) All applicable Federal and State laws and regulations and the laws and regulations of any other legal authority having jurisdiction, as now in effect or as they may from time to time be amended, are hereby incorporated as part of these Rules and Regulations as though set forth here in full. A violation of law on Airport property shall also be considered a violation of these Rules and Regulations. Any criminal or civil penalty resulting from a violation of law on Airport property shall neither exclude nor preclude enforcement of these Rules and Regulations, including but not limited to the imposition of administrative fines or the suspension or revocation of an Airport ID badge.
- (B) Permits issued by the Airport are the property of the Airport and are subject to revocation by the Director.

3.2 EMERGENCIES

- (A) When the Director determines that an emergency affecting the health, welfare and/or safety of persons and/or property exists at the Airport, the Director shall be empowered to take such action which, in the Director's discretion and judgment, is necessary or desirable to protect persons and property and to facilitate the operation of the Airport.
- (B) During such an emergency the Director may suspend these Rules and Regulations, or any part thereof, and the Director may issue such orders, rules and regulations as may be necessary.
- (C) The Director shall at all times have authority to take such reasonable action as may be necessary for the proper conduct and management of the Airport and the public.

3.3 GENERAL CONDUCT

(A) Activities Generally

~~(1)~~

(1) No tenant, tenant employee, or any other employee authorized to perform any function on the Airport, shall in any way assist any person to engage in any activity on the Airport which is not authorized by the Commission or Director.

(2) Unacceptable behavior including, but not limited to, verbal or physical assaults, ignoring lawful and reasonable directions by authorized personnel, yelling, and/or profanity by such tenants, tenant employees or other authorized employees

towards passengers, other Airport employees, or anyone at the Airport will not be tolerated. (ASB 24-01.)

(B) Advertisements

Except as may be allowed under Rule 13 of the Rules and Regulations, no person shall post, distribute, or display signs, advertisements, circulars, printed or written matter at the Airport, without the express written consent of the Director and in such manner as the Director may prescribe.

(C) Bicycles and Other Devices**(1) Secured Area/Air Operations Area**

Bicycles, skateboards, hoverboards, rollerblades/skates, scooters, rideable luggage, and/or other personal transportation devices, shall not be operated on the Secured Area/Air Operations Area (AOA) outside a tenant's leasehold area unless authorized by the Director. Permitted operators must comply with all Airport vehicle and traffic rules. Bicycles and other devices must have operational headlights and taillights during night or during periods of limited visibility. The vehicle service roads, vehicle checkpoints, and ramps areas are all part of the AOA.

(2) Public Areas

Bicycles, skateboards, hoverboards, rollerblades/skates, scooters, rideable luggage, and/or other personal transportation devices, excluding those necessary for medical purposes, are prohibited from operating on any Airport inbound or outbound roadway, terminal roadways, sidewalks, or within terminal buildings except as explicitly permitted by the Director. All bicyclists must comply with applicable California Vehicle Code Laws.

Bicycles must be parked in designated Airport bicycle racks in compliance with posted signage. Bicycles and/or locks left unattended for more than 30 days may be subject to confiscation. Dockless bicycles, scooters, or other personal transportation devices must be left within five feet of Airport bicycle racks or other designated locations and may not obstruct pedestrian or vehicle circulation. Dockless transportation devices left unattended, more than five feet from a bicycle rack, or obstructing pedestrian or vehicle circulation, shall be subject to immediate confiscation.

Entities supplying dockless transportation devices to the public may not use Airport property as a designated pick-up or drop-off location without the express written permission of the Director.

The Airport is not responsible for the loss, theft, or damage of any personal transportation device on Airport property.

This Rule 3.3(C)(2) does not apply to the use of bicycles, Segways, or other transportation devices used by on-duty law enforcement personnel.

(3) Leaseholds

Within tenant leaseholds, bicycles or other personal transportation devices may be parked anywhere that does not negatively impact the flow of pedestrian or vehicular traffic, negatively impact adjoining property owners or leaseholds, or cause damage to Airport landscaping or infrastructure. Airport tenants may set their own policies for parking such devices within their leasehold area.

(D) Commercial Activities

No person shall enter or remain on Airport property and buy, sell, peddle or offer for sale or purchase any goods, merchandise, property or services of any kind whatsoever, to, on, or from Airport property, without the express written consent of the Director or the Director's duly authorized representative.

No person shall operate or promote a business on Airport property or through the Airport's wireless internet system, without first obtaining a valid permit, lease, or other written permission granted by the Director (see also Rule 9).

(E) Commercial Photography

No person, except representatives of the news media on duty or during official assignments, shall take still, motion, television, or sound pictures for commercial purposes on the Airport without the express written consent of the Director.

(F) Communications

The Airport has made available to its tenants and contractors access to a web-based information program known as PASSUR. The program is available to all Airport users and provides comprehensive information regarding the current and anticipated status of Airport operations and supporting infrastructure. All airlines must provide the Director with at least one valid email address capable of accepting critical Airport PASSUR notifications and alerts.

(G) Damage to Airport Property

No person shall destroy or cause to be destroyed, injure, damage, deface, or disturb in any way, property of any nature located on the Airport, nor willfully abandon any personal property on the Airport. Any person causing or responsible for such injury, destruction, damage or disturbance shall report such damage to the Police, remain at the incident location, and upon demand by the Director, shall reimburse the Airport for the full amount of the damage. If the damage occurs on the Air Operations Area (AOA), contact the Airport Communications Center at 911.

Any person causing or failing to report and/or reimburse the Airport for injury, destruction, damage, or disturbance of Airport property, may be refused the use of any facility and may lose all security badge and access privileges at the discretion of the Director, until and unless a report and/or full reimbursement has been made.

(H) Dogs and Other Animals

No person shall enter a terminal building with any animal, except certified service animals, unless the animal is properly confined or ready for shipment. Animals, except certified service animals, are prohibited in other public areas of the Airport unless properly on a leash or otherwise restrained in such manner as to be under control.

(I) Emergency Procedures

Emergencies shall be reported immediately to Airport Communications by dialing 911 from a courtesy or cell phone.

All airline tenants must develop and maintain written procedures to be used in the event of a bombing and/or bomb threat, natural disaster, hijacking or other emergency and train their personnel in the implementation of those procedures. Airline tenants must annually provide the Director with their emergency procedures and these procedures must interface with procedures established by the Commission.

(J) Golf Carts

The use of golf carts anywhere in the Airport terminals, including the passenger boarding areas, is strictly prohibited, except for limited use by Airport staff.

(K) Hours of Operation

The Airport's regular hours of operation are 6:00am-10:00pm. During the hours of 10:00pm-6:00am, only ticketed passengers, persons engaged in transporting ticketed passengers, and persons holding an Airport ID badge may use Airport facilities.

(L) Litter and Refuse

No person shall place, discharge, or deposit in any manner, food waste and other compostable materials, recyclable materials, landfill waste/trash, or other refuse anywhere on the Airport, except in Airport-approved receptacles and other such places designated by the Director. Tenant may not place or leave or permit to be placed or left in or upon any part of the common areas or areas adjacent to its demised premises any garbage, debris, or refuse. All litter and refuse must be covered when transported in vehicles, and all receptacles for said materials must have covers. Stored or transported litter or refuse must be in tied plastic bags. Trash bags shall not be left unattended on jet bridges, outside garbage receptacles, or any portion of the ramp surface.

(M) Lost and Found Articles

Any person finding lost articles shall submit them to the Police or an Information Booth attendant. Any lost articles abandoned within the passenger security checkpoints will be turned over to the Transportation Security Administration personnel.

(N) Nondiscrimination Policy

(1) It is the policy of the Airport Commission that all individuals employed on Airport property, including Airport Commission employees, other City employees, and the employees of tenants or contractors are entitled to work without being subjected to discrimination and harassment.

- (2) It is also the policy of the Airport Commission that no tenant or contractor shall discriminate or harass any person employed at SFO or seeking the customer services of tenants or contractors on the basis of the person's actual or perceived race, color, creed, religion, national origin, ancestry, age, sex, sexual orientation, gender identity, domestic partner status, marital status, disability or AIDS/HIV status, weight, height or residence/business location.
- (3) Upon the receipt of a complaint that this nondiscrimination policy has been violated, the Director shall immediately and thoroughly investigate the complaint.
- (4) Should the Director find that a tenant or contractor has violated this policy, the Director may take appropriate corrective action, including but not limited to, imposing a requirement that the tenant or contractor provide diversity, disability access, and cultural sensitivity training to its Airport based employees.

The required training shall take place within a time frame designated by the Director. The tenant or contractor shall be responsible for all costs associated with the training. Tenant or contractor shall choose a trainer from a list provided by the Airport.

- (5) All organizations employing individuals at the Airport, including tenants or contractors, are urged to provide their employees with annual workplace diversity, disability access, and cultural sensitivity training, which the Director may also require at the Director's discretion. Any training sponsored or directed by the Airport shall be in addition to, and not a replacement for, any other training as required by local, state or federal law.
- (6) The Airport Commission shall provide reasonable levels of technical assistance to those organizations requiring support to develop workplace diversity and cultural sensitivity training.

(7) Title VI-Specific Procedures.

- (a) All organizations employing individuals at the Airport, including tenants and contractors, that receive a complaint from any person at the Airport who believes they have been subjected to discrimination based on their race, color, national origin, sex, creed, or age must report the complaint to the Airport's Office of Diversity, Equity, and Inclusion (DEI).
- (b) All organizations employing individuals at the Airport, including tenants and contractors, are required to enroll the company's personnel trainer, Human Resources representative, or other designated officer at the Airport DEI Office's "Title VI of the Civil Rights Act of 1964 Training" and are responsible for sharing compliance information with current and new employees and contractors.

(AOB 24-03.)

(O) On-Demand Mobile Fueling Prohibited

On-Demand mobile fueling operations on Airport property (as referenced in California Fire Code Section 5707) are strictly prohibited. No business may engage in fueling activities in the absence of a permit issued by the Airport. This prohibition is intended to be broadly construed and applied to on-demand fueling of vehicles in Airport garages, parking lots, holding lots, or on roadways. This prohibition does not apply to approved service vehicles and aircraft operating in the Air Operations Area (AOA). (AOB 20-01)

(P) Passenger Elevators, Moving Walkways and Escalators

Passenger elevators, moving walkways and escalators shall be restricted to passenger use only. Cargo shall be confined to freight elevators.

Tenants, contractors, and employees are prohibited from using carts for transporting goods or supplies on escalators and moving walkways. Elevators, rather than escalators, shall be used for the movement of hand trucks and similar equipment. Cart and hand trucks are prohibited from being used on escalators and moving walkways.

(Q) Pedestrian Safety

- (1) No pedestrian shall traverse the aircraft apron area between boarding areas, enter the AOA via vehicle checkpoints, or walk along vehicle service roads.
- (2) No pedestrian may traverse a roadway between terminal buildings and parking garages except in designated crosswalks, pedestrian crossover bridges, or pedestrian tunnels.
- (3) Except when proceeding in a crosswalk, no pedestrian may intentionally stop or delay traffic on any Airport roadway.

(R) Restricted Areas

No person shall enter any restricted area posted by the Director as closed to the public, except persons assigned to duty therein or authorized by the Director, and who are in possession of a proper permit and an Airport ID badge.

(S) Signs

No person shall install a sign on Airport property exposed to public view without prior written approval from the Director. Hand lettered, photocopied or paper signs are strictly prohibited. Tenant or contractor sign installations shall conform to the requirements of the San Francisco International Airport Tenant Improvement Guide (TIG).

(T) SmarteCartes

SmarteCartes are an amenity for Airport passengers only. They are not for use by employees, tenants, or contractors to haul items such as trash, odd size bags, maintenance items, *etc.*, nor are they to be held or stored in employee or tenant leasehold areas for any reason. Use of SmarteCartes on the AOA is strictly prohibited due to safety concerns.

(U) Smoking**(1) Secured Area/Air Operations Area**

No person shall smoke or carry lighted or unlighted cigars, cigarettes, electronic cigarettes, pipes, matches or any naked flame in or upon the Secured Area/Air Operations Area nor any open deck, gallery or balcony contiguous to or overlooking the Secured Area/Air Operations Area.

(2) Places of Employment

Smoking, and use of electronic cigarettes, is prohibited in enclosed places of employment.

(3) Prohibition of Smoking in Public Areas of Airport

(a) Smoking, and use of electronic cigarettes, is prohibited in all public areas of San Francisco International Airport terminal buildings.

(b) The public areas of San Francisco International Airport terminal buildings include all enclosed areas of the buildings to which members of the general public have access. Such areas include, by way of example only, terminal lobbies, baggage claim areas, restaurants, restrooms open to the public, stairways, hallways, escalators, moving walkways, elevators, and observation decks.

(c) Smoking, and use of electronic cigarettes, is prohibited in public curbside areas outside of and adjacent to Airport terminal buildings except in specifically designated areas.

(d) Designated smoking areas are located outside terminal buildings at the departure and arrival levels and at a minimum of 20' from the building entrances.

(e) Smoking, and use of electronic cigarettes, is prohibited in the Airport's designated ground transportation zones at the terminals, Rental Car Center, and Long Term Parking Garage, and at the ground transportation staging lots, including the taxicab staging lots, except in specifically designated areas.

(V) Use of Airport Property, Equipment and Systems

For Airport-owned property, equipment, and systems, the Airport reserves the right to require that individuals receive training prior to use of such property, equipment and systems.

(W) Weather Action Plan/Tenant All-Weather Program

All Airport tenants who conduct outside operations must develop and maintain a weather action plan. The plan must provide requirements, constraints, and process to reduce weather-related risk to workers, passengers, and facilities.

The plan should address a broad spectrum of weather-related events, including flooding, tornadoes, thunderstorms, typhoons, high winds, tropical storms, extreme temperatures, and air quality with the following core elements:

- Written plan that is well communicated to employees through awareness training and access to program details.
- Notification system to receive and disseminate weather-related information, which may be through a contract weather service.
- Identification of weather-related threats and dissemination of weather watch, warning, or stage alerts to employees to ensure proper response.
- Employer and employee requirements, including ownership of program document for amendment and provide control measures.
- Regulatory compliance.
- Evacuation / communication procedures in the event of an extreme weather event, aligned with emergency evacuation plan requirements as specified in Rule 3.3(1) of these Rules and Regulations.

Employers should conduct weather threat reviews to identify hazards associated with their operations. This threat analysis is the building block for program requirements and constraints.

All weather plan requirements should outline activities based on elements such as storm direction, speed, intensity, temperature, wind levels, water levels, lightening activity, and air quality. Those weather factors along with identified threats may indicate requirements for activities such as securing aircraft, equipment, and facilities. Response requirements should also indicate activities that should be curtailed during specific weather events, including but not limited to high lift work, fueling, movement and general ramp work. Planned activities or the curtailment of activities must be aligned with state and federal regulatory requirements, as well as these Rules and Regulations.

Where applicable, plan requirements should address passenger safety. This may involve controlling passenger movement including boarding and debarking activity, holding passengers in gate areas and interaction with flight crews.

(X) Wildlife Management

No person shall feed, approach, disturb, frighten, hunt, trap, capture, wound, kill or disturb the habitat of any wild bird, mammal, reptile, fish, amphibian or invertebrate anywhere on Airport property. Furthermore, no person shall create an attractant for rodents or other wildlife by leaving food or debris in any open and exposed area. It is the responsibility of the tenant to maintain its leasehold areas in a manner that does not promote wildlife hazards. This prohibition shall not apply to the following:

- (1) Action taken by public officials or their employees and agents, within the scope of their authorized duties, to protect the public health and safety.
- (2) The taking of fish as permitted by State Fish and Game Regulations.
- (3) The capturing and/or taking of wildlife for scientific research purposes when done with written permission from the Director.

3.4 AIRPORT CONSTRUCTION AND OBSTRUCTION CONTROL

(A) No person shall:

- (1) erect, construct, modify or in any manner alter any structure, sign, post or pole of any type;
- (2) alter or in any way change color, design or decor of existing Airport improvements;
- (3) operate, park, or store any equipment, vehicles, supplies or materials;
- (4) create any mounds of earth or debris;
- (5) cause or create any physical object on land or water that penetrates the operational air space;
- (6) conduct any work on Airport premises without first obtaining a building permit from Building Inspection and Code Enforcement (BICE) of the Airport Planning, Design & Construction Division and without strict compliance and adherence to the safety specifications and directions of the Director.

Any owner or authorized agent who intends to construct, enlarge, alter, repair, move, demolish, or change the occupancy of a building or structure, or to erect, install, enlarge, alter, repair, remove, convert or replace any electrical, gas, mechanical or plumbing system, the installation of which is regulated by these Rules and Regulations, or to cause any such work to be done, shall first make application to the building official and obtain the required permit.

- (B) All tenant construction must conform to the requirements as contained in the latest edition of the San Francisco International Airport Tenant Improvement Guide (TIG) and as may be outlined in a Tenant Work Letter, if any, and the requirements of Rule 12.3.

3.5 PASSENGER TERMINAL REGULATIONS

(A) Berman Reflection Room

The Berman Reflection Room, located in the International Terminal Building, will be open to passengers and employees during its operating hours. The purpose of the Berman Reflection Room is to provide an area for Airport passengers and employees to engage in quiet, reflective and meditative activities.

- (1) The Berman Reflection Room is a security sensitive area. Accordingly, activity in the Berman Reflection Room is restricted to employees, passengers, or individuals with authorization from the Director.
- (2) Users of the Berman Reflection Room are required to comply with all provisions of these Rules and Regulations and posted signs within the facility. Any violation of regulations or posted signs may result in displacement and restriction from further use. Further, users of the Berman Reflection Room shall comply with the following provisions:
 - (a) No individual shall use the Berman Reflection Room for lodging or sleeping purposes.
 - (b) No individual shall solicit participants on Airport property for Berman Reflection Room gatherings.
 - (c) No individual shall display or distribute obscene material.
 - (d) Individuals shall exercise care to maintain the areas in use in a safe and appropriate condition.
 - (e) Individuals shall conduct their activities on the Airport premises at their own risk and shall exercise all reasonable diligence and precaution to avoid damage to property or injury to persons.
 - (f) Individuals must receive prior approval and written authorization from the Director for the use of incense, candles, or other incendiary devices.
 - (g) Food and/or beverages are not permitted in the Berman Reflection Room unless approved in writing by the Director.

- (h) The Director may immediately suspend use of the Berman Reflection Room upon the occurrence of any emergency affecting the safety of persons or property in the terminal buildings or when required in the implementation of security procedures.
- (i) The Director reserves the right at all times herein to impose such other reasonable conditions as may be necessary to avoid injury to persons or damage to property or to assure the safe and orderly use of the Airport facilities by the air-traveling public.
- (j) Groups wishing to use the Berman Reflection Room may apply for a permit through the Economic and Community Development Office at Community@flysfo.com or (650) 821-5242.

(B) Employee Seating and Break Areas

Seating in the ticket counter lobby and boarding areas is specifically provided for the comfort and convenience of Airport passengers while traveling through SFO. Passengers have priority to the limited seating. Employees are required to use company-provided break facilities and other approved non-public areas for employee seating. Employees may use public food courts only when patronizing businesses in those areas. No sleeping or loud noise is permitted in any public area of the Airport. Employees found lounging or sleeping in the Airport ticket lobby, boarding areas, or other public seating areas will be directed to relocate to company break rooms or the Airport employee and seating break area or the employee cafeteria. (AOB 22-02)

(C) Porter Service - Tenant Compliance

Any regularly scheduled passenger airline at San Francisco International Airport shall provide porter services for the passenger's convenience. Such services shall be available not less than one hour prior to departure at curbside on the departure (upper) level of the Airport for all domestic flights.

Porter Service in the International Terminal must be provided on a continual basis by the current International Terminal airline service contractor.

Additionally, airlines shall ensure that continuous porter service is available in the baggage claim areas at the arrival (lower) level of the terminal facilities in conjunction with the delivery of baggage from all arriving flights until the baggage claim area is clear.

(D) Public Seating

The placement of Airport-owned public seating is determined by the Airport. No person shall move any Airport-owned public seating except for cleaning or maintenance purposes. Violators may be fined under Rule 14 of these Rules and Regulations.

(E) Quiet Terminals Policy

The purpose of the Airport Quiet Terminals Policy is to provide a tranquil environment for passengers as they make their way through the terminals. Loud music or other amplified sound from leasehold areas competes with public announcements and contributes to the stress of travel.

- (1) Tenants shall not amplify sound outside of their demised premises. Sound amplifying devices shall be directed only within the premises at a volume low enough for patrons to hear public announcements from within the premises. Music or other sound shall not be broadcast for the purpose of attracting foot traffic. Lyrics shall be free of profanity and other offensive content. The playing of music is prohibited in the following locations: at the podiums, ticket counters, and seating areas adjacent to gates; at the ticket counters in the pre-screening area of the Airport; in the baggage areas of the arrivals level. (AOB 19-09)
- (2) Except in an emergency situation or when safety, security, or health considerations will be impacted, employees may not use mobile devices, including smart phones and tablets, in "speaker mode" in any public area of the Airport, including but not limited to: gate lounges, terminal lobbies, food courts, and seating areas pre- and post-security; AirTrain, passenger pick-up and drop-off areas, Rental Car Center, and Grand Hyatt public areas; or any public area where passengers congregate. Such devices should display visual media appropriate only for public areas (e.g., no profane or offensive content). (AOB 21-10)

(F) Stanchions

All airlines shall use passenger control stanchions to control lines. Stanchions shall be located within the space directly in front of the airline counter leasehold or as permitted by the Director. Stanchions and signs used in the Domestic Terminals shall be placed so as to maintain a minimum of 12-feet for a public passage corridor between the narrowest terminal building point and the stanchion farthest out from the counter. Stanchions and signs used in the International Terminal shall also be placed so as to maintain a minimum of 12 feet of public passage between any stanchion and/or sign and any adjacent structure or fixture. The single exception to the foregoing is the required clearance between stanchion arrangements at facing check-in counters on Level 3 (e.g., stanchions used for Aisle's 2 and 3, 4 and 5, etc.). These stanchions shall be placed so as to maintain a minimum of 30 feet of public passage between stanchion arrangements for adjacent check-in aisles, such clear space to be maintained through the center of the passageway between adjacent Aisles, with 150 feet of clear space on each side of the center line as defined by a prominent line embedded in the floor finish.

The number of stanchions shall be determined by the peak passenger volume or level of activity for the applicable period. Airlines shall relocate their stanchions at the end of their operating day and place them against the face of their counter to facilitate cleaning activities. This also applies to stanchions that may be used to control passenger lines associated with the security checkpoints. Post mounted and floor mounted signs are permitted within approved stanchion areas consistent with the following guidelines regarding content, size and production quality:

- (1) Passenger processing information as it relates to security or to designate separate queuing lines.
- (2) Bag size or weight limitation signage.
- (3) Enter/exit signs.
- (4) Airline identification signs or class of onboard service signs.

- (5) Floor sign size shall not exceed 28”w x 96”h and shall be produced in a professional manner conforming to terminal graphic and color standards.
- (6) Hand lettered, photocopied or paper signs are strictly prohibited.
- (7) The Director or the Director’s representative reserves the right to disapprove and require removal of any signs not conforming to approved guidelines.
- (8) Advertising content and slogans shall not be included in the signage permitted above.

(G) Wheelchairs and Priority Disabled Seating and Wheelchair Waiting Areas

(1) Wheelchair Service Performance Standards

Airlines and their contracted wheelchair service providers must provide safe, timely, and courteous service to passengers in conformance with the following standards:

- (a) Wheelchair attendants must be professionally attired.
- (b) Wheelchair attendants must have the physical ability to:
 - Lift/carry pieces of luggage weighing up to 70 pounds;
 - Push a wheelchair with a customer weighing up to 200 pounds, up and down inclines of up to 2.86 degrees (5%), into and out of elevators and throughout the areas where service is offered;
 - Communicate clearly in English;
 - Maintain a pleasant demeanor and remain professional at all times; and
 - Provide wheelchair to the passenger where the passenger is situated; a passenger shall not be required to self-ambulate to a wheelchair dispatch location or any other location.
- (c) Passengers who pre-arrange wheelchair services shall be provided with a wheelchair upon arrival at the Airport, but in no event shall a passenger be required to wait more than ten (10) minutes for a wheelchair and an assigned attendant.
- (d) Passengers who request a wheelchair upon arrival at the Airport, whether on an incoming or departing flight, shall be provided with a wheelchair as soon as possible, but in no event shall a passenger be required to wait more than twenty (20) minutes for a wheelchair and an assigned attendant.
- (e) The solicitation of tips by a wheelchair attendant or a service provider is strictly prohibited.

(2) Equipment

All wheelchairs and related equipment used to provide this service must:

- (a) conform to the requirements of the Americans with Disabilities Act (ADA);
- (b) meet the current industry standards, which include: maneuverable arm rests; accommodation of personal items; and “nesting” capability for storage, except for

International Terminal Gates A1-~~1542~~ and ~~G1-14G91-G402~~, where standard collapsible type wheelchairs will be allowed for use in the loading bridges for passenger enplaning and deplaning only when necessary; and

(c) be well maintained free from tears and frays or replaced, as necessary.

All airlines, domestic and international, and their contracted wheelchair service providers who violate this rule may be required to secure additional wheelchairs and/or attendants at the expense of the airline involved.

(3) Priority Disabled Seating and Wheelchair Waiting Areas

Priority Disabled Seating and Wheelchair Waiting Areas are available in each of the terminal lobbies and Boarding Areas as indicated by signage. Due to limited seating areas and congestion in the lobbies, these areas are designated for temporary seating for our passengers with disabilities while wheelchair assistance is being coordinated. These areas are being provided for their convenience and as a customer service enhancement for our passengers. Service providers are prohibited from pre-staging or waiting in these areas.

Each airline is responsible for coordinating the appropriate and timely service for their passengers in need of a wheelchair to avoid lengthy waiting periods.

3.6 BAGGAGE HANDLING SYSTEM

The Airport's Baggage Handling Systems are an integral part of Airport and Airline operations. Properly tagged luggage that is correctly loaded onto conveyors (proper baggage hygiene) ensures that baggage moves efficiently from baggage check locations through security screening/inspection areas, and out to make-up carrousel. Improper baggage tagging and placement creates bag jams and system outages, ultimately resulting in flight delays.

All employees of the Airport Commission, the airlines and airline contractors who are directly involved in baggage handling shall comply with the Airport's Baggage Hygiene Policy set forth in Appendix A to these Rules and Regulations.

3.7 AIRPORT-OWNED EQUIPMENT MAINTENANCE

The Airport owns Passenger Boarding Bridges, Baggage Handling Systems, and other equipment and systems at the Airport, much of which is leased to airline tenants. Airline tenants shall maintain Airport-owned equipment in accordance with schedules, record-keeping, reporting, and quality standards established by the Airport and agreed-upon with the tenant, as follows:

(A) Maintenance Plan

(1) A tenant airline shall have a maintenance plan approved by the Airport for the airline to perform maintenance of Airport-owned equipment. The airline maintenance plan shall detail how the airline will maintain the Airport-owned equipment in a continually safe, operable, and optimum condition for the term of the lease. The plan shall at a minimum include a schedule for the preventative and regular maintenance and service-readiness for minor repairs.

- (2) The airline shall submit a proposed plan to the Airport no fewer than 15 days prior to airline use of Airport-owned equipment. The airline shall receive Airport approval prior to performing any maintenance of any Airport-owned equipment.

(B) Parts and Equipment

- (1) Airline shall maintain an inventory of spare parts, equipment, and consumables at the level sufficient to maintain the Airport-owned equipment.
- (2) Only Original Equipment Manufacturer (OEM) approved or recommended parts, equipment, and consumables shall be used, unless an exception is granted for functionally equivalent items upon written request to the Airport.

(C) Performance Monitoring and Reports

- (1) Restoration of equipment and systems shall be the Airline's priority and shall be accomplished in accordance with maintenance plan and the OEM maintenance manuals
- (2) The Airline shall submit the required reports agreed upon in the maintenance plans.

Failure by the tenant airline to submit a plan as provided in this Rule 3.7 or comply with the agreed-upon equipment maintenance and operating requirements shall result in fines assessed for each month or any part of a month beyond such period as provided in Rule 14 of these Rules and Regulations.

RULE 4.0

OPERATION OF MOTOR VEHICLES

This Rule applies to the operation of all motor vehicles driven by or on behalf of all individuals and entities conducting business on Airport premises, including but not limited to: rental car agencies, airlines and their subcontractors, Airport tenants and permittees, Airport contractors and subcontractors, and all businesses engaged in commercial transportation. Rules 4.1-4.6 also apply to members of the public through Chapter 7.72 of the San Mateo County Code of Ordinances.

The Director may at any time change, alter, expand, or limit access to Airport roadways, parking zones, and designated pick-up, drop-off, and staging areas necessary to accommodate renovation, construction, and other structural improvements and/or modifications to Airport property.

4.1 TRAFFIC AND PARKING SIGNS, DIRECTIONS AND SIGNALS

- (A)** Motor vehicles shall be operated upon the Airport in strict accordance with the rules herein prescribed for the control of such vehicles and the California Vehicle Code, except in cases of emergency involving the protection of life and/or property. All vehicles operated on Airport roadways must at all times comply with any lawful order, signal or direction by authorized personnel. When roadway traffic is controlled by signs or by mechanical or electrical signals, such signs or signals shall be obeyed unless directed otherwise by authorized personnel. Similarly, when movement in any parking facility, holding lot or other location is controlled by signs or by mechanical or electrical signals, such signs or signals shall be obeyed unless directed otherwise by authorized personnel.
- (B)** The Director is authorized to place and maintain such traffic signs, signals, pavement markings, and other traffic control devices upon Airport roadways, parking facilities and other Airport property as required to indicate and carry out the provisions of these Rules and Regulations and of the California Vehicle Code to guide and control traffic.
- (C)** Vehicles on Airport property, including roadways, garages, parking lots, or other authorized areas for public, private, or employee use shall be operated in strict compliance with all requirements, including posted signs and pavement and/or curb markings prescribed by the Airport Commission.

4.2 RESERVED, POSTED OR RESTRICTED PARKING AREA

- (A)** The Director is authorized to reserve all or any part of parking lots or terminal courtyards or other areas not under lease or permit for the sole use of vehicles of the City and County of San Francisco, its officers or employees, tenants, or for such visitors to the Airport as the Airport may designate, and to indicate such restrictions by appropriate markings and/or signs; designate a parking time limit on any portion of said lots and courtyards; designate any portion of said lots and courtyards as a passenger loading zone or a freight loading zone; designate any portion of said lots and courtyards as a No Stopping, No Waiting or No Parking area; designate where and how vehicles shall be parked by means of parking space markers; and designate direction of travel and indicate same by means of appropriate signs and/or markings.

- (B) When appropriate signs and/or markings have been installed, no person may park or drive a vehicle on any portion of such lots or courtyards reserved for the exclusive use of any vehicle unless authorized by the Director.
- (C) Working news media representatives must comply with Airport "Media Procedures" found at <https://www.flysfo.com/media/media-procedures>. Unless otherwise provided for in the Media Procedures, working news media representatives may park their vehicles in designated press parking areas for a period not to exceed two hours while on assignment at the Airport.
- ~~(D)~~ (E) Vehicles subject to Rule 4.1(C) shall be operated in strict compliance with all requirements, including posted signs and pavement and/or curb markings prescribed by the Airport Commission.
- ~~(D)~~ (E) Vehicles displaying either a distinguishing license plate or a placard issued pursuant to Section 22511.5 or Section 9105 of the California Vehicle Code may park in designated handicapped/disabled parking sections for such periods as indicated by appropriate signs and/or markings.
- ~~(E)~~ (F) Electric Vehicle Plug-In Charging Stations may be located in parking lots, terminal courtyards, garages or other parking areas to provide electric charging for plug-in electric and plug-in electric hybrid vehicles. No vehicle shall stop, wait, or park within the plug-in electric vehicle stalls unless the vehicles are equipped to use the designated plug-in electric charging stations. All other vehicles will be cited pursuant to Rule 14.

4.3 AUTHORIZATION TO MOVE VEHICLES

The Director may remove, or cause to be removed at the owner's expense from any restricted or reserved area, any roadway or right-of-way, or any other area on the Airport any vehicle which is disabled, abandoned, or illegally or improperly parked, or which creates an operations problem. Any such vehicle may be removed to the official vehicle impound areas designated by the Director. Any vehicle impounded shall be released to the owner or operator thereof upon proper identification of the person claiming such vehicle and upon payment of the towing charge currently in effect and the accrued parking fees thereon. The Airport Commission shall not be liable for damage to any vehicle or loss of personal property which might result from the act of removal.

4.4 USE OF ROADS AND WALKS

- (A) No person shall operate any vehicle on the Airport other than on the roads or places authorized by the Director for use by that particular type of vehicle.
- (B) No person shall use Airport roads, crosswalks, or walkways in a manner that hinders or obstructs proper use.

4.5 PARKING AND STOPPING OF VEHICLES

- (A) No vehicle shall be parked or stopped on any Airport roadway except in the manner and at a location authorized for stopping, standing or parking as indicated by posted traffic signs and/or painted curb markings, or in a parking facility designated for public or employee use. Double parking on Airports roadways is strictly prohibited.

- (B)** No vehicle shall block or obstruct vehicular movement on any Airport roadway, ramp, or parking facility, including areas designated as staging areas for commercial vehicles.

4.6 TERMINAL CURB MARKINGS

All vehicle operators on terminal roadways shall comply with curb markings, signage, and directions from traffic control personnel to maintain a safe, secure, and efficient use of the limited curb space in front of terminals.

Vehicles using Airport terminal roadways may stop only for the pick-up/drop-off of passengers or other permitted commercial operations, only at marked curbs, and only in the color zone designated for that type of vehicle, as provided in this Rule 4.6 or as directed on roadway signage or by traffic control personnel. Vehicles must be attended at all times. Waiting along a terminal curb for passengers or baggage is prohibited. Commercial vehicle operators must additionally at all times comply with the Airport Permit and any notice or direction issued by the Airport to the Permit holder.

Unless specifically excepted by the Director, any vehicle which violates this Rule 4.6 may be cited and towed immediately, at the owner's expense.

The curb color zones are generally designated as follows:

Red Zone:	Hotel Courtesy Shuttles and SamTrans Buses.
Yellow Zone:	Delivery Vehicles and Limousines.
White Zone:	Private Vehicles, Permitted Commercial Ground Transportation Vehicles as posted, and Car Rental Shuttles providing services for disabled passengers only.
Red and Yellow Zone:	Taxicabs.
Green and White Zone:	Airporters, Crew Shuttles, Charter Buses, and Pre-Arranged Vehicles.
Blue and White Zone:	Employee Shuttles, SFO Parking Shuttles, and Off-Airport Parking Shuttles.
Blue and Red Zone:	Hotel Courtesy Shuttles and Off-Airport Parking Shuttles.
Blue and Green Zone:	TNC Vehicles.

4.7 COMMERCIAL GROUND TRANSPORTATION OPERATIONS

All commercial ground transportation operators ("GTOs"), whether an individual or business entity of any type whatsoever, providing transportation services to, on, or from Airport property including, but not limited to, those operators who use Airport roadways as part of a business conducted for monetary consideration, shall comply with this Rule 4.7. Violation of this Rule may result in an admonishment and/or citation under Rule 14 of these Rules and Regulations, in addition to any other fines, charges, or penalties assessed under applicable law or permit, including permit suspension or revocation.

(A) General Requirements

(1) Modes Requiring CPUC and Airport Permits

The following GTOs operating on the Airport's roadways shall have a valid certificate or permit issued by the California Public Utilities Commission ("CPUC") and an Airport-issued operating permit:

- (a) Charter buses
- (b) Courtesy shuttles (including but not limited to crew, rental car, parking, and hotel shuttles)
- (c) Limousines
- (d) Pre-Arranged Vehicles
- (e) Scheduled transportation operators, unless excluded in A.3, below
- (f) Transportation Network Companies ("TNCs")

(2) Taxicab Permitting Requirements

Every taxicab operating on Airport premises must be licensed either by the San Francisco Municipal Transportation Agency ("SFMTA") or another local public entity. Consistent with San Francisco Transportation Code § 1105(a)(6), taxicab operators regulated by the SFMTA are required to comply with Airport Rules and Regulations and the terms of their Airport/SFMTA Taxi User Agreement.

(3) Modes Exempt from Airport Permit Requirement

Transportation vendors contracted by the City and County of San Francisco

(4) Permit Terms

All permits, regardless of the transportation mode, require the permit holder to ensure that all vehicles and drivers operating under the permit comply with the permit terms and conditions, including, but not limited to:

- (a) display of proper vehicle trade dress, visible TCP numbers, decals, emblems, license plates, and any and all other markings required by applicable laws and permit terms and conditions;
- (b) maintaining vehicle tracking device or system without alteration, removal or destruction;
- (c) following signage and directives, including but not limited to signage and directives regarding loading and unloading of passengers;
- (d) operating only in designated areas;
- (e) maintaining applicable vehicle safety and inspections requirements; and

(f) complying with these Rules and Regulations.

(5) Trip Fees

Unless excluded from the payment of trip fees under applicable permit terms, all permit holders are responsible for the payment of trip fees, which fees are used to recover Airport costs for roadway and garage maintenance and infrastructure. Trip fees are calculated on an annual basis by mode and trip frequency, and are subject to the approval of the Airport Commission. The Airport tracks trip fees and permit holders must pay such fees in conformance with the terms and conditions of the applicable permit. Failure to pay trip fees owed and/or late payment of trip fees may result in any one or all of the following: a fine under Rule 14 of the Airport Rules and Regulations, interest on unpaid trip fees at the rate of one and one-half percent (1-1/2%) per month, administrative fines under the terms of the applicable permit, and permit suspension and/or permit revocation.

(6) Payment of Other Fees

Consistent with the terms of the applicable permit, permit holders may be assessed fees for lost, missing or altered transponders, lack of operating decals, failure to comply with annual registration requirements, late registration, and other fees.

(7) Audit and Inspection of Records

Each GTO permit holder shall make books and records identified in the applicable permit available for inspection, including, without limitation, reports, records, and compilations as may be requested by the Director or the Director's designee. Should any examination of records or vehicle trip count result in discovery of underpayment by permittee in excess of five percent (5%) of the fees due, the permittee shall promptly pay to the City and County of San Francisco the amount of the underpayment plus all costs incurred in conducting the examination or vehicle trip count. The permittee shall also be liable for expenses incurred in assessing or collecting any money owed to the City and County of San Francisco.

(8) Waybills

Consistent with California law and GTO permit terms, every limousine, TNC, charter and pre-arranged transit passenger pick up and drop off shall be documented by a waybill, which waybill shall conform to the requirements of the applicable law and permit terms.

All transportation operators who use the Airport's courtyards for picking up patrons must display a copy of their waybill inside the vehicle so it can be easily read from outside of the front windshield. Another copy of the waybill shall be carried by the driver of the vehicle.

All drivers of vehicles operating under an Airport GTO permit shall present the waybill to any Airport or law enforcement official upon request.

(9) Courtyard Parking and Staging Area

To address roadway congestion and changing conditions on the ground, from time to time, the Director or the Director's designee may establish and construct staging areas for select vehicle classes providing ground transportation services, and may require all drivers operating under select GTO permits to wait in courtyards or designated staging areas until such time as their passengers have arrived and are at the curbside. The Airport may charge a fee for use of courtyards and staging areas. When staging space is not available, the Director or the Director's designee may require vehicles to stage off the Airport.

(10) Passenger Receipts

All taxis, TNCs, limousines, scheduled, and pre-arranged van operators must have the ability to immediately provide passenger receipts generated either electronically or by hard copy (paper and pen). All such receipts must include the name of the permittee, the date and time of service, and all other information required by the regulatory agency of that mode.

(11) Emergency Contact

All GTOs, regardless of transportation mode, must maintain current emergency contact phone numbers and/or email addresses with the Airport, where automated emergency notifications can be immediately transmitted.

(B) General Conduct Applicable to all Modes of Commercial Ground Transportation

The drivers of all permitted vehicles must comply with all applicable laws, the general conduct provisions in their respective permits, and with all posted signs, directions, curb markings, and other directives set forth in Rule 4.1-4.6 of these Rules and Regulations.

In addition, the following conduct by GTO service providers is prohibited and is subject to administrative fines under Rule 14, as well as administrative penalties under the applicable permit:

- (1)** Cutting in line, jumping a taxicab lot, or bypassing a holding lot or ticket collection area before leaving the Airport;
- (2)** Picking up or discharging passengers or their baggage at any area other than those designated for such purpose;
- (3)** Leaving a vehicle unattended, except in designated staging areas;
- (4)** Failing to provide a receipt upon passenger request;
- (5)** Disregarding instructions by or providing false information to Airport Officials, including law enforcement personnel, Curbside Management Program personnel, and/or the Airport's designated duty managers, garage managers, leads, and guards;
- (6)** Displaying to an Airport Official an altered or fictitious waybill, holding lot ticket or receipt;
- (7)** Failure to possess a valid waybill unless not required by applicable permit;

- (8) Driving a vehicle without appropriate trade dress, placards, license plates, TCP numbers, decals, and/or logos as required by applicable law and/or permit;
- (9) Failing to activate, deactivating, tampering with, damaging, removing or evading vehicle trip counting and tracking devices and applications, including transponders, smart phone applications, and license plate recognition devices;
- (10) Soliciting passengers on Airport property;
- (11) Recirculating or “looping” on any terminal roadway;
- (12) Use or possession of any alcoholic beverage, narcotic or controlled substance while operating a vehicle on Airport premises;
- (13) Use of profane or vulgar language;
- (14) Any attempt to solicit payment in excess of that authorized by law;
- (15) Any solicitation for or on behalf of any hotel, motel, club, nightclub, or any other business whatsoever;
- (16) Solicitation of any activity prohibited by the Penal Code of the State of California;
- (17) Operating a vehicle:
 - (a) in an unsafe manner;
 - (b) after the vehicle has failed a safety inspection; or
 - (c) that lacks mandatory safety equipment as defined in the California Vehicle Code;
- (18) Tampering with, disconnecting, or modifying any emissions-control equipment, modifying a defined clean fuel vehicle, or using unauthorized fuel to power a defined clean fuel vehicle;
- (19) Using any part of the Airport premises other than a restroom to urinate and/or address personal hygiene needs;
- (20) Failure to wear a visible photo identification card if required by applicable permit or regulatory agency;
- (21) Failure to comply with applicable headway requirements;
- (22) Staging in an unauthorized location;
- (23) Staging a coordinator in an unauthorized location;
- (24) Failure to comply with posted signage and pavement markings;

- (25) Idling a vehicle or engine for more than five minutes as prohibited under California Air Resources Board regulations; and
- (26) Operating an autonomous vehicle as defined by California Vehicle Code Section 38750, as amended, on Airport Roadways without the express permission of the Director.

(C) Scheduled Transportation Operations

(1) Proposed Changes in Operations

No changes in service may be made in scheduled transportation operations of applicable permittees unless first requested in writing to the Director or the Director's designee no fewer than thirty (30) days in advance of the proposed implementation date. "Changes in service" means (a) increasing or decreasing the number of vehicles authorized to operate at the Airport, (b) changing the frequency of service runs, or (c) modifying routes or stops.

(2) Criteria for Approving Proposed Changes

The Director or the Director's designee will review the merits of any proposed change in scheduled transportation operations based on the following criteria:

- (a) determination of the potential ridership and revenue recovery;
- (b) evaluation of the planned route, the location, and number of all proposed Airport ground transportation services in the subject corridor;
- (c) analysis of the service travel time;
- (d) determination of the type or size of vehicle appropriate for the operation; and
- (e) determination of availability of Airport curb and staging space.

The Director or the Director's designee has the discretion to approve, reject or require modification to any such proposed changes in service.

(D) Taxicabs

(1) San Francisco Taxicabs

Taxicabs licensed by the SFMTA shall comply with all SFMTA operating requirements, including, but not limited to, Articles 1105, 1108, and 1113 of the San Francisco Transportation Code, SFMTA's Motor Vehicles for Hire Regulations, and any and all other ordinances, laws and/or regulations that may be applicable to operating taxicabs. In addition, every SFMTA regulated taxi operating at the Airport shall:

- (a) only be driven by an individual with an SFMTA issued A-Card and with an Airport permit (necessary for pick-up);
- (b) have an Airport-issued AVI transponder affixed to the vehicle;

- (c) have a certification decal affixed to the right and left rear rooftop quarter section of the vehicle;
- (d) stage only in designated areas when waiting for a passenger pick-up;
- (e) comply with dispatcher instructions for passenger pick-up;
- (f) charge fees in conformance with SFMTA rate schedules and no other unapproved fees or surcharges;
- (g) remain in/with vehicle while in a curbside taxi queue;
- (h) occupy Airport taxi lots only during daily operational hours; and
- (i) use an A-Card to enter an Airport parking garage only for Airport-authorized taxicab-related business which includes but is not limited to entering the taxi queue line or meeting with Airport staff.
- (j) possess a cellular mobile device (Android or Apple) with a supported operating system, capable of running applications, with an up-to-date version of the SFO-created application required for taxi dispatching, verification, or queuing, and abide by all terms and conditions of such mobile application.

Certification decals and AVIs are the property of the Airport and, upon suspension or revocation of certification, shall be immediately surrendered to the Director or the Director's designee.

Taxicab drivers who are issued an Administrative Citation may be required to pay an administrative fine under Rule 14 of these Rules and Regulations or may have Airport pick-up privileges suspended.

(2) Non-SFMTA Taxicabs

Taxicabs licensed and regulated by public entities other than the SFMTA shall comply with all laws, ordinances, and regulations of the licensing entity and any and all other ordinances, laws, and regulations that may be applicable to operating taxicabs. Non-SFMTA taxis are prohibited from picking up passengers except for on a pre-arranged basis, and for each trip, shall have a waybill with the name of the passenger, the number of people in the party, and the location and time of pickup. Drivers must pay a trip fee to pick up passengers at the Airport.

(E) Director's Discretion

Notwithstanding any provisions of these Rules and Regulations or of the terms of an operating permit, the Director at all times retains the sole and absolute discretion to suspend operating privileges at SFO and/or to assess fines as provided under a permit and/or these Rules and Regulations.

RULE 5.0**AIRSIDE OPERATIONS****5.1 GENERAL**

- (A) **Application and Purpose.** This Rule 5.0 applies to all operations on the Air Operations Area (AOA). The purpose of this Rule 5.0 is to promote the safe operation of aircraft and vehicles on the airfield and the safety of all airfield activities. All persons on the AOA must comply with this Rule, in addition to all other applicable Rules of these Rules and Regulations.
- (B) **Authority of the Director.** The Director has charge of the AOA and may take any action deemed necessary and appropriate to assure the safe and proper operation of the Airport. The Director shall have the right at any time to close the entire or any part of the Airport to air traffic; to delay or restrict any flight or other aircraft operation; to refuse takeoff permission to aircraft; or to deny the use of the entire or any part of the Airport to any specified class of aircraft or to any individual or group. In the event the Director determines the condition of the Airport or any part of the Airport to be unsafe for landings or takeoffs, the Director shall issue, or cause to be issued, a Notice to Airmen (NOTAM).
- (C) **Aircraft.** All persons shall navigate, land, service, maintain, and repair aircraft in conformance with Federal Aviation Administration (FAA) and National Transportation Safety Board (NTSB) rules and regulations.
- (D) **Ground Support Equipment (GSE).** Any vehicle operated to support aircraft on the AOA or to perform airside operations, regardless of whether such vehicle is motorized or nonmotorized or leaves the AOA perimeter, is Ground Support Equipment (GSE) and may be operated only with the permission of the Director. Safe operation of GSE on the AOA is critical to the overall safety and security of Airport operations. Employers who own and operate GSE on the AOA shall assure that their drivers and vehicles comply with the requirements of all applicable Rules and Regulations. Failure to comply with the provisions of this Rule may result in administrative fines under Rule 14 and/or vehicle impoundment consistent with the GSE Safety Inspection Program (GSISIP), at Appendix B to these Rules and Regulations.
- (E) **Airfield Marking and Signage.** Any person engaged in airfield activity shall comply with all marking and signage. Pilots and vehicle operators shall obey all lights, signs, signals, markings, and NOTAMs unless an authorized representative of the Director or Control Tower directs otherwise. Pilots and vehicle operators engaged in airside operations must at all times comply with any lawful order, signal or direction of the Director, except when subject to the direction or control for ground movement purposes of the FAA or other federal agency. No aircraft or other vehicle shall use any part of the airfield, apron, ramp, taxiway, runway or other area considered temporarily unsafe for landing or takeoff, or which is not available for any reason. The Airport will mark boundaries of such areas with barricades and flags by day and high intensity flashing red lights at night and low visibility periods, and will issue communications by PASSUR and/or NOTAM, as appropriate.
- (F) **Air Traffic Control Tower (ATCT) and Ramp Towers.** Any person engaging in moving aircraft or GSE shall communicate with and follow all instructions by FAA Air Traffic Control and/or the Ramp Tower, as appropriate, for crossing or proceeding on Taxilanes, Taxiways, and/or Runways. Any person who fails to properly communicate with Air Traffic Control and/or comply

with Air Traffic Control instruction may, at the sole discretion of the Director, lose the privilege to operate at the Airport on a temporary or permanent basis. Any such action by the Airport may be independent of and/or in addition to any investigation or action by the FAA or the NTSB.

5.2 AIRSIDE PERSONNEL

- (A) Intoxicants and Drugs.** No person engaged in airside operations shall be under the influence of intoxicating liquor or drugs, nor shall any person under the influence of intoxicating liquor or drugs be permitted to board any aircraft, except a medical patient under care. Any person violating this Rule may be denied use of the Airport by the Director subject to the Director's sole discretion. See FAR Part 91.17.
- (B) Personal Listening Devices.** No person shall use personal listening devices while walking, operating, or driving on the AOA. Personnel authorized to operate vehicles on the AOA may use personal cell phones and/or any other type of hand-held or hands-free device, only after stopping (whether in or out of a vehicle) in a safe manner and in a safe location.
- (C) Reflective Clothing.** To enhance visibility and promote safety for persons working on the AOA, all employers/tenants or contractors must provide all employees with reflective clothing meeting or exceeding Class 2 reflectivity per the Standard for High-Visibility Safety Apparel (ANSI/ISEA 107-2004). Employees shall wear reflective clothing at all times while performing such duties on the AOA unless competing safety concerns necessitate the temporary removal of reflective clothing. This requirement does not apply to uniformed airline crewmembers within the aircraft envelope.

5.3 AIRCRAFT OPERATIONS

(A) Aircraft Operators

(1) Registration and Fees

The Director may require and may designate appropriate locations for the registration of pilots and aircraft using the Airport. Pilots shall comply with the requirements of such registration. The payment of rentals, fees, and charges relating to the use of Airport premises and facilities shall be made before takeoff. In lieu of such payments, satisfactory credit arrangements shall be made by the pilot or owner of aircraft with the Director.

(2) Training Flights and Student Pilots

No aircraft shall land, take off or taxi at the Airport while the aircraft is under the control of a student pilot. No person shall conduct training flights on or over the Airport.

(3) Helicopter Operations

(a) Helicopter aircraft arriving and departing the Airport shall operate under the direction of the Control Tower at all times while in the Airport Control Zone. No helicopter may land or take off from the Airport unless it is equipped with a two-way radio, is in communication with, and has received authorization from the Control Tower.

(b) Helicopters shall have braking devices and/or rotor mooring tie-downs applied to the rotor blades. Helicopters shall not be taxied, towed, or otherwise moved with rotors

turning unless there is a clear area of at least 25 feet in all directions from the outer tips of the rotor blades.

- (c) Helicopters may park only in approved parking areas on the Fixed Base Operators ramp. Additional locations may be approved by the Director. This rule does not apply to the U.S. Coast Guard station helicopters.

(4) Charter Aircraft

All airlines are required to advise Airport Operations 72 hours in advance of any charter aircraft other than their own, except to those charter flights managed by the Airport's Fixed Base Operator.

(5) Unmanned Aircraft (drones)

No motorless or unmanned aircraft, such as drones, shall land or takeoff from the Airport. Operation of unmanned aircraft to, on, or from Airport property is strictly prohibited, except as expressly permitted by the FAA and/or the Director as may be appropriate under applicable law or rules.

(B) Aircraft Equipment Requirements

All aircraft operating at the Airport must be equipped with functioning brakes, a two-way radio, and a 4096 transponder for altitude and coding. All aircraft must additionally have VHF Omnidirectional Range capability.

(C) Aircraft Parking, Maintenance, Repair

(1) Parking Responsibility

Upon direction from the Director, the operator of any aircraft parked or stored at an air terminal or hardstand shall move such aircraft from the place where it is parked or stored. All remote parking requests for locations outside of lease, permit, or contract terms, shall be made through Airfield Operations and/or Ramp Tower A.

Non-terminal aircraft parking reservations must be made within 24 hours of the time the space is needed. The Airport will not accept requests for reservations more than 24 hours in advance except under special circumstances such as emergencies, charters, VIP, or special events. Parking an aircraft beyond the permitted time of the reservation is prohibited.

Failure to comply with direction to relocate an aircraft or parking in an unauthorized location shall result in a fine under Rule 14.

(2) Aircraft Repairs

All repairs to aircraft and/or engines shall be made in areas designated for this purpose. Minor adjustments and repairs may be performed on aircraft at gate positions on the ramp when such repairs can be safely accomplished without inconvenience to persons or other companies. Any spills must be promptly and properly addressed. Any aircraft being repaired at a gate position shall be moved immediately upon the request of the Director. No aircraft engine shall be run-up for test purposes at any gate position.

(3) Parking and Washing of Aircraft

- (a) Aircraft shall not be parked on the Airport, except in areas and in the manner designated by the Director. The City and County of San Francisco and its agents assume no responsibility for aircraft parked or in the process of being parked on the Airport.
- (b) Aircraft shall not be washed, except in areas and in the manner designated by the Director. No aircraft shall be washed at any terminal gate position.

(4) Cargo Aircraft On-Ground Time Limits at Plot 50

Aircraft hardstands 50-1 through 50-8 have a maximum Aircraft-On-Ground (AOG) time of six hours. Upon reaching the six-hour mark, aircraft may be assigned a new parking location by Airfield Operations; the airline must have tow capability available at that time. Moving the aircraft, or arranging for its movement, is the sole responsibility of the airline. The airline must ensure that a 24-hour contact is available for Airfield Operations. (AOB 20-11)

(D) Aircraft Movement**(1) Extended On-Airfield Flight Delays**

Airline personnel are required to contact the Airport Duty Manager (ADM) at (650) 821-5222 to report any incidents of a live flight being held away from the terminal in excess of 60 minutes. The Airport Duty Manager is available 24 hours a day and must be called as soon as airline staff becomes aware of a situation which may lead to passengers remaining on an aircraft for more than 60 minutes away from a terminal gate – whether on an arriving or departing flight. Personnel responsible for aircraft movement, including personnel in the ATCT or the International Terminal Tower and/or Airport Airfield Safety Officer personnel who become aware of a live flight being held away from a terminal gate for more than 60 minutes must also contact the Airport Duty Manager. Airport resources shall help meet the airline and Airport's collective customer service goals and compliance in notifying the ADM of this situation. Prompt notification to the ADM will enable the Airport to activate our contingency plans.

(2) Starting or Running of Aircraft Engines

No aircraft engine shall be started or run unless a licensed pilot or certificated A and P mechanic is attending the aircraft controls. Wheel blocks equipped with ropes or other suitable means of chocking the wheels of an aircraft to deter movement shall always be placed in front of the main landing wheels before starting the engine or engines unless the aircraft is locked into position by functioning locking brakes.

(3) Run-Up of Aircraft Engines

- (a) All aircraft shall be started and run-up in locations designated for such purposes by the Director. Aircraft engines shall not be operated in such position that persons, structures or property may be endangered by the path of the aircraft propeller slip-

stream or jet blast. Wingwalkers and/or road guards must be present at all times while starting or running engines in a ramp area.

- (b) No aircraft engine exhaust, blast, and/or propeller wash shall be directed in such manner as to cause injury, damage, or hazard to any person, structure, or property.
- (c) Power back of aircraft at any gate is prohibited.
- (d) The run-up of mounted aircraft engines for maintenance or test purposes is prohibited between the hours 2200-0600, except as provided below:
 - (i) An idle check of a single engine is allowed under the following conditions:

An idle check of a single engine not to exceed a 5-minute duration may be conducted in the leasehold area. If more than one engine is to be checked, each engine must be checked separately and the total duration of the idle checks cannot exceed 5-minutes.

An idle check of a single engine or engines (checked separately) which will exceed a duration of 5-minutes shall be accomplished at an authorized run-up area.

- (ii) During the hours of 2200-0600, Airfield Operations shall be called and permission received prior to any engine idle check, or engine idle run-up. All engine starts at the gate shall be approved by Airfield Operations. Any idle run for more than a duration of 5-minutes will be considered an engine run-up.

During other hours Airfield Operations shall be called and permission received prior to any engine run-up. When approved and accomplished the Maintenance Supervisor of the airline concerned must provide to the Director a monthly report detailing the following:

- Date and time of the run-up
- Type aircraft
- Aircraft identification number
- Location of the run-up
- Duration of the run-up
- An explanation of the emergency circumstances making the run-up necessary.

Reports shall be submitted to the Director within 3 working days following the last day of each calendar month.

- (e) Air carriers shall comply with Federal Aviation Regulations for noise abatement and noise emission standards and must conform with all rules, policies, procedures and resolutions as established by the Airport Commission relative to noise abatement.

(E) Taxiing or Moving of Aircraft on Operational Areas

(1) Apron, Ramp, and Airfield

Aircraft shall not be taxied, towed or otherwise moved on any part of AOA without a functional tower radio, and until specifically cleared to do so by the FAA Control Tower or Ramp Tower. Unless otherwise agreed between the Director and an airline and its contractors, whenever any aircraft is being taxied, towed or otherwise moved on the apron, ramp, or airfield, there shall be a person attending the controls of the aircraft who shall monitor by radio the transmitting frequency in use by the Control Tower or who, if necessary, will cause that frequency to be monitored by another person in the aircraft. In the event of radio equipment failure, the Control Tower may use an ~~light gun~~ ~~Aldis-Lamp~~ for communication. Airfield Operations shall provide escorts only for aircraft with functioning tower radios.

All personnel engaged in moving aircraft, except receipt into or dispatch from an apron, shall have an Airport ID badge with an "M" icon as specified in Rule 5.4(A) below. Tenants shall ensure that a current copy of the SFO Airport Layout Map is prominently displayed in all aircraft tow tractors and readily accessible to cockpit brake riders.

(2) Envelope Receipt and Dispatch

Vigilance in aircraft operations in and around the terminal gate envelope is critical for the safety of passengers, ramp workers, and equipment and to minimize taxiway and taxilane congestion. Airlines shall deploy personnel to assure sufficient wingtip and tail clearances for all aircraft operations entering and exiting the terminal gate envelope. Unless otherwise agreed between the Director and an airline and its contractors, the following procedures shall be used:

- (a) For receipt of an aircraft into the envelope, there shall be a minimum of (i) two guide personnel, or wingwalkers, one at each wing, and (ii) a marshaller directing the pilot into the envelope. If the gate is equipped with Auto Park, a marshaller is not required.
- (b) When taxiing in the Non-Movement Area, particularly alleys between boarding areas, aircraft must use idle thrust to minimize jet blast. If an aircraft must stop before its assigned gate or hardstand, the crew must ensure that any temporary breakaway thrust required to regenerate taxiing momentum is directed away from nearby VSRs, aircraft gates/hardstands, and ramp service areas. If an aircraft cannot regenerate taxiing momentum in a manner that directs harmful jet blast away from VSRs, aircraft gates/hardstands, and ramp service areas, it must be towed into its gate or hardstand. Ramp crews that are ready to accept aircraft will reduce this jet blast hazard by enabling aircraft to complete taxiing at idle thrust and avoid tow operations. (AOB 21-08)
- (c) For dispatch of an aircraft from the envelope, as in pushbacks and remote hardstands, there shall be a minimum of (i) two guide personnel, or wingwalkers, one at each wing, and (ii) a tug driver at the nose of the aircraft. The wingwalkers shall remain in position until the aircraft passes the adjacent service road. The wingwalker closest to the service road shall be positioned to also control vehicular traffic.
- (d) Aircraft shall be aligned with the nose wheel on the taxiway or taxilane centerline during pushbacks from terminal gates or hardstands prior to being disconnected from an aircraft tug.

(e) Pushback personnel must wear reflective clothing and carry signal wands while in the process of moving or directing aircraft. During daylight hours, the pushback personnel may use a day or lighted signal wand and during hours of darkness or limited visibility, the personnel shall use a lighted signal wand.

(3) Tenant vehicles used for towing aircraft are restricted to routes prescribed by the Director.

(4) Towbarless Towing Vehicles (TLTV)

The standards for Towbarless Towing Vehicles (TLTV) are based on FAA Advisory Circulars 150/5210-5D Painting, Marking, and Lighting of Vehicles Used on an Airport and 00-65 Towbar and Towbarless Movement of Aircraft. TLTV must either be painted International Orange or outlined on both sides with a minimum 8-inch wide horizontal band of reflective tape with coverage greater than 25% of the vehicle's vertical surface. A LED light bar or yellow flashing beacon must be placed above the TLTV operator's cab. In addition, a yellow flashing light must be installed on both the upper-left and upper-right rear corners of the vehicle, with all lights activated when operating in low light and/or low visibility conditions. Unless otherwise agreed between the Director and an airline and its contractors, a properly trained and qualified flight deck/cockpit observer must be in place in the towed aircraft cockpit during any aircraft towing operation. When towing an aircraft between sunset and sunrise, aircraft wingtips, tail, and fuselage must be clearly illuminated by aircraft position lights and anti-collision lights (when appropriate). Airline and/or ground support tenant must otherwise meet FAA training and operational requirements described in FAA Advisory Circulars 150/5320-5D and 00-65.

TLTVs are restricted to taxiways and taxi-lanes only unless these vehicles can operate safely on and within the lanes of the vehicle service roads.

(F) Taxiing into or Out of Hangars

No aircraft shall be taxied into or out of a hangar under its own power.

(G) Aircraft Marking During Low Visibility Periods

(1) Every aircraft parked on the ramp or apron shall have its running lights illuminated during the hours between sunset and sunrise and during low visibility periods, except in areas designated by the Director. Other means of identifying and marking of the wingtips of the craft while parked may be used in lieu of the running lights, but prior authorization for any substitute wingtip identification must be obtained from the Director.

(2) All aircraft being taxied, towed or otherwise moved on the ramp, apron or taxiways shall proceed with running lights on during the hours between sunset and sunrise and during periods of low visibility. Upon request of an Airport tenant, Airfield Operations may provide a vehicle escort for aircraft with inoperative running lights.

(H) Prohibited Flight Approaches and Landings

The following flight approaches and departures are prohibited at the Airport and will not be approved by the Air Traffic Control Tower except upon special pre-approval by the Control Tower or as directed by the Control Tower in emergency circumstances:

- **Touch & Go** – aircraft lands and departs on a runway without stopping or exiting the runway;
- **Stop & Go** – aircraft is brought to a complete stop, purposefully reconfigures for takeoff, and takes off from the same point;
- **Full Stop Taxi Back** – aircraft lands, exits the runway, and taxis to the departure end;
- **Low Approach** – a go-around maneuver following an approach;
- **Practice Approach** – an instrument approach where there is no landing intended.
- **Option Approach** – an approach requested and conducted by a pilot which will result in a touch-and-go, missed approach, stop-and-go, or full stop landing.

(AOB 20-08)

5.4 GROUND SERVICE EQUIPMENT (GSE) OPERATIONS

(A) GSE Operators

(1) License

A GSE driver shall hold a California Department of Motor Vehicles driver's license consistent with the requirements of California law for the type or weight of vehicle operated.

(2) Employer Pull Notice Program

Prior to operating a motor vehicle in the Secured Area/Air Operations Area every individual shall be registered through the individual's employer in the California Department of Motor Vehicles ("DMV") Employer Pull Notice Program. All individuals, partnerships, corporations, tenants, contractors, and entities with employees and/or independent contractors who operate motor vehicles in the Secured/Operations Area shall comply with the DMV Employer Pull Notice Program.

(3) Airfield Driving Test/Movement Area Operator

To drive in the Secured Area/AOA, an individual must pass any applicable Airport-administered test and must obtain the proper Airport credential(s) as appropriate to the area(s) of vehicle operation. Driving without the proper credential shall result in immediate revocation of the driver's Airport ID badge.

Aircraft tow crews and other individuals with an operational need to drive on the Airport's movement area (as determined by the permittee) must receive company training every consecutive 12 months for operations in the movement area; training must include subject matters listed in 14 CFR Part 139.303. After company training is completed, the individual must successfully complete the Airport Movement Area Operator (MAO) training and testing at least every 12 consecutive months. The Airport movement area privilege is indicated by the "M" icon on the Airport ID badge and is required before operating in the movement area. For any aircraft taxi or tow operation, all personnel at the controls of the aircraft, communicating on the ATC radio, or operating a tow tractor must have the "M" icon on their Airport ID badge.

(B) GSE Requirements**(1) Registration**

All GSEs shall be registered with the Airport on an annual basis. The following types of motor vehicles operating on the AOA, regardless of whether such vehicles enter or exit the AOA, shall also be currently registered with and display valid license plates issued by the State of California Department of Motor Vehicles: sedans, vans, station wagons, sport utility vehicles, buses, and "motor trucks." For the purposes of this Section, "motor trucks" means both passenger and commercial trucks regardless of weight or number of axles, including but not limited to pickup trucks (open box and utility body), flatbed trucks, truck tractors, and catering trucks. For the purposes of this Rule, "motor trucks" does not mean vehicles designed and exclusively used for the refueling or movement of aircraft. Upon application to the Director by the owner of a vehicle exclusively operated on the premises of the Airport, an identifying number shall be assigned to that vehicle which together with the initials "S.F.I.A.," shall be displayed prominently on the vehicle in the manner prescribed by the Director. Tampering with or altering Ramp Access Permit Placards or SFIA identifying numbers is prohibited. Tenants are responsible for immediately requesting replacement of any placard or permit which becomes damaged, faded, or otherwise illegible.

(2) Insurance

Every vehicle operated on the Secured Area/Air Operations Area must be covered by the permittee's liability insurance as required by the Director.

(3) Trade Dress

All vehicles and equipment operated on the Secured Area/Air Operations Area (AOA) must have a magnetic, stenciled, or painted logo and number at least eight inches in height marked on both exterior sides. Prior authorization for use of any markings outside of these parameters must be obtained in writing from the Airport by submitting a written request to the Director of Safety and Security Services. All such requests shall be considered on a case-by-case basis. All equipment must be maintained in a clean and clearly identifiable condition. No dirt, oil, or grease shall cover or obscure the vehicle's trade dress, paint scheme and company name.

(4) Safety Equipment

No GSE or vehicle shall be permitted in or upon the Secured Area/Air Operations Area unless it is in sound mechanical condition with unobstructed forward and side vision from the driver's seat. All motorized vehicles must be equipped with seat belts or other appropriate safety restraints. Trailers on the Airport ramp or apron areas must be equipped with proper brakes so that when disengaged from a towing vehicle, neither aircraft blast nor wind will cause them to become free rolling. Positive locking couplings are required for all towed equipment. Brakes must be set in secured position when equipment is not being towed.

(5) FAA-Required Equipment

Unless authorized by the Director, all vehicles operating on a ramp or across taxiways or runways must be equipped with FAA-approved beacon or flashing lights or under positive escort while operating during hours of darkness or periods of low visibility. Vehicles authorized for unescorted operation in the movement area must be equipped with operating FAA-approved Vehicle Movement Area Transmitters (VMAT). Vehicles without a VMAT must be escorted by movement-area qualified operators using VMAT

(6) Lights

Carts, trailers, and/or pieces of equipment being towed or carried after dark must have either rear reflectors or rear lights.

(7) Hazardous Materials

All GSE carrying hazardous materials must be properly labeled and display a legible 24/7 emergency telephone number.

(8) Shared Equipment

A tenant shall not use equipment of another tenant without written authorization from the owner. If a tenant borrows or uses equipment of another tenant, the owner of such equipment shall remain responsible for its use and shall be responsible for any citation issued under these Rules and Regulations with respect to such equipment, regardless of the operator. The GSE owner shall provide to Airfield Operations an individual designee who may be reached at any time its GSE may be in use, regardless of the operator, to address immediate operational and safety concerns.

(9) ULD Containers

Cargo containers typically used for freight and mail operations (“ULD containers”) and/or cargo pallets shall not be left on the ground in ramp areas unless in a designated cargo area. ULD containers and/or cargo pallets must be secured on racks or dollies when in ramp areas. ULD containers and/or cargo pallets on the ground in designated areas shall be stacked or organized in a safe and tidy manner.

(C) GSE Safety Inspection and Impound Programs

(1) Safety Inspection Program

The Ground Support Equipment Safety Inspection Program (GSESIP) is necessary to ensure that all GSE operating and around the AOA are mechanically sound and safe, promoting the overall safety of the Airport Community. All tenants and contractors whose employees use or operate vehicles or equipment on the AOA must comply with the GSESIP.

The GSESIP includes scheduled periodic physical inspections, audits, and random or targeted inspection of GSE. The GSESIP is annexed to these Rules and Regulations as Appendix B. Every lease, permit, or contract authorizing use of ground support equipment on the AOA shall incorporate the GSESIP.

(2) Impoundment Program

The Airport may impound GSE that presents a safety hazard or interferes with safe and efficient operations. Every tenant is responsible for its own GSE equipment regardless of the operator (i.e., borrowed or used by another tenant). There are two types of impound procedures:

- (a) Immediate Impound: GSE that pose an imminent safety hazard shall be impounded. An Airfield Safety Officer or delegated representative will red-tag the GSE and arrange for removal to the Airport impound lot. A citation will be issued and the tenant owner of the GSE will be notified. Disposal fees will apply.
- (b) Non-critical Impound: When GSE is located in an area that is not authorized for staging, parking, or storage but does not present an imminent safety hazard, the Airport will allow tenant 30 minutes to move the GSE to an appropriate location. Notification will be by telephone. After 30 minutes, the equipment will be impounded. Citation and disposal fees will apply.

The Airport may impose the following fees on owners of impounded GSE:

- Citation fees: All towing and impound fees will be covered through citation fees associated with the appropriate Rule and Regulation. One citation will be issued for each large piece of GSE; it is the impounding officer's discretion to issue additional citations based on efforts required to remove the GSE.
- Secondary citation fees: If equipment is not recovered within 15 days of impoundment (including the day of impoundment) a second citation will be issued, and additional citation fees will apply.
- Disposal fees: In addition to any initial or secondary citation fee, a disposal citation will be issued should the impounded equipment not be retrieved within 30 days. Disposal citation fees will apply. Any additional charges required to dispose of unclaimed equipment will be billed to the tenant owner of the equipment.
- Compounding fees: Per the fee schedule in the Rules and Regulations fees will compound and increase with each subsequent impounding event.

Recovery of Impounded GSE: To recover impounded equipment a tenant must contact Airfield Operations at (650) 821-3355. Tenant must coordinate a retrieval time with the Airfield Supervisor who will document the equipment retrieval. The tenant will be responsible for safely removing the equipment.

Review of Impoundment: To request a review of an impoundment citation fee, the GSE owner must follow the procedure set forth in Rule 14.5. A pending request for review or appeal, however, shall not relieve the GSE owner of the 15-day impoundment fine period; fees will continue to accrue while a review is pending if a GSE remains in impoundment beyond the initial 15-day period.

(D) GSE Movement**(1) Signage**

Drivers on the AOA must comply with all posted signage and ground markings.

(2) Checkpoints and Security Gates / Vehicle Escorts

- (a) **Vehicle Checkpoints.** Vehicles entering the AOA must pass through a Vehicle Checkpoint and follow the instructions of the Vehicle Checkpoint security personnel, law enforcement officer, posted signage, and/or vehicle guidance systems. The owner of the vehicle shall be subject to fines under Rule 14 and, in addition, shall be responsible for any personal or property damage resulting from the operator's failure to follow such instruction.
- (b) **Security Gates.** Each vehicle operator using an Airport perimeter (security) gate shall ensure the gate closes behind the vehicle prior to leaving the vicinity of the gate. The vehicle operator shall also ensure that no unauthorized vehicles or persons access to the Secured Area/Air Operations Area (AOA) while the gate is open.
- (c) **Vehicle Escorts.** Only badged personnel with both driving and escort credentials may perform vehicle escort on the AOA. Only one vehicle may be escorted at a time. Drivers performing vehicle escorts will maintain safe following distance, communication, and line-of-sight with the escorted vehicle driver. Vehicle escorts shall ensure that when performing escort services, no vehicle will block taxiways, taxilanes, or aircraft gates. All vehicles entering the AOA through a construction access gate must be escorted by Airfield Operations unless following an approved designated haul route. Vehicles carrying or designed to carry construction debris and building materials such as rock, concrete, dirt, sand, debris, or similar material that could be dislodged from the vehicle must be escorted by Airfield Operations. No tenant or contractor shall escort a vehicle with more than two axles. Tenant or contractor badged personnel may operate larger vehicles without an escort. No tenant or contractor shall escort a vehicle with a wide-load. A wide-load is any load that extends beyond the width of the body of the vehicle or trailer or any vehicle that is wider than the width of the vehicle service road (12'). All vehicle checkpoint gate openings are 16' wide: Northfield Checkpoint – no vehicles with a combined length over 65' long are permitted; Westfield Checkpoint – no tractor trailers are allowed through Checkpoint 2. (AOB 19-08)

(3) Movements on the AOA

- (a) Before entering onto any runway, taxiway, or apron area, ground traffic shall yield right-of-way to taxiing aircraft and aircraft under tow in all cases.
- (b) Except as authorized by the Director, vehicular traffic on the aircraft ramp shall use the service roadway.
- (c) Drivers must always yield to emergency vehicles operating with flashing lights and/or siren.
- (d) A guide person is required whenever the operator's vision is restricted during vehicle maneuvers.
- (e) No vehicle shall pass any bus in transit supporting the Ramp Bus Operation, as described in Appendix H to these Rules and Regulations.
- (f) Only in the non-movement area, drivers are permitted to detour the equivalent of one vehicle width outside the vehicle service road if a parked aircraft or disabled equipment encroaches upon the roadway.

(4) Towing and Carrying

- (a) Tractor and/or container carriers shall tow no more than four carts, pallets, igloos, or ULD containers and shall adhere to all posted signage. Operators shall at all times maintain safe control and proper tracking of their towed items.
- (b) The towing of any cargo dolly or container larger than an LD3 or comparable-sized baggage cart is prohibited in the International Terminal Underpass (Tunnel).
- (c) No person shall operate any vehicle that is overloaded or carrying more passengers than the number for which the vehicle was designed. In addition, no person shall ride on the running board or stand up in the body of a moving vehicle.
- (d) All items in or on vehicles must be securely fastened. Equipment, supplies, tools and all other items transported on the exterior of a vehicle, including but not limited to water containers and lunch boxes, must be securely fastened to avoid being blown off of or dislodged from vehicles due to high wind conditions, jet blasts and other hazardous surface and air conditions. Items inside vehicles, such as radios, clipboards, sunglasses, cell phones, and beverages must be secured in a manner that will not obscure the driver's view and/or distract the driver.

(5) Prohibitions

- (a) Persons shall not operate GSE or vehicles in a reckless or careless manner. A reckless or careless manner is one that intentionally or through negligence threatens the life or safety of any person or threatens damage or destruction to property. Equipment shall only be used for its intended purpose.
- (b) No person shall operate a vehicle or other equipment within the Secured Area/Air Operations Area (AOA) while under the influence of alcohol or any drug that impairs, or may impair, the operator's ability to safely operate GSE.
- (c) No person shall use personal listening devices while walking or driving on the AOA. Personnel authorized to operate vehicles on the AOA may use personal cell phones and/or any other type of hand-held or hands-free device, only after stopping (whether in or out of a vehicle) in a safe manner and in a safe location.

(6) Passenger Safety

Each vehicle operator is responsible for the safety and activities of the operator's passengers while within the Secured Area/Air Operations Area (AOA). Each vehicle operator shall ensure that all occupants use seat belts and other safety devices when conveyance is so equipped and while traversing on any vehicle service road.

(7) Speed Limit

No person operating or driving a vehicle upon the AOA shall drive at a speed greater than: five (5) mph within baggage make up areas and aircraft envelopes; ten (10) miles per hour around the terminals; fifteen (15) miles per hour between Westfield and Romeo checkpoints to Access Gate 118; fifteen (15) miles per hour along the restricted vehicle service road (RVSR); or at any speed greater than is reasonable and prudent having due

regard for weather, visibility, traffic, and the surface, and in no event at a speed which endangers the safety of persons or property.

(8) Parking

- (a) Ramp vehicles and equipment shall be parked only within a tenant's own area and in approved marked parking stalls.
- (b) Vehicle operators shall not park vehicles or equipment under any passenger loading bridge, within the striped "Keep Clear" or "No Parking" zone.
- (c) No person shall park vehicles or other equipment that interfere with the use of a facility by others or prevent movement or passage of aircraft, emergency vehicles, or other motor vehicles or equipment.
- (d) No person shall position a vehicle or equipment within 10 feet of a fire hydrant, emergency fuel shutoff device, standpipe, or aircraft fire extinguisher, or in a manner that prohibits a vehicle from accessing these fire suppression units. To prevent damage to the underground hydrant system, GSE shall not traverse, park, or stage in the areas delineated with red-painted border markings.
- (e) Vehicles with running engines must never be left unattended.

(9) Restricted Areas

- (a) No vehicle shall enter the AOA unless clearance and permission has been obtained from Airport Operations. No vehicle shall enter or operate within the Movement Area unless the driver possesses a current movement area credential, monitors and receives Airport Traffic Control Tower (ATCT) clearance by two-way radio communication, or is under escort by Airfield Operations or other authorized party. Once within the Movement and safety areas, personnel and vehicle operators shall remain in continuous communication with the ATCT and comply with all ATCT instructions.
- (b) No vehicle shall pass between an aircraft and passenger terminal or passenger walkway, or operate under a wing or tail, when the aircraft is parked at a gate position, except those vehicles servicing the aircraft. No vehicle shall enter the envelope of an aircraft-occupied gate. All other vehicles must drive around the aircraft away from the passenger loading gates and walkways.
- (c) Ground vehicles shall not pass between an aircraft and any member of the associated push back crew unless so directed by a member of the crew.
- (d) Unescorted access to the Restricted Vehicle Service Road (RVSR), which is located in the east and north areas of the Airport between access gates #1 and #118, shall be explicitly granted by Airside Operations. Each person requiring this access must first attend the Airside Operations RVSR training to receive their permit. Before entering the RVSR from access gate #1 or via the terminus of the VSR near access gate #118, the vehicle operator must call (650) 821-3355 to request access.

Unescorted access permits must be displayed in a manner that is visible from the vehicle windshield.

5.5 RAMP OPERATIONS AND GATE USAGE

(A) Terminal Ramp and Gate Restriction

- (1)** No General Aviation private, business, or corporate aircraft may enter or use terminal area gates without the prior written permission of the Director. The owner and/or operator making the request for such entry or use assumes full and sole responsibility for the safety and security of all aircraft.
- (2)** All international flights must depart from the International Terminal unless they are transborder flights approved in advance by the Director.
- (3)** All transborder flights pre-cleared by U.S. Customs and Border Protection may arrive either in a domestic terminal or the International Terminal and will be treated as domestic flights.
- (4)** Parking of aircraft on the Terminal Ramp is restricted to no less than 138 feet from the center line of Taxiway "A".
- (5)** No person shall install or alter any marking, sign, or light on the Secured Area/ AOA, including within leasehold areas, without first receiving written permission from the Airport. Building Inspection and Code Enforcement (BICE) shall evaluate such proposed alterations for compliance with the Airport Building Regulations and other applicable standards and requirements.

(B) Ramp Drive Boarding Bridge Operations

All Ramp Drive Passenger Boarding Bridge ("Bridge") operators are required to use a ground level Guide Person/Spotter ("Spotter") who is in full view of and in communication with the Bridge Operator. Bridges shall not be moved without the use of a Spotter. The Spotter shall be in a physical location to observe the Bridge's path of travel, assist in providing direction, enforce a safety zone around the Bridge and advise the Bridge operator when it is safe to move the bridge.

(C) Guide Person/Spotter Duties

- (1)** Before signaling to the Bridge Operator that it is safe to move, the Spotter shall ensure that Bridge path of travel is clear of personnel, vehicles, ground support equipment, debris and any other obstruction that could interfere with the safe movement of the Bridge.
- (2)** Spotters shall maintain constant visibility and communication with Bridge Operator using visual signs and/or radio communications to advise Bridge Operator when it is safe to move; perform all duties from physical vantage point that allows Spotter to observe path of travel while remaining in view of Bridge Operator.
- (3)** After completion of boarding, assist operator in safely returning Bridge to Home Base.

(D) Bridge Operator Training – Employer Requirements

Tenants engaged in Bridge operations are responsible for the proper training of their employees. No Bridge Operator shall operate a Bridge without first successfully completing a Bridge operating training course administered by the operator's employer. All Airport-owned (common use, joint use, and preferentially assigned) Bridge operators shall complete the Airport's Ramp Drive Passenger Boarding Bridge computer based training and practical (hands-on) training provided by their employers before operating a Bridge. Computer based training is valid for a one-year period. Bridge operators shall complete annual recurrent computer based training. All employers of Bridge operators shall make training records available for inspection by the Airport upon the Airport's request.

(E) Bridge Operator Duties

- (1) Never operate a Bridge without the active assistance of a Spotter, even when the Bridge is equipped with a camera.
- (2) Never operate a common use, joint use, or preferentially assigned Bridge without successfully completing Bridge Operator training.
- (3) Never allow wheelchairs, aisle chairs or other items to be stowed in, around or near the Bridge.
- (4) Always leave Airport-owned Bridges clean and orderly. The Airport encourages Bridge Operators to leave airline-owned Bridges in a similar condition after use.
- (5) Bridge safety devices shall not be bypassed at any time, including 400hz power interlocks.
- (6) Maintain unrestricted access to and from the ramp service door, and refrain from temporarily or permanently storing items such as equipment or baggage in this area. Ensure the inside and outside area of the ramp service door are always accessible for authorized personnel to enter and exit the Restricted Area. (AOB 22-05)

(F) Duties of Other Ground Personnel

All ground personnel working in and around Bridges must stay alert to Bridge movement and always stay out of the path of a moving Bridge. No equipment or vehicles shall be left unattended, parked or operated around or under a Bridge wheel.

(G) Use of Alternating Current Power Sockets Affixed to a Passenger Boarding Bridge (PBB)

- (1) Except as necessary for operation and maintenance of a PBB, use of AC power sockets located on the cross member of the PBB is prohibited.
- (2) The use of AC power sockets affixed to a PBB to connect and/or charge personal electronic devices such as, but not limited to, radios, smartphones, or tablets, is prohibited.

(H) Pre-Positioning of a Passenger Boarding Bridge (PBB)

At certain gates, the configuration of the PBB and aircraft parking is such that pre-positioning of the PBB is required before the arrival of aircraft. At such locations, the operator shall conform to the following procedure:

- (1) Relocate the PBB from the permanent home base location to the preposition circle located on the ramp area prior to aircraft arrival.
- (2) If equipped with a collision avoidance system, the PBB will slow down as it gets closer to other PBBs.
- (3) Upon departure of aircraft, return the PBB to the permanent home base location with the assistance of a designated guide person.

(I) Housekeeping

Before and after each use of a gate area, all air carriers shall:

- pick up and dispose of all Foreign Object Debris (FOD) in designated areas, placing it in an Airport-approved receptacle;
- store in proper locations the 400 Hz power cable, PC air duct, and potable water hose;
- confirm that the area is free of all spills; and
- remove all GSE to allow the next tenant to service its aircraft.

For purposes of this Rule 5.5, the gate area includes the following: The rectangular footprint extending lengthwise from the vehicle service road to the terminal building and widthwise from a point which is ten feet beyond the widest section of the aircraft apron delineated by red and white striping to a point which is ten feet beyond the widest section of the aircraft on the opposite side.

(J) Management Protocols for Joint or Common Use Gate Resources

To ensure the efficient, systematic, and equitable management of Joint Use and Common Use gates in the International and Domestic Terminals as well as other common use resources, including, but not limited to, the pre-conditioned air, 400 Hz systems, and the Passenger Boarding Bridges, all airlines must adhere to agreements limiting periods of use. Airlines shall promptly comply with all Airport directives to vacate a Joint or Common Use resource.

Failure to comply with agreed-upon terms for period of use or failure to comply within 1/4 hour of an Airport directive to vacate a Joint or Common Use resource, shall result in fines assessed for each 1/4 hour (rounded up to the next 1/4 hour), beyond such period as provided in Rule 14 of these Rules and Regulations.

(K) Advanced Visual Docking Guidance System (A-VDGS)

All air carriers with flights assigned to a gate with an active A-VDGS unit are required to use the docking station. A-VDGS units integrate with the Airport operations database to log accurate aircraft on-block and off-block times, and interface with the Passenger Boarding Bridge (PBB) to check availability and status of PBB Auxiliary Systems. The system is designed to log the use of Pre-Conditioned Air (PC Air) and 400 Hz equipment. Failure to use the A-VDGS will lock the use of the PC Air Unit, 400 Hz power, and the PBB itself.

The A-VDGS will automatically display gate identification, flight information, aircraft type and sub-type, (+/-) departure or arrival time, and assigned baggage claim. The system operates in a semi-automatic mode as ad-hoc notification messages may be displayed by authorized personnel and confirmation of all information must be acknowledged at the A-VDGS control panel by ramp personnel servicing the flight. The A-VDGS must be activated before aircraft arrival because the

A-VDGS will safely guide pilots through the aircraft docking process by ensuring the aircraft arrives at the assigned and compatible gate, the pilot follows the correct lead-in line (at gates with multiple lead-in lines), and the aircraft is parked on the correct stop bar.

The use of A-VDGS does not replace the ground crew. Ground crews must meet the arriving aircraft. Ground personnel are required to keep the ramp clear and safe for aircraft arrival, and personnel must be within proximity of the A-VDGS control panel in the event the Emergency Stop button requires activation. A designated ground crew member is required to monitor the operation of the A-VDGS unit while also confirming safety personnel are ready for aircraft arrival. (AOB 19-06)

(L) Debris Boxes

Tenants and contractors seeking to place debris boxes (also known as dumpsters) on the AOA must submit requests through the Aviation Management Construction Activity Space Request form. All dumpsters must have working lids to prevent inadvertent Foreign Object Debris (FOD) on the AOA. Chocks are required for dumpsters that are equipped with wheels and secured outside of a Material Recovery Area (MRA). Efforts must be made to ensure that if chocks are used, they do not become FOD. Chocks must be labeled with owner name and phone numbers. Dumpsters must be labeled with signage at least four (4) inches in height and include company name and phone numbers. Construction Contractor's Safety Plan Compliance Document (SPCD) shall include the locations of temporary dumpsters. (AOB 21-05)

5.6 PASSENGER MOVEMENT

(A) Passenger Enplaning and Deplaning

To maximize the safety and security of passengers, all aircraft shall be loaded or unloaded and passengers enplaned or deplaned in designated areas unless otherwise permitted by the Director. There shall be no enplaning or deplaning of passengers on the ramp when aircraft in the vicinity of the designated route have engines operating. No pedestrian traffic is allowed to cross any taxiway, taxilane, or terminal ramp between boarding areas. Ground loading of jet aircraft in the Terminal Ramp Area is prohibited unless otherwise permitted by the Director.

All passengers shall be directed along designated routes to and from the terminal buildings. These designated routes shall meet the following minimum standards for aircraft parked in the Terminal Ramp Area:

- (1)** For jet aircraft parked in the Terminal Ramp Area, the approved designated route for enplaned and deplaned passengers shall be through a Passenger Loading Bridge that meets the Americans with Disabilities Act Accessibility Guidelines (ADAAG) slope requirements and connecting between the Terminal Building and aircraft entrance doorway.

- (2) For jet aircraft parked in the Terminal Ramp Area for which it is not possible to meet ADAAG slope requirements with a Passenger Loading Bridge alone or for which a Passenger Loading Bridge is not compatible, the approved designated route for enplaned and deplaned passengers shall be through a Passenger Loading Bridge that meets ADAAG slope requirements connecting between the Terminal Building and an enclosed Passenger Ramp. The enclosed Passenger Ramp shall meet ADAAG slope requirements and connect between the Passenger Loading Bridge and the aircraft entrance doorway, including if necessary, a Mobile Bridge Adapter between the enclosed Passenger Ramp and Aircraft entrance doorway.
- (3) For non-jet (prop and turboprop) and regional jet craft parked in the Terminal Ramp Area, ground loading shall be used and passengers shall be directed along designated routes to and from Terminal Buildings. Airline personnel shall be stationed in sufficient numbers to readily assist and direct passengers during the ground level enplaning and deplaning process.
- (4) For each aircraft type, operators shall identify and eliminate hazards or risks associated with fueling activities while passengers are enplaning and deplaning.

(B) Ramp Bus Operations

The Airport conducts airfield remote passenger bus operations between certain terminals and remote hardstands, using a Bus Operator retained by the Airport. Airline tenants must comply with Remote Bus Operations standards set forth in Appendix H to these Rules and Regulations:

5.7 FUELING

(A) Authorized Personnel

Fueling units shall be operated only by qualified persons who shall be situated at the dead man switch when such unit is being operated. Tenants who perform fueling services must have an approved FAA training program for their employees. Employees who perform fueling services must receive a certificate from the Security Access Office. Employees who have authorization to drive on the AOA, but have not completed an FAA-approved fueling training program, may drive a fuel truck on the AOA solely for the limited purpose of relocation, not fuel handling.

(B) Fueling Equipment

- (1) All aircraft and aircraft fueling units shall be adequately bonded in conformance with National Fire Protection Association (NFPA) Rule 407 and California Fire Code during fueling or defueling operations to prevent static charges of electricity. Fueling operations shall be discontinued when lightning is observed or reported in the vicinity of the Airport.
- (2) The fuel cargo of any refueling unit shall be unloaded by approved transfer apparatus only, into the fueling tanks of aircraft or underground storage tanks, except that when such unit is disabled through accident or mechanical failure and it is necessary to remove the fuel, such fuel may be transferred to another refueling tank or unit vehicle, provided the necessary bonding and grounding connections have been made prior to fuel transfer and that adequate provisions are in place to contain a fuel spill.

- (3) All airlines shall accept underground fueling whenever such facilities are available unless otherwise authorized by the Director.
- (4) Every fueling unit shall display the name of the organization operating the unit and signage/placards indicating the type of fuel in conformance with NFPA Rule 407 and California Fire Code requirements.
- (5) Fueling units shall be loaded only at an approved loading platform except when defueling.
- (6) All tenants and contractors are required to inspect aircraft and automotive refueling vehicles operated on the airfield. Any refueling vehicle with embedded ignition keys or ignition starter buttons must be converted to a removable key ignition starter. Refueling vehicle ignition keys must be under positive control whenever the vehicle is left unattended.
- (7) For all aircraft refueling vehicles equipped with an exhaust after-treatment device, such as diesel particulate filter (DPF), requiring the filter to be cleaned at high temperatures (regenerated) while installed on the vehicle, regeneration shall be performed only in the location designated or approved by the Airport and Fire Department. All such exhaust systems shall be installed and maintained in conformance with NFPA Rule 407 and manufacturer's written instructions.
- (8) Fuel vault lids must be properly closed and secured after each use.

(C) Fueling Aircraft with Passengers On Board

Aircraft occupancy and passenger traffic is permitted during fueling operations only when all of the following safety measures are in place: (1) a trained, qualified employee of the aircraft owner is on board and available to direct emergency evacuation through regular and emergency exits, and (2) passenger walkways or stands are left in the loading position.

(D) Driving/Storing Fueling Equipment

- (1) No fuel truck shall be driven under any boarding area or underpass.
- (2) No fuel servicing tank vehicles truck shall be brought into, stored, or parked within 50 feet of any Airport terminal building or other Airport structure unless authorized by the Director. The parking of fuel servicing tank vehicles within 10 feet of other tank vehicles is prohibited (NFPA Rule 407).

(E) Fires and Spills

- (1) In the event of a fire or fuel spill, the airline shall immediately:
 - summon the Fire Department and Airport Operations by calling [Emergency Airport Communications](#) at 911; and when calling [Emergency Communications \(911\)](#), state if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated or are within the spill area; [Emergency Communications](#) will then notify the Airport's on-call spill response team, who will coordinate investigation and cleanup as needed (AOB 24-04);

- evacuate the aircraft and loading bridge; and
- discontinue all fueling activity and shut down all emergency valves and dome covers.

(2) In the event of a fuel spill and in the absence of a fire, the airline shall immediately secure the site; contain spillage/ prevent fuel from entering storm drains, catch basins, utility manholes, vault covers, etc.; and perform clean-up. Additionally, the following procedures shall apply:

- passengers shall not be re-admitted to the jet bridge or the aircraft until authorized by the Fire Department;
- fuel delivery units shall not be moved until directed by the San Francisco Fire Department; and
- no aircraft or vehicular movement shall be allowed in the area until authorized by the San Francisco Fire Department.

(F) Role of Fire Department

- (1) San Francisco Fire Department – Fire Marshal and Airport staff shall inspect refueling vehicles and equipment in compliance with FAR 139.321, DOT standards, NFPA Rule 407, California Fire Code requirements, and the GSESIP. Non-complying vehicles and equipment shall be removed from service until such time as noncompliance is corrected and the vehicle/equipment passes re-inspection.
- (2) The Airport Fire Marshal issues all permits for mobile fueling operations. Mobile fueling operations without such a permit is strictly prohibited. Tenant operators and contractors shall comply with applicable requirements of the California Fire Code, Section 5706. A fueling plan shall be submitted to the Airport Fire Marshal which shall address all code requirements.

5.8 ACCIDENTS, INCURSIONS, DISABLED AIRCRAFT/GSE

(A) Accidents/Incidents

Operators of aircraft or GSE involved in an incident on the Secured Area/Air Operations Area (AOA) that results in injury to a person or damage to an aircraft, Airport property, or another vehicle shall:

- (1) Immediately stop and remain at the scene of the incident.
- (2) Render reasonable assistance, if capable, to any person injured in the incident.
- (3) Report the incident immediately to Airport Communications by dialing 911 from an Airport or cell phone, if possible. Any person causing or failing to report and/or reimburse the Airport for injury, destruction, damage, or disturbance of Airport property, may be refused the use of any facility and may lose all security badge and access privileges at the discretion of the Director, until and unless a report and/or full reimbursement has been made.
- (4) Provide and surrender the following to any responding Airfield Safety Officer and/or San Francisco Police Department Officer: name and address, Airport identification card, State driver's license, and any information such personnel need to complete a motor vehicle accident report.

- (5) Within 48 hours of the incident, submit a complete report of the accident or incident to the Director through Airport Operations. When a written report of an accident or incident is required by the Federal Aviation Administration, a copy of such report may also be submitted to Airport Operations to satisfy this requirement.

(B) Incursions or Deviations

Failure to obtain a clearance or follow instructions in entering or operating within the Movement Area, including any safety area, may result in a taxiway deviation or runway incursion. The classification of an incident or occurrence as a taxiway deviation or runway incursion is determined by the Airport Traffic Control Tower. Any aircraft or GSE operator who causes a taxiway deviation or runway incursion shall immediately surrender the operator's Airport ID badge and be escorted off of the airfield. The Airport shall confiscate the operator's Airport ID badge and shall fine the employer and/or operator as provided under Rule 14.

The confiscation of the operator's Movement Area authorization shall be permanent unless the Airport grants a request for reinstatement. Only the employer of the vehicle operator involved in the incident may request reinstatement of Movement Area privileges. Such request shall be in writing and provide a detailed explanation of the incident and the plan for re-training of the operator. Upon receipt of such request and upon review of the Airport and/or Federal Aviation Administration (FAA) incident reports, the Airport in its sole discretion may permit re-testing of the operator and reinstatement of Movement Area privileges. In no event, however, will the Airport permit AOA Movement Area authorization for any operator or personnel responsible for an incursion or deviation involving, in the Airport's sole discretion, reckless disregard for the safety of the airfield.

(C) Disabled Aircraft or GSE

Any owner, lessee, operator or other person having the control, or the right of control, of any disabled aircraft or GSE on the AOA shall be responsible for its prompt removal and disposal, including all parts of the disabled aircraft or GSE, subject, however, to any requirements or direction by the National Transportation Safety Board, the Federal Aviation Administration, or the Director that such removal or disposal be delayed pending an investigation of an accident or incident. Any owner, lessee, operator or other person having control, or the right of control, of any aircraft or GSE does, by use of the Airport, agree and consent, notwithstanding any provision in any agreement, lease, permit or other instrument to the contrary, that the Director may take any and all necessary action to effect the prompt removal or disposal of disabled aircraft that obstruct any part of the Airport used for aircraft operations; that any costs incurred by or on behalf of the Airport for any such removal or disposal of any aircraft shall be paid to the City; that any claim for compensation against the City and County of San Francisco, the Airport Commission, and any of their officers, agents or employees, for any and all loss or damage sustained to any such disabled aircraft or GSE, or any part of such aircraft or GSE, by reason of any such removal or disposal, is waived; and that the owner, lessee, operator or other person having control, or the right of control, of such aircraft or GSE shall indemnify, hold harmless and defend the City and County of San Francisco, the Airport Commission, and all of their officers, agents and employees, against any and all liability for injury to or the death of any person, or for any injury to any property arising out of such removal or disposal of said aircraft.

RULE 6.0

FIRE AND SAFETY

All fire and fire-related safety provisions of these Rules and Regulations, including Hazardous Materials, shall be in accordance with applicable sections of the Uniform and San Francisco Fire Codes, and/or the National Fire Protection Association (NFPA) Codes and standards, and all applicable laws, rules, and regulations as enforced by the Fire Marshal, San Francisco International Airport. Fire safety provisions under this Rule 6.0 may also be enforced by Airport Operations or Airfield Safety Officers.

6.1 FIRE MARSHAL

It shall be the duty of the Airport Fire Marshal to enforce all applicable Rules of these Rules and Regulations pertaining to fire protection, fire prevention and fire spread control.

All buildings, structures and premises shall be inspected periodically by the Airport Fire Marshal, or the Fire Marshal's duly authorized representatives, to ensure compliance with these Rules and Regulations.

No change shall be made in the use or occupancy of any structure that would place the structure in a different division of the same group or occupancy or in a different group of occupancies, unless such structure is made to comply with the requirements of the Airport Building Regulations. Subject to the approval of the fire code official, the use or occupancy of an existing structure shall be allowed to be changed and the structure is allowed to be occupied for purposes in other groups without conforming to all the requirements of the Airport Building Regulations for those groups, provided the new or proposed use is less hazardous, based on life and fire risk, than the existing use.

6.2 HANDLING OF EXPLOSIVES and OTHER HAZARDOUS MATERIALS

Explosives not acceptable for transportation under applicable federal regulations are not permitted on the Airport.

Hazardous Materials shall be stored, kept, handled, used, dispensed, or transported in conformance with Environmental Law and the latest edition of the Airport Building Regulations and/or the Tenant Improvement Guide (TIG), as may be applicable.

- (A)** All applicable regulations governing explosives which are acceptable for transportation must be strictly adhered to. Any other material subject to federal or state regulations governing Hazardous Materials must be handled in strict compliance with those regulations and any other more restrictive regulations that the Director might deem necessary to impose. Any waiver of such regulations or any part thereof by the Federal Aviation Administration (FAA) or by any other competent authority shall not constitute or be construed to constitute a waiver of this rule by the Director or an implied permission by the Director.
- (B)** Advance notice of at least twenty-four hours shall be given to the Director for any operation(s) requiring the Director's permission pursuant to this rule.
- (C)** Permission may be given for the movement of radioactive materials only when such materials are packaged, marked, labeled and limited as required by regulations applying to transportation of explosives and other dangerous articles and which do not create an undue hazard to life or property at the Airport. All hauling of Hazardous Materials must be performed by a registered

hazardous waste hauler. The Airport Fire Department shall provide the Director with information relative to the hazards of any material subject to this Rule.

- (D) All Airport tenants and contractors involved with handling Hazardous Materials must provide the Airport with Standard Operating Procedures for the handling and disposal of Hazardous Materials in compliance with Environmental Law, including an Emergency Response Plan, and maintain an accurate and current inventory of all Hazardous Materials and readily accessible, on-site Safety Data Sheets (SDS). The plan will include the name of the company used for removal of Hazardous Materials and the names and 24-hour telephone numbers of tenant/contractor personnel authorized to handle such removals. The plan will be updated annually and resubmitted to bppp@flysfso.com.
- (E) Tenants and contractors must properly collect, contain, sample, characterize, and dispose of any Hazardous Materials generated as a result of tenants/contractors' operations, and maintain chain of custody documentation and disposal manifests. All Hazardous Materials shall be properly managed, labeled, stored, and disposed as required by Environmental Law. Marked containers with inconsistent product and unmarked containers are subject to seizure by the Airport with all costs for characterization, handling, and disposal to be borne by the responsible tenant/contractor. Tenants and contractors shall provide secondary containment for Hazardous Materials, which shall be tested in accordance with appropriate regulatory requirements, and shall be reliable, adequately sized, and routinely serviced. Hazardous Materials shall be stored in a manner that will prevent contact with the outdoor elements. Tenants and contractors are responsible to dispose of Hazardous Materials within the time period dictated by the appropriate regulatory agency.
- (F) Buildings, rooms and spaces containing Hazardous Materials shall be identified by hazard warning signs in accordance with the California Fire Code Hazardous Materials Inventory Statement (HMIS). Where required by the fire code official, each application for a permit shall include a Hazardous Materials Inventory Statement (HMIS) in accordance with the California Fire Code.

6.3 FIRE EXTINGUISHERS AND EQUIPMENT

- (A) Fire extinguisher equipment shall not be tampered with at any time, nor used for any purpose other than firefighting or fire prevention.
- (B) In accordance with their lease agreements, tenants shall maintain their own fire extinguishers, fire protection equipment and special systems within their respective areas in accordance with the San Francisco Amendments to the California Fire Code. The Fire Marshal and/or the Fire Marshal's designated staff shall routinely check tenant areas for compliance with the maintenance of their equipment. In areas that are not the responsibility of the tenant, the Fire Marshal shall make arrangements to maintain fire extinguishers. Airport Facilities and Maintenance shall maintain other fire protection equipment not covered under lease agreements.

6.4 FIRE PROTECTION SYSTEMS

- (A) Airport fire protection systems and equipment shall not be tampered with at any time. No person other than authorized employees of the City and County of San Francisco shall turn heaters in public areas on and off, or operate any other Airport equipment, except tenants in their respective areas.

- (B) Construction documents for fire protection systems shall be submitted for review and approval prior to system installation in conformance with the Airport Building Regulations.

Fire protection systems shall be inspected, tested and maintained in accordance with the applicable referenced CBC/CFC codes and NFPA standards. Records of all system inspections, tests and maintenance required by the referenced standards shall be maintained on the premises for a minimum of three years and shall be copied to the fire code official upon request.

- (C) A construction permit is required for installation of or modification to fire alarm and detection systems and related equipment. Maintenance performed in accordance with this code is not considered a modification and does not require a permit.

6.5 OPEN FLAMES

- (A) No person shall start any open fire of any type on any part of the Airport without permission from the Director and an open flame permit from the Office of the Airport Fire Marshal.
- (B) No person shall operate an oxyacetylene torch, electric arc or similar flame or spark producing device on any part of the Airport except in areas within leased premises specifically designated for such use by the Director, unless a permit from the Airport Fire Marshal has first been obtained. No permit shall be issued for operations within an aircraft hangar, any fuel storage area, or upon any components or section of the hydrant fuel distribution systems, unless the work is required for repair of such areas or hangars or fuel systems. Where such operation is required, permission shall first be obtained from the Airport Fire Marshal and shall be subject to such conditions as the Fire Marshal may impose.

6.6 REPORTING FIRES

Every person observing any unattended or uncontrolled fire on the Airport premises shall immediately report it directly to Airport Communications at 911. No person shall make any regulation or order, written or verbal that would require any person to take any unnecessary delaying action prior to reporting such fire to the Fire Department. Fires extinguished by non-firefighting personnel shall not be removed or disturbed until clearance is given by the San Francisco Fire Department.

6.7 INSPECTION AND CLEANING SCHEDULES

Commercial cooking equipment shall be installed, maintained and protected from fire in accordance with the requirements of the Airport Building Regulations. National Fire Protection Association #96, "Standard for the Installation of Equipment for the Removal of Smoke and Grease-Laden Vapors from Commercial Cooking Equipment", has been adopted by reference in the Airport Building Regulations as the standard for insuring proper installation, inspection, and maintenance procedures. The Airport Fire Marshal shall be supplied a copy of all inspection and maintenance contractors for each commercial hood and duct system being operated on the Airport upon request.

All Type 1 Suppression Systems shall be upgraded to UL 300 Systems by the second servicing of 2008 per Section 904.11 of the 2007 California Fire Code. As part of the UL300 system upgrade, a Type K fire extinguisher is required.

6.8 LITTER AND CLEANING OF ALLOTTED SPACE

Each tenant and contractor shall at all times maintain its allotted space in a neat, clean, and orderly condition and shall comply with the following provisions:

- (A) Keep allotted space free from all trash and debris irrespective of the source of such trash and debris, and deposit and secure all trash and debris in appropriate receptacles (see Rule 8.1). For purposes of this Rule 6.8, "allotted space" means all Airport property which such tenant or contractor is permitted to use and is using for its operations, regardless of whether such use is on an exclusive, shared, or common use basis.
- (B) Flammable materials shall be stored only in approved, labeled containers and all floors within allotted space shall be clean of fuel, oil and waste. The use of volatile solvents for cleaning floors is prohibited. Approved metal receptacles with tight-fitting, self-closing covers shall be used for the storage of oily waste rags and similar materials. The contents of these receptacles shall be removed daily. Clothes lockers shall be constructed of metal or fire-resistant material.
- (C) Plastic sheeting used on the airfield ramp shall be covered by webbing and tied securely.
- (D) Plastic trash bags shall not be left unattended on any part of the AOA.
- (E) The placement of any devices to feed any wild bird, mammal, reptile, fish amphibian or invertebrate is prohibited.
- (F) Placement of litter or refuse containers in the International Terminal Building where passengers disembark from aircraft and/or the Federal Inspection System areas, including but not limited to jet bridges, sterile corridors, or ramp areas, is prohibited unless written approval is received from the Airport.

6.9 CONTROL OF CONTAMINANTS

No person shall allow lavatory fluid, coolant/anti-freeze, fuel, oil, hydraulic fluid, petroleum-based products, battery acid, or any other Hazardous Materials to leak or spill onto the Secured Area/AOA surface. No fuel, grease, oil, flammable liquids, or contaminants of any kind, including detergents used to wash aircraft or other surfaces, shall be allowed to flow into or be placed in any sewer system or open water areas without a separator or unless connected to an industrial waste system in which certain constituents such as heavy metals in the waste system are restricted. Refer to Rule 8.9, for additional requirements for Hazardous Material and hazardous waste management.

All contaminant spills must be reported to ~~Airport~~ Emergency Communications by dialing 911 immediately upon discovery of a reportable quantity. When calling Emergency Communications (911), please state if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated or are within the spill area. Communications will then notify the Airport's on-call spill response team, who will coordinate investigation and cleanup as needed (AOB 24-04).

Air Carriers shall use all appropriate pollution prevention procedures and equipment including but not limited to spill kits, storm drain intrusion dams and covers and vacuum recovery or spill scrubber vehicles to protect the Airport's storm, sanitary and industrial waste collection systems, utility manholes, vault covers, etc.- Air Carriers shall maintain current and readily accessible site and procedure specific Storm Water Pollution Prevention Plans (SWPPP) that address Aircraft Deicing Fluid (ADF) usage and recovery.

Air Carriers shall implement all appropriate SWPPP Best Management Practices (BMP) including but not limited to training, material storage, usage, recovery and disposal and record keeping.

6.10 AIRCRAFT PARTS CLEANING MATERIALS

Cleaning of aircraft parts and other equipment shall be done preferably with nonflammable cleaning agents. When flammable combustibles must be used, only liquids having flash points in excess of 100 degrees F shall be used and special precautions shall be taken to eliminate ignition sources in compliance with good practice recommendations of the Uniform Fire Code, and the NFPA.

6.11 GASOLINE STORAGE FOR AUTOMOTIVE VEHICLES

Except in such instances where the storage of fuel and other flammable liquids has been approved specifically by the Commission in writing, no more than ten (10) gallons of gasoline may be stored or kept in approved portable safety containers above ground by any person, firm, company, or corporation. All portable containers shall be stored in approved flammable liquid storage lockers when not in use. Gasoline may also be stored or kept for gasoline supply in approved double walled underground tanks. No more than 30,000 gallons of gasoline in aggregate shall be stored underground, and no tank shall have a capacity greater than 10,000 gallons; provided that the Director may grant permission to store or keep gasoline in excess of the above limitation in tanks having a capacity not greater than ten thousand five hundred (10,500) gallons each, if, in the Director's judgment, the additional gasoline is deemed necessary, but such gasoline shall be stored or kept only upon conditions and under such regulations as may be required by the Airport Fire Marshal.

All portable filling tanks, underground storage tanks, installations, safety provisions, pumps, and other necessary facilities shall be installed and operated in such a manner as to comply with the California Fire Code, San Francisco Fire Code, and the NFPA. Prior to the installation of any underground or above ground gasoline facilities, Airport tenants shall be required to acquire authorization by the Director based on the recommendation of the Airport Fire Marshal. In addition, an appropriate permit, if required, must be obtained from any other agency having jurisdiction.

6.12 ENGINE OPERATIONS WITHIN HANGARS

The starting or operating of aircraft engines inside any hangar is prohibited.

6.13 HEATING AND LIGHTING OF HANGARS

Lighting in hangars shall be restricted to electricity with automated dimming and shutoff features to comply with Building Code. Heating in any hangar shall be by approved systems or devices only as listed by the Underwriters Laboratories or other acceptable approved Laboratories.

6.14 PAINT, VARNISH AND LACQUER USE

For paint, varnish, or lacquer spraying operations, the arrangement, construction, ventilation, and protection of spraying booths and the storing and handling of materials shall be in accordance with the standards of the California Fire Code, and the NFPA.

6.15 TESTING OR OPERATION OF RADIO EQUIPMENT

Radio transmitters and similar equipment installed in aircraft shall not be tested or operated within a hangar with dynamotors running unless all parts of the antenna system are at least one foot removed from any other object. No aircraft shall be placed at any time so that any fabric-covered surface is within one foot of an antenna system.

6.16 FUEL STORAGE, DISTRIBUTION AND HANDLING

(A) Appropriate Fuel Permits

All individuals and entities that store, distribute or handle fuel shall obtain an appropriate permit from the Office of the Airport Fire Marshal prior to storing, dispensing, distributing or handling fuel.

(B) Petroleum Companies

Petroleum companies that own equipment or facilities operated or located on the Airport premises for the purpose of distributing aviation fuel shall possess a valid petroleum company distributor permit issued by the Director.

(C) Business and General Aircraft Maintenance and Service Companies

Business and General Aviation Maintenance and Service Companies (fixed base operators) may be authorized by the Director to act as dealer or agent for petroleum companies for the purpose of effecting delivery of aviation fuel into aircraft provided that the petroleum company supplying the aviation fuel possesses a valid petroleum company distributor permit, and that such deliveries are confined to the areas designated in writing for said company by the Director.

(D) Single Fleet Operators

Single fleet operators who maintain a base of operations on the Airport for the servicing and storage of their own aircraft may qualify for a permit to effect the delivery of aviation fuel to their own aircraft provided their fleet of planes based on the Airport aggregate at least three in number of 75,000 pounds in gross landing weight. A bona fide Single Fleet Operator Aviation Fuel Permit may be obtained from the Director.

(E) Tenant Fueling Services

All tenants and contractors authorized to store, dispense, distribute or otherwise handle fuel (“fuel agents”) shall comply with all training requirements set forth in Title 14 C.F.R. Part 139.321 and all FAA Advisory Circulars related to fueling, including FAA Advisory Circular 150/5320-4B. Each fueling agent shall have a fueling supervisor who possesses a current certificate from an FAA-approved fuel safety training program. A minimum of one resident fueling supervisor based at the Airport is required for every 50 personnel who handle or dispense fuel. The fueling supervisor(s) shall be responsible for training all personnel who distribute, dispense or otherwise handle fuel for the tenant or contractor and shall ensure that all such training is documented as specified by the Airport.

All employees who handle and dispense fuel shall successfully complete 14 CFR Part 139.321 and Airport-mandated training. The Airport fueling privilege is indicated by the fuel icon on Airport badges and is required prior to handling or dispensing fuel. Recurrent training for all fuelers shall

be completed every 24 consecutive calendar months. The trainer's certification and the training records shall be made available to the Fire Department and Airport staff upon request.

(F) Fire Extinguisher Training

All personnel who distribute, dispense or otherwise handle fuel shall receive hands-on instruction on the proper use of hand-held fire extinguishers. All such training shall be performed by a fueling supervisor who has successfully completed training required under Title 14 C.F.R. Part 139.321 and FAA Advisory Circular 150/5320-4B, and shall receive fire extinguisher training from an FAA-approved fuel fire safety course, the San Francisco Fire Department-Airport Bureau, or a training program approved by the San Francisco Fire Department.

RULE 7.0

AIRPORT SECURITY

7.1 GENERAL PROVISIONS

- (A) **Priority.** Safety and security are the Airport's first priorities. The requirements of this Rule 7 are critical to the safe and secure operation of the Airport. All personnel working and doing business on Airport property must comply with this Rule at all times and model the significance of safety and security for co-workers, passengers, and members of the public.
- (B) **Definition of Restricted Area.** ~~For the purpose of this Rule 7 only, Restricted Area is defined as any area identified as Secured, Sterile, SIDA, or AOA, whether within a building or terminal or on the ramp or airfield area. Additionally, any cargo buildings with direct access to the AOA or SIDA also shall be a "Restricted Area" for purposes of Rule 7. (ASB 24-02.) For the purpose of this Rule 7 only, any areas identified as Secured, Sterile, Restricted, SIDA, or Air Operations Area (AOA), whether within a building or terminal or on the ramp or airfield area, shall be referred to collectively as the "Restricted Area." Additionally, any cargo buildings with direct access to the AOA or SIDA shall be referred to as a "Restricted Area."~~
- (C) **Airport Security Program.** This Rule 7 includes the non-Sensitive Security Information (SSI) requirements set forth in the Airport Security Program (ASP) issued by the Director under 49 C.F.R. 1542.
- (D) **Enforcement.** Any person who violates this Rule 7, compromises Airport security, or creates or engages or participates in any unsafe, unsecure, or hazardous condition or activity at the Airport may have access privileges immediately revoked on a temporary or permanent basis at the sole discretion of the Airport (see also Rule 7.3 and Rule 14.4). Any person or entity responsible in whole or in part for any security violation shall also be responsible for any fine under Rule 14 and any resulting cost, including but not limited to any fine imposed by a regulatory agency or remediation of property damage or personal injury.

7.2 SECURITY BADGES

Any person who works or does business in a Restricted Area or in the pre-security areas of Terminal Buildings on a permanent or temporary basis must hold a security badge issued by the Airport. Any person holding an Airport-issued security badge does so as a privilege and not a right.

The Airport shall issue a security badge to an individual only upon the request of a designated authorized signatory of an Airport tenant or contractor (an "Authorized Signatory") responsible for verifying that such individual is employed or authorized to perform duties or services on Airport property on behalf of the Airport tenant or contractor. The employer or sponsor of the Authorized Signatory and/or Airport ID badge holder shall remain responsible for the badge holder's compliance with these Rules and Regulations.

The Airport issues three types of security badges: (A) the Airport ID badge; (B) the Temporary or "T" badge; and (C) the Museum or "M" badge.

(A) Airport ID Badge

Persons who work or do business in a Restricted Area or in the pre-security areas of Terminal Buildings on a permanent or long-term (longer than 30 days) basis must have an Airport-issued identification in the form of an Airport ID badge. An individual holding an Airport ID badge may also be referred to as “badged personnel.”

- (1) **Attainment:** An applicant for an Airport ID badge must pass all required Airport training course(s). Cheating, use of any electronic device or outside materials during any training course, or failure to follow the proctor’s directions shall result in the immediate and permanent rejection of the badge application or revocation of an existing badge (for badge holders renewing a badge).
- (2) **Expiration:** The Airport ID badge is issued for a maximum of two (2) years, and must be renewed prior to expiration.
- (3) **Return:** Upon a change in an individual Airport ID badge holder’s employment status, the sponsoring employer is responsible for (a) immediately requesting Airport deactivation of the Airport ID badge and (b) returning the Airport ID badge. Failure to return an Airport ID badge will result in a lost badge fee and any applicable fines in accordance with Rule 14, which shall be charged to the employer. For employees on long-term leave (more than 30 days), employers must comply with Rule 7.3(H) below.

An individual badge holder must return the individual’s Airport ID badge to the sponsoring employer within three business days of a change in employment status. Failure to do so will render that individual ineligible for a period of two years of the employment termination or separation date. An Airport ID badge applicant may cure such ineligibility by returning the previously-issued badge to the Airport Security Access Office prior to the badge expiration date.

- (4) **Icons:** The Airport ID badge holder may apply for badge icons indicating special privileges and responsibilities, such as Movement Area access, Escort privileges, and Customs (Federal Inspection Area) access. Additional qualifications and examinations may be required for these designations. Failure to comply with an icon safety and security requirement may result in the removal of icon privileges from the Airport ID badge holder or the suspension or revocation of the Airport ID badge. Special responsibilities for Escort privileges are provided at 7.3(C), below.

(B) “T” Badge

Persons who work or do business on in a Restricted Area on a temporary basis (30 days or fewer) must have an Airport-issued Temporary or “T” badge.

- (1) **Attainment:** An applicant for a “T” badge must submit to security vetting prior to obtaining access to any Restricted Area.

The “T” badge identifies an individual who is accessing the Restricted Area under escort (see subsection (3) below) for work or to conduct business and how frequently that person is accessing the Restricted Area. “T” badges may not be used to escort individuals for non-business purposes (such as family members, children, and friends) without prior approval from an Airport Security Coordinator (ASC).

There are two types of “T” badges: (a) Standard and (b) Limited Duration.

- (a) Standard “T” badges are valid for a minimum of 24 hours and a maximum of 30 days.
 - (b) Limited Duration “T” badges are valid for less than 24 hours and must be returned no later than 24 hours from the time of issuance.
- (2) **Frequency/Duration:** The Airport will issue any one individual a “T” badge on not more than four (4) occasions within the previous 12-months from any request. Any request for an exception to this limit will be reviewed on a case-by-case basis by an ASC. Access that is provided under escort by an Airfield Safety Officer (ASO), Airport Duty Manager (ADM), Airport Aviation Security (AVSEC) Analyst or Supervisor, -or uniformed San Francisco Police Department-Airport Bureau (SFPD-AB) personnel does not require the use of a “T” badge and does not count toward the four occasions in the previous 12-month limit.
- (3) **Limited Access/Escort Required:** An individual holding a “T” badge may access a Restricted Area of the Airport (a) only under the escort of an Airport ID badge holder who has been granted escort authority as indicated by the word “ESCORT” on their Airport ID badge and (b) only through a Passenger or Employee Security Screening Checkpoint, Vehicle Checkpoint, or a guarded exit lane if no Security Screening Checkpoint lanes accessing a terminal are staffed. Accessing Restricted Areas of the Airport from a public area through a bypass door is strictly prohibited unless under escort of an ADM, ASO, AVSEC Analyst or Supervisor, -TSA K-9 Handlers and Training Coordinators, or other AOA Badged Law Enforcement Officer with escort privileges.

NOTE: More details on the “T” badge program are available on the Airport’s website at <https://sfoconnect.com/badging-security>

(C) **“M” Badge**

The Museum or “M” badge is issued for the purpose of viewing SFO Museum Exhibits located in Sterile Areas. The Airport will issue “M” badges to individuals only upon security vetting. “M” badge holders are permitted unescorted access to Sterile Areas of the Airport for no longer than 24 hours. “M” badge holders may enter Sterile Areas only through Passenger Security Screening Checkpoints.

7.3 AIRPORT ID BADGE HOLDER AND EMPLOYER SECURITY RESPONSIBILITIES / ACCESS CONTROL PROCEDURES

All badged personnel have an affirmative duty to maintain a secure Airport. Airport tenants and contractors are responsible for ensuring that their employees, suppliers, contractors, subcontractors, and all other businesses and entities providing services on Airport property comply with Rule 7 of these Rules and Regulations.

Violation of the Airport access control procedures below may result in the assessment of fines under Rule 14, and/or fines under the terms of a lease and/or permit, and/or temporary or permanent revocation of an Airport ID badge at the sole discretion of the Airport (see Rule 7.1(D) and Rule 14.4). Administrative fines for violation of Rule 7 of these Rules and Regulations shall be payable to the Airport by the sponsoring tenant or contractor.

(A) Badge Display and Use

Personnel must display their Airport ID badge on the outermost garment, at or above the waist, at all times.

An individual employee's Airport ID badge may not be given to another, or used by another, to work and/or gain entry to a Restricted Area.

(B) Security Screening

Every person entering a Restricted Area is subject to security screening at any time.

When traveling for any purpose, an Airport ID badge holder (i) must present themselves as a passenger through a Passenger Screening Checkpoint with the passenger's luggage/accessible property; (ii) is prohibited from using an Airport ID badge to bypass Passenger Screening Checkpoints; and (iii) must remain in the Sterile Area after being screened. An Airport ID badge holder who exits a Sterile Area after being screened must be re-screened prior to traveling.

All persons entering a Restricted Area are subject to security screening at any time and must cooperate with any TSA or law enforcement search/pat down. Badged personnel are strictly prohibited from circumventing or avoiding security screening under any circumstance that security screening is required, such as at a vehicle checkpoint, for purposes of bringing prohibited items into a Restricted Area, when travelling, or when the TSA, Airport staff, Airport contractors, or law enforcement are conducting inspections.

Any badged individual who does not submit to a search/pat down in a Restricted Area is subject to citation, immediate suspension of the individual's Airport ID badge, and removal from the Restricted Area. Unidentified or unauthorized personnel in the Restricted Area may be detained and/or removed by the Director or a duly-authorized representative. The Director or a duly-authorized representative may remove unidentified or unauthorized vehicles in the Restricted Area at the owner's expense.

(C) Access to Restricted Area

Airport ID badge holders and tenant/contractor employers must control access to the Restricted Area through careful use of any means of access, whether by door, vehicle checkpoint, or other.

Specifically, badged personnel and tenants/contractors must control access to any Restricted Area as follows:

- (1) Piggybacking/Tailgating:** An individual may not follow, or allow another to follow or access in any way through any direct access point to a Restricted Area, such as through a card/biometric reader-operated door or turnstile, unless specifically authorized by the Airport. Any badged personnel who gains or allows another person unauthorized access into a Restricted Area by piggybacking or tailgating may be subject to suspension or permanent revocation of the Airport ID badge.
- (2) Escort:** An Airport ID badge holder with the ESCORT icon displayed on such badge may escort persons in a Restricted Area in compliance with the following escort responsibilities:

- (a) Each person under escort must hold a "T" badge;
- (b) Assure that each person under escort accesses the Restricted Area only through a secure checkpoint as provided under Rule 7.2(B)(3) above (access by a "T" badge holder through a direct access point, such as a security-controlled door or turnstile, is prohibited);
- (c) Escort not more than eight "T" badge holders at one time;
- (d) Keep any persons under escort within line of sight and voice control at all times; and
- (e) If handing off an escorted person to another Airport ID badge holder within a Restricted Area, confirm that the receiving badge holder has the ESCORT icon.

Waiver of any of the above requirements may be granted only by express permission of an ASC.

The escort's signatory shall be responsible for any failure to comply with the escort requirements and any damage, injury, or violation caused by an escorted "T" badge holder in a Restricted Area.

(3) Keys, Locks, and Uniforms:

- (a) Under no circumstance may an individual's Airport-issued security key be given to or used by another individual to gain entry through an Airport access-controlled door unless expressly authorized by the Airport.
- (b) Tenant security doors leading from leased tenant space to a Restricted Area shall be keyed to either the Airport Master keying system, tenant's locking system, or cipher lock system.
- (c) With respect to any cipher lock in the leasehold or control of any tenant, the tenant shall: ensure all cipher locks are properly maintained and operational at all times; conduct audits of cipher lock operability at least once per month; change cipher code locks in conformance with the Airport's schedule at least once per year; ensure that all access points providing direct access to Restricted Areas are closed and secured when not in use; immediately report to the Airport's Security Operations Center any cipher lock that is not functioning properly or any cipher lock code change.
- (d) Under no circumstance may an individual give or loan any uniform item to another individual. Airport employees and employers shall ensure that all uniform items are properly secured when not being worn to avoid unauthorized individuals from obtaining them. (ASB 21-03)

(4) Secure Doors and Gates:

- (a) Badged personnel must ensure security access doors and gates are closed and secured after entry, and without allowing another person to follow.

- (b) Security doors and gates shall be kept locked as required by the Airport Security Program.
 - (c) Tenants shall be responsible for securing doors and gates located in their leased areas.
 - (d) Before leaving the vicinity of an open Baggage Belt Roll Door, the attending badged personnel shall take deliberate action to ensure the door is properly closed and secured. Under no circumstance should the attending individual leave the immediate vicinity of the Baggage Belt Roll Door until it is properly closed and secured.
- (5) **Report False Alarm:** Badged personnel are required to immediately report any self-activation of a door alarm to the Security Operations Center at (650) 821-3915.
 - (6) **Damage:** Under no circumstances may an individual engage in defacing, damaging, hacking, or interacting with any Airport Security System in any way that limits operation of such systems.
 - (7) **Unauthorized Access:** Badged personnel must report any unauthorized person(s) in a Restricted Area and any potential security violations to the Airport's Communications Center by dialing 911.
 - (8) **Access Point Malfunction:** If any facility on Airport property has an access point that is not functioning properly, such as a cargo facility roll up door, a pedestrian door secured by the access control system, or any other type of access point that, if unsecured, would allow for unauthorized access, the tenant or contractor must promptly take the following actions (ASB 20-07):
 - Notify the Security Operations Center (SOC) immediately at (650) 821-3915.
 - If a temporary barricade will be used until the access point can be restored to normal operation, the temporary barricade must be inspected and approved by the SOC.
 - A guard with Airport ID Badge must be posted 24/7 at the location to prevent unauthorized access until the situation is resolved and the SOC approves reassignment of the guard.
 - Every repair or adjustment must be inspected and approved by the SOC.

(D) Restricted Area Duty to Challenge

Badged personnel must conscientiously observe the presence of an Airport ID badge on other employees. Every Airport ID badge holder must ensure the following:

- (1) Badge is valid for area of use;
- (2) Badge has not expired;
- (3) Photograph on badge matches person holding badge; and
- (4) As to any individual who fails to produce an Airport ID badge, appears suspicious, or is not under proper escort, badged personnel shall provide a detailed description to the Airport Communication Center by dialing 911. While badged personnel should not

attempt to physically restrain the individual, they must make every effort to keep such individual under visual observation until security/law enforcement personnel arrive.

(E) Drug and Alcohol Prohibition

- (1) Prohibited Substances:** No Airport ID badge holder may transport into the Restricted Area any alcohol or any drug identified by the United States Drug Enforcement Agency (DEA) as a “Schedule I” drug, nor may any individual with an Airport ID badge ingest alcohol or a Schedule I drug eight or fewer hours before work or while at work, including breaks. Schedule I drugs are: heroin, LSD, marijuana, ecstasy, methaqualone, and peyote. See <https://www.dea.gov/druginfo/ds.shtml>.
- (2) Prescription Drugs:** No Airport ID badge holder may transport into any Restricted Area any of the following substances unless the individual has a prescription: Any drug identified by the DEA as a Schedule II, III, IV, or V drug. Individuals with a current prescription for Schedule II-V drugs must have in their possession the medication in the original prescription bottle, with a legible label showing the name of the individual.
- (3) Working under the Influence:** No Airport ID badge holder may enter or remain in a Restricted Area if the individual is in any way impaired as a result of ingesting substances referenced in this Rule 7.3, including prescription drugs.

(F) Use of Armed Guards, Armored Vehicles, Armed Courier Services

Tenants or contractors using armed guards and/or armored courier services to, for example, transport currency or high value items or to service automated teller machines, must assure that that its service provider comply as follows:

- (1) Badge Required:** All armed security guards/couriers accessing any area of the Airport – public (non-Restricted) or Restricted – must be in uniform and in possession of an Airport ID badge or hold a “T” badge under proper escort. All armed security guards/couriers accessing Restricted Areas shall enter unarmed, unless under escort of the SFPD-AB at all times. (ASB 21-06)
- (2) Vehicle access:** Armored vehicles entering a Restricted Area for the purpose of picking up or dropping off freight planeside shall enter only through a Vehicle Screening Checkpoint. All drivers must have a non-movement area driving icon displayed on their badge and must follow all non-movement area driving rules. Prior to accessing the Restricted Area, armed vehicle drivers must complete the Armored/Courier Vehicle Information Sheet form (and provide it to the Police Services Aide at the Vehicle Screening Checkpoint: <https://www.sfoconnect.com/forms-documents/asb-2017-20-armed-guards-armored-vehicles-courier-services-airport>). A point of contact with a mobile phone must be in the vehicle at all times while on the AOA.
- (3) Parking:** All armored vehicles requiring access to any public (non-Restricted) or Restricted Areas of the Airport Terminal Buildings must park on the Arrivals Level only. For the International Terminal, vehicles must be parked on either end of the terminal roadway and in the Domestic Terminal, vehicles may be parked anywhere on the Arrivals Area curb. Drivers are prohibited from double parking and/or obstructing active passenger loading or offloading. Alternatively, drivers may park in courtyards.

(G) Security Testing

Prior to commencing with any internal testing, air carriers must notify the Airport Security Operations Center (“SOC”) at (650) 821-3915. Notice must be given at least two (2) hours prior to the testing. The SOC must be advised of the date and time of the testing period, the location where the testing will take place, the type of test (badge challenge, tailgate, etc.), and when the testing has been completed.

(H) Securing Badges of Individuals on Long Term Leave

Every badged individual who goes on a leave of absence for 30 consecutive days or more shall surrender the individual’s Airport ID badge and keys to the individual’s Authorized Signatory. This requirement applies to every type of leave, including but not limited to medical leave, workers’ compensation leave, leave under the Family Medical Leave Act, military leave, jury duty, compensatory time off, and vacation.

- (1) Duty of Authorized Signatories:** Authorized signatories shall collect all Airport ID badges and keys before badged individuals commence extended leaves of absence. Airport ID badges and keys shall be returned to the Security Access Office (“SAO”) within three calendar days of leave commencement. Authorized Signatories shall also submit an Employee Extended Leave form to the SAO, which is available on SFOConnect.
- (2) Leaves of Uncertain Duration:** Where a badged individual commences a leave of fewer than 30 consecutive calendar days and the leave is extended beyond 30 consecutive calendar days, the Authorized Signatory shall notify the SAO by the 30th day that a leave has been extended and shall complete the Badge holder Extended Leave form within three calendar days. The SAO shall immediately deactivate security access, and the Authorized Signatory shall return City property to the SAO within three calendar days of such notification.
- (3) Re-entry Following Extended Leave:** When an individual returns to work from an extended leave, the Authorized Signatory shall contact the SAO to reactivate the individual’s Airport ID badge and advise when the individual will retrieve the badge and keys (if applicable). In the event a badge has expired while an individual is on leave, or in cases where the leave exceeds 180 days, the affected employee must successfully complete (a) a criminal history records check, (b) a security threat assessment administered by the Transportation Security Agency, and (c) the computer-based security access training administered by the SAO.

Every non-City employee who fails to surrender the employee’s Airport ID badge and any keys upon request will be subject to immediate and permanent badge revocation.

7.4 TRANSPORTING ITEMS INTO THE RESTRICTED AREA**(A) TSA Prohibited Items**

Except as provided under TSA Regulations and this Rule 7.4, no person may transport a Prohibited Item into the Restricted Area. “Prohibited Item” is defined under 49 CFR 1540.111, including items listed on the TSA Prohibited Items List (PIL) and more specifically in the TSA website: <https://www.tsa.gov/travel/security-screening/whatcanibring/all>.

All concessions and vendors operating in the Sterile Area shall not display, give away, offer for sale, or carry in their inventory for giving, selling, or offering any item on the PIL, with the exception of liquids, aerosols, and gels over 3.4 ounces that have been inspected as required in Rule 7.4 (B)(2) and butter knives as approved for use by customers at Food and Beverage concessions in accordance with Rule 7.4 (B)(1)(e).

TSA shall provide the proper materials collection system to ensure that all materials, including those prohibited are properly sorted and delivered to the designated Materials Recovery Area.

Any badged personnel who discovers or comes into possession of a Prohibited Item, loose ammunition, or other potentially dangerous item during the check-in process or from a passenger, must immediately contact SFPD-AB at (650) 876-2424 to have an officer respond for proper confiscation and/or disposal. Such items shall not be disposed of in a trash receptacle or hazmat container. (ASB 24-03.)

~~Except as provided under TSA Regulations and this Rule 7.4, no person may transport a Prohibited Item into the Restricted Area. "Prohibited Items" are defined under 49 CFR 1540.111 and more specifically in the TSA website: <https://www.tsa.gov/travel/security-screening/whatcanibring/all>.~~

~~TSA shall provide the proper materials collection system to ensure that all materials, including those prohibited are properly sorted and delivered to the designated Materials Recovery Area.~~

~~Any badged personnel who discovers or comes into possession of a Prohibited Item, loose ammunition, or other potentially dangerous item during the check-in process or from a passenger, must immediately contact SFPD-AB at (650) 876-2424 to have an officer respond for proper confiscation and/or disposal. Such items shall not be disposed of in a trash receptacle or hazmat container.~~

(B) Procedures to Transport Prohibited Items into the Restricted Area

All Airport ID badge holders, tenants, or contractors requiring Prohibited Items, including but not limited to knives, tools, and/or or heavy equipment to perform their job duties or for their business operations in a Restricted Area are required to comply with the following procedures.

(1) Food and Beverage Inventory Items:

All concessions shall follow these procedures when adding to or replacing their Prohibited Item inventories. The manager of any such concession shall contact Aviation Security (650-821-3915) to coordinate prohibited item access into the Restricted Area. (ASB 24-03.) ~~All Food and Beverage concessions shall follow these procedures when adding to or replacing their prohibited item inventories. The concessions manager shall contact Aviation Security (650-821-3915) to coordinate prohibited item access into the Restricted Area.~~

- (a) Aviation Security shall inspect the Prohibited Item(s) and then transport them to the Restricted Area business establishment. Prohibited Item(s) should be transported in a manner in which they are concealed from public view.

- (b) The concession tenant manager or designated representative shall proceed through the Passenger Screening Checkpoint, then meet the Aviation Security staff member at the business establishment to re-gain possession of the Prohibited Item(s).
- (c) The concession tenant manager or designated representative shall demonstrate to Aviation Security how Prohibited Items are secured during operational and non-operational hours.
- (d) All tenants and contractors shall be responsible for proper safeguarding and storage of Prohibited Items and tools during operational and non-operational hours.
- (e) Food and Beverage concessions may provide customers with only Airport-approved round-blade butter knives. Prior to providing a round-bladed metal butter knife for passenger use, the concession tenant must submit a letter requesting Airport approval with a sample round-bladed knife intended for use at its location. The knives must be a one-piece construction with the blade and handle made of the same material, the blade must have a blunt or rounded tip, and the blade may have serrations on one edge only. The request must be directed to AVSEC. Upon review, AVSEC will issue a written approval or rejection of the specific butter knife. Any subsequent proposed change by a concession tenant of its round-bladed butter knife shall be subject to the same approval process. (ASB 24-03.)~~Food and Beverage concessions may provide customers with only Airport-approved round-blade butter knives. Prior to providing a round-bladed metal butter knife for passenger use, the concession tenant must submit a letter requesting Airport approval of the implement with a sample round-bladed knife intended for use at its location. The request must be directed to the Airport's Aviation Security Department (AVSEC). Upon review, AVSEC will issue a written approval or rejection of the specific butter knife. Any subsequent proposed change by a concession tenant of its round-bladed butter knife shall be subject to the same approval process.~~
- (f) All concession tenants shall audit Prohibited Item inventories in conformance with the most current version of the Restricted Airport Security Bulletin (ASB) titled "Sterile Area Prohibited Items Requirements." Those with a need to know may obtain a copy of this Restricted ASB from AVSEC.

(2) Inspection of Merchandise and Consumables:

The following applies only to merchandise or consumables intended for a Sterile Area (passenger terminals):

Any merchandise or consumables intended for sale, consumption, and/or use in a Restricted Area – whether to be purchased or obtained from a concession tenant, an airline club or lounge, or at a special event – must be inspected by Airport-specified contract security personnel or by TSA at an employee or passenger screening checkpoint. Using employee bypass doors to transport merchandise or consumables into a Restricted Area is prohibited.

Inspections shall confirm that no commercially packaged boxes, cartons, containers, racks, or packages show signs of tampering or altering and do not include any items that are prohibited under TSA regulations. Inspections may include the person and belongings of any personnel transporting merchandise or consumables into a Restricted Area.

Only Airport ID badged personnel may transport merchandise or consumables into a Restricted Area and only through a screening checkpoint. An Airport ID badge holder may escort "T"-badged delivery personnel only if the Airport ID badge holder has escort authority.

Badged personnel shall cooperate with safety and security test inspections. Inspectors performing these tests may ask vendors to place prohibited items in their deliveries for testing purposes. Vendors shall comply with this request. Any badged individual who refuses to assist with ongoing security testing in Restricted Areas of the Airport may be subject to citation and suspension of the individual's Airport ID badge.

(3) Tools (Temporary Non-Inventory):

- (a) Requester shall provide notification to the Airport Duty Manager (ADM) at (650) 821-5222. The ADM shall notify the TSA Coordination Center at (650) 266-1966 when the use of an exit lane is required. If the ADM is unavailable, an Airport Representative can assist.
- (b) Upon arrival at the Passenger Screening Checkpoint, the requester shall tender the tools to the ADM. The individual(s) shall then be processed (screened) through the security checkpoint. The ADM will inspect the tools to confirm they are work-related.
- (c) The ADM will then take the approved tools through a bypass door and meet the requester in the Restricted Area. If the prohibited item(s) is/are too heavy, the ADM will escort requesters and their approved tools into the Restricted Area through a by-pass door.
- (d) If the requester possesses a "T" badge, escort custody of this individual shall be transferred to a company sponsor and Airport ID badge holder with Escort privileges for continuation of proper escort.
- (e) The Airport ID badged personnel with "Escort" privileges shall ensure escort responsibility for their "T" badged workers' possession of tools at all times when in the Restricted Area.

(4) Transport of Heavy/Oversized Prohibited Items:

- (a) Requester shall provide notification to the Airport Duty Manager (ADM) at (650) 821-5222. The ADM shall notify the TSA Coordination Center at (650) 266-1966. If the ADM is unavailable, an Airport Representative will assist.
- (b) Only those heavy/oversized items necessary for a particular job are allowed into the Restricted Area and will be transported through a vehicle checkpoint, the

passenger screening exit lane, or another secure access point escorted by authorized personnel.

- (c) Heavy/oversized items must be in some form of container, where possible.
- (d) If applicable, the requester will meet the ADM at the appropriate passenger security screening checkpoint exit lane.
- (e) At the exit lane, requesters shall tender their items to the TSA for inspection. Requesters shall then be processed through the checkpoint.
- (f) The tenant/contractor sponsor is responsible for providing the appropriate Airport security badge to the requester as required.
- (g) Except as permitted by the Airport, use of bypass doors to transport heavy or oversized prohibited items is strictly prohibited.

7.5 VIDEO MONITORING AND RECORDING DEVICES / ACCESS TO AIRPORT CLOSED CIRCUIT TELEVISION (CCTV) SYSTEM

(A) Installation or Removal of Video Monitoring and Other Recording Devices

No video monitoring or other recording devices may be installed or removed by any Airport tenant or contractor in or around the Airport premises without prior written authorization from the Aviation Security unit. To obtain authorization for CCTV camera installation or removal, tenants and contractors must submit an application, specifying the following:

- Field-of View (FOV) screenshots
- Video monitoring/recording device model and specifications
- Recording system and retention time
- Camera layout drawing
- Security infrastructure and plan to prevent unauthorized access

The use of Pan-Tilt-Zoom (PTZ) security cameras by tenants and contractors in any Restricted area is strictly prohibited and no video monitoring and/or recording device may be installed or focused in a manner that depicts/records security checkpoints, or doors that provide access to any area on Airport premises that, in the sole and exclusive discretion of the Director or the Director's designee, is deemed to present a potential risk to Airport security. All subsequent changes or modifications to tenant and contractor video monitoring and/or recording device use must be submitted to Aviation Security in writing and approved prior to executing modifications.

(B) Remote Viewing and Authorization Access

No video monitoring and/or recording device data may be streamed or otherwise transmitted on a wireless network unless the wireless network is equipped with WPA2 security. Real-time access to all footage must be available to the Aviation Security unit at all times. No tenant or contractor shall release any video monitoring and/or recording device footage from cameras/devices without prior written authorization from the Aviation Security unit and, if deemed appropriate, the TSA. Remote access to video monitoring and/or recording devices in secure areas will not be permitted unless explicitly authorized by the Director.

All forms of video footage, whether real-time or stored, must be password protected. Passwords must comply with the Airport's Password policy.

(C) Inventory of Video Monitoring and Other Recording Devices

All tenants and contractors shall provide Aviation Security with an inventory of existing video monitoring and/or recording devices and security plans, including all of the following:

- Device manufacturer, model and specifications
- Field-of-view
- Data retention time
- Placement of video monitoring and/or recording devices
- Remote access usage
- Written security plan detailing how unauthorized access will be prevented

(D) Airport Closed-Circuit Television (CCTV) Access Policy

The Airport owns and operates the CCTV system. This system contains information that is confidential, which may be sensitive secure, affect personal privacy, or both. A tenant or contractor may access Airport CCTV feeds only through Airport equipment upon request to ~~Airport Aviation Security (AVSEC)~~. If access is granted, the tenant or contractor shall designate individual employees to view CCTV feeds for the performance of official job duties, on a need-to-know basis only. Any such individual must hold an Airport ID badge and execute a Non-Disclosure Acknowledgement as a condition of authorized access. (ASB 20-02, ASB 20-06)

7.6 OTHER RESTRICTED AREAS

- (A) Clear Zone.** The Director or a duly-authorized representative, at the owner's expense, may remove unidentified or unauthorized vehicles parked in posted "no parking" zones within 10' along the Restricted Area/AOA perimeter fence, which has been designated as the "Clear Zone". The "Clear Zone" shall remain free of vehicles, stored materials or unattended equipment. Stored materials or unattended equipment may also be removed and/or disposed of at the owner's expense.
- (B) Water Perimeter Zone.** Entry into the San Francisco International Airport Water Perimeter Security Zone (WPSZ) is prohibited. No person, vessel, or boat shall enter the WPSZ without the express permission of the United States Coast Guard Captain of the Port and Director or duly-authorized representative.
- (C) Utility Tunnels.** Entry into any Airport utility tunnel is prohibited unless the person accessing the tunnel holds an Airport ID badge or is holding a "T" badge under escort with an Airport ID badge holder with escort authority.
- (D) Roof Doors.** Access to any terminal building rooftop is restricted. Before accessing a rooftop, the individual must notify Airport Communications at (650) 876-2424. Additionally, the individual must either (1) be authorized by permission of Airport Aviation Security (AVSEC) (for doors with an access control reader) or (2) be escorted by a Duty Manager (for doors controlled by metal key). For AVSEC permission to use a roof door access control reader, the tenant/contractor must submit a completed request form (<https://sfoconnect.com/sites/default/files/legacy/access-level-request.pdf>), by electronic mail to SFOAVSEC@flysfo.com.

7.7 PROHIBITIONS

No person or entity may:

- (A) Tamper or interfere with, compromise, modify, or attempt to circumvent any security system, measure, or procedure implemented under the Airport's ASP and TSA Regulations under 49 C.F.R. § 1500, *et seq.*;
- (B) Enter, or be present within, a Restricted Area without complying with the systems, measures, or procedures being applied to control access as defined in the Airport's ASP, CBP Regulations, and/or TSA Regulations under 49 C.F.R. § 1500, *et seq.*;
- (C) Use or allow to be used any Airport-issued access medium or identification system that authorizes the access, presence, or movement of persons or vehicles in a Restricted Area in any unauthorized manner, including but not limited to
 - (a) ~~_____~~ Entering a Restricted Area when not scheduled to work and/or for purposes unrelated to job duties;
 - ~~(a)(b)~~ Passing their Airport-issued access medium or identification to another person through a turnstile or at an access-controlled door, location, or access point for any reason at any time; or
- (D) Duplicate or make alterations to any Airport-issued access medium, including but not limited to, an Airport ID badge.

7.8 QUALITY STANDARDS PROGRAM

The Airport Commission adopted the Quality Standards Program ("QSP") to enhance safety and security at SFO. The purpose of the policy is to ensure that the service providers offer the highest level of quality service to the Airport community, and to enforce the minimum standards for safety, health, hiring, training, wages and benefits, and equipment standards for the airline service provider employees.

The QSP applies to any firm, including airline and third-party vendor (collectively, "covered employer"), which employs personnel involved in performing services which directly impact safety and/or security at the Airport. Any covered employer must, as a condition to its operating on the Airport, comply with the QSP, as the same may be amended from time to time at the sole discretion of the Airport Commission.

All tenants are required to comply with all other Airport operating requirements, including those in their respective leases and permits, Airport Rules and Regulations, and Airport Directives.

RULE 8.0

AIRPORT ENVIRONMENTAL STANDARDS

All businesses operating at San Francisco International Airport must operate in an environmentally responsible manner by conserving resources (e.g., electricity, natural gas, water, equipment, fuel, supplies), reducing operational emissions, preventing pollution, purchasing and using “green” products and supplies, and recycling and composting materials to the maximum extent practicable. This Rule 8.0 establishes the minimum environmental standards that tenants and contractors must achieve, in addition to complying with Environmental Law. Failure to comply with the provisions of Rule 8.0 may result in administrative fines under Rule 14.

8.1. AIR QUALITY

- (A) **General.** Tenants shall not cause emissions to the air in violation of Bay Area Air Quality Management District and California Air Resources Board rules, the Airport’s Title V Permit, or Environmental Law.
- (B) **Clean Fuel Vehicles.** Under its Clean Vehicle Policy, the Airport strongly encourages the replacement of gasoline and diesel vehicles with clean air vehicles powered by alternative fuels like electricity and renewable compressed natural gas (RCNG) (see <https://www.flysfo.com/sites/default/files/default/download/about/news/pressres/fact-sheet/pdf/CleanVehiclePolicy.pdf>). The Airport also strongly encourages all vehicle owners/operators to exceed regulations set by the California Air Resources Board.
- (C) **Commuter Benefits Programs.** Tenants shall provide education and incentives to encourage their employees to use commute alternatives, including scheduled transportation, vanpools, carpools, and bicycles, in compliance with the Bay Area Commuter Benefits Program (Bay Area Air Quality Management District Regulation 14, Rule 1) and Rule 10.0 of these Rules and Regulations.

8.2. FOOD SERVICE REQUIREMENTS

The Airport has adopted food service requirements to advance its zero-waste goals. Whenever possible, tenants should use reusable food service ware. Where tenants cannot use reusable food service ware, tenants must provide food and beverage products packaged in compostable or recyclable material. In providing or selling food and beverage on Airport property (except on-aircraft operations, where it is also strongly encouraged), tenants must comply with the following requirements and guidelines.

(A) Definitions

The following terms in **bold** font shall for the purpose of this Rule 8.2 have the meaning indicated following the colon (:).

Aseptic Paper Packaging: Shelf-safe packaging that typically contains layers of paper, plastic, and aluminum, including TetraPak.

Beverages: Consumable drinks in a sealed box, bag, can, carton, bottle, or other container of any size. Beverages include, but are not limited to, alcohol, coffee, energy drinks, milk, soy milk, nut milk, juice, soda, soft drinks, sports drinks, tea, yogurt drinks, boba, water, carbonated water, and flavored water.

Carry-out Bags: Bags provided to customers at the check stand, cash register, point of sale, or other point of departure for the purpose of transporting food or merchandise away from the establishment.

Fluorinated Chemical-Free: Contains less than or equal to 100 parts per million (as measured in total organic fluorine) of a class of fluorinated organic compounds containing at least one fully fluorinated carbon atom, also known as perfluoroalkyl and polyfluoroalkyl substances (PFAS). Biodegradable Product Institute (BPI) Certification confirms that an item or material is Fluorinated Chemical-Free.

Natural Fiber: A plant-based, non-synthetic fiber that contains no old growth fiber, including but not limited to paper, wood, bamboo, sugarcane, corn, wheat stalk/stem, hay. Natural Fiber does not contain plastic of any kind, including petroleum-based (PET) or compostable plastics (PLA).

Pre-Packaged Food: Foods that are not made to order for the consumer. These may be prepared and packaged off-site or onsite at the Airport. Pre-Packaged food does not include shelf-stable, non-perishable food and snacks that do not have to be cooked or refrigerated to eat safely (e.g., chips, cookies, crackers, energy bars, granola bars, candies and candy bars, gum, canned foods, herbs and spices, condiment packetss, juices, and other similar items).

Retail Tenants: Commercial establishments at the Airport that sell perishable or nonperishable goods – including, but not limited to, clothing, “grab and go” food, and personal items – directly to the customer. Retail Tenants do not include public eating establishments or airline lounges.

Reusable Bag: A bag that is made of natural or synthetic fabric with a minimum standard weight of at least 80 grams per square meter, is sewn, and is specifically designed and manufactured for a minimum of 125 uses. Reusable bags do not include bags made of plastic or plastic film.

Single-Use Food Service Ware: All containers, bowls, plates, trays, cups, detached container lids, food contact paper (e.g., wraps, bags, tray liners, etc.), and other like items that are designed for single-use.

Single-Use Food Service Ware Accessories: Items designed for one-time use that are usually provided alongside Single-Use Food Service Ware, including but not limited to bags, napkins, detached beverage cup lids, cup sleeves, cup carriers, food or beverage trays, condiment cups, chopsticks, straws, stirrers, splash sticks, cocktail sticks, toothpicks, and the packaging for these items.

(AOB 23-03)

- (B) **Beverages.** The provision or sale of Beverages in plastic or Aseptic Paper Packaging is prohibited. A list of approved water bottles may be found at <https://sfoconnect.com/zero-waste-concessions>. (AOB 21-01)
- (C) **Single-Use Food Service Ware Requirements.** Single-Use Food Service Ware used to serve consumers foods made-to-order shall be Fluorinated Chemical Free and made of Natural Fiber or Biodegradable Product Institute (BPI)-Certified Natural Fiber-based material. Prepackaged Food may be packaged in BPI-Certified compostable plastic packaging. Plastic wrap of any kind may not be used to wrap or package any food sold.
- (D) **Single-Use Food Service Ware Accessory Requirements.** Tenants may only provide consumers with Single-Use Food Service Ware Accessories that are Fluorinated Chemical Free and made of Natural Fiber or BPI-Certified Natural Fiber-based material. Understanding that individuals may require plastic straws for medical reasons, tenants may provide single-use plastic

straws to individuals who specifically request them. Detached beverage cup lids may be BPI-Certified compostable plastic.

- (E) **Single-Use Food Service Ware Accessory Distribution Requirements.** Tenants must comply with the following Single-Use Food Service Ware Accessories distribution requirements, except Airline lounges are not required to comply with subsection (3), Self-Service Requirements, below.
- (1) **Offer or Request.** Tenants may offer to walk-through consumers only the Single-Use Food Service Ware Accessories necessary for the consumer to consume ready-to-eat-food, or to prevent spills of or safely transport ready-to-eat-food. Tenants may also provide Single-Use Food Service Ware Accessories upon specific request.
 - (2) **Bundling of Accessories Prohibited.** Single-Use Food Service Ware Accessories must be provided to the consumer individually, one at a time. Accessories and/or condiments may not be bundled or packaged in a manner that prohibits tenants from offering or the consumer from receiving only the item(s) necessary or requested.
 - (3) **Self-Service Requirements.** Single-Use Food Service Ware Accessories may not be made available in a self-service area or dispenser, unless dispensed using a refillable dispenser that dispenses only one accessory at a time.
- (F) **Events on Airport Property.** Tenants providing beverages at events at the Airport with 100 or more attendees must make reusable beverage cups (designed for repeated cleaning, disinfecting, and reuse at least 100 times and dishwasher safe) available to no less than 10% of attendees.
- (G) **Reusable Cups and Bags.** Tenants must accept reusable personal beverage cups and bags when a customer presents these for use. Tenants shall refill a consumer's personal reusable cup using a contactless operation, meaning without contact between the serving vessel and the lip of the reusable cup. Tenants shall not use a single-use cup or food service item to fill a reusable cup. Tenants may use their discretion to refuse to fill a consumer's reusable cup or bag if it is inappropriate size, material, or condition for the intended beverage or food item, or appears soiled or unsanitary.
- (H) **Carry-out Bag Requirements.** Carry-out Bags shall be (i) Reusable Bags or (ii) bags made of Natural Fiber or BPI-Certified Natural Fiber-based material that contains no old growth fiber and a minimum 40% post-consumer recycled content. Bags made of plastic – including compostable plastics or petroleum-based plastic film – are prohibited.

Retail Tenants may only make Carry-out Bags available to customers if they charge twenty-five cents (\$0.25) per bag. The sale of the Carry-out Bag shall be exempt from sales tax and the amount of the sale of such bag shall be separately itemized on the sale receipt. The money collected from the sale of the Carry-out Bag shall be retained by the tenant. Tenants shall keep records of the Carry-out Bag fees charged for a minimum of three years.

(AOB 23-03)

8.3 GREEN BUSINESS AND GREEN CLEANING PROGRAM

To achieve Airport Commission Strategic Plan sustainability goals and advance the decarbonization of campus facilities, all businesses constructing and operating at the Airport should employ energy-efficient operations with the lowest resource and carbon impact wherever practicable. Tenants shall whenever practicable: reduce lighting power density below code required levels; purchase only EnergyStar rated equipment and appliances; purchase, replace, and install lamps that are light emitting diode (LED) with electronic ballasts.

To support the Strategic Plan, tenants, prior to occupancy, must participate in the Airport's Green Business Program. Register through the California Green Business Program (<http://greenbusinessca.org/>) portal, complete all applicable measures required for certification, and host a site visit with the Airport's Green Business Team. For additional information on how to enroll in the program, or to learn how to save money within leased space, contact greenbusiness@flysfso.com. Further, the Airport Commission is committed to providing a healthy and productive work environment, while maintaining terminal and other Airport facilities that offer a safe and superior passenger experience. The Green Business Program includes a Tenant Green Cleaning Policy to achieve these aims by supporting tenants in reducing the levels of chemical, volatile organic compounds, biological, and particulate matter contaminants that impact human health. Tenants are required to follow green cleaning practices and use certified green cleaning products detailed in the Tenant Green Cleaning Policy: <https://www.sfoconnect.com/green-cleaning>.

8.4 INTEGRATED PEST MANAGEMENT

Tenants shall comply with the San Francisco Integrated Pest Management (IPM) Ordinance (San Francisco Environmental Code § 305). If pesticide use is required, tenants shall restrict usage to the approved list of products provided on the Reduced Risk Pesticide List: <https://www.sfenvironment.org/2022-23-san-francisco-reduced-risk-pesticide-list>. **Tenants are responsible for using the most humane tools practicable for managing pests on airport property.** <https://sfenvironment.org/pest-management-for-city-departments#list>. If a tenant works with a third-party pest control company, the company must also comply with the IPM Ordinance, including monthly reporting of pesticide use to the San Francisco Department of the Environment, through the Pesticide Use Reporting System (PURS) database. **To create a PURS account, please email ENV-IPM@sfgov.org**

8.5 WASTE AND HAZARDOUS WASTE MANAGEMENT

(A) General. Rule 8.5 provides material handling and diversion requirements for tenants. The Airport has a Strategic Plan goal to become a zero-waste campus for Airport-controlled municipal solid waste and construction waste. Zero waste, as defined by the Zero Waste Alliance, means diversion of at least 90% of waste from landfills and incinerators using methods like recycling and composting. The goal reflects a longstanding City and Airport Commission commitment to environmental leadership, natural resource stewardship, and climate action. The Airport aims to reduce landfill-bound municipal solid waste generated per passenger by 70% from 2022 levels by 2028 and achieve a consistent contamination rate of **underless than** 5% across all waste streams by 2028.

(B) Materials Disposal Requirements and Procedures

(1) Compostable Materials. Food waste, green waste, other organic materials (e.g., paper towels, food-soiled paper, wax paper and wax-coated cardboard), and Natural Fiber-based food service ware must be placed in a "green" compost-only compactor, roll-off box, bin, or toter.

- (2) **Cooking Oils.** Used or excess cooking fats, oils, and grease (FOG) must be recycled. Solidified grease (e.g., bacon fat) must be contained inside a clearly labeled plastic bucket with lid securely attached to prevent spills, then transported and placed next to a liquid waste cooking oil collection ~~unit~~-tank located at a Material Recovery Area (MRA). Liquid waste cooking oil must be transported in an oil caddy and pumped into the liquid waste cooking oil collection ~~unit~~-tank. Tenants must clean up any FOG spilled during transfer to a collection ~~unit~~-tank. No cooking oils or greases, new or used, shall be discharged into the sanitary or industrial wastewater collection systems. The use of kitchen, mop, bathroom, or breakroom sinks, floor drains or toilets to dispose of cooking oil, grease or food waste products is prohibited.
- (3) **Hazardous Materials and Hazardous Waste.** Tenants shall comply with all Hazardous Materials handling requirements in Rule 6.0 and Rule 8.0 of these Rules and Regulations and Environmental Law. Tenants causing spills of Hazardous Materials or other materials are responsible for protecting the Airport, the public and the environment; the prompt clean-up of affected areas; all equipment, labor, material, and remediation costs; and any fines or costs assessed by regulatory agencies. If you have any questions, please contact bppp@flysfo.com.
- (4) **Large Bulky Items.** Tenants are prohibited from abandoning or disposing of large bulk items anywhere at the Airport, including designated MRAs. Large bulk items include but are not limited to: furniture, crates, pallets, strollers, suitcases, textiles, and construction debris. Consult the Materials Recovery Tenant Guide to ensure these items are hauled offsite and recycled responsibly by a third-party provider. For a copy of the Guide visit https://www.flysfo.com/sites/default/files/media/sfo/about-sfo/SFO_Materials_Recovery_Airport_Tenant_Guide.pdf or refer to the San Mateo County Reduce, Reuse, and Recycle Guide for a comprehensive list of local facilities accepting bulky items and items that may not be disposed of in the Airport's MRAs (<https://www.smcsustainability.org/waste-reduction/reduce-reuse-recycle/>).
- (5) **Non-Renewable Mixed Municipal Solid Waste (MSW).** Items that cannot be composted or recycled (e.g., broken glass and ceramics, diapers, pet waste, film plastics, non-recyclable single-use plastics, polystyrene foam) must be placed in a "black or grey" landfill-only compactor, roll-off box, bin, or toter. Disposing of food waste, organic materials, and recyclables in the "black or grey" landfill-only waste stream is prohibited.
- (6) **Recyclable Materials.** Mixed paper, cardboard, intact glass, aluminum, rigid plastics, mixed metals, and lumber/wooden pallets must be placed in a "blue" recycling-only compactor, roll-off box, bin, or toter designated for such recycling materials. Tenant shall sort recyclables according to the containers provided in the MRAs. Tenants are prohibited from disposing of recyclable or compostable items into any MSW/landfill compactor or container anywhere in the Airport including, but not limited to, within their leasehold, storage room, adjacent space, and designated MRAs.
- (7) **Universal, Electronic or Hazardous Waste.** Tenants are prohibited from disposing of electronic, universal, or hazardous waste anywhere at the Airport, including designated MRAs. These items include but are not limited to: electronic appliances and accessories (e.g., computers, cords, phones, keyboards, computer monitors and equipment, fax machines, printers, kitchen appliances, microwave ovens, any item with a plug or

batteries), light bulbs, batteries, engine and hydraulic oil, chemical waste, cleaning chemicals, or paint (including unused or leftover). Consult the Materials Recovery Guide for information about how to ensure these items are hauled offsite and disposed of or recycled responsibly by a third-party provider (visit https://www.flysfo.com/sites/default/files/media/sfo/about-sfo/SFO_Materials_Recovery_Airport_Tenant_Guide.pdf).

- (C) **Leasehold Sorting Requirements.** Tenants shall ensure recycling and composting within their leasehold by providing separate, labeled containers for recyclable, compostable, and landfill materials. Tenants shall separate each type of material in a designated recycling, compost, or landfill waste container within their leasehold, storage room, or adjacent space and shall be responsible for ensuring that all employees and patrons do the same in accordance with Airport materials sorting guidelines. These source-separated materials shall be properly deposited in the appropriate bin location within the MRA as provided under Rule 8.5(B). Waste Sorting Requirements and guidelines are available at <https://sustainability.flysfo.com/waste-sorting-requirements/>. Tenants may request materials diversion trainings by contacting sustainability@flysfco.com.

8.6 WATER QUALITY

(A) POTABLE WATER SUPPLY

- (1) **General Potable Water Requirements.** Rule 8.6(A) is to ensure the San Francisco International Airport Water System (SFIAWS) provides the best quality water to Airport passengers, tenants, visitors, and employees. It applies to any commercial entity operating on Airport property, including but not limited to a tenant, permittee, contractor, vendor, subtenant, subcontractor, or service provider (“commercial operators”).
- (2) **Work Impacting Potable Water Supply.** All work associated with or impacting potable water supply to any Airport facility must conform to plans approved by Airport Building and Inspection Code Enforcement (BICE) and be approved by the Airport Plumbing or Water Service Inspector prior to going into service. All commercial operators shall comply with the provisions of Appendix E, Potable Water Service and Supply, to these Rules and Regulations. A commercial operator shall comply with this Rule 8.6(A) in addition to any other contractual or regulatory requirement applicable to the work performed or services provided.
- (3) **Cross-Connection Control Program (Backflow Prevention).** The Airport Commission has determined that regulations established by the Airport’s Cross-Connection Control and Backflow Prevention Program, under California Health and Safety Code sections 116800 and 116805 and ~~Title 17, California Code of Regulations section 7584, the State Water Resources Control Board Cross Connection Control Policy Handbook (CCCPH),~~ are necessary and appropriate to protect the SFIAWS and the Airport’s potable water supply. All commercial operators shall comply with the Cross-Connection Control and Backflow Prevention Program included in Appendix E, Potable Water Service and Supply. The State Water Resources Control Board and San Mateo County Environmental Health Services may from time to time consider updates to state and local cross-connection control regulations. Commercial operators shall comply with any approved updates to those regulations.
- (4) **Water Meters**

- (a) All water acquired from the SFIAWS must be metered.
 - (b) All commercial operators responsible for ensuring that an Airport facility has access to the SFIAWS shall submit an application on a form provided by the Airport and submit it to the Planning, Design and Construction Division, Mechanical Engineering section, 30 days prior to the physical connection of the service pipe to the facility pipe.
 - (c) Each individual operator or facility must furnish and install a smart water meter consistent with Airport specifications, unless otherwise approved by the Airport Water Service Inspector. The Airport in its sole discretion shall determine the type, location, and size of the water meter.
 - (d) Water service connections shall be installed by a licensed contractor at the commercial operator's expense. Installation shall conform with all requirements set forth in permits issued by BICE and as approved by the Plumbing or Water Service Inspector.
- (5) **Temporary Water Supply (Construction Meters).** To access the SFIAWS during construction, all contractors must use a hydrant meter issued by the Environmental Operations section of the Airport's Facilities Division. Contractors must complete an application for a hydrant meter on a form provided by the Airport and submit the application along with a deposit to the Water Service group in the Environmental Operations section. Contractors must comply with all requirements for use of the hydrant meter and only at the locations specified by the Airport at the time the hydrant meter is issued. Any use of a hydrant meter will require, in addition to any other requirements established by the Airport, a reduced pressure type backflow prevention device to protect the SFIAWS and potable water supply.
- (6) **Water Conservation.** All commercial operators shall take measures to reduce water use in their operations at the Airport and shall comply with all water conservation measures instituted by the Director and as mandated by other agencies. No commercial operator shall waste or engage in inefficient use of water in their Airport operations. Where feasible, construction dust control and street sweeping operations shall use recycled water from the Airport's Mel Leong (Wastewater) Treatment Plant (MLTP). For more information or to obtain a recycled water permit contact bppp@flysfso.com.
- (B) **GENERAL WASTE WATER REQUIREMENTS.** Rule 8.6(B) shall apply to all commercial operators when operating on Airport property and when performing operations which generate discharges into storm drains, sanitary sewage, or industrial wastewater collection systems, which may affect the operations of the Airport's MLTP facility, or affecting the health of the Airport community or the quality of water in the San Francisco Bay
- (1) Commercial operators shall prevent any pollutants or unauthorized discharges from entering the Airport's storm drains, sanitary and industrial wastewater collection systems, or any other location that would pose a threat to the San Francisco Bay and/or the MLTP's treatment process. In addition, operators shall prevent pollutants or unauthorized discharges from entering any utility vaults such as electrical, telecom, etc. (AOB 24-04.) Commercial operators must comply with the latest National Pollutant Discharge Elimination System (NPDES) Permits issued to the Airport by the San Francisco Bay

Area Regional Water Quality Control Board (RWQCB), all applicable general permits (such as the Construction General Permit) issued by the RWQCB or the State Water Resources Control Board, and the Airport's Stormwater Pollution Prevention Plan (SWPPP) for management of storm water runoff at the Airport. Commercial operators shall develop, implement, and maintain an active and effective pollutant minimization program in accordance with RWQCB directives to the Airport. Commercial operators shall respond promptly to Airport SWPPP surveys and inquiries that seek to resolve water quality, program compliance, or regulatory agency permit concerns. Tenants shall complete annually the Airport SWPPP training when requested to comply with the Airport's NPDES permit. Copies of the current permits and plans may be requested through bppp@flysf.com. Authorized discharge limits into the Airport's wastewater collection systems are at the discretion of the MLTP.

- (2) Commercial operators must comply with the Airport's Bay Pollution Prevention ~~Compliance~~ Program, which requires employee training, best management practices, pollution prevention, and where appropriate, operational pretreatment ~~in order~~ to ensure that authorized discharges are ~~routed acceptable per Airport standards to the proper wastewater collection system. Commercial operators are also responsible for~~ This includes preventing the discharge of any thing other than stormwater contaminated liquid to the Airport's storm drain system, as well as complying with the discharge limits to the industrial or sanitary collection systems as set in Rule 8.6(B)(5).
- (3) Whenever a pollutant or illicit/unauthorized discharge of any kind occurs at any location within the Airport, including when a Hazardous Materials secure containment system is breached, the commercial operator, in addition to taking proper spill containment actions, shall immediately contact the Airport's Emergency Communications Center at 911, notify the commercial operator's management personnel, and safely maintain a presence at the spill site. When calling Emergency Communications (911), operator shall state if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated or are within the spill area. Commercial operators shall provide direct assistance, cooperate fully with the first responders, and take all reasonable containment actions to protect public health, the environment, and Airport property. Operator shall contain the spill and prevent pollutants from entering any storm drains, catch basins, utility manholes, vault covers, etc. (AOB 24-04.)
- (4) The Airport retains the right to sample and characterize the wastewater discharge at a tenant's point of connection to any of the Airport's collection systems, and to go even further upstream in the system within the tenants' leasehold area, to track the source of pollutants as necessary, or to direct the tenant to perform such tasks and to report the results to the Airport.
- (5) ~~Except as provided in Rule 8.6(B)(5), n~~ No commercial operator shall discharge or cause to be discharged into ~~any of~~ the Airport's sanitary, or industrial, ~~or storm water~~ collection ~~and treatment~~ systems any of the following:
 - (a) Any liquid or vapor having a temperature higher than 120 degrees F.
 - (b) Any water or waste containing fat, oil, or grease originating from food preparation or food service ware cleaning, including cooking process oils or greases, new or used, that contributes to a sanitary sewer overflow or NPDES permit exceedance. Any food preparation solid waste. All food preparation solid waste shall be disposed of as compost.

- (c) Any solid debris such as ashes, cinders, sand, mud, straw, shavings, metals, glass, rags, rugs, feathers, tar, plastic, wood, or any other solid or viscous substances capable of obstructing or interfering with the proper operation of the Airport's collection and treatment systems.
- (d) Any Hazardous Materials, sediment, or debris that could obstruct or interfere with the proper and effective operation of any Airport collection system. Any waste containing gasoline, benzene, naphtha, fuel oil, petroleum, jet fuel, waste oil, or other flammable, hazardous, or explosive solid, liquid, or gas. Any process waters or waste containing a toxic or poisonous substance, alone or in combination with other discharges that cause interference, pass-through of pollutants, biosolid/sludge contamination, or constitute a hazard to humans, animals, public or private property, or adversely affects the quality of the treatment plant effluent, biosolids/sludge, or any receiving water body. Any noxious or malodorous gas, or substance in a quantity capable of creating a public nuisance.
- (e) Any waste containing measurable or harmful levels of a radioactive substance.
- (f) Any type of foam or foaming agent; provided that, in the event of a fire, fire containment should be the immediate priority. All foam spills or discharges must be reported immediately by calling 911. Commercial operators shall contain and ~~dispose of/haul~~ the foam in accordance with Environmental Law ~~for proper handling and disposal~~, and shall provide a copy of the manifest to Airport Environmental Operations at bppp@flysf.com. Foams of concern include but are not limited to: Aqueous Film Forming Foam (AFFF) C-8 and C6; Alcohol-Resistant AFFF (AR-AFFF); synthetic – medium or high expansion types (detergent); Class "A" foam concentrate; Wetting Agent; and Film Forming Fluoroprotein (FFFP).

(C) INDUSTRIAL WASTEWATER

- (1) Except as provided in Rule 8.6(B)(5), nNo pollutants or industrial substances that could cause non-compliance with the Airport's NPDES permit requirements for the MLTP shall be discharged into the Airport Industrial Wastewater system.
- (2) Pollutants or industrial substances that exceed the Airport's acceptance limits shall be collected, in approved tanks, bins, sumps, etc. and disposed of in accordance with Environmental Law. On request, the commercial operators shall submit disposal reports to the Airport's Environmental Operations section, including information on the time and date, amount of waste removed, and name of the carrier and treating entity. Commercial operators shall maintain chain of custody and manifest records and provide them for Airport inspection in compliance with regulatory agency requirements.
- (3) Commercial operators must monitor and report industrial waste discharges to Airport's collection system and comply with proper sampling and analytical procedures. At the discretion of the MLTP, when necessary, commercial operators shall comply with the Whole Effluent Toxicity Testing Requirements in the Airport's NPDES permit. Any analytical method used must comply with the detection limits required by regulatory agencies.
- (4) Commercial operators operating any form of pretreatment equipment that discharges directly into the Airport's industrial system shall routinely monitor, inspect, and maintain

such equipment in proper working order and operate such equipment within its operational limits. Commercial operator staff operating this equipment shall be trained and acceptably knowledgeable in its operation and maintenance, ~~as provided in the Airport's SWPPP.~~

- (5) Commercial operators shall perform aircraft maintenance only in designated areas and shall have proper spill kits and industrial waste collection devices readily available at work site. All inoperable vehicles or equipment not being used or not scheduled for imminent repair shall be removed from Airport property. Drip pans shall be used for any vehicles or equipment not in active use. Commercial operators must maintain the pavement and clean all oil stains. Vehicle and equipment washing shall only be performed in areas where wash water drains to the industrial system or to a closed sump. No wash water is permitted to enter the sanitary or storm drain system.
- (6) Commercial operators shall immediately notify Airport Communications at 911 when determining that any equipment or procedure is not functioning in accordance with authorized operational and discharge parameters.

(D) SANITARY WASTEWATER

- (1) ~~Except as provided in Rule 8.6(B)(5), o~~Only sanitary wastewater shall be discharged into the sanitary system. No pollutants, industrial substances, wastewater, or storm water runoff shall be discharged to toilets, sinks, floor drains, or any other receptacle connected to the sanitary system. Commercial operators shall maintain verifiable records of appropriate product disposal.
- (2) No unapproved or unauthorized collection device or piping may be connected or cross-connected into the Airport's sanitary system. Commercial operators shall promptly notify Airport upon discovery of an illicit connection or cross-connection.
- (3) All food preparation facilities, including restaurants, shall properly size, install and maintain grease traps or interceptors connected to their wash water process discharge. Commercial operators shall comply with maintenance schedule and requirements specified by the Airport's plumbing inspector and/or staff of the Airport's Bay Pollution Prevention Program (BPPP) and maintain accurate and complete records of their maintenance program. The use of toilets, sinks, floor drains or other receptacles connected to the sanitary system to dispose of cooking oil, grease or food waste is prohibited. Food preparation operators shall prevent solid debris, including food waste, from entering the sanitary system. This can be accomplished by performing dry cleaning of food service ware prior to washing, ensuring that all sinks have screens/strainers present, etc. Food preparation operators shall ensure that dishwasher discharges are directed only to a sanitary sewer line and do not flow through a grease trap or grease interceptor.
- (4) No concentrated sanitary wastewater collection system clearance chemical (~~Drano, enzymes, etc.~~) or ~~chemical process~~ component shall be discharged into the sanitary system without prior written approval from the MLTP. Lavatory waste collected from aircraft shall be discharged only at permitted triturator locations, and discharge operations shall be conducted in a careful and efficient manner, such that the triturator site is acceptably maintained and spills do not escape the site. Spills outside of the triturator sites shall be immediately called into Airport Communications at 911. The commercial operator responsible for an unauthorized lavatory discharge shall be liable for the cost of

all cleanup and recovery operations. Operational personnel shall be trained in the proper ~~and careful~~ operation of ~~the~~ equipment, ~~and~~ material, ~~and spill~~ containment procedures. Repeated violations shall be cause for monetary fines under these Rules and Regulations and potentially revoking lavatory service operating permit.

(E) STORM WATER

- (1) Commercial operators shall not cause unauthorized discharges into the Airport's storm water system. Only clean storm water runoff shall be discharged to the storm water system. Any discharge or threatened discharge of non-storm water product into the storm water system is prohibited unless approved in writing by the Airport's BPPP. Commercial operators shall stock spill kits/carts located near any area where fueling is taking place. Commercial operators are responsible for inspecting and maintaining the spill kits/carts on a regular basis.
- (2) No sanitary sewage, kitchen waste, putrescible organic waste, industrial process waste, solid debris or Hazardous Materials shall be discharged to the storm water system. Commercial operators performing any operations involving industrial or sanitary wastewater shall employ all appropriate measures to prevent unauthorized discharge into the storm water system.
- (3) Commercial operators shall maintain a current and accurate site storm drainage drawing. Commercial operators shall use Best Management Practices (BMPs) and effective housekeeping to prevent ~~the discharge any storm water carry-off~~ of debris, trash, sediment, hazardous waste, or other contaminants into the storm water system.
- (4) Commercial operators shall comply with the Airport's Storm Water Pollution Prevention Plan (SWPPP) and when appropriate, submit for review a SWPPP that is ~~current~~, site-specific to each local operation, and acknowledges the commercial operator's responsibility to protect the San Francisco Bay. Commercial operators shall maintain a current version of the site-specific SWPPP on site and train staff to properly operate and maintain pollution prevention and treatment equipment (e.g., oil water separators, etc.) as listed in the submitted SWPPP.
- (5) When appropriate, commercial operators must maintain on site, ~~submit a copy to the Airport~~, and actively implement a current and certified Spill Prevention Control and Countermeasures (SPCC) Plan and/or a hazardous ~~materials businesswaste management~~ plan. Updated copies of these plans should be submitted to the Airport's BPPP group.
- (6) If an unauthorized discharge occurs, the responsible commercial operator shall immediately contact Airport Communications at 911 and maintain presence at the incident location to guide the first responders. The responsible party shall promptly take all actions to identify and contain any spill, ~~which includes protecting any nearby storm drains that could potentially be contaminated~~. Failure to promptly and effectively respond to an unauthorized discharged which impacts the storm drain system shall be subject to a fine under Rule 14 of these Rules and Regulations. The Airport reserves the right to impose on the responsible party any and all fines and costs incurred to correct or resolve unacceptable conditions due to any unauthorized discharge into the storm drain system.

(F) DEICING OPERATIONS

- (1)** No commercial operator shall use deicing procedures without first submitting a deicing plan to the Airport's BPPP group at bppp@flysf.com. The deicing plan shall include the following information:

 - (a)** Type of deicing fluid to be used (deicing products shall not contain urea)
 - (b)** Method of application
 - (c)** Rate of application
 - (d)** Estimated duration of application
 - (e)** Storm water runoff catch basin protection method
 - (f)** Deicing fluid waste removal and disposal method
- (2)** Commercial operator must notify Airfield Operations Duty Supervisor at (650) 821-3355 prior to commencing deicing operations. Discharge of deicing fluid waste into any storm water catch basin is prohibited, and commercial operators shall cover and seal the adjacent storm drain catch basins prior to deicing operations. The rate of application of deicing fluid shall be controlled to minimize pooling of deicing fluid at the application site and prevent any overspray that may impact the terminal facility or other aircraft. Commercial operators must ensure that all deicing fluid dispensing and storage equipment remain in good working condition. All residual deicing fluid waste shall be removed from the surface of affected tarmac area immediately following the aircraft departure using a scrubber. All deicing fluid waste collected at the application site shall be discharged into authorized industrial waste wash racks as instructed by BPPP staff, who can be reached at bppp@flysf.com. Commercial operators are responsible for all costs associated with deicing fluid recovery, mitigation, and fines incurred by the Airport as a result of commercial operator's misuse of deicing fluid.

RULE 9.0

COMMERCIAL ACTIVITIES ON AIRPORT PROPERTY

9.1 AIRPORT OPERATING PERMIT REQUIRED

No person shall operate as a scheduled air carrier from the Airport unless in possession of a valid Airport Operating Permit or unless a signatory to an Airport/Airline Lease and Use Agreement or Airport Landing Fee Agreement for San Francisco International Airport.

9.2 OPERATING A BUSINESS ON AIRPORT PROPERTY

No person shall operate or promote a business on Airport property without first obtaining a valid Airport Operating Agreement, permit, lease, or other written permission granted by the Director (see also Rule 3.3).

Any vendor engaged in the business of delivering goods or providing services anywhere on Airport property to, for, or on behalf of any tenant must have written permission granted by the Director in the form of a Vendor Permit or other permit or license. This requirement applies to any commercial operation, including but not limited to any internet-based digital commercial activity, to, for, or on behalf of any tenant and regardless whether the vendor has a physical presence on Airport property or reaches a tenant and/or passengers only through digital means. For example, an entity facilitating for one or more concession tenants app- or web-based food ordering by Airport passengers would be subject to this requirement. (AOB 21-02.)

9.3 AIRPORT INFRASTRUCTURE

For purposes of this Rule 9, the term infrastructure shall include but not be limited to cables, wires, conduit, pipes, internet connections, and related technologies including wireless technologies on Airport property. No person shall use, modify, or impact any Airport infrastructure without the express written permission of the Director. Additionally, no person shall add, install, supplement, remove, or operate infrastructure on Airport property, whether connected to or independent of Airport infrastructure, without the express written permission of the Director. See also Rule 7.5, Video Monitoring and Recording Devices and see Rule 9.6.

9.4 AIRPORT MAPPING

As a matter of security and safety for the traveling public, the Airport owns and controls all mapping of its property and facilities. No person shall depict the Airport either digitally or physically or publish any type of Airport map in any format without the express written permission of the Director. Additionally, no person shall collect data, coordinates, measurements, photographs, or other information regarding any Airport property, building, or facility without express written permission of the Director.

9.5 ON-SITE PERSONNEL**(A) General (Non-Airline Enterprises)**

Every commercial enterprise, other than airlines, doing business at the Airport under Permit, lease, or contract shall designate one or more responsible employees available on-site at all times while the enterprise is transacting business at the Airport (“Designated Representative”). The Designated Representative must have authority to make decisions concerning minute-to-minute business operations and to react in the event of unanticipated situations including but not limited to Airport safety or security concerns, customer service impacts, operational necessities, or emergencies. A commercial operator may apply for a qualified exception from this Rule 9.5(A) by written request documenting a proposed alternative plan which meets all of the requirements set forth in this Rule. The request shall be in the form specified by the Airport Director and directed to the Airport Chief Operating Officer and shall not be effective until accepted in writing.

(B) Airlines

Every airline operating at the Airport under a valid Airport Operating Permit or as a signatory to an Airport/Airline Lease and Use Agreement shall designate one or more responsible employees available on-site at all times while the Aircraft of that airline is in active operation at the Airport (“Designated Airline Representative”). Active operation includes, without limitation, whenever an airline is using a Terminal Building gate, a remote gate, and/or conducting passenger operations, and shall continue until a flight is airborne and has completely departed the Airport for its destination. The Designated Airline Representative must have the authority and resources to make decisions and take actions on behalf of the airline concerning minute-to-minute business operations and to react (such as by moving an Aircraft) in the event of unanticipated situations, such as flight cancellations, mechanical failures, irregular operations, emergency situations, and any other situations that may arise that have the potential to impact Airport safety and security, including impacts to airline customers. In addition, in the event that an Aircraft departs the Airport, but must return for any reason after departure (aborted takeoff, etc.), the Designated Airline Representative must be willing and able to return to and/or remain on site at the Airport to address potential safety and security issues impacting the Airport and airline customers. In order to provide for the safety and health of airline customers, the Designated Airline Representative must also have the capability to arrange for the distribution of emergency supplies, such as food, water and blankets to provide to airline customers in the event of operational issues which occur after normal operating hours of Airport concessions. An airline may apply for a qualified exception from this Rule 9.5(B) by written request documenting a proposed alternative plan which meets all of the requirements set forth in this Rule. The request shall be in the form specified by the Airport Director and directed to the Airport Chief Operating Officer and shall not be effective until accepted in writing. In addition, if the Airport is required to expend resources to provide assistance to airline passengers as a result of such failure, the airline will be required to reimburse the Airport for the costs of such resources. (AOB 2022-03)

(C) Fines

Failure to comply with Rule 9.5(A) or (B) above, as applicable, or with an alternative plan approved by the Chief Operating Officer as provided above, shall result in an administrative fine under Rule 14 of these Rules and Regulations.

9.6 CONSTRUCTION ACTIVITY ON AIRPORT PROPERTY; AIRPORT BUILDING REGULATIONS

No person shall perform any construction activity, renovation, alteration, improvement, demolition, excavation, installation, or repair of any building, structure, infrastructure, utility or similar facility on Airport property without the written permission of the Director. See also Rule 9.3. All such activity is subject to the Airport Building Regulations, attached to these Rules and Regulations as Appendix F and incorporated as if set forth here in full, and the Airport Architecture and Engineering Standards as directed in writing. All tenant activity subject to this Rule 9.6 shall also comply with the Tenant Improvement Guide (TIG).

Tenants and contractors engaging in any construction activity as provided in this Rule 9.6 shall designate a Security Champion to assure compliance with security protocols for construction sites (see also Rule 7), as provided in Airport construction contract documents and the TIG. (ASB 20-03)

9.7 STREET PRICING PROGRAM APPLICABLE TO FOOD AND BEVERAGE CONCESSION TENANTS

Prices charged by a food and beverage concession tenant shall be the same as or comparable to prices found in the menu at such tenant's other food and beverage facilities, or at such other locations determined by the Director. The price shall be deemed "comparable" if it is no more than 11% higher than the price for the comparable item at tenant's off-Airport locations, or other locations as determined by the Director. For purposes of this Rule 9.7, if a tenant is a licensee of a restaurant concept, then the street pricing comparison shall be to the other restaurants with the same concept operated by the licensor or other licensees. Stadiums, entertainment venues, resorts, hotels, and any venue which has a captive audience may not be used for comparison. The Director shall have the right to audit each tenant's compliance with this Rule 9.7 in the same manner as the audit of tenant's operations pursuant to the applicable provisions of their lease. (AOB 22-04)

RULE 10.0

TRIP REDUCTION RULE

10.1 PROGRAM OBJECTIVES

The Airport is committed to reducing greenhouse gas emissions wherever possible. To support this commitment, all Covered Employers as defined in this Rule 10 shall cooperate with the Airport's Commuter Benefits Program Coordinator to organize and make available to all Covered Employees information regarding commute alternatives. Such alternatives include public and common carrier ground transportation, carpools, vanpools, and bicycling. Commute alternatives shall be described in new employee orientation materials, and all Covered Employers shall regularly encourage their employees to use commute alternatives.

10.2 REQUIREMENTS OF ALL AIRPORT TENANTS AND CONTRACTORS UNDER INDIVIDUAL TENANT AGREEMENTS WITH 20 OR MORE EMPLOYEES IN THE UNITED STATES

(A) Scope of Program

Each Covered Employer shall implement a Commuter Benefits Program (CBP) within the time frame specified in Rule 10.2(B), below. The CBP shall include the following definitions:

- (1) **Airport:** the San Francisco International Airport.
- (2) **Covered Employee:** any person who:
 - (a) performs an average of at least ten (10) hours of work per week for compensation within the geographic boundaries of the Airport for the same Employer within the previous calendar month; and
 - (b) qualifies as an employee entitled to payment of a minimum wage from the Employer under the California minimum wage law, as provided under Section 1197 of the California Labor Code and wage orders published by the California Industrial Welfare Commission, or is a participant in a Welfare-to-Work Program.
- (3) **Covered Employer:** an Employer for which an average of twenty (20) or more persons per week perform work for compensation in the United States, but shall not include governmental entities. In determining the number of persons performing work for an Employer during a given week, all persons performing work for compensation on a full-time, part-time or temporary basis, including those who perform work outside of the geographic boundaries of the Airport, shall be counted, including persons made available to work through the services of a temporary services or staffing agency or similar entity.
- (4) **Fare Instrument:** any pass, token, fare card, voucher, smartcard or similar item entitling a person to transportation on public or common carrier ground transportation in Northern California within the meaning of 26 U.S.C. § 132(f)(5)(A), as the Federal law may be amended from time to time, including but not limited to, travel by ferry, bus, or train operated by public or common carriers.

- (5) **Tenant:** a leaseholder, permittee or other occupant of land or premises within the boundaries of the San Francisco International Airport, and its sublessee or duly authorized agent.
- (6) **Vanpool:** means a 'commuter highway vehicle' within the meaning of 26 U.S.C. § 132(f)(5)(B), as the federal law may be amended from time to time, which currently means any highway vehicle:
- (a) the seating capacity of which is at least 6 adults (not including the driver); and
 - (b) at least 80% of the mileage use of which can reasonably be expected to be (1) for the purpose of transporting employees in connection with travel between their residences and their place of employment; and (2) on trips during which the number of employees transported for such purposes is at least ½ of the seating capacity of such vehicle (not including the driver).

(B) Commuter Benefits Program

This rule will take effect within six (6) months of the issuance of a Covered Employer's lease, operating permit or other agreement with the Airport, including any management agreement. All Covered Employers shall provide at least one of the following commuter benefits programs to Covered Employees:

- (1) **Pre-Tax Election:** A program, consistent with 26 U.S.C. § 132(f), allowing employees to elect to exclude from taxable wages and compensation, employee commuting costs incurred for fare instruments or vanpool charges (but not for parking), up to the maximum level allowed by federal tax law, 26 U.S.C. 132 (f)(2), which is Two Hundred Fifty Five Dollars (\$255) per month for transit or vanpool costs, and \$20 per month annualized for qualified bicycle commuting costs as of January 1, 2016;
- (2) **Employer-Paid Benefit:** A program whereby the Employer supplies or reimburses, at the request of each Covered Employee: (1) fare instrument(s) for public and/or common carrier ground transportation or vanpool charges at least equal in value to the purchase price of the designated benefit, an adult San Francisco MUNI Fast Pass with BART access, which costs \$94 per month as of July 1, 2017, and subject to change; or (2) reimbursement of all qualified bicycle commuting costs as defined by 26 U.S.C. § 132(f)(5)(F)9i), up to \$20 per month annualized.
- (3) **Employer-Provided Transportation:** Transportation furnished by the Employer at no cost to the Covered Employee in a multi-passenger vehicle operated by or for the employer serving a BART station. In the event BART does not provide service to the subject station for 24 hours or longer, said transportation shall serve the most convenient Caltrain station, SamTrans bus stop, and ferry terminal as needed by participating employees.

(C) Tenant Liaison

Tenants shall appoint a Liaison who is responsible for the implementation of the Commuter Benefits Program and for fulfilling the requirements of this Rule.

(D) Contractors Under Individual Tenant Agreements

Airport tenants are responsible for ensuring that their contractors comply with this Rule. Alternatively, tenants may allow contractors to work directly with the Airport to comply with this Rule, provided that all such agreements are in written form.

10.3 PENALTIES FOR NON-COMPLIANCE

Covered Employers who fail to comply with the provisions of this Rule 10 may be subject to administrative fines of \$100 for each day of non-compliance.

RULE 11.0

NOISE ABATEMENT REGULATION

11.1 PURPOSE

The Airport Commission of the City and County of San Francisco ("Commission") promulgates this regulation to provide for a continual reduction of cumulative noise resulting from aircraft operations at San Francisco International Airport ("SFIA") in accordance with the Commission's authority as proprietor of SFIA, the Charter of the City and County of San Francisco, and the provisions of Title 21, Sub-chapter 6 of the California Administrative Code, while allowing SFIA to continue its historic function as the leading gateway to the Pacific, as a vital contributor to a strong and growing economy, and as a major source of employment for the Bay Area. Airport Commission Resolution #88-0016 provides for the administration of the Airport's Noise Abatement Program and has been amended as follows: Effective July 16, 1991 by Resolution No. 91-0099, and on July 7, 1992 by Resolution No. 92-0202 and on December 7, 1993 by Resolution No. 93-0248 and on January 17, 1995 by Resolution No. 95-0015 and on November 20, 2001 by Resolution No. 01-0354.

11.2 EFFECTIVE DATE

This regulation shall become effective upon its adoption by resolution of the Commission, pursuant to the powers and duties vested in the Commission by the Charter of the City and County of San Francisco, and shall remain in effect until amended or repealed.

11.3 DEFINITIONS

The following terms in **bold** font shall for the purpose of this Rule 11 have the meaning indicated following the colon (:).

Aircraft: all subsonic transport category large airplanes, subsonic turbojet powered airplanes and supersonic transport category airplanes, which were ever certificated or recertificated at a maximum gross takeoff weight in excess of 75,000 lbs, whether certificated or recertificated by the United States or by a foreign country.

Operation: an aircraft landing or takeoff.

Operator: an entity that exercises operational control over an aircraft. Operational control includes, among other matters, control over scheduling, routes, or choices of aircraft.

Preferential Runway Use Program: written procedures concerning the performance of operations at SFIA to minimize the noise impact of such operations, applicable when air safety, air traffic, and meteorological conditions permit.

Preferred Departure Procedure: an aircraft operating procedure, approved by either the Federal Aviation Administration (FAA) or the International Council Aeronautical Organization (ICAO), to be used to reduce noise impacts during the initial phase of flight.

Stage 2 Aircraft: an aircraft that is certificated by the FAA as complying with the noise levels prescribed in 14 C.F.R. Part 36, Appendix C, Section 36.5(a)(2), or is certificated in accordance with Chapter 2 of Annex 16 to Article 37 of the International Civil Aviation Organization Convention.

Stage 3 Aircraft: an aircraft that is certificated by the FAA as complying with the noise levels prescribed in 14 C.F.R. Part 36, Appendix C, Section 36.5(a)(3), or is certificated in accordance with Chapter 3 of Annex 16 to Article 37 of the International Civil Aviation Organization Convention.

11.4 REGULATION

(A) Stage 3 Requirement for Aircraft

Upon the effective date of this regulation, an aircraft will be permitted to commence or continue operation at SFIA only if it is a Stage 3 Aircraft.

(B) Auxiliary Power Unit (APU)

To reduce the impacts of jet fuel emissions on the environment and improve conditions and safety for airfield personnel, operators are required to use 400Hz ground power and air sources where available, connect to those sources, and discontinue APUs promptly (within five minutes) after chocking the aircraft wheels upon parking at the apron, regardless of the duration at the gate. APUs may be used when aircraft are being towed.

- (1)** APU use is not authorized without prior permission from Airport Operations, during the use of ground power and pre-conditioned air until a set amount of time prior to the scheduled time of departure as follows: (a) 15 minutes for Code C aircraft (specified in ICAO Annex 14) or (b) 25 minutes for Code D or above aircraft (specified in ICAO Annex 14), except A380 aircraft or (c) 45 minutes for A380 aircraft.
- (2)** All aircraft scheduled to be at a gate between 2200 – 0700 hours are required to use 400Hz ground power and pre-conditioned air, where available, regardless of the duration at the gate. APUs are not authorized without prior permission from Airport Operations, during the use of ground power and pre-conditioned air until 30 minutes prior to push-back.

(C) Aircraft Engine Run-ups

High Power run-ups of mounted aircraft engines for maintenance or test purposes are prohibited except as provided below:

- (1)** All aircraft shall be started and run-up in locations designated for such purposes by the Director. Engine run-ups are prohibited at Plot 2. Aircraft engines shall not be operated in such position that persons, structures or property may be endangered by the path of the aircraft propeller slip-stream or jet blast.
- (2)** No aircraft engine exhaust, blast, and/or propeller wash shall be directed in such manner as to cause injury, damage, or hazard to any person, structure, or property.
- (3)** The Airport Operations Supervisor will not approve any engine run-up more than two hours prior to the aircraft's scheduled departure between the hours of 2200-0700, without proper justification from the operator or airline concerned.
- (4)** An idle check of a single engine is allowed under the following conditions:

- (a) An idle check of a single engine not to exceed a 5-minute duration may be conducted in the lease hold area. If more than one engine is to be checked, each engine must be checked separately and the cumulative duration of the idle checks cannot exceed 5-minutes.
 - (b) Idle checks of a single engine or multiple engines (checked separately) which will exceed a duration of 5-minutes will be accomplished in the designated run-up areas. For purposes of noise abatement monitoring, this will be considered a power run-up.
- (5)** During the hours of 2200 – 0700, the Operations Supervisor shall be called and permission received prior to any engine idle check or engine idle run-up, including any idle run for more than a cumulative duration of 5-minutes.

During other hours, the Operations Supervisor shall be called and permission received prior to any engine run-up.

Any request for an engine run-up clearance during the hours 2200 – 0700, other than that described above, which is the result of unusual or emergency circumstances, may be approved by the Airport Operations Supervisor. When approved and accomplished, the Maintenance Supervisor of the airline concerned must provide to the Director a monthly report detailing the following:

- (a) Date and time of the run-up
- (b) Type of aircraft
- (c) Aircraft identification number
- (d) Location of the run-up
- (e) Duration of the run-up
- (f) An explanation of the unusual or emergency circumstances making the run-up necessary

Reports will be submitted to the Director, Attn: Airport Operations, within three working days after the last day of each calendar month.

(D) Noise Abatement Procedures

To reduce the impacts of aircraft noise in surrounding communities, particularly between the hours of 2300 and 0700, the Airport encourages the use of the following procedures.

- (1)** Depart on Runway 10.
- (2)** When departing on Runway 28L/R, use the Shoreline Departure procedure whenever possible.
- (3)** When departing straight out on Runway 28L/R use the appropriate ICAO A or AC 91-53A noise abatement climb procedure for communities close to the airport.

- (4) Use the Quiet Bridge Approach to Runway 28L/R.

(E) Variances

- (1) Upon the effective date of this regulation, requests by operators for a variance from any provision of this regulation must be made in writing to the Director at least 60 days prior to the date of the requested variance. Every request for a variance shall be reviewed by the Director or the Director's designated representative. Among other factors, the noise impact on the surrounding community and the fairness to other operators, which are in compliance with this regulation, shall be considered in determining whether a variance should be granted.
- (2) The Director shall notify the operator in writing whether a variance is granted and include any instructions or restrictions pertaining to the waiver.

(F) RUN-UP CLEARANCE AND EXEMPTIONS

The Airport Operations Supervisor on-duty during nighttime hours (2200 – 0700) responsibilities include monitoring compliance with the Airport's run-up clearances and responding to requests for exemptions.

11.5 CONSTRUCTION OF THE REGULATION

References in this regulation to Federal Aviation Regulations, 14 C.F.R. Part 36, are not intended to incorporate into this regulation the construction, regulatory purpose or specific application given by the Federal Aviation Administration or any court to those provisions. This regulation is designed to accomplish distinct regulatory goals dictated by the peculiar local conditions existing at SFIA. The Commission shall be the final authority on the interpretation, regulatory purpose, and application of all aspects of this regulation to all aircraft seeking permission to commence operation or to continue operation at SFIA.

11.6 SEVERABILITY

If any portion of this regulation or if any application of this regulation is held unconstitutional or otherwise unlawful, the remainder of this regulation and the remaining applications of this regulation shall not be affected thereby.

11.7 REPEAL

Commission Resolution 78-0131 and all Airport Operations Bulletins (AOB) issued thereunder are repealed as of the effective date of this regulation. In addition, the following AOB's are also repealed:

- 84-07 AOB Noise Abatement Regulation
- 85-06 AOB Aircraft Engine Run-ups
- 85-07 AOB Noise Abatement Regulation
- 88-01 AOB Maintenance Exemption from SFO Noise Regulation
- 88-02 AOB Variance Procedures
- 88-03 AOB Preferential Runway Use
- 88-04 AOB Implementation of Noise Regulation
- 88-07 AOB Reporting Requirements of Noise Regulation

- 90-06 AOB Auxiliary Power Units
- 91-02 AOB New Scheduled Operations between 2300 and 0700 hours
- 92-02 AOB Late Night Stage 2 Operations
- 93-01 AOB Operation of Stage 2 Aircraft between 2300 and 0700
- 93-03 AOB Percentage Stage 3 Requirement
- 98-05 AOB Percentage Stage 3 Requirement
- 98-06 AOB International Operators Percentage Stage 3 Requirement
- 99-03 AOB Operation of Stage 2 Aircraft between 1900 and 0700 hours
- 01-02 AOB Gate Restrictions for Auxiliary Power Units (APU)

RULE 12.0**WORKFORCE HARMONY****12.1 LABOR PEACE/CARD CHECK RULE****(A) Findings**

Rule 12.1 incorporates the findings in Airport Commission Resolution No. 23-0018, adopted on February 7, 2023, which find that to avoid disruption to the smooth operation of the Airport and adverse impacts to the Airport's economic viability, this Rule 12.1 requiring Covered Employers and Labor Organizations to enter into and abide by Labor Peace/Card Check Agreements through recognition in the circumstances specified below is essential for the protection of the Commission's proprietary and financial interests. Resolution No. 23-0018 is hereby incorporated by reference as though fully set forth in this Rule 12.1.

(B) Definitions

The following terms in **bold** font shall for the purpose of this Rule have the meaning indicated following the colon (:). All other capitalized terms have the meaning otherwise defined in Rule 1.0.

Covered Contract: a lease, sublease, or permit of Airport property at the Airport or any property owned by the Airport. Covered Contract also means a contract, subcontract, license, sublicense, operating permit, or similar agreement pursuant to which a Contractor is to provide services to the Airport or to a Contractor or subcontractor whose services are integral to the operations of the Airport or to sell goods or services in public areas of the Airport, including but not limited to: janitorial and maintenance, security, baggage and passenger screening, wheelchair assistance, baggage handling, parking lot services, shuttle vans, rental cars, ticketing agents, gate attendants, aircraft maintenance workers, ramp service workers, electricians, plumbers, airline sales personnel, baggage claim services, cart driving services, refueling, personnel, and clerical services.

Covered Employer: any person or business entity, including, without limitation, any Contractor or Tenant, as such terms are defined in Rule 1.0, that enters into a Covered Contract and which has a defined complement of employees at the Airport. For the avoidance of doubt, references to Contractor shall also refer to subcontractors.

Labor Organization: any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with Covered Employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

Labor Peace/Card Check Agreement: a written agreement within the meaning of the Labor Management Relations Act, 29 U.S.C. § 185(a) (or a written agreement that would qualify as such an agreement but for the fact that the Covered Employer does not meet that statute's definition of an "Employer"), between a Covered Employer and a Labor Organization providing a procedure for determining employee preference on the subject of whether to be represented by a Labor Organization for collective bargaining, and if so, by which Labor Organization to be represented, which provides, at a minimum, the following:

- (1) Determining employee preference regarding Labor Organization representation shall be by a card check procedure conducted by a neutral third party in lieu of a formal election;

- (2) All disputes over interpretation or application of the parties' Labor Peace/Card Check Agreement and over issues regarding how to carry out the card check process or specific card check procedures shall be submitted to expedited binding arbitration. For purposes of any Labor Peace/Card Check Agreement, absent other agreement between the parties, "expedited binding arbitration" shall be conducted in accordance with the procedural arbitration standards set forth in the American Arbitration Association Labor Arbitration Rules, as amended from time to time, except that the procedural standards to select an arbitrator shall not apply. The applicable procedural standards shall include that arbitration be scheduled within 14 days of the request for arbitration, and that (a) there shall be no stenographic record of the proceedings; (b) there shall be no post-hearing briefs; and (c) the arbitrator's award shall be rendered promptly by the arbitrator, no later than seven days from the date of the closing of the hearing; and
- (3) Forbearance by any Labor Organization from economic action including strikes, picketing, boycotts, or other such interference with the business of the Covered Employer at the work site of an organizing drive covered by this Labor Peace/Card Check Rule in relation to an organizing campaign only (not as to the terms of a collective bargaining agreement), so long as the Covered Employer complies with the terms of the Labor Peace/Card Check Agreement.

Labor Peace/Card Check Rule or Rule: this Rule 12.1.

Model Labor Peace/Card Check Agreement: the model form of Labor Peace/Card Check Agreement attached to these Rules and Regulations as Appendix C.

Registered Labor Organization: any Labor Organization that has met the requirements set forth in Section 12.1(E)(1) of this Rule.

(C) Covered Employer Duties

- (1) A Covered Employer shall enter into a Labor Peace/Card Check Agreement with any Registered Labor Organization which requests such an agreement in writing not later than 30 days from the written request. A Registered Labor Organization may make such request at any time after award of a Covered Contract by the Airport Commission, notwithstanding any further required approvals, including but not limited to by the San Francisco Board of Supervisors. Even if effective beforehand, performance under any Labor Peace/Card Check Agreement will not be required until the Covered Contract is fully approved and executed.
- (2) In the event that a Registered Labor Organization and the Covered Employer are unable to negotiate an agreement within the 30-day period, the parties shall then be deemed to be bound by the Model Labor Peace/Card Check Agreement, automatically and without any further action required by the parties. Upon the written request by the Director, the Covered Employer and the Registered Labor Organization shall jointly or separately deliver a written statement to Director confirming their agreement to (a) be bound by the Model Labor Peace/Card Check Agreement and (b) promptly perform all obligations under such agreement.
- (3) If a Covered Employer enters into a Labor Peace/Card Check Agreement with a Labor Organization, it must offer that same agreement to any other Labor Organization seeking

to represent the employees of the Covered Employer. Any Labor Organization that was not a party to the initial Labor Peace/Card Check Agreement may, at its discretion, reject the terms of a prior negotiated agreement with another Labor Organization and negotiate for a different Labor Peace/Card Check Agreement. Upon the execution of any Labor Peace Card Check Agreement, the Covered Employer shall promptly deliver a copy to Director.

- (4) At the election of the Director, not later than 30 days from the final execution and delivery of a Covered Contract, the Covered Employer shall meet with the Director and any Registered Labor Organization representing the classifications of employees anticipated to be regularly employed under the Covered Contract will be provided and any multi-employer bargaining representative for the Covered Employer, for the purposes of orienting the Covered Employer to their obligations under this Rule.
- (5) Not later than five days from written request, a Covered Employer shall provide confirmation in writing to the Director whether the Covered Employer is a party to a collective bargaining agreement with any Labor Organization, and if so, list each collective bargaining agreement to which it is a party.
- (6) Not later than five days from written request, a Covered Employer shall confirm in writing to the Director the following: (a) each Labor Organization with which the Employer/Contractor has entered into a Labor Peace/Card Check Agreement, and include a copy of all such agreements, and (b) if applicable, each Labor Organization that has requested a Labor Peace/Card Check Agreement, but where no agreement has been executed.
- (7) Not less than 30 days prior to the modification or extension of any Covered Contract, the Covered Employer shall provide written notice, with a copy to the Director, to any Registered Labor Organization or federation of labor organizations which have registered with the Director that the Covered Employer is seeking to modify or extend such Covered Contract.
- (8) A Covered Employer shall provide written notice not less than 30 days prior to entering into any subcontract, with a copy to the Director, to any Registered Labor Organization or federation of labor organizations which has registered with the Director that the Covered Employer is seeking to enter into such subcontract.
- (9) A Covered Employer shall include in any subcontract to any Covered Contract a provision requiring the subcontractor to comply with the requirements of this Labor Peace/Card Check Rule. Upon request, Covered Employer shall provide a copy of such subcontract to the Director.
- (10) If the Director requests a meeting to discuss matters of concern to the Commission arising from compliance with this Labor Peace/Card Check Rule or any Labor Peace Card Check Agreement (including, but not limited to, any memorandum, letter agreement, or settlement in lieu thereof), Covered Employer and/or any Registered Labor Organization shall meet within five days of the request or as soon as practicable.
- (11) A Covered Employer shall undertake all further acts and efforts reasonably requested by the Director in furtherance of meeting the requirements of this Labor Peace/Card Check

Rule and the Airport's goal of maintaining labor peace and harmony at the Airport, which shall include, without limitation, submitting to the Director in writing Covered Employer's plan for complying with the requirements of this Rule, as well as any regular progress updates as requested from time to time by the Director.

- (12) Notwithstanding the requirements provided in (1)–(11), any Covered Employer which has in good faith fully complied with those requirements, in the reasonable discretion of the Director, will be excused from further compliance as to a Labor Organization which has been found by an arbitrator to have violated the forbearance provisions in the applicable Labor Peace/Card Check Agreement, until and unless such finding has been vacated by any reviewing court.
- (13) Nothing in this Labor Peace/Card Check Rule shall be construed as requiring any Covered Employer, through arbitration or otherwise, to change terms and conditions of employment for its employees, or to enter into or modify a collective bargaining agreement with a Labor Organization.

(D) Director Duties

The Director shall:

- (1) Include in any Covered Contract a provision requiring the Covered Employer to abide by the requirements of this Labor Peace/Card Check Rule as a condition of entering into or modifying any Covered Contract.
- (2) Include a summary description of and reference to the requirements of this Labor Peace/Card Check Rule in requests for proposals, invitations to bid, or other types of solicitation documents regarding Covered Contracts, and require any proposer to submit with its proposal (a) a signed certification stating that it acknowledges, understands, and will comply with all requirements of this Rule if awarded the Covered Contract; and (b) at the election of the Director, proposer's plan for maintaining labor peace for its operations at the Airport. Failure of the Director to include the description of and reference to the requirements of this Labor Peace/Card Check Rule in any such document shall not exempt any Covered Employer otherwise subject to its requirements.
- (3) Upon issuance of any request for proposal, invitation to bid, or other type of solicitation document distributed in anticipation of entering into a Covered Contract, provide written notice to any Registered Labor Organization, or federation of labor organizations which has registered with the Director, that the Airport is seeking to enter into such Covered Contract.
- (4) Not enter into or recommend to the Commission any Covered Contract with an Covered Employer without an express finding that the Covered Employer has agreed to comply with the provisions of this Labor Peace/Card Check Rule.
- (5) Consider and issue or deny exemptions from this Labor Peace/Card Check Rule as set forth in Section 12.1(F) below.

(E) Labor Organization's Duties

- (1) Any Labor Organization seeking to invoke the provisions of this Labor Peace/Card Check Rule, and to receive notifications as provided in this Rule, must register with the Director, on a form designated by the Director for that purpose, or by sending a letter signed by an agent of the Labor Organization, indicating which types of Covered Contracts the Labor Organization would like notification of, and certifying that the Labor Organization will comply with the terms of this Rule relative to such designated Covered Contract.
- (2) A federation of labor organizations wishing to receive notifications as provided in this Labor Peace/Card Check Rule shall register with the Director, on a form designated by Director for that purpose, or by sending a letter to the Director signed by an agent of the federation, indicating which types of Covered Contracts the federation of labor organizations would like notification of, and certifying that the federation of labor organizations will comply with the terms of this Rule relative to such designated Covered Contract.
- (3) Any Labor Organization or federation of Labor Organizations seeking to invoke the provisions of this Labor Peace/Card Check Rule shall agree not to undertake economic action including strikes, picketing, boycotts, or other such interference with the business of the Covered Employer in connection with an organizing drive covered by this Rule, and in relation to an organizing campaign only (not to the terms of a collective bargaining agreement), so long as the Covered Employer complies with the terms of the applicable Labor Peace/Card Check Agreement.

(F) Exemptions

The provisions of this Labor Peace/Card Check Rule shall not apply to any of the following:

- (1) A bargaining unit of any Covered Employer which has already recognized a Labor Organization for that bargaining unit;
- (2) New construction or any work covered by an Airport project labor agreement;
- (3) A Covered Employer which is obligated to enter into a card check agreement with a Labor Organization by San Francisco Administrative Code Chapter 23, Article VII, "Labor Representation Procedures in Hotel and Restaurant Development," and/or Airport Commission Policy No. 99-0198, as such procedures may be modified from time to time;
- (4) A Labor Organization that is not a Registered Labor Organization, nor any Labor Organization which does not request a Labor Peace/Card Check Agreement;
- (5) A Covered Employer's operations at the Airport which are subject to the Railway Labor Act either by a final decision by a court or agency of competent jurisdiction, or by mutual agreement between the Covered Employer and a Labor Organization, which is the exclusive bargaining representative of its employees. In such cases, the obligation to enter into a Labor Peace/Card Check Agreement shall be voluntary.
- (6) A Covered Contract to provide or sell goods, services, materials or equipment where the Covered Employer does not operate on a regular basis with a defined complement of employees at the Airport;

- (7) An agreement between the Airport and a public agency; or
- (8) A Covered Contract where the Director determines that the risk to the Airport's financial or other nonregulatory interest resulting from labor/ management conflict is so minimal or speculative so as not to warrant concern for the Airport's proprietary, investment or other nonregulatory interest.

(G) Model Labor Peace/Card Check Agreement

To facilitate the requirements imposed by this Labor Peace/Card Check Rule, the Commission adopted a Model Labor Peace/Card Check Agreement attached to these Rules and Regulations as Appendix C that includes the mandatory terms and which provides protection against labor/management conflict arising out of an organizing drive, and makes such agreement available to parties required to enter into such agreement. The Director is authorized to prepare guidelines establishing standards and procedures related to this Rule. Notwithstanding this provision regarding the Model Labor Peace/Card Check Agreement or related guidelines, this Labor Peace/Card Check Rule shall be self-executing and shall apply in the absence of or regardless of such model agreement or guidelines.

(H) Enforcement

- (1) The Director shall investigate complaints that this Labor Peace/Card Check Rule has been violated or that a Labor Peace/Card Check Agreement provision included in a Covered Contract has been breached, and may take any action necessary to enforce compliance, including but not limited to instituting a civil action.
- (2) The Director may, in the Director's sole and absolute discretion and in addition to any other remedies available to the Airport, terminate the Covered Contract upon 30-days written notice to the Covered Employer and opportunity to cure its breach where the Covered Employer has failed: (a) to give notice to Registered Labor Organizations as required by this Labor Peace/Card Check Rule, (b) to enter into a Labor Peace/Card Check Agreement as required by this Labor Peace/Card Check Rule, or refused to be bound by the Model Labor Peace/Card Check Agreement, as applicable, (c) to include in any subcontract the provision requiring compliance with this Labor Peace/Card Check Rule, (d) to abide by the terms of an arbitration award enforcing a Labor Peace/Card Check Agreement, or (e) to comply with any other requirement set forth in this Rule, including, without limitation, the Covered Employer's Duties pursuant to Section 12.1(C), and such failure continues for a period of five days from written notice of such failure from the Director.
- (3) Any challenge to the applicability of this Labor Peace/Card Check Rule to a particular Covered Employer or Labor Organization shall be brought to the Commission only after first seeking an exemption from the Director as provided for in this Rule. Any such challenge must be commenced with the Commission within 15 days after notification that such exemption has been denied by the Director.

(I) Severability

If any part or provision of this Labor Peace/Card Check Rule, or the application thereof to any person, business entity, particular facts or circumstances, is held invalid or unenforceable by any

court of competent jurisdiction, the remainder of this Rule, including the application of such part or provisions to other persons, business entities, facts, or circumstances, shall not be affected or impaired thereby and shall continue in full force and effect and be enforced to the maximum extent possible so as to effect the intent of this Labor Peace/Card Check Rule, and be reformed to the extent necessary to make such part or provisions valid and enforceable. To this end, the provisions of this Rule are severable.

12.2 WORKER RETENTION POLICY

The Worker Retention Policy is appended to these Rules and Regulations as Appendix D. The Worker Retention Policy applies to contractors, tenants, and permitted operators, and their respective subcontractors, that employ workers who perform essential services at the Airport on a regular and ongoing basis for the benefit of the travelling public, which services include, but are not limited to, parking garage and curbside management operations, information booths, concessions (food & beverage, retail, and passenger services), the SFO Medical Clinic, intra-airport transportation services, on-airport rental car operations, and services by service providers covered under the Airport's Quality Standards Program, excluding airlines.

12.3 PREVAILING WAGE REQUIREMENTS – COVERED TENANT CONSTRUCTION

(A) Definitions

The following terms in **bold** font shall for the purpose of this Rule 12.3 have the meaning indicated following the colon (:). All other capitalized terms have the meaning otherwise defined in Rule 1.0.

Covered Tenant Construction: any single project of Tenant Construction by with an aggregate cost equal to or in excess of the Threshold Amount.

OLSE: San Francisco Office of Labor Standards Enforcement.

Per Diem Wages: wages defined pursuant to California Labor Code Section 1773.1, as amended from time to time.

Prevailing Rate of Wage or Prevailing Wage: the highest general prevailing rate of wage plus Per Diem Wages and wages paid for overtime and holiday work paid in private employment in San Mateo County as fixed and determined by the California Department of Industrial Relations for the various crafts and kinds of labor employed in the performance of the Covered Tenant Construction.

Prevailing Wage Requirements: with respect to any Covered Tenant Construction, the requirements to (i) pay workers performing that work not less than the Prevailing Rate of Wages, and (ii) provide the same hours, working conditions, and benefits in each case as are provided for similar work performed in San Mateo County.

Threshold Amount: the amount defined in and established annually pursuant to Section 6.1 of the San Francisco Administrative Code.

(B) Prevailing Wage Requirements

Each tenant must at all times comply with all applicable wage requirements, including but not limited to any such requirements in the California Labor Code, the Charter of the City and County of San Francisco and the San Francisco Municipal Code. Tenant will require its contractors

performing any Covered Tenant Construction to comply with the Prevailing Wage Requirements. Tenant will cooperate with City in any action or proceeding against a contractor or subcontractor that fails to comply with the Prevailing Wage Requirements. All Covered Tenant Construction is subject to compliance monitoring by OLSE.

(C) Enforcement Action

Tenant will include, and will require its subtenants, and contractors and subcontractors (regardless of tier), to include Prevailing Wage Requirements in any construction contract for Covered Tenant Construction and an agreement to cooperate in City enforcement actions. Each construction contract will name the City and County of San Francisco, affected workers, and employee organizations formally representing affected workers as third-party beneficiaries for the limited purpose of enforcing the Prevailing Wage Requirements, including the right to file charges and seek penalties against any contractor or subcontractor in accordance with San Francisco Administrative Code Section 23.61. A contractor's or subcontractor's failure to comply with the Prevailing Wage Requirements will enable the City to seek the remedies specified in San Francisco Administrative Code Section 23.61 against the breaching party. The enforcement and recourse provisions applicable to such failure by a contractor or subcontractor set forth in San Francisco Administrative Code Section 23.61(d) are incorporated into these Rules and Regulations by reference. For the current Prevailing Rate of Wages, see www.sfgov.org/olse or call OLSE at 415-554-6235

(D) Payroll Records

Tenant shall require each contractor and subcontractor (regardless of tier) to keep, or cause to be kept, for a period of four (4) years from the date of substantial completion of the Covered Tenant Construction, payrolls and basic records including time cards, trust fund forms, accounting ledgers, tax forms and superintendent and foreman daily logs for all trades workers performing work at or for such Covered Tenant Construction. Such records shall include the name, address and social security number of each worker who worked on the Covered Tenant Construction, their classification, a general description of the work each worker performed each day, the rate of pay (including rates of contributions for, or costs assumed to provide fringe benefits), daily and weekly number of hours worked, deductions made and actual wages paid. Every subcontractor who shall undertake the performance of any part of the Covered Tenant Construction shall keep a like record of each person engaged in the execution of the subcontract. The contractor and each subcontractor shall maintain weekly certified payroll records which shall be accompanied by a statement of compliance signed by the contractor or subcontractor (as applicable) indicating that the payroll records are correct and complete, that the wage rates contained therein are not less than the Prevailing Rate of Wage required under this Rule, and that the classifications set forth for each employee conform with the work performed. All such payroll records shall at all times be open to inspection and examination of the duly authorized officers and agents of the City, including representatives of OLSE.

RULE 13.0

FREE SPEECH AND EXPRESSIVE ACTIVITIES

13.1 FINDINGS

The Airport is designed, operated and maintained as a facility for air transportation. The Airport was not designed and is not intended for use as a public forum for free speech activities. If left unregulated, free speech and expressive activities—such as proselytizing and cause advocacy, as well as leafleting and picketing—could negatively impact the Airport and the traveling public in a number of ways, including exacerbating congestion and delay, causing confusion and duress for the public and compromising public safety and security.

(A) Congestion and Delay

In fiscal year 2018, the Airport served more than 55 million passengers and is forecast to serve as many as 71 million by 2029. Air travelers are often on a tight schedule. They may be required to wait in lines at ticket counters, security check-points and other facilities. Departing travelers need to move quickly from BART, buses and cars, through ticket counters and check-in areas, to security checkpoints and departures gates beyond. Passengers with connecting flights need to move quickly from one gate area to another, sometimes changing terminals and exiting and reentering secured areas. Arriving passengers need to retrieve bags and connect with surface transportation, such as vans, taxis, limousines, buses, BART or cars.

The Airport has designed its terminal buildings, corridors, roads and parking areas to reduce congestion and facilitate the rapid and efficient movement of large numbers of people. Elevators, escalators, connecting corridors and moving walkways help travelers move quickly through the Airport. Facilities have been designed to assist navigation and movement while avoiding visual clutter and blight that can contribute to stress. The Airport closely monitors and regularly modifies its hallways, throughways and passenger security checkpoints to accommodate new amenities and facilities, evolving TSA technology and screening procedures, and changes in passenger flows.

In the absence of appropriate regulation, free speech activities—and particularly solicitation for the immediate receipt of funds—have the potential to disrupt passenger flows, increase congestion, and contribute to missed flights and travel delays.

(B) Confusion and Duress Relating to Solicitation of Funds

The Airport's customers may be susceptible to undue pressure, misrepresentation, duress or even fraud from persons engaged in solicitation for immediate receipt of funds. Airport travelers are often unfamiliar with their immediate surroundings, and may be fatigued and under time pressure. Some have mobility challenges. Others are young or elderly. Some speak little or no English.

The Airport has received over 125 complaints related to free speech activities and to the solicitation of funds, even though air travelers often forego making formal complaints due to time restrictions. Airport customers have complained that solicitors delayed them; behaved in a rude, offensive, harassing, intimidating or confrontational way; asked to review passports and traveling

documents; misrepresented themselves as Airport or security personnel in order to get money; and defrauded, duped, conned, and cheated them:

"[Solicitor] ...started shouting at [traveler] and following him shouting through the terminal."

"The people asking for donations should not be [] harassing customers who are in a rush to get on a plane."

"They also intimidate people as well as harass non-English speakers."

"I thought they were security until they flagged me down and detained me with misleading information."

"Don't appreciate being scammed..."

"There are people ... misrepresenting themselves as airport employees asking for donations from passengers...I felt I was taken advantage of."

"Solicitor – he is very rude and says he is the information person then hits you up for a donation."

–"[Solicitor] called out to me and asked to see my boarding pass. He tore off top page...then asked to see my driver's license...[solicitor] asked me if I would be willing to make a donation. At that point I realized he was a fraud and not a security agent at all."

(C) Safety and Security

The Airport is a potential target for terrorist attack. The Airport is both a large domestic hub and a major international airport. The Airport is also one of the iconic symbols of the City and County of San Francisco, which the Department of Homeland security has identified as a high profile area at risk for terrorist attack. To deter attack, the Airport is mandated by the Transportation Security Administration (TSA) to implement the highest available security measures. In addition, the Airport must maintain the flexibility to adjust its operations on little or no notice to comply with federal security directives issued in response to perceived or actual threats against air travel.

The entire Airport is a security-sensitive environment. Multiple layers of security measures are in place throughout, not only at and beyond the ticketed-passenger screening checkpoints. Federal and local law enforcement and Airport operations personnel monitor activities and maintain a security program in terminal areas outside the passenger check-point, in parking lots and on approach roads. Free speech activities, like all activities at the Airport, must be conducted consistent with a strong and effective security program.

(D) Conclusion

For all of these reasons, the Airport Commission finds that unrestricted use of the Airport for free speech and expressive activities threatens to compromise the Airport's primary air travel mission and impair the health, comfort and safety of air travelers and employees. The Airport Commission adopts the following reasonable restrictions in order to facilitate free speech activities consistent with the Airport's primary air transportation function; to maintain the health, security and safety of visitors and employees; to avoid confusion and undue duress; and to

prevent congestion and facilitate the rapid and efficient movement of large numbers of people through the Airport.

13.2 GENERAL REQUIREMENTS

- (A)** Free speech and expressive activities, including but not limited to proselytizing, cause advocacy, leafleting and picketing, are not permitted except in compliance with the permitting procedures described in Section 13.6.
- (B)** All free speech and expressive activities shall be conducted:
 - (1)** According to Rule 13 and all other Rules and Regulations;
 - (2)** In a peaceful and orderly manner, without physical harm, threat or harassment to others, and without obscenities, violence, breach of the peace, damage to property or other unlawful conduct; and
 - (3)** Without obstructing the use of the Airport for its intended purpose as an air transportation facility; without interference with the rapid, orderly and efficient movement of persons throughout the Airport; without misrepresentation or duress; and without compromising the safety and security of persons and property.

13.3 APPROPRIATE AREAS

- (A)** The Director has determined that only certain areas of the Airport provide a reasonable opportunity for free speech and expressive activities while not impeding the use of the Airport for its intended purpose of providing a safe and orderly facility for air transportation, including the efficient flow of pedestrian traffic and the maintenance of safety and security. The Director shall designate those areas where expressive activities may occur.
- (B)** The Director may move, remove, or reduce the size of any previously-designated area as needed to respond to construction-in-progress, changes in pedestrian flow, evolving security requirements, or other appropriate circumstances.
- (C)** The following areas do not provide a reasonable opportunity for free speech or expressive activities, and those activities are expressly prohibited:
 - (1)** Air Operations Areas, Secured Areas and Sterile Areas;
 - (2)** Roadways and thoroughfares for vehicles;
 - (3)** Areas leased or assigned by agreement for use by airlines, airline service providers, restaurants, retail stores, other lessees or permittees, or areas within 10 feet of any such area;
 - (4)** Airport Commission offices, work areas and facilities not open to the public;
 - (5)** On or within 10 feet of any escalators, elevators, moving walkways, or interior baggage conveyance equipment;

- (6) Inside of or blocking any doorway;
- (7) Within 10 feet of any interior queue, including at ticketing and baggage check-in areas, security check-points, food and retail establishments, etc.; and
- (8) On or within 50 feet of any construction site or construction equipment, except as may be required according to rights established under federal or state labor laws.

13.4 SOLICITING FOR THE IMMEDIATE RECEIPT OF FUNDS PROHIBITED

- (A) The Airport has determined that solicitation for the immediate receipt of funds has been a particular source of disruption for Airport users and obstruction of the Airport's mission. Solicitation for immediate receipt of funds requires the recipient of the message to either stop in order to receive and consider the speaker's message or change course to avoid the message, both of which may obstruct passenger flows and cause delays. Listeners may need to set down bags and search for money or writing materials, blocking throughways and further contributing to delays. The Airport has received numerous complaints from Airport patrons stating that solicitors have misrepresented themselves—sometimes even behaving as if they are Airport representatives or security personnel—or have solicited in an aggressive or coercive manner. Over a period of years, the Airport has adopted reasonable regulations with the intent of mitigating these negative impacts. Despite the adoption and enforcement of appropriate regulations, problems have persisted and Airport patrons have continued to complain. Accordingly, to protect Airport patrons and preserve the Airport's primary function as an air transportation facility while maintaining alternative channels of communication, the Airport issues the following restriction on solicitation for the immediate receipt of funds.
- (B) No person shall solicit and receive funds inside the Airport terminals, in Airport parking areas, or on sidewalks or walkways adjacent to Airport buildings.
 - (1) "Funds" shall mean money, property or anything else of value.
 - (2) "Solicit and receive funds" shall mean any oral or written request for funds, where funds are immediately received.
- (C) Nothing in this Rule is intended to prohibit distribution of literature, proselytizing, cause advocacy or solicitation for funds that will be received in the future, under an appropriate permit as provided in Rule 13.6.

13.5 PERMIT REQUIRED

- (A) No person shall engage in the conduct described in Rule 13.4 on Airport grounds without giving at least 72 hours written notice to and obtaining a permit from the Director. Notice is required in order to ensure that adequate measures may be taken to protect the public health, security, safety and order, to assure efficient and orderly use of Airport facilities for their primary purpose and to assure equal opportunity for expression.
- (B) The Director may reduce or waive the 72-hour notice requirement if the permit applicant can show that the event or events giving rise to the permit application did not reasonably allow the applicant time to make an application within the time prescribed and that enforcement of the time requirement would place an unreasonable restriction on expressive activity.

- (C)** Written notice/permit applications shall be in writing and include the following information:
- (1)** The full name, mailing address, and telephone number of the organization, group, person or persons on whose behalf the proposed activities will be conducted;
 - (2)** A general description of the proposed activities and the size and volume of any items to be handed out, displayed, or used in the proposed activities;
 - (3)** The number of people to be present at any one time;
 - (4)** The preferred date, hour and duration of the proposed activities;
 - (5)** Additional information, such as, for example, a particular audience that the applicant(s) wish to reach;
 - (6)** If proposed activities include solicitation for future receipt of funds, documentation supporting tax-exempt status.
- (D)** The Director will review the written notice/permit application and issue a permit if the following criteria, in the judgment of the Director, are met:
- (1)** The proposed activities can be authorized in a manner that does not impede the operation of the Airport as an air transportation facility, and does not threaten the safety or security of others;
 - (2)** The proposed activities do not interfere with the ability of others to hear Airport announcements or see Airport signage, or interfere unreasonably with the ability of airlines, concessionaires and other tenants and contractors to conduct their business in an orderly manner; and
 - (3)** The proposed activities do not hinder pedestrian flows, create congestion or block efficient movement of persons within and around Airport terminals and other facilities.
- (E)** The Director shall apply the standards set forth in 13.6.D and, where the standards are satisfied, shall issue a permit within 72 hours of receiving the written notice/permit application.
- (F)** The Director will designate a location, date and time for the proposed activities based on the following considerations:
- (1)** Safety and security procedures identified by federal and local security officials and Airport staff;
 - (2)** Pedestrian flows, potential congestion, and areas needed to be kept clear for efficient movement of persons throughout the Airport;
 - (3)** Reasonable access to the desired audience; and
 - (4)** Availability of the requested space, date and time.

- (G) Where two or more persons or groups request the same location at the same date and time, the Director may issue permits on a first-come first-served basis or as the Airport determines in its sole discretion is the fair and appropriate accommodation for competing requests.
- (H) Permits shall be valid only for the date or dates specified on the permit. Applicants may request multiple days; however, all permits will expire at the end of each calendar month. Applicants may submit a new application for subsequent months.
 - (1) The Director reserves the right to issue identification badges to individuals who may be present repeatedly over a number of days. If the Director issues such a badge, the individual shall wear the badge above the waist on the outer garment of clothing at all times while present on Airport property. Badges must be clearly visible and must be shown to an Airport official or member of the public promptly upon request. Badges remain Airport property and must be relinquished immediately on request of the Director.
 - (2) The use of a musical instrument or noisemaking device, the playing recorded music or messages, or use of amplification equipment for free speech activities or expressive activities will be considered on an individual basis with consideration of the impact on the ability of the public to hear Airport announcements and/or the ability of Skycaps to conduct normal baggage check-in activities. Musical instruments, noise making devices and amplification equipment will not be permitted inside a terminal building
- (I) If the Director rejects a permit application, the Director shall provide a written summary specifying which standard the application fails to satisfy. The summary shall be provided at the time the applicant is informed of the denial.

13.6 PROHIBITED CONDUCT

The following activities are prohibited, with or without a permit. Engaging in any of the following activities is grounds for suspension or revocation of a permit:

- (A) Engaging in free speech or expressive activities, including leafleting, proselytizing, picketing, or cause advocacy, in any area prohibited in Rule 13.4.c, or in any area or at a date or time other than the location, date and time specified in a valid permit.
- (B) Failing to wear an Airport-issued identification badge, above the waist on the outer garment of clothing, at all times, if one has been issued by the Director.
- (C) Refusing to show an Airport-issued identification badge, if one has been issued by the Director, to any Airport official or member of the public who asks to see it.
- (D) Blocking the path of, obstructing, or interfering with the movement of any person.
- (E) Touching another person or their property.
- (F) Misrepresenting oneself, including but not limited to representing oneself as a representative of the Airport, an airline, an Airport tenant or contractor, the State of California or the federal government.
- (G) Making verbal threats.

- (H) Requesting documents or personal information from others, including but not limited to requesting a patron's name, or requesting to see tickets, itineraries, boarding passes, driver's licenses or passports.
- (I) Promoting, advertising, or soliciting sales or business for any commercial enterprise, including but not limited to distributing free product samples or other promotional materials.
- (J) Placing signs, notices, posters, advertisements or other writing in, on or around Airport property, including but not limited to the interior or exterior of any terminal building, administration building or parking structure, or any roadway, utility or other infrastructure.
- (K) Creating a potential security threat by leaving literature, equipment, bags or personal items unattended.
- (L) Violating any security procedure, refusing or failing to comply with a written or oral instruction issued by the TSA, SFPD or other federal, state or local agency with responsibility for Airport security.
- (M) Refusing or failing to cooperate in an investigation of any complaint or allegation of violation of these rules.

13.7 SUSPENSION AND REVOCATION OF PERMITS

- (A) The Director may suspend or terminate the permit of any person or organization who violates this Rule 13, Airport Rules and Regulations or state or federal law.
- (B) The Director shall issue a written notice of termination or suspension, which shall include the reason or reasons for the suspension or termination and the duration of any suspension. The suspension or termination shall be effective immediately upon personal delivery of the Director's notice to the permittee or certified mailing of the notice to the address provided on the permit application.
- (C) Upon termination for cause, the following persons and organizations shall be ineligible to apply for a permit for six months and any other permits held by such persons or organizations shall be deemed revoked:
 - (1) The person, persons or organization on whose behalf the permitted activities occurred; and
 - (2) Any person who violated this Rule 13 or these Rules and Regulations resulting in the termination of the permit.

13.8 EMERGENCIES

In the event of an emergency affecting the safety or security of Airport patrons, Airport property, or the integrity of the air transportation security system, the Director may suspend a permit immediately and without prior notice. The Director will restore any such permit as soon as reasonably practicable, consistent with security requirements.

13.9 EFFECTIVE DATE

This Rule shall become effective on April 22, 2011, and shall apply to free speech and expressive activities on and after that date.

RULE 14.0

ENFORCEMENT AND ADMINISTRATIVE APPEAL PROCEDURE

14.1 ENFORCEMENT GENERALLY

The Airport, through any authorized Airport Commission employee or any Law Enforcement Officer, may cite infractions of these Rules and Regulations to any individual or business entity by issuance of a verbal or written **Admonishment** or a written **Citation**. **An admonishment shall be considered a warning.**

14.2 GENERAL AND ADMINISTRATIVE FINES

Any person or business entity violating or otherwise engaging in prohibited conduct under these Rules and Regulations may be subject to general and/or administrative fines **issued through a written citation** as provided under this Rule 14. If the violator is an individual employee or agent of an Airport tenant or contractor, the fine may be assessed against the employer/tenant or contractor at the Airport’s discretion.

All violations and respective fines may be cumulative of each other (one citation may contain multiple fines) and shall be imposed in addition to and neither exclusive nor preclusive of any other civil or criminal federal, state, or local fine or penalty under the law or of any other remedy available to the Airport under the law or under a lease, permit, or contract. An infraction may result in multiple charges to a tenant or contractor and/or its employee in the form of fines, fees, and charges under the applicable lease, permit, or contract. For example, a commercial ground transportation operator may receive a citation for speeding under the California Vehicle Code *and* a fine under these Rules and Regulations. The Airport reserves all rights with respect to its enforcement of these Rules and Regulations and of its leases, permits, and contracts.

The following list references violations by Rule and Regulation Rule, but may not be exhaustive of the entire Rules and Regulations as may be amended from time to time. The headings or titles above the Rules are solely for purpose of convenience and not intended to limit the scope of a listed Rule. In the event a prohibited activity described in the Rules and Regulations does not appear in the list below, the associated fine shall be charged under Category A.

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
GENERAL CONDUCT		
1.0	Airport Operations or Security Bulletin Violation	E
3.3(C)	Bicycles and Other Devices	B
3.3(G)	Damage to Airport Property	E
3.3(L)	Littering on Airport Property	D
3.3(Q)	Pedestrian Safety	B
3.3(T)	SmarteCartes	B
3.3(U)	Smoking or Using Electronic Cigarettes in a Prohibited Area	E
3.3(X)	Feeding or Otherwise Interfering with Wildlife on Airport Property	B
3.5(B)	Employee Seating and Break Areas (employer)	B

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
3.5(D)	Moving Airport-Owned Public Seating	B
3.5(E)	Quiet Terminals Policy	E
3.5(G)	Wheelchairs (employer)	E
3.7	Airport-Owned Equipment Maintenance	E
4.1(A)	Violation of Traffic Rules	B
4.1(C)	Failure to Comply with All Posted Signs and Road Markings	B
4.4	Improper Use of Roadways and Walks	B
13.7	Improper Use of Free Speech Permit	B
PARKING		
4.2(A)	No Parking – Restricted Parking Area	B
4.2(B)	Unauthorized Parking	B
4.2(C)	Working Press Parking-2 Hours	B
4.2(ED)	Unauthorized Parking in a Handicapped/Disabled Parking Space	C
4.2(FE)	Unauthorized Parking in an Electric Plug-In Vehicle Charging Station	B
4.5	Violating No Parking and No Stopping Signs, Obstructing Vehicle Flow	B
4.6	Improper Use of a Curb Color Zone	B
4.7(B)(2)	Picking up or discharging passengers or their baggage at any area other than that designated for such purpose	B
4.7(B)(3)	Leaving a vehicle unattended, except in a designated staging area	B
4.7(B)(22)	Staging in an unauthorized location (all GTOs)	B
4.7(D)(1)(d)	Staging in an unauthorized location (SF Taxis)	B
4.7(D)(1)(g)	Failing to remain in/with vehicle while in a curbside taxi queue	B
4.7(D)(1)(i)	Improper use of a A-Card for parking garage access	C
COMMERCIAL GROUND TRANSPORTATION OPERATIONS		
4.7(A)	Failure to comply with permit terms, directives, and requirements of Rule 4.7(A)	B
4.7(B)(1)	Cutting in line, or jumping a taxicab lot, or bypassing a holding lot or ticket collection area before leaving the Airport	B
4.7(B)(4)	Failure to provide a receipt on request	B
4.7(B)(5)	Providing false information to Airport officials	B
4.7(B)(6)	Altered waybills, holding lot tickets or receipt	B
4.7(B)(7)	Failure to possess valid waybill unless not required by permit	B
4.7(B)(8)	Lack of or improper trade dress, placard, TCP number, decal, logo	B
4.7(B)(9)	Failure to activate, deactivating, tampering with or evading trip counting devices	C
4.7(B)(10)	Soliciting passengers	C
4.7(B)(11)	Recirculating or looping	B
4.7(B)(12)	Use/possession of alcohol, narcotics or controlled substances	C
4.7(B)(13)	Profanity or Vulgarity	B
4.7(B)(14)	Soliciting Excessive Fees	C
4.7(B)(15)	Solicitation on Behalf of Hotel, Motel, or any Other Business	B
4.7(B)(16)	Solicitation of Illegal Activity	B
4.7(B)(17)	Unsafe driving; failed inspection; lack of required safety equipment	B

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
4.7(B)(18)	Tampering with, disconnecting, modifying pollution control equipment; substituting diesel or gasoline for alternative fuel	B
4.7(B)(19)	Using any part of the Airport premises other than a restroom to urinate and/or address personal needs.	B
4.7(B)(20)	Failure to wear a visible photo identification card if required by applicable permit or regulatory agency	B
4.7(B)(21)	Failure to comply with applicable headway requirements	B
4.7(B)(24)	Failure to comply with posted signage and pavement marking	B
4.7(B)(25)	Idling a vehicle or engine for more than five minutes	B
4.7(B)(26)	Operating an autonomous vehicle on Airport Roadways without the express permission of the Director	B
4.7(C)(1)	Change in scheduled service without proper notice	B
4.7(D)(1)	Failure to comply with applicable Transportation Code and SFMTA regulation re taxicabs	B
4.7(D)(1)(a)	Use of SFMTA A-Card by unauthorized driver	B
4.7(D)(1)(b)	Lack of AVI transponder on SFMTA taxicabs	B
4.7(D)(1)(c)	Lack of properly placed certification decal on SFMTA taxicabs	B
4.7(D)(1)(e)	Failure to comply with dispatcher instructions	B
4.7(D)(1)(f)	Charging unauthorized fees or surcharges	C
4.7(D)(1)(h)	Unauthorized use of A-Card	C
4.7(D)(2)	Non-SFMTA taxi driver failure to have a waybill; failure to pay trip fee	B
SAFETY AND SECURITY		
5.1	Airfield Marking, Signage, Control Towers	D
5.2	Airside personnel (employer)	D
5.3	Aircraft operations	D
5.4(A)	GSE operators (employer)	D
5.4(B)	GSE requirements	D
5.4(C)(1)	GSESIP: Each vehicle receiving a red tag	C
5.4(C)(1)	GSESIP: Tampering/interfering with a red tag or impoundment	F
5.4(C)(1)	GSESIP: Each vehicle not returned for reinspection within time specified	E
5.4(C)(2)	GSE Impound Program	C
5.4(D)(1)	AOA signage	D
5.4(D)(2)	Checkpoint and Security Gates	F
5.4(D)(3)-(9)	GSE movement	D
5.5	Ramp operations and gate usage	D
5.6	Passenger movement	D
5.7	Fueling	E
5.8	Accidents, incidents, incursions/deviations, disabled aircraft and GSE	D
6.0	Fire and Safety	E
7.0	Security violations	E
7.2(A)(3)	Failure to comply with Airport ID Badge return requirements	C

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
COMMERCIAL ACTIVITIES		
8.0	Airport Environmental Standards	E
8.2	Food service and food ware	C
8.6(E)	Unauthorized discharge impacting storm drain system	F
9.2	Operating a Business without Airport Authorization	E
9.3	Airport Infrastructure	F
9.4	Airport Mapping	F
9.5(A), (B)	On-Site Personnel	E
9.6	Construction Activity	F
11	Noise Abatement	E

14.3 AMOUNT OF FINES

The amount of fines set forth in this Rule 14 shall be calculated for each violation cited under the Airport Rules and Regulations. The Airport shall impose a second offense charge when the actor has violated the same Rule twice within the same calendar year. The Airport shall impose a third offense charge when the actor has violated the same Rule three times or more within the same calendar year. Given the specific circumstances of the violation and the Rule, the Airport, in its sole discretion, may determine that a violation of the same Rule is not a repeat offense for purposes of determining the amount of a fine. (AOB 20-09)

Payment of any fine shall be due within 30 days of the date of the citation. In the event that a person or entity receiving a citation fails or refuses to pay a fine, the Director has sole discretion and may suspend or terminate a permit and/or may deny reinstatement of an existing permit or issuance of any future permit until such time as the fine is paid in full with interest compounded monthly. In the event that the person or entity receiving a citation files a timely request for review or appeal, then the fine shall be payable as provided in Rule 14.5, below.

FINE CATEGORY	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE
A	\$50	\$75	\$100
B	\$100	\$200	\$250
C	\$250	\$500	\$750
D	\$750	\$1,000	\$1,250
E	\$1,000	\$2,000	\$3,000
F	\$10,000	\$15,000	\$20,000

14.4 INDIVIDUAL INFRACTIONS

This Section 14.4 applies only to individual employees of tenants or contractors who are granted access to the AOA or other secure areas of Airport property for their work duties. Individual infractions on the AOA and/or relating to the safety or security of the Airport may result in the immediate suspension or permanent revocation of an Airport ID badge or driving privileges, at the sole discretion of the Airport, notwithstanding the [aAdmonishment](#) or [cCitation](#) procedures below.

The charging officer may issue a verbal or written [aAdmonishment](#) which shall be considered a warning. A written [aAdmonishment](#) shall be recorded as a First Offense as described in the table below. Second

and third offenses shall be calculated based on a rolling 24-month period, ~~the calendar year~~, as provided in Rule 14.3 above.

If the charging officer issues a written aAdmonishment or a cCitation for an individual infraction, the Airport will notify the employer/tenant or contractor and may assess against the employer the appropriate fine and any other charge under the lease, permit, or contract in addition to any consequences assessed against the individual employee. Any training required shall be designated by the Airport. The individual employee shall remain responsible for any training or training fee, as follows:

RULE	DESCRIPTION	OFFENSE	RESULT
3.1(A)	Illegal Activity / BART Fare Evasion	First Offense	Airport ID badge suspended for 72 hours
		Second Offense	Airport ID badge suspended for 72 hours
		Third Offense	Airport ID badge permanently revoked
3.3(U)	Smoking in a Secured Area / Airport Operations Area (AOA)	First Offense/written Admonishment	Airport ID badge suspended for 24 hours
		Second Offense	Airport ID badge suspended for 72 hours
		Third Offense	Airport ID badge suspended for 10 days
		Fourth Offense	Airport ID badge permanently revoked
5.4	GSE driver/operator violations	First Offense/ written Admonishment	Warning to driver/operator
		First Offense/ Citation	<ul style="list-style-type: none"> ▪ Two-hour training class; driver/operator pays the \$50 training class fee ▪ Driver/operator’s AOA security access badge and driving privileges suspended for the day the employee attends the training
		Second Offense	<ul style="list-style-type: none"> ▪ Two-hour training class; driver/operator pays the \$50 training class fee ▪ Driver’s AOA security access badge and driving privileges immediately suspended for three consecutive days (a 72-hour period) following Citation ▪ Employer pays lease/permit charge for a violation of the Rules and Regulations
		Third Offense	Driver/operator permanently loses driving privileges
7.0	Individual security	First Offense/ written Admonishment	Warning to employee

RULE	DESCRIPTION	OFFENSE	RESULT
	<p>violations</p>	<p>First Offense/ Citation</p>	<ul style="list-style-type: none"> ▪ Airport ID badge immediately confiscated for one full day (a 24-hour period) following Citation ▪ Security Access Office training class
<p>Second Offense</p>		<ul style="list-style-type: none"> ▪ Airport ID badge immediately confiscated for three full consecutive days (a 72-hour period) following Citation ▪ Security Access Office training class ▪ Employer pays lease/permit charge for a violation of the Rules and Regulations 	
<p>Third Offense</p>		<ul style="list-style-type: none"> ▪ Airport ID badge immediately confiscated for ten full consecutive days (a 240-hour period) following Citation ▪ Security Access Office training class ▪ Employer pays lease/permit charge for a violation of the Rules and Regulations 	
<p>Fourth Offense</p>		<p>Security access permanently terminated</p>	
<p>Note for all individual security or security-related violations:</p>		<p>Airport ID Badge holders directed to attend in-person training administered by the Security Access Office shall do so within the time specified or may be subject to further badge suspension or revocation. The charge for the training is a \$50 administrative fee which the employee or the employee’s authorized signatory shall pay before attending the training. (ASB 19-06)</p>	

14.5 REVIEW AND APPEAL PROCEDURE

(A) General

Any person or business entity seeking to challenge a **c**Citation issued under these Rules and Regulations shall follow the administrative procedures of this Rule 14.5.

A requestor may seek review of a **c**Citation and, following the review, may appeal from a decision affirming or amending the **c**Citation.

Requests for review or appeal must be received by the Airport within the time(s) specified below. The requestor is solely responsible for assuring that the request is timely received. The Airport will consider only a properly documented and timely request. Failure to submit a properly documented and timely request for review or appeal will be considered acceptance of the **c**Citation.

No request for review is necessary for citations involving the circumvention of security or a permanent potential badge revocation as those citations are subject to an Airport review process as a matter of course. For those citations, after receiving the decision of the review, requestors may appeal the review decision following the procedures of Rule 14.5 (C).

Communications required under this Section 14.5 shall be sent by electronic mail to SFOCitationReview@flysfso.com, unless the requesting party does not have access to email. In that event, the request may be sent in paper form addressed to:

Chief Operating Officer
International Terminal Building, Fifth Floor
P.O. Box 8097
San Francisco International Airport
San Francisco, CA 94128

Any request for review and/or appeal shall be submitted on the template forms attached to these Rules and Regulations as Appendix G and incorporated here by reference.

(B) Review

Unless otherwise specified in an Operating Permit or unless a government investigation is ongoing, a request for review must be received by the Airport within ten (10) calendar days of the date the Notice of Citation is issued. A request for review shall include (i) the name, date, mailing address, e-mail address, and phone number of the requestor and (ii) a detailed basis for the review. If the matter is under investigation by a government agency, then the request for review must be made within ~~10~~ calendar days of the date the investigation report is issued.

The Director shall designate an Airport Commission employee to review a request. The designated reviewer will have no personal knowledge of the incident resulting in the Citation. The reviewer may request additional information from the requestor; requestor's failure to provide the stated information within the time specified by the reviewer will result in a decision based on the information available.

Within thirty (30) calendar days of receipt of the Request for Initial Review, the reviewer shall issue an administrative decision affirming, dismissing, or amending the citation.

Payment of a fine following a final decision affirming or amending a citation shall be due within ~~10~~ days of the date the administrative review decision is issued.

(C) Appeal

An administrative decision affirming or amending a ~~c~~Citation may be appealed within ten (10) calendar days of the date the decision is issued. The request for appeal must include information detailing the basis for the appeal.

For all matters except those involving long-term suspension (more than 72 hours) or revocation of an Airport ID badge, the Director shall designate an Airport Commission employee to hear an appeal. The hearing officer will have no personal knowledge of the incident resulting in the citation and whose regular job duties are outside the chain of command of either the citing official or the reviewer.

The Chief Operating Officer shall be the hearing officer for any appeal involving long-term suspension (more than 72 hours) or permanent revocation of an Airport ID badge.

The hearing officer may request additional information from the appellant; appellant's failure to provide the stated information within the time specified by the reviewer will result in a decision based on the information available. The hearing officer may in the hearing officer's sole discretion invite both the appellant and the Airport Division issuing the citation to a hearing to state their respective positions and answer questions posed by the hearing officer; the hearing may be in person or in writing as directed by the hearing officer.

The hearing officer shall issue an administrative decision affirming, dismissing, or amending the citation. The hearing officer's decision shall be final on the date issued. The hearing officer shall issue a decision within sixty (60) days of the date of the receipt of the written appeal.

Payment of a fine following a final decision affirming or amending a ~~c~~itation shall be due within ten (10) calendar days of the date the decision is issued.

ATTACHMENT C

PROPOSED AMENDMENTS

Airport
Commission

City and
County of
San Francisco

London N. Breed
Mayor

Commissioners:

Malcolm Yeung
President

Jane Natoli
Vice President

Jose F. Almanza

Mark Buell

Ivar C. Satero
Director

Rules and Regulations

San Francisco International Airport

Adopted: November XX, 2024

Effective: January 1, 2025

Issued by: The Airport Commission
City and County of San Francisco

**AIRPORT COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

LONDON N. BREED
MAYOR

COMMISSIONERS

MALCOLM YEUNG
PRESIDENT

JANE NATOLI
VICE PRESIDENT

JOSE F. ALMANZA

MARK BUELL

FOREWORD

The statements contained in this document express the policy of the San Francisco Airport Commission, duly adopted as the Rules and Regulations, and are intended to ensure the safe, secure, and efficient operations of San Francisco International Airport.

These Rules and Regulations govern the general conduct of the public, tenants, employees, and commercial users of San Francisco International Airport as their activities relate to the use, possession, management, supervision, operation, and control of San Francisco International Airport by the City and County of San Francisco through its Airport Commission.

**IVAR C. SATERO
AIRPORT DIRECTOR**

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RULE 1.0

DEFINITIONS

Unless otherwise expressly stated and defined in a separate Rule and Regulation, the following terms in **bold** font shall for the purpose of these Rules and Regulations have the meaning indicated following the colon (:).

Aircraft: Any and all contrivances now known or hereafter designed, invented, or used for navigation of or flight in the air.

Airline Cargo Areas: Those areas where the primary activity is the loading, unloading, storage and overall processing of air freight and mail. The Air Cargo Area includes, but is not limited to, cargo buildings/hangars, loading docks, aircraft aprons, and auto parking.

Airline Maintenance Areas: Those areas where the primary activity is the routine maintenance and/or major overhaul of air carrier aircraft and engines, parts, accessories, ground support vehicles and other equipment. The Airline Maintenance Area includes, but is not limited to, maintenance hangars, aircraft aprons, and auto parking.

Airline Support Areas: Those areas where activities other than airline maintenance, cargo, and passenger processing that support overall airline operations are conducted. The Airline Support Area includes, but is not limited to, in-flight kitchens, catering, employee cafeterias, parking lots, offices, storage facilities, and training schools.

Air Operations Area (AOA): That portion of the Airport designated and used for aircraft movement including landing, taking off, or surface maneuvering of aircraft. The AOA includes the Movement Area and excludes the Secured Area.

Airport: All land and improvements located within the geographical boundaries of the San Francisco International Airport, San Mateo County, California, exclusive of the SFO U.S. Coast Guard Air Station. "Airport" may also be referred to as "SFO" or "SFIA".

Airport Airfield Areas: Those areas where the primary activity is the accommodation of aircraft operations. Aircraft operations include aircraft landing, taxiing, take-off, and passenger enplanement/deplanement at a gate. The Airfield Area includes, but is not limited to, the landing areas, runways, taxiways, ramps, aprons, adjacent infield areas, airfield lighting, navigational aids, secured service roads, and other facilities necessary for the support and maintenance of the airfield areas.

Airport ID Badge: Airport-issued identification providing the holder access to the SIDA and/or sterile, secure, or restricted areas of the Airport as designated by the Airport and as provided under federal law and these Rules and Regulations (see Rule 7). A person holding an Airport ID badge does so as a privilege and not as a right.

Airport Landside Areas: Those areas of the Airport that include, but are not limited to, on-Airport roadways, courtyards, bridges, parking lots, garages, and transportation systems. The primary activity in the Landside Area is the movement of goods, services and people, including transporting employees, passengers, meeters and greeters, and various business and service company personnel, from outside the Airport to all areas within the Airport.

Airport Operations Bulletin (AOB): A notice issued by the Airport concerning specific operational requirements for Airport tenants or contractors. AOBs have an issue date and an expiration date. The adoption of any amendment to these Rules and Regulations may incorporate all or any applicable portion of current AOBs into the Rules and Regulations. AOBs issued after the adoption date of the most recent amendment to the Rules and Regulations shall have the force and effect of a Rule and may be enforced as provided in Rule 14.

Airport Security Bulletin (ASB): A notice issued by the Airport concerning specific security requirements for Airport tenants or contractors. ASBs have an issue date and an expiration date. The adoption of any amendment to these Rules and Regulations may incorporate all or any applicable portion of current ASBs into the Rules and Regulations. ASBs issued after the adoption date of the most recent amendment to the Rules and Regulations shall have the force and effect of a Rule and may be enforced as provided in Rule 14.

Airport Security Program (ASP): The security program issued by the Director which contains procedures, measures, facilities and equipment designed to ensure Airport security both required and approved by the Transportation Security Administration.

Airport Support Areas: Areas where activities are conducted that serve both public as well as private interests in general support of the Airport's Operations and other functional areas. The Airport Support Area includes, but is not limited to, crash/fire rescue stations, utility facilities and distribution systems; storm and sewage drainage facilities; Airport administration, maintenance, engineering and police facilities; auto parking; bank and hotel facilities; commercial office buildings; educational facilities; fuel storage areas; State and Federal agency facilities (Coast Guard, FAA, FBI).

Airport Terminal Areas: Areas where the primary activity is the processing of airline passengers. Passengers processing includes baggage check-in, ticketing, aircraft enplaning and deplaning, inter-terminal/transportation center connections, food servicing, rental car transactions and all other normally associated services and amenities available for processing passengers. The Terminal Area includes, but is not limited to, terminal buildings, baggage facilities, boarding areas, parking lots/garages and transportation centers.

Airport Traffic Control Tower (ATCT): The Airport Traffic Control Tower, located between Terminal 1 and Terminal 2, governs and oversees all activity in the Movement Area including but not limited to the use of taxiways and runways. The ATCT is operated and controlled by the Federal Aviation Administration (FAA).

Apron: That portion of the Secured Area/AOA which accommodates aircraft for the purposes of parking, loading and unloading passengers or cargo, refueling, or maintenance. Same as Ramp (see Rule 1.36).

Architecture and Engineering Standards: The Airport Architecture and Engineering Standards is a document issued by the Director that sets forth the design and construction standards for most works of improvement on Airport property. The Architecture and Engineering Standards shall apply on a per project basis as determined in the sole discretion of the Airport. Where applicable, the Architecture and Engineering Standards shall function as a supplement to the Airport Building Regulations.

Building Regulations: The Airport Building Regulations set forth the building code requirements for all works of improvement on Airport property. The Building Regulations are adopted by the Airport Commission and incorporated by reference into these Rules and Regulations as Appendix F.

Bus: A motor vehicle with a seating capacity for 11 or more passengers, including the driver, which is used or maintained for the transportation of passengers. Buses exclusively powered by electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

City: The City and County of San Francisco.

Clear Zone: The area adjacent to the Secured Area/AOA perimeter fence measuring 10 feet on each side of the AOA fence line.

Commission: The Airport Commission of the City and County of San Francisco.

Contractor: Any contractor, subcontractor (at any tier), or vendor providing services or goods to, on, or about the Airport. Contractor includes any agent of contractor. The reference to a contractor shall be interpreted in the broadest sense and this definition shall not be used to narrow the applicability of these Rules and Regulations.

Courtesy Vehicle: Those vehicles which are used in the business operation of any hotel, motel, parking lot, restaurant or auto rental office solely to transport customers between points at San Francisco International Airport and such hotel, motel, parking lot, restaurant or automobile rental office located on or off Airport property. Courtesy vehicles exclusively powered by electricity, natural gas, or hydrogen gas approved by the Director shall be considered clean fuel vehicles.

Director: The Airport Director for the City and County of San Francisco or the Director's duly authorized representative or designee.

Environmental Law: Any federal, state, local, or administrative law, rule, regulation, order, or requirement relating to industrial hygiene, environmental conditions, or Hazardous Materials, whether now in effect or hereafter adopted, including but not limited to the Comprehensive Environmental Response, Compensation and Liability Act of 1980, as amended (42 U.S.C. Sections 9601, et seq.), the Resources Conservation and Recovery Act of 1976 (42 U.S.C. Section 9601, et seq.), the Clean Air Act (42 U.S.C. Section 7401, et seq.), the Clean Water Act (33 U.S.C. Section 1251, et seq.), the Safe Drinking Water Act (14 U.S.C. Section 401, et seq.), the Hazardous Materials Transportation Act (49 U.S.C. Section 1801, et seq.), the Toxic Substance Control Act (15 U.S.C. Section 2601, et seq.), the California Hazardous Waste Control Law (California Health and Safety Code Section 25100, et seq.), the Porter-Cologne Water Quality Control Act (California Water Code Section 13000, et seq.), and the Safe Drinking Water and Toxic Enforcement Act of 1986 (California Health and Safety Code Section 25249.5, et seq.).

Foreign Object Debris (FOD): Any material found on runways, taxiways, and aprons that can cause damage to aircraft.

Fuel Storage Area: Those portions of the Airport designated by the Airport Commission as areas in which gasoline or any other type of fuel may be stored, including, but not limited to gasoline tank farms and bulkheads, piers or wharves at which fuel is loaded.

Hazardous Materials: Any material that, because of its quantity, concentration, or physical or chemical characteristics, is deemed by any federal, state, or local governmental authority to pose a present or potential hazard to human health or safety or to the environment. "Hazardous Material" includes, without limitation, any material or substance defined as a "hazardous substance," "pollutant," or "contaminant"

pursuant to any Environmental Law; any asbestos and asbestos containing materials; and petroleum, including crude oil or any fraction thereof, natural gas or natural gas liquids.

Incursion: Any occurrence at the Airport involving the incorrect presence of an aircraft, vehicle or person on the protected area of a surface designated for the landing and take-off of aircraft.

Jet Blast: The jet engine exhaust or propeller wash from an aircraft.

Landing Area: Those portions of the Airport, including runways and taxiways, designated and made available for the landing, taking off, and taxiing of aircraft and shall include other areas between and adjacent to said runways and taxiways.

Limousine: A chauffeur-operated sedan (standard or extended length), sport utility vehicle (standard or extended length), or other Airport-approved vehicle available for charter, having a seating capacity of not less than four passengers nor more than nine passengers, including the driver, and which requires a Charter Party Permit from the State of California Public Utilities Commission. Limousines exclusively powered by electricity, hybrid-electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

Movement Area: That portion of the AOA used exclusively for the take-off, landing, and maneuvering of aircraft, comprised of runways, taxiways, and safety areas. Safety areas are the surfaces surrounding the runways and taxiways prepared or suitable for reducing the risk of damage to an airplane.

Operator on the Secured Area/Air Operations Area (AOA): Any person who is in actual physical control of an aircraft or a motor vehicle on the AOA.

Oversize Vehicle: Any vehicle exceeding the posted height and width limitations of the service road and underpasses.

Owner on the Secured Area/Air Operations Area (AOA): A person who or entity that holds the legal title to an aircraft or a motor vehicle on the AOA.

Passenger Boarding Bridge: An enclosed movable connector which extends from the Airport Terminal to an airplane enabling passengers to board and disembark.

Passenger Ramp Area: Those portions of the Airport designated for the ground level loading of passengers to and from aircraft.

Permit: A written authorization issued by the Director which authorizes specific activity or occupancy of space within the Airport.

Person: Any individual, firm, co-partnership, corporation, company, association, joint stock association, or political body, and includes any trustee, receiver, assignee, or representative thereof.

Police: The Airport Bureau of the San Francisco Police Department (SFPD or SFPD-AB).

Pre-Arranged Vehicle Service: Van Service provided in vans between the Airport and any destination requested in advance of the pickup by a passenger that lies within a carrier's authorized service area,

pursuant to a Passenger Stage Certificate issued by the State of California Public Utilities Commission and a Commercial Ground Transportation Operating Permit issued by the Director.

Ramp: That portion of the Secured Area/AOA which accommodates aircraft for the purposes of parking, loading and unloading passengers or cargo, refueling, or maintenance. See Apron (Refer to Rule 1.12).

Restricted Areas: The areas of the Airport to which entry or access by the general public is either limited or prohibited. All areas other than public areas are considered restricted. See also Security Identification Display Area (SIDA).

Roadway: That portion of a highway, street, or Vehicle Service Road (VSR) improved, designed, or ordinarily used for vehicular travel.

Scheduled Service: A ground transportation service which operates to established stops or drop off points adhering to an established schedule with valid operating authority from the State of California Public Utilities Commission.

Secured Area: Those portions of the Airport designated in the Airport Security Plan (ASP) to which access is restricted and controlled where aircraft operators enplane and deplane passengers and sort and load baggage.

Security Identification Display Area (SIDA): Each secured area designated by the Airport as requiring an Airport-issued identification badge (Airport ID badge), in conformance with 49 CFR Section 1542.205.

Service Road: The designated roadway network on the airfield side of the facility. That network includes both painted and unpainted traffic lanes around the passenger terminals, cargo facilities and maintenance areas.

Sterile Area: Those portions of the Airport's terminal complex between the entrances to aircraft and the TSA-controlled security checkpoints for the screening of persons and property.

Tailgating: The unauthorized process of two or more persons entering the Secured Area/AOA on the same card swipe. This is also known as "piggybacking."

Taxicab: A passenger-carrying vehicle of distinctive color or colors, of an appearance customary for taxicabs in the United States, operated at rates per mile or upon a waiting time basis or both, equipped with a taxi meter, and used for the transportation of passengers for hire over and upon the public streets and highways, not over a defined route but in accordance with and under the direction of the person hiring such vehicle as to the route and destination. Taxicabs exclusively powered by electricity, hybrid-electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

Tenant: Any lessee, sublessee, permittee, licensee, or other permitted occupant of land or premises within the boundaries of the Airport. Tenant includes any agent of tenant. The reference to a tenant shall be interpreted in the broadest sense and this definition shall not be used to narrow the applicability of these Rules and Regulations.

Tenant Construction: Any new construction, alteration, replacement, renovation, repairs, relocation or demolition by an Airport tenant or its contractor(s).

Tenant Improvement Guide (TIG): The Airport Tenant Improvement Guide is a document issued by the Director which sets forth the requirements for any Tenant Construction. The Airport may also, in its sole discretion and on a per project basis, issue additional requirements or parameters as provided in a supplemental Tenant Work Letter or similar documentation.

Terminal Building: All buildings and structures located within the Airport and open to the public for the purpose of flight ticket purchase, public lobby waiting, baggage check-in and those other services related to public air travel.

Transportation Network Company (TNC): Defined by the California Public Utilities Commission (CPUC) as “an organization, whether a corporation, partnership, sole proprietor, or other form, operating in California that provides prearranged transportation services for compensation using an online-enabled application (app) or platform to connect passengers with drivers using their personal vehicles.” In the event the definition is modified by the CPUC or by statute, all such modifications are incorporated here by reference without the need for further amendment of these Rules and Regulations.

Transportation Security Administration (TSA): The Federal agency created by the November 19, 2001 enactment of the Aviation Transportation and Security Act (ATSA) responsible for overall security of the nation’s transportation system.

Trip: Each time a permittee's vehicle passes in front of the Airport's terminal buildings, whether on the upper or lower roadway, except for those scheduled transit permittees who operate on an Airport-approved schedule. A trip for a scheduled transit permittee is defined as a scheduled arrival at/or departure from the Airport.

Van: A motor vehicle with a seating capacity for 10 or fewer passengers, including the driver, which is used or maintained for the transportation of passengers. Vans exclusively powered by electricity, natural gas, or hydrogen as approved by the Director shall be considered clean fuel vehicles.

Vehicle: Any automobile, truck, motorcycle, bicycle, and other wheeled conveyances in which any person or property can be transported upon land, except aircraft.

Vehicle Checkpoint: Any security checkpoint for vehicle entry onto the AOA.

Water Perimeter Security Zone (WPSZ): A zone that extends 200 yards seaward from the high tide mark of the shorelines surrounding the Airport. The security zone is identified by a buoy system deployed at prescribed geographical latitudes/longitudes.

RULE 2.0**VIOLATION, SEVERABILITY AND INTERPRETATION****2.1. ADMINISTRATIVE INTERPRETATION OF RULES**

In the event that any provision of these Rules and Regulations is deemed to be ambiguous and a determination as to the meaning of the provision is required, the matter shall be referred to the Director. The Director's determination as to the meaning of the provision shall be final and shall be deemed incorporated in these Rules and Regulations as though it were here fully set forth.

2.2. VIOLATION OF RULES

Any person who violates, disobeys, omits, neglects or refuses to comply with any of the provisions of these Rules and Regulations or any lawful order issued pursuant thereto may be denied use of the Airport by the Director and/or may be subject to an administrative fine or other penalty as provided under Rule 14. Any administrative fines imposed for violation of these Rules and Regulations shall be in addition to and not exclusive or preclusive of any other civil, legal, or administrative penalties available under federal, state, local, or administrative law or under any lease, permit, or contract.

2.3. SEVERABILITY

- (A) If any Rule, section, subsection, subdivision, paragraph, sentence, clause or phrase of these Rules and Regulations or any part thereof, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, or other competent agency, such decision shall not affect the validity or effectiveness of the remaining portions of these Rules and Regulations or any part thereof.

The Airport Commission hereby declares that it would have passed each rule, section, subsection, subdivision, paragraph, sentence, clause or phrase thereof, irrespective of the fact that any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses or phrases be declared unconstitutional or invalid or ineffective.

- (B) If the application of any provision or provisions of these Rules and Regulations to any lot, building, sign or other structure, or parcel of land is found to be invalid or ineffective in whole or in part by any court of competent jurisdiction, or other competent agency, the effect of such decision shall be limited to the property or situation immediately involved in the controversy, and the application of any such provision to other properties and situations shall not be affected.
- (C) This Section 2.3 shall apply to every portion of these Rules and Regulations as it has existed in the past, as it now exists and as it may exist in the future, including all modifications thereof and additions and amendments thereto.

RULE 3.0**GENERAL**

Written operating procedures issued by the Director shall be appended to these Rules and Regulations as addenda. Such addenda will be issued as Airport Operations Bulletins (AOB) and shall remain in effect until included in subsequent amendments to these Rules and Regulations or deleted at the direction of the Director.

3.1 APPLICABLE LAWS AND RULES

- (A) All applicable Federal and State laws and regulations and the laws and regulations of any other legal authority having jurisdiction, as now in effect or as they may from time to time be amended, are hereby incorporated as part of these Rules and Regulations as though set forth here in full. A violation of law on Airport property shall also be considered a violation of these Rules and Regulations. Any criminal or civil penalty resulting from a violation of law on Airport property shall neither exclude nor preclude enforcement of these Rules and Regulations, including but not limited to the imposition of administrative fines or the suspension or revocation of an Airport ID badge.
- (B) Permits issued by the Airport are the property of the Airport and are subject to revocation by the Director.

3.2 EMERGENCIES

- (A) When the Director determines that an emergency affecting the health, welfare and/or safety of persons and/or property exists at the Airport, the Director shall be empowered to take such action which, in the Director's discretion and judgment, is necessary or desirable to protect persons and property and to facilitate the operation of the Airport.
- (B) During such an emergency the Director may suspend these Rules and Regulations, or any part thereof, and the Director may issue such orders, rules and regulations as may be necessary.
- (C) The Director shall at all times have authority to take such reasonable action as may be necessary for the proper conduct and management of the Airport and the public.

3.3 GENERAL CONDUCT**(A) Activities Generally**

- (1) No tenant, tenant employee, or any other employee authorized to perform any function on the Airport, shall in any way assist any person to engage in any activity on the Airport which is not authorized by the Commission or Director.
- (2) Unacceptable behavior including, but not limited to, verbal or physical assaults, ignoring lawful and reasonable directions by authorized personnel, yelling, and/or profanity by such tenants, tenant employees or other authorized employees towards passengers, other Airport employees, or anyone at the Airport will not be tolerated. (ASB 24-01.)

(B) Advertisements

Except as may be allowed under Rule 13 of the Rules and Regulations, no person shall post, distribute, or display signs, advertisements, circulars, printed or written matter at the Airport, without the express written consent of the Director and in such manner as the Director may prescribe.

(C) Bicycles and Other Devices**(1) Secured Area/Air Operations Area**

Bicycles, skateboards, hoverboards, rollerblades/skates, scooters, rideable luggage, and/or other personal transportation devices, shall not be operated on the Secured Area/Air Operations Area (AOA) outside a tenant's leasehold area unless authorized by the Director. Permitted operators must comply with all Airport vehicle and traffic rules. Bicycles and other devices must have operational headlights and taillights during night or during periods of limited visibility. The vehicle service roads, vehicle checkpoints, and ramps areas are all part of the AOA.

(2) Public Areas

Bicycles, skateboards, hoverboards, rollerblades/skates, scooters, rideable luggage, and/or other personal transportation devices, excluding those necessary for medical purposes, are prohibited from operating on any Airport inbound or outbound roadway, terminal roadways, sidewalks, or within terminal buildings except as explicitly permitted by the Director. All bicyclists must comply with applicable California Vehicle Code Laws.

Bicycles must be parked in designated Airport bicycle racks in compliance with posted signage. Bicycles and/or locks left unattended for more than 30 days may be subject to confiscation. Dockless bicycles, scooters, or other personal transportation devices must be left within five feet of Airport bicycle racks or other designated locations and may not obstruct pedestrian or vehicle circulation. Dockless transportation devices left unattended, more than five feet from a bicycle rack, or obstructing pedestrian or vehicle circulation, shall be subject to immediate confiscation.

Entities supplying dockless transportation devices to the public may not use Airport property as a designated pick-up or drop-off location without the express written permission of the Director.

The Airport is not responsible for the loss, theft, or damage of any personal transportation device on Airport property.

This Rule 3.3(C)(2) does not apply to the use of bicycles, Segways, or other transportation devices used by on-duty law enforcement personnel.

(3) Leaseholds

Within tenant leaseholds, bicycles or other personal transportation devices may be parked anywhere that does not negatively impact the flow of pedestrian or vehicular

traffic, negatively impact adjoining property owners or leaseholds, or cause damage to Airport landscaping or infrastructure. Airport tenants may set their own policies for parking such devices within their leasehold area.

(D) Commercial Activities

No person shall enter or remain on Airport property and buy, sell, peddle or offer for sale or purchase any goods, merchandise, property or services of any kind whatsoever, to, on, or from Airport property, without the express written consent of the Director or the Director's duly authorized representative.

No person shall operate or promote a business on Airport property or through the Airport's wireless internet system, without first obtaining a valid permit, lease, or other written permission granted by the Director (see also Rule 9).

(E) Commercial Photography

No person, except representatives of the news media on duty or during official assignments, shall take still, motion, television, or sound pictures for commercial purposes on the Airport without the express written consent of the Director.

(F) Communications

The Airport has made available to its tenants and contractors access to a web-based information program known as PASSUR. The program is available to all Airport users and provides comprehensive information regarding the current and anticipated status of Airport operations and supporting infrastructure. All airlines must provide the Director with at least one valid email address capable of accepting critical Airport PASSUR notifications and alerts.

(G) Damage to Airport Property

No person shall destroy or cause to be destroyed, injure, damage, deface, or disturb in any way, property of any nature located on the Airport, nor willfully abandon any personal property on the Airport. Any person causing or responsible for such injury, destruction, damage or disturbance shall report such damage to the Police, remain at the incident location, and upon demand by the Director, shall reimburse the Airport for the full amount of the damage. If the damage occurs on the Air Operations Area (AOA), contact the Airport Communications Center at 911.

Any person causing or failing to report and/or reimburse the Airport for injury, destruction, damage, or disturbance of Airport property, may be refused the use of any facility and may lose all security badge and access privileges at the discretion of the Director, until and unless a report and/or full reimbursement has been made.

(H) Dogs and Other Animals

No person shall enter a terminal building with any animal, except certified service animals, unless the animal is properly confined or ready for shipment. Animals, except certified service animals, are prohibited in other public areas of the Airport unless properly on a leash or otherwise restrained in such manner as to be under control.

(I) Emergency Procedures

Emergencies shall be reported immediately to Airport Communications by dialing 911 from a courtesy or cell phone.

All airline tenants must develop and maintain written procedures to be used in the event of a bombing and/or bomb threat, natural disaster, hijacking or other emergency and train their personnel in the implementation of those procedures. Airline tenants must annually provide the Director with their emergency procedures and these procedures must interface with procedures established by the Commission.

(J) Golf Carts

The use of golf carts anywhere in the Airport terminals, including the passenger boarding areas, is strictly prohibited, except for limited use by Airport staff.

(K) Hours of Operation

The Airport's regular hours of operation are 6:00am-10:00pm. During the hours of 10:00pm-6:00am, only ticketed passengers, persons engaged in transporting ticketed passengers, and persons holding an Airport ID badge may use Airport facilities.

(L) Litter and Refuse

No person shall place, discharge, or deposit in any manner, food waste and other compostable materials, recyclable materials, landfill waste/trash, or other refuse anywhere on the Airport, except in Airport-approved receptacles and other such places designated by the Director. Tenant may not place or leave or permit to be placed or left in or upon any part of the common areas or areas adjacent to its demised premises any garbage, debris, or refuse. All litter and refuse must be covered when transported in vehicles, and all receptacles for said materials must have covers. Stored or transported litter or refuse must be in tied plastic bags. Trash bags shall not be left unattended on jet bridges, outside garbage receptacles, or any portion of the ramp surface.

(M) Lost and Found Articles

Any person finding lost articles shall submit them to the Police or an Information Booth attendant. Any lost articles abandoned within the passenger security checkpoints will be turned over to the Transportation Security Administration personnel.

(N) Nondiscrimination Policy

- (1)** It is the policy of the Airport Commission that all individuals employed on Airport property, including Airport Commission employees, other City employees, and the employees of tenants or contractors are entitled to work without being subjected to discrimination and harassment.
- (2)** It is also the policy of the Airport Commission that no tenant or contractor shall discriminate or harass any person employed at SFO or seeking the customer services of tenants or contractors on the basis of the person's actual or perceived race, color, creed,

religion, national origin, ancestry, age, sex, sexual orientation, gender identity, domestic partner status, marital status, disability or AIDS/HIV status, weight, height or residence/business location.

- (3) Upon the receipt of a complaint that this nondiscrimination policy has been violated, the Director shall immediately and thoroughly investigate the complaint.
- (4) Should the Director find that a tenant or contractor has violated this policy, the Director may take appropriate corrective action, including but not limited to, imposing a requirement that the tenant or contractor provide diversity, disability access, and cultural sensitivity training to its Airport based employees.

The required training shall take place within a time frame designated by the Director. The tenant or contractor shall be responsible for all costs associated with the training. Tenant or contractor shall choose a trainer from a list provided by the Airport.

- (5) All organizations employing individuals at the Airport, including tenants or contractors, are urged to provide their employees with annual workplace diversity, disability access, and cultural sensitivity training, which the Director may also require at the Director's discretion. Any training sponsored or directed by the Airport shall be in addition to, and not a replacement for, any other training as required by local, state or federal law.
- (6) The Airport Commission shall provide reasonable levels of technical assistance to those organizations requiring support to develop workplace diversity and cultural sensitivity training.
- (7) Title VI-Specific Procedures.
 - (a) All organizations employing individuals at the Airport, including tenants and contractors, that receive a complaint from any person at the Airport who believes they have been subjected to discrimination based on their race, color, national origin, sex, creed, or age must report the complaint to the Airport's Office of Diversity, Equity, and Inclusion (DEI).
 - (b) All organizations employing individuals at the Airport, including tenants and contractors, are required to enroll the company's personnel trainer, Human Resources representative, or other designated officer at the Airport DEI Office's "Title VI of the Civil Rights Act of 1964 Training" and are responsible for sharing compliance information with current and new employees and contractors.

(AOB 24-03.)

(O) On-Demand Mobile Fueling Prohibited

On-Demand mobile fueling operations on Airport property (as referenced in California Fire Code Section 5707) are strictly prohibited. No business may engage in fueling activities in the absence of a permit issued by the Airport. This prohibition is intended to be broadly construed and applied

to on-demand fueling of vehicles in Airport garages, parking lots, holding lots, or on roadways. This prohibition does not apply to approved service vehicles and aircraft operating in the Air Operations Area (AOA). (AOB 20-01)

(P) Passenger Elevators, Moving Walkways and Escalators

Passenger elevators, moving walkways and escalators shall be restricted to passenger use only. Cargo shall be confined to freight elevators.

Tenants, contractors, and employees are prohibited from using carts for transporting goods or supplies on escalators and moving walkways. Elevators, rather than escalators, shall be used for the movement of hand trucks and similar equipment. Cart and hand trucks are prohibited from being used on escalators and moving walkways.

(Q) Pedestrian Safety

- (1) No pedestrian shall traverse the aircraft apron area between boarding areas, enter the AOA via vehicle checkpoints, or walk along vehicle service roads.
- (2) No pedestrian may traverse a roadway between terminal buildings and parking garages except in designated crosswalks, pedestrian crossover bridges, or pedestrian tunnels.
- (3) Except when proceeding in a crosswalk, no pedestrian may intentionally stop or delay traffic on any Airport roadway.

(R) Restricted Areas

No person shall enter any restricted area posted by the Director as closed to the public, except persons assigned to duty therein or authorized by the Director, and who are in possession of a proper permit and an Airport ID badge.

(S) Signs

No person shall install a sign on Airport property exposed to public view without prior written approval from the Director. Hand lettered, photocopied or paper signs are strictly prohibited. Tenant or contractor sign installations shall conform to the requirements of the San Francisco International Airport Tenant Improvement Guide (TIG).

(T) SmarteCartes

SmarteCartes are an amenity for Airport passengers only. They are not for use by employees, tenants, or contractors to haul items such as trash, odd size bags, maintenance items, *etc.*, nor are they to be held or stored in employee or tenant leasehold areas for any reason. Use of SmarteCartes on the AOA is strictly prohibited due to safety concerns.

(U) Smoking

- (1) Secured Area/Air Operations Area

No person shall smoke or carry lighted or unlighted cigars, cigarettes, electronic cigarettes, pipes, matches or any naked flame in or upon the Secured Area/Air Operations Area nor any open deck, gallery or balcony contiguous to or overlooking the Secured Area/Air Operations Area.

(2) Places of Employment

Smoking, and use of electronic cigarettes, is prohibited in enclosed places of employment.

(3) Prohibition of Smoking in Public Areas of Airport

- (a) Smoking, and use of electronic cigarettes, is prohibited in all public areas of San Francisco International Airport terminal buildings.
- (b) The public areas of San Francisco International Airport terminal buildings include all enclosed areas of the buildings to which members of the general public have access. Such areas include, by way of example only, terminal lobbies, baggage claim areas, restaurants, restrooms open to the public, stairways, hallways, escalators, moving walkways, elevators, and observation decks.
- (c) Smoking, and use of electronic cigarettes, is prohibited in public curbside areas outside of and adjacent to Airport terminal buildings except in specifically designated areas.
- (d) Designated smoking areas are located outside terminal buildings at the departure and arrival levels and at a minimum of 20' from the building entrances.
- (e) Smoking, and use of electronic cigarettes, is prohibited in the Airport's designated ground transportation zones at the terminals, Rental Car Center, and Long Term Parking Garage, and at the ground transportation staging lots, including the taxicab staging lots, except in specifically designated areas.

(V) Use of Airport Property, Equipment and Systems

For Airport-owned property, equipment, and systems, the Airport reserves the right to require that individuals receive training prior to use of such property, equipment and systems.

(W) Weather Action Plan/Tenant All-Weather Program

All Airport tenants who conduct outside operations must develop and maintain a weather action plan. The plan must provide requirements, constraints, and process to reduce weather-related risk to workers, passengers, and facilities.

The plan should address a broad spectrum of weather-related events, including flooding, tornadoes, thunderstorms, typhoons, high winds, tropical storms, extreme temperatures, and air quality with the following core elements:

- Written plan that is well communicated to employees through awareness training and access to program details.

- Notification system to receive and disseminate weather-related information, which may be through a contract weather service.
- Identification of weather-related threats and dissemination of weather watch, warning, or stage alerts to employees to ensure proper response.
- Employer and employee requirements, including ownership of program document for amendment and provide control measures.
- Regulatory compliance.
- Evacuation / communication procedures in the event of an extreme weather event, aligned with emergency evacuation plan requirements as specified in Rule 3.3(l) of these Rules and Regulations.

Employers should conduct weather threat reviews to identify hazards associated with their operations. This threat analysis is the building block for program requirements and constraints.

All weather plan requirements should outline activities based on elements such as storm direction, speed, intensity, temperature, wind levels, water levels, lightening activity, and air quality. Those weather factors along with identified threats may indicate requirements for activities such as securing aircraft, equipment, and facilities. Response requirements should also indicate activities that should be curtailed during specific weather events, including but not limited to high lift work, fueling, movement and general ramp work. Planned activities or the curtailment of activities must be aligned with state and federal regulatory requirements, as well as these Rules and Regulations.

Where applicable, plan requirements should address passenger safety. This may involve controlling passenger movement including boarding and debarking activity, holding passengers in gate areas and interaction with flight crews.

(X) Wildlife Management

No person shall feed, approach, disturb, frighten, hunt, trap, capture, wound, kill or disturb the habitat of any wild bird, mammal, reptile, fish, amphibian or invertebrate anywhere on Airport property. Furthermore, no person shall create an attractant for rodents or other wildlife by leaving food or debris in any open and exposed area. It is the responsibility of the tenant to maintain its leasehold areas in a manner that does not promote wildlife hazards. This prohibition shall not apply to the following:

- (1) Action taken by public officials or their employees and agents, within the scope of their authorized duties, to protect the public health and safety.
- (2) The taking of fish as permitted by State Fish and Game Regulations.
- (3) The capturing and/or taking of wildlife for scientific research purposes when done with written permission from the Director.

3.4 AIRPORT CONSTRUCTION AND OBSTRUCTION CONTROL

(A) No person shall:

- (1) erect, construct, modify or in any manner alter any structure, sign, post or pole of any type;

- (2) alter or in any way change color, design or decor of existing Airport improvements;
- (3) operate, park, or store any equipment, vehicles, supplies or materials;
- (4) create any mounds of earth or debris;
- (5) cause or create any physical object on land or water that penetrates the operational air space;
- (6) conduct any work on Airport premises without first obtaining a building permit from Building Inspection and Code Enforcement (BICE) of the Airport Planning, Design & Construction Division and without strict compliance and adherence to the safety specifications and directions of the Director.

Any owner or authorized agent who intends to construct, enlarge, alter, repair, move, demolish, or change the occupancy of a building or structure, or to erect, install, enlarge, alter, repair, remove, convert or replace any electrical, gas, mechanical or plumbing system, the installation of which is regulated by these Rules and Regulations, or to cause any such work to be done, shall first make application to the building official and obtain the required permit.

- (B) All tenant construction must conform to the requirements as contained in the latest edition of the San Francisco International Airport Tenant Improvement Guide (TIG) and as may be outlined in a Tenant Work Letter, if any, and the requirements of Rule 12.3.

3.5 PASSENGER TERMINAL REGULATIONS

(A) Berman Reflection Room

The Berman Reflection Room, located in the International Terminal Building, will be open to passengers and employees during its operating hours. The purpose of the Berman Reflection Room is to provide an area for Airport passengers and employees to engage in quiet, reflective and meditative activities.

- (1) The Berman Reflection Room is a security sensitive area. Accordingly, activity in the Berman Reflection Room is restricted to employees, passengers, or individuals with authorization from the Director.
- (2) Users of the Berman Reflection Room are required to comply with all provisions of these Rules and Regulations and posted signs within the facility. Any violation of regulations or posted signs may result in displacement and restriction from further use. Further, users of the Berman Reflection Room shall comply with the following provisions:
 - (a) No individual shall use the Berman Reflection Room for lodging or sleeping purposes.
 - (b) No individual shall solicit participants on Airport property for Berman Reflection Room gatherings.
 - (c) No individual shall display or distribute obscene material.

- (d) Individuals shall exercise care to maintain the areas in use in a safe and appropriate condition.
- (e) Individuals shall conduct their activities on the Airport premises at their own risk and shall exercise all reasonable diligence and precaution to avoid damage to property or injury to persons.
- (f) Individuals must receive prior approval and written authorization from the Director for the use of incense, candles, or other incendiary devices.
- (g) Food and/or beverages are not permitted in the Berman Reflection Room unless approved in writing by the Director.
- (h) The Director may immediately suspend use of the Berman Reflection Room upon the occurrence of any emergency affecting the safety of persons or property in the terminal buildings or when required in the implementation of security procedures.
- (i) The Director reserves the right at all times herein to impose such other reasonable conditions as may be necessary to avoid injury to persons or damage to property or to assure the safe and orderly use of the Airport facilities by the air-traveling public.
- (j) Groups wishing to use the Berman Reflection Room may apply for a permit through the Economic and Community Development Office at Community@flsfo.com or (650) 821-5242.

(B) Employee Seating and Break Areas

Seating in the ticket counter lobby and boarding areas is specifically provided for the comfort and convenience of Airport passengers while traveling through SFO. Passengers have priority to the limited seating. Employees are required to use company-provided break facilities and other approved non-public areas for employee seating. Employees may use public food courts only when patronizing businesses in those areas. No sleeping or loud noise is permitted in any public area of the Airport. Employees found lounging or sleeping in the Airport ticket lobby, boarding areas, or other public seating areas will be directed to relocate to company break rooms or the Airport employee and seating break area or the employee cafeteria. (AOB 22-02)

(C) Porter Service - Tenant Compliance

Any regularly scheduled passenger airline at San Francisco International Airport shall provide porter services for the passenger's convenience. Such services shall be available not less than one hour prior to departure at curbside on the departure (upper) level of the Airport for all domestic flights.

Porter Service in the International Terminal must be provided on a continual basis by the current International Terminal airline service contractor.

Additionally, airlines shall ensure that continuous porter service is available in the baggage claim areas at the arrival (lower) level of the terminal facilities in conjunction with the delivery of baggage from all arriving flights until the baggage claim area is clear.

(D) Public Seating

The placement of Airport-owned public seating is determined by the Airport. No person shall move any Airport-owned public seating except for cleaning or maintenance purposes. Violators may be fined under Rule 14 of these Rules and Regulations.

(E) Quiet Terminals Policy

The purpose of the Airport Quiet Terminals Policy is to provide a tranquil environment for passengers as they make their way through the terminals. Loud music or other amplified sound from leasehold areas competes with public announcements and contributes to the stress of travel.

- (1)** Tenants shall not amplify sound outside of their demised premises. Sound amplifying devices shall be directed only within the premises at a volume low enough for patrons to hear public announcements from within the premises. Music or other sound shall not be broadcast for the purpose of attracting foot traffic. Lyrics shall be free of profanity and other offensive content. The playing of music is prohibited in the following locations: at the podiums, ticket counters, and seating areas adjacent to gates; at the ticket counters in the pre-screening area of the Airport; in the baggage areas of the arrivals level. (AOB 19-09)
- (2)** Except in an emergency situation or when safety, security, or health considerations will be impacted, employees may not use mobile devices, including smart phones and tablets, in "speaker mode" in any public area of the Airport, including but not limited to: gate lounges, terminal lobbies, food courts, and seating areas pre- and post-security; AirTrain, passenger pick-up and drop-off areas, Rental Car Center, and Grand Hyatt public areas; or any public area where passengers congregate. Such devices should display visual media appropriate only for public areas (e.g., no profane or offensive content). (AOB 21-10)

(F) Stanchions

All airlines shall use passenger control stanchions to control lines. Stanchions shall be located within the space directly in front of the airline counter leasehold or as permitted by the Director. Stanchions and signs used in the Domestic Terminals shall be placed so as to maintain a minimum of 12-feet for a public passage corridor between the narrowest terminal building point and the stanchion farthest out from the counter. Stanchions and signs used in the International Terminal shall also be placed so as to maintain a minimum of 12 feet of public passage between any stanchion and/or sign and any adjacent structure or fixture. The single exception to the foregoing is the required clearance between stanchion arrangements at facing check-in counters on Level 3 (e.g., stanchions used for Aisle's 2 and 3, 4 and 5, etc.). These stanchions shall be placed so as to maintain a minimum of 30 feet of public passage between stanchion arrangements for adjacent check-in aisles, such clear space to be maintained through the center of the passageway between adjacent Aisles, with 150 feet of clear space on each side of the center line as defined by a prominent line embedded in the floor finish.

The number of stanchions shall be determined by the peak passenger volume or level of activity for the applicable period. Airlines shall relocate their stanchions at the end of their operating day and place them against the face of their counter to facilitate cleaning activities. This also applies

to stanchions that may be used to control passenger lines associated with the security checkpoints. Post mounted and floor mounted signs are permitted within approved stanchion areas consistent with the following guidelines regarding content, size and production quality:

- (1) Passenger processing information as it relates to security or to designate separate queuing lines.
- (2) Bag size or weight limitation signage.
- (3) Enter/exit signs.
- (4) Airline identification signs or class of onboard service signs.
- (5) Floor sign size shall not exceed 28”w x 96”h and shall be produced in a professional manner conforming to terminal graphic and color standards.
- (6) Hand lettered, photocopied or paper signs are strictly prohibited.
- (7) The Director or the Director’s representative reserves the right to disapprove and require removal of any signs not conforming to approved guidelines.
- (8) Advertising content and slogans shall not be included in the signage permitted above.

(G) Wheelchairs and Priority Disabled Seating and Wheelchair Waiting Areas

(1) Wheelchair Service Performance Standards

Airlines and their contracted wheelchair service providers must provide safe, timely, and courteous service to passengers in conformance with the following standards:

- (a) Wheelchair attendants must be professionally attired.
- (b) Wheelchair attendants must have the physical ability to:
 - Lift/carry pieces of luggage weighing up to 70 pounds;
 - Push a wheelchair with a customer weighing up to 200 pounds, up and down inclines of up to 2.86 degrees (5%), into and out of elevators and throughout the areas where service is offered;
 - Communicate clearly in English;
 - Maintain a pleasant demeanor and remain professional at all times; and
 - Provide wheelchair to the passenger where the passenger is situated; a passenger shall not be required to self-ambulate to a wheelchair dispatch location or any other location.
- (c) Passengers who pre-arrange wheelchair services shall be provided with a wheelchair upon arrival at the Airport, but in no event shall a passenger be required to wait more than ten (10) minutes for a wheelchair and an assigned attendant.
- (d) Passengers who request a wheelchair upon arrival at the Airport, whether on an incoming or departing flight, shall be provided with a wheelchair as soon as possible,

but in no event shall a passenger be required to wait more than twenty (20) minutes for a wheelchair and an assigned attendant.

- (e) The solicitation of tips by a wheelchair attendant or a service provider is strictly prohibited.

(2) Equipment

All wheelchairs and related equipment used to provide this service must:

- (a) conform to the requirements of the Americans with Disabilities Act (ADA);
- (b) meet the current industry standards, which include: maneuverable arm rests; accommodation of personal items; and “nesting” capability for storage, except for International Terminal Gates A1-15 and G1-14, where standard collapsible type wheelchairs will be allowed for use in the loading bridges for passenger enplaning and deplaning only when necessary; and
- (c) be well maintained free from tears and frays or replaced, as necessary.

All airlines, domestic and international, and their contracted wheelchair service providers who violate this rule may be required to secure additional wheelchairs and/or attendants at the expense of the airline involved.

(3) Priority Disabled Seating and Wheelchair Waiting Areas

Priority Disabled Seating and Wheelchair Waiting Areas are available in each of the terminal lobbies and Boarding Areas as indicated by signage. Due to limited seating areas and congestion in the lobbies, these areas are designated for temporary seating for our passengers with disabilities while wheelchair assistance is being coordinated. These areas are being provided for their convenience and as a customer service enhancement for our passengers. Service providers are prohibited from pre-staging or waiting in these areas.

Each airline is responsible for coordinating the appropriate and timely service for their passengers in need of a wheelchair to avoid lengthy waiting periods.

3.6 BAGGAGE HANDLING SYSTEM

The Airport’s Baggage Handling Systems are an integral part of Airport and Airline operations. Properly tagged luggage that is correctly loaded onto conveyors (proper baggage hygiene) ensures that baggage moves efficiently from baggage check locations through security screening/inspection areas, and out to make-up carousels. Improper baggage tagging and placement creates bag jams and system outages, ultimately resulting in flight delays.

All employees of the Airport Commission, the airlines and airline contractors who are directly involved in baggage handling shall comply with the Airport’s Baggage Hygiene Policy set forth in Appendix A to these Rules and Regulations.

3.7 AIRPORT-OWNED EQUIPMENT MAINTENANCE

The Airport owns Passenger Boarding Bridges, Baggage Handling Systems, and other equipment and systems at the Airport, much of which is leased to airline tenants. Airline tenants shall maintain Airport-owned equipment in accordance with schedules, record-keeping, reporting, and quality standards established by the Airport and agreed-upon with the tenant, as follows:

(A) Maintenance Plan

- (1) A tenant airline shall have a maintenance plan approved by the Airport for the airline to perform maintenance of Airport-owned equipment. The airline maintenance plan shall detail how the airline will maintain the Airport-owned equipment in a continually safe, operable, and optimum condition for the term of the lease. The plan shall at a minimum include a schedule for the preventative and regular maintenance and service-readiness for minor repairs.
- (2) The airline shall submit a proposed plan to the Airport no fewer than 15 days prior to airline use of Airport-owned equipment. The airline shall receive Airport approval prior to performing any maintenance of any Airport-owned equipment.

(B) Parts and Equipment

- (1) Airline shall maintain an inventory of spare parts, equipment, and consumables at the level sufficient to maintain the Airport-owned equipment.
- (2) Only Original Equipment Manufacturer (OEM) approved or recommended parts, equipment, and consumables shall be used, unless an exception is granted for functionally equivalent items upon written request to the Airport.

(C) Performance Monitoring and Reports

- (1) Restoration of equipment and systems shall be the Airline's priority and shall be accomplished in accordance with maintenance plan and the OEM maintenance manuals
- (2) The Airline shall submit the required reports agreed upon in the maintenance plans.

Failure by the tenant airline to submit a plan as provided in this Rule 3.7 or comply with the agreed-upon equipment maintenance and operating requirements shall result in fines assessed for each month or any part of a month beyond such period as provided in Rule 14 of these Rules and Regulations.

RULE 4.0

OPERATION OF MOTOR VEHICLES

This Rule applies to the operation of all motor vehicles driven by or on behalf of all individuals and entities conducting business on Airport premises, including but not limited to: rental car agencies, airlines and their subcontractors, Airport tenants and permittees, Airport contractors and subcontractors, and all businesses engaged in commercial transportation. Rules 4.1-4.6 also apply to members of the public through Chapter 7.72 of the San Mateo County Code of Ordinances.

The Director may at any time change, alter, expand, or limit access to Airport roadways, parking zones, and designated pick-up, drop-off, and staging areas necessary to accommodate renovation, construction, and other structural improvements and/or modifications to Airport property.

4.1 TRAFFIC AND PARKING SIGNS, DIRECTIONS AND SIGNALS

- (A)** Motor vehicles shall be operated upon the Airport in strict accordance with the rules herein prescribed for the control of such vehicles and the California Vehicle Code, except in cases of emergency involving the protection of life and/or property. All vehicles operated on Airport roadways must at all times comply with any lawful order, signal or direction by authorized personnel. When roadway traffic is controlled by signs or by mechanical or electrical signals, such signs or signals shall be obeyed unless directed otherwise by authorized personnel. Similarly, when movement in any parking facility, holding lot or other location is controlled by signs or by mechanical or electrical signals, such signs or signals shall be obeyed unless directed otherwise by authorized personnel.
- (B)** The Director is authorized to place and maintain such traffic signs, signals, pavement markings, and other traffic control devices upon Airport roadways, parking facilities and other Airport property as required to indicate and carry out the provisions of these Rules and Regulations and of the California Vehicle Code to guide and control traffic.
- (C)** Vehicles on Airport property, including roadways, garages, parking lots, or other authorized areas for public, private, or employee use shall be operated in strict compliance with all requirements, including posted signs and pavement and/or curb markings prescribed by the Airport Commission.

4.2 RESERVED, POSTED OR RESTRICTED PARKING AREA

- (A)** The Director is authorized to reserve all or any part of parking lots or terminal courtyards or other areas not under lease or permit for the sole use of vehicles of the City and County of San Francisco, its officers or employees, tenants, or for such visitors to the Airport as the Airport may designate, and to indicate such restrictions by appropriate markings and/or signs; designate a parking time limit on any portion of said lots and courtyards; designate any portion of said lots and courtyards as a passenger loading zone or a freight loading zone; designate any portion of said lots and courtyards as a No Stopping, No Waiting or No Parking area; designate where and how vehicles shall be parked by means of parking space markers; and designate direction of travel and indicate same by means of appropriate signs and/or markings.

- (B) When appropriate signs and/or markings have been installed, no person may park or drive a vehicle on any portion of such lots or courtyards reserved for the exclusive use of any vehicle unless authorized by the Director.
- (C) Working news media representatives must comply with Airport "Media Procedures" found at <https://www.flysfo.com/media/media-procedures>. Unless otherwise provided for in the Media Procedures, working news media representatives may park their vehicles in designated press parking areas for a period not to exceed two hours while on assignment at the Airport.
- (D) Vehicles subject to Rule 4.1(C) shall be operated in strict compliance with all requirements, including posted signs and pavement and/or curb markings prescribed by the Airport Commission.
- (E) Vehicles displaying either a distinguishing license plate or a placard issued pursuant to Section 22511.5 or Section 9105 of the California Vehicle Code may park in designated handicapped/disabled parking sections for such periods as indicated by appropriate signs and/or markings.
- (F) Electric Vehicle Plug-In Charging Stations may be located in parking lots, terminal courtyards, garages or other parking areas to provide electric charging for plug-in electric and plug-in electric hybrid vehicles. No vehicle shall stop, wait, or park within the plug-in electric vehicle stalls unless the vehicles are equipped to use the designated plug-in electric charging stations. All other vehicles will be cited pursuant to Rule 14.

4.3 AUTHORIZATION TO MOVE VEHICLES

The Director may remove, or cause to be removed at the owner's expense from any restricted or reserved area, any roadway or right-of-way, or any other area on the Airport any vehicle which is disabled, abandoned, or illegally or improperly parked, or which creates an operations problem. Any such vehicle may be removed to the official vehicle impound areas designated by the Director. Any vehicle impounded shall be released to the owner or operator thereof upon proper identification of the person claiming such vehicle and upon payment of the towing charge currently in effect and the accrued parking fees thereon. The Airport Commission shall not be liable for damage to any vehicle or loss of personal property which might result from the act of removal.

4.4 USE OF ROADS AND WALKS

- (A) No person shall operate any vehicle on the Airport other than on the roads or places authorized by the Director for use by that particular type of vehicle.
- (B) No person shall use Airport roads, crosswalks, or walkways in a manner that hinders or obstructs proper use.

4.5 PARKING AND STOPPING OF VEHICLES

- (A) No vehicle shall be parked or stopped on any Airport roadway except in the manner and at a location authorized for stopping, standing or parking as indicated by posted traffic signs and/or painted curb markings, or in a parking facility designated for public or employee use. Double parking on Airports roadways is strictly prohibited.

- (B)** No vehicle shall block or obstruct vehicular movement on any Airport roadway, ramp, or parking facility, including areas designated as staging areas for commercial vehicles.

4.6 TERMINAL CURB MARKINGS

All vehicle operators on terminal roadways shall comply with curb markings, signage, and directions from traffic control personnel to maintain a safe, secure, and efficient use of the limited curb space in front of terminals.

Vehicles using Airport terminal roadways may stop only for the pick-up/drop-off of passengers or other permitted commercial operations, only at marked curbs, and only in the color zone designated for that type of vehicle, as provided in this Rule 4.6 or as directed on roadway signage or by traffic control personnel. Vehicles must be attended at all times. Waiting along a terminal curb for passengers or baggage is prohibited. Commercial vehicle operators must additionally at all times comply with the Airport Permit and any notice or direction issued by the Airport to the Permit holder.

Unless specifically excepted by the Director, any vehicle which violates this Rule 4.6 may be cited and towed immediately, at the owner's expense.

The curb color zones are generally designated as follows:

Red Zone:	Hotel Courtesy Shuttles and SamTrans Buses.
Yellow Zone:	Delivery Vehicles and Limousines.
White Zone:	Private Vehicles, Permitted Commercial Ground Transportation Vehicles as posted, and Car Rental Shuttles providing services for disabled passengers only.
Red and Yellow Zone:	Taxicabs.
Green and White Zone:	Airporters, Crew Shuttles, Charter Buses, and Pre-Arranged Vehicles.
Blue and White Zone:	Employee Shuttles, SFO Parking Shuttles, and Off-Airport Parking Shuttles.
Blue and Red Zone:	Hotel Courtesy Shuttles and Off-Airport Parking Shuttles.
Blue and Green Zone:	TNC Vehicles.

4.7 COMMERCIAL GROUND TRANSPORTATION OPERATIONS

All commercial ground transportation operators ("GTOs"), whether an individual or business entity of any type whatsoever, providing transportation services to, on, or from Airport property including, but not limited to, those operators who use Airport roadways as part of a business conducted for monetary consideration, shall comply with this Rule 4.7. Violation of this Rule may result in an admonishment and/or citation under Rule 14 of these Rules and Regulations, in addition to any other fines, charges, or penalties assessed under applicable law or permit, including permit suspension or revocation.

(A) General Requirements

(1) Modes Requiring CPUC and Airport Permits

The following GTOs operating on the Airport's roadways shall have a valid certificate or permit issued by the California Public Utilities Commission ("CPUC") and an Airport-issued operating permit:

- (a) Charter buses
- (b) Courtesy shuttles (including but not limited to crew, rental car, parking, and hotel shuttles)
- (c) Limousines
- (d) Pre-Arranged Vehicles
- (e) Scheduled transportation operators, unless excluded in A.3, below
- (f) Transportation Network Companies ("TNCs")

(2) Taxicab Permitting Requirements

Every taxicab operating on Airport premises must be licensed either by the San Francisco Municipal Transportation Agency ("SFMTA") or another local public entity. Consistent with San Francisco Transportation Code § 1105(a)(6), taxicab operators regulated by the SFMTA are required to comply with Airport Rules and Regulations and the terms of their Airport/SFMTA Taxi User Agreement.

(3) Modes Exempt from Airport Permit Requirement

Transportation vendors contracted by the City and County of San Francisco

(4) Permit Terms

All permits, regardless of the transportation mode, require the permit holder to ensure that all vehicles and drivers operating under the permit comply with the permit terms and conditions, including, but not limited to:

- (a) display of proper vehicle trade dress, visible TCP numbers, decals, emblems, license plates, and any and all other markings required by applicable laws and permit terms and conditions;
- (b) maintaining vehicle tracking device or system without alteration, removal or destruction;
- (c) following signage and directives, including but not limited to signage and directives regarding loading and unloading of passengers;
- (d) operating only in designated areas;

- (e) maintaining applicable vehicle safety and inspections requirements; and
- (f) complying with these Rules and Regulations.

(5) Trip Fees

Unless excluded from the payment of trip fees under applicable permit terms, all permit holders are responsible for the payment of trip fees, which fees are used to recover Airport costs for roadway and garage maintenance and infrastructure. Trip fees are calculated on an annual basis by mode and trip frequency, and are subject to the approval of the Airport Commission. The Airport tracks trip fees and permit holders must pay such fees in conformance with the terms and conditions of the applicable permit. Failure to pay trip fees owed and/or late payment of trip fees may result in any one or all of the following: a fine under Rule 14 of the Airport Rules and Regulations, interest on unpaid trip fees at the rate of one and one-half percent (1-1/2%) per month, administrative fines under the terms of the applicable permit, and permit suspension and/or permit revocation.

(6) Payment of Other Fees

Consistent with the terms of the applicable permit, permit holders may be assessed fees for lost, missing or altered transponders, lack of operating decals, failure to comply with annual registration requirements, late registration, and other fees.

(7) Audit and Inspection of Records

Each GTO permit holder shall make books and records identified in the applicable permit available for inspection, including, without limitation, reports, records, and compilations as may be requested by the Director or the Director's designee. Should any examination of records or vehicle trip count result in discovery of underpayment by permittee in excess of five percent (5%) of the fees due, the permittee shall promptly pay to the City and County of San Francisco the amount of the underpayment plus all costs incurred in conducting the examination or vehicle trip count. The permittee shall also be liable for expenses incurred in assessing or collecting any money owed to the City and County of San Francisco.

(8) Waybills

Consistent with California law and GTO permit terms, every limousine, TNC, charter and pre-arranged transit passenger pick up and drop off shall be documented by a waybill, which waybill shall conform to the requirements of the applicable law and permit terms.

All transportation operators who use the Airport's courtyards for picking up patrons must display a copy of their waybill inside the vehicle so it can be easily read from outside of the front windshield. Another copy of the waybill shall be carried by the driver of the vehicle.

All drivers of vehicles operating under an Airport GTO permit shall present the waybill to any Airport or law enforcement official upon request.

(9) Courtyard Parking and Staging Area

To address roadway congestion and changing conditions on the ground, from time to time, the Director or the Director's designee may establish and construct staging areas for select vehicle classes providing ground transportation services, and may require all drivers operating under select GTO permits to wait in courtyards or designated staging areas until such time as their passengers have arrived and are at the curbside. The Airport may charge a fee for use of courtyards and staging areas. When staging space is not available, the Director or the Director's designee may require vehicles to stage off the Airport.

(10) Passenger Receipts

All taxis, TNCs, limousines, scheduled, and pre-arranged van operators must have the ability to immediately provide passenger receipts generated either electronically or by hard copy (paper and pen). All such receipts must include the name of the permittee, the date and time of service, and all other information required by the regulatory agency of that mode.

(11) Emergency Contact

All GTOs, regardless of transportation mode, must maintain current emergency contact phone numbers and/or email addresses with the Airport, where automated emergency notifications can be immediately transmitted.

(B) General Conduct Applicable to all Modes of Commercial Ground Transportation

The drivers of all permitted vehicles must comply with all applicable laws, the general conduct provisions in their respective permits, and with all posted signs, directions, curb markings, and other directives set forth in Rule 4.1-4.6 of these Rules and Regulations.

In addition, the following conduct by GTO service providers is prohibited and is subject to administrative fines under Rule 14, as well as administrative penalties under the applicable permit:

- (1)** Cutting in line, jumping a taxicab lot, or bypassing a holding lot or ticket collection area before leaving the Airport;
- (2)** Picking up or discharging passengers or their baggage at any area other than those designated for such purpose;
- (3)** Leaving a vehicle unattended, except in designated staging areas;
- (4)** Failing to provide a receipt upon passenger request;
- (5)** Disregarding instructions by or providing false information to Airport Officials, including law enforcement personnel, Curbside Management Program personnel, and/or the Airport's designated duty managers, garage managers, leads, and guards;

- (6) Displaying to an Airport Official an altered or fictitious waybill, holding lot ticket or receipt;
- (7) Failure to possess a valid waybill unless not required by applicable permit;
- (8) Driving a vehicle without appropriate trade dress, placards, license plates, TCP numbers, decals, and/or logos as required by applicable law and/or permit;
- (9) Failing to activate, deactivating, tampering with, damaging, removing or evading vehicle trip counting and tracking devices and applications, including transponders, smart phone applications, and license plate recognition devices;
- (10) Soliciting passengers on Airport property;
- (11) Recirculating or “looping” on any terminal roadway;
- (12) Use or possession of any alcoholic beverage, narcotic or controlled substance while operating a vehicle on Airport premises;
- (13) Use of profane or vulgar language;
- (14) Any attempt to solicit payment in excess of that authorized by law;
- (15) Any solicitation for or on behalf of any hotel, motel, club, nightclub, or any other business whatsoever;
- (16) Solicitation of any activity prohibited by the Penal Code of the State of California;
- (17) Operating a vehicle:
 - (a) in an unsafe manner;
 - (b) after the vehicle has failed a safety inspection; or
 - (c) that lacks mandatory safety equipment as defined in the California Vehicle Code;
- (18) Tampering with, disconnecting, or modifying any emissions-control equipment, modifying a defined clean fuel vehicle, or using unauthorized fuel to power a defined clean fuel vehicle;
- (19) Using any part of the Airport premises other than a restroom to urinate and/or address personal hygiene needs;
- (20) Failure to wear a visible photo identification card if required by applicable permit or regulatory agency;
- (21) Failure to comply with applicable headway requirements;
- (22) Staging in an unauthorized location;

- (23) Staging a coordinator in an unauthorized location;
- (24) Failure to comply with posted signage and pavement markings;
- (25) Idling a vehicle or engine for more than five minutes as prohibited under California Air Resources Board regulations; and
- (26) Operating an autonomous vehicle as defined by California Vehicle Code Section 38750, as amended, on Airport Roadways without the express permission of the Director.

(C) Scheduled Transportation Operations

(1) Proposed Changes in Operations

No changes in service may be made in scheduled transportation operations of applicable permittees unless first requested in writing to the Director or the Director's designee no fewer than thirty (30) days in advance of the proposed implementation date. "Changes in service" means (a) increasing or decreasing the number of vehicles authorized to operate at the Airport, (b) changing the frequency of service runs, or (c) modifying routes or stops.

(2) Criteria for Approving Proposed Changes

The Director or the Director's designee will review the merits of any proposed change in scheduled transportation operations based on the following criteria:

- (a) determination of the potential ridership and revenue recovery;
- (b) evaluation of the planned route, the location, and number of all proposed Airport ground transportation services in the subject corridor;
- (c) analysis of the service travel time;
- (d) determination of the type or size of vehicle appropriate for the operation; and
- (e) determination of availability of Airport curb and staging space.

The Director or the Director's designee has the discretion to approve, reject or require modification to any such proposed changes in service.

(D) Taxicabs

(1) San Francisco Taxicabs

Taxicabs licensed by the SFMTA shall comply with all SFMTA operating requirements, including, but not limited to, Articles 1105, 1108, and 1113 of the San Francisco Transportation Code, SFMTA's Motor Vehicles for Hire Regulations, and any and all other ordinances, laws and/or regulations that may be applicable to operating taxicabs. In addition, every SFMTA regulated taxi operating at the Airport shall:

- (a) only be driven by an individual with an SFMTA issued A-Card and with an Airport permit (necessary for pick-up);
- (b) have an Airport-issued AVI transponder affixed to the vehicle;
- (c) have a certification decal affixed to the right and left rear rooftop quarter section of the vehicle;
- (d) stage only in designated areas when waiting for a passenger pick-up;
- (e) comply with dispatcher instructions for passenger pick-up;
- (f) charge fees in conformance with SFMTA rate schedules and no other unapproved fees or surcharges;
- (g) remain in/with vehicle while in a curbside taxi queue;
- (h) occupy Airport taxi lots only during daily operational hours; and
- (i) use an A-Card to enter an Airport parking garage only for Airport-authorized taxicab-related business which includes but is not limited to entering the taxi queue line or meeting with Airport staff.
- (j) possess a cellular mobile device (Android or Apple) with a supported operating system, capable of running applications, with an up-to-date version of the SFO-created application required for taxi dispatching, verification, or queuing, and abide by all terms and conditions of such mobile application.

Certification decals and AVIs are the property of the Airport and, upon suspension or revocation of certification, shall be immediately surrendered to the Director or the Director's designee.

Taxicab drivers who are issued an Administrative Citation may be required to pay an administrative fine under Rule 14 of these Rules and Regulations or may have Airport pick-up privileges suspended.

(2) Non-SFMTA Taxicabs

Taxicabs licensed and regulated by public entities other than the SFMTA shall comply with all laws, ordinances, and regulations of the licensing entity and any and all other ordinances, laws, and regulations that may be applicable to operating taxicabs. Non-SFMTA taxis are prohibited from picking up passengers except for on a pre-arranged basis, and for each trip, shall have a waybill with the name of the passenger, the number of people in the party, and the location and time of pickup. Drivers must pay a trip fee to pick up passengers at the Airport.

(E) Director's Discretion

Notwithstanding any provisions of these Rules and Regulations or of the terms of an operating permit, the Director at all times retains the sole and absolute discretion to suspend operating privileges at SFO and/or to assess fines as provided under a permit and/or these Rules and Regulations.

RULE 5.0**AIRSIDE OPERATIONS****5.1 GENERAL**

- (A) **Application and Purpose.** This Rule 5.0 applies to all operations on the Air Operations Area (AOA). The purpose of this Rule 5.0 is to promote the safe operation of aircraft and vehicles on the airfield and the safety of all airfield activities. All persons on the AOA must comply with this Rule, in addition to all other applicable Rules of these Rules and Regulations.
- (B) **Authority of the Director.** The Director has charge of the AOA and may take any action deemed necessary and appropriate to assure the safe and proper operation of the Airport. The Director shall have the right at any time to close the entire or any part of the Airport to air traffic; to delay or restrict any flight or other aircraft operation; to refuse takeoff permission to aircraft; or to deny the use of the entire or any part of the Airport to any specified class of aircraft or to any individual or group. In the event the Director determines the condition of the Airport or any part of the Airport to be unsafe for landings or takeoffs, the Director shall issue, or cause to be issued, a Notice to Airmen (NOTAM).
- (C) **Aircraft.** All persons shall navigate, land, service, maintain, and repair aircraft in conformance with Federal Aviation Administration (FAA) and National Transportation Safety Board (NTSB) rules and regulations.
- (D) **Ground Support Equipment (GSE).** Any vehicle operated to support aircraft on the AOA or to perform airside operations, regardless of whether such vehicle is motorized or nonmotorized or leaves the AOA perimeter, is Ground Support Equipment (GSE) and may be operated only with the permission of the Director. Safe operation of GSE on the AOA is critical to the overall safety and security of Airport operations. Employers who own and operate GSE on the AOA shall assure that their drivers and vehicles comply with the requirements of all applicable Rules and Regulations. Failure to comply with the provisions of this Rule may result in administrative fines under Rule 14 and/or vehicle impoundment consistent with the GSE Safety Inspection Program (GSISIP), at Appendix B to these Rules and Regulations.
- (E) **Airfield Marking and Signage.** Any person engaged in airfield activity shall comply with all marking and signage. Pilots and vehicle operators shall obey all lights, signs, signals, markings, and NOTAMs unless an authorized representative of the Director or Control Tower directs otherwise. Pilots and vehicle operators engaged in airside operations must at all times comply with any lawful order, signal or direction of the Director, except when subject to the direction or control for ground movement purposes of the FAA or other federal agency. No aircraft or other vehicle shall use any part of the airfield, apron, ramp, taxiway, runway or other area considered temporarily unsafe for landing or takeoff, or which is not available for any reason. The Airport will mark boundaries of such areas with barricades and flags by day and high intensity flashing red lights at night and low visibility periods, and will issue communications by PASSUR and/or NOTAM, as appropriate.
- (F) **Air Traffic Control Tower (ATCT) and Ramp Towers.** Any person engaging in moving aircraft or GSE shall communicate with and follow all instructions by FAA Air Traffic Control and/or the Ramp Tower, as appropriate, for crossing or proceeding on Taxiways, Taxiways, and/or

Runways. Any person who fails to properly communicate with Air Traffic Control and/or comply with Air Traffic Control instruction may, at the sole discretion of the Director, lose the privilege to operate at the Airport on a temporary or permanent basis. Any such action by the Airport may be independent of and/or in addition to any investigation or action by the FAA or the NTSB.

5.2 AIRSIDE PERSONNEL

- (A) **Intoxicants and Drugs.** No person engaged in airside operations shall be under the influence of intoxicating liquor or drugs, nor shall any person under the influence of intoxicating liquor or drugs be permitted to board any aircraft, except a medical patient under care. Any person violating this Rule may be denied use of the Airport by the Director subject to the Director's sole discretion. See FAR Part 91.17.
- (B) **Personal Listening Devices.** No person shall use personal listening devices while walking, operating, or driving on the AOA. Personnel authorized to operate vehicles on the AOA may use personal cell phones and/or any other type of hand-held or hands-free device, only after stopping (whether in or out of a vehicle) in a safe manner and in a safe location.
- (C) **Reflective Clothing.** To enhance visibility and promote safety for persons working on the AOA, all employers/tenants or contractors must provide all employees with reflective clothing meeting or exceeding Class 2 reflectivity per the Standard for High-Visibility Safety Apparel (ANSI/ISEA 107-2004). Employees shall wear reflective clothing at all times while performing such duties on the AOA unless competing safety concerns necessitate the temporary removal of reflective clothing. This requirement does not apply to uniformed airline crewmembers within the aircraft envelope.

5.3 AIRCRAFT OPERATIONS

(A) Aircraft Operators

(1) Registration and Fees

The Director may require and may designate appropriate locations for the registration of pilots and aircraft using the Airport. Pilots shall comply with the requirements of such registration. The payment of rentals, fees, and charges relating to the use of Airport premises and facilities shall be made before takeoff. In lieu of such payments, satisfactory credit arrangements shall be made by the pilot or owner of aircraft with the Director.

(2) Training Flights and Student Pilots

No aircraft shall land, take off or taxi at the Airport while the aircraft is under the control of a student pilot. No person shall conduct training flights on or over the Airport.

(3) Helicopter Operations

- (a) Helicopter aircraft arriving and departing the Airport shall operate under the direction of the Control Tower at all times while in the Airport Control Zone. No helicopter may land or take off from the Airport unless it is equipped with a two-way radio, is in communication with, and has received authorization from the Control Tower.

- (b) Helicopters shall have braking devices and/or rotor mooring tie-downs applied to the rotor blades. Helicopters shall not be taxied, towed, or otherwise moved with rotors turning unless there is a clear area of at least 25 feet in all directions from the outer tips of the rotor blades.
- (c) Helicopters may park only in approved parking areas on the Fixed Base Operators ramp. Additional locations may be approved by the Director. This rule does not apply to the U.S. Coast Guard station helicopters.

(4) Charter Aircraft

All airlines are required to advise Airport Operations 72 hours in advance of any charter aircraft other than their own, except to those charter flights managed by the Airport's Fixed Base Operator.

(5) Unmanned Aircraft (drones)

No motorless or unmanned aircraft, such as drones, shall land or takeoff from the Airport. Operation of unmanned aircraft to, on, or from Airport property is strictly prohibited, except as expressly permitted by the FAA and/or the Director as may be appropriate under applicable law or rules.

(B) Aircraft Equipment Requirements

All aircraft operating at the Airport must be equipped with functioning brakes, a two-way radio, and a 4096 transponder for altitude and coding. All aircraft must additionally have VHF Omnidirectional Range capability.

(C) Aircraft Parking, Maintenance, Repair

(1) Parking Responsibility

Upon direction from the Director, the operator of any aircraft parked or stored at an air terminal or hardstand shall move such aircraft from the place where it is parked or stored. All remote parking requests for locations outside of lease, permit, or contract terms, shall be made through Airfield Operations and/or Ramp Tower A.

Non-terminal aircraft parking reservations must be made within 24 hours of the time the space is needed. The Airport will not accept requests for reservations more than 24 hours in advance except under special circumstances such as emergencies, charters, VIP, or special events. Parking an aircraft beyond the permitted time of the reservation is prohibited.

Failure to comply with direction to relocate an aircraft or parking in an unauthorized location shall result in a fine under Rule 14.

(2) Aircraft Repairs

All repairs to aircraft and/or engines shall be made in areas designated for this purpose. Minor adjustments and repairs may be performed on aircraft at gate positions on the ramp when such repairs can be safely accomplished without inconvenience to persons or other companies. Any spills must be promptly and properly addressed. Any aircraft

being repaired at a gate position shall be moved immediately upon the request of the Director. No aircraft engine shall be run-up for test purposes at any gate position.

(3) Parking and Washing of Aircraft

- (a) Aircraft shall not be parked on the Airport, except in areas and in the manner designated by the Director. The City and County of San Francisco and its agents assume no responsibility for aircraft parked or in the process of being parked on the Airport.
- (b) Aircraft shall not be washed, except in areas and in the manner designated by the Director. No aircraft shall be washed at any terminal gate position.

(4) Cargo Aircraft On-Ground Time Limits at Plot 50

Aircraft hardstands 50-1 through 50-8 have a maximum Aircraft-On-Ground (AOG) time of six hours. Upon reaching the six-hour mark, aircraft may be assigned a new parking location by Airfield Operations; the airline must have tow capability available at that time. Moving the aircraft, or arranging for its movement, is the sole responsibility of the airline. The airline must ensure that a 24-hour contact is available for Airfield Operations. (AOB 20-11)

(D) Aircraft Movement

(1) Extended On-Airfield Flight Delays

Airline personnel are required to contact the Airport Duty Manager (ADM) at (650) 821-5222 to report any incidents of a live flight being held away from the terminal in excess of 60 minutes. The Airport Duty Manager is available 24 hours a day and must be called as soon as airline staff becomes aware of a situation which may lead to passengers remaining on an aircraft for more than 60 minutes away from a terminal gate – whether on an arriving or departing flight. Personnel responsible for aircraft movement, including personnel in the ATCT or the International Terminal Tower and/or Airport Airfield Safety Officer personnel who become aware of a live flight being held away from a terminal gate for more than 60 minutes must also contact the Airport Duty Manager. Airport resources shall help meet the airline and Airport's collective customer service goals and compliance in notifying the ADM of this situation. Prompt notification to the ADM will enable the Airport to activate our contingency plans.

(2) Starting or Running of Aircraft Engines

No aircraft engine shall be started or run unless a licensed pilot or certificated A and P mechanic is attending the aircraft controls. Wheel blocks equipped with ropes or other suitable means of chocking the wheels of an aircraft to deter movement shall always be placed in front of the main landing wheels before starting the engine or engines unless the aircraft is locked into position by functioning locking brakes.

(3) Run-Up of Aircraft Engines

- (a) All aircraft shall be started and run-up in locations designated for such purposes by the Director. Aircraft engines shall not be operated in such position that persons, structures or property may be endangered by the path of the aircraft propeller slipstream or jet blast. Wingwalkers and/or road guards must be present at all times while starting or running engines in a ramp area.
- (b) No aircraft engine exhaust, blast, and/or propeller wash shall be directed in such manner as to cause injury, damage, or hazard to any person, structure, or property.
- (c) Power back of aircraft at any gate is prohibited.
- (d) The run-up of mounted aircraft engines for maintenance or test purposes is prohibited between the hours 2200-0600, except as provided below:

- (i) An idle check of a single engine is allowed under the following conditions:

An idle check of a single engine not to exceed a 5-minute duration may be conducted in the leasehold area. If more than one engine is to be checked, each engine must be checked separately and the total duration of the idle checks cannot exceed 5-minutes.

An idle check of a single engine or engines (checked separately) which will exceed a duration of 5-minutes shall be accomplished at an authorized run-up area.

- (ii) During the hours of 2200-0600, Airfield Operations shall be called and permission received prior to any engine idle check, or engine idle run-up. All engine starts at the gate shall be approved by Airfield Operations. Any idle run for more than a duration of 5-minutes will be considered an engine run-up.

During other hours Airfield Operations shall be called and permission received prior to any engine run-up. When approved and accomplished the Maintenance Supervisor of the airline concerned must provide to the Director a monthly report detailing the following:

- Date and time of the run-up
- Type aircraft
- Aircraft identification number
- Location of the run-up
- Duration of the run-up
- An explanation of the emergency circumstances making the run-up necessary.

Reports shall be submitted to the Director within 3 working days following the last day of each calendar month.

- (e) Air carriers shall comply with Federal Aviation Regulations for noise abatement and noise emission standards and must conform with all rules, policies, procedures and resolutions as established by the Airport Commission relative to noise abatement.

(E) Taxiing or Moving of Aircraft on Operational Areas**(1) Apron, Ramp, and Airfield**

Aircraft shall not be taxied, towed or otherwise moved on any part of AOA without a functional tower radio, and until specifically cleared to do so by the FAA Control Tower or Ramp Tower. Unless otherwise agreed between the Director and an airline and its contractors, whenever any aircraft is being taxied, towed or otherwise moved on the apron, ramp, or airfield, there shall be a person attending the controls of the aircraft who shall monitor by radio the transmitting frequency in use by the Control Tower or who, if necessary, will cause that frequency to be monitored by another person in the aircraft. In the event of radio equipment failure, the Control Tower may use a light gun for communication. Airfield Operations shall provide escorts only for aircraft with functioning tower radios.

All personnel engaged in moving aircraft, except receipt into or dispatch from an apron, shall have an Airport ID badge with an "M" icon as specified in Rule 5.4(A) below. Tenants shall ensure that a current copy of the SFO Airport Layout Map is prominently displayed in all aircraft tow tractors and readily accessible to cockpit brake riders.

(2) Envelope Receipt and Dispatch

Vigilance in aircraft operations in and around the terminal gate envelope is critical for the safety of passengers, ramp workers, and equipment and to minimize taxiway and taxiway congestion. Airlines shall deploy personnel to assure sufficient wingtip and tail clearances for all aircraft operations entering and exiting the terminal gate envelope. Unless otherwise agreed between the Director and an airline and its contractors, the following procedures shall be used:

- (a) For receipt of an aircraft into the envelope, there shall be a minimum of (i) two guide personnel, or wingwalkers, one at each wing, and (ii) a marshaller directing the pilot into the envelope. If the gate is equipped with Auto Park, a marshaller is not required.
- (b) When taxiing in the Non-Movement Area, particularly alleys between boarding areas, aircraft must use idle thrust to minimize jet blast. If an aircraft must stop before its assigned gate or hardstand, the crew must ensure that any temporary breakaway thrust required to regenerate taxiing momentum is directed away from nearby VSRs, aircraft gates/hardstands, and ramp service areas. If an aircraft cannot regenerate taxiing momentum in a manner that directs harmful jet blast away from VSRs, aircraft gates/hardstands, and ramp service areas, it must be towed into its gate or hardstand. Ramp crews that are ready to accept aircraft will reduce this jet blast hazard by enabling aircraft to complete taxiing at idle thrust and avoid tow operations. (AOB 21-08)
- (c) For dispatch of an aircraft from the envelope, as in pushbacks and remote hardstands, there shall be a minimum of (i) two guide personnel, or wingwalkers, one at each wing, and (ii) a tug driver at the nose of the aircraft. The wingwalkers shall remain in position until the aircraft passes the adjacent service road. The wingwalker closest to the service road shall be positioned to also control vehicular traffic.

- (d) Aircraft shall be aligned with the nose wheel on the taxiway or taxilane centerline during pushbacks from terminal gates or hardstands prior to being disconnected from an aircraft tug.
- (e) Pushback personnel must wear reflective clothing and carry signal wands while in the process of moving or directing aircraft. During daylight hours, the pushback personnel may use a day or lighted signal wand and during hours of darkness or limited visibility, the personnel shall use a lighted signal wand.

(3) Tenant vehicles used for towing aircraft are restricted to routes prescribed by the Director.

(4) Towbarless Towing Vehicles (TLTV)

The standards for Towbarless Towing Vehicles (TLTV) are based on FAA Advisory Circulars 150/5210-5D Painting, Marking, and Lighting of Vehicles Used on an Airport and 00-65 Towbar and Towbarless Movement of Aircraft. TLTV must either be painted International Orange or outlined on both sides with a minimum 8-inch wide horizontal band of reflective tape with coverage greater than 25% of the vehicle's vertical surface. A LED light bar or yellow flashing beacon must be placed above the TLTV operator's cab. In addition, a yellow flashing light must be installed on both the upper-left and upper-right rear corners of the vehicle, with all lights activated when operating in low light and/or low visibility conditions. Unless otherwise agreed between the Director and an airline and its contractors, a properly trained and qualified flight deck/cockpit observer must be in place in the towed aircraft cockpit during any aircraft towing operation. When towing an aircraft between sunset and sunrise, aircraft wingtips, tail, and fuselage must be clearly illuminated by aircraft position lights and anti-collision lights (when appropriate). Airline and/or ground support tenant must otherwise meet FAA training and operational requirements described in FAA Advisory Circulars 150/5320-5D and 00-65.

TLTVs are restricted to taxiways and taxi-lanes only unless these vehicles can operate safely on and within the lanes of the vehicle service roads.

(F) Taxiing into or Out of Hangars

No aircraft shall be taxied into or out of a hangar under its own power.

(G) Aircraft Marking During Low Visibility Periods

- (1) Every aircraft parked on the ramp or apron shall have its running lights illuminated during the hours between sunset and sunrise and during low visibility periods, except in areas designated by the Director. Other means of identifying and marking of the wingtips of the craft while parked may be used in lieu of the running lights, but prior authorization for any substitute wingtip identification must be obtained from the Director.
- (2) All aircraft being taxied, towed or otherwise moved on the ramp, apron or taxiways shall proceed with running lights on during the hours between sunset and sunrise and during periods of low visibility. Upon request of an Airport tenant, Airfield Operations may provide a vehicle escort for aircraft with inoperative running lights.

(H) Prohibited Flight Approaches and Landings

The following flight approaches and departures are prohibited at the Airport and will not be approved by the Air Traffic Control Tower except upon special pre-approval by the Control Tower or as directed by the Control Tower in emergency circumstances:

- **Touch & Go** – aircraft lands and departs on a runway without stopping or exiting the runway;
- **Stop & Go** – aircraft is brought to a complete stop, purposefully reconfigures for takeoff, and takes off from the same point;
- **Full Stop Taxi Back** – aircraft lands, exits the runway, and taxis to the departure end;
- **Low Approach** – a go-around maneuver following an approach;
- **Practice Approach** – an instrument approach where there is no landing intended.
- **Option Approach** – an approach requested and conducted by a pilot which will result in a touch-and-go, missed approach, stop-and-go, or full stop landing.

(AOB 20-08)

5.4 GROUND SERVICE EQUIPMENT (GSE) OPERATIONS**(A) GSE Operators****(1) License**

A GSE driver shall hold a California Department of Motor Vehicles driver's license consistent with the requirements of California law for the type or weight of vehicle operated.

(2) Employer Pull Notice Program

Prior to operating a motor vehicle in the Secured Area/Air Operations Area every individual shall be registered through the individual's employer in the California Department of Motor Vehicles ("DMV") Employer Pull Notice Program. All individuals, partnerships, corporations, tenants, contractors, and entities with employees and/or independent contractors who operate motor vehicles in the Secured/Operations Area shall comply with the DMV Employer Pull Notice Program.

(3) Airfield Driving Test/Movement Area Operator

To drive in the Secured Area/AOA, an individual must pass any applicable Airport-administered test and must obtain the proper Airport credential(s) as appropriate to the area(s) of vehicle operation. Driving without the proper credential shall result in immediate revocation of the driver's Airport ID badge.

Aircraft tow crews and other individuals with an operational need to drive on the Airport's movement area (as determined by the permittee) must receive company training every consecutive 12 months for operations in the movement area; training must include subject matters listed in 14 CFR Part 139.303. After company training is completed, the individual must successfully complete the Airport Movement Area Operator (MAO) training and testing at least every 12 consecutive months. The Airport movement area privilege is indicated by the "M" icon on the Airport ID badge and is required before operating in the movement area. For any aircraft taxi or tow operation, all personnel at

the controls of the aircraft, communicating on the ATC radio, or operating a tow tractor must have the "M" icon on their Airport ID badge.

(B) GSE Requirements

(1) Registration

All GSEs shall be registered with the Airport on an annual basis. The following types of motor vehicles operating on the AOA, regardless of whether such vehicles enter or exit the AOA, shall also be currently registered with and display valid license plates issued by the State of California Department of Motor Vehicles: sedans, vans, station wagons, sport utility vehicles, buses, and "motor trucks." For the purposes of this Section, "motor trucks" means both passenger and commercial trucks regardless of weight or number of axles, including but not limited to pickup trucks (open box and utility body), flatbed trucks, truck tractors, and catering trucks. For the purposes of this Rule, "motor trucks" does not mean vehicles designed and exclusively used for the refueling or movement of aircraft. Upon application to the Director by the owner of a vehicle exclusively operated on the premises of the Airport, an identifying number shall be assigned to that vehicle which together with the initials "S.F.I.A.," shall be displayed prominently on the vehicle in the manner prescribed by the Director. Tampering with or altering Ramp Access Permit Placards or SFIA identifying numbers is prohibited. Tenants are responsible for immediately requesting replacement of any placard or permit which becomes damaged, faded, or otherwise illegible.

(2) Insurance

Every vehicle operated on the Secured Area/Air Operations Area must be covered by the permittee's liability insurance as required by the Director.

(3) Trade Dress

All vehicles and equipment operated on the Secured Area/Air Operations Area (AOA) must have a magnetic, stenciled, or painted logo and number at least eight inches in height marked on both exterior sides. Prior authorization for use of any markings outside of these parameters must be obtained in writing from the Airport by submitting a written request to the Director of Safety and Security Services. All such requests shall be considered on a case-by-case basis. All equipment must be maintained in a clean and clearly identifiable condition. No dirt, oil, or grease shall cover or obscure the vehicle's trade dress, paint scheme and company name.

(4) Safety Equipment

No GSE or vehicle shall be permitted in or upon the Secured Area/Air Operations Area unless it is in sound mechanical condition with unobstructed forward and side vision from the driver's seat. All motorized vehicles must be equipped with seat belts or other appropriate safety restraints. Trailers on the Airport ramp or apron areas must be equipped with proper brakes so that when disengaged from a towing vehicle, neither aircraft blast nor wind will cause them to become free rolling. Positive locking couplings are required for all towed equipment. Brakes must be set in secured position when equipment is not being towed.

(5) FAA-Required Equipment

Unless authorized by the Director, all vehicles operating on a ramp or across taxiways or runways must be equipped with FAA-approved beacon or flashing lights or under positive escort while operating during hours of darkness or periods of low visibility. Vehicles authorized for unescorted operation in the movement area must be equipped with operating FAA-approved Vehicle Movement Area Transmitters (VMAT). Vehicles without a VMAT must be escorted by movement-area qualified operators using VMAT

(6) Lights

Carts, trailers, and/or pieces of equipment being towed or carried after dark must have either rear reflectors or rear lights.

(7) Hazardous Materials

All GSE carrying hazardous materials must be properly labeled and display a legible 24/7 emergency telephone number.

(8) Shared Equipment

A tenant shall not use equipment of another tenant without written authorization from the owner. If a tenant borrows or uses equipment of another tenant, the owner of such equipment shall remain responsible for its use and shall be responsible for any citation issued under these Rules and Regulations with respect to such equipment, regardless of the operator. The GSE owner shall provide to Airfield Operations an individual designee who may be reached at any time its GSE may be in use, regardless of the operator, to address immediate operational and safety concerns.

(9) ULD Containers

Cargo containers typically used for freight and mail operations ("ULD containers") and/or cargo pallets shall not be left on the ground in ramp areas unless in a designated cargo area. ULD containers and/or cargo pallets must be secured on racks or dollies when in ramp areas. ULD containers and/or cargo pallets on the ground in designated areas shall be stacked or organized in a safe and tidy manner.

(C) GSE Safety Inspection and Impound Programs**(1) Safety Inspection Program**

The Ground Support Equipment Safety Inspection Program (GSESIP) is necessary to ensure that all GSE operating and around the AOA are mechanically sound and safe, promoting the overall safety of the Airport Community. All tenants and contractors whose employees use or operate vehicles or equipment on the AOA must comply with the GSESIP.

The GSESIP includes scheduled periodic physical inspections, audits, and random or targeted inspection of GSE. The GSESIP is annexed to these Rules and Regulations as

Appendix B. Every lease, permit, or contract authorizing use of ground support equipment on the AOA shall incorporate the GSESIP.

(2) Impoundment Program

The Airport may impound GSE that presents a safety hazard or interferes with safe and efficient operations. Every tenant is responsible for its own GSE equipment regardless of the operator (i.e., borrowed or used by another tenant). There are two types of impound procedures:

- (a) Immediate Impound: GSE that pose an imminent safety hazard shall be impounded. An Airfield Safety Officer or delegated representative will red-tag the GSE and arrange for removal to the Airport impound lot. A citation will be issued and the tenant owner of the GSE will be notified. Disposal fees will apply.
- (b) Non-critical Impound: When GSE is located in an area that is not authorized for staging, parking, or storage but does not present an imminent safety hazard, the Airport will allow tenant 30 minutes to move the GSE to an appropriate location. Notification will be by telephone. After 30 minutes, the equipment will be impounded. Citation and disposal fees will apply.

The Airport may impose the following fees on owners of impounded GSE:

- Citation fees: All towing and impound fees will be covered through citation fees associated with the appropriate Rule and Regulation. One citation will be issued for each large piece of GSE; it is the impounding officer's discretion to issue additional citations based on efforts required to remove the GSE.
- Secondary citation fees: If equipment is not recovered within 15 days of impoundment (including the day of impoundment) a second citation will be issued, and additional citation fees will apply.
- Disposal fees: In addition to any initial or secondary citation fee, a disposal citation will be issued should the impounded equipment not be retrieved within 30 days. Disposal citation fees will apply. Any additional charges required to dispose of unclaimed equipment will be billed to the tenant owner of the equipment.
- Compounding fees: Per the fee schedule in the Rules and Regulations fees will compound and increase with each subsequent impounding event.

Recovery of Impounded GSE: To recover impounded equipment a tenant must contact Airfield Operations at (650) 821-3355. Tenant must coordinate a retrieval time with the Airfield Supervisor who will document the equipment retrieval. The tenant will be responsible for safely removing the equipment.

Review of Impoundment: To request a review of an impoundment citation fee, the GSE owner must follow the procedure set forth in Rule 14.5. A pending request for review or appeal, however, shall not relieve the GSE owner of the 15-day impoundment fine period; fees will continue to accrue while a review is pending if a GSE remains in impoundment beyond the initial 15-day period.

(D) GSE Movement**(1) Signage**

Drivers on the AOA must comply with all posted signage and ground markings.

(2) Checkpoints and Security Gates / Vehicle Escorts

- (a) **Vehicle Checkpoints.** Vehicles entering the AOA must pass through a Vehicle Checkpoint and follow the instructions of the Vehicle Checkpoint security personnel, law enforcement officer, posted signage, and/or vehicle guidance systems. The owner of the vehicle shall be subject to fines under Rule 14 and, in addition, shall be responsible for any personal or property damage resulting from the operator's failure to follow such instruction.
- (b) **Security Gates.** Each vehicle operator using an Airport perimeter (security) gate shall ensure the gate closes behind the vehicle prior to leaving the vicinity of the gate. The vehicle operator shall also ensure that no unauthorized vehicles or persons access to the Secured Area/Air Operations Area (AOA) while the gate is open.
- (c) **Vehicle Escorts.** Only badged personnel with both driving and escort credentials may perform vehicle escort on the AOA. Only one vehicle may be escorted at a time. Drivers performing vehicle escorts will maintain safe following distance, communication, and line-of-sight with the escorted vehicle driver. Vehicle escorts shall ensure that when performing escort services, no vehicle will block taxiways, taxilanes, or aircraft gates. All vehicles entering the AOA through a construction access gate must be escorted by Airfield Operations unless following an approved designated haul route. Vehicles carrying or designed to carry construction debris and building materials such as rock, concrete, dirt, sand, debris, or similar material that could be dislodged from the vehicle must be escorted by Airfield Operations. No tenant or contractor shall escort a vehicle with more than two axles. Tenant or contractor badged personnel may operate larger vehicles without an escort. No tenant or contractor shall escort a vehicle with a wide-load. A wide-load is any load that extends beyond the width of the body of the vehicle or trailer or any vehicle that is wider than the width of the vehicle service road (12'). All vehicle checkpoint gate openings are 16' wide: Northfield Checkpoint – no vehicles with a combined length over 65' long are permitted; Westfield Checkpoint – no tractor trailers are allowed through Checkpoint 2. (AOB 19-08)

(3) Movements on the AOA

- (a) Before entering onto any runway, taxiway, or apron area, ground traffic shall yield right-of-way to taxiing aircraft and aircraft under tow in all cases.
- (b) Except as authorized by the Director, vehicular traffic on the aircraft ramp shall use the service roadway.
- (c) Drivers must always yield to emergency vehicles operating with flashing lights and/or siren.
- (d) A guide person is required whenever the operator's vision is restricted during vehicle maneuvers.

- (e) No vehicle shall pass any bus in transit supporting the Ramp Bus Operation, as described in Appendix H to these Rules and Regulations.
- (f) Only in the non-movement area, drivers are permitted to detour the equivalent of one vehicle width outside the vehicle service road if a parked aircraft or disabled equipment encroaches upon the roadway.

(4) Towing and Carrying

- (a) Tractor and/or container carriers shall tow no more than four carts, pallets, igloos, or ULD containers and shall adhere to all posted signage. Operators shall at all times maintain safe control and proper tracking of their towed items.
- (b) The towing of any cargo dolly or container larger than an LD3 or comparable-sized baggage cart is prohibited in the International Terminal Underpass (Tunnel).
- (c) No person shall operate any vehicle that is overloaded or carrying more passengers than the number for which the vehicle was designed. In addition, no person shall ride on the running board or stand up in the body of a moving vehicle.
- (d) All items in or on vehicles must be securely fastened. Equipment, supplies, tools and all other items transported on the exterior of a vehicle, including but not limited to water containers and lunch boxes, must be securely fastened to avoid being blown off of or dislodged from vehicles due to high wind conditions, jet blasts and other hazardous surface and air conditions. Items inside vehicles, such as radios, clipboards, sunglasses, cell phones, and beverages must be secured in a manner that will not obscure the driver's view and/or distract the driver.

(5) Prohibitions

- (a) Persons shall not operate GSE or vehicles in a reckless or careless manner. A reckless or careless manner is one that intentionally or through negligence threatens the life or safety of any person or threatens damage or destruction to property. Equipment shall only be used for its intended purpose.
- (b) No person shall operate a vehicle or other equipment within the Secured Area/Air Operations Area (AOA) while under the influence of alcohol or any drug that impairs, or may impair, the operator's ability to safely operate GSE.
- (c) No person shall use personal listening devices while walking or driving on the AOA. Personnel authorized to operate vehicles on the AOA may use personal cell phones and/or any other type of hand-held or hands-free device, only after stopping (whether in or out of a vehicle) in a safe manner and in a safe location.

(6) Passenger Safety

Each vehicle operator is responsible for the safety and activities of the operator's passengers while within the Secured Area/Air Operations Area (AOA). Each vehicle operator shall ensure that all occupants use seat belts and other safety devices when conveyance is so equipped and while traversing on any vehicle service road.

(7) Speed Limit

No person operating or driving a vehicle upon the AOA shall drive at a speed greater than: five (5) mph within baggage make up areas and aircraft envelopes; ten (10) miles per hour around the terminals; fifteen (15) miles per hour between Westfield and Romeo checkpoints to Access Gate 118; fifteen (15) miles per hour along the restricted vehicle service road (RVSR); or at any speed greater than is reasonable and prudent having due regard for weather, visibility, traffic, and the surface, and in no event at a speed which endangers the safety of persons or property.

(8) Parking

- (a) Ramp vehicles and equipment shall be parked only within a tenant's own area and in approved marked parking stalls.
- (b) Vehicle operators shall not park vehicles or equipment under any passenger loading bridge, within the striped "Keep Clear" or "No Parking" zone.
- (c) No person shall park vehicles or other equipment that interfere with the use of a facility by others or prevent movement or passage of aircraft, emergency vehicles, or other motor vehicles or equipment.
- (d) No person shall position a vehicle or equipment within 10 feet of a fire hydrant, emergency fuel shutoff device, standpipe, or aircraft fire extinguisher, or in a manner that prohibits a vehicle from accessing these fire suppression units. To prevent damage to the underground hydrant system, GSE shall not traverse, park, or stage in the areas delineated with red-painted border markings.
- (e) Vehicles with running engines must never be left unattended.

(9) Restricted Areas

- (a) No vehicle shall enter the AOA unless clearance and permission has been obtained from Airport Operations. No vehicle shall enter or operate within the Movement Area unless the driver possesses a current movement area credential, monitors and receives Airport Traffic Control Tower (ATCT) clearance by two-way radio communication, or is under escort by Airfield Operations or other authorized party. Once within the Movement and safety areas, personnel and vehicle operators shall remain in continuous communication with the ATCT and comply with all ATCT instructions.
- (b) No vehicle shall pass between an aircraft and passenger terminal or passenger walkway, or operate under a wing or tail, when the aircraft is parked at a gate position, except those vehicles servicing the aircraft. No vehicle shall enter the envelope of an aircraft-occupied gate. All other vehicles must drive around the aircraft away from the passenger loading gates and walkways.
- (c) Ground vehicles shall not pass between an aircraft and any member of the associated push back crew unless so directed by a member of the crew.

- (d) Unescorted access to the Restricted Vehicle Service Road (RVSR), which is located in the east and north areas of the Airport between access gates #1 and #118, shall be explicitly granted by Airside Operations. Each person requiring this access must first attend the Airside Operations RVSR training to receive their permit. Before entering the RVSR from access gate #1 or via the terminus of the VSR near access gate #118, the vehicle operator must call (650) 821-3355 to request access. Unescorted access permits must be displayed in a manner that is visible from the vehicle windshield.

5.5 RAMP OPERATIONS AND GATE USAGE

(A) Terminal Ramp and Gate Restriction

- (1) No General Aviation private, business, or corporate aircraft may enter or use terminal area gates without the prior written permission of the Director. The owner and/or operator making the request for such entry or use assumes full and sole responsibility for the safety and security of all aircraft.
- (2) All international flights must depart from the International Terminal unless they are transborder flights approved in advance by the Director.
- (3) All transborder flights pre-cleared by U.S. Customs and Border Protection may arrive either in a domestic terminal or the International Terminal and will be treated as domestic flights.
- (4) Parking of aircraft on the Terminal Ramp is restricted to no less than 138 feet from the center line of Taxiway "A".
- (5) No person shall install or alter any marking, sign, or light on the Secured Area/ AOA, including within leasehold areas, without first receiving written permission from the Airport. Building Inspection and Code Enforcement (BICE) shall evaluate such proposed alterations for compliance with the Airport Building Regulations and other applicable standards and requirements.

(B) Ramp Drive Boarding Bridge Operations

All Ramp Drive Passenger Boarding Bridge ("Bridge") operators are required to use a ground level Guide Person/Spotter ("Spotter") who is in full view of and in communication with the Bridge Operator. Bridges shall not be moved without the use of a Spotter. The Spotter shall be in a physical location to observe the Bridge's path of travel, assist in providing direction, enforce a safety zone around the Bridge and advise the Bridge operator when it is safe to move the bridge.

(C) Guide Person/Spotter Duties

- (1) Before signaling to the Bridge Operator that it is safe to move, the Spotter shall ensure that Bridge path of travel is clear of personnel, vehicles, ground support equipment, debris and any other obstruction that could interfere with the safe movement of the Bridge.

(2) Spotters shall maintain constant visibility and communication with Bridge Operator using visual signs and/or radio communications to advise Bridge Operator when it is safe to move; perform all duties from physical vantage point that allows Spotter to observe path of travel while remaining in view of Bridge Operator.

(3) After completion of boarding, assist operator in safely returning Bridge to Home Base.

(D) Bridge Operator Training – Employer Requirements

Tenants engaged in Bridge operations are responsible for the proper training of their employees. No Bridge Operator shall operate a Bridge without first successfully completing a Bridge operating training course administered by the operator's employer. All Airport-owned (common use, joint use, and preferentially assigned) Bridge operators shall complete the Airport's Ramp Drive Passenger Boarding Bridge computer based training and practical (hands-on) training provided by their employers before operating a Bridge. Computer based training is valid for a one-year period. Bridge operators shall complete annual recurrent computer based training. All employers of Bridge operators shall make training records available for inspection by the Airport upon the Airport's request.

(E) Bridge Operator Duties

(1) Never operate a Bridge without the active assistance of a Spotter, even when the Bridge is equipped with a camera.

(2) Never operate a common use, joint use, or preferentially assigned Bridge without successfully completing Bridge Operator training.

(3) Never allow wheelchairs, aisle chairs or other items to be stowed in, around or near the Bridge.

(4) Always leave Airport-owned Bridges clean and orderly. The Airport encourages Bridge Operators to leave airline-owned Bridges in a similar condition after use.

(5) Bridge safety devices shall not be bypassed at any time, including 400hz power interlocks.

(6) Maintain unrestricted access to and from the ramp service door, and refrain from temporarily or permanently storing items such as equipment or baggage in this area. Ensure the inside and outside area of the ramp service door are always accessible for authorized personnel to enter and exit the Restricted Area. (AOB 22-05)

(F) Duties of Other Ground Personnel

All ground personnel working in and around Bridges must stay alert to Bridge movement and always stay out of the path of a moving Bridge. No equipment or vehicles shall be left unattended, parked or operated around or under a Bridge wheel.

(G) Use of Alternating Current Power Sockets Affixed to a Passenger Boarding Bridge (PBB)

- (1) Except as necessary for operation and maintenance of a PBB, use of AC power sockets located on the cross member of the PBB is prohibited.
- (2) The use of AC power sockets affixed to a PBB to connect and/or charge personal electronic devices such as, but not limited to, radios, smartphones, or tablets, is prohibited.

(H) Pre-Positioning of a Passenger Boarding Bridge (PBB)

At certain gates, the configuration of the PBB and aircraft parking is such that pre-positioning of the PBB is required before the arrival of aircraft. At such locations, the operator shall conform to the following procedure:

- (1) Relocate the PBB from the permanent home base location to the preposition circle located on the ramp area prior to aircraft arrival.
- (2) If equipped with a collision avoidance system, the PBB will slow down as it gets closer to other PBBs.
- (3) Upon departure of aircraft, return the PBB to the permanent home base location with the assistance of a designated guide person.

(I) Housekeeping

Before and after each use of a gate area, all air carriers shall:

- pick up and dispose of all Foreign Object Debris (FOD) in designated areas, placing it in an Airport-approved receptacle;
- store in proper locations the 400 Hz power cable, PC air duct, and potable water hose;
- confirm that the area is free of all spills; and
- remove all GSE to allow the next tenant to service its aircraft.

For purposes of this Rule 5.5, the gate area includes the following: The rectangular footprint extending lengthwise from the vehicle service road to the terminal building and widthwise from a point which is ten feet beyond the widest section of the aircraft apron delineated by red and white striping to a point which is ten feet beyond the widest section of the aircraft on the opposite side.

(J) Management Protocols for Joint or Common Use Gate Resources

To ensure the efficient, systematic, and equitable management of Joint Use and Common Use gates in the International and Domestic Terminals as well as other common use resources, including, but not limited to, the pre-conditioned air, 400 Hz systems, and the Passenger Boarding Bridges, all airlines must adhere to agreements limiting periods of use. Airlines shall promptly comply with all Airport directives to vacate a Joint or Common Use resource.

Failure to comply with agreed-upon terms for period of use or failure to comply within 1/4 hour of an Airport directive to vacate a Joint or Common Use resource, shall result in fines assessed for each 1/4 hour (rounded up to the next 1/4 hour), beyond such period as provided in Rule 14 of these Rules and Regulations.

(K) Advanced Visual Docking Guidance System (A-VDGS)

All air carriers with flights assigned to a gate with an active A-VDGS unit are required to use the docking station. A-VDGS units integrate with the Airport operations database to log accurate aircraft on-block and off-block times, and interface with the Passenger Boarding Bridge (PBB) to check availability and status of PBB Auxiliary Systems. The system is designed to log the use of Pre-Conditioned Air (PC Air) and 400 Hz equipment. Failure to use the A-VDGS will lock the use of the PC Air Unit, 400 Hz power, and the PBB itself.

The A-VDGS will automatically display gate identification, flight information, aircraft type and sub-type, (+/-) departure or arrival time, and assigned baggage claim. The system operates in a semi-automatic mode as ad-hoc notification messages may be displayed by authorized personnel and confirmation of all information must be acknowledged at the A-VDGS control panel by ramp personnel servicing the flight. The A-VDGS must be activated before aircraft arrival because the A-VDGS will safely guide pilots through the aircraft docking process by ensuring the aircraft arrives at the assigned and compatible gate, the pilot follows the correct lead-in line (at gates with multiple lead-in lines), and the aircraft is parked on the correct stop bar.

The use of A-VDGS does not replace the ground crew. Ground crews must meet the arriving aircraft. Ground personnel are required to keep the ramp clear and safe for aircraft arrival, and personnel must be within proximity of the A-VDGS control panel in the event the Emergency Stop button requires activation. A designated ground crew member is required to monitor the operation of the A-VDGS unit while also confirming safety personnel are ready for aircraft arrival. (AOB 19-06)

(L) Debris Boxes

Tenants and contractors seeking to place debris boxes (also known as dumpsters) on the AOA must submit requests through the Aviation Management Construction Activity Space Request form. All dumpsters must have working lids to prevent inadvertent Foreign Object Debris (FOD) on the AOA. Chocks are required for dumpsters that are equipped with wheels and secured outside of a Material Recovery Area (MRA). Efforts must be made to ensure that if chocks are used, they do not become FOD. Chocks must be labeled with owner name and phone numbers. Dumpsters must be labeled with signage at least four (4) inches in height and include company name and phone numbers. Construction Contractor's Safety Plan Compliance Document (SPCD) shall include the locations of temporary dumpsters. (AOB 21-05)

5.6 PASSENGER MOVEMENT

(A) Passenger Enplaning and Deplaning

To maximize the safety and security of passengers, all aircraft shall be loaded or unloaded and passengers enplaned or deplaned in designated areas unless otherwise permitted by the Director. There shall be no enplaning or deplaning of passengers on the ramp when aircraft in the vicinity of the designated route have engines operating. No pedestrian traffic is allowed to cross any taxiway, taxilane, or terminal ramp between boarding areas. Ground loading of jet aircraft in the Terminal Ramp Area is prohibited unless otherwise permitted by the Director.

All passengers shall be directed along designated routes to and from the terminal buildings. These designated routes shall meet the following minimum standards for aircraft parked in the Terminal Ramp Area:

- (1) For jet aircraft parked in the Terminal Ramp Area, the approved designated route for enplaned and deplaned passengers shall be through a Passenger Loading Bridge that meets the Americans with Disabilities Act Accessibility Guidelines (ADAAG) slope requirements and connecting between the Terminal Building and aircraft entrance doorway.
- (2) For jet aircraft parked in the Terminal Ramp Area for which it is not possible to meet ADAAG slope requirements with a Passenger Loading Bridge alone or for which a Passenger Loading Bridge is not compatible, the approved designated route for enplaned and deplaned passengers shall be through a Passenger Loading Bridge that meets ADAAG slope requirements connecting between the Terminal Building and an enclosed Passenger Ramp. The enclosed Passenger Ramp shall meet ADAAG slope requirements and connect between the Passenger Loading Bridge and the aircraft entrance doorway, including if necessary, a Mobile Bridge Adapter between the enclosed Passenger Ramp and Aircraft entrance doorway.
- (3) For non-jet (prop and turboprop) and regional jet craft parked in the Terminal Ramp Area, ground loading shall be used and passengers shall be directed along designated routes to and from Terminal Buildings. Airline personnel shall be stationed in sufficient numbers to readily assist and direct passengers during the ground level enplaning and deplaning process.
- (4) For each aircraft type, operators shall identify and eliminate hazards or risks associated with fueling activities while passengers are enplaning and deplaning.

(B) Ramp Bus Operations

The Airport conducts airfield remote passenger bus operations between certain terminals and remote hardstands, using a Bus Operator retained by the Airport. Airline tenants must comply with Remote Bus Operations standards set forth in Appendix H to these Rules and Regulations:

5.7 FUELING

(A) Authorized Personnel

Fueling units shall be operated only by qualified persons who shall be situated at the dead man switch when such unit is being operated. Tenants who perform fueling services must have an approved FAA training program for their employees. Employees who perform fueling services must receive a certificate from the Security Access Office. Employees who have authorization to drive on the AOA, but have not completed an FAA-approved fueling training program, may drive a fuel truck on the AOA solely for the limited purpose of relocation, not fuel handling.

(B) Fueling Equipment

- (1) All aircraft and aircraft fueling units shall be adequately bonded in conformance with National Fire Protection Association (NFPA) Rule 407 and California Fire Code during fueling or defueling operations to prevent static charges of electricity. Fueling operations shall be discontinued when lightning is observed or reported in the vicinity of the Airport.

- (2) The fuel cargo of any refueling unit shall be unloaded by approved transfer apparatus only, into the fueling tanks of aircraft or underground storage tanks, except that when such unit is disabled through accident or mechanical failure and it is necessary to remove the fuel, such fuel may be transferred to another refueling tank or unit vehicle, provided the necessary bonding and grounding connections have been made prior to fuel transfer and that adequate provisions are in place to contain a fuel spill.
- (3) All airlines shall accept underground fueling whenever such facilities are available unless otherwise authorized by the Director.
- (4) Every fueling unit shall display the name of the organization operating the unit and signage/placards indicating the type of fuel in conformance with NFPA Rule 407 and California Fire Code requirements.
- (5) Fueling units shall be loaded only at an approved loading platform except when defueling.
- (6) All tenants and contractors are required to inspect aircraft and automotive refueling vehicles operated on the airfield. Any refueling vehicle with embedded ignition keys or ignition starter buttons must be converted to a removable key ignition starter. Refueling vehicle ignition keys must be under positive control whenever the vehicle is left unattended.
- (7) For all aircraft refueling vehicles equipped with an exhaust after-treatment device, such as diesel particulate filter (DPF), requiring the filter to be cleaned at high temperatures (regenerated) while installed on the vehicle, regeneration shall be performed only in the location designated or approved by the Airport and Fire Department. All such exhaust systems shall be installed and maintained in conformance with NFPA Rule 407 and manufacturer's written instructions.
- (8) Fuel vault lids must be properly closed and secured after each use.

(C) Fueling Aircraft with Passengers On Board

Aircraft occupancy and passenger traffic is permitted during fueling operations only when all of the following safety measures are in place: (1) a trained, qualified employee of the aircraft owner is on board and available to direct emergency evacuation through regular and emergency exits, and (2) passenger walkways or stands are left in the loading position.

(D) Driving/Storing Fueling Equipment

- (1) No fuel truck shall be driven under any boarding area or underpass.
- (2) No fuel servicing tank vehicles truck shall be brought into, stored, or parked within 50 feet of any Airport terminal building or other Airport structure unless authorized by the Director. The parking of fuel servicing tank vehicles within 10 feet of other tank vehicles is prohibited (NFPA Rule 407).

(E) Fires and Spills

- (1) In the event of a fire or fuel spill, the airline shall immediately:
 - summon the Fire Department and Airport Operations by calling Emergency Communications at 911; and when calling Emergency Communications (911), state if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated or are within the spill area; Emergency Communications will then notify the Airport's on-call spill response team, who will coordinate investigation and cleanup as needed (AOB 24-04);
 - evacuate the aircraft and loading bridge; and
 - discontinue all fueling activity and shut down all emergency valves and dome covers.
- (2) In the event of a fuel spill and in the absence of a fire, the airline shall immediately secure the site; contain spillage/ prevent fuel from entering storm drains, catch basins, utility manholes, vault covers, etc.; and perform clean-up. Additionally, the following procedures shall apply:
 - passengers shall not be re-admitted to the jet bridge or the aircraft until authorized by the Fire Department;
 - fuel delivery units shall not be moved until directed by the San Francisco Fire Department; and
 - no aircraft or vehicular movement shall be allowed in the area until authorized by the San Francisco Fire Department.

(F) Role of Fire Department

- (1) San Francisco Fire Department – Fire Marshal and Airport staff shall inspect refueling vehicles and equipment in compliance with FAR 139.321, DOT standards, NFPA Rule 407, California Fire Code requirements, and the GSESIP. Non-complying vehicles and equipment shall be removed from service until such time as noncompliance is corrected and the vehicle/equipment passes re-inspection.
- (2) The Airport Fire Marshal issues all permits for mobile fueling operations. Mobile fueling operations without such a permit is strictly prohibited. Tenant operators and contractors shall comply with applicable requirements of the California Fire Code, Section 5706. A fueling plan shall be submitted to the Airport Fire Marshal which shall address all code requirements.

5.8 ACCIDENTS, INCURSIONS, DISABLED AIRCRAFT/GSE

(A) Accidents/Incidents

Operators of aircraft or GSE involved in an incident on the Secured Area/Air Operations Area (AOA) that results in injury to a person or damage to an aircraft, Airport property, or another vehicle shall:

- (1) Immediately stop and remain at the scene of the incident.
- (2) Render reasonable assistance, if capable, to any person injured in the incident.
- (3) Report the incident immediately to Airport Communications by dialing 911 from an Airport or cell phone, if possible. Any person causing or failing to report and/or reimburse the

Airport for injury, destruction, damage, or disturbance of Airport property, may be refused the use of any facility and may lose all security badge and access privileges at the discretion of the Director, until and unless a report and/or full reimbursement has been made.

- (4) Provide and surrender the following to any responding Airfield Safety Officer and/or San Francisco Police Department Officer: name and address, Airport identification card, State driver's license, and any information such personnel need to complete a motor vehicle accident report.
- (5) Within 48 hours of the incident, submit a complete report of the accident or incident to the Director through Airport Operations. When a written report of an accident or incident is required by the Federal Aviation Administration, a copy of such report may also be submitted to Airport Operations to satisfy this requirement.

(B) Incursions or Deviations

Failure to obtain a clearance or follow instructions in entering or operating within the Movement Area, including any safety area, may result in a taxiway deviation or runway incursion. The classification of an incident or occurrence as a taxiway deviation or runway incursion is determined by the Airport Traffic Control Tower. Any aircraft or GSE operator who causes a taxiway deviation or runway incursion shall immediately surrender the operator's Airport ID badge and be escorted off of the airfield. The Airport shall confiscate the operator's Airport ID badge and shall fine the employer and/or operator as provided under Rule 14.

The confiscation of the operator's Movement Area authorization shall be permanent unless the Airport grants a request for reinstatement. Only the employer of the vehicle operator involved in the incident may request reinstatement of Movement Area privileges. Such request shall be in writing and provide a detailed explanation of the incident and the plan for re-training of the operator. Upon receipt of such request and upon review of the Airport and/or Federal Aviation Administration (FAA) incident reports, the Airport in its sole discretion may permit re-testing of the operator and reinstatement of Movement Area privileges. In no event, however, will the Airport permit AOA Movement Area authorization for any operator or personnel responsible for an incursion or deviation involving, in the Airport's sole discretion, reckless disregard for the safety of the airfield.

(C) Disabled Aircraft or GSE

Any owner, lessee, operator or other person having the control, or the right of control, of any disabled aircraft or GSE on the AOA shall be responsible for its prompt removal and disposal, including all parts of the disabled aircraft or GSE, subject, however, to any requirements or direction by the National Transportation Safety Board, the Federal Aviation Administration, or the Director that such removal or disposal be delayed pending an investigation of an accident or incident. Any owner, lessee, operator or other person having control, or the right of control, of any aircraft or GSE does, by use of the Airport, agree and consent, notwithstanding any provision in any agreement, lease, permit or other instrument to the contrary, that the Director may take any and all necessary action to effect the prompt removal or disposal of disabled aircraft that obstruct any part of the Airport used for aircraft operations; that any costs incurred by or on behalf of the Airport for any such removal or disposal of any aircraft shall be paid to the City; that any claim for compensation against the City and County of San Francisco, the Airport Commission, and any of

their officers, agents or employees, for any and all loss or damage sustained to any such disabled aircraft or GSE, or any part of such aircraft or GSE, by reason of any such removal or disposal, is waived; and that the owner, lessee, operator or other person having control, or the right of control, of such aircraft or GSE shall indemnify, hold harmless and defend the City and County of San Francisco, the Airport Commission, and all of their officers, agents and employees, against any and all liability for injury to or the death of any person, or for any injury to any property arising out of such removal or disposal of said aircraft.

RULE 6.0

FIRE AND SAFETY

All fire and fire-related safety provisions of these Rules and Regulations, including Hazardous Materials, shall be in accordance with applicable sections of the Uniform and San Francisco Fire Codes, and/or the National Fire Protection Association (NFPA) Codes and standards, and all applicable laws, rules, and regulations as enforced by the Fire Marshal, San Francisco International Airport. Fire safety provisions under this Rule 6.0 may also be enforced by Airport Operations or Airfield Safety Officers.

6.1 FIRE MARSHAL

It shall be the duty of the Airport Fire Marshal to enforce all applicable Rules of these Rules and Regulations pertaining to fire protection, fire prevention and fire spread control.

All buildings, structures and premises shall be inspected periodically by the Airport Fire Marshal, or the Fire Marshal's duly authorized representatives, to ensure compliance with these Rules and Regulations.

No change shall be made in the use or occupancy of any structure that would place the structure in a different division of the same group or occupancy or in a different group of occupancies, unless such structure is made to comply with the requirements of the Airport Building Regulations. Subject to the approval of the fire code official, the use or occupancy of an existing structure shall be allowed to be changed and the structure is allowed to be occupied for purposes in other groups without conforming to all the requirements of the Airport Building Regulations for those groups, provided the new or proposed use is less hazardous, based on life and fire risk, than the existing use.

6.2 HANDLING OF EXPLOSIVES and OTHER HAZARDOUS MATERIALS

Explosives not acceptable for transportation under applicable federal regulations are not permitted on the Airport.

Hazardous Materials shall be stored, kept, handled, used, dispensed, or transported in conformance with Environmental Law and the latest edition of the Airport Building Regulations and/or the Tenant Improvement Guide (TIG), as may be applicable.

- (A)** All applicable regulations governing explosives which are acceptable for transportation must be strictly adhered to. Any other material subject to federal or state regulations governing Hazardous Materials must be handled in strict compliance with those regulations and any other more restrictive regulations that the Director might deem necessary to impose. Any waiver of such regulations or any part thereof by the Federal Aviation Administration (FAA) or by any other competent authority shall not constitute or be construed to constitute a waiver of this rule by the Director or an implied permission by the Director.
- (B)** Advance notice of at least twenty-four hours shall be given to the Director for any operation(s) requiring the Director's permission pursuant to this rule.
- (C)** Permission may be given for the movement of radioactive materials only when such materials are packaged, marked, labeled and limited as required by regulations applying to transportation of explosives and other dangerous articles and which do not create an undue hazard to life or

property at the Airport. All hauling of Hazardous Materials must be performed by a registered hazardous waste hauler. The Airport Fire Department shall provide the Director with information relative to the hazards of any material subject to this Rule.

- (D) All Airport tenants and contractors involved with handling Hazardous Materials must provide the Airport with Standard Operating Procedures for the handling and disposal of Hazardous Materials in compliance with Environmental Law, including an Emergency Response Plan, and maintain an accurate and current inventory of all Hazardous Materials and readily accessible, on-site Safety Data Sheets (SDS). The plan will include the name of the company used for removal of Hazardous Materials and the names and 24-hour telephone numbers of tenant/contractor personnel authorized to handle such removals. The plan will be updated annually and resubmitted to bppp@flysfso.com.
- (E) Tenants and contractors must properly collect, contain, sample, characterize, and dispose of any Hazardous Materials generated as a result of tenants/contractors' operations, and maintain chain of custody documentation and disposal manifests. All Hazardous Materials shall be properly managed, labeled, stored, and disposed as required by Environmental Law. Marked containers with inconsistent product and unmarked containers are subject to seizure by the Airport with all costs for characterization, handling, and disposal to be borne by the responsible tenant/contractor. Tenants and contractors shall provide secondary containment for Hazardous Materials, which shall be tested in accordance with appropriate regulatory requirements, and shall be reliable, adequately sized, and routinely serviced. Hazardous Materials shall be stored in a manner that will prevent contact with the outdoor elements. Tenants and contractors are responsible to dispose of Hazardous Materials within the time period dictated by the appropriate regulatory agency.
- (F) Buildings, rooms and spaces containing Hazardous Materials shall be identified by hazard warning signs in accordance with the California Fire Code Hazardous Materials Inventory Statement (HMIS). Where required by the fire code official, each application for a permit shall include a Hazardous Materials Inventory Statement (HMIS) in accordance with the California Fire Code.

6.3 FIRE EXTINGUISHERS AND EQUIPMENT

- (A) Fire extinguisher equipment shall not be tampered with at any time, nor used for any purpose other than firefighting or fire prevention.
- (B) In accordance with their lease agreements, tenants shall maintain their own fire extinguishers, fire protection equipment and special systems within their respective areas in accordance with the San Francisco Amendments to the California Fire Code. The Fire Marshal and/or the Fire Marshal's designated staff shall routinely check tenant areas for compliance with the maintenance of their equipment. In areas that are not the responsibility of the tenant, the Fire Marshal shall make arrangements to maintain fire extinguishers. Airport Facilities and Maintenance shall maintain other fire protection equipment not covered under lease agreements.

6.4 FIRE PROTECTION SYSTEMS

- (A) Airport fire protection systems and equipment shall not be tampered with at any time. No person other than authorized employees of the City and County of San Francisco shall turn heaters in public areas on and off, or operate any other Airport equipment, except tenants in their respective areas.

- (B) Construction documents for fire protection systems shall be submitted for review and approval prior to system installation in conformance with the Airport Building Regulations.

Fire protection systems shall be inspected, tested and maintained in accordance with the applicable referenced CBC/CFC codes and NFPA standards. Records of all system inspections, tests and maintenance required by the referenced standards shall be maintained on the premises for a minimum of three years and shall be copied to the fire code official upon request.

- (C) A construction permit is required for installation of or modification to fire alarm and detection systems and related equipment. Maintenance performed in accordance with this code is not considered a modification and does not require a permit.

6.5 OPEN FLAMES

- (A) No person shall start any open fire of any type on any part of the Airport without permission from the Director and an open flame permit from the Office of the Airport Fire Marshal.
- (B) No person shall operate an oxyacetylene torch, electric arc or similar flame or spark producing device on any part of the Airport except in areas within leased premises specifically designated for such use by the Director, unless a permit from the Airport Fire Marshal has first been obtained. No permit shall be issued for operations within an aircraft hangar, any fuel storage area, or upon any components or section of the hydrant fuel distribution systems, unless the work is required for repair of such areas or hangars or fuel systems. Where such operation is required, permission shall first be obtained from the Airport Fire Marshal and shall be subject to such conditions as the Fire Marshal may impose.

6.6 REPORTING FIRES

Every person observing any unattended or uncontrolled fire on the Airport premises shall immediately report it directly to Airport Communications at 911. No person shall make any regulation or order, written or verbal that would require any person to take any unnecessary delaying action prior to reporting such fire to the Fire Department. Fires extinguished by non-firefighting personnel shall not be removed or disturbed until clearance is given by the San Francisco Fire Department.

6.7 INSPECTION AND CLEANING SCHEDULES

Commercial cooking equipment shall be installed, maintained and protected from fire in accordance with the requirements of the Airport Building Regulations. National Fire Protection Association #96, "Standard for the Installation of Equipment for the Removal of Smoke and Grease-Laden Vapors from Commercial Cooking Equipment", has been adopted by reference in the Airport Building Regulations as the standard for insuring proper installation, inspection, and maintenance procedures. The Airport Fire Marshal shall be supplied a copy of all inspection and maintenance contractors for each commercial hood and duct system being operated on the Airport upon request.

All Type 1 Suppression Systems shall be upgraded to UL 300 Systems by the second servicing of 2008 per Section 904.11 of the 2007 California Fire Code. As part of the UL300 system upgrade, a Type K fire extinguisher is required.

6.8 LITTER AND CLEANING OF ALLOTTED SPACE

Each tenant and contractor shall at all times maintain its allotted space in a neat, clean, and orderly condition and shall comply with the following provisions:

- (A) Keep allotted space free from all trash and debris irrespective of the source of such trash and debris, and deposit and secure all trash and debris in appropriate receptacles (see Rule 8.1). For purposes of this Rule 6.8, "allotted space" means all Airport property which such tenant or contractor is permitted to use and is using for its operations, regardless of whether such use is on an exclusive, shared, or common use basis.
- (B) Flammable materials shall be stored only in approved, labeled containers and all floors within allotted space shall be clean of fuel, oil and waste. The use of volatile solvents for cleaning floors is prohibited. Approved metal receptacles with tight-fitting, self-closing covers shall be used for the storage of oily waste rags and similar materials. The contents of these receptacles shall be removed daily. Clothes lockers shall be constructed of metal or fire-resistant material.
- (C) Plastic sheeting used on the airfield ramp shall be covered by webbing and tied securely.
- (D) Plastic trash bags shall not be left unattended on any part of the AOA.
- (E) The placement of any devices to feed any wild bird, mammal, reptile, fish amphibian or invertebrate is prohibited.
- (F) Placement of litter or refuse containers in the International Terminal Building where passengers disembark from aircraft and/or the Federal Inspection System areas, including but not limited to jet bridges, sterile corridors, or ramp areas, is prohibited unless written approval is received from the Airport.

6.9 CONTROL OF CONTAMINANTS

No person shall allow lavatory fluid, coolant/anti-freeze, fuel, oil, hydraulic fluid, petroleum-based products, battery acid, or any other Hazardous Materials to leak or spill onto the Secured Area/AOA surface. No fuel, grease, oil, flammable liquids, or contaminants of any kind, including detergents used to wash aircraft or other surfaces, shall be allowed to flow into or be placed in any sewer system or open water areas without a separator or unless connected to an industrial waste system in which certain constituents such as heavy metals in the waste system are restricted. Refer to Rule 8.9, for additional requirements for Hazardous Material and hazardous waste management.

All contaminant spills must be reported to Emergency Communications by dialing 911 immediately upon discovery of a reportable quantity. When calling Emergency Communications (911), please state if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated or are within the spill area. Communications will then notify the Airport's on-call spill response team, who will coordinate investigation and cleanup as needed (AOB 24-04)

Air Carriers shall use all appropriate pollution prevention procedures and equipment including but not limited to spill kits, storm drain intrusion dams and covers and vacuum recovery or spill scrubber vehicles to protect the Airport's storm, sanitary and industrial waste collection systems, utility manholes, vault covers, etc. Air Carriers shall maintain current and readily accessible site and procedure specific Storm

Water Pollution Prevention Plans (SWPPP) that address Aircraft Deicing Fluid (ADF) usage and recovery. Air Carriers shall implement all appropriate SWPPP Best Management Practices (BMP) including but not limited to training, material storage, usage, recovery and disposal and record keeping.

6.10 AIRCRAFT PARTS CLEANING MATERIALS

Cleaning of aircraft parts and other equipment shall be done preferably with nonflammable cleaning agents. When flammable combustibles must be used, only liquids having flash points in excess of 100 degrees F shall be used and special precautions shall be taken to eliminate ignition sources in compliance with good practice recommendations of the Uniform Fire Code, and the NFPA.

6.11 GASOLINE STORAGE FOR AUTOMOTIVE VEHICLES

Except in such instances where the storage of fuel and other flammable liquids has been approved specifically by the Commission in writing, no more than ten (10) gallons of gasoline may be stored or kept in approved portable safety containers above ground by any person, firm, company, or corporation. All portable containers shall be stored in approved flammable liquid storage lockers when not in use. Gasoline may also be stored or kept for gasoline supply in approved double walled underground tanks. No more than 30,000 gallons of gasoline in aggregate shall be stored underground, and no tank shall have a capacity greater than 10,000 gallons; provided that the Director may grant permission to store or keep gasoline in excess of the above limitation in tanks having a capacity not greater than ten thousand five hundred (10,500) gallons each, if, in the Director's judgment, the additional gasoline is deemed necessary, but such gasoline shall be stored or kept only upon conditions and under such regulations as may be required by the Airport Fire Marshal.

All portable filling tanks, underground storage tanks, installations, safety provisions, pumps, and other necessary facilities shall be installed and operated in such a manner as to comply with the California Fire Code, San Francisco Fire Code, and the NFPA. Prior to the installation of any underground or above ground gasoline facilities, Airport tenants shall be required to acquire authorization by the Director based on the recommendation of the Airport Fire Marshal. In addition, an appropriate permit, if required, must be obtained from any other agency having jurisdiction.

6.12 ENGINE OPERATIONS WITHIN HANGARS

The starting or operating of aircraft engines inside any hangar is prohibited.

6.13 HEATING AND LIGHTING OF HANGARS

Lighting in hangars shall be restricted to electricity with automated dimming and shutoff features to comply with Building Code. Heating in any hangar shall be by approved systems or devices only as listed by the Underwriters Laboratories or other acceptable approved Laboratories.

6.14 PAINT, VARNISH AND LACQUER USE

For paint, varnish, or lacquer spraying operations, the arrangement, construction, ventilation, and protection of spraying booths and the storing and handling of materials shall be in accordance with the standards of the California Fire Code, and the NFPA.

6.15 TESTING OR OPERATION OF RADIO EQUIPMENT

Radio transmitters and similar equipment installed in aircraft shall not be tested or operated within a hangar with dynamotors running unless all parts of the antenna system are at least one foot removed from any other object. No aircraft shall be placed at any time so that any fabric-covered surface is within one foot of an antenna system.

6.16 FUEL STORAGE, DISTRIBUTION AND HANDLING

(A) Appropriate Fuel Permits

All individuals and entities that store, distribute or handle fuel shall obtain an appropriate permit from the Office of the Airport Fire Marshal prior to storing, dispensing, distributing or handling fuel.

(B) Petroleum Companies

Petroleum companies that own equipment or facilities operated or located on the Airport premises for the purpose of distributing aviation fuel shall possess a valid petroleum company distributor permit issued by the Director.

(C) Business and General Aircraft Maintenance and Service Companies

Business and General Aviation Maintenance and Service Companies (fixed base operators) may be authorized by the Director to act as dealer or agent for petroleum companies for the purpose of effecting delivery of aviation fuel into aircraft provided that the petroleum company supplying the aviation fuel possesses a valid petroleum company distributor permit, and that such deliveries are confined to the areas designated in writing for said company by the Director.

(D) Single Fleet Operators

Single fleet operators who maintain a base of operations on the Airport for the servicing and storage of their own aircraft may qualify for a permit to effect the delivery of aviation fuel to their own aircraft provided their fleet of planes based on the Airport aggregate at least three in number of 75,000 pounds in gross landing weight. A bona fide Single Fleet Operator Aviation Fuel Permit may be obtained from the Director.

(E) Tenant Fueling Services

All tenants and contractors authorized to store, dispense, distribute or otherwise handle fuel ("fuel agents") shall comply with all training requirements set forth in Title 14 C.F.R. Part 139.321 and all FAA Advisory Circulars related to fueling, including FAA Advisory Circular 150/5320-4B. Each fueling agent shall have a fueling supervisor who possesses a current certificate from an FAA-approved fuel safety training program. A minimum of one resident fueling supervisor based at the Airport is required for every 50 personnel who handle or dispense fuel. The fueling supervisor(s) shall be responsible for training all personnel who distribute, dispense or otherwise handle fuel for the tenant or contractor and shall ensure that all such training is documented as specified by the Airport.

All employees who handle and dispense fuel shall successfully complete 14 CFR Part 139.321 and Airport-mandated training. The Airport fueling privilege is indicated by the fuel icon on Airport badges and is required prior to handling or dispensing fuel. Recurrent training for all fuelers shall

be completed every 24 consecutive calendar months. The trainer's certification and the training records shall be made available to the Fire Department and Airport staff upon request.

(F) Fire Extinguisher Training

All personnel who distribute, dispense or otherwise handle fuel shall receive hands-on instruction on the proper use of hand-held fire extinguishers. All such training shall be performed by a fueling supervisor who has successfully completed training required under Title 14 C.F.R. Part 139.321 and FAA Advisory Circular 150/5320-4B, and shall receive fire extinguisher training from an FAA-approved fuel fire safety course, the San Francisco Fire Department-Airport Bureau, or a training program approved by the San Francisco Fire Department.

RULE 7.0**AIRPORT SECURITY****7.1 GENERAL PROVISIONS**

- (A) **Priority.** Safety and security are the Airport's first priorities. The requirements of this Rule 7 are critical to the safe and secure operation of the Airport. All personnel working and doing business on Airport property must comply with this Rule at all times and model the significance of safety and security for co-workers, passengers, and members of the public.
- (B) **Definition of Restricted Area.** For the purpose of this Rule 7 only, Restricted Area is defined as any area identified as Secured, Sterile, SIDA, or AOA, whether within a building or terminal or on the ramp or airfield area. Additionally, any cargo buildings with direct access to the AOA or SIDA also shall be a "Restricted Area" for purposes of Rule 7. (ASB 24-02.)
- (C) **Airport Security Program.** This Rule 7 includes the non-Sensitive Security Information (SSI) requirements set forth in the Airport Security Program (ASP) issued by the Director under 49 C.F.R. 1542.
- (D) **Enforcement.** Any person who violates this Rule 7, compromises Airport security, or creates or engages or participates in any unsafe, unsecure, or hazardous condition or activity at the Airport may have access privileges immediately revoked on a temporary or permanent basis at the sole discretion of the Airport (see also Rule 7.3 and Rule 14.4). Any person or entity responsible in whole or in part for any security violation shall also be responsible for any fine under Rule 14 and any resulting cost, including but not limited to any fine imposed by a regulatory agency or remediation of property damage or personal injury.

7.2 SECURITY BADGES

Any person who works or does business in a Restricted Area or in the pre-security areas of Terminal Buildings on a permanent or temporary basis must hold a security badge issued by the Airport. Any person holding an Airport-issued security badge does so as a privilege and not a right.

The Airport shall issue a security badge to an individual only upon the request of a designated authorized signatory of an Airport tenant or contractor (an "Authorized Signatory") responsible for verifying that such individual is employed or authorized to perform duties or services on Airport property on behalf of the Airport tenant or contractor. The employer or sponsor of the Authorized Signatory and/or Airport ID badge holder shall remain responsible for the badge holder's compliance with these Rules and Regulations.

The Airport issues three types of security badges: (A) the Airport ID badge; (B) the Temporary or "T" badge; and (C) the Museum or "M" badge.

(A) Airport ID Badge

Persons who work or do business in a Restricted Area or in the pre-security areas of Terminal Buildings on a permanent or long-term (longer than 30 days) basis must have an Airport-issued identification in the form of an Airport ID badge. An individual holding an Airport ID badge may also be referred to as "badged personnel."

- (1) **Attainment:** An applicant for an Airport ID badge must pass all required Airport training course(s). Cheating, use of any electronic device or outside materials during any training course, or failure to follow the proctor's directions shall result in the immediate and permanent rejection of the badge application or revocation of an existing badge (for badge holders renewing a badge).
- (2) **Expiration:** The Airport ID badge is issued for a maximum of two (2) years, and must be renewed prior to expiration.
- (3) **Return:** Upon a change in an individual Airport ID badge holder's employment status, the sponsoring employer is responsible for (a) immediately requesting Airport deactivation of the Airport ID badge and (b) returning the Airport ID badge. Failure to return an Airport ID badge will result in a lost badge fee and any applicable fines in accordance with Rule 14, which shall be charged to the employer. For employees on long-term leave (more than 30 days), employers must comply with Rule 7.3(H) below.

An individual badge holder must return the individual's Airport ID badge to the sponsoring employer within three business days of a change in employment status. Failure to do so will render that individual ineligible for a period of two years of the employment termination or separation date. An Airport ID badge applicant may cure such ineligibility by returning the previously-issued badge to the Airport Security Access Office prior to the badge expiration date.

- (4) **Icons:** The Airport ID badge holder may apply for badge icons indicating special privileges and responsibilities, such as Movement Area access, Escort privileges, and Customs (Federal Inspection Area) access. Additional qualifications and examinations may be required for these designations. Failure to comply with an icon safety and security requirement may result in the removal of icon privileges from the Airport ID badge holder or the suspension or revocation of the Airport ID badge. Special responsibilities for Escort privileges are provided at 7.3(C), below.

(B) "T" Badge

Persons who work or do business on in a Restricted Area on a temporary basis (30 days or fewer) must have an Airport-issued Temporary or "T" badge.

- (1) **Attainment:** An applicant for a "T" badge must submit to security vetting prior to obtaining access to any Restricted Area.

The "T" badge identifies an individual who is accessing the Restricted Area under escort (see subsection (3) below) for work or to conduct business and how frequently that person is accessing the Restricted Area. "T" badges may not be used to escort individuals for non-business purposes (such as family members, children, and friends) without prior approval from an Airport Security Coordinator (ASC).

There are two types of "T" badges: (a) Standard and (b) Limited Duration.

- (a) Standard "T" badges are valid for a minimum of 24 hours and a maximum of 30 days.

(b) Limited Duration “T” badges are valid for less than 24 hours and must be returned no later than 24 hours from the time of issuance.

- (2) **Frequency/Duration:** The Airport will issue any one individual a “T” badge on not more than four (4) occasions within the previous 12-months from any request. Any request for an exception to this limit will be reviewed on a case-by-case basis by an ASC. Access that is provided under escort by an Airfield Safety Officer (ASO), Airport Duty Manager (ADM), Airport Aviation Security (AVSEC) Analyst or Supervisor, or uniformed San Francisco Police Department-Airport Bureau (SFPD-AB) personnel does not require the use of a “T” badge and does not count toward the four occasions in the previous 12-month limit.
- (3) **Limited Access/Escort Required:** An individual holding a “T” badge may access a Restricted Area of the Airport (a) only under the escort of an Airport ID badge holder who has been granted escort authority as indicated by the word “ESCORT” on their Airport ID badge and (b) only through a Passenger or Employee Security Screening Checkpoint, Vehicle Checkpoint, or a guarded exit lane if no Security Screening Checkpoint lanes accessing a terminal are staffed. Accessing Restricted Areas of the Airport from a public area through a bypass door is strictly prohibited unless under escort of an ADM, ASO, AVSEC Analyst or Supervisor, TSA K-9 Handlers and Training Coordinators, or other AOA Badged Law Enforcement Officer with escort privileges.

NOTE: More details on the “T” badge program are available on the Airport’s website at <https://sfoconnect.com/badging-security>

(C) **“M” Badge**

The Museum or “M” badge is issued for the purpose of viewing SFO Museum Exhibits located in Sterile Areas. The Airport will issue “M” badges to individuals only upon security vetting. “M” badge holders are permitted unescorted access to Sterile Areas of the Airport for no longer than 24 hours. “M” badge holders may enter Sterile Areas only through Passenger Security Screening Checkpoints.

7.3 AIRPORT ID BADGE HOLDER AND EMPLOYER SECURITY RESPONSIBILITIES / ACCESS CONTROL PROCEDURES

All badged personnel have an affirmative duty to maintain a secure Airport. Airport tenants and contractors are responsible for ensuring that their employees, suppliers, contractors, subcontractors, and all other businesses and entities providing services on Airport property comply with Rule 7 of these Rules and Regulations.

Violation of the Airport access control procedures below may result in the assessment of fines under Rule 14, and/or fines under the terms of a lease and/or permit, and/or temporary or permanent revocation of an Airport ID badge at the sole discretion of the Airport (see Rule 7.1(D) and Rule 14.4). Administrative fines for violation of Rule 7 of these Rules and Regulations shall be payable to the Airport by the sponsoring tenant or contractor.

(A) Badge Display and Use

Personnel must display their Airport ID badge on the outermost garment, at or above the waist, at all times.

An individual employee's Airport ID badge may not be given to another, or used by another, to work and/or gain entry to a Restricted Area.

(B) Security Screening

Every person entering a Restricted Area is subject to security screening at any time.

When traveling for any purpose, an Airport ID badge holder (i) must present themselves as a passenger through a Passenger Screening Checkpoint with the passenger's luggage/accessible property; (ii) is prohibited from using an Airport ID badge to bypass Passenger Screening Checkpoints; and (iii) must remain in the Sterile Area after being screened. An Airport ID badge holder who exits a Sterile Area after being screened must be re-screened prior to traveling.

All persons entering a Restricted Area are subject to security screening at any time and must cooperate with any TSA or law enforcement search/pat down. Badged personnel are strictly prohibited from circumventing or avoiding security screening under any circumstance that security screening is required, such as at a vehicle checkpoint, for purposes of bringing prohibited items into a Restricted Area, when travelling, or when the TSA, Airport staff, Airport contractors, or law enforcement are conducting inspections.

Any badged individual who does not submit to a search/pat down in a Restricted Area is subject to citation, immediate suspension of the individual's Airport ID badge, and removal from the Restricted Area. Unidentified or unauthorized personnel in the Restricted Area may be detained and/or removed by the Director or a duly-authorized representative. The Director or a duly-authorized representative may remove unidentified or unauthorized vehicles in the Restricted Area at the owner's expense.

(C) Access to Restricted Area

Airport ID badge holders and tenant/contractor employers must control access to the Restricted Area through careful use of any means of access, whether by door, vehicle checkpoint, or other.

Specifically, badged personnel and tenants/contractors must control access to any Restricted Area as follows:

- (1) Piggybacking/Tailgating:** An individual may not follow, or allow another to follow or access in any way through any direct access point to a Restricted Area, such as through a card/biometric reader-operated door or turnstile, unless specifically authorized by the Airport. Any badged personnel who gains or allows another person unauthorized access into a Restricted Area by piggybacking or tailgating may be subject to suspension or permanent revocation of the Airport ID badge.

- (2) **Escort:** An Airport ID badge holder with the ESCORT icon displayed on such badge may escort persons in a Restricted Area in compliance with the following escort responsibilities:
- (a) Each person under escort must hold a “T” badge;
 - (b) Assure that each person under escort accesses the Restricted Area only through a secure checkpoint as provided under Rule 7.2(B)(3) above (access by a “T” badge holder through a direct access point, such as a security-controlled door or turnstile, is prohibited);
 - (c) Escort not more than eight “T” badge holders at one time;
 - (d) Keep any persons under escort within line of sight and voice control at all times; and
 - (e) If handing off an escorted person to another Airport ID badge holder within a Restricted Area, confirm that the receiving badge holder has the ESCORT icon.

Waiver of any of the above requirements may be granted only by express permission of an ASC.

The escort’s signatory shall be responsible for any failure to comply with the escort requirements and any damage, injury, or violation caused by an escorted “T” badge holder in a Restricted Area.

(3) **Keys, Locks, and Uniforms:**

- (a) Under no circumstance may an individual’s Airport-issued security key be given to or used by another individual to gain entry through an Airport access-controlled door unless expressly authorized by the Airport.
- (b) Tenant security doors leading from leased tenant space to a Restricted Area shall be keyed to either the Airport Master keying system, tenant’s locking system, or cipher lock system.
- (c) With respect to any cipher lock in the leasehold or control of any tenant, the tenant shall: ensure all cipher locks are properly maintained and operational at all times; conduct audits of cipher lock operability at least once per month; change cipher code locks in conformance with the Airport’s schedule at least once per year; ensure that all access points providing direct access to Restricted Areas are closed and secured when not in use; immediately report to the Airport’s Security Operations Center any cipher lock that is not functioning properly or any cipher lock code change.
- (d) Under no circumstance may an individual give or loan any uniform item to another individual. Airport employees and employers shall ensure that all uniform items are properly secured when not being worn to avoid unauthorized individuals from obtaining them. (ASB 21-03)

(4) Secure Doors and Gates:

- (a) Badged personnel must ensure security access doors and gates are closed and secured after entry, and without allowing another person to follow.
- (b) Security doors and gates shall be kept locked as required by the Airport Security Program.
- (c) Tenants shall be responsible for securing doors and gates located in their leased areas.
- (d) Before leaving the vicinity of an open Baggage Belt Roll Door, the attending badged personnel shall take deliberate action to ensure the door is properly closed and secured. Under no circumstance should the attending individual leave the immediate vicinity of the Baggage Belt Roll Door until it is properly closed and secured.

(5) Report False Alarm: Badged personnel are required to immediately report any self-activation of a door alarm to the Security Operations Center at (650) 821-3915.

(6) Damage: Under no circumstances may an individual engage in defacing, damaging, hacking, or interacting with any Airport Security System in any way that limits operation of such systems.

(7) Unauthorized Access: Badged personnel must report any unauthorized person(s) in a Restricted Area and any potential security violations to the Airport's Communications Center by dialing 911.

(8) Access Point Malfunction: If any facility on Airport property has an access point that is not functioning properly, such as a cargo facility roll up door, a pedestrian door secured by the access control system, or any other type of access point that, if unsecured, would allow for unauthorized access, the tenant or contractor must promptly take the following actions (ASB 20-07):

- Notify the Security Operations Center (SOC) immediately at (650) 821-3915.
- If a temporary barricade will be used until the access point can be restored to normal operation, the temporary barricade must be inspected and approved by the SOC.
- A guard with Airport ID Badge must be posted 24/7 at the location to prevent unauthorized access until the situation is resolved and the SOC approves reassignment of the guard.
- Every repair or adjustment must be inspected and approved by the SOC.

(D) Restricted Area Duty to Challenge

Badged personnel must conscientiously observe the presence of an Airport ID badge on other employees. Every Airport ID badge holder must ensure the following:

- (1)** Badge is valid for area of use;
- (2)** Badge has not expired;

- (3) Photograph on badge matches person holding badge; and
- (4) As to any individual who fails to produce an Airport ID badge, appears suspicious, or is not under proper escort, badged personnel shall provide a detailed description to the Airport Communication Center by dialing 911. While badged personnel should not attempt to physically restrain the individual, they must make every effort to keep such individual under visual observation until security/law enforcement personnel arrive.

(E) Drug and Alcohol Prohibition

- (1) **Prohibited Substances:** No Airport ID badge holder may transport into the Restricted Area any alcohol or any drug identified by the United States Drug Enforcement Agency (DEA) as a "Schedule I" drug, nor may any individual with an Airport ID badge ingest alcohol or a Schedule I drug eight or fewer hours before work or while at work, including breaks. Schedule I drugs are: heroin, LSD, marijuana, ecstasy, methaqualone, and peyote. See <https://www.dea.gov/druginfo/ds.shtml>.
- (2) **Prescription Drugs:** No Airport ID badge holder may transport into any Restricted Area any of the following substances unless the individual has a prescription: Any drug identified by the DEA as a Schedule II, III, IV, or V drug. Individuals with a current prescription for Schedule II-V drugs must have in their possession the medication in the original prescription bottle, with a legible label showing the name of the individual.
- (3) **Working under the Influence:** No Airport ID badge holder may enter or remain in a Restricted Area if the individual is in any way impaired as a result of ingesting substances referenced in this Rule 7.3, including prescription drugs.

(F) Use of Armed Guards, Armored Vehicles, Armed Courier Services

Tenants or contractors using armed guards and/or armored courier services to, for example, transport currency or high value items or to service automated teller machines, must assure that that its service provider comply as follows:

- (1) **Badge Required:** All armed security guards/couriers accessing any area of the Airport – public (non-Restricted) or Restricted – must be in uniform and in possession of an Airport ID badge or hold a "T" badge under proper escort. All armed security guards/couriers accessing Restricted Areas shall enter unarmed, unless under escort of the SFPD-AB at all times. (ASB 21-06)
- (2) **Vehicle access:** Armored vehicles entering a Restricted Area for the purpose of picking up or dropping off freight planeside shall enter only through a Vehicle Screening Checkpoint. All drivers must have a non-movement area driving icon displayed on their badge and must follow all non-movement area driving rules. Prior to accessing the Restricted Area, armed vehicle drivers must complete the Armored/Courier Vehicle Information Sheet form (and provide it to the Police Services Aide at the Vehicle Screening Checkpoint: <https://www.sfoconnect.com/forms-documents/asb-2017-20-armed-guards-armored-vehicles-courier-services-airport>). A point of contact with a mobile phone must be in the vehicle at all times while on the AOA.

- (3) **Parking:** All armored vehicles requiring access to any public (non-Restricted) or Restricted Areas of the Airport Terminal Buildings must park on the Arrivals Level only. For the International Terminal, vehicles must be parked on either end of the terminal roadway and in the Domestic Terminal, vehicles may be parked anywhere on the Arrivals Area curb. Drivers are prohibited from double parking and/or obstructing active passenger loading or offloading. Alternatively, drivers may park in courtyards.

(G) **Security Testing**

Prior to commencing with any internal testing, air carriers must notify the Airport Security Operations Center (“SOC”) at (650) 821-3915. Notice must be given at least two (2) hours prior to the testing. The SOC must be advised of the date and time of the testing period, the location where the testing will take place, the type of test (badge challenge, tailgate, *etc.*), and when the testing has been completed.

(H) **Securing Badges of Individuals on Long Term Leave**

Every badged individual who goes on a leave of absence for 30 consecutive days or more shall surrender the individual’s Airport ID badge and keys to the individual’s Authorized Signatory. This requirement applies to every type of leave, including but not limited to medical leave, workers’ compensation leave, leave under the Family Medical Leave Act, military leave, jury duty, compensatory time off, and vacation.

- (1) **Duty of Authorized Signatories:** Authorized signatories shall collect all Airport ID badges and keys before badged individuals commence extended leaves of absence. Airport ID badges and keys shall be returned to the Security Access Office (“SAO”) within three calendar days of leave commencement. Authorized Signatories shall also submit an Employee Extended Leave form to the SAO, which is available on SFOConnect.
- (2) **Leaves of Uncertain Duration:** Where a badged individual commences a leave of fewer than 30 consecutive calendar days and the leave is extended beyond 30 consecutive calendar days, the Authorized Signatory shall notify the SAO by the 30th day that a leave has been extended and shall complete the Badge holder Extended Leave form within three calendar days. The SAO shall immediately deactivate security access, and the Authorized Signatory shall return City property to the SAO within three calendar days of such notification.
- (3) **Re-entry Following Extended Leave:** When an individual returns to work from an extended leave, the Authorized Signatory shall contact the SAO to reactivate the individual’s Airport ID badge and advise when the individual will retrieve the badge and keys (if applicable). In the event a badge has expired while an individual is on leave, or in cases where the leave exceeds 180 days, the affected employee must successfully complete (a) a criminal history records check, (b) a security threat assessment administered by the Transportation Security Agency, and (c) the computer-based security access training administered by the SAO.

Every non-City employee who fails to surrender the employee’s Airport ID badge and any keys upon request will be subject to immediate and permanent badge revocation.

7.4 TRANSPORTING ITEMS INTO THE RESTRICTED AREA**(A) TSA Prohibited Items**

Except as provided under TSA Regulations and this Rule 7.4, no person may transport a Prohibited Item into the Restricted Area. "Prohibited Item" is defined under 49 CFR 1540.111, including items listed on the TSA Prohibited Items List (PIL) and more specifically in the TSA website: <https://www.tsa.gov/travel/security-screening/whatcanibring/all>.

All concessions and vendors operating in the Sterile Area shall not display, give away, offer for sale, or carry in their inventory for giving, selling, or offering any item on the PIL, with the exception of liquids, aerosols, and gels over 3.4 ounces that have been inspected as required in Rule 7.4 (B)(2) and butter knives as approved for use by customers at Food and Beverage concessions in accordance with Rule 7.4 (B)(1)(e).

TSA shall provide the proper materials collection system to ensure that all materials, including those prohibited are properly sorted and delivered to the designated Materials Recovery Area.

Any badged personnel who discovers or comes into possession of a Prohibited Item, loose ammunition, or other potentially dangerous item during the check-in process or from a passenger, must immediately contact SFPD-AB at (650) 876-2424 to have an officer respond for proper confiscation and/or disposal. Such items shall not be disposed of in a trash receptacle or hazmat container. (ASB 24-03.)

(B) Procedures to Transport Prohibited Items into the Restricted Area

All Airport ID badge holders, tenants, or contractors requiring Prohibited Items, including but not limited to knives, tools, and/or heavy equipment to perform their job duties or for their business operations in a Restricted Area are required to comply with the following procedures.

(1) Food and Beverage Inventory Items:

All concessions shall follow these procedures when adding to or replacing their Prohibited Item inventories. The manager of any such concession shall contact Aviation Security (650-821-3915) to coordinate prohibited item access into the Restricted Area. (ASB 24-03.)

- (a) Aviation Security shall inspect the Prohibited Item(s) and then transport them to the Restricted Area business establishment. Prohibited Item(s) should be transported in a manner in which they are concealed from public view.
- (b) The concession tenant manager or designated representative shall proceed through the Passenger Screening Checkpoint, then meet the Aviation Security staff member at the business establishment to re-gain possession of the Prohibited Item(s).

- (c) The concession tenant manager or designated representative shall demonstrate to Aviation Security how Prohibited Items are secured during operational and non-operational hours.
- (d) All tenants and contractors shall be responsible for proper safeguarding and storage of Prohibited Items and tools during operational and non-operational hours.
- (e) Food and Beverage concessions may provide customers with only Airport-approved round-blade butter knives. Prior to providing a round-bladed metal butter knife for passenger use, the concession tenant must submit a letter requesting Airport approval with a sample round-bladed knife intended for use at its location. The knives must be a one-piece construction with the blade and handle made of the same material, the blade must have a blunt or rounded tip, and the blade may have serrations on one edge only. The request must be directed to AVSEC. Upon review, AVSEC will issue a written approval or rejection of the specific butter knife. Any subsequent proposed change by a concession tenant of its round-bladed butter knife shall be subject to the same approval process. (ASB 24-03.).
- (f) All concession tenants shall audit Prohibited Item inventories in conformance with the most current version of the Restricted Airport Security Bulletin (ASB) titled "Sterile Area Prohibited Items Requirements." Those with a need to know may obtain a copy of this Restricted ASB from AVSEC.

(2) Inspection of Merchandise and Consumables:

The following applies only to merchandise or consumables intended for a Sterile Area (passenger terminals):

Any merchandise or consumables intended for sale, consumption, and/or use in a Restricted Area – whether to be purchased or obtained from a concession tenant, an airline club or lounge, or at a special event – must be inspected by Airport-specified contract security personnel or by TSA at an employee or passenger screening checkpoint. Using employee bypass doors to transport merchandise or consumables into a Restricted Area is prohibited.

Inspections shall confirm that no commercially packaged boxes, cartons, containers, racks, or packages show signs of tampering or altering and do not include any items that are prohibited under TSA regulations. Inspections may include the person and belongings of any personnel transporting merchandise or consumables into a Restricted Area.

Only Airport ID badged personnel may transport merchandise or consumables into a Restricted Area and only through a screening checkpoint. An Airport ID badge holder may escort "T"-badged delivery personnel only if the Airport ID badge holder has escort authority.

Badged personnel shall cooperate with safety and security test inspections. Inspectors performing these tests may ask vendors to place prohibited items in their deliveries for

testing purposes. Vendors shall comply with this request. Any badged individual who refuses to assist with ongoing security testing in Restricted Areas of the Airport may be subject to citation and suspension of the individual's Airport ID badge.

(3) Tools (Temporary Non-Inventory):

- (a) Requester shall provide notification to the Airport Duty Manager (ADM) at (650) 821-5222. The ADM shall notify the TSA Coordination Center at (650) 266-1966 when the use of an exit lane is required. If the ADM is unavailable, an Airport Representative can assist.
- (b) Upon arrival at the Passenger Screening Checkpoint, the requester shall tender the tools to the ADM. The individual(s) shall then be processed (screened) through the security checkpoint. The ADM will inspect the tools to confirm they are work-related.
- (c) The ADM will then take the approved tools through a bypass door and meet the requester in the Restricted Area. If the prohibited item(s) is/are too heavy, the ADM will escort requesters and their approved tools into the Restricted Area through a by-pass door.
- (d) If the requester possesses a "T" badge, escort custody of this individual shall be transferred to a company sponsor and Airport ID badge holder with Escort privileges for continuation of proper escort.
- (e) The Airport ID badged personnel with "Escort" privileges shall ensure escort responsibility for their "T" badged workers' possession of tools at all times when in the Restricted Area.

(4) Transport of Heavy/Oversized Prohibited Items:

- (a) Requester shall provide notification to the Airport Duty Manager (ADM) at (650) 821-5222. The ADM shall notify the TSA Coordination Center at (650) 266-1966. If the ADM is unavailable, an Airport Representative will assist.
- (b) Only those heavy/oversized items necessary for a particular job are allowed into the Restricted Area and will be transported through a vehicle checkpoint, the passenger screening exit lane, or another secure access point escorted by authorized personnel.
- (c) Heavy/oversized items must be in some form of container, where possible.
- (d) If applicable, the requester will meet the ADM at the appropriate passenger security screening checkpoint exit lane.
- (e) At the exit lane, requesters shall tender their items to the TSA for inspection. Requesters shall then be processed through the checkpoint.

- (f) The tenant/contractor sponsor is responsible for providing the appropriate Airport security badge to the requester as required.
- (g) Except as permitted by the Airport, use of bypass doors to transport heavy or oversized prohibited items is strictly prohibited.

7.5 VIDEO MONITORING AND RECORDING DEVICES / ACCESS TO AIRPORT CLOSED CIRCUIT TELEVISION (CCTV) SYSTEM

(A) Installation or Removal of Video Monitoring and Other Recording Devices

No video monitoring or other recording devices may be installed or removed by any Airport tenant or contractor in or around the Airport premises without prior written authorization from the Aviation Security unit. To obtain authorization for CCTV camera installation or removal, tenants and contractors must submit an application, specifying the following:

- Field-of View (FOV) screenshots
- Video monitoring/recording device model and specifications
- Recording system and retention time
- Camera layout drawing
- Security infrastructure and plan to prevent unauthorized access

The use of Pan-Tilt-Zoom (PTZ) security cameras by tenants and contractors in any Restricted area is strictly prohibited and no video monitoring and/or recording device may be installed or focused in a manner that depicts/records security checkpoints, or doors that provide access to any area on Airport premises that, in the sole and exclusive discretion of the Director or the Director's designee, is deemed to present a potential risk to Airport security. All subsequent changes or modifications to tenant and contractor video monitoring and/or recording device use must be submitted to Aviation Security in writing and approved prior to executing modifications.

(B) Remote Viewing and Authorization Access

No video monitoring and/or recording device data may be streamed or otherwise transmitted on a wireless network unless the wireless network is equipped with WPA2 security. Real-time access to all footage must be available to the Aviation Security unit at all times. No tenant or contractor shall release any video monitoring and/or recording device footage from cameras/devices without prior written authorization from the Aviation Security unit and, if deemed appropriate, the TSA. Remote access to video monitoring and/or recording devices in secure areas will not be permitted unless explicitly authorized by the Director.

All forms of video footage, whether real-time or stored, must be password protected. Passwords must comply with the Airport's Password policy.

(C) Inventory of Video Monitoring and Other Recording Devices

All tenants and contractors shall provide Aviation Security with an inventory of existing video monitoring and/or recording devices and security plans, including all of the following:

- Device manufacturer, model and specifications
- Field-of-view

- Data retention time
- Placement of video monitoring and/or recording devices
- Remote access usage
- Written security plan detailing how unauthorized access will be prevented

(D) Airport Closed-Circuit Television (CCTV) Access Policy

The Airport owns and operates the CCTV system. This system contains information that is confidential, which may be sensitive secure, affect personal privacy, or both. A tenant or contractor may access Airport CCTV feeds only through Airport equipment upon request to AVSEC. If access is granted, the tenant or contractor shall designate individual employees to view CCTV feeds for the performance of official job duties, on a need-to-know basis only. Any such individual must hold an Airport ID badge and execute a Non-Disclosure Acknowledgement as a condition of authorized access. (ASB 20-02, ASB 20-06)

7.6 OTHER RESTRICTED AREAS

- (A) Clear Zone.** The Director or a duly-authorized representative, at the owner's expense, may remove unidentified or unauthorized vehicles parked in posted "no parking" zones within 10' along the Restricted Area/AOA perimeter fence, which has been designated as the "Clear Zone". The "Clear Zone" shall remain free of vehicles, stored materials or unattended equipment. Stored materials or unattended equipment may also be removed and/or disposed of at the owner's expense.
- (B) Water Perimeter Zone.** Entry into the San Francisco International Airport Water Perimeter Security Zone (WPSZ) is prohibited. No person, vessel, or boat shall enter the WPSZ without the express permission of the United States Coast Guard Captain of the Port and Director or duly-authorized representative.
- (C) Utility Tunnels.** Entry into any Airport utility tunnel is prohibited unless the person accessing the tunnel holds an Airport ID badge or is holding a "T" badge under escort with an Airport ID badge holder with escort authority.
- (D) Roof Doors.** Access to any terminal building rooftop is restricted. Before accessing a rooftop, the individual must notify Airport Communications at (650) 876-2424. Additionally, the individual must either (1) be authorized by permission of Airport Aviation Security (AVSEC) (for doors with an access control reader) or (2) be escorted by a Duty Manager (for doors controlled by metal key). For AVSEC permission to use a roof door access control reader, the tenant/contractor must submit a completed request form (<https://sfoconnect.com/sites/default/files/legacy/access-level-request.pdf>), by electronic mail to SFOAVSEC@flysf.com.

7.7 PROHIBITIONS

No person or entity may:

- (A)** Tamper or interfere with, compromise, modify, or attempt to circumvent any security system, measure, or procedure implemented under the Airport's ASP and TSA Regulations under 49 C.F.R. § 1500, *et seq.*;

- (B) Enter, or be present within, a Restricted Area without complying with the systems, measures, or procedures being applied to control access as defined in the Airport's ASP, CBP Regulations, and/or TSA Regulations under 49 C.F.R. § 1500, *et seq.*;
- (C) Use or allow to be used any Airport-issued access medium or identification system that authorizes the access, presence, or movement of persons or vehicles in a Restricted Area in any unauthorized manner, including but not limited to
 - (a) Entering a Restricted Area when not scheduled to work and/or for purposes unrelated to job duties;
 - (b) Passing their Airport-issued access medium or identification to another person through a turnstile or at an access-controlled door, location, or access point for any reason at any time; or
- (D) Duplicate or make alterations to any Airport-issued access medium, including but not limited to, an Airport ID badge.

7.8 QUALITY STANDARDS PROGRAM

The Airport Commission adopted the Quality Standards Program ("QSP") to enhance safety and security at SFO. The purpose of the policy is to ensure that the service providers offer the highest level of quality service to the Airport community, and to enforce the minimum standards for safety, health, hiring, training, wages and benefits, and equipment standards for the airline service provider employees.

The QSP applies to any firm, including airline and third-party vendor (collectively, "covered employer"), which employs personnel involved in performing services which directly impact safety and/or security at the Airport. Any covered employer must, as a condition to its operating on the Airport, comply with the QSP, as the same may be amended from time to time at the sole discretion of the Airport Commission.

All tenants are required to comply with all other Airport operating requirements, including those in their respective leases and permits, Airport Rules and Regulations, and Airport Directives.

RULE 8.0

AIRPORT ENVIRONMENTAL STANDARDS

All businesses operating at San Francisco International Airport must operate in an environmentally responsible manner by conserving resources (e.g., electricity, natural gas, water, equipment, fuel, supplies), reducing operational emissions, preventing pollution, purchasing and using “green” products and supplies, and recycling and composting materials to the maximum extent practicable. This Rule 8.0 establishes the minimum environmental standards that tenants and contractors must achieve, in addition to complying with Environmental Law. Failure to comply with the provisions of Rule 8.0 may result in administrative fines under Rule 14.

8.1. AIR QUALITY

- (A) **General.** Tenants shall not cause emissions to the air in violation of Bay Area Air Quality Management District and California Air Resources Board rules, the Airport’s Title V Permit, or Environmental Law.
- (B) **Clean Fuel Vehicles.** Under its Clean Vehicle Policy, the Airport strongly encourages the replacement of gasoline and diesel vehicles with clean air vehicles powered by alternative fuels like electricity and renewable compressed natural gas (RCNG) (see <https://www.flysfo.com/sites/default/files/default/download/about/news/pressres/factsheet/pdf/CleanVehiclePolicy.pdf>). The Airport also strongly encourages all vehicle owners/operators to exceed regulations set by the California Air Resources Board.
- (C) **Commuter Benefits Programs.** Tenants shall provide education and incentives to encourage their employees to use commute alternatives, including scheduled transportation, vanpools, carpools, and bicycles, in compliance with the Bay Area Commuter Benefits Program (Bay Area Air Quality Management District Regulation 14, Rule 1) and Rule 10.0 of these Rules and Regulations.

8.2. FOOD SERVICE REQUIREMENTS

The Airport has adopted food service requirements to advance its zero-waste goals. Whenever possible, tenants should use reusable food service ware. Where tenants cannot use reusable food service ware, tenants must provide food and beverage products packaged in compostable or recyclable material. In providing or selling food and beverage on Airport property (except on-aircraft operations, where it is also strongly encouraged), tenants must comply with the following requirements and guidelines.

(A) Definitions

The following terms in **bold** font shall for the purpose of this Rule 8.2 have the meaning indicated following the colon (:).

Aseptic Paper Packaging: Shelf-safe packaging that typically contains layers of paper, plastic, and aluminum, including TetraPak.

Beverages: Consumable drinks in a sealed box, bag, can, carton, bottle, or other container of any size. Beverages include, but are not limited to, alcohol, coffee, energy drinks, milk, soy milk, nut milk, juice, soda, soft drinks, sports drinks, tea, yogurt drinks, boba, water, carbonated water, and flavored water.

Carry-out Bags: Bags provided to customers at the check stand, cash register, point of sale, or other point of departure for the purpose of transporting food or merchandise away from the establishment.

Fluorinated Chemical-Free: Contains less than or equal to 100 parts per million (as measured in total organic fluorine) of a class of fluorinated organic compounds containing at least one fully fluorinated carbon atom, also known as perfluoroalkyl and polyfluoroalkyl substances (PFAS). Biodegradable Product Institute (BPI) Certification confirms that an item or material is Fluorinated Chemical-Free.

Natural Fiber: A plant-based, non-synthetic fiber that contains no old growth fiber, including but not limited to paper, wood, bamboo, sugarcane, corn, wheat stalk/stem, hay. Natural Fiber does not contain plastic of any kind, including petroleum-based (PET) or compostable plastics (PLA).

Pre-Packaged Food: Foods that are not made to order for the consumer. These may be prepared and packaged off-site or onsite at the Airport. Pre-Packaged food does not include shelf-stable, non-perishable food and snacks that do not have to be cooked or refrigerated to eat safely (e.g., chips, cookies, crackers, energy bars, granola bars, candies and candy bars, gum, canned foods, herbs and spices, condiment packets, juices, and other similar items).

Retail Tenants: Commercial establishments at the Airport that sell perishable or nonperishable goods – including, but not limited to, clothing, “grab and go” food, and personal items – directly to the customer. Retail Tenants do not include public eating establishments or airline lounges.

Reusable Bag: A bag that is made of natural or synthetic fabric with a minimum standard weight of at least 80 grams per square meter, is sewn, and is specifically designed and manufactured for a minimum of 125 uses. Reusable bags do not include bags made of plastic or plastic film.

Single-Use Food Service Ware: All containers, bowls, plates, trays, cups, detached container lids, food contact paper (e.g., wraps, bags, tray liners, etc.), and other like items that are designed for single-use.

Single-Use Food Service Ware Accessories: Items designed for one-time use that are usually provided alongside Single-Use Food Service Ware, including but not limited to bags, napkins, detached beverage cup lids, cup sleeves, cup carriers, food or beverage trays, condiment cups, chopsticks, straws, stirrers, splash sticks, cocktail sticks, toothpicks, and the packaging for these items.

(AOB 23-03)

- (B) **Beverages.** The provision or sale of Beverages in plastic or Aseptic Paper Packaging is prohibited. A list of approved water bottles may be found at <https://sfoconnect.com/zero-waste-concessions>. (AOB 21-01)
- (C) **Single-Use Food Service Ware Requirements.** Single-Use Food Service Ware used to serve consumers foods made-to-order shall be Fluorinated Chemical Free and made of Natural Fiber or Biodegradable Product Institute (BPI)-Certified Natural Fiber-based material. Prepackaged Food may be packaged in BPI-Certified compostable plastic packaging. Plastic wrap of any kind may not be used to wrap or package any food sold.
- (D) **Single-Use Food Service Ware Accessory Requirements.** Tenants may only provide consumers with Single-Use Food Service Ware Accessories that are Fluorinated Chemical Free and made of Natural Fiber or BPI-Certified Natural Fiber-based material. Understanding that

individuals may require plastic straws for medical reasons, tenants may provide single-use plastic straws to individuals who specifically request them. Detached beverage cup lids may be BPI-Certified compostable plastic.

- (E) **Single-Use Food Service Ware Accessory Distribution Requirements.** Tenants must comply with the following Single-Use Food Service Ware Accessories distribution requirements, except Airline lounges are not required to comply with subsection (3), Self-Service Requirements, below.
- (1) **Offer or Request.** Tenants may offer to walk-through consumers only the Single-Use Food Service Ware Accessories necessary for the consumer to consume ready-to-eat-food, or to prevent spills of or safely transport ready-to-eat-food. Tenants may also provide Single-Use Food Service Ware Accessories upon specific request.
 - (2) **Bundling of Accessories Prohibited.** Single-Use Food Service Ware Accessories must be provided to the consumer individually, one at a time. Accessories and/or condiments may not be bundled or packaged in a manner that prohibits tenants from offering or the consumer from receiving only the item(s) necessary or requested.
 - (3) **Self-Service Requirements.** Single-Use Food Service Ware Accessories may not be made available in a self-service area or dispenser, unless dispensed using a refillable dispenser that dispenses only one accessory at a time.
- (F) **Events on Airport Property.** Tenants providing beverages at events at the Airport with 100 or more attendees must make reusable beverage cups (designed for repeated cleaning, disinfecting, and reuse at least 100 times and dishwasher safe) available to no less than 10% of attendees.
- (G) **Reusable Cups and Bags.** Tenants must accept reusable personal beverage cups and bags when a customer presents these for use. Tenants shall refill a consumer's personal reusable cup using a contactless operation, meaning without contact between the serving vessel and the lip of the reusable cup. Tenants shall not use a single-use cup or food service item to fill a reusable cup. Tenants may use their discretion to refuse to fill a consumer's reusable cup or bag if it is inappropriate size, material, or condition for the intended beverage or food item, or appears soiled or unsanitary.
- (H) **Carry-out Bag Requirements.** Carry-out Bags shall be (i) Reusable Bags or (ii) bags made of Natural Fiber or BPI-Certified Natural Fiber-based material that contains no old growth fiber and a minimum 40% post-consumer recycled content. Bags made of plastic – including compostable plastics or petroleum-based plastic film – are prohibited.

Retail Tenants may only make Carry-out Bags available to customers if they charge twenty-five cents (\$0.25) per bag. The sale of the Carry-out Bag shall be exempt from sales tax and the amount of the sale of such bag shall be separately itemized on the sale receipt. The money collected from the sale of the Carry-out Bag shall be retained by the tenant. Tenants shall keep records of the Carry-out Bag fees charged for a minimum of three years.

(AOB 23-03)

8.3 GREEN BUSINESS AND GREEN CLEANING PROGRAM

To achieve Airport Commission Strategic Plan sustainability goals and advance the decarbonization of campus facilities, all businesses constructing and operating at the Airport should employ energy-efficient operations with the lowest resource and carbon impact wherever practicable. Tenants shall whenever practicable: reduce lighting power density below code required levels; purchase only EnergyStar rated equipment and appliances; purchase, replace, and install lamps that are light emitting diode (LED) with electronic ballasts.

To support the Strategic Plan, tenants, prior to occupancy, must participate in the Airport's Green Business Program. Register through the California Green Business Program (<http://greenbusinessca.org/>) portal, complete all applicable measures required for certification, and host a site visit with the Airport's Green Business Team. For additional information on how to enroll in the program, or to learn how to save money within leased space, contact greenbusiness@flysfso.com. Further, the Airport Commission is committed to providing a healthy and productive work environment, while maintaining terminal and other Airport facilities that offer a safe and superior passenger experience. The Green Business Program includes a Tenant Green Cleaning Policy to achieve these aims by supporting tenants in reducing the levels of chemical, volatile organic compounds, biological, and particulate matter contaminants that impact human health. Tenants are required to follow green cleaning practices and use certified green cleaning products detailed in the Tenant Green Cleaning Policy: <https://www.sfoconnect.com/green-cleaning>.

8.4 INTEGRATED PEST MANAGEMENT

Tenants shall comply with the San Francisco Integrated Pest Management (IPM) Ordinance (San Francisco Environmental Code § 305). If pesticide use is required, tenants shall restrict usage to the approved list of products provided on the Reduced Risk Pesticide List: <https://www.sfenvironment.org/2022-23-san-francisco-reduced-risk-pesticide-list>. Tenants are responsible for using the most humane tools practicable for managing pests on airport property. If a tenant works with a third-party pest control company, the company must also comply with the IPM Ordinance, including monthly reporting of pesticide use to the San Francisco Department of the Environment, through the Pesticide Use Reporting System (PURS) database. To create a PURS account, please email ENV-IPM@sfgov.org

8.5 WASTE AND HAZARDOUS WASTE MANAGEMENT

(A) General. Rule 8.5 provides material handling and diversion requirements for tenants. The Airport has a Strategic Plan goal to become a zero-waste campus for Airport-controlled municipal solid waste and construction waste. Zero waste, as defined by the Zero Waste Alliance, means diversion of at least 90% of waste from landfills and incinerators using methods like recycling and composting. The goal reflects a longstanding City and Airport Commission commitment to environmental leadership, natural resource stewardship, and climate action. The Airport aims to reduce landfill-bound municipal solid waste generated per passenger by 70% from 2022 levels by 2028 and achieve a consistent contamination rate of under 5% across all waste streams by 2028.

(B) Materials Disposal Requirements and Procedures

- (1) Compostable Materials.** Food waste, green waste, other organic materials (e.g., paper towels, food-soiled paper, wax paper and wax-coated cardboard), and Natural Fiber-based food service ware must be placed in a "green" compost-only compactor, roll-off box, bin, or toter.

- (2) **Cooking Oils.** Used or excess cooking fats, oils, and grease (FOG) must be recycled. Solidified grease (e.g., bacon fat) must be contained inside a clearly labeled plastic bucket with lid securely attached to prevent spills, then transported and placed next to a liquid waste cooking oil collection tank located at a Material Recovery Area (MRA). Liquid waste cooking oil must be transported in an oil caddy and pumped into the liquid waste cooking oil collection tank. Tenants must clean up any FOG spilled during transfer to a collection tank. No cooking oils or greases, new or used, shall be discharged into the sanitary or industrial wastewater collection systems. The use of kitchen, mop, bathroom, or breakroom sinks, floor drains or toilets to dispose of cooking oil, grease or food waste products is prohibited.
- (3) **Hazardous Materials and Hazardous Waste.** Tenants shall comply with all Hazardous Materials handling requirements in Rule 6.0 and Rule 8.0 of these Rules and Regulations and Environmental Law. Tenants causing spills of Hazardous Materials or other materials are responsible for protecting the Airport, the public and the environment; the prompt clean-up of affected areas; all equipment, labor, material, and remediation costs; and any fines or costs assessed by regulatory agencies. If you have any questions, please contact bppp@flysfso.com.
- (4) **Large Bulky Items.** Tenants are prohibited from abandoning or disposing of large bulk items anywhere at the Airport, including designated MRAs. Large bulk items include but are not limited to: furniture, crates, pallets, strollers, suitcases, textiles, and construction debris. Consult the Materials Recovery Tenant Guide to ensure these items are hauled offsite and recycled responsibly by a third-party provider. For a copy of the Guide visit https://www.flysfso.com/sites/default/files/media/sfo/about-sfo/SFO_Materials_Recovery_Airport_Tenant_Guide.pdf or refer to the San Mateo County Reduce, Reuse, and Recycle Guide for a comprehensive list of local facilities accepting bulky items and items that may not be disposed of in the Airport's MRAs (<https://www.smcsustainability.org/waste-reduction/reduce-reuse-recycle/>).
- (5) **Non-Renewable Mixed Municipal Solid Waste (MSW).** Items that cannot be composted or recycled (e.g., broken glass and ceramics, diapers, pet waste, film plastics, non-recyclable single-use plastics, polystyrene foam) must be placed in a "black or grey" landfill-only compactor, roll-off box, bin, or toter. Disposing of food waste, organic materials, and recyclables in the "black or grey" landfill-only waste stream is prohibited.
- (6) **Recyclable Materials.** Mixed paper, cardboard, intact glass, aluminum, rigid plastics, mixed metals, and lumber/wooden pallets must be placed in a "blue" recycling-only compactor, roll-off box, bin, or toter designated for such recycling materials. Tenant shall sort recyclables according to the containers provided in the MRAs. Tenants are prohibited from disposing of recyclable or compostable items into any MSW/landfill compactor or container anywhere in the Airport including, but not limited to, within their leasehold, storage room, adjacent space, and designated MRAs.
- (7) **Universal, Electronic or Hazardous Waste.** Tenants are prohibited from disposing of electronic, universal, or hazardous waste anywhere at the Airport, including designated MRAs. These items include but are not limited to: electronic appliances and accessories (e.g., computers, cords, phones, keyboards, computer monitors and equipment, fax machines, printers, kitchen appliances, microwave ovens, any item with a plug or

batteries), light bulbs, batteries, engine and hydraulic oil, chemical waste, cleaning chemicals, or paint (including unused or leftover). Consult the Materials Recovery Guide for information about how to ensure these items are hauled offsite and disposed of or recycled responsibly by a third-party provider (visit https://www.flysfo.com/sites/default/files/media/sfo/about-sfo/SFO_Materials_Recovery_Airport_Tenant_Guide.pdf).

- (C) **Leasehold Sorting Requirements.** Tenants shall ensure recycling and composting within their leasehold by providing separate, labeled containers for recyclable, compostable, and landfill materials. Tenants shall separate each type of material in a designated recycling, compost, or landfill waste container within their leasehold, storage room, or adjacent space and shall be responsible for ensuring that all employees and patrons do the same in accordance with Airport materials sorting guidelines. These source-separated materials shall be properly deposited in the appropriate bin location within the MRA as provided under Rule 8.5(B). Waste Sorting Requirements and guidelines are available at <https://sustainability.flysfo.com/waste-sorting-requirements/>. Tenants may request materials diversion trainings by contacting sustainability@flysfoc.com.

8.6 WATER QUALITY

(A) POTABLE WATER SUPPLY

- (1) **General Potable Water Requirements.** Rule 8.6(A) is to ensure the San Francisco International Airport Water System (SFIAWS) provides the best quality water to Airport passengers, tenants, visitors, and employees. It applies to any commercial entity operating on Airport property, including but not limited to a tenant, permittee, contractor, vendor, subtenant, subcontractor, or service provider (“commercial operators”).
- (2) **Work Impacting Potable Water Supply.** All work associated with or impacting potable water supply to any Airport facility must conform to plans approved by Airport Building and Inspection Code Enforcement (BICE) and be approved by the Airport Plumbing or Water Service Inspector prior to going into service. All commercial operators shall comply with the provisions of Appendix E, Potable Water Service and Supply, to these Rules and Regulations. A commercial operator shall comply with this Rule 8.6(A) in addition to any other contractual or regulatory requirement applicable to the work performed or services provided.
- (3) **Cross-Connection Control Program (Backflow Prevention).** The Airport Commission has determined that regulations established by the Airport’s Cross-Connection Control and Backflow Prevention Program, under California Health and Safety Code sections 116800 and 116805 and the State Water Resources Control Board Cross Connection Control Policy Handbook (CCCPH), are necessary and appropriate to protect the SFIAWS and the Airport’s potable water supply. All commercial operators shall comply with the Cross-Connection Control and Backflow Prevention Program included in Appendix E, Potable Water Service and Supply. The State Water Resources Control Board and San Mateo County Environmental Health Services may from time to time consider updates to state and local cross-connection control regulations. Commercial operators shall comply with any approved updates to those regulations.
- (4) **Water Meters**

- (a) All water acquired from the SFIAWS must be metered.
 - (b) All commercial operators responsible for ensuring that an Airport facility has access to the SFIAWS shall submit an application on a form provided by the Airport and submit it to the Planning, Design and Construction Division, Mechanical Engineering section, 30 days prior to the physical connection of the service pipe to the facility pipe.
 - (c) Each individual operator or facility must furnish and install a smart water meter consistent with Airport specifications, unless otherwise approved by the Airport Water Service Inspector. The Airport in its sole discretion shall determine the type, location, and size of the water meter.
 - (d) Water service connections shall be installed by a licensed contractor at the commercial operator's expense. Installation shall conform with all requirements set forth in permits issued by BICE and as approved by the Plumbing or Water Service Inspector.
- (5) **Temporary Water Supply (Construction Meters).** To access the SFIAWS during construction, all contractors must use a hydrant meter issued by the Environmental Operations section of the Airport's Facilities Division. Contractors must complete an application for a hydrant meter on a form provided by the Airport and submit the application along with a deposit to the Water Service group in the Environmental Operations section. Contractors must comply with all requirements for use of the hydrant meter and only at the locations specified by the Airport at the time the hydrant meter is issued. Any use of a hydrant meter will require, in addition to any other requirements established by the Airport, a reduced pressure type backflow prevention device to protect the SFIAWS and potable water supply.
- (6) **Water Conservation.** All commercial operators shall take measures to reduce water use in their operations at the Airport and shall comply with all water conservation measures instituted by the Director and as mandated by other agencies. No commercial operator shall waste or engage in inefficient use of water in their Airport operations. Where feasible, construction dust control and street sweeping operations shall use recycled water from the Airport's Mel Leong (Wastewater) Treatment Plant (MLTP). For more information or to obtain a recycled water permit contact bppp@flysfso.com.
- (B) **GENERAL WASTE WATER REQUIREMENTS.** Rule 8.6(B) shall apply to all commercial operators when operating on Airport property and when performing operations which generate discharges into storm drains, sanitary sewage, or industrial wastewater collection systems, which may affect the operations of the Airport's MLTP facility, or affecting the health of the Airport community or the quality of water in the San Francisco Bay
- (1) Commercial operators shall prevent any pollutants or unauthorized discharges from entering the Airport's storm drains, sanitary and industrial wastewater collection systems, or any other location that would pose a threat to the San Francisco Bay and/or the MLTP's treatment process. In addition, operators shall prevent pollutants or unauthorized discharges from entering any utility vaults such as electrical, telecom, etc. (AOB 24-04.) Commercial operators must comply with the latest National Pollutant Discharge

Elimination System (NPDES) Permits issued to the Airport by the San Francisco Bay Area Regional Water Quality Control Board (RWQCB), all applicable general permits (such as the Construction General Permit) issued by the RWQCB or the State Water Resources Control Board, and the Airport's Stormwater Pollution Prevention Plan (SWPPP) for management of storm water runoff at the Airport. Commercial operators shall develop, implement, and maintain an active and effective pollutant minimization program in accordance with RWQCB directives to the Airport. Commercial operators shall respond promptly to Airport SWPPP surveys and inquiries that seek to resolve water quality, program compliance, or regulatory agency permit concerns. Tenants shall complete annually the Airport SWPPP training when requested to comply with the Airport's NPDES permit. Copies of the current permits and plans may be requested through bppp@flysf.com. Authorized discharge limits into the Airport's wastewater collection systems are at the discretion of the MLTP.

- (2) Commercial operators must comply with the Airport's Bay Pollution Prevention Program, which requires employee training, best management practices, pollution prevention, and, where appropriate, operational pretreatment to ensure that authorized discharges are acceptable per Airport standards. This includes preventing the discharge of anything other than stormwater to the Airport's storm drain system, as well as complying with the discharge limits to the industrial or sanitary collection systems as set in Rule 8.6(B)(5).
- (3) Whenever a pollutant or illicit/unauthorized discharge of any kind occurs at any location within the Airport, including when a Hazardous Materials secure containment system is breached, the commercial operator, in addition to taking proper spill containment actions, shall immediately contact the Airport's Emergency Communications Center at 911, notify the commercial operator's management personnel, and safely maintain a presence at the spill site. When calling Emergency Communications (911), operator shall state if any storm drains, catch basins, utility manholes, vault covers, etc. have been contaminated or are within the spill area. Commercial operators shall provide direct assistance, cooperate fully with the first responders, and take all reasonable containment actions to protect public health, the environment, and Airport property. Operator shall contain the spill and prevent pollutants from entering any storm drains, catch basins, utility manholes, vault covers, etc. (AOB 24-04.)
- (4) The Airport retains the right to sample and characterize the wastewater discharge at a tenant's point of connection to any of the Airport's collection systems, and to go even further upstream in the system within the tenants' leasehold area, to track the source of pollutants as necessary, or to direct the tenant to perform such tasks and to report the results to the Airport.
- (5) No commercial operator shall discharge or cause to be discharged into the Airport's sanitary, or industrial collection systems any of the following:
 - (a) Any liquid or vapor having a temperature higher than 120 degrees F.
 - (b) Any water or waste containing fat, oil, or grease originating from food preparation or food service ware cleaning, including cooking process oils or greases, new or used, that contributes to a sanitary sewer overflow or NPDES permit exceedance. Any food preparation solid waste. All food preparation solid waste shall be disposed of as compost.

- (c) Any solid debris such as ashes, cinders, sand, mud, straw, shavings, metals, glass, rags, rugs, feathers, tar, plastic, wood, or any other solid or viscous substances capable of obstructing or interfering with the proper operation of the Airport's collection and treatment systems.
- (d) Any Hazardous Materials, sediment, or debris that could obstruct or interfere with the proper and effective operation of any Airport collection system. Any waste containing gasoline, benzene, naphtha, fuel oil, petroleum, jet fuel, waste oil, or other flammable, hazardous, or explosive solid, liquid, or gas. Any process waters or waste containing a toxic or poisonous substance, alone or in combination with other discharges that cause interference, pass-through of pollutants, biosolid/sludge contamination, or constitute a hazard to humans, animals, public or private property, or adversely affects the quality of the treatment plant effluent, biosolids/sludge, or any receiving water body. Any noxious or malodorous gas, or substance in a quantity capable of creating a public nuisance.
- (e) Any waste containing measurable or harmful levels of a radioactive substance.
- (f) Any type of foam or foaming agent; provided that, in the event of a fire, fire containment should be the immediate priority. All foam spills or discharges must be reported immediately by calling 911. Commercial operators shall contain and dispose of the foam in accordance with Environmental Law, and shall provide a copy of the manifest to Airport Environmental Operations at bppp@flyso.com. Foams of concern include but are not limited to: Aqueous Film Forming Foam (AFFF) C-8 and C6; Alcohol-Resistant AFFF (AR-AFFF); synthetic – medium or high expansion types (detergent); Class "A" foam concentrate; Wetting Agent; and Film Forming Fluoroprotein (FFFP).

(C) INDUSTRIAL WASTEWATER

- (1) Except as provided in Rule 8.6(B)(5), no pollutants or industrial substances that could cause non-compliance with the Airport's NPDES permit requirements for the MLTP shall be discharged into the Airport Industrial Wastewater system.
- (2) Pollutants or industrial substances that exceed the Airport's acceptance limits shall be collected, in approved tanks, bins, sumps, etc. and disposed of in accordance with Environmental Law. On request, the commercial operators shall submit disposal reports to the Airport's Environmental Operations section, including information on the time and date, amount of waste removed, and name of the carrier and treating entity. Commercial operators shall maintain chain of custody and manifest records and provide them for Airport inspection in compliance with regulatory agency requirements.
- (3) Commercial operators must monitor and report industrial waste discharges to Airport's collection system and comply with proper sampling and analytical procedures. At the discretion of the MLTP, when necessary, commercial operators shall comply with the Whole Effluent Toxicity Testing Requirements in the Airport's NPDES permit. Any analytical method used must comply with the detection limits required by regulatory agencies.
- (4) Commercial operators operating any form of pretreatment equipment that discharges directly into the Airport's industrial system shall routinely monitor, inspect, and maintain such equipment in proper working order and operate such equipment within its

operational limits. Commercial operator staff operating this equipment shall be trained and acceptably knowledgeable in its operation and maintenance.

- (5) Commercial operators shall perform aircraft maintenance only in designated areas and shall have proper spill kits and industrial waste collection devices readily available at work site. All inoperable vehicles or equipment not being used or not scheduled for imminent repair shall be removed from Airport property. Drip pans shall be used for any vehicles or equipment not in active use. Commercial operators must maintain the pavement and clean all oil stains. Vehicle and equipment washing shall only be performed in areas where wash water drains to the industrial system or to a closed sump. No wash water is permitted to enter the sanitary or storm drain system.
- (6) Commercial operators shall immediately notify Airport Communications at 911 when determining that any equipment or procedure is not functioning in accordance with authorized operational and discharge parameters.

(D) SANITARY WASTEWATER

- (1) Except as provided in Rule 8.6(B)(5), only sanitary wastewater shall be discharged into the sanitary system. No pollutants, industrial substances, wastewater, or storm water runoff shall be discharged to toilets, sinks, floor drains, or any other receptacle connected to the sanitary system. Commercial operators shall maintain verifiable records of appropriate product disposal.
- (2) No unapproved or unauthorized collection device or piping may be connected or cross-connected into the Airport's sanitary system. Commercial operators shall promptly notify Airport upon discovery of an illicit connection or cross-connection.
- (3) All food preparation facilities, including restaurants, shall properly size, install and maintain grease traps or interceptors connected to their wash water process discharge. Commercial operators shall comply with maintenance schedule and requirements specified by the Airport's plumbing inspector and/or staff of the Airport's Bay Pollution Prevention Program (BPPP) and maintain accurate and complete records of their maintenance program. The use of toilets, sinks, floor drains or other receptacles connected to the sanitary system to dispose of cooking oil, grease or food waste is prohibited. Food preparation operators shall prevent solid debris, including food waste, from entering the sanitary system. This can be accomplished by performing dry cleaning of food service ware prior to washing, ensuring that all sinks have screens/strainers present, etc. Food preparation operators shall ensure that dishwasher discharges are directed only to a sanitary sewer line and do not flow through a grease trap or grease interceptor.
- (4) No concentrated sanitary wastewater collection system clearance chemical (Drano, enzymes, etc.) or chemical component shall be discharged into the sanitary system without prior written approval from the MLTP. Lavatory waste collected from aircraft shall be discharged only at permitted triturator locations, and discharge operations shall be conducted in a careful and efficient manner, such that the triturator site is acceptably maintained and spills do not escape the site. Spills outside of the triturator sites shall be immediately called into Airport Communications at 911. The commercial operator responsible for an unauthorized lavatory discharge shall be liable for the cost of all cleanup and recovery operations. Operational personnel shall be trained in the proper operation of equipment, material, and spill containment procedures. Repeated violations

shall be cause for monetary fines under these Rules and Regulations and potentially revoking lavatory service operating permit.

(E) STORM WATER

- (1) Commercial operators shall not cause unauthorized discharges into the Airport's storm water system. Only clean storm water runoff shall be discharged to the storm water system. Any discharge or threatened discharge of non-storm water product into the storm water system is prohibited unless approved in writing by the Airport's BPPP. Commercial operators shall stock spill kits/carts located near any area where fueling is taking place. Commercial operators are responsible for inspecting and maintaining the spill kits/carts on a regular basis.
- (2) No sanitary sewage, kitchen waste, putrescible organic waste, industrial process waste, solid debris or Hazardous Materials shall be discharged to the storm water system. Commercial operators performing any operations involving industrial or sanitary wastewater shall employ all appropriate measures to prevent unauthorized discharge into the storm water system.
- (3) Commercial operators shall maintain a current and accurate site storm drainage drawing. Commercial operators shall use Best Management Practices (BMPs) and effective housekeeping to prevent the discharge of debris, trash, sediment, hazardous waste, or other contaminants into the storm water system.
- (4) Commercial operators shall comply with the Airport's Storm Water Pollution Prevention Plan (SWPPP) and when appropriate, submit for review a SWPPP that is site-specific to each local operation, and acknowledges the commercial operator's responsibility to protect the San Francisco Bay. Commercial operators shall maintain a current version of the site-specific SWPPP on site and train staff to properly operate and maintain pollution prevention and treatment equipment (e.g., oil water separators, etc.) as listed in the submitted SWPPP.
- (5) When appropriate, commercial operators must maintain on site, , and actively implement a current and certified Spill Prevention Control and Countermeasures (SPCC) Plan and/or a hazardous materials business plan. Updated copies of these plans should be submitted to the Airport's BPPP group.
- (6) If an unauthorized discharge occurs, the responsible commercial operator shall immediately contact Airport Communications at 911 and maintain presence at the incident location to guide the first responders. The responsible party shall promptly take all actions to identify and contain any spill, which includes protecting any nearby storm drains that could potentially be contaminated. Failure to promptly and effectively respond to an unauthorized discharged which impacts the storm drain system shall be subject to a fine under Rule 14 of these Rules and Regulations. The Airport reserves the right to impose on the responsible party any and all fines and costs incurred to correct or resolve unacceptable conditions due to any unauthorized discharge into the storm drain system.

(F) DEICING OPERATIONS

- (1)** No commercial operator shall use deicing procedures without first submitting a deicing plan to the Airport's BPPP group at bppp@flysf.com. The deicing plan shall include the following information:

 - (a)** Type of deicing fluid to be used (deicing products shall not contain urea)
 - (b)** Method of application
 - (c)** Rate of application
 - (d)** Estimated duration of application
 - (e)** Storm water runoff catch basin protection method
 - (f)** Deicing fluid waste removal and disposal method
- (2)** Commercial operator must notify Airfield Operations Duty Supervisor at (650) 821-3355 prior to commencing deicing operations. Discharge of deicing fluid waste into any storm water catch basin is prohibited, and commercial operators shall cover and seal the adjacent storm drain catch basins prior to deicing operations. The rate of application of deicing fluid shall be controlled to minimize pooling of deicing fluid at the application site and prevent any overspray that may impact the terminal facility or other aircraft. Commercial operators must ensure that all deicing fluid dispensing and storage equipment remain in good working condition. All residual deicing fluid waste shall be removed from the surface of affected tarmac area immediately following the aircraft departure using a scrubber. All deicing fluid waste collected at the application site shall be discharged into authorized industrial waste wash racks as instructed by BPPP staff, who can be reached at bppp@flysf.com. Commercial operators are responsible for all costs associated with deicing fluid recovery, mitigation, and fines incurred by the Airport as a result of commercial operator's misuse of deicing fluid.

RULE 9.0

COMMERCIAL ACTIVITIES ON AIRPORT PROPERTY

9.1 AIRPORT OPERATING PERMIT REQUIRED

No person shall operate as a scheduled air carrier from the Airport unless in possession of a valid Airport Operating Permit or unless a signatory to an Airport/Airline Lease and Use Agreement or Airport Landing Fee Agreement for San Francisco International Airport.

9.2 OPERATING A BUSINESS ON AIRPORT PROPERTY

No person shall operate or promote a business on Airport property without first obtaining a valid Airport Operating Agreement, permit, lease, or other written permission granted by the Director (see also Rule 3.3).

Any vendor engaged in the business of delivering goods or providing services anywhere on Airport property to, for, or on behalf of any tenant must have written permission granted by the Director in the form of a Vendor Permit or other permit or license. This requirement applies to any commercial operation, including but not limited to any internet-based digital commercial activity, to, for, or on behalf of any tenant and regardless whether the vendor has a physical presence on Airport property or reaches a tenant and/or passengers only through digital means. For example, an entity facilitating for one or more concession tenants app- or web-based food ordering by Airport passengers would be subject to this requirement. (AOB 21-02.)

9.3 AIRPORT INFRASTRUCTURE

For purposes of this Rule 9, the term infrastructure shall include but not be limited to cables, wires, conduit, pipes, internet connections, and related technologies including wireless technologies on Airport property. No person shall use, modify, or impact any Airport infrastructure without the express written permission of the Director. Additionally, no person shall add, install, supplement, remove, or operate infrastructure on Airport property, whether connected to or independent of Airport infrastructure, without the express written permission of the Director. See also Rule 7.5, Video Monitoring and Recording Devices and see Rule 9.6.

9.4 AIRPORT MAPPING

As a matter of security and safety for the traveling public, the Airport owns and controls all mapping of its property and facilities. No person shall depict the Airport either digitally or physically or publish any type of Airport map in any format without the express written permission of the Director. Additionally, no person shall collect data, coordinates, measurements, photographs, or other information regarding any Airport property, building, or facility without express written permission of the Director.

9.5 ON-SITE PERSONNEL**(A) General (Non-Airline Enterprises)**

Every commercial enterprise, other than airlines, doing business at the Airport under Permit, lease, or contract shall designate one or more responsible employees available on-site at all times while the enterprise is transacting business at the Airport (“Designated Representative”). The Designated Representative must have authority to make decisions concerning minute-to-minute business operations and to react in the event of unanticipated situations including but not limited to Airport safety or security concerns, customer service impacts, operational necessities, or emergencies. A commercial operator may apply for a qualified exception from this Rule 9.5(A) by written request documenting a proposed alternative plan which meets all of the requirements set forth in this Rule. The request shall be in the form specified by the Airport Director and directed to the Airport Chief Operating Officer and shall not be effective until accepted in writing.

(B) Airlines

Every airline operating at the Airport under a valid Airport Operating Permit or as a signatory to an Airport/Airline Lease and Use Agreement shall designate one or more responsible employees available on-site at all times while the Aircraft of that airline is in active operation at the Airport (“Designated Airline Representative”). Active operation includes, without limitation, whenever an airline is using a Terminal Building gate, a remote gate, and/or conducting passenger operations, and shall continue until a flight is airborne and has completely departed the Airport for its destination. The Designated Airline Representative must have the authority and resources to make decisions and take actions on behalf of the airline concerning minute-to-minute business operations and to react (such as by moving an Aircraft) in the event of unanticipated situations, such as flight cancellations, mechanical failures, irregular operations, emergency situations, and any other situations that may arise that have the potential to impact Airport safety and security, including impacts to airline customers. In addition, in the event that an Aircraft departs the Airport, but must return for any reason after departure (aborted takeoff, etc.), the Designated Airline Representative must be willing and able to return to and/or remain on site at the Airport to address potential safety and security issues impacting the Airport and airline customers. In order to provide for the safety and health of airline customers, the Designated Airline Representative must also have the capability to arrange for the distribution of emergency supplies, such as food, water and blankets to provide to airline customers in the event of operational issues which occur after normal operating hours of Airport concessions. An airline may apply for a qualified exception from this Rule 9.5(B) by written request documenting a proposed alternative plan which meets all of the requirements set forth in this Rule. The request shall be in the form specified by the Airport Director and directed to the Airport Chief Operating Officer and shall not be effective until accepted in writing. In addition, if the Airport is required to expend resources to provide assistance to airline passengers as a result of such failure, the airline will be required to reimburse the Airport for the costs of such resources. (AOB 2022-03)

(C) Fines

Failure to comply with Rule 9.5(A) or (B) above, as applicable, or with an alternative plan approved by the Chief Operating Officer as provided above, shall result in an administrative fine under Rule 14 of these Rules and Regulations.

9.6 CONSTRUCTION ACTIVITY ON AIRPORT PROPERTY; AIRPORT BUILDING REGULATIONS

No person shall perform any construction activity, renovation, alteration, improvement, demolition, excavation, installation, or repair of any building, structure, infrastructure, utility or similar facility on Airport property without the written permission of the Director. See also Rule 9.3. All such activity is subject to the Airport Building Regulations, attached to these Rules and Regulations as Appendix F and incorporated as if set forth here in full, and the Airport Architecture and Engineering Standards as directed in writing. All tenant activity subject to this Rule 9.6 shall also comply with the Tenant Improvement Guide (TIG).

Tenants and contractors engaging in any construction activity as provided in this Rule 9.6 shall designate a Security Champion to assure compliance with security protocols for construction sites (see also Rule 7), as provided in Airport construction contract documents and the TIG. (ASB 20-03)

9.7 STREET PRICING PROGRAM APPLICABLE TO FOOD AND BEVERAGE CONCESSION TENANTS

Prices charged by a food and beverage concession tenant shall be the same as or comparable to prices found in the menu at such tenant's other food and beverage facilities, or at such other locations determined by the Director. The price shall be deemed "comparable" if it is no more than 11% higher than the price for the comparable item at tenant's off-Airport locations, or other locations as determined by the Director. For purposes of this Rule 9.7, if a tenant is a licensee of a restaurant concept, then the street pricing comparison shall be to the other restaurants with the same concept operated by the licensor or other licensees. Stadiums, entertainment venues, resorts, hotels, and any venue which has a captive audience may not be used for comparison. The Director shall have the right to audit each tenant's compliance with this Rule 9.7 in the same manner as the audit of tenant's operations pursuant to the applicable provisions of their lease. (AOB 22-04)

RULE 10.0

TRIP REDUCTION RULE

10.1 PROGRAM OBJECTIVES

The Airport is committed to reducing greenhouse gas emissions wherever possible. To support this commitment, all Covered Employers as defined in this Rule 10 shall cooperate with the Airport's Commuter Benefits Program Coordinator to organize and make available to all Covered Employees information regarding commute alternatives. Such alternatives include public and common carrier ground transportation, carpools, vanpools, and bicycling. Commute alternatives shall be described in new employee orientation materials, and all Covered Employers shall regularly encourage their employees to use commute alternatives.

10.2 REQUIREMENTS OF ALL AIRPORT TENANTS AND CONTRACTORS UNDER INDIVIDUAL TENANT AGREEMENTS WITH 20 OR MORE EMPLOYEES IN THE UNITED STATES

(A) Scope of Program

Each Covered Employer shall implement a Commuter Benefits Program (CBP) within the time frame specified in Rule 10.2(B), below. The CBP shall include the following definitions:

- (1) **Airport:** the San Francisco International Airport.
- (2) **Covered Employee:** any person who:
 - (a) performs an average of at least ten (10) hours of work per week for compensation within the geographic boundaries of the Airport for the same Employer within the previous calendar month; and
 - (b) qualifies as an employee entitled to payment of a minimum wage from the Employer under the California minimum wage law, as provided under Section 1197 of the California Labor Code and wage orders published by the California Industrial Welfare Commission, or is a participant in a Welfare-to-Work Program.
- (3) **Covered Employer:** an Employer for which an average of twenty (20) or more persons per week perform work for compensation in the United States, but shall not include governmental entities. In determining the number of persons performing work for an Employer during a given week, all persons performing work for compensation on a full-time, part-time or temporary basis, including those who perform work outside of the geographic boundaries of the Airport, shall be counted, including persons made available to work through the services of a temporary services or staffing agency or similar entity.
- (4) **Fare Instrument:** any pass, token, fare card, voucher, smartcard or similar item entitling a person to transportation on public or common carrier ground transportation in Northern California within the meaning of 26 U.S.C. § 132(f)(5)(A), as the Federal law may be amended from time to time, including but not limited to, travel by ferry, bus, or train operated by public or common carriers.

- (5) **Tenant:** a leaseholder, permittee or other occupant of land or premises within the boundaries of the San Francisco International Airport, and its sublessee or duly authorized agent.
- (6) **Vanpool:** means a 'commuter highway vehicle' within the meaning of 26 U.S.C. § 132(f)(5)(B), as the federal law may be amended from time to time, which currently means any highway vehicle:
- (a) the seating capacity of which is at least 6 adults (not including the driver); and
 - (b) at least 80% of the mileage use of which can reasonably be expected to be (1) for the purpose of transporting employees in connection with travel between their residences and their place of employment; and (2) on trips during which the number of employees transported for such purposes is at least ½ of the seating capacity of such vehicle (not including the driver).

(B) Commuter Benefits Program

This rule will take effect within six (6) months of the issuance of a Covered Employer's lease, operating permit or other agreement with the Airport, including any management agreement. All Covered Employers shall provide at least one of the following commuter benefits programs to Covered Employees:

- (1) **Pre-Tax Election:** A program, consistent with 26 U.S.C. § 132(f), allowing employees to elect to exclude from taxable wages and compensation, employee commuting costs incurred for fare instruments or vanpool charges (but not for parking), up to the maximum level allowed by federal tax law, 26 U.S.C. 132 (f)(2), which is Two Hundred Fifty Five Dollars (\$255) per month for transit or vanpool costs, and \$20 per month annualized for qualified bicycle commuting costs as of January 1, 2016;
- (2) **Employer-Paid Benefit:** A program whereby the Employer supplies or reimburses, at the request of each Covered Employee: (1) fare instrument(s) for public and/or common carrier ground transportation or vanpool charges at least equal in value to the purchase price of the designated benefit, an adult San Francisco MUNI Fast Pass with BART access, which costs \$94 per month as of July 1, 2017, and subject to change; or (2) reimbursement of all qualified bicycle commuting costs as defined by 26 U.S.C. § 132(f)(5)(F)9i), up to \$20 per month annualized.
- (3) **Employer-Provided Transportation:** Transportation furnished by the Employer at no cost to the Covered Employee in a multi-passenger vehicle operated by or for the employer serving a BART station. In the event BART does not provide service to the subject station for 24 hours or longer, said transportation shall serve the most convenient Caltrain station, SamTrans bus stop, and ferry terminal as needed by participating employees.

(C) Tenant Liaison

Tenants shall appoint a Liaison who is responsible for the implementation of the Commuter Benefits Program and for fulfilling the requirements of this Rule.

(D) Contractors Under Individual Tenant Agreements

Airport tenants are responsible for ensuring that their contractors comply with this Rule. Alternatively, tenants may allow contractors to work directly with the Airport to comply with this Rule, provided that all such agreements are in written form.

10.3 PENALTIES FOR NON-COMPLIANCE

Covered Employers who fail to comply with the provisions of this Rule 10 may be subject to administrative fines of \$100 for each day of non-compliance.

RULE 11.0

NOISE ABATEMENT REGULATION

11.1 PURPOSE

The Airport Commission of the City and County of San Francisco ("Commission") promulgates this regulation to provide for a continual reduction of cumulative noise resulting from aircraft operations at San Francisco International Airport ("SFIA") in accordance with the Commission's authority as proprietor of SFIA, the Charter of the City and County of San Francisco, and the provisions of Title 21, Sub-chapter 6 of the California Administrative Code, while allowing SFIA to continue its historic function as the leading gateway to the Pacific, as a vital contributor to a strong and growing economy, and as a major source of employment for the Bay Area. Airport Commission Resolution #88-0016 provides for the administration of the Airport's Noise Abatement Program and has been amended as follows: Effective July 16, 1991 by Resolution No. 91-0099, and on July 7, 1992 by Resolution No. 92-0202 and on December 7, 1993 by Resolution No. 93-0248 and on January 17, 1995 by Resolution No. 95-0015 and on November 20, 2001 by Resolution No. 01-0354.

11.2 EFFECTIVE DATE

This regulation shall become effective upon its adoption by resolution of the Commission, pursuant to the powers and duties vested in the Commission by the Charter of the City and County of San Francisco, and shall remain in effect until amended or repealed.

11.3 DEFINITIONS

The following terms in **bold** font shall for the purpose of this Rule 11 have the meaning indicated following the colon (:).

Aircraft: all subsonic transport category large airplanes, subsonic turbojet powered airplanes and supersonic transport category airplanes, which were ever certificated or recertificated at a maximum gross takeoff weight in excess of 75,000 lbs, whether certificated or recertificated by the United States or by a foreign country.

Operation: an aircraft landing or takeoff.

Operator: an entity that exercises operational control over an aircraft. Operational control includes, among other matters, control over scheduling, routes, or choices of aircraft.

Preferential Runway Use Program: written procedures concerning the performance of operations at SFIA to minimize the noise impact of such operations, applicable when air safety, air traffic, and meteorological conditions permit.

Preferred Departure Procedure: an aircraft operating procedure, approved by either the Federal Aviation Administration (FAA) or the International Council Aeronautical Organization (ICAO), to be used to reduce noise impacts during the initial phase of flight.

Stage 2 Aircraft: an aircraft that is certificated by the FAA as complying with the noise levels prescribed in 14 C.F.R. Part 36, Appendix C, Section 36.5(a)(2), or is certificated in accordance with Chapter 2 of Annex 16 to Article 37 of the International Civil Aviation Organization Convention.

Stage 3 Aircraft: an aircraft that is certificated by the FAA as complying with the noise levels prescribed in 14 C.F.R. Part 36, Appendix C, Section 36.5(a)(3), or is certificated in accordance with Chapter 3 of Annex 16 to Article 37 of the International Civil Aviation Organization Convention.

11.4 REGULATION

(A) Stage 3 Requirement for Aircraft

Upon the effective date of this regulation, an aircraft will be permitted to commence or continue operation at SFIA only if it is a Stage 3 Aircraft.

(B) Auxiliary Power Unit (APU)

To reduce the impacts of jet fuel emissions on the environment and improve conditions and safety for airfield personnel, operators are required to use 400Hz ground power and air sources where available, connect to those sources, and discontinue APUs promptly (within five minutes) after chocking the aircraft wheels upon parking at the apron, regardless of the duration at the gate. APUs may be used when aircraft are being towed.

- (1)** APU use is not authorized without prior permission from Airport Operations, during the use of ground power and pre-conditioned air until a set amount of time prior to the scheduled time of departure as follows: (a) 15 minutes for Code C aircraft (specified in ICAO Annex 14) or (b) 25 minutes for Code D or above aircraft (specified in ICAO Annex 14), except A380 aircraft or (c) 45 minutes for A380 aircraft.
- (2)** All aircraft scheduled to be at a gate between 2200 – 0700 hours are required to use 400Hz ground power and pre-conditioned air, where available, regardless of the duration at the gate. APUs are not authorized without prior permission from Airport Operations, during the use of ground power and pre-conditioned air until 30 minutes prior to push-back.

(C) Aircraft Engine Run-ups

High Power run-ups of mounted aircraft engines for maintenance or test purposes are prohibited except as provided below:

- (1)** All aircraft shall be started and run-up in locations designated for such purposes by the Director. Engine run-ups are prohibited at Plot 2. Aircraft engines shall not be operated in such position that persons, structures or property may be endangered by the path of the aircraft propeller slip-stream or jet blast.
- (2)** No aircraft engine exhaust, blast, and/or propeller wash shall be directed in such manner as to cause injury, damage, or hazard to any person, structure, or property.
- (3)** The Airport Operations Supervisor will not approve any engine run-up more than two hours prior to the aircraft's scheduled departure between the hours of 2200-0700, without proper justification from the operator or airline concerned.
- (4)** An idle check of a single engine is allowed under the following conditions:

- (a) An idle check of a single engine not to exceed a 5-minute duration may be conducted in the lease hold area. If more than one engine is to be checked, each engine must be checked separately and the cumulative duration of the idle checks cannot exceed 5-minutes.
 - (b) Idle checks of a single engine or multiple engines (checked separately) which will exceed a duration of 5-minutes will be accomplished in the designated run-up areas. For purposes of noise abatement monitoring, this will be considered a power run-up.
- (5)** During the hours of 2200 – 0700, the Operations Supervisor shall be called and permission received prior to any engine idle check or engine idle run-up, including any idle run for more than a cumulative duration of 5-minutes.

During other hours, the Operations Supervisor shall be called and permission received prior to any engine run-up.

Any request for an engine run-up clearance during the hours 2200 – 0700, other than that described above, which is the result of unusual or emergency circumstances, may be approved by the Airport Operations Supervisor. When approved and accomplished, the Maintenance Supervisor of the airline concerned must provide to the Director a monthly report detailing the following:

- (a) Date and time of the run-up
- (b) Type of aircraft
- (c) Aircraft identification number
- (d) Location of the run-up
- (e) Duration of the run-up
- (f) An explanation of the unusual or emergency circumstances making the run-up necessary

Reports will be submitted to the Director, Attn: Airport Operations, within three working days after the last day of each calendar month.

(D) Noise Abatement Procedures

To reduce the impacts of aircraft noise in surrounding communities, particularly between the hours of 2300 and 0700, the Airport encourages the use of the following procedures.

- (1)** Depart on Runway 10.
- (2)** When departing on Runway 28L/R, use the Shoreline Departure procedure whenever possible.

(3) When departing straight out on Runway 28L/R use the appropriate ICAO A or AC 91-53A noise abatement climb procedure for communities close to the airport.

(4) Use the Quiet Bridge Approach to Runway 28L/R.

(E) Variances

(1) Upon the effective date of this regulation, requests by operators for a variance from any provision of this regulation must be made in writing to the Director at least 60 days prior to the date of the requested variance. Every request for a variance shall be reviewed by the Director or the Director's designated representative. Among other factors, the noise impact on the surrounding community and the fairness to other operators, which are in compliance with this regulation, shall be considered in determining whether a variance should be granted.

(2) The Director shall notify the operator in writing whether a variance is granted and include any instructions or restrictions pertaining to the waiver.

(F) RUN-UP CLEARANCE AND EXEMPTIONS

The Airport Operations Supervisor on-duty during nighttime hours (2200 – 0700) responsibilities include monitoring compliance with the Airport's run-up clearances and responding to requests for exemptions.

11.5 CONSTRUCTION OF THE REGULATION

References in this regulation to Federal Aviation Regulations, 14 C.F.R. Part 36, are not intended to incorporate into this regulation the construction, regulatory purpose or specific application given by the Federal Aviation Administration or any court to those provisions. This regulation is designed to accomplish distinct regulatory goals dictated by the peculiar local conditions existing at SFIA. The Commission shall be the final authority on the interpretation, regulatory purpose, and application of all aspects of this regulation to all aircraft seeking permission to commence operation or to continue operation at SFIA.

11.6 SEVERABILITY

If any portion of this regulation or if any application of this regulation is held unconstitutional or otherwise unlawful, the remainder of this regulation and the remaining applications of this regulation shall not be affected thereby.

11.7 REPEAL

Commission Resolution 78-0131 and all Airport Operations Bulletins (AOB) issued thereunder are repealed as of the effective date of this regulation. In addition, the following AOB's are also repealed:

- 84-07 AOB Noise Abatement Regulation
- 85-06 AOB Aircraft Engine Run-ups
- 85-07 AOB Noise Abatement Regulation
- 88-01 AOB Maintenance Exemption from SFO Noise Regulation
- 88-02 AOB Variance Procedures

- 88-03 AOB Preferential Runway Use
- 88-04 AOB Implementation of Noise Regulation
- 88-07 AOB Reporting Requirements of Noise Regulation
- 90-06 AOB Auxiliary Power Units
- 91-02 AOB New Scheduled Operations between 2300 and 0700 hours
- 92-02 AOB Late Night Stage 2 Operations
- 93-01 AOB Operation of Stage 2 Aircraft between 2300 and 0700
- 93-03 AOB Percentage Stage 3 Requirement
- 98-05 AOB Percentage Stage 3 Requirement
- 98-06 AOB International Operators Percentage Stage 3 Requirement
- 99-03 AOB Operation of Stage 2 Aircraft between 1900 and 0700 hours
- 01-02 AOB Gate Restrictions for Auxiliary Power Units (APU)

RULE 12.0

WORKFORCE HARMONY

12.1 LABOR PEACE/CARD CHECK RULE

(A) Findings

Rule 12.1 incorporates the findings in Airport Commission Resolution No. 23-0018, adopted on February 7, 2023, which find that to avoid disruption to the smooth operation of the Airport and adverse impacts to the Airport's economic viability, this Rule 12.1 requiring Covered Employers and Labor Organizations to enter into and abide by Labor Peace/Card Check Agreements through recognition in the circumstances specified below is essential for the protection of the Commission's proprietary and financial interests. Resolution No. 23-0018 is hereby incorporated by reference as though fully set forth in this Rule 12.1.

(B) Definitions

The following terms in **bold** font shall for the purpose of this Rule have the meaning indicated following the colon (:). All other capitalized terms have the meaning otherwise defined in Rule 1.0.

Covered Contract: a lease, sublease, or permit of Airport property at the Airport or any property owned by the Airport. Covered Contract also means a contract, subcontract, license, sublicense, operating permit, or similar agreement pursuant to which a Contractor is to provide services to the Airport or to a Contractor or subcontractor whose services are integral to the operations of the Airport or to sell goods or services in public areas of the Airport, including but not limited to: janitorial and maintenance, security, baggage and passenger screening, wheelchair assistance, baggage handling, parking lot services, shuttle vans, rental cars, ticketing agents, gate attendants, aircraft maintenance workers, ramp service workers, electricians, plumbers, airline sales personnel, baggage claim services, cart driving services, refueling, personnel, and clerical services.

Covered Employer: any person or business entity, including, without limitation, any Contractor or Tenant, as such terms are defined in Rule 1.0, that enters into a Covered Contract and which has a defined complement of employees at the Airport. For the avoidance of doubt, references to Contractor shall also refer to subcontractors.

Labor Organization: any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with Covered Employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

Labor Peace/Card Check Agreement: a written agreement within the meaning of the Labor Management Relations Act, 29 U.S.C. § 185(a) (or a written agreement that would qualify as such an agreement but for the fact that the Covered Employer does not meet that statute's definition of an "Employer"), between a Covered Employer and a Labor Organization providing a procedure for determining employee preference on the subject of whether to be represented by a Labor Organization for collective bargaining, and if so, by which Labor Organization to be represented, which provides, at a minimum, the following:

- (1) Determining employee preference regarding Labor Organization representation shall be by a card check procedure conducted by a neutral third party in lieu of a formal election;
- (2) All disputes over interpretation or application of the parties' Labor Peace/Card Check Agreement and over issues regarding how to carry out the card check process or specific card check procedures shall be submitted to expedited binding arbitration. For purposes of any Labor Peace/Card Check Agreement, absent other agreement between the parties, "expedited binding arbitration" shall be conducted in accordance with the procedural arbitration standards set forth in the American Arbitration Association Labor Arbitration Rules, as amended from time to time, except that the procedural standards to select an arbitrator shall not apply. The applicable procedural standards shall include that arbitration be scheduled within 14 days of the request for arbitration, and that (a) there shall be no stenographic record of the proceedings; (b) there shall be no post-hearing briefs; and (c) the arbitrator's award shall be rendered promptly by the arbitrator, no later than seven days from the date of the closing of the hearing; and
- (3) Forbearance by any Labor Organization from economic action including strikes, picketing, boycotts, or other such interference with the business of the Covered Employer at the work site of an organizing drive covered by this Labor Peace/Card Check Rule in relation to an organizing campaign only (not as to the terms of a collective bargaining agreement), so long as the Covered Employer complies with the terms of the Labor Peace/Card Check Agreement.

Labor Peace/Card Check Rule or Rule: this Rule 12.1.

Model Labor Peace/Card Check Agreement: the model form of Labor Peace/Card Check Agreement attached to these Rules and Regulations as Appendix C.

Registered Labor Organization: any Labor Organization that has met the requirements set forth in Section 12.1(E)(1) of this Rule.

(C) Covered Employer Duties

- (1) A Covered Employer shall enter into a Labor Peace/Card Check Agreement with any Registered Labor Organization which requests such an agreement in writing not later than 30 days from the written request. A Registered Labor Organization may make such request at any time after award of a Covered Contract by the Airport Commission, notwithstanding any further required approvals, including but not limited to by the San Francisco Board of Supervisors. Even if effective beforehand, performance under any Labor Peace/Card Check Agreement will not be required until the Covered Contract is fully approved and executed.
- (2) In the event that a Registered Labor Organization and the Covered Employer are unable to negotiate an agreement within the 30-day period, the parties shall then be deemed to be bound by the Model Labor Peace/Card Check Agreement, automatically and without any further action required by the parties. Upon the written request by the Director, the Covered Employer and the Registered Labor Organization shall jointly or separately deliver a written statement to Director confirming their agreement to (a) be bound by the Model Labor Peace/Card Check Agreement and (b) promptly perform all obligations under such agreement.

- (3) If a Covered Employer enters into a Labor Peace/Card Check Agreement with a Labor Organization, it must offer that same agreement to any other Labor Organization seeking to represent the employees of the Covered Employer. Any Labor Organization that was not a party to the initial Labor Peace/Card Check Agreement may, at its discretion, reject the terms of a prior negotiated agreement with another Labor Organization and negotiate for a different Labor Peace/Card Check Agreement. Upon the execution of any Labor Peace Card Check Agreement, the Covered Employer shall promptly deliver a copy to Director.
- (4) At the election of the Director, not later than 30 days from the final execution and delivery of a Covered Contract, the Covered Employer shall meet with the Director and any Registered Labor Organization representing the classifications of employees anticipated to be regularly employed under the Covered Contract will be provided and any multi-employer bargaining representative for the Covered Employer, for the purposes of orienting the Covered Employer to their obligations under this Rule.
- (5) Not later than five days from written request, a Covered Employer shall provide confirmation in writing to the Director whether the Covered Employer is a party to a collective bargaining agreement with any Labor Organization, and if so, list each collective bargaining agreement to which it is a party.
- (6) Not later than five days from written request, a Covered Employer shall confirm in writing to the Director the following: (a) each Labor Organization with which the Employer/Contractor has entered into a Labor Peace/Card Check Agreement, and include a copy of all such agreements, and (b) if applicable, each Labor Organization that has requested a Labor Peace/Card Check Agreement, but where no agreement has been executed.
- (7) Not less than 30 days prior to the modification or extension of any Covered Contract, the Covered Employer shall provide written notice, with a copy to the Director, to any Registered Labor Organization or federation of labor organizations which have registered with the Director that the Covered Employer is seeking to modify or extend such Covered Contract.
- (8) A Covered Employer shall provide written notice not less than 30 days prior to entering into any subcontract, with a copy to the Director, to any Registered Labor Organization or federation of labor organizations which has registered with the Director that the Covered Employer is seeking to enter into such subcontract.
- (9) A Covered Employer shall include in any subcontract to any Covered Contract a provision requiring the subcontractor to comply with the requirements of this Labor Peace/Card Check Rule. Upon request, Covered Employer shall provide a copy of such subcontract to the Director.
- (10) If the Director requests a meeting to discuss matters of concern to the Commission arising from compliance with this Labor Peace/Card Check Rule or any Labor Peace Card Check Agreement (including, but not limited to, any memorandum, letter agreement, or settlement in lieu thereof), Covered Employer and/or any Registered Labor Organization shall meet within five days of the request or as soon as practicable.

- (11) A Covered Employer shall undertake all further acts and efforts reasonably requested by the Director in furtherance of meeting the requirements of this Labor Peace/Card Check Rule and the Airport's goal of maintaining labor peace and harmony at the Airport, which shall include, without limitation, submitting to the Director in writing Covered Employer's plan for complying with the requirements of this Rule, as well as any regular progress updates as requested from time to time by the Director.
- (12) Notwithstanding the requirements provided in (1)–(11), any Covered Employer which has in good faith fully complied with those requirements, in the reasonable discretion of the Director, will be excused from further compliance as to a Labor Organization which has been found by an arbitrator to have violated the forbearance provisions in the applicable Labor Peace/Card Check Agreement, until and unless such finding has been vacated by any reviewing court.
- (13) Nothing in this Labor Peace/Card Check Rule shall be construed as requiring any Covered Employer, through arbitration or otherwise, to change terms and conditions of employment for its employees, or to enter into or modify a collective bargaining agreement with a Labor Organization.

(D) Director Duties

The Director shall:

- (1) Include in any Covered Contract a provision requiring the Covered Employer to abide by the requirements of this Labor Peace/Card Check Rule as a condition of entering into or modifying any Covered Contract.
- (2) Include a summary description of and reference to the requirements of this Labor Peace/Card Check Rule in requests for proposals, invitations to bid, or other types of solicitation documents regarding Covered Contracts, and require any proposer to submit with its proposal (a) a signed certification stating that it acknowledges, understands, and will comply with all requirements of this Rule if awarded the Covered Contract; and (b) at the election of the Director, proposer's plan for maintaining labor peace for its operations at the Airport. Failure of the Director to include the description of and reference to the requirements of this Labor Peace/Card Check Rule in any such document shall not exempt any Covered Employer otherwise subject to its requirements.
- (3) Upon issuance of any request for proposal, invitation to bid, or other type of solicitation document distributed in anticipation of entering into a Covered Contract, provide written notice to any Registered Labor Organization, or federation of labor organizations which has registered with the Director, that the Airport is seeking to enter into such Covered Contract.
- (4) Not enter into or recommend to the Commission any Covered Contract with an Covered Employer without an express finding that the Covered Employer has agreed to comply with the provisions of this Labor Peace/Card Check Rule.
- (5) Consider and issue or deny exemptions from this Labor Peace/Card Check Rule as set forth in Section 12.1(F) below.

(E) Labor Organization's Duties

- (1) Any Labor Organization seeking to invoke the provisions of this Labor Peace/Card Check Rule, and to receive notifications as provided in this Rule, must register with the Director, on a form designated by the Director for that purpose, or by sending a letter signed by an agent of the Labor Organization, indicating which types of Covered Contracts the Labor Organization would like notification of, and certifying that the Labor Organization will comply with the terms of this Rule relative to such designated Covered Contract.
- (2) A federation of labor organizations wishing to receive notifications as provided in this Labor Peace/Card Check Rule shall register with the Director, on a form designated by Director for that purpose, or by sending a letter to the Director signed by an agent of the federation, indicating which types of Covered Contracts the federation of labor organizations would like notification of, and certifying that the federation of labor organizations will comply with the terms of this Rule relative to such designated Covered Contract.
- (3) Any Labor Organization or federation of Labor Organizations seeking to invoke the provisions of this Labor Peace/Card Check Rule shall agree not to undertake economic action including strikes, picketing, boycotts, or other such interference with the business of the Covered Employer in connection with an organizing drive covered by this Rule, and in relation to an organizing campaign only (not to the terms of a collective bargaining agreement), so long as the Covered Employer complies with the terms of the applicable Labor Peace/Card Check Agreement.

(F) Exemptions

The provisions of this Labor Peace/Card Check Rule shall not apply to any of the following:

- (1) A bargaining unit of any Covered Employer which has already recognized a Labor Organization for that bargaining unit;
- (2) New construction or any work covered by an Airport project labor agreement;
- (3) A Covered Employer which is obligated to enter into a card check agreement with a Labor Organization by San Francisco Administrative Code Chapter 23, Article VII, "Labor Representation Procedures in Hotel and Restaurant Development," and/or Airport Commission Policy No. 99-0198, as such procedures may be modified from time to time;
- (4) A Labor Organization that is not a Registered Labor Organization, nor any Labor Organization which does not request a Labor Peace/Card Check Agreement;
- (5) A Covered Employer's operations at the Airport which are subject to the Railway Labor Act either by a final decision by a court or agency of competent jurisdiction, or by mutual agreement between the Covered Employer and a Labor Organization, which is the exclusive bargaining representative of its employees. In such cases, the obligation to enter into a Labor Peace/Card Check Agreement shall be voluntary.

- (6) A Covered Contract to provide or sell goods, services, materials or equipment where the Covered Employer does not operate on a regular basis with a defined complement of employees at the Airport;
- (7) An agreement between the Airport and a public agency; or
- (8) A Covered Contract where the Director determines that the risk to the Airport's financial or other nonregulatory interest resulting from labor/ management conflict is so minimal or speculative so as not to warrant concern for the Airport's proprietary, investment or other nonregulatory interest.

(G) Model Labor Peace/Card Check Agreement

To facilitate the requirements imposed by this Labor Peace/Card Check Rule, the Commission adopted a Model Labor Peace/Card Check Agreement attached to these Rules and Regulations as Appendix C that includes the mandatory terms and which provides protection against labor/management conflict arising out of an organizing drive, and makes such agreement available to parties required to enter into such agreement. The Director is authorized to prepare guidelines establishing standards and procedures related to this Rule. Notwithstanding this provision regarding the Model Labor Peace/Card Check Agreement or related guidelines, this Labor Peace/Card Check Rule shall be self-executing and shall apply in the absence of or regardless of such model agreement or guidelines.

(H) Enforcement

- (1) The Director shall investigate complaints that this Labor Peace/Card Check Rule has been violated or that a Labor Peace/Card Check Agreement provision included in a Covered Contract has been breached, and may take any action necessary to enforce compliance, including but not limited to instituting a civil action.
- (2) The Director may, in the Director's sole and absolute discretion and in addition to any other remedies available to the Airport, terminate the Covered Contract upon 30-days written notice to the Covered Employer and opportunity to cure its breach where the Covered Employer has failed: (a) to give notice to Registered Labor Organizations as required by this Labor Peace/Card Check Rule, (b) to enter into a Labor Peace/Card Check Agreement as required by this Labor Peace/Card Check Rule, or refused to be bound by the Model Labor Peace/Card Check Agreement, as applicable, (c) to include in any subcontract the provision requiring compliance with this Labor Peace/Card Check Rule, (d) to abide by the terms of an arbitration award enforcing a Labor Peace/Card Check Agreement, or (e) to comply with any other requirement set forth in this Rule, including, without limitation, the Covered Employer's Duties pursuant to Section 12.1(C), and such failure continues for a period of five days from written notice of such failure from the Director.
- (3) Any challenge to the applicability of this Labor Peace/Card Check Rule to a particular Covered Employer or Labor Organization shall be brought to the Commission only after first seeking an exemption from the Director as provided for in this Rule. Any such challenge must be commenced with the Commission within 15 days after notification that such exemption has been denied by the Director.

(I) Severability

If any part or provision of this Labor Peace/Card Check Rule, or the application thereof to any person, business entity, particular facts or circumstances, is held invalid or unenforceable by any court of competent jurisdiction, the remainder of this Rule, including the application of such part or provisions to other persons, business entities, facts, or circumstances, shall not be affected or impaired thereby and shall continue in full force and effect and be enforced to the maximum extent possible so as to effect the intent of this Labor Peace/Card Check Rule, and be reformed to the extent necessary to make such part or provisions valid and enforceable. To this end, the provisions of this Rule are severable.

12.2 WORKER RETENTION POLICY

The Worker Retention Policy is appended to these Rules and Regulations as Appendix D. The Worker Retention Policy applies to contractors, tenants, and permitted operators, and their respective subcontractors, that employ workers who perform essential services at the Airport on a regular and ongoing basis for the benefit of the travelling public, which services include, but are not limited to, parking garage and curbside management operations, information booths, concessions (food & beverage, retail, and passenger services), the SFO Medical Clinic, intra-airport transportation services, on-airport rental car operations, and services by service providers covered under the Airport's Quality Standards Program, excluding airlines.

12.3 PREVAILING WAGE REQUIREMENTS – COVERED TENANT CONSTRUCTION**(A) Definitions**

The following terms in **bold** font shall for the purpose of this Rule 12.3 have the meaning indicated following the colon (:). All other capitalized terms have the meaning otherwise defined in Rule 1.0.

Covered Tenant Construction: any single project of Tenant Construction by with an aggregate cost equal to or in excess of the Threshold Amount.

OLSE: San Francisco Office of Labor Standards Enforcement.

Per Diem Wages: wages defined pursuant to California Labor Code Section 1773.1, as amended from time to time.

Prevailing Rate of Wage or Prevailing Wage: the highest general prevailing rate of wage plus Per Diem Wages and wages paid for overtime and holiday work paid in private employment in San Mateo County as fixed and determined by the California Department of Industrial Relations for the various crafts and kinds of labor employed in the performance of the Covered Tenant Construction.

Prevailing Wage Requirements: with respect to any Covered Tenant Construction, the requirements to (i) pay workers performing that work not less than the Prevailing Rate of Wages, and (ii) provide the same hours, working conditions, and benefits in each case as are provided for similar work performed in San Mateo County.

Threshold Amount: the amount defined in and established annually pursuant to Section 6.1 of the San Francisco Administrative Code.

(B) Prevailing Wage Requirements

Each tenant must at all times comply with all applicable wage requirements, including but not limited to any such requirements in the California Labor Code, the Charter of the City and County of San Francisco and the San Francisco Municipal Code. Tenant will require its contractors performing any Covered Tenant Construction to comply with the Prevailing Wage Requirements. Tenant will cooperate with City in any action or proceeding against a contractor or subcontractor that fails to comply with the Prevailing Wage Requirements. All Covered Tenant Construction is subject to compliance monitoring by OLSE.

(C) Enforcement Action

Tenant will include, and will require its subtenants, and contractors and subcontractors (regardless of tier), to include Prevailing Wage Requirements in any construction contract for Covered Tenant Construction and an agreement to cooperate in City enforcement actions. Each construction contract will name the City and County of San Francisco, affected workers, and employee organizations formally representing affected workers as third-party beneficiaries for the limited purpose of enforcing the Prevailing Wage Requirements, including the right to file charges and seek penalties against any contractor or subcontractor in accordance with San Francisco Administrative Code Section 23.61. A contractor's or subcontractor's failure to comply with the Prevailing Wage Requirements will enable the City to seek the remedies specified in San Francisco Administrative Code Section 23.61 against the breaching party. The enforcement and recourse provisions applicable to such failure by a contractor or subcontractor set forth in San Francisco Administrative Code Section 23.61(d) are incorporated into these Rules and Regulations by reference. For the current Prevailing Rate of Wages, see www.sfgov.org/olse or call OLSE at 415-554-6235

(D) Payroll Records

Tenant shall require each contractor and subcontractor (regardless of tier) to keep, or cause to be kept, for a period of four (4) years from the date of substantial completion of the Covered Tenant Construction, payrolls and basic records including time cards, trust fund forms, accounting ledgers, tax forms and superintendent and foreman daily logs for all trades workers performing work at or for such Covered Tenant Construction. Such records shall include the name, address and social security number of each worker who worked on the Covered Tenant Construction, their classification, a general description of the work each worker performed each day, the rate of pay (including rates of contributions for, or costs assumed to provide fringe benefits), daily and weekly number of hours worked, deductions made and actual wages paid. Every subcontractor who shall undertake the performance of any part of the Covered Tenant Construction shall keep a like record of each person engaged in the execution of the subcontract. The contractor and each subcontractor shall maintain weekly certified payroll records which shall be accompanied by a statement of compliance signed by the contractor or subcontractor (as applicable) indicating that the payroll records are correct and complete, that the wage rates contained therein are not less than the Prevailing Rate of Wage required under this Rule, and that the classifications set forth for each employee conform with the work performed. All such payroll records shall at all times be open to inspection and examination of the duly authorized officers and agents of the City, including representatives of OLSE.

RULE 13.0

FREE SPEECH AND EXPRESSIVE ACTIVITIES

13.1 FINDINGS

The Airport is designed, operated and maintained as a facility for air transportation. The Airport was not designed and is not intended for use as a public forum for free speech activities. If left unregulated, free speech and expressive activities—such as proselytizing and cause advocacy, as well as leafleting and picketing—could negatively impact the Airport and the traveling public in a number of ways, including exacerbating congestion and delay, causing confusion and duress for the public and compromising public safety and security.

(A) Congestion and Delay

In fiscal year 2018, the Airport served more than 55 million passengers and is forecast to serve as many as 71 million by 2029. Air travelers are often on a tight schedule. They may be required to wait in lines at ticket counters, security check-points and other facilities. Departing travelers need to move quickly from BART, buses and cars, through ticket counters and check-in areas, to security checkpoints and departures gates beyond. Passengers with connecting flights need to move quickly from one gate area to another, sometimes changing terminals and exiting and reentering secured areas. Arriving passengers need to retrieve bags and connect with surface transportation, such as vans, taxis, limousines, buses, BART or cars.

The Airport has designed its terminal buildings, corridors, roads and parking areas to reduce congestion and facilitate the rapid and efficient movement of large numbers of people. Elevators, escalators, connecting corridors and moving walkways help travelers move quickly through the Airport. Facilities have been designed to assist navigation and movement while avoiding visual clutter and blight that can contribute to stress. The Airport closely monitors and regularly modifies its hallways, throughways and passenger security checkpoints to accommodate new amenities and facilities, evolving TSA technology and screening procedures, and changes in passenger flows.

In the absence of appropriate regulation, free speech activities—and particularly solicitation for the immediate receipt of funds—have the potential to disrupt passenger flows, increase congestion, and contribute to missed flights and travel delays.

(B) Confusion and Duress Relating to Solicitation of Funds

The Airport's customers may be susceptible to undue pressure, misrepresentation, duress or even fraud from persons engaged in solicitation for immediate receipt of funds. Airport travelers are often unfamiliar with their immediate surroundings, and may be fatigued and under time pressure. Some have mobility challenges. Others are young or elderly. Some speak little or no English.

The Airport has received over 125 complaints related to free speech activities and to the solicitation of funds, even though air travelers often forego making formal complaints due to time restrictions. Airport customers have complained that solicitors delayed them; behaved in a rude, offensive, harassing, intimidating or confrontational way; asked to review passports and traveling

documents; misrepresented themselves as Airport or security personnel in order to get money; and defrauded, duped, conned, and cheated them:

"[Solicitor] ...started shouting at [traveler] and following him shouting through the terminal."

"The people asking for donations should not be [] harassing customers who are in a rush to get on a plane."

"They also intimidate people as well as harass non-English speakers."

"I thought they were security until they flagged me down and detained me with misleading information."

"Don't appreciate being scammed..."

"There are people ... misrepresenting themselves as airport employees asking for donations from passengers...I felt I was taken advantage of."

"Solicitor – he is very rude and says he is the information person then hits you up for a donation."

"[Solicitor] called out to me and asked to see my boarding pass. He tore off top page...then asked to see my driver's license...[solicitor] asked me if I would be willing to make a donation. At that point I realized he was a fraud and not a security agent at all."

(C) Safety and Security

The Airport is a potential target for terrorist attack. The Airport is both a large domestic hub and a major international airport. The Airport is also one of the iconic symbols of the City and County of San Francisco, which the Department of Homeland security has identified as a high profile area at risk for terrorist attack. To deter attack, the Airport is mandated by the Transportation Security Administration (TSA) to implement the highest available security measures. In addition, the Airport must maintain the flexibility to adjust its operations on little or no notice to comply with federal security directives issued in response to perceived or actual threats against air travel.

The entire Airport is a security-sensitive environment. Multiple layers of security measures are in place throughout, not only at and beyond the ticketed-passenger screening checkpoints. Federal and local law enforcement and Airport operations personnel monitor activities and maintain a security program in terminal areas outside the passenger check-point, in parking lots and on approach roads. Free speech activities, like all activities at the Airport, must be conducted consistent with a strong and effective security program.

(D) Conclusion

For all of these reasons, the Airport Commission finds that unrestricted use of the Airport for free speech and expressive activities threatens to compromise the Airport's primary air travel mission and impair the health, comfort and safety of air travelers and employees. The Airport Commission adopts the following reasonable restrictions in order to facilitate free speech activities consistent with the Airport's primary air transportation function; to maintain the health, security and safety of visitors and employees; to avoid confusion and undue duress; and to

prevent congestion and facilitate the rapid and efficient movement of large numbers of people through the Airport.

13.2 GENERAL REQUIREMENTS

- (A)** Free speech and expressive activities, including but not limited to proselytizing, cause advocacy, leafleting and picketing, are not permitted except in compliance with the permitting procedures described in Section 13.6.
- (B)** All free speech and expressive activities shall be conducted:
 - (1)** According to Rule 13 and all other Rules and Regulations;
 - (2)** In a peaceful and orderly manner, without physical harm, threat or harassment to others, and without obscenities, violence, breach of the peace, damage to property or other unlawful conduct; and
 - (3)** Without obstructing the use of the Airport for its intended purpose as an air transportation facility; without interference with the rapid, orderly and efficient movement of persons throughout the Airport; without misrepresentation or duress; and without compromising the safety and security of persons and property.

13.3 APPROPRIATE AREAS

- (A)** The Director has determined that only certain areas of the Airport provide a reasonable opportunity for free speech and expressive activities while not impeding the use of the Airport for its intended purpose of providing a safe and orderly facility for air transportation, including the efficient flow of pedestrian traffic and the maintenance of safety and security. The Director shall designate those areas where expressive activities may occur.
- (B)** The Director may move, remove, or reduce the size of any previously-designated area as needed to respond to construction-in-progress, changes in pedestrian flow, evolving security requirements, or other appropriate circumstances.
- (C)** The following areas do not provide a reasonable opportunity for free speech or expressive activities, and those activities are expressly prohibited:
 - (1)** Air Operations Areas, Secured Areas and Sterile Areas;
 - (2)** Roadways and thoroughfares for vehicles;
 - (3)** Areas leased or assigned by agreement for use by airlines, airline service providers, restaurants, retail stores, other lessees or permittees, or areas within 10 feet of any such area;
 - (4)** Airport Commission offices, work areas and facilities not open to the public;
 - (5)** On or within 10 feet of any escalators, elevators, moving walkways, or interior baggage conveyance equipment;

- (6) Inside of or blocking any doorway;
- (7) Within 10 feet of any interior queue, including at ticketing and baggage check-in areas, security check-points, food and retail establishments, etc.; and
- (8) On or within 50 feet of any construction site or construction equipment, except as may be required according to rights established under federal or state labor laws.

13.4 SOLICITING FOR THE IMMEDIATE RECEIPT OF FUNDS PROHIBITED

- (A) The Airport has determined that solicitation for the immediate receipt of funds has been a particular source of disruption for Airport users and obstruction of the Airport's mission. Solicitation for immediate receipt of funds requires the recipient of the message to either stop in order to receive and consider the speaker's message or change course to avoid the message, both of which may obstruct passenger flows and cause delays. Listeners may need to set down bags and search for money or writing materials, blocking throughways and further contributing to delays. The Airport has received numerous complaints from Airport patrons stating that solicitors have misrepresented themselves—sometimes even behaving as if they are Airport representatives or security personnel—or have solicited in an aggressive or coercive manner. Over a period of years, the Airport has adopted reasonable regulations with the intent of mitigating these negative impacts. Despite the adoption and enforcement of appropriate regulations, problems have persisted and Airport patrons have continued to complain. Accordingly, to protect Airport patrons and preserve the Airport's primary function as an air transportation facility while maintaining alternative channels of communication, the Airport issues the following restriction on solicitation for the immediate receipt of funds.
 - (B) No person shall solicit and receive funds inside the Airport terminals, in Airport parking areas, or on sidewalks or walkways adjacent to Airport buildings.
 - (1) "Funds" shall mean money, property or anything else of value.
 - (2) "Solicit and receive funds" shall mean any oral or written request for funds, where funds are immediately received.
- (C) Nothing in this Rule is intended to prohibit distribution of literature, proselytizing, cause advocacy or solicitation for funds that will be received in the future, under an appropriate permit as provided in Rule 13.6.

13.5 PERMIT REQUIRED

- (A) No person shall engage in the conduct described in Rule 13.4 on Airport grounds without giving at least 72 hours written notice to and obtaining a permit from the Director. Notice is required in order to ensure that adequate measures may be taken to protect the public health, security, safety and order, to assure efficient and orderly use of Airport facilities for their primary purpose and to assure equal opportunity for expression.
- (B) The Director may reduce or waive the 72-hour notice requirement if the permit applicant can show that the event or events giving rise to the permit application did not reasonably allow the applicant

time to make an application within the time prescribed and that enforcement of the time requirement would place an unreasonable restriction on expressive activity.

- (C) Written notice/permit applications shall be in writing and include the following information:
- (1) The full name, mailing address, and telephone number of the organization, group, person or persons on whose behalf the proposed activities will be conducted;
 - (2) A general description of the proposed activities and the size and volume of any items to be handed out, displayed, or used in the proposed activities;
 - (3) The number of people to be present at any one time;
 - (4) The preferred date, hour and duration of the proposed activities;
 - (5) Additional information, such as, for example, a particular audience that the applicant(s) wish to reach;
 - (6) If proposed activities include solicitation for future receipt of funds, documentation supporting tax-exempt status.
- (D) The Director will review the written notice/permit application and issue a permit if the following criteria, in the judgment of the Director, are met:
- (1) The proposed activities can be authorized in a manner that does not impede the operation of the Airport as an air transportation facility, and does not threaten the safety or security of others;
 - (2) The proposed activities do not interfere with the ability of others to hear Airport announcements or see Airport signage, or interfere unreasonably with the ability of airlines, concessionaires and other tenants and contractors to conduct their business in an orderly manner; and
 - (3) The proposed activities do not hinder pedestrian flows, create congestion or block efficient movement of persons within and around Airport terminals and other facilities.
- (E) The Director shall apply the standards set forth in 13.6.D and, where the standards are satisfied, shall issue a permit within 72 hours of receiving the written notice/permit application.
- (F) The Director will designate a location, date and time for the proposed activities based on the following considerations:
- (1) Safety and security procedures identified by federal and local security officials and Airport staff;
 - (2) Pedestrian flows, potential congestion, and areas needed to be kept clear for efficient movement of persons throughout the Airport;
 - (3) Reasonable access to the desired audience; and

- (4) Availability of the requested space, date and time.
- (G) Where two or more persons or groups request the same location at the same date and time, the Director may issue permits on a first-come first-served basis or as the Airport determines in its sole discretion is the fair and appropriate accommodation for competing requests.
- (H) Permits shall be valid only for the date or dates specified on the permit. Applicants may request multiple days; however, all permits will expire at the end of each calendar month. Applicants may submit a new application for subsequent months.
 - (1) The Director reserves the right to issue identification badges to individuals who may be present repeatedly over a number of days. If the Director issues such a badge, the individual shall wear the badge above the waist on the outer garment of clothing at all times while present on Airport property. Badges must be clearly visible and must be shown to an Airport official or member of the public promptly upon request. Badges remain Airport property and must be relinquished immediately on request of the Director.
 - (2) The use of a musical instrument or noisemaking device, the playing recorded music or messages, or use of amplification equipment for free speech activities or expressive activities will be considered on an individual basis with consideration of the impact on the ability of the public to hear Airport announcements and/or the ability of Skycaps to conduct normal baggage check-in activities. Musical instruments, noise making devices and amplification equipment will not be permitted inside a terminal building
- (I) If the Director rejects a permit application, the Director shall provide a written summary specifying which standard the application fails to satisfy. The summary shall be provided at the time the applicant is informed of the denial.

13.6 PROHIBITED CONDUCT

The following activities are prohibited, with or without a permit. Engaging in any of the following activities is grounds for suspension or revocation of a permit:

- (A) Engaging in free speech or expressive activities, including leafleting, proselytizing, picketing, or cause advocacy, in any area prohibited in Rule 13.4.c, or in any area or at a date or time other than the location, date and time specified in a valid permit.
- (B) Failing to wear an Airport-issued identification badge, above the waist on the outer garment of clothing, at all times, if one has been issued by the Director.
- (C) Refusing to show an Airport-issued identification badge, if one has been issued by the Director, to any Airport official or member of the public who asks to see it.
- (D) Blocking the path of, obstructing, or interfering with the movement of any person.
- (E) Touching another person or their property.

- (F) Misrepresenting oneself, including but not limited to representing oneself as a representative of the Airport, an airline, an Airport tenant or contractor, the State of California or the federal government.
- (G) Making verbal threats.
- (H) Requesting documents or personal information from others, including but not limited to requesting a patron's name, or requesting to see tickets, itineraries, boarding passes, driver's licenses or passports.
- (I) Promoting, advertising, or soliciting sales or business for any commercial enterprise, including but not limited to distributing free product samples or other promotional materials.
- (J) Placing signs, notices, posters, advertisements or other writing in, on or around Airport property, including but not limited to the interior or exterior of any terminal building, administration building or parking structure, or any roadway, utility or other infrastructure.
- (K) Creating a potential security threat by leaving literature, equipment, bags or personal items unattended.
- (L) Violating any security procedure, refusing or failing to comply with a written or oral instruction issued by the TSA, SFPD or other federal, state or local agency with responsibility for Airport security.
- (M) Refusing or failing to cooperate in an investigation of any complaint or allegation of violation of these rules.

13.7 SUSPENSION AND REVOCATION OF PERMITS

- (A) The Director may suspend or terminate the permit of any person or organization who violates this Rule 13, Airport Rules and Regulations or state or federal law.
- (B) The Director shall issue a written notice of termination or suspension, which shall include the reason or reasons for the suspension or termination and the duration of any suspension. The suspension or termination shall be effective immediately upon personal delivery of the Director's notice to the permittee or certified mailing of the notice to the address provided on the permit application.
- (C) Upon termination for cause, the following persons and organizations shall be ineligible to apply for a permit for six months and any other permits held by such persons or organizations shall be deemed revoked:
 - (1) The person, persons or organization on whose behalf the permitted activities occurred; and
 - (2) Any person who violated this Rule 13 or these Rules and Regulations resulting in the termination of the permit.

13.8 EMERGENCIES

In the event of an emergency affecting the safety or security of Airport patrons, Airport property, or the integrity of the air transportation security system, the Director may suspend a permit immediately and without prior notice. The Director will restore any such permit as soon as reasonably practicable, consistent with security requirements.

13.9 EFFECTIVE DATE

This Rule shall become effective on April 22, 2011, and shall apply to free speech and expressive activities on and after that date.

RULE 14.0

ENFORCEMENT AND ADMINISTRATIVE APPEAL PROCEDURE

14.1 ENFORCEMENT GENERALLY

The Airport, through any authorized Airport Commission employee or any Law Enforcement Officer, may cite infractions of these Rules and Regulations to any individual or business entity by issuance of a verbal or written admonishment or a written citation. An admonishment shall be considered a warning.

14.2 GENERAL AND ADMINISTRATIVE FINES

Any person or business entity violating or otherwise engaging in prohibited conduct under these Rules and Regulations may be subject to general and/or administrative fines issued through a written citation as provided under this Rule 14. If the violator is an individual employee or agent of an Airport tenant or contractor, the fine may be assessed against the employer/tenant or contractor at the Airport’s discretion.

All violations and respective fines may be cumulative of each other (one citation may contain multiple fines) and shall be imposed in addition to and neither exclusive nor preclusive of any other civil or criminal federal, state, or local fine or penalty under the law or of any other remedy available to the Airport under the law or under a lease, permit, or contract. An infraction may result in multiple charges to a tenant or contractor and/or its employee in the form of fines, fees, and charges under the applicable lease, permit, or contract. For example, a commercial ground transportation operator may receive a citation for speeding under the California Vehicle Code *and* a fine under these Rules and Regulations. The Airport reserves all rights with respect to its enforcement of these Rules and Regulations and of its leases, permits, and contracts.

The following list references violations by Rule and Regulation Rule, but may not be exhaustive of the entire Rules and Regulations as may be amended from time to time. The headings or titles above the Rules are solely for purpose of convenience and not intended to limit the scope of a listed Rule. In the event a prohibited activity described in the Rules and Regulations does not appear in the list below, the associated fine shall be charged under Category A.

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
GENERAL CONDUCT		
1.0	Airport Operations or Security Bulletin Violation	E
3.3(C)	Bicycles and Other Devices	B
3.3(G)	Damage to Airport Property	E
3.3(L)	Littering on Airport Property	D
3.3(Q)	Pedestrian Safety	B
3.3(T)	SmarteCartes	B
3.3(U)	Smoking or Using Electronic Cigarettes in a Prohibited Area	E
3.3(X)	Feeding or Otherwise Interfering with Wildlife on Airport Property	B

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
3.5(B)	Employee Seating and Break Areas (employer)	B
3.5(D)	Moving Airport-Owned Public Seating	B
3.5(E)	Quiet Terminals Policy	E
3.5(G)	Wheelchairs (employer)	E
3.7	Airport-Owned Equipment Maintenance	E
4.1(A)	Violation of Traffic Rules	B
4.1(C)	Failure to Comply with All Posted Signs and Road Markings	B
4.4	Improper Use of Roadways and Walks	B
13.7	Improper Use of Free Speech Permit	B
PARKING		
4.2(A)	No Parking – Restricted Parking Area	B
4.2(B)	Unauthorized Parking	B
4.2(C)	Working Press Parking-2 Hours	B
4.2(E)	Unauthorized Parking in a Handicapped/Disabled Parking Space	C
4.2(F)	Unauthorized Parking in an Electric Plug-In Vehicle Charging Station	B
4.5	Violating No Parking and No Stopping Signs, Obstructing Vehicle Flow	B
4.6	Improper Use of a Curb Color Zone	B
4.7(B)(2)	Picking up or discharging passengers or their baggage at any area other than that designated for such purpose	B
4.7(B)(3)	Leaving a vehicle unattended, except in a designated staging area	B
4.7(B)(22)	Staging in an unauthorized location (all GTOs)	B
4.7(D)(1)(d)	Staging in an unauthorized location (SF Taxis)	B
4.7(D)(1)(g)	Failing to remain in/with vehicle while in a curbside taxi queue	B
4.7(D)(1)(i)	Improper use of a A-Card for parking garage access	C
COMMERCIAL GROUND TRANSPORTATION OPERATIONS		
4.7(A)	Failure to comply with permit terms, directives, and requirements of Rule 4.7(A)	B
4.7(B)(1)	Cutting in line, or jumping a taxicab lot, or bypassing a holding lot or ticket collection area before leaving the Airport	B
4.7(B)(4)	Failure to provide a receipt on request	B
4.7(B)(5)	Providing false information to Airport officials	B
4.7(B)(6)	Altered waybills, holding lot tickets or receipt	B
4.7(B)(7)	Failure to possess valid waybill unless not required by permit	B
4.7(B)(8)	Lack of or improper trade dress, placard, TCP number, decal, logo	B
4.7(B)(9)	Failure to activate, deactivating, tampering with or evading trip counting devices	C
4.7(B)(10)	Soliciting passengers	C
4.7(B)(11)	Recirculating or looping	B
4.7(B)(12)	Use/possession of alcohol, narcotics or controlled substances	C
4.7(B)(13)	Profanity or Vulgarity	B
4.7(B)(14)	Soliciting Excessive Fees	C
4.7(B)(15)	Solicitation on Behalf of Hotel, Motel, or any Other Business	B

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
4.7(B)(16)	Solicitation of Illegal Activity	B
4.7(B)(17)	Unsafe driving; failed inspection; lack of required safety equipment	B
4.7(B)(18)	Tampering with, disconnecting, modifying pollution control equipment; substituting diesel or gasoline for alternative fuel	B
4.7(B)(19)	Using any part of the Airport premises other than a restroom to urinate and/or address personal needs.	B
4.7(B)(20)	Failure to wear a visible photo identification card if required by applicable permit or regulatory agency	B
4.7(B)(21)	Failure to comply with applicable headway requirements	B
4.7(B)(24)	Failure to comply with posted signage and pavement marking	B
4.7(B)(25)	Idling a vehicle or engine for more than five minutes	B
4.7(B)(26)	Operating an autonomous vehicle on Airport Roadways without the express permission of the Director	B
4.7(C)(1)	Change in scheduled service without proper notice	B
4.7(D)(1)	Failure to comply with applicable Transportation Code and SFMTA regulation re taxicabs	B
4.7(D)(1)(a)	Use of SFMTA A-Card by unauthorized driver	B
4.7(D)(1)(b)	Lack of AVI transponder on SFMTA taxicabs	B
4.7(D)(1)(c)	Lack of properly placed certification decal on SFMTA taxicabs	B
4.7(D)(1)(e)	Failure to comply with dispatcher instructions	B
4.7(D)(1)(f)	Charging unauthorized fees or surcharges	C
4.7(D)(1)(h)	Unauthorized use of A-Card	C
4.7(D)(2)	Non-SFMTA taxi driver failure to have a waybill; failure to pay trip fee	B
SAFETY AND SECURITY		
5.1	Airfield Marking, Signage, Control Towers	D
5.2	Airside personnel (employer)	D
5.3	Aircraft operations	D
5.4(A)	GSE operators (employer)	D
5.4(B)	GSE requirements	D
5.4(C)(1)	GSESIP: Each vehicle receiving a red tag	C
5.4(C)(1)	GSESIP: Tampering/interfering with a red tag or impoundment	F
5.4(C)(1)	GSESIP: Each vehicle not returned for reinspection within time specified	E
5.4(C)(2)	GSE Impound Program	C
5.4(D)(1)	AOA signage	D
5.4(D)(2)	Checkpoint and Security Gates	F
5.4(D)(3)-(9)	GSE movement	D
5.5	Ramp operations and gate usage	D
5.6	Passenger movement	D
5.7	Fueling	E
5.8	Accidents, incidents, incursions/deviations, disabled aircraft and GSE	D
6.0	Fire and Safety	E
7.0	Security violations	E

RULE	DESCRIPTION OF VIOLATION	FINE CATEGORY
7.2(A)(3)	Failure to comply with Airport ID Badge return requirements	C
COMMERCIAL ACTIVITIES		
8.0	Airport Environmental Standards	E
8.2	Food service and food ware	C
8.6(E)	Unauthorized discharge impacting storm drain system	F
9.2	Operating a Business without Airport Authorization	E
9.3	Airport Infrastructure	F
9.4	Airport Mapping	F
9.5(A), (B)	On-Site Personnel	E
9.6	Construction Activity	F
11	Noise Abatement	E

14.3 AMOUNT OF FINES

The amount of fines set forth in this Rule 14 shall be calculated for each violation cited under the Airport Rules and Regulations. The Airport shall impose a second offense charge when the actor has violated the same Rule twice within the same calendar year. The Airport shall impose a third offense charge when the actor has violated the same Rule three times or more within the same calendar year. Given the specific circumstances of the violation and the Rule, the Airport, in its sole discretion, may determine that a violation of the same Rule is not a repeat offense for purposes of determining the amount of a fine. (AOB 20-09)

Payment of any fine shall be due within 30 days of the date of the citation. In the event that a person or entity receiving a citation fails or refuses to pay a fine, the Director has sole discretion and may suspend or terminate a permit and/or may deny reinstatement of an existing permit or issuance of any future permit until such time as the fine is paid in full with interest compounded monthly. In the event that the person or entity receiving a citation files a timely request for review or appeal, then the fine shall be payable as provided in Rule 14.5, below.

FINE CATEGORY	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE
A	\$50	\$75	\$100
B	\$100	\$200	\$250
C	\$250	\$500	\$750
D	\$750	\$1,000	\$1,250
E	\$1,000	\$2,000	\$3,000
F	\$10,000	\$15,000	\$20,000

14.4 INDIVIDUAL INFRACTIONS

This Section 14.4 applies only to individual employees of tenants or contractors who are granted access to the AOA or other secure areas of Airport property for their work duties. Individual infractions on the AOA and/or relating to the safety or security of the Airport may result in the immediate suspension or permanent revocation of an Airport ID badge or driving privileges, at the sole discretion of the Airport, notwithstanding the admonishment or citation procedures below.

The charging officer may issue a verbal or written admonishment which shall be considered a warning. A written admonishment shall be recorded as a First Offense as described in the table below. Second and third offenses shall be calculated based on a rolling 24-month period, as provided in Rule 14.3 above.

If the charging officer issues a written admonishment or a citation for an individual infraction, the Airport will notify the employer/tenant or contractor and may assess against the employer the appropriate fine and any other charge under the lease, permit, or contract in addition to any consequences assessed against the individual employee. Any training required shall be designated by the Airport. The individual employee shall remain responsible for any training or training fee, as follows:

RULE	DESCRIPTION	OFFENSE	RESULT
3.1(A)	Illegal Activity / BART Fare Evasion	First Offense	Airport ID badge suspended for 72 hours
		Second Offense	Airport ID badge suspended for 72 hours
		Third Offense	Airport ID badge permanently revoked
3.3(U)	Smoking in a Secured Area / Airport Operations Area (AOA)	First Offense/written Admonishment	Airport ID badge suspended for 24 hours
		Second Offense	Airport ID badge suspended for 72 hours
		Third Offense	Airport ID badge suspended for 10 days
		Fourth Offense	Airport ID badge permanently revoked
5.4	GSE driver/operator violations	First Offense/ written Admonishment	Warning to driver/operator
		First Offense/ Citation	<ul style="list-style-type: none"> ▪ Two-hour training class; driver/operator pays the \$50 training class fee ▪ Driver/operator's AOA security access badge and driving privileges suspended for the day the employee attends the training
		Second Offense	<ul style="list-style-type: none"> ▪ Two-hour training class; driver/operator pays the \$50 training class fee ▪ Driver's AOA security access badge and driving privileges immediately suspended for three consecutive days (a 72-hour period) following Citation ▪ Employer pays lease/permit charge for a violation of the Rules and Regulations
		Third Offense	Driver/operator permanently loses

RULE	DESCRIPTION	OFFENSE	RESULT
			driving privileges
7.0	Individual security violations	First Offense/ written Admonishment	Warning to employee
		First Offense/ Citation	<ul style="list-style-type: none"> ▪ Airport ID badge immediately confiscated for one full day (a 24-hour period) following Citation ▪ Security Access Office training class
		Second Offense	<ul style="list-style-type: none"> ▪ Airport ID badge immediately confiscated for three full consecutive days (a 72-hour period) following Citation ▪ Security Access Office training class ▪ Employer pays lease/permit charge for a violation of the Rules and Regulations
		Third Offense	<ul style="list-style-type: none"> ▪ Airport ID badge immediately confiscated for ten full consecutive days (a 240-hour period) following Citation ▪ Security Access Office training class ▪ Employer pays lease/permit charge for a violation of the Rules and Regulations
		Fourth Offense	Security access permanently terminated
		Note for all individual security or security-related violations:	Airport ID Badge holders directed to attend in-person training administered by the Security Access Office shall do so within the time specified or may be subject to further badge suspension or revocation. The charge for the training is a \$50 administrative fee which the employee or the employee's authorized signatory shall pay before attending the training. (ASB 19-06)

14.5 REVIEW AND APPEAL PROCEDURE

(A) General

Any person or business entity seeking to challenge a citation issued under these Rules and Regulations shall follow the administrative procedures of this Rule 14.5.

A requestor may seek review of a citation and, following the review, may appeal from a decision affirming or amending the citation.

Requests for review or appeal must be received by the Airport within the time(s) specified below. The requestor is solely responsible for assuring that the request is timely received. The Airport

will consider only a properly documented and timely request. Failure to submit a properly documented and timely request for review or appeal will be considered acceptance of the citation.

No request for review is necessary for citations involving the circumvention of security or a permanent potential badge revocation as those citations are subject to an Airport review process as a matter of course. For those citations, after receiving the decision of the review, requestors may appeal the review decision following the procedures of Rule 14.5 (C). Communications required under this Section 14.5 shall be sent by electronic mail to SFOCitationReview@flysf.com, unless the requesting party does not have access to email. In that event, the request may be sent in paper form addressed to:

Chief Operating Officer
International Terminal Building, Fifth Floor
P.O. Box 8097
San Francisco International Airport
San Francisco, CA 94128

Any request for review and/or appeal shall be submitted on the template forms attached to these Rules and Regulations as Appendix G and incorporated here by reference.

(B) Review

Unless otherwise specified in an Operating Permit or unless a government investigation is ongoing, a request for review must be received by the Airport within ten (10) calendar days of the date the Notice of Citation is issued. A request for review shall include (i) the name, date, mailing address, e-mail address, and phone number of the requestor and (ii) a detailed basis for the review. If the matter is under investigation by a government agency, then the request for review must be made within 10 calendar days of the date the investigation report is issued.

The Director shall designate an Airport Commission employee to review a request. The designated reviewer will have no personal knowledge of the incident resulting in the Citation. The reviewer may request additional information from the requestor; requestor's failure to provide the stated information within the time specified by the reviewer will result in a decision based on the information available.

Within thirty (30) calendar days of receipt of the Request for Initial Review, the reviewer shall issue an administrative decision affirming, dismissing, or amending the citation.

Payment of a fine following a final decision affirming or amending a citation shall be due within 10 days of the date the administrative review decision is issued.

(C) Appeal

An administrative decision affirming or amending a citation may be appealed within ten (10) calendar days of the date the decision is issued. The request for appeal must include information detailing the basis for the appeal.

For all matters except those involving long-term suspension (more than 72 hours) or revocation of an Airport ID badge, the Director shall designate an Airport Commission employee to hear an appeal. The hearing officer will have no personal knowledge of the incident resulting in the

citation and whose regular job duties are outside the chain of command of either the citing official or the reviewer.

The Chief Operating Officer shall be the hearing officer for any appeal involving long-term suspension (more than 72 hours) or permanent revocation of an Airport ID badge.

The hearing officer may request additional information from the appellant; appellant's failure to provide the stated information within the time specified by the reviewer will result in a decision based on the information available. The hearing officer may in the hearing officer's sole discretion invite both the appellant and the Airport Division issuing the citation to a hearing to state their respective positions and answer questions posed by the hearing officer; the hearing may be in person or in writing as directed by the hearing officer.

The hearing officer shall issue an administrative decision affirming, dismissing, or amending the citation. The hearing officer's decision shall be final on the date issued. The hearing officer shall issue a decision within sixty (60) days of the date of the receipt of the written appeal.

Payment of a fine following a final decision affirming or amending a citation shall be due within ten (10) calendar days of the date the decision is issued.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: 3 Approved Requests to Waive 12B Requirements
Date: Thursday, February 6, 2025 11:22:42 AM
Attachments: [3 approved requests to waive 12b requirements.pdf](#)

Dear Supervisors,

Please see below and attached for 3 approved requests to wave 12B requirements.

Requester: Michael Asefa
Department: PUC
Waiver Justification: 12B.5-1(d)(1) (No Vendors Comply)
Supplier ID: 0000051929
Requested total cost: \$210.00
Short Description: Purchasing Bread from Rize Up Bakery for Black History Month Speaker Event for PO 0000902756

Requester: Feng Ling Jiang
Department: LIB
Waiver Justification: 12B.5-1(d)(1) (No Vendors Comply)
Supplier ID: 0000043503
Requested total cost: \$980.34
Short Description: Portable restroom rental for Dia de los Ninos/Libros event

Requester: Vicky Griffith
Department: PUC
Waiver Justification: 12B.5-1(d)(1) (No Vendors Comply)
Supplier ID: 0000010541
Requested total cost: \$11,600.00
Short Description: 12B Waiver for Stanislaus County Land Fill

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosures: *Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

Report Title: CMD 12B Waiver Details
Run Date and Time: 2025-02-06 11:00:18 Pacific Standard Time
Run by: ServiceNow Admin
Table name: u_cmd_12b_waiver

CMD 12B Waiver

Number:	CMD12B0004189	Request Status:	Awaiting CMD Analyst Approval
Requested for:	Michael Asefa	State:	Work in Progress
Department Head/Delegated authority:	Dennis Herrera	Waiver Type:	12B Waiver
Opened:	2025-01-30 15:18:10	12B Waiver Type:	Limited (Under 250K)
		Requesting Department:	PUC
		Requester Phone:	(415) 816-3065
		Awaiting Info from:	
		Awaiting Info reason:	
		Opened by:	Michael Asefa
		Watch list:	

Short Description:

Purchasing Bread from Rize Up Bakery for Black History Month Speaker Event for PO 0000902756

Supplier ID:	0000051929	Requested Amount:	\$210.00
Is this a new waiver or are you modifying a previously approved waiver?:	New Waiver	Increase Amount:	\$0.00
Last Approved 12B Waiver Request:		Previously Approved Amount:	\$0.00
		Total Requested Amount:	\$210.00
Document Type:	Purchase Order	Enter Contract ID:	
12B Waiver Justification:	12B.5-1(d)(1) (No Vendors Comply)	Enter Requisition ID:	
City Treasurer:	Jose Cisneros	Enter Purchase Order ID:	0000902756
Admin Code Chapter:	Chapter 21 Goods and Services	Enter Direct Voucher ID:	
Select Chapter 21.04 Section:		Waiver Start Date:	2025-02-12
Confirm Dept. has documented this agreement as a Sole Source:		Waiver End Date:	2025-02-12

Advertising:	false
Commodities, Equipment and Hardware :	true
Equipment and Vehicle Lease:	false
On Premise Software and Support:	false
Online Content, Reports, Periodicals and Journals:	false
Professional and General Services:	false
Software as a Service (SaaS) and Cloud Software Applications:	false
Vehicles and Trailers:	false

Detail the purpose of this contract is and what goods and/or services the contra:

Supplier is Rize Up Bakery. The purpose of the contract is to provide bread from the bakery as part of a staff presentation by Azikiwee Anderson, the owner of Rize Up Bakery.

If you have made an effort to have the supplier comply, explain it here. If not,:

Yes.

Cancel Notes:

CMD Analyst

CMD Analyst:

CMD Director:

CMD Analyst Decision:

Select the reason for this request:

CMD Analyst Comments:

CMD Director

CMD Director:

CMD Director Decision:

Reason for Determination:

12B.5-1(a)(1) (Non Property Contracts)

Select OCA Solicitation Waiver:

Sole Source – Non Property Contract Justification Reason:

Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:

Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:

Explain why this is a Sole Source:

12B.5-1(a)(1) (Property Contracts)

City Property Status:

Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:

Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:

CMD 12B.5-1(a)(1) (Sole Source – Property Contracts) Question1:

CMD 12B.5-1(a)(1) (Sole Source – Property Contracts) Question2:

12B.5-1(a)(1)(Property Contracts)

Sole Source – Property Contract Justification Reason:

12B.5-1(a)(2) (Declared Emergency)

12B.5-1(a)(2) (Declared Emergency) Question2:

12B.5-1(a)(3) (Specialized Litigation)

12B.5-1(a)(3) (Specialized Litigation) Question1 :

12B.5-1(a)(3) (Specialized Litigation) Question2:

12B.5-1(b) (Public Entity-Non Property)

Select OCA Solicitation Waiver:

Public Entity Sole Source – Non
Property Contract Justification
Reason:

Has DPH Commission qualified this
agreement as a Sole Source under
Chpt 21.42?:

Has MTA qualified this agreement as
a Sole Source under Charter Sec.
8A.102(b)?:

Explain why this is a Sole Source (Public Entity):

12B.5-1(b) (Public Entity-Property)

12B.5-1(b) (Public Entity SS-PC) Question1:

12B.5-1(b) (Public Entity - Substantial)

12B.5-1(b) (Public Entity-SPI)
Question1:

12B.5-1(c) (Conflicting Grant Terms)

12B.5-1(c) (Conflicting Grant Terms) Question1:

12B.5-1(c) (Conflicting Grant Terms) Question2:

12B.5-1(e) Investments and Services

12B.5-1(e) Investments Question1:

12B.5-1(e) Investments Question2:

12B.5-1(e) Investments Question3:

12B.5-1(f) (SFPUC Bulk Water, Power and

Bulk Water: false

Bulk Power: false

Bulk Gas: false

12B.5-1(f) (SFPUC Bulk WPG)
Question2:

12B.5-1(f) (SFPUC Bulk WPG) Question1:

12B.5-1(d)(1) (No Vendors Comply)

- 12B.5-1(d)(1) (No Vendors Comply) Question1:
- 12B.5-1(d)(1) (No Vendors Comply) Question2:
- 12B.5-1(d)(1) (No Vendors Comply) Question3:
- 12B.5-1(d)(1) (No Vendors Comply) Question4:
- 12B.5-1(d)(1) (No Vendors Comply) Question5:

12B.5-1(d)(1)(No Vendors Comply)

- 12B.5-1(d)(1) (No Vendors Comply) Limited Question1:
This is a sole sourced vendor.
- 12B.5-1(d)(1) (No Vendors Comply) Limited Question2 :
This is a sole sourced vendor that we have to utilize.
- 12B.5-1(d)(1) (No Vendors Comply) Limited Question3:
This is a sole sourced vendor.
- 12B.5-1(d)(1) (No Vendors Comply) Limited Question4:
Yes

12B.5-1(d)(2) (Bulk Purchasing)

Select OCA Solicitation Waiver:
Has MTA qualified agreement as Bulk Purchasing under Charter Sec. 8A.102(b)?:

- Detail the nature of this Bulk Purchasing transaction:
- 12B.5-1(d)(2) (Bulk Purchasing) Question1:
- 12B.5-1(d)(2) (Bulk Purchasing) Question2:
- 12B.5-1(d)(2) (Bulk Purchasing) Question3:
- 12B.5-1(d)(2) (Bulk Purchasing) Question4:
- 12B.5-1(d)(2) (Bulk Purchasing) Question5:
- 12B.5-1(d)(2) (Bulk Purchasing) Question6:

12B.5-1(d)(3) (Sham Entity)

- 12B.5-1(d)(3) (Sham Entity) Question1:
- 12B.5-1(d)(3) (Sham Entity) Question2:
- 12B.5-1(d)(3) (Sham Entity) Question3:
- 12B.5-1(d)(3) (Sham Entity) Question4:

Activities

Additional comments:

Related List Title: Approval List
Table name: sysapproval_approver
Query Condition: Approval for = CMD12B0004189
Sort Order: Order in ascending order

1 Approvals

State	Approver	Approving	Created	Approval set	Comments
Approved	Dennis Herrera	CMD 12B Waiver: CMD12B0004189	2025-01-30 16:01:44		

Related List Title: Metric List
Table name: metric_instance
Query Condition: Table = u_cmd_12b_waiver AND ID = c998eea72b9b52906469ff10de91bf1e
Sort Order: None

8 Metrics

Created	Definition	ID	Value	Start	End	Duration	Calculation complete
2025-01-30 16:01:45	OCA 12B Metric	CMD 12B Waiver: CMD12B0004189	Draft	2025-01-30 16:01:44	2025-02-05 13:41:58	5 Days 21 Hours 40 Minutes	true
2025-02-05 13:42:00	OCA 12B Metric	CMD 12B Waiver: CMD12B0004189	Awaiting CMD Analyst Approval	2025-02-05 13:41:58			false
2025-01-30 15:55:40	OCA 12B Metric	CMD 12B Waiver: CMD12B0004189	Draft	2025-01-30 15:55:38	2025-01-30 16:01:44	6 Minutes	true
2025-01-30 16:01:45	OCA 12B Metric	CMD 12B Waiver: CMD12B0004189	Dept. Head approval	2025-01-30 16:01:44	2025-01-30 16:01:44	0 Seconds	true
2025-02-05 13:42:00	Assigned to Duration	CMD 12B Waiver: CMD12B0004189	Awaiting CMD Analyst Approval	2025-02-05 13:41:58			false
2025-01-30 16:01:45	Assigned to Duration	CMD 12B Waiver: CMD12B0004189	Dept. Head approval	2025-01-30 16:01:44	2025-01-30 16:01:44	0 Seconds	true
2025-01-30 15:55:40	Assigned to Duration	CMD 12B Waiver: CMD12B0004189	Draft	2025-01-30 15:55:38	2025-01-30 16:01:44	6 Minutes	true
2025-01-30 16:01:45	Assigned to Duration	CMD 12B Waiver: CMD12B0004189	Draft	2025-01-30 16:01:44	2025-02-05 13:41:58	5 Days 21 Hours 40 Minutes	true

Report Title: CMD 12B Waiver Details
Run Date and Time: 2025-02-06 11:02:25 Pacific Standard Time
Run by: ServiceNow Admin
Table name: u_cmd_12b_waiver

CMD 12B Waiver

Number:	CMD12B0004201	Request Status:	Completed
Requested for:	Feng Ling Jiang	State:	Completed
Department Head/Delegated authority:	Michael Lambert	Waiver Type:	12B Waiver
Opened:	2025-02-04 14:27:06	12B Waiver Type:	Limited (Under 250K)
		Requesting Department:	LIB
		Requester Phone:	+14155574247
		Awaiting Info from:	
		Awaiting Info reason:	
		Opened by:	Feng Ling Jiang
		Watch list:	

Short Description:

Portable restroom rental for Dia de los Ninos/Libros event

Supplier ID:	0000043503	Requested Amount:	\$980.34
Is this a new waiver or are you modifying a previously approved waiver?:	New Waiver	Increase Amount:	\$0.00
Last Approved 12B Waiver Request:		Previously Approved Amount:	\$0.00
		Total Requested Amount:	\$980.34
Document Type:	Purchase Order	Enter Contract ID:	
12B Waiver Justification:	12B.5-1(d)(1) (No Vendors Comply)	Enter Requisition ID:	
City Treasurer:	Jose Cisneros	Enter Purchase Order ID:	0000903907
Admin Code Chapter:	Chapter 21 Goods and Services	Enter Direct Voucher ID:	
Select Chapter 21.04 Section:		Waiver Start Date:	2025-02-04
Confirm Dept. has documented this agreement as a Sole Source:		Waiver End Date:	2025-06-30

Advertising:	false
Commodities, Equipment and Hardware :	true
Equipment and Vehicle Lease:	false
On Premise Software and Support:	false
Online Content, Reports, Periodicals and Journals:	false
Professional and General Services:	false
Software as a Service (SaaS) and Cloud Software Applications:	false
Vehicles and Trailers:	false

Detail the purpose of this contract is and what goods and/or services the contra:

(a) Honey Bucket

(b) Honey Bucket will provide temporary bathroom facilities at the Library's annual event, Dia de los Ninos, Dia de los Libros on April 27. They will provide: 1 regular restroom station, 1 ADA restroom station, 1 sink and delivery services of equipment.

(c) Honey Bucket provided services in previous years and are familiar with the Library's expectations.

If you have made an effort to have the supplier comply, explain it here. If not,:

We have requested them to comply.

Cancel Notes:

CMD Analyst

CMD Analyst:	Domenic Viterbo-Martinez	CMD Director:	Stephanie Tang
CMD Analyst Decision:	Reviewed and Approved	Select the reason for this request:	12B.5-1(d)(1) (No Vendors Comply)
CMD Analyst Comments:	No compliant vendors to supply portable restrooms for Dia de los Ninos/Libros event.		

CMD Director

CMD Director:	Stephanie Tang	CMD Director Decision:	Reviewed and Approved
Reason for Determination:			
Approved under 12B.5-1(d)(1) authority			

12B.5-1(a)(1) (Non Property Contracts)

Select OCA Solicitation Waiver:	
Sole Source – Non Property Contract Justification Reason:	
Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:	
Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:	
Explain why this is a Sole Source:	

12B.5-1(a)(1) (Property Contracts)

City Property Status:	
Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:	
Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:	
CMD 12B.5-1(a)(1) (Sole Source – Property Contracts) Question1:	
CMD 12B.5-1(a)(1) (Sole Source – Property Contracts) Question2:	

12B.5-1(a)(1)(Property Contracts)

Sole Source – Property Contract
Justification Reason:

12B.5-1(a)(2) (Declared Emergency)

12B.5-1(a)(2) (Declared Emergency) Question2:

12B.5-1(a)(3) (Specialized Litigation)

12B.5-1(a)(3) (Specialized Litigation) Question1 :

12B.5-1(a)(3) (Specialized Litigation) Question2:

12B.5-1(b) (Public Entity-Non Property)

Select OCA Solicitation Waiver:

Public Entity Sole Source – Non
Property Contract Justification
Reason:

Has DPH Commission qualified this
agreement as a Sole Source under
Chpt 21.42?:

Has MTA qualified this agreement as
a Sole Source under Charter Sec.
8A.102(b)?:

Explain why this is a Sole Source (Public Entity):

12B.5-1(b) (Public Entity-Property)

12B.5-1(b) (Public Entity SS-PC) Question1:

12B.5-1(b) (Public Entity - Substantial)

12B.5-1(b) (Public Entity-SPI)
Question1:

12B.5-1(c) (Conflicting Grant Terms)

12B.5-1(c) (Conflicting Grant Terms) Question1:

12B.5-1(c) (Conflicting Grant Terms) Question2:

12B.5-1(e) Investments and Services

12B.5-1(e) Investments Question1:

12B.5-1(e) Investments Question2:

12B.5-1(e) Investments Question3:

12B.5-1(f) (SFPUC Bulk Water, Power and

Bulk Water: false

Bulk Power: false

Bulk Gas: false

12B.5-1(f) (SFPUC Bulk WPG)
Question2:

12B.5-1(f) (SFPUC Bulk WPG) Question1:

12B.5-1(d)(1) (No Vendors Comply)

12B.5-1(d)(1) (No Vendors Comply) Question1:

12B.5-1(d)(1) (No Vendors Comply) Question2:

12B.5-1(d)(1) (No Vendors Comply) Question3:

12B.5-1(d)(1) (No Vendors Comply) Question4:

12B.5-1(d)(1) (No Vendors Comply) Question5:

12B.5-1(d)(1)(No Vendors Comply)

12B.5-1(d)(1) (No Vendors Comply) Limited Question1:

We've made an effort to have Honey Bucket comply with 12B.

12B.5-1(d)(1) (No Vendors Comply) Limited Question2 :

Honey Bucket, a City Vendor, provides reliable services that another entity would not be able to provide, as they are familiar with the Library's expectations.

12B.5-1(d)(1) (No Vendors Comply) Limited Question3:

Honey Bucket will assist in meeting City requirements to hold a large scale event for youth and their families.

12B.5-1(d)(1) (No Vendors Comply) Limited Question4:

Yes

12B.5-1(d)(2) (Bulk Purchasing)

Select OCA Solicitation Waiver:

Has MTA qualified agreement as Bulk
Purchasing under Charter Sec.
8A.102(b)?:

Detail the nature of this Bulk Purchasing transaction:

12B.5-1(d)(2) (Bulk Purchasing) Question1:

12B.5-1(d)(2) (Bulk Purchasing) Question2:

12B.5-1(d)(2) (Bulk Purchasing) Question3:

12B.5-1(d)(2) (Bulk Purchasing) Question4:

12B.5-1(d)(2) (Bulk Purchasing) Question5:

12B.5-1(d)(2) (Bulk Purchasing) Question6:

12B.5-1(d)(3) (Sham Entity)

12B.5-1(d)(3) (Sham Entity) Question1:

12B.5-1(d)(3) (Sham Entity) Question2:

12B.5-1(d)(3) (Sham Entity) Question3:

12B.5-1(d)(3) (Sham Entity) Question4:

Activities

Additional comments:

Related List Title: Approval List
Table name: sysapproval_approver
Query Condition: Approval for = CMD12B0004201
Sort Order: Order in ascending order

1 Approvals

State	Approver	Approving	Created	Approval set	Comments
Approved	Michael Lambert	CMD 12B Waiver: CMD12B0004201	2025-02-04 14:32:51		

Related List Title: Metric List
Table name: metric_instance
Query Condition: Table = u_cmd_12b_waiver AND ID = 61dc80513baf5210cf49eef764e45a83
Sort Order: None

12 Metrics

Created	Definition	ID	Value	Start	End	Duration	Calculation complete
2025-02-04 15:37:55	OCA 12B Metric	CMD 12B Waiver: CMD12B0004201	Awaiting CMD Analyst Approval	2025-02-04 15:37:51	2025-02-05 10:27:39	18 Hours 49 Minutes	true
2025-02-04 14:31:50	OCA 12B Metric	CMD 12B Waiver: CMD12B0004201	Draft	2025-02-04 14:31:45	2025-02-04 14:32:52	1 Minute	true
2025-02-05 10:27:40	OCA 12B Metric	CMD 12B Waiver: CMD12B0004201	Awaiting CMD Director Approval	2025-02-05 10:27:39	2025-02-05 15:59:53	5 Hours 32 Minutes	true
2025-02-05 15:59:55	OCA 12B Metric	CMD 12B Waiver: CMD12B0004201	Completed	2025-02-05 15:59:53			false
2025-02-04 14:32:55	OCA 12B Metric	CMD 12B Waiver: CMD12B0004201	Dept. Head approval	2025-02-04 14:32:52	2025-02-04 14:32:52	0 Seconds	true
2025-02-04 14:32:55	OCA 12B Metric	CMD 12B Waiver: CMD12B0004201	Draft	2025-02-04 14:32:52	2025-02-04 15:37:51	1 Hour 4 Minutes	true
2025-02-04 14:31:50	Assigned to Duration	CMD 12B Waiver: CMD12B0004201	Draft	2025-02-04 14:31:45	2025-02-04 14:32:52	1 Minute	true
2025-02-04 14:32:55	Assigned to Duration	CMD 12B Waiver: CMD12B0004201	Draft	2025-02-04 14:32:52	2025-02-04 15:37:51	1 Hour 4 Minutes	true
2025-02-05 15:59:55	Assigned to Duration	CMD 12B Waiver: CMD12B0004201	Completed	2025-02-05 15:59:53			false

Created	Definition	ID	Value	Start	End	Duration	Calculation complete
2025-02-04 15:37:55	Assigned to Duration	CMD 12B Waiver: CMD12B0004201	Awaiting CMD Analyst Approval	2025-02-04 15:37:51	2025-02-05 10:27:39	18 Hours 49 Minutes	true
2025-02-04 14:32:55	Assigned to Duration	CMD 12B Waiver: CMD12B0004201	Dept. Head approval	2025-02-04 14:32:52	2025-02-04 14:32:52	0 Seconds	true
2025-02-05 10:27:40	Assigned to Duration	CMD 12B Waiver: CMD12B0004201	Awaiting CMD Director Approval	2025-02-05 10:27:39	2025-02-05 15:59:53	5 Hours 32 Minutes	true

Report Title: CMD 12B Waiver Details
Run Date and Time: 2025-02-06 11:03:19 Pacific Standard Time
Run by: ServiceNow Admin
Table name: u_cmd_12b_waiver

CMD 12B Waiver

Number:	CMD12B0004172	Request Status:	Rejected by CMD Analyst
Requested for:	Vicky Griffith	State:	Rejected
Department Head/Delegated authority:	Steve Ritchie	Waiver Type:	12B Waiver
Opened:	2025-01-16 13:11:41	12B Waiver Type:	Standard
		Requesting Department:	PUC
		Requester Phone:	(209) 877-3299
		Awaiting Info from:	
		Awaiting Info reason:	
		Opened by:	Vicky Griffith
		Watch list:	

Short Description:

12B Waiver for Stanislaus County Land Fill

Supplier ID:	0000010541	Requested Amount:	\$11,600.00
Is this a new waiver or are you modifying a previously approved waiver?:	New Waiver	Increase Amount:	\$0.00
Last Approved 12B Waiver Request:		Previously Approved Amount:	\$0.00
		Total Requested Amount:	\$11,600.00
Document Type:	Purchase Order	Enter Contract ID:	
12B Waiver Justification:	12B.5-1(d)(1) (No Vendors Comply)	Enter Requisition ID:	
City Treasurer:	Jose Cisneros	Enter Purchase Order ID:	0000839483
Admin Code Chapter:	Chapter 21 Goods and Services	Enter Direct Voucher ID:	
Select Chapter 21.04 Section:		Waiver Start Date:	2025-01-16
Confirm Dept. has documented this agreement as a Sole Source:		Waiver End Date:	2025-07-01

Advertising:	false
Commodities, Equipment and Hardware :	false
Equipment and Vehicle Lease:	false
On Premise Software and Support:	false
Online Content, Reports, Periodicals and Journals:	false
Professional and General Services:	true
Software as a Service (SaaS) and Cloud Software Applications:	false
Vehicles and Trailers:	false

Detail the purpose of this contract is and what goods and/or services the contra:

This memorandum requests a 12B Sole Source Waiver for Stanislaus County Land Fill. Hetch Hetchy Water and Power (HHWP) requires the service for as needed refuge facility for valley location for disposal of trash that is removed along the Right of Way. HHWP personnel are required to remove the debris on these access roads. Once collected, HHWP truck drivers then take the debris to the dump site in Modesto, CA which is the closest land fill facility. Amounts for each dump vary dependent on what is dumped and how much each load weighs. Each invoice is itemized at the time of dump and will be included in each payment voucher.

If you have made an effort to have the supplier comply, explain it here. If not,:

Several attempts have been made with vendor. Stanislaus County is a government entity which will not work towards the documentation to become compliant. They are the closest refuge facility to our Central Valley ROW locations. Spending with this vendor has historically been under the \$5k threshold therefore a waiver has not been needed. Recent trash dumping on CCSF ROW has required the use of the local landfill more frequently.

Cancel Notes:

CMD Analyst

CMD Analyst:	Domenic Viterbo-Martinez	CMD Director:	Stephanie Tang
CMD Analyst Decision:	Rejected	Select the reason for this request:	
CMD Analyst Comments:	Effective June 24, 2024, the new Agreements with Government Entities Ordinance allows City departments to enter into agreements with other government entities more efficiently. Departments no longer need to seek waivers for agreements with government entities, but the government entities should still complete the business registration process.		

CMD Director

CMD Director:	Stephanie Tang	CMD Director Decision:	
Reason for Determination:			

12B.5-1(a)(1) (Non Property Contracts)

Select OCA Solicitation Waiver:	
Sole Source – Non Property Contract Justification Reason:	
Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:	
Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:	
Explain why this is a Sole Source:	

12B.5-1(a)(1) (Property Contracts)

City Property Status:

Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:

Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:

CMD 12B.5-1(a)(1) (Sole Source – Property Contracts) Question1:

CMD 12B.5-1(a)(1) (Sole Source – Property Contracts) Question2:

12B.5-1(a)(1)(Property Contracts)

Sole Source – Property Contract Justification Reason:

12B.5-1(a)(2) (Declared Emergency)

12B.5-1(a)(2) (Declared Emergency) Question2:

12B.5-1(a)(3) (Specialized Litigation)

12B.5-1(a)(3) (Specialized Litigation) Question1 :

12B.5-1(a)(3) (Specialized Litigation) Question2:

12B.5-1(b) (Public Entity-Non Property)

Select OCA Solicitation Waiver:

Public Entity Sole Source – Non Property Contract Justification Reason:

Has DPH Commission qualified this agreement as a Sole Source under Chpt 21.42?:

Has MTA qualified this agreement as a Sole Source under Charter Sec. 8A.102(b)?:

Explain why this is a Sole Source (Public Entity):

12B.5-1(b) (Public Entity-Property)

12B.5-1(b) (Public Entity SS-PC) Question1:

12B.5-1(b) (Public Entity - Substantial)

12B.5-1(b) (Public Entity-SPI) Question1:

12B.5-1(c) (Conflicting Grant Terms)

12B.5-1(c) (Conflicting Grant Terms) Question1:

12B.5-1(c) (Conflicting Grant Terms) Question2:

12B.5-1(e) Investments and Services

12B.5-1(e) Investments Question1:

12B.5-1(e) Investments Question2:

12B.5-1(e) Investments Question3:

12B.5-1(f) (SFPUC Bulk Water, Power and

Bulk Water: false

Bulk Power: false

Bulk Gas: false

12B.5-1(f) (SFPUC Bulk WPG) Question2:

12B.5-1(f) (SFPUC Bulk WPG) Question1:

12B.5-1(d)(1) (No Vendors Comply)

12B.5-1(d)(1) (No Vendors Comply) Question1:

As responsible custodians of our Right-of-Way, it is our duty to ensure debris is removed so that CCSF can maintain access for maintenance and emergencies to all facilities.

12B.5-1(d)(1) (No Vendors Comply) Question2:

Hetch Hetchy Water and Power (HHWP) requires the service for as needed refuge facility for valley location for disposal of trash that is removed along the Right of Way. HHWP personnel are required to remove the debris on these access roads. Once collected, HHWP truck drivers then take the debris to the dump site in Modesto, CA which is the closest land fill facility.

12B.5-1(d)(1) (No Vendors Comply) Question3:

A search for a city contract vendor was completed with no close proximity available. A google search of facilities that except refuge was done and cross referenced to the city's vendor list. The cost in staff time and resources associated with utilizing a city contract out of the central valley for these services outweighs any potential savings.

12B.5-1(d)(1) (No Vendors Comply) Question4:

This service does not defeat the intent of this chapter. Service Provider is the closest facility to our Right-of-Way. This supplier does not do business within City of San Francisco.

12B.5-1(d)(1) (No Vendors Comply) Question5:

Yes

12B.5-1(d)(1)(No Vendors Comply)

12B.5-1(d)(1) (No Vendors Comply) Limited Question1:

12B.5-1(d)(1) (No Vendors Comply) Limited Question2 :

12B.5-1(d)(1) (No Vendors Comply) Limited Question3:

12B.5-1(d)(1) (No Vendors Comply) Limited Question4:

12B.5-1(d)(2) (Bulk Purchasing)

Select OCA Solicitation Waiver:

Has MTA qualified agreement as Bulk Purchasing under Charter Sec. 8A.102(b)?:

Detail the nature of this Bulk Purchasing transaction:

- 12B.5-1(d)(2) (Bulk Purchasing) Question1:
- 12B.5-1(d)(2) (Bulk Purchasing) Question2:
- 12B.5-1(d)(2) (Bulk Purchasing) Question3:
- 12B.5-1(d)(2) (Bulk Purchasing) Question4:
- 12B.5-1(d)(2) (Bulk Purchasing) Question5:
- 12B.5-1(d)(2) (Bulk Purchasing) Question6:

12B.5-1(d)(3) (Sham Entity)

- 12B.5-1(d)(3) (Sham Entity) Question1:
- 12B.5-1(d)(3) (Sham Entity) Question2:
- 12B.5-1(d)(3) (Sham Entity) Question3:
- 12B.5-1(d)(3) (Sham Entity) Question4:

Activities

Additional comments:

Related List Title: Approval List
Table name: sysapproval_approver
Query Condition: Approval for = CMD12B0004172
Sort Order: Order in ascending order

1 Approvals

State	Approver	Approving	Created	Approval set	Comments
Approved	Steve Ritchie	CMD 12B Waiver: CMD12B0004172	2025-02-03 13:07:20		2025-02-03 14:27:54 - Steve Ritchie (Comments) reply from: SRitchie@swater.org Approved. Steven Ritchie. Ref:TIS5638995_5evl9xi IoKfoUNrwwLTf

Related List Title: Metric List
Table name: metric_instance
Query Condition: Table = u_cmd_12b_waiver AND ID = e75582473b47da107b464b9aa4e45a32
Sort Order: None

10 Metrics

Created	Definition	ID	Value	Start	End	Duration	Calculation complete
2025-02-03 15:28:50	OCA 12B Metric	CMD 12B Waiver: CMD12B0004172	Rejected by CMD Analyst	2025-02-03 15:28:45			false
2025-02-03 13:07:20	OCA 12B Metric	CMD 12B Waiver: CMD12B0004172	Dept. Head approval	2025-02-03 13:07:20	2025-02-03 13:07:20	0 Seconds	true
2025-02-03 13:07:21	OCA 12B Metric	CMD 12B Waiver: CMD12B0004172	Draft	2025-02-03 13:07:20	2025-02-03 14:27:54	1 Hour 20 Minutes	true
2025-01-16 13:27:30	OCA 12B Metric	CMD 12B Waiver: CMD12B0004172	Draft	2025-01-16 13:27:29	2025-02-03 13:07:20	17 Days 23 Hours 39 Minutes	true
2025-02-03 14:27:55	OCA 12B Metric	CMD 12B Waiver: CMD12B0004172	Awaiting CMD Analyst Approval	2025-02-03 14:27:54	2025-02-03 15:28:45	1 Hour	true
2025-02-03 13:07:20	Assigned to Duration	CMD 12B Waiver: CMD12B0004172	Dept. Head approval	2025-02-03 13:07:20	2025-02-03 13:07:20	0 Seconds	true
2025-01-16 13:27:31	Assigned to Duration	CMD 12B Waiver: CMD12B0004172	Draft	2025-01-16 13:27:29	2025-02-03 13:07:20	17 Days 23 Hours 39 Minutes	true
2025-02-03 14:27:55	Assigned to Duration	CMD 12B Waiver: CMD12B0004172	Awaiting CMD Analyst Approval	2025-02-03 14:27:54	2025-02-03 15:28:45	1 Hour	true
2025-02-03 15:28:50	Assigned to Duration	CMD 12B Waiver: CMD12B0004172	Rejected by CMD Analyst	2025-02-03 15:28:45			false
2025-02-03 13:07:21	Assigned to Duration	CMD 12B Waiver: CMD12B0004172	Draft	2025-02-03 13:07:20	2025-02-03 14:27:54	1 Hour 20 Minutes	true

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: ISCOTT Hearing on Thu, February 13 - Agenda - Temporary Street Closure Requests
Date: Thursday, February 6, 2025 3:47:31 PM
Attachments: [ISCOTT_1586_Agenda.pdf](#)

Dear Supervisors,

Please see below and attached from San Francisco Municipal Transportation Agency (SFMTA), submitting Interdepartmental Staff Committee on Traffic and Transportation for Temporary Street Closures (ISCOTT) January 23, 2025, meeting agenda.

Regards,

Richard Lagunte
 Office of the Clerk of the Board
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: SpecialEvents <SpecialEvents@sfmta.com>
Sent: Thursday, February 6, 2025 8:46 AM
To: SpecialEvents <SpecialEvents@sfmta.com>
Subject: ISCOTT Hearing on Thu, February 13 - Agenda - Temporary Street Closure Requests

Good morning –

Attached is the agenda for the upcoming ISCOTT hearing on Thursday, February 13.

If you have any questions, please email us.

Nick Chapman

Manager, [Special Events / Temporary Street Closures](#)

San Francisco Municipal Transportation Agency

1 South Van Ness Ave, 7th Floor

San Francisco, CA 94103



Pronouns: he/him, they/them



Meeting of February 13, 2025 - Thursday, 9:00 AM
1586th Regular Meeting

Online Participation

Please join Microsoft Teams Meeting at SFMTA.com/ISCOTTHearing

Click on the Raise your hand icon . When you are prompted to unmute, click on the microphone icon  to speak.

Phone Participation


Please dial +1 415-523-2709,,397937701# [Find a local number](#)
Phone conference ID: 397 937 701#

Dial *5 to be placed in the queue for public comment. When prompted dial *6 to unmute yourself.

Please ensure that you are in a quiet location, speak clearly, and turn off any TVs or radios around you.

Written Participation

Submit your written comments to SpecialEvents@SFMTA.com with "Public Hearing" in the subject line or by mail to SFMTA, 1 South Van Ness, 7th Floor, San Francisco, CA 94103. Written comments must be received by 12 noon on the day prior to the hearing to be considered.

 **415.646.2414:** For free interpretation services, please submit your request 48 hours in advance of meeting. / 如果需要免費口語翻譯，請於會議之前 48 小時提出要求 / Para servicios de interpretación gratuitos, por favor haga su petición 48 horas antes de la reunión. / Para sa libreng serbisyo sa interpretasyon, kailangan mag-request 48 oras bago ang miting.



MINUTES OF THE JANUARY 23, 2025, MEETING (ACTION ITEM)

The Committee to adopt the Minutes.

PUBLIC COMMENT

Members of the public may address ISCOTT members on matters that are within ISCOTT purview and are not on today's agenda.

TEMPORARY STREET CLOSURES (ACTION ITEMS)

These proposed actions are an Approval Action as defined by S.F. Administrative Code Chapter 31.

CONSENT CALENDAR

If there are no objections from the committee or the public, the following items will be voted on as a group.

- A. Jersey Street between Castro and Diamond streets
Saturday, May 10, 2025, 11:30 am to 2:30 pm
Block Party – 400 Jersey Street

- B. Minna Street between 2nd and New Montgomery streets
Monday, March 17, 2025, 6 am to
Friday, March 21, 2025, 2 am
111 Minna - GDC Gaming Convention

- C. Minna Street between 2nd and New Montgomery street
Sunday, April 27, 2025, 6 am to
Thursday, May 1, 2025, 12 noon
111 Minna – RSA Event

REGULAR CALENDAR

- D. 37th Avenue between Ortega and Quintara streets
Saturday, March 8, 2025, 6 am to 3 pm
District Weekend Cleanup Event–D4

- E. Cole Street between Page and Haight streets
Wednesday, April 16, 2025, 1 pm to 5:30 pm
Huckleberry Wellness Block Party



- F.** Ellis Street (parking spaces only) between Taylor and Ellis streets
Friday, February 21, 2025, 1 pm to 4 pm
Glide Memorial Church Mural Dedication
- G.** Jones Street (parking spaces only) between Ellis and O'Farrell streets
Friday, February 28, 2025, 11 am to 2 pm
First Responders Mural Dedication
- H.** Battery Street between Greenwich and Union streets
Sunday, April 27, 2025, 6 am to 4 pm
Walk MS San Francisco
- I.** Valencia Street between 23rd and 24th streets
Saturday, April 26, 2025, 6 am to 9 pm
La Gran Fiesta: A Fundraiser for Buena Vista Horace Mann
- J.** Mendell Street between Newcomb Avenue and 3rd Street
Saturday, February 15, 2025, 7 am to 6 pm
Bayview Black History Month Parade
- K.** 4061 - 24th Street parking lot between Noe and Castro streets
Saturday, March 15, 2025, 2:30 am to 11 pm
Noe Valley Celtic Festival
- L.** Front Street between California and Sacramento streets; Halleck Street between Front and Battery streets
Monday, March 17, 2025, 7 am to 11:59 pm
St. Pat's on Front



- M.** Post Street between Laguna and Fillmore streets; Webster Street between Geary Blvd and Sutter Street; Sutter Street between Buchanan and Webster streets

Intersection(s) closed: Post and Sutter at Webster

Saturday, April 12, 2025, 4 am to

Sunday, April 13, 2025 11 pm

and

Saturday, April 19, 2025, 4 am to

Sunday, April 20, 2025, 11 pm

58th Annual Cherry Blossom Festival

Post Street between Fillmore and Steiner streets

Intersection(s) closed: Post and Boswell streets (Local access allowed)

Sunday, April 20, 2025, 8 am to 5 pm

Cherry Blossom Parade Disbursal Area

- N.** Minna Street (southern travel lane) between 4th and 5th streets; Howard Street (northernmost travel lanes only) between 4th and 5th streets; 4th Street (most westerly travel lane) between Minna and Howard streets;

(at least two travel lanes on 4th Street to remain open at all times)

Thursday, February 27, 2025, 10:30 pm to

Friday, February 28, 2025, 4 am

and

Thursday, March 6, 2025, 10:30 pm to

Friday, March 7, 2025, 4 am

Howard Street (most southerly travel lane only) between 3rd and 4th streets;

3rd Street (most westerly travel lane) between Howard and Folsom streets

Thursday, February 27, 2025, 10:30 pm to

Friday, February 28, 2025, 4 am

and

Tuesday, March 4, 2025, 10:30 pm to

Wednesday, March 5, 2025, 4 am

Salesforce TrailblazerDX'25 k-rail install/deinstall

Minna Street (southern travel lane) between 4th and 5th streets

Tuesday, March 4, 2025, 6 am to 8 pm

and

Wednesday, March 4, 2025, 6 am to 8 pm

and

Thursday, March 6, 2025, 6 am to 8 pm

Salesforce TrailblazerDX'25 Vehicle screening



- O.** 12th Street between Market Street and South Van Ness Avenue
Friday, February 14, 2025, 9 am to
Saturday, February 15, 2025, 9 pm
Kamp Grizzly + Adidas - NBA All Star Week
- P.** Post Street between Stockton and Powell streets
Saturday, March 22, 2025, 12:01 am to 11:59 pm
Tulip Day
- Q.** Cole Street between Carl and Parnassus streets
Thursday, March 13, 2025, 12 pm to 11:59 pm
and
Thursday, April 17, 2025, 12 pm to 11:59 pm
and
Thursday, May 15, 2025, 12 pm to 11:59 pm
and
Thursday, June 12, 2025, 12 pm to 11:59 pm
Cole Valley Nights
- R.** 18th Street between Hartford and Collingwood streets
(Intersection of Castro at 18th Street to remain open.)
Friday, March 21, 2025, 12 noon to 11:59 pm
and
Friday, May 16, 2025, 12 noon to 11:59 pm
and
Friday, July 18, 2025, 12 noon to 11:59 pm
and
Friday, September 19, 2025, 12 noon to 11:59 pm
Castro Night Market

Categorically exempt from CEQA: CEQA Guidelines Section 15304 Class 4(e) minor temporary use of land having negligible or no permanent effects on the environment, including carnivals, sales of Christmas trees, etc. and/or Section 15305 Class 5(b) minor alterations in land use limitations, including street closings and equipment for special events

Forrest Chamberlain
San Francisco Municipal Transportation Agency

Date



ROADWAY SHARED SPACES CLOSURES (ACTION ITEMS)

The following item has been environmentally cleared by the Planning Department on April 19, 2021, Addendum #2 to San Francisco Better Streets Plan Project [Case No. 2021-003010ENV (addendum to Case No. 2007.1238E)]:

NONE

ROADWAY SHARED SPACES CLOSURES (INFORMATIONAL ITEMS)

The following items are presented for informational purposes and public comment. Closures are subject to review and approval by the SFMTA Board.

NONE



***SUPPORTING DOCUMENTATION FOR INTERDEPARTMENTAL STAFF COMMITTEE AGENDA ITEMS ARE AVAILABLE FOR REVIEW AT THE MUNICIPAL TRANSPORTATION AGENCY'S OFFICES, ONE SOUTH VAN NESS, SAN FRANCISCO, CA 94103, DURING NORMAL BUSINESS HOURS. PLEASE CONTACT TEMPORARY STREET CLOSURES/SPECIAL EVENTS AT specialevents@sfmta.com. ***

Sound Producing Devices

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of cell phone, pager, or other similar sound-producing electronic devices.

Disability Access

To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact (415) 701-4683 at least two business days before the meeting. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to perfumes and various other chemical-based scented products. Please help the City to accommodate these individuals.

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decision in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force Administrator by mail to Sunshine Ordinance Task Force, One Dr. Carlton B. Goodlett Place, Room 244, San Francisco CA 94102, by phone at (415) 554-7724, by fax at (415) 554-7854 or by email at sotf@sfgov.org. Citizens may obtain a free copy of the Sunshine Ordinance by contacting the Sunshine Ordinance Task Force Administrator or by printing Chapter 67 of the San Francisco Administrative Code on the Internet, at web site <http://www.sfgov.org/sunshine>.

Lobbyist Registration and Reporting Requirements

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code Sec. 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone (415) 581-2200, fax (415) 581-2217, web site www.sfgov.org/ethics.

California Environmental Quality Act (CEQA) Appeal Rights under S.F. Admin. Code Chapter 31: For identified Approval Actions, the Planning Department or the SFMTA has issued a CEQA exemption determination or negative declaration, which may be viewed online at the Planning Department's website. Following approval of the item by ISCOTT, the CEQA determination is subject to appeal within the time frame specified in S.F. Administrative Code Section 31.16 which is typically within 30 calendar days. For information on filing a CEQA appeal, contact the Clerk of the Board of Supervisors at City Hall, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102, or call (415) 554-5184. Under CEQA, in a later court challenge, a litigant may be limited to raising only those issues previously raised at a hearing on the project or submitted in writing to the City prior to or at such hearing, or as part of the appeal hearing process on the CEQA decision.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: San Francisco Superior Court Seeks Applicants for 2025-26 Civil Grand Jury
Date: Monday, February 3, 2025 11:15:54 AM
Attachments: [image001.png](#)
[image002.png](#)
[CGJ Flyer_2025.pdf](#)
[CGJ Recruitment News Release_2025.pdf](#)
[CGJ Newsletter Article 2025.pdf](#)

Dear Supervisors,

Please see below and attached from the San Francisco Superior Court regarding recruitment for the 2025-2026 Civil Grand Jury.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Lyssette Bareng <LBareng@sftc.org>
Sent: Monday, February 3, 2025 10:36 AM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: Mchugh, Eileen (BOS) <eileen.e.mchugh@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Subject: San Francisco Superior Court Seeks Applicants for 2025-26 Civil Grand Jury

Dear Board of Supervisors, and team,

The San Francisco Superior Court is currently recruiting members for the 2025-26 Civil Grand Jury. We would appreciate any publicity or outreach to your community in your email blasts and/or newsletters. Attached, please find the news release with more details and a flyer for posting on your public bulletin boards.

The application deadline is May 2, 2025. More information is available on the Civil Grand Jury websites, <https://www.sf.gov/departments--civil-grand-jury> and <https://sf.courts.ca.gov/general-information/civil-grand-jury>.

Please contact me with any questions and thank you in advance for your help with our recruitment efforts.

(ATTACHMENTS: CGJ Recruitment Press Release.pdf; CGJ Newsletter Article.pdf; CGJ Flyer.pdf)



[Apply to join the Civil Grand Jury | SF.gov](https://www.sf.gov/departments--civil-grand-jury)

Best,
Lyssette

.....
LYSSETTE BARENG (*pronouns she/her/hers*)
Acting Grand Jury Administrative Analyst
Superior Court of California, County of San Francisco

400 McAllister Street, Room 008
San Francisco, CA 94102
o 415.551.3622
e lbareng@sftc.org

"TO ASSURE EQUAL ACCESS, FAIR TREATMENT, AND THE JUST AND EFFICIENT RESOLUTION OF DISPUTES FOR ALL
PEOPLE ASSERTING THEIR RIGHTS UNDER THE LAW."



THIS IS YOUR CHANCE TO MAKE A DIFFERENCE!



Join the San Francisco Civil Grand Jury

2025-2026 San Francisco Civil Grand Jury Application



San Francisco Superior Court is seeking volunteers for the Civil Grand Jury. The Civil Grand Jury is the “watchdog” for the City and County of San Francisco. The Civil Grand Jury investigates the operations of City government, including officials, departments, and agencies. Each year, the Civil Grand Jury issues reports based on its findings. Those reports are heard before the Board of Supervisors.

The Civil Grand Jury serves for one year, from July 1 through June 30 of the following year.

Eligibility Requirements:

- 18 years of age or older and a United States citizen.
- San Francisco resident for at least the past 12 months.
- Able to commit time consistently throughout the term.
- Desire to work together with other committed San Franciscans.

Help make government more efficient!

For more information, please visit

<https://www.sf.gov/apply-join-civil-grand-jury>



NEWS RELEASE

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN FRANCISCO



BRANDON E. RILEY
Court Executive Officer

400 McAllister St.
San Francisco, CA
94102

Contact: Ann E. Donlan
media@sftc.org

RELEASE DATE: February 3, 2025

SAN FRANCISCO SUPERIOR COURT SEEKS CANDIDATES FOR CIVIL GRAND JURY

The Court today announced the recruitment of individuals interested in improving their community by serving as a Civil Grand Juror to collaborate with other members to identify issues that could result in reforms and improvements in San Francisco government.

“I am looking for citizens from all backgrounds to reflect the rich diversity of our communities,” said Judge Eric R. Fleming, chair of the Civil Grand Jury Committee. “The Court wants the grand jury to have a collective voice that reflects a cross-section of the community. Accomplishing this goal will help ensure that the grand jury fairly fulfills its watchdog function to identify inefficiencies and issues in city government that – if reformed – could better serve the public.”

The application form for the 2025-2026 Civil Grand Jury may be accessed via the Civil Grand Jury website: www.sf.gov/apply-join-civil-grand-jury. The deadline to apply is **May 2, 2025**. If you are a passionate San Franciscan, ready to work with others to make government more responsive, and care about improving the quality of life for everyone in the City, this is a great opportunity.

A panel of judges selects the 19 people to serve on the Civil Grand Jury.

-MORE-

SFSC/CGJ
2-2-2-2

Civil grand juries are required for every county in California. They do not investigate crimes; however, they are independent, citizen “watchdog” groups dedicated to improving the efficient, ethical and effective operations of local government. In San Francisco, the Civil Grand Jury decides its own topics of inquiry and writes reports with findings and recommendations. City agencies must respond to the jury’s reports and participate in a public hearing with jurors before the Government Audit and Oversight Committee of the Board of Supervisors.

Previous Civil Grand Jury reports have focused on affordable housing, homelessness, pension reform, rising sea levels, and public transit efficiency. To conduct its investigations, the Civil Grand Jury is empowered to review records and confidentially interview City officials and staff, who are required by law to answer the jurors’ questions.

The Civil Grand Jury’s term is one year, from July 1, 2025, through June 30, 2026. Volunteers, who are not paid to serve but receive reimbursement for meetings, must be:

- U.S. citizens;
- At least 18 years of age;
- San Francisco residents for at least the past 12 months, with no felony convictions; and
- Able to communicate in English.

The Civil Grand Jury is especially interested in recruiting people of color, and residents who represent a wide range of San Francisco neighborhoods, to make up a strong and diverse jury.

Volunteers with skills in writing, researching, and analyzing data are integral, as are applicants interested in politics and government. The ability to think creatively and work collaboratively are key attributes for applicants.

More information on the Civil Grand Jury is available [here](#).

###

SAN FRANCISCO SUPERIOR COURT SEEKS CANDIDATES FOR CIVIL GRAND JURY

The San Francisco Superior Court is recruiting individuals who desire to play a role in improving their community as a Civil Grand Juror. In this role you will help to identify issues with city government that could be a catalyst for reforms and improvements in San Francisco City affairs. This is an interesting and unique opportunity to actively make a difference in our diverse city.

“I am looking for citizens from all backgrounds to reflect the rich diversity of our community,” Judge Eric R. Fleming, chair of the Civil Grand Jury. “The court wants the Grand Jury to have a collective voice that reflects a cross-section of the community. Accomplishing this goal will help ensure that the Grand Jury fairly fills its function to ensure that an honest, efficient government is operating in the best interest of the People.”

The court is currently accepting applications for the 2025-2026 San Francisco Civil Grand Jury. The application form may be accessed on the Courts website: <https://sf.courts.ca.gov/general-information/civil-grand-jury>. The deadline to apply is May 2, 2025. If you are a passionate San Franciscan, ready to work with others to make our government more responsive and care about improving the quality of life for everyone in our City, this is a great opportunity.

Civil Grand Juries are required for every county in California. They don't investigate crimes but are citizen “watchdog” groups making sure local government operates efficiently, ethically, and effectively. The Civil Grand Jury conducts independent investigations of City and County departments, agencies, and officials, and writes reports with findings and recommendations of what the City should do about a particular problem. City agencies are required to respond to the jury's reports, and to participate in a public hearing with jurors before the Government Audit and Oversight Committee of the Board of Supervisors.

The Civil Grand Jury is an independent body of 19 people, selected by a panel of judges, that pick their own topics for investigation. Past Civil Grand Jury reports have included issues such as affordable housing, homelessness, pension reform, rising sea levels, and public transit efficiency. To conduct its investigations, the Civil Grand Jury is empowered to review records and confidentially interview City officials and staff, who are required by law to answer the jurors' questions.

The Civil Grand Jury's term is one year, from July 1, 2025, through June 30, 2026. Volunteers are not paid, though reimbursed a token amount for meetings. They must be U.S. citizens, at least 18 years of age, have lived in San Francisco for at least the past 12 months, with no felony convictions; all jurors must be able to communicate in English. The Civil Grand Jury is especially interested in recruiting people of color, and residents who represent a wide range of San Francisco neighborhoods, to make up a strong and diverse jury.

Volunteers with skills in writing, researching, and analyzing data play an important role, as do those interested in politics and government; the ability to think creatively and work collaboratively is key. If you like to dig around and find out how things really work, and are committed to making your government more accountable, please apply today!

Applications and more detailed information about the Civil Grand Jury are available at <https://www.sf.gov/departments--civil-grand-jury>. The application deadline is **May 2, 2025**.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Revised California Fish and Game Commission meeting agenda
Date: Thursday, February 6, 2025 3:41:50 PM
Attachments: [FGC Mtg 2025 02 Agenda Final Rev 013125.pdf](#)

Dear Supervisors,

Please see below and attached from the California Fish and Game Commission submitting a revised meeting agenda for February 12-13, 2025.

Regards,

Richard Lagunte
 Office of the Clerk of the Board
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: California Fish and Game Commission <fgc@public.govdelivery.com>
Sent: Saturday, February 1, 2025 10:01 AM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Revised California Fish and Game Commission meeting agenda

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California Fish and Game Commission
Wildlife Heritage and Conservation Since 1870

Revised February Meeting Agenda

Greetings,

The agenda for the February 12-13, 2025 California Fish and Game Commission meeting has been revised to combine items 8 and 9 into item 8A and 8B and to renumber the subsequent items.

Instructions on how to participate will be posted to the Commission website prior to the meeting.

Please refer to the agenda for important meeting information and deadlines.

Sincerely,

Melissa Miller-Henson
Executive Director
California Fish and Game Commission

[Click Here for Meeting Agenda](#)

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[California Fish and Game Commission](#)
715 P Street, Sacramento, CA 95814

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Samantha Murray, President
La Jolla
Erika Zavaleta, Vice President
Santa Cruz
Jacque Hostler-Carmesin, Member
McKinleyville
Eric Sklar, Member
Saint Helena
Darius W. Anderson, Member
Kenwood

STATE OF CALIFORNIA
Gavin Newsom, Governor

Melissa A. Miller-Henson
Executive Director
P.O. Box 944209
Sacramento, CA 94244-2090
(916) 653-4899
fgc@fgc.ca.gov
www.fgc.ca.gov

Fish and Game Commission



*Wildlife Heritage and Conservation
Since 1870*

Revised* Meeting Agenda

February 12-13, 2025

Participate in Person

California Natural Resources Headquarters Building
715 P Street, Second Floor
Sacramento, CA 95814

or

Participate via Zoom/Phone

The meeting will be live streamed; visit <http://www.fgc.ca.gov> the day of the meeting to watch or listen. To provide public comment, please join at the Sacramento location, via Zoom, or by phone; join via Zoom or directly at <https://us02web.zoom.us/j/84890694237>. For complete instructions on how to join via Zoom or phone, visit fgc.ca.gov/meetings/2025.

*** This agenda has been revised to combine items 8 and 9 into item 8A and 8B and to renumber the subsequent items.**

- Notes:
- (1) See important meeting deadlines and procedures, including written public comment deadlines, starting on page 13.
 - (2) A list of documents received by the commission since its December 2024 meeting is on page 8.
 - (3) Unless otherwise indicated, the California Department of Fish and Wildlife is identified as Department.
 - (4) All section and subsection references are to Title 14 of the California Code of Regulations, unless otherwise noted.

Invitation: In lieu of a field trip, the Commission invites members of the public to join commissioners Thursday morning for presentations from leadership at the State Water Resources Control Board (see Agenda Item 17).

Call to Order and Roll Call to Establish a Quorum

1. **Consider approving agenda and order of items**

Commission Elections and Committee Assignments

2. **Election of Commission president and vice president**
The commissioners annually elect one of their number as a president and one as a vice president, by a concurrent vote of at least three commissioners.
(Pursuant to Section 102, California Fish and Game Code)
3. **Committee assignments**
The Commission forms three committees from its membership, consisting of at least one or up to two commissioners: Marine Resources Committee, Wildlife Resources Committee, and Tribal Committee.
(Pursuant to sections 105, 106 and 106.5, California Fish and Game Code)

General Public Comment

4. **General public comment for items not on the agenda**
Receive public comment regarding topics within the Commission’s authority that are not included on the agenda.
Note: The Commission may not discuss or take action on any matter raised during this item, except to decide whether to place the matter on the agenda of a future meeting (sections 11125 and 11125.7(a), Government Code).

Consent Items

Note: Items on the consent calendar are expected to be routine and non-controversial. After public comment, the Commission will consider approving items on the consent calendar in a single vote without discussion. The presiding commissioner may choose to remove any item from the consent calendar and allow a separate discussion and potential action on that item in response to a request by a Commission member, staff, or an interested person.

5. **Southern California steelhead (consent)**
Consider ratifying findings on the decision to list southern California steelhead (*Oncorhynchus mykiss*) as endangered under the California Endangered Species Act (Pursuant to subdivision 2075.5(e)(2), California Fish and Game Code)
6. **White sturgeon (consent)**
Consider approving the Department's request for a six-month extension to deliver the one-year status review report on the petition to list white sturgeon (*Acipenser transmontanus*) as threatened under the California Endangered Species Act.
(Pursuant to Section 2074.6, California Fish and Game Code)

Discussion and Action Items

7. Commission executive director and Department reports

- (A) ***Commission executive director***
- (B) ***Department director and Law Enforcement Division***

8. Inland sport fishing

(A) ***Central Valley (annual)***

Consider authorizing publication of notice of intent to amend Central Valley sport fishing regulations.

(Amend subsections 7.40(b)(4), (b)(43), (b)(66) and (b)(80))

(B) ***Klamath River Basin (annual)***

Consider authorizing publication of notice of intent to amend Klamath River Basin sport fishing regulations related to Chinook salmon.

(Amend subsection 7.40(b)(50)).

9. White sturgeon sport fishing 2084 regular rulemaking

Consider authorizing publication of notice of intent to amend regulations for the recreational take of, tagging of, and reporting requirements for, white sturgeon (*Acipenser transmontanus*) in inland and ocean waters, pursuant to California Fish and Game Code Section 2084.

(Repeal sections 5.79, 27.92, and 27.95; and amend sections 1.74, 5.80, 5.81, 27.60, 27.90, 27.91 and 701)

10. Waterfowl hunting

Discuss proposed amendments to waterfowl hunting regulations.

(Amend Section 502)

11. Big game hunting and chronic wasting disease

Discuss and consider authorizing staff to provide public notice of sufficiently related changes to proposed regulations regarding big game hunting and chronic wasting disease testing.

(Amend sections 360, 362, 363, 364, 364.1 and 708.5)

12. Application for a new restricted species permit

Review an application for a permit to import, possess, transport or rear, or conduct research on, transgenic zebrafish and take action consistent with the Commission regulation, if warranted.

(Pursuant to subdivision 15007(e), California Fish and Game Code, and subsection 671.1(a)(8)(H), Title 14, CCR)

13. Morro manzanita

Consider and potentially act on the petition, Department's evaluation report, and comments received to determine whether listing morro manzanita (*Arctostaphylos morroensis*) as endangered under CESA may be warranted.

(Pursuant to subdivision 2074.2, California Fish and Game Code)

Note: This agenda item will begin immediately following Wednesday's lunch break.

14. Western Joshua Tree Conservation Plan

Receive a presentation on the development of the draft *Western Joshua Tree Conservation Plan*, discuss, and provide feedback on the draft plan.
(Pursuant to subdivision 1927.6(a), California Fish and Game Code)

Note: The total amount of time allocated for public comment on this agenda item will be limited to no more than 60 minutes to limit the entire agenda item to approximately two hours in length, including presentations, discussion and public comment.

15. Regulation change petitions (wildlife)

(Pursuant to Section 662)

(A) Petitions for action today

Consider whether to grant, deny, or refer for additional review, petitions for regulation change received at previous meetings. Petitions granted today will be added to the Commission's rulemaking calendar for development and future consideration.

- I. *Petition 2021-026: Request to remove regulations for areas claimed to be outside the Ballona Wetlands Ecological Reserve and update reserve boundaries*
- II. *Petition 2020-016 AM1: Authorize use of a crossbow with a scope for those with visual disabilities*
- III. *Petition 2024-01: Allow increased take and reduce size limitations of trout in Stony Creek in Colusa County*

(B) New petitions

Receive new petitions for regulation change.

Consideration of whether to grant, deny, or refer for additional review is expected to be scheduled for the April 16-17, 2025 Commission meeting.

(C) Referred petitions

Receive comments on petitions previously referred by the Commission to staff, legal counsel, a Commission committee, or the Department for review and recommendation.

Commission action on any referred petition will be scheduled for consideration once a recommendation is received.

16. Committee and Department reports

Receive updates on items of note since the previous Commission meeting from Commission committees and Department divisions.

(A) Tribal Committee

Discuss referred topics and consider revisions to topics and timing. Consider approving draft agenda topics for the next committee meeting on April 15, 2025.

(B) Wildlife Resources Committee

Receive a summary and recommendations from the January 15, 2025 Wildlife Resource Committee meeting, potentially act on the recommendations, discuss referred topics, consider revisions to topics and timing, and consider scheduling action on the previously referred topic of falconry regulation changes.

(C) Department Wildlife and Fisheries Division, and Department Ecosystem Conservation Division

Call to Order/Roll Call to Establish Quorum

Discussion and Action Items

- 17. State Water Resources Control Board: Providing water for fish and wildlife and their habitats**
Receive and discuss presentations from leadership at the State Water Resources Control Board regarding actions the board has recently taken, or will consider in the near future, to contribute clean and cold water to California’s rivers and streams, and to help ensure healthy habitats for the state’s fish and wildlife.
Note: This agenda item is expected to begin at approximately 8:15 a.m. and will be limited to approximately two hours in length, including presentations, discussion and public comment. The total amount of time allocated for public comment on this agenda item will be limited to no more than 60 minutes.
- 18. Recreational take of ocean salmon and Pacific halibut**
Receive and discuss an update on the Pacific Fishery Management Council process and timeline for recreational ocean salmon and Pacific halibut, automatic conformance of state regulations to federal regulations, and the option to authorize staff to develop and notice a regular rulemaking or rulemakings.
(Pursuant to Section 1.95)
- 19. Commercial take of coonstripe shrimp emergency**
Consider adopting emergency regulations for the commercial take of coonstripe shrimp.
(Amend Section 180.15)
- 20. Commercial take of red and other sea urchin**
Consider authorizing publication of notice of intent to amend regulations for commercial take of red and other sea urchin.
(Amend Section 120.7 and add Section 120.8)
- 21. Commercial harvest of kelp, including sea palm, and other aquatic plants**
Consider authorizing publication of notice of intent to amend regulations for commercial harvest of sea palm, and kelp and other aquatic plants harvest reporting and references.
(Amend sections 165 and 705.1)
- 22. Recreational take of barred sand bass**
Discuss proposed amendments to regulations for the recreational barred sand bass fishery.
(Amend Section 28.30)
- 23. Aquaculture lease assignment**
Consider and potentially act on the request from Cove Mussel Company to assign State Water Bottom Lease M-430-06 in Tomales Bay to Starbird Mariculture, Inc.
(Pursuant to Section 703, California Fish and Game Code).

24. Experimental fishing permit (EFP) major amendment request

Receive, consider, and potentially act on a major amendment request for an EFP (Commission tracking #2023-02) approved to test pop-up fishing systems in the California Dungeness crab fishery.
(Pursuant to Section 91)

25. Experimental fishing permit application

Receive, consider, and potentially act on an EFP application (Commission tracking #2023-04) to test traditional longlining gear in the California Dungeness crab fishery under the Risk Assessment and Mitigation Program in the spring when the season may be closed to traditional gear that utilizes one vertical line per trap.
(Pursuant to Section 91)

26. Regulation change petitions (marine)

(Pursuant to Section 662)

(A) ***Petitions for action today***

Consider whether to grant, deny, or refer for additional review, petitions for regulation change received at previous meetings. Petitions granted today will be added to the Commission's rulemaking calendar for development and future consideration.

No petitions are ready for Commission consideration today.

(B) ***New petitions***

Receive new petitions for regulation change.

Consideration of whether to grant, deny, or refer petitions for additional review is expected to be scheduled for the April 16-17, 2025 Commission meeting.

(C) ***Referred petitions***

I. Receive comments on petitions previously referred by the Commission to staff, legal counsel, a Commission committee, and/or the Department for review and recommendation.

II. ***Amendments to marine protected area (MPA) petitions***

Receive a written update from staff regarding MPA petitioners who submitted by the January 10 deadline either an amended petition or a statement of intent to amend their petition by March 15; receive amended petitions received to date and statements of intent, which have been forwarded to the Department.

Commission action on any referred petition will be scheduled for consideration once a recommendation is received.

27. Committee and Department reports

Receive updates on items of note since the previous Commission meeting from Commission committees and Department divisions.

(A) ***Marine Resources Committee***

Discuss referred topics and consider revisions to topics and timing. Consider approving draft agenda topics for the next committee meeting on March 13, 2025.

(B) ***Department Marine Region***

- I. Public discussion of actions taken by the Department director to lift the temporary recreational crab trap restrictions in the Dungeness crab fishery from the Sonoma/Mendocino county line to Lopez Point, Monterey County (Fishing Zones 3 and 4).
(Pursuant to Section 29.80)

28. Commission administrative items

(A) ***Legislative report***

Receive updates on legislative activity and consider providing direction to staff on potential actions.

(B) ***Rulemaking timetable updates***

Review and potentially approve changes to the perpetual timetable for anticipated regulatory actions.

(C) ***Future meetings and new business***

Review logistics and approve draft agenda items for the next Commission meeting (April 16-17, 2025), consider any changes to approved meeting dates or locations, or introduce new business for a future meeting agenda.

General Public Comment

29. General public comment for items not on the agenda

Receive public comment regarding topics within the Commission’s authority that are not included on the agenda.

Note: The Commission may not discuss or take action on any matter raised during this item, except to decide whether to place the matter on the agenda of a future meeting (Section 11125 and subdivision 11125.7(a), California Government Code).

Adjourn

Public Receipt of Documents

This section of the agenda highlights reports or other significant documents received by the Commission since the previous meeting. Any Commission discussion or action on these documents will be noticed and placed on the agenda of a future meeting. Since December 12, 2024, the Commission has received four documents:

1. [Annual report to the California State Legislature regarding necropsies on mountain lions](#) taken under depredation permits in 2024.
(Pursuant to subdivision 4807(b), California Fish and Game Code)
2. [Petition from the Center for Biological Diversity and the Endangered Habitats League to list quino checkerspot butterfly \(*Euphydryas editha quino*\) as endangered under the California Endangered Species Act](#). Additional information about the petition is available at <https://fgc.ca.gov/CESA> under “Active Petitions.”
(Pursuant to subsection 670.1(c), Title 14, California Code of Regulations)

Executive Session

(Not open to the public)

At a convenient time during the regular agenda of its February 12-13, 2025 meeting, the Commission will recess from the public portion of the agenda and conduct a closed session on the agenda items below. The Commission is authorized to discuss these matters in a closed session pursuant to Government Code Section 11126, subdivisions (a)(1), (c)(3), and (e)(1), and Fish and Game Code Section 309. After closed session, the Commission will reconvene in public session, which may include announcements about actions taken during closed session.

- (A) Pending litigation to which the Commission is a party
 - I. The People of the State of California v. Hannam Chain U.S.A., Inc., et al. (restricted species) and Hannam Chain U.S.A., Inc., et al. v. California Fish and Game Commission (challenge to restricted species regulation)
 - II. The Ballona Wetlands Land Trust v. California Fish and Game Commission and California Dept. of Fish and Wildlife (challenge to decisions related to public uses on an ecological reserve)
 - III. The Ballona Wetlands Land Trust v. California Fish and Game Commission (Ballona Wetlands Ecological Reserve petition for regulation change)
 - IV. Wright v. Sklar (classification of ferrets)
 - V. Borba et al. v. Merced Co, Merced Irrigation Dist., California Dept. of Fish and Wildlife, and California Fish and Game Commission (complaint for damages related to flooding)
 - VI. Perez-Ramirez et al. v. County of Merced, City of Merced, Merced Irrigation Dist., California Dept. of Fish and Wildlife, and California Fish and Game Commission (complaint for damages related to flooding)
 - VII. Glenn et al. v. County of Merced, City of Merced, Merced Irrigation Dist., California Dept. of Fish and Wildlife, and California Fish and Game Commission (complaint for damages related to flooding)
- (B) Possible litigation involving the Commission
- (C) Staffing
- (D) Deliberation and action on license and permit items

California Fish and Game Commission Meeting Schedule

Note: As meeting dates and locations can change, please visit www.fgc.ca.gov for the most current list of meeting dates and locations. All Commission meetings will include a webinar/teleconference option for attendance and every effort will be made to ensure that committee meetings include the same.

Meeting Date	Commission Meeting	Committee Meeting
March 13, 2025		Marine Resources California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
April 15, 2025		Tribal California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
April 16-17, 2025	Sacramento area	
May 14, 2025	Teleconference Sacramento, Trinidad, Sonoma, Santa Cruz, and San Diego	
May 15, 2025		Wildlife Resources California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
June 11-12, 2025	Sacramento area	
July 17, 2025		Marine Resources California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814go
August 12, 2025		Tribal California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
August 13-14, 2025	California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814	

Meeting Date	Commission Meeting	Committee Meeting
September 11, 2025		Wildlife Resources California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
October 8-9, 2025	Sacramento area	
November 6, 2025		Marine Resources California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
December 9, 2025		Tribal California Natural Resources Headquarters Building 715 P Street, 2nd Floor Sacramento, CA 95814
December 10-11, 2025	Sacramento area	

Other Meetings of Interest

Meetings listed here are organizations for which the Commission: (1) is a member, or (2) takes action based upon regulations developed by that organization.

Association of Fish and Wildlife Agencies

- September 21-24, 2025 – Tucson, AZ

Pacific Fishery Management Council

- March 5-11, 2025 – Vancouver, WA
- April 9-15, 2025 – San Jose, CA
- June 12-18, 2025 – Rohnert Park, CA
- September 18-24, 2025 – Spokane, WA
- November 13-19, 2025 – Costa Mesa, CA

Pacific Flyway Council

- March 11, 2025 – Louisville, KY
- September 2025 – Date and location TBD

Western Association of Fish and Wildlife Agencies

- June 2-6, 2025 – Provo, UT

Wildlife Conservation Board

- February 26, 2025 – Sacramento, CA
- May 22, 2025 – Sacramento, CA
- August 28, 2025 – Sacramento, CA
- November 20, 2025 – Sacramento, CA

Important Commission Meeting Procedures Information

Welcome to a Meeting of the California Fish and Game Commission

This year marks the 155th year of operation of the Commission in partnership with the California Department of Fish and Wildlife. Our goal is the preservation of our heritage and conservation of our natural resources through informed decision making; Commission meetings are vital in achieving that goal and we provide this information to be as effective and efficient toward that end. Welcome, and please let us know if you have any questions.

Persons with Disabilities

Persons with disabilities needing reasonable accommodation to participate in public meetings or other Commission activities are invited to contact the Department's Civil Rights Office (CRO) at civilrights@wildlife.ca.gov. Accommodation requests for facility and/or meeting accessibility and requests for American Sign Language interpreters should be submitted at least two weeks prior to the event. Requests for real-time captioners should be submitted at least four weeks prior to the event. These timeframes are to help ensure that the requested accommodation is met. If a request for an accommodation has been submitted but is no longer needed, please contact the CRO immediately.

Stay Informed

To receive meeting agendas and regulatory notices about those subjects of interest to you, visit the Commission's website, www.fgc.ca.gov, to sign up on our electronic mailing lists.

Submitting Written Comments

The public is encouraged to comment on any agenda item. Submit written comments by one of the following methods: E-mail to fgc@fgc.ca.gov; mail to California Fish and Game Commission, P.O. Box 944209, Sacramento, CA 94244-2090; deliver to California Fish and Game Commission, 715 P Street, 16th Floor, Sacramento, CA 95814 (you must call at least one business day in advance to arrange delivery). Materials provided to the Commission may be made available to the general public.

Comment Deadlines

The **Comment Deadline** for this meeting is **5:00 p.m. on January 30, 2025**. Written comments received at the Commission office by this deadline will be made available to Commissioners prior to the meeting.

The **Supplemental Comment Deadline** for this meeting is **noon on February 7, 2025**. Comments received by this deadline will be made available to Commissioners at the meeting.

After these deadlines, written comments may be delivered in person to the meeting. Please bring 12 copies of written comments to the meeting and give them to the designated staff member just prior to speaking.

Petitions for Regulation Change

Any person requesting that the Commission adopt, amend, or repeal a regulation must complete and submit form FGC 1, *Petition to the California Fish and Game Commission for Regulation Change* (as required by Section 662, Title 14, CCR), available at <https://fgc.ca.gov/Regulations/Petition-for-Regulation-Change>. To be received by the

Commission at this meeting, petition forms must be received by the **Supplemental Comment Deadline** or delivered in person at the meeting during the regulation change petitions agenda item. Petitions received at this meeting will be scheduled for consideration at the next regularly scheduled business meeting, unless the petition is rejected under staff review pursuant to subsection 662(b), Title 14, CCR.

Non-Regulatory Requests

All non-regulatory requests follow a two-meeting cycle to ensure proper review and thorough consideration of each item. All requests submitted by the **Supplemental Comment Deadline** (or heard during general public comment at the meeting) will be scheduled for receipt at this meeting and scheduled for consideration at the next regularly scheduled business meeting.

Speaking at the Meeting

To speak on an agenda item in-person, please complete a “speaker card” and provide it to the designated staff member before the agenda item is announced. Please complete one speaker card per item. Cards will be available near the entrance of the meeting room.

To speak on an agenda item via Zoom or phone, please “raise” your hand either through the Zoom function or by pressing *9 once on your phone when prompted at the beginning of the agenda item.

1. In-person speakers will be identified in groups; please line up when your name is called. Speakers on Zoom or phone will be identified by your Zoom display name or the last three digits of your phone number; listen closely for when your name or number is called.
2. When addressing the Commission, please give your name and the name of any organization you represent, and provide your comments on the item under consideration.
3. If there are several speakers with the same concerns, you are encouraged to appoint a spokesperson and avoid repetitive testimony.
4. The presiding commissioner will allot between one and three minutes per speaker per agenda item, subject to several exceptions:
 - a. The presiding commissioner may allow up to five minutes for an individual speaker if a minimum of three individuals who are present when the agenda item is called have ceded their time to the designated spokesperson, and the individuals ceding time forfeit their right to speak to the agenda item.
 - b. In-person participants ceding their time shall complete a speaker card and approach the staff table with the spokesperson so that staff may confirm the presence of those ceding their time. Persons participating via Zoom or phone and ceding their time to another speaker must notify the Commission at fgc@fgc.ca.gov prior to the start of the agenda item, including to whom they are ceding their time, and must be present during the agenda item.
 - c. Individuals may receive advance approval for additional time to speak if such requests are received by email or delivery to the Commission office by the **Supplemental Comment Deadline**. The president or designee will approve or deny the request no later than 5:00 p.m. two days prior to the meeting.
 - d. An individual requiring an interpreter is entitled to at least twice the allotted speaking time pursuant to Government Code Section 11125.7(c).

- e. An individual may receive additional time to speak to an agenda item at the request of any commissioner.

Agenda items may be heard in any order and on either day pursuant to the discretion of the presiding commissioner.

Visual Presentations/Materials

All electronic presentations must be submitted by the ***Supplemental Comment Deadline*** and approved by the Commission executive director before the meeting.

1. Electronic presentations must be provided by email to fgc@fgc.ca.gov. If the presentation file is too large to send via email, contact staff to identify an alternative method for submitting the file.
2. All electronic formats must be Windows PC compatible.
3. If presenting at the in-person meeting location, it is recommended that you bring a print copy of your presentation in case of technical difficulties.

**DEPARTMENT OF PARKS AND RECREATION
OFFICE OF HISTORIC PRESERVATION**

Julianne Polanco, State Historic Preservation Officer
1725 23rd Street, Suite 100, Sacramento, CA 95816-7100
Telephone: (916) 445-7000 FAX: (916) 445-7053
calshpo.ohp@parks.ca.gov www.ohp.parks.ca.gov

Armando Quintero, Director

January 29, 2025

San Francisco County Board of Supervisors
ATTN: Clerk of the Board
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, Ca. 94102-4689

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2025 FEB 03 AM 11:33

A 805-11

Re: North Beach Historic District**National Register of Historic Places nomination—deferred****San Francisco, San Francisco County, Criteria A and C, local level of significance**

This is notification that this nomination will not be heard at the February 7, 2025, quarterly meeting of the State Historical Resources Commission. It will be deferred to a future hearing and noticed as per 36 CFR 60.6.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: File No. 250040 - 3 letters
Date: Tuesday, February 4, 2025 12:33:07 PM
Attachments: [File No. 250040 - 3 letters.pdf](#)

Dear Supervisors,

Please see the attached 3 letters, from members of the public, regarding:

File No. 250040 - Ordinance amending the Administrative Code to 1) provide that the existing waiver of competitive procurement rules for certain contracts and grants to support projects addressing homelessness will sunset in May 2029; 2) suspend until January 2026 the competitive procurement requirements for contracts, grants, and leases necessary to accelerate the City’s response to homelessness, drug overdoses and substance use disorders, mental health needs, integrated health needs, and public safety hiring (the “Core Initiatives”); 3) delegate to the Mayor the authority to approve certain types of contracts, grants, and leases for Core Initiatives under Charter Section 9.118, if the Board of Supervisors has failed to act within 45 days; 4) suspend until January 2026 the requirement under Chapter 23 of the Administrative Code that the Board of Supervisors approve leases, if the lease is for a Core Initiative; 5) authorize the City until January 2026 to accept gifts, grants, and other donations for Core Initiatives; 6) clarify the authority of the Controller to transfer surplus funds to support Core Initiatives; and 7) authorize the Office of the Mayor for six months to solicit donations from various private entities and organizations to support the City’s work on the Core Initiatives, notwithstanding the Behested Payment Ordinance.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk’s Office regarding pending legislation*

or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: [Jotform](#)
To: [Board of Supervisors \(BOS\); Lurie, Daniel \(MYR\)](#)
Subject: Support Mayor Lurie's Fentanyl Emergency Ordinances
Date: Thursday, January 30, 2025 10:11:26 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

I write to urge your support for Mayor Lurie's Fentanyl State of Emergency Legislation.

Fentanyl and other devastating drugs have overtaken our streets, making entire neighborhoods dangerous for everyone, and killing hundreds every year through overdoses.

This plan is a first step toward addressing this humanitarian crisis by cracking down on drug dealers and providing vital services for those suffering on our streets. And it is an important step in reducing other crimes ranging from murder to shoplifting, all driven by the illegal narcotics trade.

- Vote yes on the Fentanyl State of Emergency to establish critical initiatives such as:
- Emergency short-term powers for faster procurement, contracting and hiring to deal with this crisis.
 - Enlisting charitable donors to help finance City programs.
 - Permanent Drug Market Agency Coordination Center
 - Hospitality Zone Task Force
 - Crisis Stabilization Unit

We join Stop Crime SF in supporting this vote for an important step toward creating a safer and more compassionate San Francisco.

From: [Kathleen Schick](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [FielderStaff](#); [ChenStaff](#); [MahmoodStaff](#); [SauterStaff](#)
Subject: Support Lurie's Fentanyl Emergency Ordinances
Date: Friday, January 31, 2025 7:46:32 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors and Mayor

From your constituent Kathleen Schick

Email kschick415@gmail.com

I live in District

Support Lurie's Fentanyl Emergency Ordinances

Message:

Dear Supervisors,

I am writing to urge you to support Mayor Daniel Lurie's Fentanyl State of Emergency Legislation.

San Francisco's public health crisis has overtaken our streets, creating unsafe and dangerous environments for residents of all ages. The current conditions are having devastating impacts on every aspect of life in SF. The response-to-date from city leadership demonstrates a total lack of compassion and political will.

Mayor Lurie's plan offers a crucial first step toward addressing this humanitarian crisis by cracking down on drug dealers and providing vital services for those suffering on our streets.

Vote yes on the Fentanyl State of Emergency to establish critical initiatives such as:

- Permanent Drug Market Agency Coordination Center
- S.F. Hospitality Zone Task Force
- Crisis Stabilization Unit
- Emergency powers for procurement, contracting funding and hiring to ensure the on-going success of this initiative. Mayor Lurie promises contracts WITH accountability.

Your YES vote supports a bold and essential move toward creating a safer, cleaner and more

compassionate San Francisco, one that voters made clear they wanted. I urge you to take this decisive step to alleviate the many burdens and dangers this crisis has placed on our city for far too long. Return San Francisco's compassion and common sense to ensure the safety and well being of all her residents. Vote yes to join San Francisco's movement for accountability and real solutions to our city's fentanyl crisis.

Thank you,

From: [Mike KuldaneK](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [FielderStaff](#); [ChenStaff](#); [MahmoodStaff](#); [SauterStaff](#)
Subject: Support Lurie's Fentanyl Emergency Ordinances
Date: Tuesday, February 4, 2025 7:00:36 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors and Mayor

From your constituent Mike KuldaneK
Email kuldaneK.mike@gmail.com
I live in District

Support Lurie's Fentanyl Emergency Ordinances

Message:

Dear Supervisors,

I am writing to urge you to support Mayor Daniel Lurie's Fentanyl State of Emergency Legislation.

San Francisco's public health crisis has overtaken our streets, creating unsafe and dangerous environments for residents of all ages. The current conditions are having devastating impacts on every aspect of life in SF. The response-to-date from city leadership demonstrates a total lack of compassion and political will.

Mayor Lurie's plan offers a crucial first step toward addressing this humanitarian crisis by cracking down on drug dealers and providing vital services for those suffering on our streets.

Vote yes on the Fentanyl State of Emergency to establish critical initiatives such as:

- Permanent Drug Market Agency Coordination Center
- S.F. Hospitality Zone Task Force
- Crisis Stabilization Unit
- Emergency powers for procurement, contracting funding and hiring to ensure the on-going success of this initiative. Mayor Lurie promises contracts WITH accountability.

Your YES vote supports a bold and essential move toward creating a safer, cleaner and more

compassionate San Francisco, one that voters made clear they wanted. I urge you to take this decisive step to alleviate the many burdens and dangers this crisis has placed on our city for far too long. Return San Francisco's compassion and common sense to ensure the safety and well being of all her residents. Vote yes to join San Francisco's movement for accountability and real solutions to our city's fentanyl crisis.

Thank you,
Mike
Pacific Heights

From: [Donna Howe](#)
To: [Chan, Connie \(BOS\)](#); [Sherrill, Stephen \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Mahmood, Bilal \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [Board of Supervisors \(BOS\)](#)
Cc: [ChanStaff \(BOS\)](#); [SherrillStaff](#); [SauterStaff](#); [EngardioStaff \(BOS\)](#); [MahmoodStaff](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [FielderStaff](#); [Waltonstaff \(BOS\)](#); [ChenStaff](#); act+fentanyl@growsf.org
Subject: I support Mayor Lurie's fentanyl emergency plan (via GrowSF.org)
Date: Monday, February 3, 2025 11:47:31 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

I am writing to express my strong support for Mayor Lurie's Fentanyl State of Emergency. Fentanyl has affected so many San Franciscans for so long, and Lurie's plan is necessary in order to address the drug overdose crisis and untreated mental health conditions on our streets.

Please vote for the Fentanyl State of Emergency. San Francisco deserves a permanent Drug Market Agency Coordination Center, an SF Hospitality Zone Task Force, a 24/7 drop-off Crisis Stabilization Unit, and for it to be easier to procure resources, write contracts, issue funding, and hire workers to make San Francisco safer.

Fentanyl is devastating our city and we need this to stop. I urge you to support the legislation so we can get our city back on track.

Thank you!

Sent from my iPhone

From: [Janis Naeve](#)
To: [Chan, Connie \(BOS\)](#); [Sherrill, Stephen \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Mahmood, Bilal \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [Board of Supervisors \(BOS\)](#)
Cc: [ChanStaff \(BOS\)](#); [SherrillStaff](#); [SauterStaff](#); [EngardioStaff \(BOS\)](#); [MahmoodStaff](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [FielderStaff](#); [Waltonstaff \(BOS\)](#); [ChenStaff](#); act+fentanyl@growsf.org
Subject: I support Mayor Lurie's fentanyl emergency plan (via GrowSF.org)
Date: Saturday, February 1, 2025 9:12:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

I am writing to express my strong support for Mayor Lurie's Fentanyl State of Emergency. Fentanyl has affected so many San Franciscans for so long, and Lurie's plan is necessary in order to address the drug overdose crisis and untreated mental health conditions on our streets.

Please vote for the Fentanyl State of Emergency. San Francisco deserves a permanent Drug Market Agency Coordination Center, an SF Hospitality Zone Task Force, a 24/7 drop-off Crisis Stabilization Unit, and for it to be easier to procure resources, write contracts, issue funding, and hire workers to make San Francisco safer.

Fentanyl is devastating our city and we need this to stop. I urge you to support the legislation so we can get our city back on track.

I've lived in S.F. for almost 20 years and love this city. Please take action. I am voting for representatives who will make our streets and neighborhoods safer.

Thank you!

Janis Naeve

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Official Letter from the President (File # 250040)
Date: Tuesday, February 4, 2025 12:22:02 PM
Attachments: [SFCDMA Letter of Support.pdf](#)

Dear Supervisors,

Please see below and attached, from the San Francisco Council of District Merchants Association, regarding:

File No. 250040 - Ordinance amending the Administrative Code to 1) provide that the existing waiver of competitive procurement rules for certain contracts and grants to support projects addressing homelessness will sunset in May 2029; 2) suspend until January 2026 the competitive procurement requirements for contracts, grants, and leases necessary to accelerate the City’s response to homelessness, drug overdoses and substance use disorders, mental health needs, integrated health needs, and public safety hiring (the “Core Initiatives”); 3) delegate to the Mayor the authority to approve certain types of contracts, grants, and leases for Core Initiatives under Charter Section 9.118, if the Board of Supervisors has failed to act within 45 days; 4) suspend until January 2026 the requirement under Chapter 23 of the Administrative Code that the Board of Supervisors approve leases, if the lease is for a Core Initiative; 5) authorize the City until January 2026 to accept gifts, grants, and other donations for Core Initiatives; 6) clarify the authority of the Controller to transfer surplus funds to support Core Initiatives; and 7) authorize the Office of the Mayor for six months to solicit donations from various private entities and organizations to support the City’s work on the Core Initiatives, notwithstanding the Behested Payment Ordinance.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written*

or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: Elise Jacobsen <elise@sfcdma.org>
Sent: Monday, February 3, 2025 3:36 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: Tim Omi <tim@sfcdma.org>
Subject: Official Letter from the President (File # 250040)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good afternoon,

Please see attached an official letter from the Office of the President of the San Francisco Council of District Merchants Associations for the Board of Supervisors.

Subject: Core Initiatives to Strengthen City's Responses to Homelessness, Drug Abuse, Mental Health Needs, and Related Crises (File # 250040) aka "The Fentanyl State of Emergency" legislation proposed by Mayor Lurie

Thank you,

Elise Jacobsen
San Francisco Council of District Merchants Associations
Office of the President



From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: File No. 241193 Mid-Valencia Curbside Protected Bikeway 5 letters
Date: Thursday, February 6, 2025 1:44:26 PM
Attachments: [File No. 241193 5 letters.pdf](#)

Dear Supervisors,

Please see the attached 5 letters from members of the public regarding:

File No. 241193 - Motion affirming the determination by the Planning Department that the proposed Municipal Transportation Agency (MTA) Mid-Valencia Curbside Protected Bikeway project is statutorily exempt from environmental review.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: [Jonica Brooks](#)
To: [Board of Supervisors \(BOS\)](#)
Cc: [Lurie, Daniel \(MYR\)](#); MTABoard@sfmta.com; [Wise, Viktoriya \(MTA\)](#); [Leung, Kimberly \(MTA\)](#); Valencia@sfmta.com; BikeRoll@sfmta.com; CAC@sfmta.com; Luke@streetsforward.org
Subject: Please approve Item #26, affirming CEQA statutory exemption determination for the Mid-Valencia Curbside Protected Bikeway Project
Date: Thursday, January 30, 2025 6:48:18 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

Alongside Streets Forward, I urge you to approve Item #26—affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project—and reject the baseless CEQA appeal of this improvement that will make Valencia Street safer for all people, better for business, and help more people shift trips from cars to bikes, scooters, and other modes of sustainable transportation. SFMTA and the City have been working on an effective bike lane design for Valencia Street between 15th and 23rd Streets for over six years, this curbside bike lane design has overwhelming support from residents, advocates, and merchants, and unanimous approval by the SFMTA Board of Directors. Additionally, this improvement is categorically exempt from CEQA as a bike and pedestrian safety project per SB 922. It's time for the City to move forward with replacing the center bikeway with curbside bike lanes on this eight-block stretch of Valencia. Please affirm the statutory exemption determination, reject the appeal, and allow SFMTA to begin installation of the curbside bike lanes that have been designed and are overwhelmingly supported.

While the statutory exemption determination should be affirmed—and the appeal rejected—the curbside bike lane design can be improved, notably by widening the bike lanes and increasing on-street bike/scooter parking, and the curbside bike lanes should be extended south on Valencia to Cesar Chavez Street, closing the critical gap of Valencia between 23rd and Cesar Chavez Streets. Please urge SFMTA to update its design from 2020 for curbside bike lanes between 23rd and Cesar Chavez and approve funding in your role as the SFCTA Board. This 3.5-block stretch of Valencia has more than enough roadway width to accommodate curbside bike lanes, only two parklets—both of which existed, and were designed for, in 2020. It also connects people on bikes and scooters to the paint-only, unprotected bike lanes on Cesar Chavez and the modal filter at Duncan Street / Tiffany Avenue that helps people get to the paint-only, unprotected bike lanes on San Jose Avenue. Please also urge SFMTA to upgrade the paint-only, unprotected bike lanes on Cesar Chavez Street and San Jose Avenue to curbside protected bike lanes.

I urge you to approve Item #26, affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project and rejecting the baseless CEQA appeal against it.

Thank you,
Jonica Brooks

PS To reiterate: Please keep Valencia street bike lanes open! As a native San Franciscan, and one who has lived around Valencia street for a long time, and one who commutes on a bicycle, WE NEED Valencia street bike lanes to remain open!

Thank you!
Jonica Brooks

From: [Duncan Graham](#)
To: [Board of Supervisors \(BOS\)](#)
Cc: [Lurie, Daniel \(MYR\)](#); MTABoard@sfmta.com; [Wise, Viktoriya \(MTA\)](#); [Leung, Kimberly \(MTA\)](#); Valencia@SFMTA.com; BikeRoll@sfmta.com; CAC@sfmta.com; Luke@StreetsForward.org
Subject: Please approve Item #26, affirming CEQA statutory exemption determination for the Mid-Valencia Curbside Protected Bikeway Project
Date: Friday, January 31, 2025 2:40:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

Alongside Streets Forward, I urge you to approve Item #26—affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project—and reject the baseless CEQA appeal of this improvement that will make Valencia Street safer for all people, better for business, and help more people shift trips from cars to bikes, scooters, and other modes of sustainable transportation. SFMTA and the City have been working on an effective bike lane design for Valencia Street between 15th and 23rd Streets for over six years, this curbside bike lane design has overwhelming support from residents, advocates, and merchants, and unanimous approval by the SFMTA Board of Directors. Additionally, this improvement is categorically exempt from CEQA as a bike and pedestrian safety project per SB 922. It's time for the City to move forward with replacing the center bikeway with curbside bike lanes on this eight-block stretch of Valencia. Please affirm the statutory exemption determination, reject the appeal, and allow SFMTA to begin installation of the curbside bike lanes that have been designed and are overwhelmingly supported.

While the statutory exemption determination should be affirmed—and the appeal rejected—the curbside bike lane design can be improved, notably by widening the bike lanes and increasing on-street bike/scooter parking, and the curbside bike lanes should be extended south on Valencia to Cesar Chavez Street, closing the critical gap of Valencia between 23rd and Cesar Chavez Streets. Please urge SFMTA to update its design from 2020 for curbside bike lanes between 23rd and Cesar Chavez and approve funding in your role as the SFCTA Board. This 3.5-block stretch of Valencia has more than enough roadway width to accommodate curbside bike lanes, only two parklets—both of which existed, and were designed for, in 2020. It also connects people on bikes and scooters to the paint-only, unprotected bike lanes on Cesar Chavez and the modal filter at Duncan Street / Tiffany Avenue that helps people get to the paint-only, unprotected bike lanes on San Jose Avenue. Please also urge SFMTA to upgrade the paint-only, unprotected bike lanes on Cesar Chavez Street and San Jose Avenue to curbside protected bike lanes.

I urge you to approve Item #26, affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project and rejecting the baseless CEQA appeal against it.

Thank you,
Duncan

From: [Chang Sun](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve Item #26, affirming CEQA statutory exemption determination for the Mid-Valencia Curbside Protected Bikeway Project
Date: Friday, January 31, 2025 5:44:48 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

Alongside Streets Forward, I urge you to approve Item #26—affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project—and reject the baseless CEQA appeal of this improvement that will make Valencia Street safer for all people, better for business, and help more people shift trips from cars to bikes, scooters, and other modes of sustainable transportation.

SFMTA and the City have been working on an effective bike lane design for Valencia Street between 15th and 23rd Streets for over six years, this curbside bike lane design has overwhelming support from residents, advocates, and merchants, and unanimous approval by the SFMTA Board of Directors. Additionally, this improvement is categorically exempt from CEQA as a bike and pedestrian safety project per SB 922. It's time for the City to move forward with replacing the center bikeway with curbside bike lanes on this eight-block stretch of Valencia. Please affirm the statutory exemption determination, reject the appeal, and allow SFMTA to begin installation of the curbside bike lanes that have been designed and are overwhelmingly supported.

While the statutory exemption determination should be affirmed—and the appeal rejected—the curbside bike lane design can be improved, notably by widening the bike lanes and increasing on-street bike/scooter parking, and the curbside bike lanes should be extended south on Valencia to Cesar Chavez Street, closing the critical gap of Valencia between 23rd and Cesar Chavez Streets. Please urge SFMTA to update its design from 2020 for curbside bike lanes between 23rd and Cesar Chavez and approve funding in your role as the SFCTA Board. This 3.5-block stretch of Valencia has more than enough roadway width to accommodate curbside bike lanes, only two parklets—both of which existed, and were designed for, in 2020. It also connects people on bikes and scooters to the paint-only, unprotected bike lanes on Cesar Chavez and the modal filter at Duncan Street / Tiffany Avenue that helps people get to the paint-only, unprotected bike lanes on San Jose Avenue. Please also urge SFMTA to upgrade the paint-only, unprotected bike lanes on Cesar Chavez Street and San Jose Avenue to curbside protected bike lanes.

I urge you to approve Item #26, affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project and rejecting the baseless CEQA appeal against it.

Thank you,
Chang Sun

From: [Kevin](#)
To: [Board of Supervisors \(BOS\)](#)
Cc: [Lurie, Daniel \(MYR\)](#); MTABoard@sfmta.com; [Wise, Viktoriya \(MTA\)](#); [Leung, Kimberly \(MTA\)](#); Valencia@sfmta.com; BikeRoll@sfmta.com; CAC@sfmta.com; Luke@streetsforward.org
Subject: Please approve Item #26, affirming CEQA statutory exemption determination for the Mid-Valencia Curbside Protected Bikeway Project
Date: Sunday, February 2, 2025 11:06:49 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

Alongside Streets Forward, I urge you to approve Item #26—affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project—and reject the baseless CEQA appeal of this improvement that will make Valencia Street safer for all people, better for business, and help more people shift trips from cars to bikes, scooters, and other modes of sustainable transportation. SFMTA and the City have been working on an effective bike lane design for Valencia Street between 15th and 23rd Streets for over six years, this curbside bike lane design has overwhelming support from residents, advocates, and merchants, and unanimous approval by the SFMTA Board of Directors. Additionally, this improvement is categorically exempt from CEQA as a bike and pedestrian safety project per SB 922. It's time for the City to move forward with replacing the center bikeway with curbside bike lanes on this eight-block stretch of Valencia. Please affirm the statutory exemption determination, reject the appeal, and allow SFMTA to begin installation of the curbside bike lanes that have been designed and are overwhelmingly supported.

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I urge you to approve Item #26, affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project and rejecting the baseless CEQA appeal against it.

Thank you,

Kevin Lyman
559-967-9116

From: [Samir](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve Item #26, affirming CEQA statutory exemption determination for the Mid-Valencia Curbside Protected Bikeway Project
Date: Wednesday, February 5, 2025 11:41:01 AM

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Dear Board of Supervisors,

Alongside Streets Forward, I urge you to approve Item #26—affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project—and reject the baseless CEQA appeal of this improvement that will make Valencia Street safer for all people, better for business, and help more people shift trips from cars to bikes, scooters, and other modes of sustainable transportation. SFMTA and the City have been working on an effective bike lane design for Valencia Street between 15th and 23rd Streets for over six years, this curbside bike lane design has overwhelming support from residents, advocates, and merchants, and unanimous approval by the SFMTA Board of Directors. Additionally, this improvement is categorically exempt from CEQA as a bike and pedestrian safety project per SB 922. It's time for the City to move forward with replacing the center bikeway with curbside bike lanes on this eight-block stretch of Valencia. Please affirm the statutory exemption determination, reject the appeal, and allow SFMTA to begin installation of the curbside bike lanes that have been designed and are overwhelmingly supported.

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I urge you to approve Item #26, affirming the CEQA statutory exemption determination for the SFMTA Mid-Valencia Curbside Protected Bikeway Project and rejecting the baseless CEQA appeal against it.

Thank you,
Samir

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Public comment re: Board File #250046 (Agenda Item #37)
Date: Thursday, February 6, 2025 1:49:16 PM
Attachments: [2025.01.27 - CAA Sanctuary Reso Support Letter.docx.pdf](#)

Dear Supervisors,

Please see below and attached from Chinese for Affirmative Action regarding:

File No. 250046 - Resolution reaffirming San Francisco's commitment to uphold the City's long standing Sanctuary City Ordinance and to provide the necessary resources and tools to support and empower the City's immigrant community, as an essential part of ensuring public safety, public health, and community integrity.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: Anisha Hingorani <ahingorani@caasf.org>
Sent: Friday, January 31, 2025 3:42 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Re: Public comment re: Board File #250046 (Agenda Item #37)

My apologies. This file should work.

On Fri, Jan 31, 2025 at 3:30 PM Board of Supervisors (BOS)

<board.of.supervisors@sfgov.org> wrote:

Good afternoon,

Unfortunately the file is still unopenable.

Sincerely,

Joe Adkins
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Phone: (415) 554-5184 | Fax: (415) 554-5163
board.of.supervisors@sfgov.org | www.sfbos.org

From: Anisha Hingorani <ahingorani@caasf.org>

Sent: Tuesday, January 28, 2025 11:19 AM

To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>

Subject: Re: Public comment re: Board File #250046 (Agenda Item #37)

Hello,

Please let me know if this works.

Thanks,
Anisha

On Tue, Jan 28, 2025, 11:15 AM Board of Supervisors (BOS)

<board.of.supervisors@sfgov.org> wrote:

Good morning,

Could you please re-send the attachment? The file cannot be opened.

Sincerely,

Joe Adkins
Office of the Clerk of the Board
San Francisco Board of Supervisors

[1 Dr. Carlton B. Goodlett Place, Room 244](#)
[San Francisco, CA 94102](#)
Phone: (415) 554-5184 | Fax: (415) 554-5163
board.of.supervisors@sfgov.org | www.sfbos.org

From: Anisha Hingorani <ahingorani@caasf.org>
Sent: Tuesday, January 28, 2025 10:22 AM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Fwd: Public comment re: Board File #250046 (Agenda Item #37)

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----- Forwarded message -----

From: Anisha Hingorani <ahingorani@caasf.org>
Date: Tue, Jan 28, 2025, 10:21 AM
Subject: Public comment re: Board File #250046 (Agenda Item #37)
To: <bos@sf.gov>, <chanstaff@sfgov.org>, <ChenStaff@sfgov.org>, <DorseyStaff@sfgov.org>, <EngardioStaff@sfgov.org>, <Jackie.Fielder@sfgov.org>, <MahmoodStaff@sfgov.org>, <MandelmanStaff@sfgov.org>, <MelgarStaff@sfgov.org>, <SauterStaff@sfgov.org>, <SherrillStaff@sfgov.org>, <shamann.walton@sfgov.org>
Cc: Annie Lee <alee@caasf.org>, Jose Ng <jng@caasf.org>

To the Members of the Board of Supervisors,

Please see attached for Chinese for Affirmative Action's letter of support for Board File #250046 Reaffirming San Francisco's Commitment to the Sanctuary City Ordinance.

Thank you,
Anisha Hingorani



January 27, 2025

San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

RE: Support - File #250046 Reaffirming San Francisco's Commitment to the Sanctuary City Ordinance

Dear San Francisco Board of Supervisors,

Chinese for Affirmative Action (CAA) is pleased to support the resolution reaffirming San Francisco's sanctuary status. We want to thank Supervisor Fielder for her leadership in introducing this important and timely resolution and to Supervisors Melgar, Walton, Chan, Chen, Mandelman, Engardio, Sauter, Mahmood, Sherrill, and Dorsey for co-sponsoring the resolution. The resolution to protect San Francisco's immigrant communities not only increases community safety and trust in local institutions, but expands economic security and ensures our communities, regardless of immigration status, receive the support they need to thrive.

CAA was founded in 1969 in San Francisco Chinatown to protect the civil and political rights of Chinese Americans and to advance multiracial democracy in the United States. Today, CAA is a progressive voice in and on behalf of the broader Asian American and Pacific Islander community. We advocate for systemic change that protects immigrant rights, promotes language diversity, and remedies racial and social injustice. We have done historic work in San Francisco to improve immigrant rights, language access, democratic processes, and civic participation.

The devastating anti-immigrant actions and xenophobic political rhetoric at the federal level have resulted in widespread fear among immigrant communities, especially in San Francisco, where one in three residents is an immigrant and one in eight residents is a noncitizen. In addition, we've witnessed attempts by the federal government to punish states and localities that have existing sanctuary policies.

It is for these reasons that local leaders must actively stand with their immigrant constituents and oppose any attacks on immigrant rights, including sanctuary policies, and prioritize local funds to support immigrant-serving organizations. Sanctuary policies like San Francisco's increase community safety and trust, provide economic security and educational equity, and ensure our communities can live without fear of federal immigration enforcement activities. We encourage the Board to deepen its commitment to the city's sanctuary status by increasing local resources for immigrant-serving groups to ensure

immigrant and mixed-status families understand their rights and have access to vital information and resources.

We thank our Board of Supervisors for your leadership in upholding the city's sanctuary status in the face of dire threats by the federal government and look forward to continuing to work with your offices to protect and support our immigrant communities.

Sincerely,

A handwritten signature in black ink, appearing to read 'Anisha Hingorani', with a stylized flourish at the end.

Anisha Hingorani
Policy Manager
Chinese for Affirmative Action
ahingorani@caasf.org

From: [Lagunte, Richard \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: File No. 241021 - Window replacement - 6 letters
Date: Thursday, February 6, 2025 1:56:01 PM
Attachments: [File No 241021 Window replacement 6 letters.pdf](#)

Dear Supervisors,

Please see attached 6 letters from members of the public regarding:

File No. 241021 - Ordinance amending the Planning Code to limit restrictions on window replacement projects in certain buildings; affirming the Planning Department's determination under the California Environmental Quality Act; making findings of consistency with the General Plan, and the eight priority policies of Planning Code, Section 101.1; and making findings of public necessity, convenience, and welfare pursuant to Planning Code, Section 302.

Regards,

Richard Lagunte

Office of the Clerk of the Board – Operations Division

San Francisco Board of Supervisors

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

Voice (415) 554-5184 | Fax (415) 554-5163

Pronouns: he, him, his

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From: [Red Shimasaki](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reform SF Window Replacement Standards to Improve Health, Climate, Comfort, and Lower Cost
Date: Friday, January 31, 2025 10:19:05 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Board of Supervisors ,

I urge you to reform San Francisco's Window Replacement Standards.

Every San Francisco resident deserves windows that aren't leaky, are insulated to reduce heating bills, noise, and condensation, and reduce fossil fuel heating needs – at an affordable price.

But San Francisco's Window Replacement Standards unnecessarily raise the price to replace street facing windows in many San Francisco homes. Exorbitant costs mean less window upgrades, meaning homeowners and renters are stuck with old, leaky windows that harm health, comfort, and the climate. All for barely-noticeable aesthetics in the name of "neighborhood character".

****Costlier for Homeowners:** The standards increase the cost of replacing street-facing windows by 50-100%. 70% of San Francisco's occupied 350,000 homes were built in the 1960s or before.

****Costlier for Renters:** Costlier window replacements are passed on in the form of higher rent. More likely, exorbitant costs means tenants are stuck with draftier interiors, and higher heating bills and carbon emissions. Over half of San Francisco's renters live in housing units built before 1970 in SF.

****Bad for the Climate:** Residents burn more fossil fuels to heat their homes as older windows are more likely to be poorly sealed, leaky, and uninsulated single pane glass. 56% of occupied homes in San Francisco are heated with fossil fuels, mostly with natural gas.

****Bad for Health:** Older single-pane windows are more likely to condense, leading to indoor mold. They're also more likely to leak, allowing heat or air-conditioned air to escape, and polluting particulates from nearby highways inside.

****Bad for Comfort:** In addition to leaking air in-and out, older windows block less noise. This is increasingly important as San Francisco accommodates more housing.

Thank you,

Red Shimasaki
crazytownkat@gmail.com

San Jose, California 95128

From: [Red Shimasaki](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reform SF Window Replacement Standards to Improve Health, Climate, Comfort, and Lower Cost
Date: Friday, January 31, 2025 10:19:05 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Board of Supervisors ,

I urge you to reform San Francisco's Window Replacement Standards.

Every San Francisco resident deserves windows that aren't leaky, are insulated to reduce heating bills, noise, and condensation, and reduce fossil fuel heating needs – at an affordable price.

But San Francisco's Window Replacement Standards unnecessarily raise the price to replace street facing windows in many San Francisco homes. Exorbitant costs mean less window upgrades, meaning homeowners and renters are stuck with old, leaky windows that harm health, comfort, and the climate. All for barely-noticeable aesthetics in the name of “neighborhood character”.

****Costlier for Homeowners:** The standards increase the cost of replacing street-facing windows by 50-100%. 70% of San Francisco's occupied 350,000 homes were built in the 1960s or before.

****Costlier for Renters:** Costlier window replacements are passed on in the form of higher rent. More likely, exorbitant costs means tenants are stuck with draftier interiors, and higher heating bills and carbon emissions. Over half of San Francisco's renters live in housing units built before 1970 in SF.

****Bad for the Climate:** Residents burn more fossil fuels to heat their homes as older windows are more likely to be poorly sealed, leaky, and uninsulated single pane glass. 56% of occupied homes in San Francisco are heated with fossil fuels, mostly with natural gas.

****Bad for Health:** Older single-pane windows are more likely to condense, leading to indoor mold. They're also more likely to leak, allowing heat or air-conditioned air to escape, and polluting particulates from nearby highways inside.

****Bad for Comfort:** In addition to leaking air in-and out, older windows block less noise. This is increasingly important as San Francisco accommodates more housing.

Thank you,

Red Shimasaki
crazytownkat@gmail.com

San Jose, California 95128

From: [Russell Chan](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reform SF Window Replacement Standards to Improve Health, Climate, Comfort, and Lower Cost
Date: Friday, January 31, 2025 10:23:03 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Board of Supervisors ,

I urge you to reform San Francisco's Window Replacement Standards.

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****Bad for Comfort:** In addition to leaking air in-and out, older windows block less noise. This is increasingly important as San Francisco accommodates more housing.

Everyone in the city, both renters and owners hate this. Burning gas and forcing people(especially low income renters) to live in the past for something as small as windows is the stupidest thing I've ever heard of. This is the reason why everyone hates San Francisco. This is just a lose lose situation and the most inefficient way you can possibly do this.

Thank you,

Russell Chan

chan.russell123@gmail.com

San Francisco, California 94114

From: [Kayleigh McCollum](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reform SF Window Replacement Standards to Improve Health, Climate, Comfort, and Lower Cost
Date: Friday, January 31, 2025 10:32:38 AM

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Board of Supervisors ,

I urge you to reform San Francisco's Window Replacement Standards.

Every San Francisco resident deserves windows that aren't leaky, are insulated to reduce heating bills, noise, and condensation, and reduce fossil fuel heating needs – at an affordable price.

But San Francisco's Window Replacement Standards unnecessarily raise the price to replace street facing windows in many San Francisco homes. Exorbitant costs mean less window upgrades, meaning homeowners and renters are stuck with old, leaky windows that harm health, comfort, and the climate. All for barely-noticeable aesthetics in the name of “neighborhood character”.

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****Bad for Comfort:** In addition to leaking air in-and out, older windows block less noise. This is increasingly important as San Francisco accommodates more housing.

Thank you,

Kayleigh McCollum
monsterless@gmail.com

San Francisco, California 94117

From: [Kayleigh McCollum](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reform SF Window Replacement Standards to Improve Health, Climate, Comfort, and Lower Cost
Date: Friday, January 31, 2025 10:32:42 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Board of Supervisors ,

I urge you to reform San Francisco's Window Replacement Standards.

Every San Francisco resident deserves windows that aren't leaky, are insulated to reduce heating bills, noise, and condensation, and reduce fossil fuel heating needs – at an affordable price.

But San Francisco's Window Replacement Standards unnecessarily raise the price to replace street facing windows in many San Francisco homes. Exorbitant costs mean less window upgrades, meaning homeowners and renters are stuck with old, leaky windows that harm health, comfort, and the climate. All for barely-noticeable aesthetics in the name of “neighborhood character”.

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****Bad for Comfort:** In addition to leaking air in-and out, older windows block less noise. This is increasingly important as San Francisco accommodates more housing.

Thank you,

Kayleigh McCollum
monsterless@gmail.com

San Francisco, California 94117

From: [Timothy Peacock](#)
To: [CPC-Commissions Secretary](#); [Carroll, John \(BOS\)](#); [Ionin, Jonas \(CPC\)](#); [Board of Supervisors \(BOS\)](#); [Hillis, Rich \(CPC\)](#); [Hare, Emma \(BOS\)](#)
Subject: Window modernization legislation
Date: Monday, February 3, 2025 11:37:40 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello,

I am deeply concerned by the delay in this legislation's progress due to clerical errors. San Francisco residents deserve the opportunity to use modern materials to keep their homes warm, dry, and fight climate change.

Continued intransigence against clear public needs by a minority interested in preserving a rotten status quo represents the worst of San Francisco politics. Please listen to the city's voters and move this legislation forward.

Thank you,
Tim

From: Board of Supervisors (BOS)
To: BOS-Supervisors; BOS-Administrative;
Cc: Carlos Aguilar (BOS); Howard Eisen (BOS); Leo Wilton (BOS); Sonoma, Lisa (BOS); Du Bois, Edward (BOS); BOS-Operations; Board of Supervisors (BOS)
Subject: FW: Save our City!! Hit Pause on the anti-recovery, anti-business, anti-functional city, anti-working people, anti-family Bike & Roll Plan
Date: Thursday, February 6, 2025 2:00:19 PM

Dear Supervisors,

Please see below from Don Emmons below regarding a San Francisco Municipal Transportation Agency (SFMTA) Biking and Rolling Plan.

Regards,

Richard Lagente
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosure: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: Don Emmons <noreply@jstform.com>
Sent: Thursday, January 30, 2025 9:50 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; MelgarStaff (BOS) <MelgarStaff@sfgov.org>; ChanStaff (BOS) <ChanStaff@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; SauterStaff <SauterStaff@sfgov.org>; MahmoodStaff <MahmoodStaff@sfgov.org>; ChenStaff <ChenStaff@sfgov.org>; FielderStaff <FielderStaff@sfgov.org>
Subject: Save our City!! Hit Pause on the anti-recovery, anti-business, anti-functional city, anti-working people, anti-family Bike & Roll Plan

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent
Don Emmons
Email: ammo55@me.com

I live in

Can you join in person to make public comment?
Tuesday Jan 21, 2025 at 1:00pm in City Hall, 4th Floor - Room 400 (we'll be there and can give you more info on timing).
No, sorry!

Would you like to join our SFMTA watchdog group, to be alerted of SFMTA actions and easy things you can do to help push back on their war on mobility?
No

Save our City!! Hit Pause on the anti-recovery, anti-business, anti-functional city, anti-working people, anti-family Bike & Roll Plan

Message: Dear Elected Officials and SFMTA,

Please save our city from more irresponsible SFMTA actions (eg: Valencia St). SFMTA is facing a \$320mil deficit next year but instead of improving MUNI to make this a world-class transit city they propose to spend untold millions of dollars on street redesign.

The 250+ page Biking and Rolling Plan is unvetted, not transparent and devoid of any meaningful community outreach or input. Proposals in the draft deck linked below were presented this year and many are planned within the next five years. The proposals are confusing, without valid reasoning, lacking in environmental impact studies and will have devastating impacts on our economy and the freedom of mobility for SF residents and beyond.

To illustrate the need for more transparency and clarity, we direct you to the Biking and Rolling Plan (https://url.avanan.click/vz/01/... https://www.sfmta.com/media/41116/download?inline__..._YxAs0nNmzHqYqM6BzpkQ1g4NTEIYzYwZluzYVJmYVFEZzYVIMTlQWZhNjM6BzpkQmJODY6MDYyYRmZlBkNThZDVMjc2OGYjZDEyZA2ZWRINzI5ZzhNTQ4ODk5MjM4MjMmMzODAwYzcsY2I0YzpsOQ6Tg) . Look at page 59 and focus on Chain of Lakes Drive and the Great Highway between Fulton and Lincoln: is it, or isn't it car-free? These plans should be publicized widely and discussed with voters PRIOR to implementation, and should reflect fiscal responsibility when MUNI service cuts are being threatened in the face of massive deficits at SFMTA.

San Francisco's recovery requires City leaders to STOP doing ANYTHING that discourages tourism and access to our City. Access for all residents and tourists must continue unhindered for San Francisco to have any successful economic recovery.

Thank you,

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: No Turn on Red File No. 231016 - 5 letters
Date: Thursday, February 6, 2025 2:05:21 PM
Attachments: [No Turn on Red 5 letters.pdf](#)

Dear Supervisors,

Please see attached 5 letters from members of the public regarding:

File No. 231016 (Resolution No. 481-23) - Resolution urging the Municipal Transportation Agency (MTA) to develop and implement a plan for No Turn On Red (NTOR) at every signalized intersection in San Francisco and approve a citywide NTOR policy.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: [Tiffany May](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve a citywide No Turn On Red policy to make it safer, easier, and more comfortable for people to cross the street...
Date: Thursday, January 30, 2025 7:21:43 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

The Board of Supervisors,

I am writing to urge you to support and approve a citywide No Turn On Red to make it safer, easier, and more comfortable to cross the street in San Francisco as well as make streets safer and more predictable for car drivers. No Turn On Red has been proven to increase safety — especially for children, seniors, and people living with disabilities — including where it's been implemented in San Francisco (e.g. the 50 intersections in the Tenderloin). Now is the time to expand No Turn On Red citywide, so drivers know this unsafe behavior is no longer permitted throughout the city while people can feel safe crossing the street with easier and greater access.

Our city faces a roadway safety crisis and a climate crisis, both of which require making it safer to get around without a car and encouraging people to shift trips from cars to public transportation and active transportation (e.g. bikes, scooters, skateboards, mobility devices, etc.). Implementing No Turn On Red citywide will increase roadway safety (decrease roadway injuries) and help more people shift trips to walking, public transportation, and active transportation, making our city safer for people, especially people who are disproportionately negatively impacted by our roadway safety crisis and car-dominated transportation system (children, seniors, people living with disabilities, BIPOC). We need your leadership to make this street safety improvement now.

I urge you to support and approve No Turn On Red citywide to make it safer, easier, and more comfortable to cross the street in San Francisco. Please do everything in your power to ensure No Turn On Red is implemented citywide as soon as possible.

For those of you in state-level office, please work on legislation to allow SFMTA to implement No Turn On Red without installing signs at every intersection — which would enable the City to implement No Turn On Red citywide faster at a significantly lower cost and using significantly less staff time — and legislation to implement No Turn On Red statewide.

Thank you,

Tiffany May
aurora6853@gmail.com
239 Ortega Street
San Francisco, California 94122

From: elizabethsaunders007@gmail.com
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve a citywide No Turn On Red policy to make it safer, easier, and more comfortable for people to cross the street...
Date: Thursday, January 30, 2025 7:35:00 PM

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The Board of Supervisors,

I am writing to urge you to support and approve a citywide No Turn On Red to make it safer, easier, and more comfortable to cross the street in San Francisco as well as make streets safer and more predictable for car drivers. No Turn On Red has been proven to increase safety — especially for children, seniors, and people living with disabilities — including where it's been implemented in San Francisco (e.g. the 50 intersections in the Tenderloin). Now is the time to expand No Turn On Red citywide, so drivers know this unsafe behavior is no longer permitted throughout the city while people can feel safe crossing the street with easier and greater access.

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Thank you,

elizabethsaunders007@gmail.com
2677 Bryant Street
San Francisco, California 94110

From: hegewe01@gmail.com
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve a citywide No Turn On Red policy to make it safer, easier, and more comfortable for people to cross the street...
Date: Thursday, January 30, 2025 7:42:15 PM

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The Board of Supervisors,

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Thank you,

hegewe01@gmail.com
1363 7th Ave, San Francisco, CA. 94122
San Francisco, California 94122

From: [Sean Narcisse-Spence](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve a citywide No Turn On Red policy to make it safer, easier, and more comfortable for people to cross the street...
Date: Friday, January 31, 2025 12:12:13 AM

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The Board of Supervisors,

I am writing to urge you to support and approve a citywide No Turn On Red to make it safer, easier, and more comfortable to cross the street in San Francisco as well as make streets safer and more predictable for car drivers. No Turn On Red has been proven to increase safety — especially for children, seniors, and people living with disabilities — including where it's been implemented in San Francisco (e.g. the 50 intersections in the Tenderloin). Now is the time to expand No Turn On Red citywide, so drivers know this unsafe behavior is no longer permitted throughout the city while people can feel safe crossing the street with easier and greater access.

Our city faces a roadway safety crisis and a climate crisis, both of which require making it safer to get around without a car and encouraging people to shift trips from cars to public transportation and active transportation (e.g. bikes, scooters, skateboards, mobility devices, etc.). Implementing No Turn On Red citywide will increase roadway safety (decrease roadway injuries) and help more people shift trips to walking, public transportation, and active transportation, making our city safer for people, especially people who are disproportionately negatively impacted by our roadway safety crisis and car-dominated transportation system (children, seniors, people living with disabilities, BIPOC). We need your leadership to make this street safety improvement now.

I urge you to support and approve No Turn On Red citywide to make it safer, easier, and more comfortable to cross the street in San Francisco. Please do everything in your power to ensure No Turn On Red is implemented citywide as soon as possible.

For those of you in state-level office, please work on legislation to allow SFMTA to implement No Turn On Red without installing signs at every intersection — which would enable the City to implement No Turn On Red citywide faster at a significantly lower cost and using significantly less staff time — and legislation to implement No Turn On Red statewide.

Thank you,

Sean Narcisse-Spence
seanns@me.com
239 Ortega St
San Francisco, California 94122

From: [Frank Tizedes](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please approve a citywide No Turn On Red policy to make it safer, easier, and more comfortable for people to cross the street...
Date: Wednesday, February 5, 2025 11:29:06 PM

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The Board of Supervisors,

I am writing to urge you to support and approve a citywide No Turn On Red to make it safer, easier, and more comfortable to cross the street in San Francisco as well as make streets safer and more predictable for car drivers. No Turn On Red has been proven to increase safety — especially for children, seniors, and people living with disabilities — including where it's been implemented in San Francisco (e.g. the 50 intersections in the Tenderloin). Now is the time to expand No Turn On Red citywide, so drivers know this unsafe behavior is no longer permitted throughout the city while people can feel safe crossing the street with easier and greater access.

Our city faces a roadway safety crisis and a climate crisis, both of which require making it safer to get around without a car and encouraging people to shift trips from cars to public transportation and active transportation (e.g. bikes, scooters, skateboards, mobility devices, etc.). Implementing No Turn On Red citywide will increase roadway safety (decrease roadway injuries) and help more people shift trips to walking, public transportation, and active transportation, making our city safer for people, especially people who are disproportionately negatively impacted by our roadway safety crisis and car-dominated transportation system (children, seniors, people living with disabilities, BIPOC). We need your leadership to make this street safety improvement now.

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For those of you in state-level office, please work on legislation to allow SFMTA to implement No Turn On Red without installing signs at every intersection — which would enable the City to implement No Turn On Red citywide faster at a significantly lower cost and using significantly less staff time — and legislation to implement No Turn On Red statewide.

Thank you,

Frank Tizedes
franktizedes@gmail.com
108 Noe Street
San Francisco, California 94114

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: Residential Parking 6 letters
Date: Thursday, February 6, 2025 2:12:55 PM
Attachments: [Residential Parking 6 letters.pdf](#)

Dear Supervisors,

Please see attached 6 letters from members of the public regarding the San Francisco Municipal Transportation Agency (SFMTA) efforts to install parking meters on residential streets.

Regards,

Richard Lagunte

Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

Voice (415) 554-7709 | Fax (415) 554-5163

richard.lagunte@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: [mike.stevens](#)
To: [Board of Supervisors \(BOS\)](#); [MelgarStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [SauterStaff](#); [MahmoodStaff](#); [ChenStaff](#); [FelderStaff](#)
Subject: Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!
Date: Thursday, January 30, 2025 1:59:39 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent mike stevens
Email zipzaphair@hotmail.com

I live in

Can you join in person to
make public comment? No, sorry!

Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!

Message: Dear Supervisors, Mayor, and SFMTA,

San Francisco's economic recovery is lagging, partly due to anti-business, anti-resident policies like SFMTA's current proposal. The plan to install parking meters (or kiosks) on light mixed commercial/ residential areas and exclusive residential areas will only drive more people away from the city and shift consumer spending to places like Marin and South SF, where shopping remains convenient and welcoming.

I strongly oppose parking meters / kiosks on residential streets in District 5 in the Lower Haight specifically where we do not have a parking turnover issue. As well I believe in a more balanced program that is inclusive of cars, pedestrians, bikes and public transit users. SFMTA's focus should be on providing clean, safe, and reliable public transportation, not making life harder for residents and businesses. Policies like this threaten our small businesses, reduce quality of life, and alienate the very people who keep San Francisco vibrant.

A recent poll on Nextdoor showed 98% opposition to parking meters (kiosks) on residential streets. SFMTA's track record of unpopular decisions—like those on Valencia, Van Ness, and Geary—has shown a disregard for the majority's concerns. Residents already pay for Area Parking Stickers; adding more meters is purely punitive.

Parking meters belong in commercial/residential areas where turnover is an issue and not in light mixed commercial/residential and exclusively residential neighborhoods. This policy will hurt local businesses, reduce foot traffic, and make living here more expensive. San Francisco should not be a city where people are charged just to be outside.

It's time for our government to put constituents first and stop policies that make life in our city harder.

Thank you,

From: [Buffy Martin-Tarbox](#)
To: [Board of Supervisors \(BOS\)](#); [MelgarStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [SauterStaff](#); [MahmoodStaff](#); [ChenStaff](#); [FelderStaff](#)
Subject: Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!
Date: Thursday, January 30, 2025 3:58:34 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent Buffy Martin-Tarbox
Email bmtarbox@gmail.com
I live in

Can you join in person to
make public comment? No, sorry!

Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!

Message: Dear Supervisors, Mayor, and SFMTA,

San Francisco's economic recovery is lagging, partly due to anti-business, anti-resident policies like SFMTA's current proposal. The plan to install parking meters (or kiosks) on light mixed commercial/ residential areas and exclusive residential areas will only drive more people away from the city and shift consumer spending to places like Marin and South SF, where shopping remains convenient and welcoming.

I strongly oppose parking meters / kiosks on residential streets in District 5 in the Lower Haight specifically where we do not have a parking turnover issue. As well I believe in a more balanced program that is inclusive of cars, pedestrians, bikes and public transit users. SFMTA's focus should be on providing clean, safe, and reliable public transportation, not making life harder for residents and businesses. Policies like this threaten our small businesses, reduce quality of life, and alienate the very people who keep San Francisco vibrant.

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It's time for our government to put constituents first and stop policies that make life in our city harder.

Thank you,

From: [Lal Zimman](#)
To: [Board of Supervisors \(BOS\)](#); [MelgarStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [SauterStaff](#); [MahmoodStaff](#); [ChenStaff](#); [FelderStaff](#)
Subject: Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!
Date: Monday, February 3, 2025 1:03:35 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent Lal Zimman
Email lalzimman@gmail.com
I live in

Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!

Message:

Dear Supervisors, Mayor, and SFMTA,

I am writing as an SF resident who lives on the 700 block of Haight Street. I have lived in my apartment on that block for 14.5 years. Adopting paid parking on our block would have a terrible impact on me and my partner. We both work from home most work days, so the car we share normally needs to be parked in the neighborhood on weekdays during the day.

Parking turn-over is not an issue on our block, which has fewer businesses attracting customers, compared to neighboring blocks. Because I am disabled, but not in a way that qualifies me for a disabled parking permit, I often wait for a parking spot to open up on my block instead of parking a bit further away, and I rarely have to wait more than 10 minutes. During the day - the very hours that parking would have to be paid - there is virtually always parking available. Not being able to park for the day in front of my home, even when spots are available, would have an extremely disruptive impact on us.

I strongly oppose parking meters / kiosks on residential streets in District 5 in the Lower Haight, specifically on blocks where we do not have a

parking turnover issue, like mine. I also believe in a more balanced program that is inclusive of cars, pedestrians, bikes and public transit users. SFMTA's focus should be on providing clean, safe, and reliable public transportation, not making life harder for residents and businesses. Policies like this threaten our small businesses, reduce quality of life, and alienate the very people who keep San Francisco vibrant.

It's time for our government to put constituents first and stop policies that make life in our city harder.

Thank you,

From: [Alexandra Mechanic-Rutkowski](#)
To: [Board of Supervisors \(BOS\)](#); [MelgarStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [SauterStaff](#); [MahmoodStaff](#); [ChenStaff](#); [FelderStaff](#)
Subject: Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!
Date: Monday, February 3, 2025 1:37:24 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent Alexandra Mechanic-Rutkowski

Email alexmechanic@gmail.com

I live in

Can you join in person to
make public comment? No, sorry!

Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!

Message: Dear Supervisors, Mayor, and SFMTA,

I contact you as a born and raised San Franciscan who has spent over 20 years living in the lower Haight, to dissent to a deeply ableist and discriminatory proposal. This display of ableism is so appalling that I will seriously consider legal action. This is an insult to our community and especially our disabled brothers and sisters. I urge you to recall this insult at once.

San Francisco's economic recovery is lagging, partly due to anti-business, anti-resident policies like SFMTA's current proposal. The plan to install parking meters (or kiosks) on light mixed commercial/ residential areas and exclusive residential areas will only drive more people away from the city and shift consumer spending to places like Marin and South SF, where shopping remains convenient and welcoming.

I strongly oppose parking meters / kiosks on residential streets in District 5 in the Lower Haight

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It's time for our government to put constituents first and stop policies that make life in our city harder.

Thank you,

From: [Eveline Darroch](#)
To: [Board of Supervisors \(BOS\)](#); [MelgarStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [SauterStaff](#); [MahmoodStaff](#); [ChenStaff](#); [FelderStaff](#)
Subject: Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!
Date: Monday, February 3, 2025 2:37:40 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent Eveline Darroch
Email evelinedarroch@gmail.com
I live in

Can you join in person to
make public comment? No, sorry!

Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!

Message: Dear Supervisors, Mayor, and SFMTA,

San Francisco's economic recovery is lagging, partly due to anti-business, anti-resident policies like SFMTA's current proposal. The plan to install parking meters (or kiosks) on light mixed commercial/ residential areas and exclusive residential areas will only drive more people away from the city and shift consumer spending to places like Marin and South SF, where shopping remains convenient and welcoming.

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It's time for our government to put constituents first and stop policies that make life in our city harder.

Thank you,

From: [Maria Conlon](#)
To: [Board of Supervisors \(BOS\)](#); [MelgarStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [SauterStaff](#); [MahmoodStaff](#); [ChenStaff](#); [FelderStaff](#)
Subject: Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!
Date: Monday, February 3, 2025 3:31:45 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Message to the Board of Supervisors, Mayor, and the City Attorney

From your constituent Maria Conlon
Email meconlon7@yahoo.com

I live in

Can you join in person to
make public comment? No, sorry!

Support Lower Haight Merchants & Neighbors – Stop Parking Tax!!

Message: Dear Supervisors, Mayor, and SFMTA,

San Francisco's economic recovery is lagging, partly due to anti-business, anti-resident policies like SFMTA's current proposal. The plan to install parking meters (or kiosks) on light mixed commercial/ residential areas and exclusive residential areas will only drive more people away from the city and shift consumer spending to places like Marin and South SF, where shopping remains convenient and welcoming.

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It's time for our government to put constituents first and stop policies that make life in our city harder.

Thank you,

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: SFMTA 19 letters
Date: Thursday, February 6, 2025 2:27:53 PM
Attachments: [SFMTA 19 letters.pdf](#)

Dear Supervisors,

Please see the attached 19 letters from members of the public regarding sustainable mobility and the San Francisco Municipal Transportation Agency (SFMTA)

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: [scott babcock](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please prioritize Muni funding
Date: Thursday, January 30, 2025 9:50:17 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I am writing to ask you to prioritize funding Muni and preventing service cuts this year.

Cuts to Muni service will affect hundreds of thousands of daily Muni riders like me, making it harder for us to get to work, school, medical appointments, businesses, and the people and things we love. With the first cuts already underway and more planned for this summer, we are relying on you to prioritize Muni funding this year.

SFMTA has announced that they need to cut 4% of all current service by this summer, and up to 30% of service by next year if additional funding for the agency is not identified. While SFMTA has been working for months to make changes within its control to balance its budget – including raising fares and pausing hiring – this problem can't be solved by SFMTA alone. We need City Hall to play a more active role in finding solutions.

I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

scott babcock
contact@scottbabbs.com
270 Linden, #201
San Francisco, California 94102

From: [Ben Grant](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Thursday, January 30, 2025 10:48:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Ben Grant
benjamin.j.grant@gmail.com
1416 11th Ave
San Francisco, California 94122

From: [Howard](#)
To: [Board of Supervisors \(BOS\)](#); [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#)
Subject: TRANSIT FUNDING + REGIONAL PLANNING + PANDAS
Date: Friday, January 31, 2025 3:50:42 AM
Attachments: [-000-PANDAS_DOWNTOWN_SAN FRANCISCO.docx.pdf](#)
[clip_image020.png](#)
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TRANSIT FUNDING: SIMPLER HOLISTIC PLANNING +++

Like in Pennsylvania, the State can shift (flex) federal funding from highways to public transit. SFMTA (Muni) can flex funding from capita projects to operations. Flexing is a temporary fix, allowing time for a Regional Transportation Revenue Measure in November 2026's election---which can pass if transit advocates take the lead and help shape a transformative Bay Area mobility vision. Near-term Muni service cuts are too damaging---causing cascading ridership drops and dampening economic growth.

STREETSBLOG: Pennsylvania Shifted Cash From Highways to Transit – But Other States Could Go Even Further <https://usa.streetsblog.org/2024/11/27/pennsylvania-shifted-cash-from-highways-to-transit-but-other-states-could-go-even-further>

STREETSBLOG: Illinois could help beat the transit fiscal cliff by shifting federal funding from highways

to public transportation <https://chi.streetsblog.org/2024/12/16/illinois-could-beat-the-transit-fiscal-cliff-by-shifting-federal-funding-from-highways-to-public-transportation>

SFMTA: Flexing Capital Funds to Operations: https://media.api.sf.gov/documents/MFWG_Service_Cuts_Options_for_Discussion_-_20_Nov_2024.pdf

SFMTA: Muni Funding Working Group---Data and Options: <https://www.sf.gov/resource--2024--muni-funding-working-group-meeting-materials>

FUNDING OUR FUTURE: A Roadmap for Equitable and Sustainable Transportation Action in Massachusetts: <https://drive.google.com/file/d/1NVfwtrvoQnMIS68Z11jyrGnw5kJBxx34/view?pli=1>

Note: An overview of common transportation revenue problems, recommendations and case studies.

SWI: Swiss reject plans for bigger motorways and extra rights for landlords <https://www.swissinfo.ch/eng/swiss-politics/swiss-reject-plans-for-bigger-motorways-and-extra-rights-for-landlords/88277982>



REGIONAL TRANSIT + PANDAS DOWNTOWN SF (ATTACHED)

REGIONAL TRANSIT TEAMWORK: *Occam's razor* (problem-solving principle): "Entities should not be multiplied unnecessarily" and "The simplest explanation [solution] is usually the best one."
Consider regional transit efficiencies and new funding sources through regional collaboration, integration, planning, and teamwork. As budget fiscal cliffs threaten transit existentially, the Bay Area's 27 transit agencies can work as a collective ---because a well-oiled sum is greater than its disparate parts. Around the world, regional metropolitan agencies are great models, better serving their constituent parts (cities, counties, provinces, states, towns). The Bay Area can do the same---for cost savings, operating efficiencies, shared resources, purchasing power, system simplifications, and more ridership/ revenues. MTC (Metropolitan Transportation Commission) has already made great strides in its regional network management programs; and even without legal mandates, transit agencies can accelerate collaboration---for survival. Moreover, regional planning can connect high-volume destinations/ urban nodes/ transit centers; and design regional transit magnets, like a world-class Panda/ Conservation Center.



NEXT CITY: Should Cities Reject Bad Transit Until Something Better Comes Along? A Lesson from Zurich: <https://nextcity.org/urbanist-news/should-cities-reject-bad-transit-a-lesson-from-zurich> Rather than moving its surface transit underground, Zurich decided to strengthen and speed up the bus and tram networks through dedicated transit lanes and priority at stoplights (approved in 1977), and to expand trams to the city's outer reaches and beyond (still under construction). [NOTE: Keep it simple.]

WEBINAR: Lessons from Switzerland for Bay Area and US Public Transit (Seamless Bay Area): <https://www.youtube.com/watch?v=SbqaGgkvJk8>





MASS TRANSIT: Employee Initiative Drives Growth and Success at C-TRAN

<https://www.masstransitmag.com/management/article/21279565/employee-initiative-drives-growth-and-success-at-c-tran> Establishing a work environment that celebrates communication and authenticity empowers employees to spark change and forge new paths for continued growth and success. Much of C-TRAN's success has been made possible by employees of all levels feeling empowered to not only make the agency a better place, but the community a better place. "We give people the opportunity to lead..."

KTVU: BART could take steps to cut the cost of transfers to other transit

<https://www.ktvu.com/news/bart-directors-could-take-steps-cut-cost-transfers-other-transit>

BART & Caltrain Transfers: <https://www.bart.gov/guide/transit/transfers>

MODAL SHARE CHART: https://en.wikipedia.org/wiki/Modal_share



EXCERPT: ATTACHED---PANDAS DOWNTOWN SF

QUICK CASE STUDIES: PANDAS AND CONSERVATION ZOOS: During election seasons, the entire political spectrum hashes out societal problems and solutions. After elections, the same divisive cycle begins again. Holistic/ visionary ideas should be seriously considered. By example, Downtown San Francisco offers the largest potential Panda Habitat---with the flexibility for state-of-the-art facilities and technology---and maximum regional benefits and fundraising prospects, as well as longest-term financial sustainability. Some panda projects (See more in Attached):



Berlin Panda Paradise: The new 59,000 square feet facility includes a Visitors Pavilion inspired by 1898 Chinese architecture. The panda house has tiled facades and Chinese-style gates, railings, and colors. Bamboo plants, rock formations and small waterways are modelled after natural Sichuan habitats. <https://www.zoo-berlin.de/en/news/zoo-news/detail/plans-unveiled-for-our-panda-paradise>



Ueno Zoo (Tokyo): The 73,200 square feet habitat has the look and feel of China's mountainous Sichuan Province---with trees, boulders, and caves. Called "Panda no Mori", the center's name can be translated as Panda Forest, but the word "mori" also means "conservation"---including a nursing facility for newborns. <https://www.timeout.com/tokyo/news/ueno-zoo-has-opened-a-new-panda-enclosure->



Adelaide Zoo Bamboo Forest: Visitors flow through a sequence of rooms, both indoor and outdoor, for a series of experiences---duck water glades to circular amphitheater spaces. The 55,400 square feet facility has a separate conservation center---research, breeding, and education. <https://architectureau.com/articles/giant-panda-bamboo-forest-adelaide-zoo/>



Smithsonian Zoo (Washington DC): Along a landscaped Asian Trail, the 40,000 square feet Panda Habitat was uniquely designed---with the help of pandas whose preferences were observed for years. Rolling rocky terrain, dense planting with bamboo/ perennials. large trees, grottos, and water features. <https://zoolex.org/gallery/show/964/>

GUARDIAN: Zoos weigh up the costs of China's 'pandanomics'

<https://www.theguardian.com/world/2014/sep/13/edinburgh-zoo-pandas-tian-tian-china-pandanomics-birth-cub> Having a panda can be ruinous, say some zoos, and could even take money away from other conservation work. Washington, Atlanta, Memphis, and San Diego zoos are said to have spent \$33m more on pandas from 2000-03 than they received from showing them.

BBC: Why paying for pandas is not so black and white

<https://www.bbc.com/worklife/article/20190516-why-paying-for-pandas-is-not-so-black-and-white> Looking after each panda also costs many hundreds of thousands of dollars a year. Pandas are the most expensive animal to keep in a zoo, costing about five times as much as an elephant.

PANDAS DOWNTOWN SF: STRATEGIC CRITERIA

BIGGER FLEXIBLE SPACE: Downtown offers more square footage than the existing SF Zoo---overcrowded, aging infrastructure. Portions of Macy's 400,000 square footage could be reimagined for a modern Panda habitat. Public spaces (Geary Boulevard, sidewalks, public air-rights, Union Square) could be reimagined as green parkways. Or other sites?

DONATIONS-IN-KIND: Macy's could donate portions of their building---in exchange for added value to their property, tax advantages, and advertising returns. Public parks, streets, sidewalks, and air-rights are existing public assets---no cost. Or Emporium Center or ?

FUNDRAISING DIVERSIFICATION: Widens the pool of donors---with broad swaths of downtown and the region benefiting from Pandas Downtown.

ATTACHED: FULL ANALYSIS + MORE PANDA PROJECTS

Howard Wong, AIA wongaia@aol.com



From: [Matthew Ringard](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Friday, January 31, 2025 9:31:46 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Matthew Ringard
matt.ringard@gmail.com
240 Chattanooga Street Apt A
San Francisco, California 94114

From: [Kenny Crone](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Friday, January 31, 2025 4:44:42 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

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We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Kenny Crone
sipper.dews_6v@icloud.com
940 Duncan Street
San Francisco, California 94131

From: [Celeste McManus](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please prioritize Muni funding
Date: Friday, January 31, 2025 6:16:19 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I am writing to ask you to prioritize funding Muni and preventing service cuts this year.

Cuts to Muni service will affect hundreds of thousands of daily Muni riders like me, making it harder for us to get to work, school, medical appointments, businesses, and the people and things we love. With the first cuts already underway and more planned for this summer, we are relying on you to prioritize Muni funding this year.

SFMTA has announced that they need to cut 4% of all current service by this summer, and up to 30% of service by next year if additional funding for the agency is not identified. While SFMTA has been working for months to make changes within its control to balance its budget – including raising fares and pausing hiring – this problem can't be solved by SFMTA alone. We need City Hall to play a more active role in finding solutions. The fact that these cuts are even being considered, given the amount of needless bloat in the city budget, particularly within SFPD, is shameful and ridiculous. You need to stand up for your constituents, do your jobs as public servants, and fix this mess that your city is in.

I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future. Public transit is the lifeblood of this city, and not making it a priority in our city budget is only contributing to the stagnating slow death we are facing. Invest in your community, invest in doing something for your voters, prioritize this funding.

Celeste McManus
mcmanusceleste@gmail.com
231 Marietta Drive
San Francisco , California 94127

From: [Alexander Johnson](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Friday, January 31, 2025 6:29:53 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Alexander Johnson
xander@metasyn.pw
4950 Fulton st
San Francisco, California 94121

From: [Kenneth Crone](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Saturday, February 1, 2025 9:06:42 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. As a car-free resident in Diamond Heights, reliable public transit is essential for San Franciscans like me to access work, errands, and the people and things I love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

I urge you to prioritize protecting and improving the availability of Muni, increasing service, to ultimately provide San Francisco with a sustainable future.

Kenneth
California

From: [Joshua Bingham](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please prioritize Muni funding
Date: Saturday, February 1, 2025 10:18:44 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I am writing to ask you to prioritize funding Muni and preventing service cuts this year.

Cuts to Muni service will affect hundreds of thousands of daily Muni riders like me, making it harder for us to get to work, school, medical appointments, businesses, and the people and things we love. With the first cuts already underway and more planned for this summer, we are relying on you to prioritize Muni funding this year.

SFMTA has announced that they need to cut 4% of all current service by this summer, and up to 30% of service by next year if additional funding for the agency is not identified. While SFMTA has been working for months to make changes within its control to balance its budget – including raising fares and pausing hiring – this problem can't be solved by SFMTA alone. We need City Hall to play a more active role in finding solutions.

I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

Joshua
California

From: [Sasha Maldonado](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Monday, February 3, 2025 9:21:31 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Sasha
California

From: [Dave Frank](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please prioritize Muni funding
Date: Tuesday, February 4, 2025 10:03:09 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I am writing to ask you to prioritize funding Muni and preventing service cuts this year.

Cuts to Muni service will affect hundreds of thousands of daily Muni riders like me, making it harder for us to get to work, school, medical appointments, businesses, and the people and things we love. With the first cuts already underway and more planned for this summer, we are relying on you to prioritize Muni funding this year.

SFMTA has announced that they need to cut 4% of all current service by this summer, and up to 30% of service by next year if additional funding for the agency is not identified. While SFMTA has been working for months to make changes within its control to balance its budget – including raising fares and pausing hiring – this problem can't be solved by SFMTA alone. We need City Hall to play a more active role in finding solutions.

I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

Dave
Iowa

From: [Regina Sneed](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Tuesday, February 4, 2025 10:08:13 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

As a senior I am concerned about availability of paratransit and shuttle services for seniors and disabled persons. At the Land Use and Transportation Committee meeting of the Board of Supervisors on February 3, 2023, City officials talked about the need to provide these services so that seniors can grocery shop or go to a pharmacy to replace services lost when the Safeway closed. Where is the money for this need going to come from?

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Regina
California

From: [Marsha Seeley](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Please prioritize Muni funding-Muni is the lifeline of San Francisco
Date: Tuesday, February 4, 2025 11:33:01 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I am writing to ask you to prioritize funding Muni and preventing service cuts this year.

Cuts to Muni service will affect hundreds of thousands of daily Muni riders like me, making it harder for us to get to work, school, medical appointments, businesses, and the people and things we love. With the first cuts already underway and more planned for this summer, we are relying on you to prioritize Muni funding this year.

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I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

Marsha
California

From: jphilipps1259@gmail.com
To: [Board of Supervisors \(BOS\)](#)
Subject: Please prioritize Muni funding
Date: Tuesday, February 4, 2025 1:33:13 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I am writing to ask you to prioritize funding Muni and preventing service cuts this year.

Cuts to Muni service will affect hundreds of thousands of daily Muni riders like me, making it harder for us to get to work, school, medical appointments, businesses, and the people and things we love. With the first cuts already underway and more planned for this summer, we are relying on you to prioritize Muni funding this year.

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I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

From: [Michael Nulty](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Tuesday, February 4, 2025 3:09:53 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

Instead of balancing the budget on the backs of transit riders, the city must explore sustainable funding solutions, such as regional and state funding, general fund transfers, parking reforms, local funding measures, and more. I urge you to work with your colleagues in the local and state governments, as well as advocates, to find solutions that can be implemented quickly to prevent the most imminent cuts this year, so we can begin to plan for more sustainable Muni funding in the future.

We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

Michael
California

From: amenoartemis@gmail.com
To: [Board of Supervisors \(BOS\)](#)
Subject: Protect Muni—No Service Cuts!
Date: Tuesday, February 4, 2025 4:22:50 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors,

I'm writing to urge you to prevent devastating Muni service cuts this year. Reliable public transit is essential for San Franciscans like me to access work, school, errands, and the people and things we love. Muni supports our economy, climate goals, and daily life.

To address its deficit using service cuts, Muni would need to reduce service by 30% or more, eliminating routes, increasing wait times, cutting late-night service, and even removing cable cars and streetcars. These reductions have already started, with more proposed to start going into effect as soon as this summer. These cuts harm riders, increase congestion, and undermine our city's recovery.

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We need your leadership to protect Muni. Will you commit to finding funding solutions that prevent service cuts?

From: [Jacob Brabec \(jbrabbers@gmail.com\) Sent You a Personal Message](mailto:jbrabbers@gmail.com)
To: [Board of Supervisors \(BOS\)](#)
Subject: Save Public Transit and Prioritize Sustainable Mobility
Date: Tuesday, February 4, 2025 8:43:05 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear SF Board of Supervisors,

I urge San Francisco leaders to take bold action to secure the future of public transit. With Muni ridership recovering and satisfaction at record highs, it is unthinkable that budget shortfalls could reverse this progress and set the city back years. Public transit is vital for reducing emissions, ensuring equitable mobility, and keeping our neighborhoods vibrant.

At the same time, driving and parking are overly subsidized. It's time to right the balance and reimagine San Francisco's approach to parking policy as a tool not only to reduce congestion but also to directly fund Muni, align with City climate and equity commitments, and comply with the city's Transit First Policy.

Recognizing that curb and parking management are complex, below are promising ideas for reform that could help save Muni.

ACTIONS TO CONSIDER:

- RESIDENTIAL PERMIT PARKING (RPP) REFORM: Change fees to monthly and roughly double to ~\$32/month, expand permit zones, charge more for excessive vehicle registrations (in total number or individual length), and issue a legal opinion to clarify that the authority exists to do this.
- EXTENDED METER HOURS AND "PAY OR PERMIT" ZONES: Expand meter operations to evenings and weekends. Expand the existing "Pay or Permit" program. For equity, offer discounts to eligible workers/visitors and permit some or all visitors to pay for more hours at once.
- GARAGE PARKING: Charge market rates in public garages and replace monthly parking passes with demand-responsive pricing.
- ENFORCEMENT: Increase equitable, safety-focused, and culturally-sensitive enforcement of parking, traffic, and transit violations.
- EQUITY MEASURES: Ensure reforms include exemptions, discounts, vouchers, or other accommodations to support access for low-income residents, local service workers, and people living in their cars. New PayByPhone app functionality can support this.

REFORMS WILL BENEFIT EVERYONE

- REDUCE CONGESTION: Less car dependency will ease traffic, make it easier to find parking, and make streets safer for all.
- SUPPORT LOCAL BUSINESSES and WORKERS: Improved parking turnover and extended meter hours will make it easier for shoppers to access businesses. Discounted or free Pay or Permit parking for eligible workers will also help ensure affordable parking near work for those who need it most.
- REDUCE EMISSIONS: Passenger vehicles are the largest source of GHG emissions in SF.

- **EQUITABLE ACCESS:** Parking subsidies favor wealthier residents and white residents, who are more likely to own a car; reform will address inequities.

- **SAVE MUNI:** These reforms will provide essential funding to maintain Muni service, ensuring reliable, sustainable public transit for all.

Thank you for taking urgent action to protect Muni and reimagine our streets for the benefit of all San Franciscans.

Sincerely,

Jacob Brabec
529 Vallejo Street
San Francisco, CA 94133
jbrabbers@gmail.com
(703) 397-3486

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

From: [Bryan Chan \(bfryanpan@gmail.com\) Sent You a Personal Message](mailto:bfryanpan@gmail.com)
To: [Board of Supervisors \(BOS\)](#)
Subject: Save Public Transit and Prioritize Sustainable Mobility
Date: Tuesday, February 4, 2025 10:34:28 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear SF Board of Supervisors,

I urge San Francisco leaders to take bold action to secure the future of public transit. With Muni ridership recovering and satisfaction at record highs, it is unthinkable that budget shortfalls could reverse this progress and set the city back years. Public transit is vital for reducing emissions, ensuring equitable mobility, and keeping our neighborhoods vibrant.

At the same time, driving and parking are overly subsidized. It's time to right the balance and reimagine San Francisco's approach to parking policy as a tool not only to reduce congestion but also to directly fund Muni, align with City climate and equity commitments, and comply with the city's Transit First Policy.

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REFORMS WILL BENEFIT EVERYONE

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- REDUCE EMISSIONS: Passenger vehicles are the largest source of GHG emissions in SF.

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- **SAVE MUNI:** These reforms will provide essential funding to maintain Muni service, ensuring reliable, sustainable public transit for all.

Thank you for taking urgent action to protect Muni and reimagine our streets for the benefit of all San Franciscans.

Sincerely,

Bryan Chan
120 Hancock St
San Francisco, CA 94114
fryanpan@gmail.com
(650) 804-8719

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

From: [Susan Rifkin \(susan.rifkin@gmail.com\) Sent You a Personal Message](mailto:susan.rifkin@gmail.com)
To: [Board of Supervisors \(BOS\)](#)
Subject: Save Public Transit and Prioritize Sustainable Mobility
Date: Wednesday, February 5, 2025 8:12:19 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear SF Board of Supervisors,

I urge San Francisco leaders to take bold action to secure the future of public transit. With Muni ridership recovering and satisfaction at record highs, it is unthinkable that budget shortfalls could reverse this progress and set the city back years. Public transit is vital for reducing emissions, ensuring equitable mobility, and keeping our neighborhoods vibrant.

At the same time, driving and parking are overly subsidized. It's time to right the balance and reimagine San Francisco's approach to parking policy as a tool not only to reduce congestion but also to directly fund Muni, align with City climate and equity commitments, and comply with the city's Transit First Policy.

Recognizing that curb and parking management are complex, below are promising ideas for reform that could help save Muni.

ACTIONS TO CONSIDER:

- RESIDENTIAL PERMIT PARKING (RPP) REFORM: Change fees to monthly and roughly double to ~\$32/month, expand permit zones, charge more for excessive vehicle registrations (in total number or individual length), and issue a legal opinion to clarify that the authority exists to do this.
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- GARAGE PARKING: Charge market rates in public garages and replace monthly parking passes with demand-responsive pricing.
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REFORMS WILL BENEFIT EVERYONE

- REDUCE CONGESTION: Less car dependency will ease traffic, make it easier to find parking, and make streets safer for all.
- SUPPORT LOCAL BUSINESSES and WORKERS: Improved parking turnover and extended meter hours will make it easier for shoppers to access businesses. Discounted or free Pay or Permit parking for eligible workers will also help ensure affordable parking near work for those who need it most.
- REDUCE EMISSIONS: Passenger vehicles are the largest source of GHG emissions in SF.

- **EQUITABLE ACCESS:** Parking subsidies favor wealthier residents and white residents, who are more likely to own a car; reform will address inequities.

- **SAVE MUNI:** These reforms will provide essential funding to maintain Muni service, ensuring reliable, sustainable public transit for all.

Thank you for taking urgent action to protect Muni and reimagine our streets for the benefit of all San Franciscans.

Sincerely,

Susan Rifkin
55 Red Rock Way, Apt 302
San Francisco, CA 94131
susan.rifkin@gmail.com
(310) 486-6078

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: Concentra - 159 letters
Date: Thursday, February 6, 2025 12:19:31 PM
Attachments: [Concentra - 159 Letters.pdf](#)

Dear Supervisors,

Please see attached 159 letters from members of the public, regarding healthcare services received at Concentra Urgent Care from a physician's assistant wearing a keffiyeh.

Regards,

Richard Lagunte

Office of the Clerk of the Board – Operations Division

San Francisco Board of Supervisors

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

Voice (415) 554-7709 | Fax (415) 554-5163

richard.lagunte@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: [\[redacted\]](#)
To: [\[redacted\]](#)
Cc: [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#), [\[redacted\]](#)
Subject: Urgent Concern: Organizational Support for Physicians Instrumental in Jewish HR Concerns
Date: Wednesday, January 24, 2024, 12:21:39 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your concern, like the one at Putnam Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mafra Khalid, who also sported a pro-Palestinian pin.

There are few things more demoralizing than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 10,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the clear symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display symbols in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Book principles, providing quality care and a positive experience by living our core values of a healing focus, a willow heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate harmful to institutional to your mission and does nothing to support your core values.

Understand that healthcare positions should be inclusive to patients and not just those that she supports. The PA's question should also be made aware that the terrorist organization for which this shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) [https://enr.com/news/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/...](#)
- (2) [https://enr.com/news/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/...](#)
- (3) [https://enr.com/news/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/...](#)
- (4) [https://enr.com/news/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/...](#)
- (5) [https://enr.com/news/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/...](#)
- (6) [https://enr.com/news/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/... https://www.360info.com/news/health/keffiyeh/2023/01/02/...](#)

From: PenneyAnker@concernsmedical.com
To: PenneyAnker@concernsmedical.com
Cc: PenneyAnker@concernsmedical.com
Subject: PenneyAnker@concernsmedical.com
Date: Wednesday, January 24, 2024 11:11 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Penn, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Potomac Hill, are designed to "support a positive patient experience."

Sadly, in January 2024 a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Maffin Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, bombings, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing; it is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a smokes-day symbol. It was made iconic by Yasser Arafat, who was responsible for 15000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khader, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the heathen massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to drap themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as those would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living our core values of a healing focus, a willful heart, and a timeless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a health care role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undoubtedly that healthcare profession should be inclusive to all patients and not just those that she supports. The PA's actions should also be made aware that the terrorist organization for which she shows support includes a general ideology to murder all Jews and threaten the democratic state of Israel. (4,5)

New is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic forces Jewish patients feeling attacked and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Han has an place in the profession and certainly not as a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Penney Anker

Attachments:

- (1) <https://www.usdoj.gov/insd/asset/servlet/AttachmentServlet?app=usdoj&appSub=usdoj&appDocId=549708&appDocName=USDOJ%20-%20C&appDocVersion=1>
- (2) <https://www.washingtonpost.com/news/energy-environment/wp/2013/06/18/why-is-the-keffiyeh-important-to-the-pro-Palestinian-movement/>
- (3) <https://www.pewresearch.org/fact-tank/2023/08/24/keffiyeh-a-symbol-of-terror-for-many-people-around-the-world-but-it-is-not-for-all/>
- (4) <https://www.washingtonpost.com/news/energy-environment/wp/2013/06/18/why-is-the-keffiyeh-important-to-the-pro-Palestinian-movement/>
- (5) <https://www.washingtonpost.com/news/energy-environment/wp/2013/06/18/why-is-the-keffiyeh-important-to-the-pro-Palestinian-movement/>
- (6) <https://www.washingtonpost.com/news/energy-environment/wp/2013/06/18/why-is-the-keffiyeh-important-to-the-pro-Palestinian-movement/>

From: Lori
To: kath_newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela \(BOS\)](mailto:Calvillo_Angela@BOS); [Somera_Aisa \(BOS\)](mailto:Somera_Aisa@BOS); [Lurie_Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); [ChenStaff@Board of Supervisors \(BOS\)](mailto:ChenStaff@Board of Supervisors (BOS)); Cityattorney_senator_wisner@senate.ca.gov; assemblymember_haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 1:23:16 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Lori Odessa

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
:https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxv9d99v0>

From: A Beyda
To: keith.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela\(BOS\):Somera_Aisa\(BOS\):Lurie_Daniel\(MYR\):ChenStaff:Board of Supervisors\(BOS\):Cityattorney:senator.wisner@senate.ca.gov:assemblymember.haney@assembly.ca.gov:Krista.Pfefferkorn@sen.ca.gov:Anna.Esparaza@sen.ca.gov](mailto:Calvillo_Angela(BOS):Somera_Aisa(BOS):Lurie_Daniel(MYR):ChenStaff:Board of Supervisors(BOS):Cityattorney:senator.wisner@senate.ca.gov:assemblymember.haney@assembly.ca.gov:Krista.Pfefferkorn@sen.ca.gov:Anna.Esparaza@sen.ca.gov)
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 1:26:06 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

A Beyda

Attachments:

(1) <https://www.bbc.com/news/uk-england-london-68902366>

(2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>

(3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette

[:https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks](https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks)

(4) https://avalon.law.yale.edu/20th_century/hamas.asp

(5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

(6) <https://www.bbc.com/news/articles/c9wkxy9d99v0>

From: laurel@concentra.com
To: laurel@concentra.com, laurel@concentra.com, laurel@concentra.com
Cc: laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com, laurel@concentra.com
Subject: laurel@concentra.com
Date: Wednesday, January 29, 2025, 1:01:40 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pass, City Council

Dear Concentra Medical:

You have been known for more than 37 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Penn State, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mehdi Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings (2,3).

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to display themselves as Confederate or KKK flags or to wear their swastika on pins at work, as these would threaten African Americans, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you are guided by... "Change Health principles, providing quality care and a positive experience by being out our core values of a healing focus, a culture first, and a mission inside. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is unethical in your institution and does nothing to support your core values.

Understand that a healthcare provider should be inclusive to all patients and not just those that she supports. The PA's actions should also be made aware that the terrorism organization she wears the symbol includes a genocidal ideology to murder all Jews and offend the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to communicate its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is regrettably on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- 1) <https://www.fox.com/news/uk-against-kaffiyeh-worn-by-terrorists> ... V X A C N S O P R I C A J O H N E F O R N A T I T Y I F N S N I M M A F E R B A M T Y G T V N R D I M I A S O V T S W I B U A M V Y G T T A I N S O Z N S I S I S M L U Z Q V Y A H S I S N S C V O A J P T T S T M I V Y S P T V A S B O R M A M T S M V S V A J O F O A U Q D A N C E G T T
- 2) <https://www.fox.com/news/uk-against-kaffiyeh-worn-by-terrorists> ... V X A C N S O P R I C A J O H N E F O R N A T I T Y I F N S N I M M A F E R B A M T Y G T V N R D I M I A S O V T S W I B U A M V Y G T T A I N S O Z N S I S I S M L U Z Q V Y A H S I S N S C V O A J P T T S T M I V Y S P T V A S B O R M A M T S M V S V A J O F O A U Q D A N C E G T T
- 3) <https://www.fox.com/news/uk-against-kaffiyeh-worn-by-terrorists> ... V X A C N S O P R I C A J O H N E F O R N A T I T Y I F N S N I M M A F E R B A M T Y G T V N R D I M I A S O V T S W I B U A M V Y G T T A I N S O Z N S I S I S M L U Z Q V Y A H S I S N S C V O A J P T T S T M I V Y S P T V A S B O R M A M T S M V S V A J O F O A U Q D A N C E G T T
- 4) <https://www.fox.com/news/uk-against-kaffiyeh-worn-by-terrorists> ... V X A C N S O P R I C A J O H N E F O R N A T I T Y I F N S N I M M A F E R B A M T Y G T V N R D I M I A S O V T S W I B U A M V Y G T T A I N S O Z N S I S I S M L U Z Q V Y A H S I S N S C V O A J P T T S T M I V Y S P T V A S B O R M A M T S M V S V A J O F O A U Q D A N C E G T T
- 5) <https://www.fox.com/news/uk-against-kaffiyeh-worn-by-terrorists> ... V X A C N S O P R I C A J O H N E F O R N A T I T Y I F N S N I M M A F E R B A M T Y G T V N R D I M I A S O V T S W I B U A M V Y G T T A I N S O Z N S I S I S M L U Z Q V Y A H S I S N S C V O A J P T T S T M I V Y S P T V A S B O R M A M T S M V S V A J O F O A U Q D A N C E G T T
- 6) <https://www.fox.com/news/uk-against-kaffiyeh-worn-by-terrorists> ... V X A C N S O P R I C A J O H N E F O R N A T I T Y I F N S N I M M A F E R B A M T Y G T V N R D I M I A S O V T S W I B U A M V Y G T T A I N S O Z N S I S I S M L U Z Q V Y A H S I S N S C V O A J P T T S T M I V Y S P T V A S B O R M A M T S M V S V A J O F O A U Q D A N C E G T T

From: Ilan Madjar
To: kath.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela \(BOS\)](mailto:Calvillo_Angela@BOS); [Somera_Aisa \(BOS\)](mailto:Somera_Aisa@BOS); [Lurie_Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); ChenStaff@BOS; [Board of Supervisors \(BOS\) - City Attorney](mailto:Board of Supervisors (BOS) - City Attorney); senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; krista.pfefferkorn@sen.ca.gov; anna.esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 2:02:11 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Avital Madjar

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

Get [Outlook for Android](#)

From: 458445@concerns.org
To: concerns@concerns.org, concerns@concerns.org, concerns@concerns.org
Cc: Paula_Parker@concerns.org, John_Stein@concerns.org, David_G...@concerns.org, Charlotte...@concerns.org, K...@concerns.org, concerns@concerns.org, concerns@concerns.org
Subject: concerns@concerns.org
Date: Wednesday, January 24, 2024 11:58 PM

This message is from outside the City email system. Do not open links or attachments from unverified sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your corner, like the one at Patrons Hill, are designed to "support a positive patient experience."

Sadly, in January 2024, a patient's experience was anything but positive when she came into the corner and was treated by a keffiyeh-wearing Physician's Assistant, Mafix Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, as a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands of innocent lives. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the clerical symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as those would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Block principles, providing quality care and a positive experience by living our core values of a healing focus, a willful heart, and a mindful practice. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated by any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare profession should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the current organization for which she shows support include a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,
Heath Stein

Attachments:

- (1) <https://www.fox.com/story/news/politics/prosecution/2023/12/15/keffiyeh-wearing-healthcare-workers/12544855400>
- (2) <https://www.fox.com/story/news/politics/prosecution/2023/12/15/keffiyeh-wearing-healthcare-workers/12544855400>
- (3) <https://www.fox.com/story/news/politics/prosecution/2023/12/15/keffiyeh-wearing-healthcare-workers/12544855400>
- (4) <https://www.fox.com/story/news/politics/prosecution/2023/12/15/keffiyeh-wearing-healthcare-workers/12544855400>
- (5) <https://www.fox.com/story/news/politics/prosecution/2023/12/15/keffiyeh-wearing-healthcare-workers/12544855400>
- (6) <https://www.fox.com/story/news/politics/prosecution/2023/12/15/keffiyeh-wearing-healthcare-workers/12544855400>

Sent from my iPhone

From: [redacted]
To: [redacted]
Cc: [redacted]
Subject: [redacted]
Date: Wednesday, January 24, 2023, 2:12:38 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pecos City Council

Dear Concetta Medina:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Patino Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was mistreated by a kaffiyeh-wearing Physician's Assistant, Mufida Khalil, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the chaotic symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concetta would not allow an employee to display themselves in Confederate or KKK flags or to wear Nazi emblems or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Block principles, providing quality care and a positive experience by living our core values of a healing focus, a willful heart, and a holistic mindset. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh at a healthcare site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and fear hinders its contribution to your mission and does nothing to support your care values.

Understanding that healthcare positions should be inclusive to all patients and not just those that she supports, the PA in question should also be made aware that the terrorist organization for which she does support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concetta to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish communities. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concetta practice devoted to providing healing and medical assistance to all humans being on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Toni Lemain

Attachments:

- (1) [https://www.cnn.com/2023/01/23/us/kaffiyeh-banned/index.html](#)
- (2) [https://www.foxnews.com/terrorism/kaffiyeh-women-airplane-hijacking](#)
- (3) [https://www.jewishnews.com/article/what-is-a-kaffiyeh-what-does-it-mean-to-jews](#)
- (4) [https://www.jewishnews.com/article/what-is-a-kaffiyeh-what-does-it-mean-to-jews](#)
- (5) [https://www.jewishnews.com/article/what-is-a-kaffiyeh-what-does-it-mean-to-jews](#)
- (6) [https://www.jewishnews.com/article/what-is-a-kaffiyeh-what-does-it-mean-to-jews](#)

From: info@concerna.com
To: info@concerna.com, concerna@concerna.com, concerna@concerna.com, concerna@concerna.com, concerna@concerna.com
Cc: info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com, info@concerna.com
Subject: **Health Centers: Temporary Operations from by Healthcare Professionals at Concerna**
Date: Wednesday, January 26, 2023 at 11:00 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerna Medical,

You have been known for more than 15 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Penn State, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mehdi Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to openly support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify genocide, terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the woman's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Youssef Khatif, who was responsible for 10,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalil, the first woman to participate in airplane hijackings (2,3).

It has become the chosen symbol of Hamas terrorism who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerna would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Orange Book principles, providing quality care and a positive experience by being our core values of a healing focus, a unified heart, and a timeless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh at a healthcare site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undoubtedly that healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel (4,5).

Now is a critical moment for Concerna to reinforce its values and ensure that personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antireligion is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe (6).

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerna practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- (1) <https://en.wikipedia.org/wiki/Keffiyeh> - <https://www.the-sun.com/health/keffiyeh-06201956/> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html>
- (2) <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html>
- (3) <https://en.wikipedia.org/wiki/Keffiyeh> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html>
- (4) <https://en.wikipedia.org/wiki/Keffiyeh> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html>
- (5) Michael Stein, "Keffiyeh: The Hat of the Day," *Columbia Daily*, cited in *Hamas support*, 23 April 2004, retrieved Feb 2023.
- (6) <https://en.wikipedia.org/wiki/Keffiyeh> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html> - <https://www.foxnews.com/health/keffiyeh-06201956/> - <https://www.cnn.com/2019/06/20/health/keffiyeh/index.html>

Sent from my iPhone

From: shahen@concentra.com
To: shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com
Cc: shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com, shahen@concentra.com
Subject: shahen@concentra.com
Date: Wednesday, January 26, 2023 2:47:58 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pass, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Pennon Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Miftha Khalid, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 39,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijackings (2,3). It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drap themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as those would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willful heart, and a restless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Underscored that healthcare positions should be held in trust by all patients and not just those that she supports. The PA's question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where anti-Semitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Shahen Shahge

Attachments:

- (1) <https://en.wikipedia.org/wiki/Keffiyeh>...
- (2) <https://www.youtube.com/watch?v=2Z6N5V0w>...
- (3) <https://en.wikipedia.org/wiki/Keffiyeh>...
- (4) <https://en.wikipedia.org/wiki/Keffiyeh>...
- (5) <https://en.wikipedia.org/wiki/Keffiyeh>...
- (6) <https://en.wikipedia.org/wiki/Keffiyeh>...

From: concerns@concerns.com
To: concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com
Cc: concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com, concerns@concerns.com
Subject: concerns@concerns.com
Date: Wednesday, January 25, 2023 11:51 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your corner, like the one at Pennon Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mulla Khalil, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leifi Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willful heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate is antithetical to your mission and does nothing to support your core values.

Undertaken that healthcare providers should be helms to our patients and not just those that she supports. The PA's question should also be made aware that the terrorist organization for which these support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where anti-Semitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.fox.com/news/uk-keffiyeh-banned-2023/> - UK ban on keffiyehs is a sign of solidarity with the Jewish people. <https://www.fox.com/news/uk-keffiyeh-banned-2023/>
- (2) <https://www.fox.com/news/uk-keffiyeh-banned-2023/> - UK ban on keffiyehs is a sign of solidarity with the Jewish people. <https://www.fox.com/news/uk-keffiyeh-banned-2023/>
- (3) <https://www.fox.com/news/uk-keffiyeh-banned-2023/> - UK ban on keffiyehs is a sign of solidarity with the Jewish people. <https://www.fox.com/news/uk-keffiyeh-banned-2023/>
- (4) <https://www.fox.com/news/uk-keffiyeh-banned-2023/> - UK ban on keffiyehs is a sign of solidarity with the Jewish people. <https://www.fox.com/news/uk-keffiyeh-banned-2023/>
- (5) Michael Starr - "October 7 is about to be every day" - Columbia rally sees Hamas support - 21 April 2024, Jerusalem Post
- (6) <https://www.fox.com/news/uk-keffiyeh-banned-2023/> - UK ban on keffiyehs is a sign of solidarity with the Jewish people. <https://www.fox.com/news/uk-keffiyeh-banned-2023/>

Sent from my iPhone

From: Joy Peters
To: kath_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabilla, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); Cityattorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 3:08:41 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Joy YamuderPeters

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxv9d99v0>

From: [Zira Sankari](mailto:zira@concentra.com)
 To: John.Murphy@concentra.com, patrick@concentra.com, jesse@concentra.com, greg@concentra.com
 Cc: Zira.Sankari@concentra.com, John.Murphy@concentra.com, patrick@concentra.com, jesse@concentra.com, greg@concentra.com, David.Lynch@concentra.com, Erin.Hughes@concentra.com, David.Lynch@concentra.com, Erin.Hughes@concentra.com, David.Lynch@concentra.com, Erin.Hughes@concentra.com, David.Lynch@concentra.com, Erin.Hughes@concentra.com
 Subject: **PA's Concerns' Impugnatory Statement Due to Healthcare Professionals at Personal Conscience**
 Date: Wednesday, January 25, 2023 2:10:50 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Pennon Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Malika Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the clear symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willful heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh at a healthcare site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undertaken that healthcare positions should be inclusive to all patients and not just those she supports. The PA's question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/> ... <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/>
- (2) <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/>
- (3) <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/>
- (4) <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/>
- (5) <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/>
- (6) <https://www.fox.com/news/health/medical-professionals-wearing-keffiyehs-20230123/>

Zira Sankari
 212-628-5133 office
 914-669-0899 cell

From: Irina Esterkin
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 3:13:25 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Irina Esterkin

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
:https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: mary.endless@concentra.com
To: www.painandstiffness.com; www.stillnotgettingbetter.com; www.painandstiffness.com
Cc: John.Alex@concentra.com; John.Dunn@concentra.com; John.Hall@concentra.com; John.Kelly@concentra.com; John.McGee@concentra.com; John.Morgan@concentra.com; John.Parker@concentra.com; John.Ryan@concentra.com; John.Sullivan@concentra.com; John.Taylor@concentra.com; John.White@concentra.com; John.Yong@concentra.com; John.Zhang@concentra.com
Subject: mary.endless@concentra.com
Date: Wednesday, January 26, 2022, 3:15:07 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Pennon Hill, are designed to "support a positive patient experience."

Sadly, in January 2021, a patient's experience was anything but positive when she came into the center and was treated by a kuffiyeh-wearing Physician's Assistant, Mafiz Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kuffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kuffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalaf, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorism who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the kuffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas in place of work, as these would demean African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Bench principles, providing quality care and a positive experience by living our core values of a healing focus, a resilient heart, and a resilient resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

Wearing a kuffiyeh in a healthcare role, that PA causes a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is antithetical to your mission and does nothing to support your core values.

Understanding that healthcare positions should be inclusive to all patients and not just those that they support. This PA in question should also be made aware that the terrorist organization for which she dresses support include a genocidal ideology to murder all Jews and efface the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to intervene to rebuke and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. By presence in your clinic, leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Mary Endless

Attachments

- (1) <https://www.tylerthornton.com/wordpress/wp-content/uploads/2021/04/03152021-USA-Banned-Items-2021-03-15.pdf>
- (2) <https://www.foxnews.com/2019/05/14/leila-khalaf>
- (3) <https://www.painandstiffness.com/2021/02/11/leila-khalaf-terrorist/>
- (4) <https://www.foxnews.com/2019/05/14/leila-khalaf>
- (5) <https://www.foxnews.com/2019/05/14/leila-khalaf>
- (6) <https://www.foxnews.com/2019/05/14/leila-khalaf>

From: Susannah Levin
To: keith_newardon@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 3:44:35 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Susannah Levin

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

Name: [redacted]
In: [redacted]
Subject: [redacted]
Date: [redacted]

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Peter, City Council

Dear Conceita Medial:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Patten Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mafiz Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, rapes, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, an identifying emblem handed down from many U.S. and international veterans (1), this healthcare professional has publicly aligned herself with terrorism and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the women's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leif Khalil, the first woman to participate in airplane hijackings. (2,3)

It has become the classic symbol of Hamas terrorism who call the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacres and kidnapping of lives on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Conceita would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by — Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a softness heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh as a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate harmed is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare profession should be welcome to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Conceita to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Conceita practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await your response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://en.wikipedia.org/wiki/Keffiyeh>
- (2) <https://www.foxnews.com/health/2023/01/10/keffiyeh-wearing-physician-assistant-palestinian-symbol/>
- (3) <https://www.foxnews.com/health/2023/01/10/keffiyeh-wearing-physician-assistant-palestinian-symbol/>
- (4) <https://www.foxnews.com/health/2023/01/10/keffiyeh-wearing-physician-assistant-palestinian-symbol/>
- (5) <https://www.foxnews.com/health/2023/01/10/keffiyeh-wearing-physician-assistant-palestinian-symbol/>
- (6) <https://www.foxnews.com/health/2023/01/10/keffiyeh-wearing-physician-assistant-palestinian-symbol/>

From: Dan Stanger
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cayillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 4:21:26 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Dan Stanger

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) https://avalon.law.yale.edu/20th_century/hamas.asp
- (6) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

From: Charles Stark
To: kath.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: Calvillo_Angela@BOS; Somera_Aisa@BOS; Lurie_Daniel@MYR; ChenStaff@Board of Supervisors; Cityattorney_senator_wisner@senate.ca.gov; assemblymember_haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 4:40:24 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Charles Stark II

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
: <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99v0>

From: Stephanie Michelle
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cayillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate symbolism worn by healthcare staff at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 4:47:41 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Stephanie Michelle

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
:https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99v0>

From: Shirley.Hughes@concordia.edu
To: shirley.hughes@concordia.edu, janice.dowling@concordia.edu, gregory.fox@concordia.edu, christine.mcdonald@concordia.edu
Cc: shirley.hughes@concordia.edu, janice.dowling@concordia.edu, gregory.fox@concordia.edu, christine.mcdonald@concordia.edu, janice.dowling@concordia.edu, gregory.fox@concordia.edu, christine.mcdonald@concordia.edu
Subject: shirley.hughes@concordia.edu
Date: Wednesday, January 25, 2023, 4:54:16 PM

This message is from outside the City email system. Do not open links or attachments from unknown sources.

cc: Prov. City Council

Dear Concordia Medical

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your center, like the one at Penn State Harrisburg, are designed to 'support a positive patient experience.'

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a kellyfish-wearing Physician's Assistant, Marika Khalid, who also wore a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to openly support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kellyfish, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kellyfish is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 39,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalaf, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacres and kidnapping of lives on October 7, 2023, the kellyfish has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concordia would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Orange Book principles, providing quality care and a positive experience by living our core values of a healing focus, a willing heart, and a timeless mission. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kellyfish at a healthcare site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate is tantamount to your mission and does nothing to support your core values.

Undertaken that healthcare provision should be inclusive to all patients and not just those that supports. The PA in question should also be made aware that the terrorism organizations for which she chose support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concordia to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when anti-Semitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers, his presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has to be a Concordia practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://dnt.uscourts.gov/2023/01/10/press-releases/10-10-23-01/>
- (2) <https://www.foxnews.com/world/2023/10/12/iraq-hijacker-leila-khalaf/>
- (3) <https://www.foxnews.com/world/2023/10/12/iraq-hijacker-leila-khalaf/>
- (4) <https://www.foxnews.com/world/2023/10/12/iraq-hijacker-leila-khalaf/>
- (5) <https://www.foxnews.com/world/2023/10/12/iraq-hijacker-leila-khalaf/>
- (6) <https://www.foxnews.com/world/2023/10/12/iraq-hijacker-leila-khalaf/>

Diana Gordon

From: [Mehmet Cahan](mailto:mohamad@concernsforconscience.com)
To: info@concernsforconscience.com, [concernsforconscience.com](mailto:info@concernsforconscience.com), [concernsforconscience.com](mailto:info@concernsforconscience.com), [concernsforconscience.com](mailto:info@concernsforconscience.com), [concernsforconscience.com](mailto:info@concernsforconscience.com)
Cc: info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com, info@concernsforconscience.com
Subject: [Conscience \(Empowering Patients Here to Healthcare Professionals to Remove All Coercion\)](#)
Date: Wednesday, January 25, 2023 5:20:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Penn State Hershey, are designed to 'support a positive patient experience.'

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muflih Khalid, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signal support for radical Islamic terrorism, including the murders, rapes, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijacking. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by... Orange Book principles providing quality care and a positive experience by living out our core values of a healing focus, a sincere heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and dignified care to deliver and preserve access to high-quality health services for all'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law banned is antithetical to your mission and does nothing to support your core values.

Undertaken that healthcare positions should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Mehmet Cahan

Attachments:

- (1) [Banned and restricted items](#) - <https://www.fda.gov/oc/2012/02/banned-and-restricted-items>
- (2) [Keefiyeh pin](#) - https://www.palestine-monthly.org/en/index.php?option=com_content&task=view&id=111&Itemid=111
- (3) [Banned and restricted items](#) - <https://www.fda.gov/oc/2012/02/banned-and-restricted-items>
- (4) [Banned and restricted items](#) - <https://www.fda.gov/oc/2012/02/banned-and-restricted-items>
- (5) [Michael Sauter - "October 7 is about to be every day"](#) - Columbia Daily Express - 22 April 2024, Jerusalem Post
- (6) [Banned and restricted items](#) - <https://www.fda.gov/oc/2012/02/banned-and-restricted-items>

From: Barry Kritz
To: kath.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Cayillo, Angela \(BOS\)](mailto:Cayillo_Angela@BOS); [Somera, Aisa \(BOS\)](mailto:Somera_Aisa@BOS); [Lurie, Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); [ChenStaff- Board of Supervisors \(BOS\)](mailto:ChenStaff-Board of Supervisors@BOS); Cityattorney_senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; krista.pfefferkorn@sen.ca.gov; anna.esparaza@sen.ca.gov
Subject: Urgent Request: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 6:00:02 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Barry Kritz
215-815-2191

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) https://avalon.law.yale.edu/20th_century/hamas.asp
- (6) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

From: NYC Hestle
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Calvillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 7:53:33 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Beth Alter

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: Sharona Abramson
To: keith_newdon@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Calillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); Cityattorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; krista.pfefferkorn@sen.ca.gov; anna.esparaza@sen.ca.gov
Subject: Hate Stoking Symbolism in a Healthcare Facility
Date: Wednesday, January 29, 2025 7:58:02 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Sharona Abramson
773.895.8360 m

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
<https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99v0>

From: [Donna Zalter](#)
To: keith_newton@concentra.com; rortenzio@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Lurie, Daniel \(MYR\)](#); [ChenStaff](#); [Board of Supervisors \(BOS\)](#); [Cityattorney](#); senator.wiener@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 8:46:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to ‘support a positive patient experience.’

Sadly, in January 2025, a patient’s experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician’s Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer’s political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

(1) https://url.avanan.click/v2/r01/___https://www.bbc.com/news/uk-england-london-68902366___YXAzOnNmZHQyOmE6bzpkZGEzMmVIMTQ2OWNjZjUwZmE4M2JINTgwYjA5MjNjMjo3OjUyMDE6NzhjYTAyYmIyZTg4Y2JlZjBmYzZmNTg3ZTk1YjhhZjk3ZjMwMGE3MmUxMjhhNTM0ZWQ2NWU0OWYyZjUzZjU1ZTp0OkY6Tg

(2) https://url.avanan.click/v2/r01/___https://www.youtube.com/watch?v=g-ZJ66NVVNg___YXAzOnNmZHQyOmE6bzpkZGEzMmVIMTQ2OWNjZjUwZmE4M2JINTgwYjA5MjNjMjo3OjUyMDE6NzhjYTAyYmIyZTg4Y2JlZjBmYzZmNTg3ZTk1YjhhZjk3ZjMwMGE3MmUxMjhhNTM0ZWQ2NWU0OWYyZjUzZjU1ZTp0OkY6Tg

MDYzZGMxODI3Mjc5YjM1NjRjMGQzNTIINGQ0MDNjNWI2MmFjYjp0OkY6Tg
(3) https://url.avanan.click/v2/r01/___https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel%23google_vignette___.YXAzOnNmZHQyOmE6bzpkZGEzMmVIMTQ2OWNjZjUwZmE4M2JlNTgwYjA5MjNjMjo3OmFmYjc6NGU5ZWlXNmUwZmE1MWFmYzI1ZmU5YmE0MzNhNDljMmI3ZDU4NjNmZDliNTI3Y2YzMjdjZTFkZTYzNzFhZjI5ODp0OkY6Tg
;https://url.avanan.click/v2/r01/___https://www.un.org/webcast/ga/58/statements/israeng030925.htm%23~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks___

(4) https://url.avanan.click/v2/r01/___https://avalon.law.yale.edu/20th_century/hamas.asp___.YXAzOnNmZHQyOmE6bzpkZGEzMmVIMTQ2OWNjZjUwZmE4M2JlNTgwYjA5MjNjMjo3OjIxODQ6MTkxNWJmYTdjNzE5YzNiOWM4MGNjMzI0ZDEzM2E1MjA3OTM0MGRhNjAxZWm5MzI1Y2JmNzhmMzZmZTIzYmY3NTp0OkY6Tg

(5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

(6) https://url.avanan.click/v2/r01/___https://www.bbc.com/news/articles/c9wkxv9d99vo___.YXAzOnNmZHQyOmE6bzpkZGEzMmVIMTQ2OWNjZjUwZmE4M2JlNTgwYjA5MjNjMjo3OjdlNTY6YTMzMtI1Mjg3ZTg0YmU5NDk3ZjA5ODU0OWY0Nzc2MWIwOGJhNTc5N2I5NzQ1MzI2OTE1YjQ0NTRhNmYxY2M5ODp0OkY6Tg

Donna Zalter
President/Founder
All Hung Up Hangers
954 483 4212

From: Aaron English
To: kath.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela \(BOS\)](mailto:Calvillo_Angela@BOS); [Somera_Aisa \(BOS\)](mailto:Somera_Aisa@BOS); [Lurie_Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); [ChenStaff- Board of Supervisors \(BOS\)](mailto:ChenStaff-Board of Supervisors@BOS); Cityattorney_senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Wednesday, January 29, 2025 9:10:40 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical: You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.' Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023. By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3) It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide. Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values. Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community. In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Aaron English

Attachments: (1) <https://www.bbc.com/news/uk-england-london-68902366> (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg> (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
: <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
(4) https://avalon.law.yale.edu/20th_century/hamas.asp (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post (6) <https://www.bbc.com/news/articles/c9wkxy9d99yv>

From: concerns@concerns.com
To: concerns@concerns.com
Cc: concerns@concerns.com
Subject: concerns@concerns.com
Date: Thursday, January 20, 2023, 4:12:21 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Pennon Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mafiz Khalil, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 18,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalaf, the first woman to participate in airplane hijackings (2,3).

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas on pins at work, as these would demean African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Health principles, providing quality care and a positive experience by living out our core values of a healing focus, a culture heart, and a timeless mission. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh to a healthcare role, this PA causes a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is antithetical to your mission and does nothing to support your core values.

Understand that healthcare providers should be inclusive to all patients and not just those that they support. The PA's question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and threaten the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinstate its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not in a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Tova Berkovic

Attachments:

- (1) <https://www.foxnews.com/health/2023/01/19/kaffiyeh-banned-us-airports>
- (2) <https://www.foxnews.com/health/2023/01/19/kaffiyeh-banned-us-airports>
- (3) <https://www.foxnews.com/health/2023/01/19/kaffiyeh-banned-us-airports>
- (4) <https://www.foxnews.com/health/2023/01/19/kaffiyeh-banned-us-airports>
- (5) <https://www.foxnews.com/health/2023/01/19/kaffiyeh-banned-us-airports>
- (6) <https://www.foxnews.com/health/2023/01/19/kaffiyeh-banned-us-airports>

From: elina@petershill.com
To: congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com
Cc: congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com, congress@congress.com
Subject: [Israel's Terrorism \(Incidents\)](#)
Date: Thursday, January 10, 2025 11:27:30 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Peas, City Council

Dear Congress Medical,

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Peters Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Marfan Khalil, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murder, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Ledia Khalil, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporter/worksheds.

Liberty Conscious would not allow its employees to drug themselves at Conferences or KKK Rites or to wear Nazi emblems or pins at work, as these would threaten African American, Latin X, Jewish, and L.G.B.T.Q. - communities.

According to your own website, you "are guided by... Change Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a witness heart, and a mission resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh at a healthcare site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law framed in antebellum to your mission and thus working to support your core values.

Understanding that a healthcare position should be inclusive to all patients and not just those that she supports, The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Congress to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In July's edicts, when antisemitism is designated as the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish communities. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Congress practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- [\(1\) https://www.usra.com/keffiyeh/ - https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.cbsnews.com/news/keffiyeh-symbol-terrorist-affiliation/](#)
- [\(2\) https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol](#)
- [\(3\) https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol](#)
- [\(4\) https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol](#)
- [\(5\) Michael Saut: "Keffiyeh" is about to be every day - Caltech city and Hamas support - 19 April 2024 - Investment Post](#)
- [\(6\) https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol - https://www.foxnews.com/health/keffiyeh-terrorist-symbol](#)

Sent from my iPhone

From: 643646@att.net
 To: michael.stuart@concernsforjesus.com; concernsforjesus.com@gmail.com; concernsforjesus.com@protonmail.com
 Cc: David.Harris@att.net; Paula.Davis@att.net; Samuel.Dean@att.net; David.Schulman@att.net; William.Waller@att.net; James.Lee@att.net; Robert.Carter@att.net; Debra.Dillon@att.net; Ann.Davies@att.net
 Subject: concernsforjesus.com
 Date: Thursday, January 20, 2022, 11:26:49 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Patrons Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mafin Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing; it is now a highly charged symbol that represents the women's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 59,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings (2,3).

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a sufficient heart, and a mission resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law banned is antithetical to your mission and does nothing to support your core values.

Understood that healthcare providers should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where authoritarianism is displacing our civil and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,
 Alan Harris

Attachments:

- (1) <https://en.wikipedia.org/wiki/Keffiyeh>... <https://www.36.com/news/uk-english-headline/85027166-YYA-GnOn92PQzOndfRtPhTjTgNTBzZ6z3MYZ7TOMMM4VjU1M4Y0WjW4MTDz54c563M3M3a4N78N8RNo4ANTH1Ygg9QVv4SGRwFZp8NDz9v4M3TMsZvYw4477Ned1G7FGN8NMZzYwBwM8Rv4eF8TmO8DzLj>
- (2) <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>... <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>
- (3) <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>... <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>
- (4) <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>... <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>
- (5) <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>... <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>
- (6) <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>... <https://www.foxnews.com/world/2022/08/23/keffiyeh-banned-clothing-iraq-jordan>

Sent from my iPhone

From: Hal
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); Cityattorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Thursday, January 30, 2025 12:19:03 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) https://www.avalon.law.yale.edu/20th_century/hamas.asp
- (6) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

From: [Bynn](#)
To: kath_newton@concentra.com; torlenjo@selectmedical.com; pegusci@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: [Cabrillo, Angela \(BOS\)](#); [Somera, Alisha \(BOS\)](#); [Lurie, Daniel \(MYR\)](#); [ChenStaff](#); [Board of Supervisors \(BOS\)](#); [CityAttorney](#); [senator.wisner@senate.ca.gov](#); [assemblymember.haney@assembly.ca.gov](#); [Krista.Pfeifferkorn@sen.ca.gov](#); [Anna.Esparaza@sen.ca.gov](#)
Subject: Please Address This Important and Disturbing Matter
Date: Thursday, January 30, 2025 12:46:33 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

To Concentra Medical:

Along with thousands of others, I am aware that you have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent. Please show a strong backbone against Jihadist manipulations and moral bankruptcy.

Thank you,

Brynn Olenberg Sugarman
Hawley, PA

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxv9d99v9>

HAMAS equals ISIS equals Al Qaeda equals Hezbollah equals Boko Haram. Remember 9/11 AND NEW ORLEANS ON NYE and do the right thing!!!

From: Concero@concernsusa.org
 To: concernsusa@concernsusa.org; concernsusa@concernsusa.org; concernsusa@concernsusa.org
 Cc: concernsusa@concernsusa.org; concernsusa@concernsusa.org; concernsusa@concernsusa.org; concernsusa@concernsusa.org; concernsusa@concernsusa.org; concernsusa@concernsusa.org; concernsusa@concernsusa.org
 Subject: Urgent Concern: Organized Opposition Now to Healthcare Institutional of Hamas HR Concerns
 Date: Thursday, January 20, 2025, 12:12:56 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your concern, like the one at Paines Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muflih Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signal support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the women's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 10,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings (2,3)

It has become the chosen symbol of Hamas terrorists who sack the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Orange Book principles providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh at a healthcare site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your own values.

Understand that a healthcare provider should be helixious to its patients and not just those that she supports. The PA's question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antizionism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.dailymail.co.uk/USNews/article-13671710/keffiyeh-woman-terrorist-2025.html>
 - (2) <https://www.washingtonpost.com/news/insider/article/2025/01/19/keffiyeh-woman-terrorist-2025/>
 - (3) <https://www.cnn.com/2023/10/08/leila-khalid-airplane-hijacking-1970/index.html>
 - (4) <https://www.foxnews.com/world/2023/10/10/keffiyeh-hamas-terrorist-symbol>
 - (5) <https://www.washingtonpost.com/news/insider/wp/2023/10/10/keffiyeh-hamas-terrorist-symbol/>
 - (6) <https://www.foxnews.com/world/2023/10/10/keffiyeh-hamas-terrorist-symbol>
- Concero@concernsusa.org
 610316440

From: Emily Birger
To: kaitl_norton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: Cayillo_Angela (BOS); Somera_Aisa (BOS); Lurie_Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Thursday, January 30, 2025 1:39:49 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
:https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: [Rebecca](mailto:rebecca@concerna.com)
To: rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com
Cc: rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com; rebecca@concerna.com
Subject: rebecca@concerna.com
Date: Thursday, January 20, 2022 2:21:38 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerna Medical,

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Ponten Hill, are designed to "support a positive patient experience."

Sadly, in January 2022, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Melina Khalil, who also opened a pro-Palestinian pin.

There are few things more discriminating than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murder, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerna would not allow its employees to display themselves as Confederate or KKK flag or to wear Nazi swastikas at work, so these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Chicago Rank principles, providing quality care and a positive experience by living out our core values of healing first, a unified team, and a resilient mission. Our colleagues provide welcoming, respectful, and skilled care to deliver and pressure access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is tantamount to your station and staff asking to support your core values.

Undoubtedly that a healthcare position should be helmed by a safe patient and not one that she supports. The PA in question should also be made aware that the terrorist organizations for which she shows support include a genocidal ideology to murder all Jews and offend the democratic state of Israel. (4,5)

Now is a critical moment for Concerna to reaffirm its values and assure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. By presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has no place in the profession and certainly not at a Concerna practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.cbsnews.com/news/islamic-terrorist-symbol-kaffiyeh/>
- (2) <https://www.foxnews.com/terrorism/khaled>
- (3) <https://www.foxnews.com/terrorism/khaled>
- (4) <https://www.foxnews.com/terrorism/khaled>
- (5) <https://www.foxnews.com/terrorism/khaled>
- (6) <https://www.foxnews.com/terrorism/khaled>

Sent from my iPhone
Rebecca Drumster

From: Sharon Schlossberg
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Thursday, January 30, 2025 2:57:21 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Sharon Schlossberg

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: [Michelle Levan](mailto:Michelle.Levan@concentra.com)
To: Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com
Cc: Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com; Michelle.Levan@concentra.com
Subject: Michelle.Levan@concentra.com
Date: Thursday, January 20, 2022, 4:12:58 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pass, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Patten Hill, are designed to "support a positive patient experience."

Sadly, in January 2022, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Medha Khalil, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijackings (2,3).

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to display themselves as Confederate or KKK flags or to wear their swastika on pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by...Change Health principles, providing quality care and a positive experience by living out our core values of healing focus, a culture first, and a mission mindset. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law-banned is unprofessional in your mission and does nothing to support your core values.

Undertaken that a healthcare position should be inclusive to all patients and not just those that she supports. The PA's question should also be made aware that the terrorist organizations for which she does support include a genocidal ideology to murder all Jews and offend the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has to be a place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- (1) <https://www.cnn.com/2022/01/19/usa/terrorism/kaffiyeh/index.html>
- (2) <https://www.foxnews.com/terrorism/2022/01/19/kaffiyeh-symbol-terrorists/>
- (3) <https://www.foxnews.com/terrorism/2022/01/19/kaffiyeh-symbol-terrorists/>
- (4) <https://www.foxnews.com/terrorism/2022/01/19/kaffiyeh-symbol-terrorists/>
- (5) <https://www.foxnews.com/terrorism/2022/01/19/kaffiyeh-symbol-terrorists/>
- (6) <https://www.foxnews.com/terrorism/2022/01/19/kaffiyeh-symbol-terrorists/>

Sent from my iPhone
Michelle Levan

From: monicas@san.fr.com
To: keth_newton@concentra.com; ortenzio@selectmedical.com; psquec@mac.com; marcwatkins@croger.com; ntarvin@selectmedical.com
Cc: Calvillo_Angela@BOS; Somera_Alisha@BOS; Lurie_Daniel@MYVD; ChenStaff@BoardofSupervisors@BOS; Cityattorney_senator_wiener@senate.ca.gov; assemblymember_haney@assembly.ca.gov; krista.pfefferkorn@sen.ca.gov; anna.esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Thursday, January 30, 2025 9:21:40 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVYNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day." Columbia rally sees Hamas support." 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wksx9d99yo>

From: Lisa Aflalo
To: kaith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: Cayillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator_wisner@senate.ca.gov; assemblymember_haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: ***Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra***
Date: Thursday, January 30, 2025 10:15:31 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Lisa Aflalo

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
:https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99v0>

From: [Leah Khalid](mailto:leah@concerns.org)
To: leah@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org
Cc: leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org, leah@concerns.org
Subject: leah@concerns.org
Date: Friday, January 21, 2025, 11:21 AM EDT

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Pottam Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mafin Khalid, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing; it is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in amphetamine hijackings (2,3).

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to drap themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Change Book principles, providing quality care and a positive experience by living our core values of a healing focus, a willful heart, and a timeless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh at a health care site, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Clearly, that a healthcare profession should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a general ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is猖狂 on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish parents feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- (1) <https://en.wikipedia.org/wiki/Keffiyeh>
- (2) <https://www.foxnews.com/health/keffiyeh-1960s>
- (3) <https://www.jewishjournal.com/keffiyeh-the-symbol-of-terror>
- (4) <https://www.foxnews.com/health/keffiyeh-1960s>
- (5) <https://www.foxnews.com/health/keffiyeh-1960s>
- (6) <https://www.foxnews.com/health/keffiyeh-1960s>

From: [Clara K. Soren](#)
 To: [Laura Berman](#); [Susan G. Glick](#); [David M. Grossman](#); [Paula M. Gruber](#); [Michael S. Rhee](#); [Dr. David J. Dinerstein](#); [Dr. Gail S. Fort](#); [Dr. Robert G. Hertz](#); [Dr. Jeffrey M. Lurie](#); [Dr. Robert S. Saper](#); [Dr. Alan J. Wildgen](#); [Dr. Robert S. Saper](#); [Dr. Alan J. Wildgen](#); [Dr. Robert S. Saper](#); [Dr. Alan J. Wildgen](#)
 Subject: **Wearing a Keffiyeh: Support for Hamas**
 Date: Friday, January 21, 2023, 4:16:32 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pecos City Council

Dear Concetta Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your center, like the one at Petrus Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Madia Khalil, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, rapes, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the chaotic symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific atrocities and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Liberty. Concetta would not allow its employees to dispense themselves as Confederate or KKK flags or to wear Nazi emblems or pins at work, as those would denigrate African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Break principles, providing quality care and a positive experience by living our core values of a healing focus, a willing heart, and a resilient resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for both patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is antithetical to your mission and does nothing to support your core values.

Understanding that healthcare positions should be inclusive to all patients and not just those that she supports, The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concetta to reiterate its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concetta practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- (1) <https://www.foxnews.com/news/2023/01/17/keffiyeh-banned-us-airports>
- (2) <https://www.cnn.com/2023/01/17/keffiyeh-terrorism/index.html>
- (3) <https://www.foxnews.com/news/2023/01/17/keffiyeh-banned-us-airports>
- (4) <https://www.foxnews.com/news/2023/01/17/keffiyeh-banned-us-airports>
- (5) <https://www.foxnews.com/news/2023/01/17/keffiyeh-banned-us-airports>
- (6) <https://www.foxnews.com/news/2023/01/17/keffiyeh-banned-us-airports>

Clara K.
 Sent from my iPhone

From: Smadar Goldstein
To: keith_newdon@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Friday, January 31, 2025 5:47:32 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: Laura W. Sacks
To: kaith_newdon@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela \(BOS\)](mailto:Calvillo_Angela@BOS); [Somera_Aisa \(BOS\)](mailto:Somera_Aisa@BOS); [Lurie_Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); [ChenStaff@Board of Supervisors \(BOS\)](mailto:ChenStaff@Board of Supervisors (BOS)); Cityattorney_senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Friday, January 31, 2025 7:15:17 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Laura Sacks

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: shifra.fried
To: kath.newton@concentra.com; toriento@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela \(BOS\)](mailto:Calvillo_Angela@BOS); [Somera_Aisa \(BOS\)](mailto:Somera_Aisa@BOS); [Lurie_Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); [ChenStaff@Board of Supervisors \(BOS\)](mailto:ChenStaff@Board of Supervisors (BOS)); Cityattorney@senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Friday, January 31, 2025 8:49:12 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Rachel Fried

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
: <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99v0>

Name: _____
ID: _____
Signature: _____
Date: _____

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Peter, City Council

Dear Concerns Medical:

Concerns Medical has been known for more than 30 years as a leader in the world of health care, especially workplace injuries.

Your concern, like the case of Frances Hill, are deeply to support a positive patient experience.

Sadly, in January 2023, a patient's experience was anything but positive when she came into the clinic and was treated by a keffiyeh-wearing Physician's Assistant, Malika Khalil, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murder, torture, and sexual atrocities committed, most recently on October 7, 2023.

Keffiyehs represent terrorism.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day Nazi hooded-crowded cross - the swastika ancient symbol was hijacked, Hitler called his symbol Volksturm, which simply means the Crowded Cross.

The keffiyeh was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings (2,3).

It has become the clarion symbol of Hamas terrorism who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorism and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, so these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you are guided by... Change Book principles, providing quality care and a positive experience by living our core values of healing hearts, a without heart, and a vision ahead. Our colleagues provide welcoming, respectful, and skilled care to deliver and prevent access to high-quality health services for all.

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that support. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel (4,5).

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- (1) <https://enr.com/news/2023/06/14/keffiyeh-banned-from-many-us-and-international-venues/>
- (2) <https://enr.com/news/2023/06/14/keffiyeh-banned-from-many-us-and-international-venues/>
- (3) <https://www.palestinechannel.org/the-evolution-of-keffiyeh-and-its-political-significance>
- (4) <https://enr.com/news/2023/06/14/keffiyeh-banned-from-many-us-and-international-venues/>
- (5) <https://enr.com/news/2023/06/14/keffiyeh-banned-from-many-us-and-international-venues/>
- (6) <https://enr.com/news/2023/06/14/keffiyeh-banned-from-many-us-and-international-venues/>

From: [Lillian Schwarz](mailto:lillian.schwarz@concordia.edu)
To: concordia@concordia.edu, students@concordia.edu, graduates@concordia.edu, faculty@concordia.edu, studies@concordia.edu, staff@concordia.edu, board@concordia.edu, news@concordia.edu, communications@concordia.edu, alumni@concordia.edu, development@concordia.edu, friendship@concordia.edu, concordia.edu
Subject: **Support Women's Solidarity From the Perspective of Patients and Consumers**
Date: Friday, January 21, 2023, 10:33:01 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Prov. City Council

Dear Concordia Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Penins Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Morina Khalil, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murder, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorism who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concordia would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ consumers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living our core values of a healing focus, a without harm, and a virtuous mission. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh as a healthcare role, this PA creates a hostile environment for Jewish patients. This would be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undertaken that healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concordia to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish consumers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. There has no place in the profession devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,
Lillian Schwarz

Attachments:

- (1) <https://ref.uswoc.org/cik/v/2003/> - <https://www.bbc.com/news/health-56950766> - <https://www.fox.com/health/2018/07/18/2018-07-18-keffiyeh-wearing-physician-1017669001.html>
- (2) <https://ref.uswoc.org/cik/v/2003/> - <https://www.cnn.com/2018/07/18/health/keffiyeh-wearing-physician/index.html>
- (3) <https://ref.uswoc.org/cik/v/2003/> - <https://www.pennstatehazleton.edu/office-of-student-and-professional-conduct/newsroom-speech/279959>
- (4) <https://ref.uswoc.org/cik/v/2003/> - <https://www.fox.com/health/2018/07/18/2018-07-18-keffiyeh-wearing-physician-1017669001.html>
- (5) Michael Dorn, "October 7: To abhor is to every day," *Columbus city news*, <https://www.columbuscitynews.com/news/october-7-2023/>, April 2023, Accessed Post
- (6) <https://ref.uswoc.org/cik/v/2003/> - <https://www.bbc.com/news/health-56950766>

Send from my iPhone

From: Eleanor
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusci@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Calvillo, Angela (BOS); Somera, Alisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); Cityattorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Friday, January 31, 2025 10:43:24 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council Dear Concentra Medical: You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.' Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin. There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023. By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate. There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3) It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide. Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers. According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.' By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values. Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5) Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community. In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6) Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis. We await a response to this issue and request that you update your website to reflect this intent. Sincerely, Attachments: (1) <https://www.bbc.com/news/uk-england-london-68902366> (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg> (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks> (4) https://avalon.law.yale.edu/20th_century/hamas.asp (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post (6) <https://www.bbc.com/news/articles/c9wky9d99yo>

From: Regina Lavin
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Caballo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Friday, January 31, 2025 1:59:18 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Regina

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: concerns@concerns.org
To: concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org
Cc: concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org
Subject: **Wearing Concerns' keffiyeh**
Date: Friday, January 21, 2023, 4:06:28 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Porton Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mafin Khalil, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a smokes-day swastika. It was made iconic by Yasser Arafat, who was responsible for 15000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings (2,3). It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willful heart, and a timeless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a health care role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undoubtedly that a healthcare provider should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- (1) <https://www.cbsnews.com/news/keffiyeh-banned-2023/> ... YXoCN6Z7f9YzCnf8m6oN6GfM6MTfM6z7Z7A6H4TfM6M6W6RN6M6N6Wf7Z7O6R6Tf6eNF6Y6a6d6M6a6N636M6R6V7f1Y6Y6B6M6E6V6N6C6N6Y6f766G6T6V6P6Y66C6F6E6Z6a6M666H6M666G6W6f
- (2) <https://www.foxnews.com/terrorism/keffiyeh-banned-2023> ... YXoCN6Z7f9YzCnf8m6oN6GfM6MTfM6z7Z7A6H4TfM6M6W6RN6M6N6Wf7Z7O6R6Tf6eNF6Y6a6d6M6a6N636M6R6V7f1Y6Y6B6M6E6V6N6C6N6Y6f766G6T6V6P6Y66C6F6E6Z6a6M666H6M666G6W6f
- (3) <https://www.foxnews.com/terrorism/keffiyeh-banned-2023> ... YXoCN6Z7f9YzCnf8m6oN6GfM6MTfM6z7Z7A6H4TfM6M6W6RN6M6N6Wf7Z7O6R6Tf6eNF6Y6a6d6M6a6N636M6R6V7f1Y6Y6B6M6E6V6N6C6N6Y6f766G6T6V6P6Y66C6F6E6Z6a6M666H6M666G6W6f
- (4) <https://www.foxnews.com/terrorism/keffiyeh-banned-2023> ... YXoCN6Z7f9YzCnf8m6oN6GfM6MTfM6z7Z7A6H4TfM6M6W6RN6M6N6Wf7Z7O6R6Tf6eNF6Y6a6d6M6a6N636M6R6V7f1Y6Y6B6M6E6V6N6C6N6Y6f766G6T6V6P6Y66C6F6E6Z6a6M666H6M666G6W6f
- (5) <https://www.foxnews.com/terrorism/keffiyeh-banned-2023> ... YXoCN6Z7f9YzCnf8m6oN6GfM6MTfM6z7Z7A6H4TfM6M6W6RN6M6N6Wf7Z7O6R6Tf6eNF6Y6a6d6M6a6N636M6R6V7f1Y6Y6B6M6E6V6N6C6N6Y6f766G6T6V6P6Y66C6F6E6Z6a6M666H6M666G6W6f
- (6) <https://www.foxnews.com/terrorism/keffiyeh-banned-2023> ... YXoCN6Z7f9YzCnf8m6oN6GfM6MTfM6z7Z7A6H4TfM6M6W6RN6M6N6Wf7Z7O6R6Tf6eNF6Y6a6d6M6a6N636M6R6V7f1Y6Y6B6M6E6V6N6C6N6Y6f766G6T6V6P6Y66C6F6E6Z6a6M666H6M666G6W6f

Jay Goldfarber
Cell Text:
Sent from my iPhone 13 Pro Max

From: [redacted]
To: [redacted]
Cc: [redacted]
Subject: [redacted]
Date: Friday, January 21, 2023 7:22:02 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concetta Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Pennes Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mehdi Khalil, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1, this healthcare professional has publicly aligned herself with rhetoric and action that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorism who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Lastly, Concetta would not allow its employees to display themselves in Confrontation or KKK flag pins or wear Nazi swastika or pin at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by...change health principles, providing quality care and a positive experience by living out our core values of a healing focus, a culture of care, and a unified mission. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, this PA causes a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate based is antithetical to your mission and does nothing to support your core values.

Undertaken that a healthcare position should be inclusive to all patients and not just those that support. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concetta to recommit to values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Here has no place in the profession and community and at a Concetta practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
She Herman

- Attachments:
- (1) <https://www.civil liberties.org/articles/2022/10/21/kaffiyeh-is-not-a-clothing-accessory-but-a-symbol-of-terrorism/>
 - (2) <https://www.civil liberties.org/articles/2022/10/21/kaffiyeh-is-not-a-clothing-accessory-but-a-symbol-of-terrorism/>
 - (3) <https://www.civil liberties.org/articles/2022/10/21/kaffiyeh-is-not-a-clothing-accessory-but-a-symbol-of-terrorism/>
 - (4) <https://www.civil liberties.org/articles/2022/10/21/kaffiyeh-is-not-a-clothing-accessory-but-a-symbol-of-terrorism/>
 - (5) <https://www.civil liberties.org/articles/2022/10/21/kaffiyeh-is-not-a-clothing-accessory-but-a-symbol-of-terrorism/>
 - (6) <https://www.civil liberties.org/articles/2022/10/21/kaffiyeh-is-not-a-clothing-accessory-but-a-symbol-of-terrorism/>

From: [Carla Rutkin](mailto:carla@carla.com)
To: carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com
Cc: carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com, carla@carla.com
Subject: carla@carla.com
Date: Saturday, February 1, 2025, 12:45:20 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Penn. City Council

Dear Concensus Medical:
You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Penn State, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mathia Khalaf, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murder, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 59,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalaf, the first woman to participate in airplane hijackings. (2)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic cartoon and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Liberty Concensus would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Changi Brook principles, providing quality care and a positive experience by living out our core values of a healing focus, a willow heart, and a willow resolve. Our colleagues provide welcoming, respectful, and deliberate care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh at a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and low tolerance is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concensus to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when anti-Semitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concensus practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Carla Rutkin

Attachments:
(1) <https://www.foxnews.com/health/keffiyeh>
(2) <https://www.foxnews.com/health/keffiyeh>
(3) <https://www.foxnews.com/health/keffiyeh>
(4) <https://www.foxnews.com/health/keffiyeh>
(5) <https://www.foxnews.com/health/keffiyeh>
(6) <https://www.foxnews.com/health/keffiyeh>
Send from my iPhone

From: [\[Redacted\]](#)
To: [\[Redacted\]](#)
Cc: [\[Redacted\]](#)
Subject: [\[Redacted\]](#)
Date: Saturday, February 1, 2025 at 10:02 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pass, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Patrons Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mutha Khalid, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic territories, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi emblems or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Block principles, providing quality care and a positive experience by living our core values of a healing focus, a willful heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing that healthcare symbol, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and fear hinders its contribution to your mission and does nothing to support your core values.

Understanding that healthcare positions should be inclusive to all patients and not just those that she supports, the PA in question should also be made aware that the terrorist organization for which she dresses support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) [https://www.foxnews.com/health/2023/01/26/kaffiyeh-symbol-terrorist-hamas-israel-iraq-palestine/](#)
- (2) [https://www.foxnews.com/health/2023/01/26/kaffiyeh-symbol-terrorist-hamas-israel-iraq-palestine/](#)
- (3) [https://www.foxnews.com/health/2023/01/26/kaffiyeh-symbol-terrorist-hamas-israel-iraq-palestine/](#)
- (4) [https://www.foxnews.com/health/2023/01/26/kaffiyeh-symbol-terrorist-hamas-israel-iraq-palestine/](#)
- (5) [https://www.foxnews.com/health/2023/01/26/kaffiyeh-symbol-terrorist-hamas-israel-iraq-palestine/](#)
- (6) [https://www.foxnews.com/health/2023/01/26/kaffiyeh-symbol-terrorist-hamas-israel-iraq-palestine/](#)

Amit Shkolnik, Esq.

Name: [Dr. Concerata](#)
to: [Dr. Concerata](#)
Subject: [Concerata](#)
Date: [Concerata](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: [Parr, City Council](#)

Dear Concerata Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potomac Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2023, a patient's experience went anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Melina Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings (2,3).

It has become the choice symbol of Hamas terrorists who seek the destruction of the only democratic country and the U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has become the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerata would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by — Orange Book principles, providing quality care and a positive experience by living our core values of a healing focus, a softflow heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh as a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare provider should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerata to reinforce its values and assure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when anti-Semitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is sending a clear message of support to Jewish customers. Its presence in your clinic leaves Jewish patients feeling abandoned and unsafe (6).

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerata practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- 1) <https://www.foxnews.com/health/keffiyeh>
- 2) <https://www.foxnews.com/health/keffiyeh>
- 3) <https://www.foxnews.com/health/keffiyeh>
- 4) <https://www.foxnews.com/health/keffiyeh>
- 5) <https://www.foxnews.com/health/keffiyeh>

Allia

Sent from my iPhone

From: rena.mosak
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Saturday, February 1, 2025 6:49:25 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Rena Mosak

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: Marty Markovits
To: keith_newdon@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: Caballo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); Cityattorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern:
Date: Saturday, February 1, 2025 7:55:27 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

S. Markovits

Attachments:

(1) <https://www.bbc.com/news/uk-england-london-68902366>

(2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>

(3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette

:<https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>

(4) https://avalon.law.yale.edu/20th_century/hamas.asp

(5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

(6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: [Candestina Gonzalez](mailto:Candestina.Gonzalez)
To: kath.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo_Angela \(BOS\): Somera_Aisa \(BOS\): Lurie_Daniel \(MYR\): ChenStaff: Board of Supervisors \(BOS\): Cityattorney: senator.wisner@senate.ca.gov: assemblymember.haney@assembly.ca.gov: Krista.Pfefferkorn@sen.ca.gov: Anna.Esparaza@sen.ca.gov](mailto:Calvillo_Angela(BOS):Somera_Aisa(BOS):Lurie_Daniel(MYR):ChenStaff:Board of Supervisors(BOS):Cityattorney:senator.wisner@senate.ca.gov:assemblymember.haney@assembly.ca.gov:Krista.Pfefferkorn@sen.ca.gov:Anna.Esparaza@sen.ca.gov)
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Sunday, February 2, 2025 2:40:44 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
: <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: hlantz@concentra.com
To: concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com
Cc: hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com; hlantz@concentra.com
Subject: hlantz@concentra.com
Date: Sunday, February 2, 2025 11:22 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Pass, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Petross Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was nothing but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mafra Khalil, who also opened a pro-Palestinian sign.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, rapes, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It was made iconic by Yasser Arafat, who was responsible for 6,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to display themselves as Confederate or KKK flags or to wear their overalls or pin at work, so there would remain Mexican American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by... Change Health principles, providing quality care and a positive experience by living our core values of healing focus, a culture first, and a vision first. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and hate based in unrefined to your mission and does nothing to support your core values.

Undertaken that healthcare positions should be inclusive to all patients and not just those that the supports. The PA's question should also be made aware that the terrorist organizations for which the dress support includes a genetic ideology to murder all Jews and offend the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. By presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. This has to place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,
Hlantz Lawlor

Attachments:

(1) <https://www.foxnews.com/politics/kaffiyeh> (2) <https://www.foxnews.com/politics/kaffiyeh> (3) <https://www.foxnews.com/politics/kaffiyeh> (4) <https://www.foxnews.com/politics/kaffiyeh> (5) <https://www.foxnews.com/politics/kaffiyeh> (6) <https://www.foxnews.com/politics/kaffiyeh>

(1) <https://www.foxnews.com/politics/kaffiyeh> (2) <https://www.foxnews.com/politics/kaffiyeh> (3) <https://www.foxnews.com/politics/kaffiyeh> (4) <https://www.foxnews.com/politics/kaffiyeh> (5) <https://www.foxnews.com/politics/kaffiyeh> (6) <https://www.foxnews.com/politics/kaffiyeh>

(1) <https://www.foxnews.com/politics/kaffiyeh> (2) <https://www.foxnews.com/politics/kaffiyeh> (3) <https://www.foxnews.com/politics/kaffiyeh> (4) <https://www.foxnews.com/politics/kaffiyeh> (5) <https://www.foxnews.com/politics/kaffiyeh> (6) <https://www.foxnews.com/politics/kaffiyeh>

(1) <https://www.foxnews.com/politics/kaffiyeh> (2) <https://www.foxnews.com/politics/kaffiyeh> (3) <https://www.foxnews.com/politics/kaffiyeh> (4) <https://www.foxnews.com/politics/kaffiyeh> (5) <https://www.foxnews.com/politics/kaffiyeh> (6) <https://www.foxnews.com/politics/kaffiyeh>

Sent from my iPhone

From: David Burakoff
To: kath.newton@concentra.com; torlenjo@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: Calvillo_Angela@BOS; Somera_Aisa@BOS; Lurie_Daniel@MYR; ChenStaff@Board of Supervisors@BOS; Cityattorney_senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Sunday, February 2, 2025 10:07:40 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

DAVID BURAKOFF

From: Susan Pollack
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Cabillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); CityAttorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Sunday, February 2, 2025 10:44:49 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Susan C Pollack

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtualibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
; <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day: Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxy9d99vo>

From: Rebecca Moskowitz
To: rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com
Cc: rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com, rebecca@rebeccamoskowitz.com
Subject: rebecca@rebeccamoskowitz.com
Date: Sunday, February 3, 2025 11:44:42 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concursa Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your corner, like the one at Patten Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Melina Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, tortures, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 15,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khalil, the first woman to participate in airplane hijackings (2,3)

It has become the clear symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concursa would not allow its employees to drap themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African Americans, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willing heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is antithetical to your mission and does nothing to support your core values.

Understand that healthcare providers should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organizations for which she shows support include a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concursa to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish communities. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concursa practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://encl.american-ahaj.org/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/>
- (2) <https://encl.american-ahaj.org/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/>
- (3) <https://encl.american-ahaj.org/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/>
- (4) <https://encl.american-ahaj.org/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/>
- (5) Michael Starr - "October 7 is about to be every day" - Columbia rally was Hamas support - 21 April 2024, Jerusalem Post
- (6) <https://encl.american-ahaj.org/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/> - <https://www.thejewishpress.com/healthcare/2025/01/28/keffiyeh-wearing-physician-assistant/>

Rebecca Moskowitz

From: [Professor Karen \(Ren\) Fiss](#)
To: keith_newton@concentra.com; rortenzio@selectmedical.com; pegusc@mac.com; marcwatkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Lurie, Daniel \(MYR\)](#); [ChenStaff](#); [Board of Supervisors \(BOS\)](#); [Cityattorney](#); senator.wiener@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Sunday, February 2, 2025 12:09:56 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

As a resident of San Francisco, I am disturbed by the open support for terrorism at your Potrero location. Your centers, like the one at Potrero Hill, are supposed to ‘support a positive patient experience.’

Sadly, in January 2025, a patient’s experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician’s Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer’s political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you ‘are guided by ... Orange Book principles, providing

quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,
Dr. Ren Fiss

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZJ66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette ;<https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>

(4) https://avalon.law.yale.edu/20th_century/hamas.asp

(5) Michael Starr, "October 7 is about to be every day:' Columbia rally sees Hamas support,"
21 April 2024, Jerusalem Post

(6) <https://www.bbc.com/news/articles/c9wkxv9d99vo>

From: concerns@concerns.org
To: concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org
Cc: concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org, concerns@concerns.org
Subject: concerns@concerns.org
Date: Sunday, February 2, 2025 11:01 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Penn, City Council

Dear Concerns Medical:

You have been known for more than 37 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Patient Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when the cancer care center was visited by a kaffiyeh-wearing Physician's Assistant, Maffia Khalil, who also opened a pro-Palestinian jam.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, war, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 30,000 terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijackings (2,3)

It has become the clear symbol of Hamas terrorism who seek the destruction of the only democratic country and one U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, LatinX, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Change Book principles, providing quality care and a positive experience by being out our core values of a healing focus, a willing heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all.'

By wearing a kaffiyeh in a healthcare role, the PA causes a health environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undertaken that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, the symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Shmuel Stenberg

Attachments:

- (1) <https://www.fox.com/news/anti-islam-kaffiyeh-worn-in-hospital-rooms-20250128>
- (2) <https://www.fox.com/news/anti-islam-kaffiyeh-worn-in-hospital-rooms-20250128>
- (3) <https://www.fox.com/news/anti-islam-kaffiyeh-worn-in-hospital-rooms-20250128>
- (4) <https://www.fox.com/news/anti-islam-kaffiyeh-worn-in-hospital-rooms-20250128>
- (5) <https://www.fox.com/news/anti-islam-kaffiyeh-worn-in-hospital-rooms-20250128>
- (6) <https://www.fox.com/news/anti-islam-kaffiyeh-worn-in-hospital-rooms-20250128>

Send from my iPhone

From: [Eden Zakai](mailto:Eden.Zakai@concentra.com)
To: keith_newton@concentra.com; rortenzio@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: [Calvillo, Angela \(BOS\)](mailto:Calvillo_Angela@BOS); [Somera, Alisa \(BOS\)](mailto:Somera_Alisa@BOS); [Lurie, Daniel \(MYR\)](mailto:Lurie_Daniel@MYR); [ChenStaff; Board of Supervisors \(BOS\)](mailto:ChenStaff@BoardofSupervisors@BOS); [Cityattorney; senator.wiener@senate.ca.gov](mailto:Cityattorney@senator.wiener@senate.ca.gov); assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Monday, February 3, 2025 4:13:47 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
<https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (4) https://avalon.law.yale.edu/20th_century/hamas.asp
- (5) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post
- (6) <https://www.bbc.com/news/articles/c9wkxv9d99vo>

Eden Mitrany, LMSW, PhD Candidate

Name: _____
ID: _____
Address: _____
Phone: _____
Email: _____

This message & items contain the City email system. Do not open links or attachments from untrusted sources.

cc: Penn, City Council

Dear Concerns Medical,

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Penn Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a Kefflyah-wearing Physician's Assistant, Mafin Khalil, who also opened a pro-Palestinian sign.

There are far more things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a Kefflyah, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the Kefflyah is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalid, the first woman to participate in airplane hijacking. (2,3)

It has become the chosen symbol of Hamas terrorists who used the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the Kefflyah has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to dress themselves in Confederate or KKK Banners or wear Nazi Swastika or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willful heart, and a resilient resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a Kefflyah in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and fear hinders its mission and does nothing to support your core values.

Undertaken that healthcare position should be behavior to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organizations for which she does support include a genocidal ideology to murder all Jews and offend the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. By presence in your clinic, leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Dr. Brad Abraham, D.O.

Attachments:

- (1) <https://www.aramark.com/...>
- (2) <https://www.aramark.com/...>
- (3) <https://www.aramark.com/...>
- (4) <https://www.aramark.com/...>
- (5) <https://www.aramark.com/...>
- (6) <https://www.aramark.com/...>

From: concerns@concerns.com
To: concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com; concerns@concerns.com
Subject: concerns@concerns.com
Date: Monday, February 1, 2021 10:08 AM

This message is from outside the City email system. Do not open links or attachments from external sources.

cc: Peers, City Council

Dear Concerns Medical:

You have been known for more than 39 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Penners Hill, are designed to "support a positive patient experience."

Sadly, in January 2021, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mafin Khalil, who also sported a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signal support for radical Islamic terrorism, including the murders, arson, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalil, the first woman to participate in airplane hijackings (2,3).

It has become the chosen symbol of Hamas terrorism who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by being our own voices of a healing focus, a softest heart, and a tireless mission. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, the PA causes a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be objective to all patients and not just those that the supports. The PA in question should also be made aware that the terrorist organization for which she chooses support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where anti-Semitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers, be presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this issue.

Sincerely,

Attachments:

- 1) <https://www.cnn.com/2023/01/05/health/kaffiyeh-palestinian/index.html> - <https://www.youtube.com/watch?v=1g3p3p3p3p3>
- 2) <https://www.foxnews.com/health/kaffiyeh-palestinian-symbol>
- 3) <https://www.foxnews.com/health/kaffiyeh-palestinian-symbol>
- 4) <https://www.foxnews.com/health/kaffiyeh-palestinian-symbol>
- 5) <https://www.foxnews.com/health/kaffiyeh-palestinian-symbol>
- 6) <https://www.foxnews.com/health/kaffiyeh-palestinian-symbol>

Scan from my iPhone

From: [City Council](#)
To: [City Council](#)
Subject: [City Council](#)
Date: [City Council](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Peter, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Patens Hill, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mafra Khalil, who also opened a pro-Palestinian pop.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, rapes, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol commonly banned from many U.S. and international venues (1), the healthcare professional has publicly aligned herself with terrorism and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 10,000 separate terrorist attacks and thousands murdered. It was also made iconic by Luthi Khalil, the first woman to participate in airplane hijackings. (2,3)

It has become the clear symbol of Hamas terrorism who took the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the historic massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by living our core values of a healing focus, a willful heart, and a resilient resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh as a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare provider should be inclusive to all patients and not just those that she supports. The PA's question should also be made clearer that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and assure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when antisemitism is disproportionately on the rise and violence against Jewish communities is becoming alarmingly common, this resulted in nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- 1)
- 3)
- 5)

Best,

Kim Rosenberg Horowitz

Name: [Name](#)
ID: [ID](#)
Address: [Address](#)
Phone: [Phone](#)
Email: [Email](#)
Date: [Date](#)

This message is from outside the City email system. Do not open links or attachments from unknown sources.

cc: Penn. City Council

Dear Concetta Medical,

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries. Your centers, like the one at Penn State Harrisburg, are designed to "support a positive patient experience."

Sadly, in January 2023, a patient's experience was anything but positive when she came into the center and was treated by a kaffiyeh-wearing Physician's Assistant, Mehdi Khalil, who also opened a pro-Palestinian sign.

There are five things most disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a kaffiyeh, a symbol commonly banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the kaffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Laila Khalil, the first woman to participate in airplane hijackings. (2,3)

It has become the status symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the horrific massacre and kidnapping of Jews on October 7, 2023, the kaffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concetta would not allow its employees to display themselves in Confederate or KKKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Change Book principles, providing quality care and a positive experience by being not our core values of a healing focus, a wellness focus, and a mission results. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a kaffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and law hatred is antithetical to your mission and does nothing to support your core values.

Undoubtedly that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concetta to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concetta practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Attachments:

- (1) <https://nfl.avanan.chka.v2.6151...https://www.bbc.com/news/uk-england-london-68002366...YAAcN6zJ9QzOndf8oaV4E7Y7Z9WZLz0n8AGZDYAZZMEHSMDBOTRkMaa0Wad5McY0WBRMDeZa2dMEZaRByq07DjWfANaYf0WMSNTAMyZJZa0NDQZTVNadwZL20DBYAsOWPaVgZz0KAY5Yf>
- (2) <https://nfl.avanan.chka.v2.6151...https://www.youtube.com/watch?v=ZJ88vVYg...YAAcN6zJ9QzOndf8oaV4E7Y7Z9WZLz0n8AGZDYAZZMEHSMDBOTRkMaa0Wad5McY0WBRMDeZa2dMEZaRByq07DjWfANaYf0WMSNTAMyZJZa0NDQZTVNadwZL20DBYAsOWPaVgZz0KAY5Yf>
- (3) <https://nfl.avanan.chka.v2.6151...https://www.pewresearch.org/fact-tank/2023/04/26/anti-semitism-in-the-us-remains-high-but-is-not-as-widespread-as-it-was-in-the-1980s...YAAcN6zJ9QzOndf8oaV4E7Y7Z9WZLz0n8AGZDYAZZMEHSMDBOTRkMaa0Wad5McY0WBRMDeZa2dMEZaRByq07DjWfANaYf0WMSNTAMyZJZa0NDQZTVNadwZL20DBYAsOWPaVgZz0KAY5Yf>
- (4) <https://nfl.avanan.chka.v2.6151...https://www.nytimes.com/2023/04/26/us/politics/anti-semitism-in-the-us-remains-high-but-is-not-as-widespread-as-it-was-in-the-1980s...YAAcN6zJ9QzOndf8oaV4E7Y7Z9WZLz0n8AGZDYAZZMEHSMDBOTRkMaa0Wad5McY0WBRMDeZa2dMEZaRByq07DjWfANaYf0WMSNTAMyZJZa0NDQZTVNadwZL20DBYAsOWPaVgZz0KAY5Yf>
- (5) Michael Stone, "Kaffiyeh: The symbol of terror," *Colombia Daily Sun*, Harrisburg Post, 11 April 2023, <https://www.colombiadaily.com/story/news/2023/04/11/kaffiyeh-the-symbol-of-terror/>
- (6) <https://nfl.avanan.chka.v2.6151...https://www.bbc.com/news/uk-england-london-68002366...YAAcN6zJ9QzOndf8oaV4E7Y7Z9WZLz0n8AGZDYAZZMEHSMDBOTRkMaa0Wad5McY0WBRMDeZa2dMEZaRByq07DjWfANaYf0WMSNTAMyZJZa0NDQZTVNadwZL20DBYAsOWPaVgZz0KAY5Yf>

Cheryl Paunman, LCSW
718-389-6618

Certified Level III EFT Therapist

Certified EMDR Therapist

<https://empowermentaftertrauma.com/>

Queens, NY
112-21 49th Road
Flushing, NY 11357

Brooklyn, NY
129 Avenue J
11230

Boca Raton, FL
3015 Boca Vista Way
33433

From: [redacted]
To: [redacted]
Cc: [redacted]
Subject: [redacted]
Date: Monday, February 1, 2025 7:54:42 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concerns Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your center, like the one at Pennon Hill, are designed to "support a positive patient experience."

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Mufsa Khalid, who also opened a pro-Palestinian pin.

There are few things more disconcerting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorism, including the murders, rapes, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol customarily banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestinian movement. It has become a modern-day swastika. It was made iconic by Yasir Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leah Khalid, the first woman to participate in airplane hijackings. (2,3)

It has become the chosen symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel.

Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concerns would not allow its employees to display themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin X, Jewish, and LGBTQ+ customers.

According to your own website, you "are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a willless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skilled care to deliver and preserve access to high-quality health services for all."

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Undertaken that healthcare positions should be helms to aid patients and not just those that help them. The PA question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concerns to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, when attention is disproportionately on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patients feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concerns practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Imre

Attachments:

- (1) <https://www.foxnews.com/health/keffiyeh-terrorist-symbol> ...
- (2) <https://www.foxnews.com/health/keffiyeh-terrorist-symbol> ...
- (3) <https://www.foxnews.com/health/keffiyeh-terrorist-symbol> ...
- (4) <https://www.foxnews.com/health/keffiyeh-terrorist-symbol> ...
- (5) Michael Starr, "October 7 is about to be every day" - Columbia rally sets Hamas support" - 21 April 2024, Jerusalem Post
- (6) <https://www.foxnews.com/health/keffiyeh-terrorist-symbol> ...

Sent from my iPhone

From: Rabbi Shelley Kniaz
To: keith_newton@concentra.com; tortenjo@selectmedical.com; pegusc@mac.com; marcwalkins@kroger.com; mtarvin@selectmedical.com
Cc: Calvillo, Angela (BOS); Somera, Aisa (BOS); Lurie, Daniel (MYR); ChenStaff; Board of Supervisors (BOS); Cityattorney; senator.wisner@senate.ca.gov; assemblymember.haney@assembly.ca.gov; Krista.Pfefferkorn@sen.ca.gov; Anna.Esparaza@sen.ca.gov
Subject: Urgent Concern: Inappropriate Symbolism Worn by Healthcare Professional at Potrero Hill Concentra
Date: Tuesday, February 4, 2025 6:24:45 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

cc: Press, City Council

Dear Concentra Medical:

You have been known for more than 35 years as a leader in the world of health care, especially workplace injuries.

Your centers, like the one at Potrero Hill, are designed to 'support a positive patient experience.'

Sadly, in January 2025, a patient's experience was anything but positive when she came into the center and was treated by a keffiyeh-wearing Physician's Assistant, Muftia Khalil, who also sported a pro-Palestinian pin.

There are few things more discomfoting than being seen by a healthcare professional wearing a piece of cloth specifically worn to signify support for radical Islamic terrorists, including the murders, torture, and sexual atrocities committed, most recently on October 7, 2023.

By wearing a keffiyeh, a symbol currently banned from many U.S. and international venues (1), this healthcare professional has publicly aligned herself with rhetoric and actions that, at a minimum, are anti-American and justify and glorify terrorism, violence, and hate.

There can be no doubt that the keffiyeh is no longer simply a piece of clothing. It is now a highly charged symbol that represents the wearer's political affiliation with Hamas and the pro-Palestine movement. It has become a modern-day swastika. It was made iconic by Yasser Arafat, who was responsible for 19,000 separate terrorist attacks and thousands murdered. It was also made iconic by Leila Khaled, the first woman to participate in airplane hijackings. (2,3)

It has become the clarion symbol of Hamas terrorists who seek the destruction of the only democratic country and our U.S. ally, Israel. Moreover, since the barbaric massacre and kidnapping of Jews on October 7, 2023, the keffiyeh has been the uniform worn by Hamas terrorists and their supporters worldwide.

Likely, Concentra would not allow its employees to drape themselves in Confederate or KKK flags or to wear Nazi swastikas or pins at work, as these would threaten African American, Latin-X, Jewish, and LGBTQ+ customers.

According to your own website, you 'are guided by ... Orange Book principles, providing quality care and a positive experience by living out our core values of a healing focus, a selfless heart, and a tireless resolve. Our colleagues provide welcoming, respectful, and skillful care to deliver and preserve access to high-quality health services for all.'

By wearing a keffiyeh in a healthcare role, this PA creates a hostile environment for Jewish patients. This would not be tolerated for any other ethnic or religious group. Wearing these symbols of terrorism and Jew hatred is antithetical to your mission and does nothing to support your core values.

Understand that a healthcare position should be inclusive to all patients and not just those that she supports. The PA in question should also be made aware that the terrorist organization for which she shows support includes a genocidal ideology to murder all Jews and obliterate the democratic state of Israel. (4,5)

Now is a critical moment for Concentra to reinforce its values and ensure that all personnel understand the broader implications of their actions both within and beyond the medical community.

In today's climate, where antisemitism is dangerously on the rise and violence against Jewish communities is becoming alarmingly common, this symbol is nothing short of a threat to Jewish customers. Its presence in your clinic leaves Jewish patrons feeling alienated and unsafe. (6)

Thank you for addressing this urgent matter with the gravity it deserves. Hate has no place in the profession and certainly not at a Concentra practice devoted to providing healing and medical assistance to all human beings on an equal and non-discriminatory basis.

We await a response to this issue and request that you update your website to reflect this intent.

Sincerely,

Rabbi Shelley Kniaz

Attachments:

- (1) <https://www.bbc.com/news/uk-england-london-68902366>
- (2) <https://www.youtube.com/watch?v=g-ZI66NVVNg>
- (3) https://www.jewishvirtuallibrary.org/the-involvement-of-arafat-and-pa-officials-in-terrorism-against-israel#google_vignette
- (4) <https://www.un.org/webcast/ga/58/statements/israeng030925.htm#:~:text=Tragically%20%2D%20for%20his%20people%20and,19%2C000%20separate%20Palestinian%20terrorist%20attacks>
- (5) https://avalon.law.yale.edu/20h_century/hamas.asp
- (6) Michael Starr, "October 7 is about to be every day:" Columbia rally sees Hamas support," 21 April 2024, Jerusalem Post

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: JFK Drive
Date: Thursday, February 6, 2025 2:31:04 PM

Dear Supervisors,

Please see below from Margaret Fuson regarding John F. Kennedy Drive.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: Margaret Fuson <Margaret.Fuson.497166430@sendgrassroots.com>
Sent: Friday, January 31, 2025 11:29 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: JFK Drive

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

The 24/7 closure of JFK drive has left many people unable to access Golden Gate Park and its institutions. The current closure is for those who live close enough, have the money to pay for parking, or are able bodied enough to travel on foot or bicycle.

We need to go back to the compromise that was struck and reopen JFK as it was before the pandemic!

Sincerely,
Margaret Fuson

From: Ramona Mayon <ramonam@yahoo.com>
To: Board of Supervisors
Cc: My Sister Above to the Board
Subject: Ramona Mayon 2/23/24 8:41 AM
Date: 2/23/24 8:41 AM
Attachments: [Screenshot 2024-02-23 at 8:41 AM](#)
[Screenshot 2024-02-23 at 8:41 AM](#)

Dear Supervisors,

Please see below from Ramona Mayon regarding conditions at the Bayview Vehicle Triage Center.

Regards,

Richard Legare
Office of the Clerk of the Board
San Francisco Board of Supervisors
135 Concourse B, Golden Gate Place, Room 246
San Francisco, CA 94102
Voice (415) 694-6146 | Fax (415) 694-5143
ramonam@yahoo.com

Privacy Notice, See, too

Disclosure: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

From: Ramona Mayon <ramonam@yahoo.com>
Sent: Tuesday, February 6, 2024 8:41 AM

To: Earl, Corey (HCM) <corey.earl@sf.gov>; Buckwalter, Patrick (HCM) <patrick.buckwalter@sf.gov>; Bracco, Louis (HCM) <louis.bracco@sf.gov>; Coran, Stephanie (HCM) <stephanie.coran@sf.gov>; STEEL, TARA (ACT) <Tara.Steeley@sf.gov>; KELL, ZUZANA (ACT) <zuzana.kell@sf.gov>; James Bouquin <james.bouquin@sf.gov>; James Bouquin <james.bouquin@sf.gov>; McSpadden, Shemar (HCM) <shemar.mcspadden@sf.gov>; Cohen, Emily (HCM) <emily.cohen@sf.gov>; Redshaw, Bridget (HCM) <bridget.redshaw@sf.gov>; Redshaw, Lisa (HCM) <lisa.redshaw@sf.gov>; 119 Governance <119.governance@sf.gov>; Lora, David (HR) <david.lora@sf.gov>; COO, Controller (COM) <controller.com@sf.gov>; Board of Supervisors (BO) <boardofsupervisors@sf.gov>; BoardMemberStaff (BO) <boardmemberstaff@sf.gov>; ChiefStaff (BO) <chiefstaff@sf.gov>; DirectorStaff (BO) <directorstaff@sf.gov>; GeneralistStaff (BO) <generaliststaff@sf.gov>; Fielder, Julie (BO) <julie.fielder@sf.gov>; MahmoodStaff <MahmoodStaff@sf.gov>; ManagerStaff (BO) <managerstaff@sf.gov>; SeniorStaff <seniorstaff@sf.gov>; Staff <staff@sf.gov>; Watson, Sherman (BO) <sherman.watson@sf.gov>; King, Ava (DPH) <ava.king@sf.gov>
Cc: Frank & Lindsey <frank.lindsey@sf.gov>; Kelly <kelly@sf.gov>
Subject: Error Above to NH Dogue

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Cody,

(NOTE to other readers Cody Earl is the ADA consultant for Dept. of Homelessness and LITERALLY the only person who has ever answered our emails).

This case plan to repair and register my RV so I could leave - Kelly Hight also came at same time for same reason, except hers is out-of-state relocation to family while mine is to a rural RV park in Northern California) all this came under the 16.3.24 approved Reasonable Accommodations request for RV repair and registration in order to move from the non-compliant VTC to a normal proper RV park (after 30 months here suffering for \$12,000 a month to Urban Achway and Bayview Vehicle Triage Center and Meals-on-Wheels here I'll do the math for you I'll \$360,000 of which \$75,000 went to case management with Bayview Hunter's Point Foundation while all I EVER asked for was less than \$5,000 in repairs I have multiple estimates showing Dave was highly overpriced).

Please forward Dave's invoice for the roof work. You can add it to this email. I have put Dave's first two invoices totaling \$11,000. I need the third invoice for the roof work so as include it as extra money received on top of mechanics he failed to do. This response (or lack of) will be included in my complaint to Bureau of Automotive Repair (B.A.R.) because Kelly informed me yesterday that Dave was paid for his work for me. That's what I have been waiting to see happen.

Please note the Controller, the mayor, the Board of Supervisors, and the HSH executives on this email.

THAT IS TO INFORM THEM THAT DAVE IS NOT A LICENSED MECHANIC YET THE 'TEAM' IS TAKING HIS WORD THAT MY RV IS UNREPAIRABLE.

It's been over a week since you asked and I gave you the number of a mobile mechanic capable of doing work it already told you about Dave's motorcycle accident mashing up a bunch of bones - man is a lot of pain, I hear).

This is the missing window yesterday he failed to repair (twice) yet got paid \$515 + for doing. That is outright fraud, but the fact this is being ignored by those in charge of "care" is sicker alone.

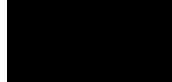
[2.3.25 more window in bedroom \\$515 for one hour \\$150 knowing this is still broken](#)



2.3.25 more window in bedroom \$515 did pay Dave \$515 knowing this is still broken.

This is the leak in my bedroom at 6 am.

[2.4.25 leak in bathroom and payment of \\$55 to Dave by NHSH](#)



2.4.25 leak in bathroom, post-payment of \$55 to Dave by NHSH

I include James Bouquin in this email because it was his case manager that tried "Olig tank Removal" who removed all the silicone from my 7 windows, replaced it with cheap housing caulk which has loosened every window and caused it to leak. When the RV moves, whether driven or towed, the vibration will cause them to fall out, like Kelly's windshield. Same "company" did that to hers. And just like hers, there is raining coming in at all windows. I'd like to point out that I never had a problem with the windows before November 2023. They did this on the command of BHWFF.

The fact that not a single grievance has been answered makes this an intentional act. The fact it has now been three times unlicensed labour has damaged my RV and it's ignored makes this a pattern.

The required pre-litigation administrative claim was sent 1.22.25 and it only has until 3.25 to be denied or agreed upon, then it's off to the races. I will have accountability. If I die trying I have three heirs who will instantly turn this into a wrongful death suit.

This repair was APPROVED as an ADA-based Reasonable Accommodation on 10.7.24. That is false imprisonment. I was FORCED by threat of impound 8.9.22 and you yourself in an email right before Christmas used the same word "impoundment", all being a possible outcome. I am 64, disabled, on SSI, and have terminal cancer.

Sherriff are coming for the closure on 2.14.25, we have been told. That's what prompted me to go to the Board of Supervisors today at 2pm.

The living conditions and the false promises at the "safe parking program" are an international human rights violation, which is where I am going with this, not just American courts. I am proceeding with a complaint to the UN's Human Rights Council. The only thing that stops that is if you'll immediately recognize how badly the ethnic group/Tweezer is affected by SPFO 87. It is literally a genocidal law because it criminalizes "resting or sleeping in a house car between 10 pm and 8 am".

In 2019 it was amended to show "safe parking program" and a license for the RV dweller to exist legally in the General Land Use Plan. Now, without a public hearing, our license is being revoked, though no fault of our own. See generally Goldberg. Kelly regarding the need for due process when "life-saving benefits" are denied to those already granted them.

Sincerely,
Ramona Mayon

Generative summary

Dave's Mobile RV Repairs
4619 Geneva RD #27
Berkeley, CA 94711 US

INVOICE

BILL TO
520 Hunters View Expressway
San Francisco, CA 94124

INVOICE # 6802
DATE: 11/13/2024
DUE DATE: 12/13/2024

DESCRIPTION	QUANTITY	UNIT PRICE	TOTAL PRICE
Diagnosis: RV Make: 1998 Conquest Model: (Latterum) L.E. S/MC322 *No Road Worthy		200.00	200.00
Parts *New Red Seat	1	240.00	240.00
Parts *Sash Plug	4	70.00	280.00
Parts *2x Linda Horns Batteries	2	350.00	700.00
Parts *Power Steering Pump *High Pressure Line	1	510.00	510.00
Parts *Power Steering Fluid *Fluid Filter	1	45.00	45.00
Parts *Engine Air Filter *Engine Oil Filter *5 Quarts Synthetic Oil	1	214.00	214.00
Parts *Misc. Fasteners, Bush, Clips (Retainer Springs), Camps, Fluids, Etc.	1	290.00	290.00
Taxel Time	2	200.00	400.00
Labor *Remove and Replace High Pressure Line *Remove and Replace S-Trap *Remove and Replace Power Steering Pump *Remove and Replace Engine Air Filter *Remove and Replace 2x Batteries *Engine Tune Up *Oil Service & Flushing	22	300.00	6,600.00
Tax Deductible *Tax, Shipping, Environmental Fees, Parking, Tolls, etc will be applied as incurring.	0.00		0.00
Thank you for your business!		BALANCE DUE	\$8,876.00



Generative summary

Dave's Mobile RV Repairs
4610 Gateway RD #27
Bethel Island, CA 94511 US

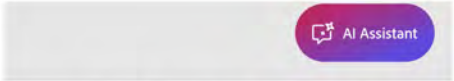
INVOICE

BILL TO
500 Hunters Point Expressway
San Francisco, CA 94124

INVOICE # 5681
DATE 11/13/2024
DUE DATE 12/13/2024

SERVICE	DESCRIPTION	QTY	RATE	AMOUNT
Diagnostic	Make: 2012 Chrysler Model: RV / Llc: 18LJK04 • Needs Window Regulator (Driver Side) • Need to Steam Clean Engine & Check for Leaks		200.00	200.00
Engine Pressure Wash	• Treat Engine & Steam Clean		125.00	125.00
Parts	• Window Regulator	1	150.00	150.00
Parts	• Misc Fasteners, Bolts, Clips, Retainer Springs, Clamps, Fluids, Etc	1	200.00	200.00
Travel Time		2	200.00	400.00
Labor	• Remove and Replace Window Regulator • Repair Detected Leaks	5	200.00	1,000.00
Tax Disclaimer	• Tax, Shipping, Environmental Fees, Parking, Tolls, etc will be applied at invoicing		0.00	0.00

Thank you for your business BALANCE DUE \$2,075.00



Comm... Highlight Draw Text Fill & S... More t...









AI Overview

The Human Rights Committee is a group of experts who monitor how countries implement the International Covenant on Civil and Political Rights (ICCPR). The committee's goal is to ensure that everyone has the rights guaranteed by the ICCPR.



What the committee does

- Reviews reports from countries on how they are implementing the ICCPR
 - Addresses concerns and makes recommendations to countries
 - Considers complaints between countries
 - Considers complaints about violations of the ICCPR by individual countries
 - Drafts and adopts concluding observations that include recommendations
 - Follows up on recommendations to ensure they are implemented
-

the State concerned.

In accordance with paragraph 106 of resolution 5/1, both the author of the communication and the State concerned are informed of the proceedings at each stage.

For more information, please [visit the FAQ](#)

* [Admissibility criteria](#)

- [How to submit a complaint](#)

Online

If you consider that your complaint meets the above-mentioned criteria, please fill out the [online submission form](#) for fastest processing.

By mail

Alternatively, you may download the [complaint procedure form](#), complete it and mail it to:
Complaint Procedure Unit – Human Rights Council Branch
OHCHR – Palais Wilson United Nations Office at Geneva
CH-1211 Geneva 10, Switzerland.

Disclaimer

The Complaint Procedure of the Human Rights Council no longer accepts submission of complaints via email.

* [What happens after you submit a complaint](#)

* [Key figures & achievements](#)

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#); [BOS Legislation, \(BOS\)](#)
Subject: FW: Kelly Hughs Speaker Card - Bayview Vehicle Triage Center
Date: Tuesday, February 4, 2025 1:39:36 PM
Attachments: [33331-speaker_card_KH.pdf](#)
[Kelly's 3 minutes 2 4 25 - Google Docs.pdf](#)

Dear Supervisors,

Please see below and attached regarding conditions at the Bayview Vehicle Triage Center.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: Ramona Mayon <ramonamayon@yahoo.com>
Sent: Tuesday, February 4, 2025 12:00 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; MandelmanStaff (BOS) <mandelmanstaff@sfgov.org>; ChanStaff (BOS) <chanstaff@sfgov.org>; ChenStaff <ChenStaff@sfgov.org>; DorseyStaff (BOS) <DorseyStaff@sfgov.org>; EngardioStaff (BOS) <EngardioStaff@sfgov.org>; Fielder, Jackie (BOS) <Jackie.Fielder@sfgov.org>; MahmoodStaff <MahmoodStaff@sfgov.org>; MelgarStaff (BOS) <melgarstaff@sfgov.org>; SauterStaff <SauterStaff@sfgov.org>; SherrillStaff <SherrillStaff@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; King, Asa (DPH) <asa.king@sfdph.org>; McSpadden, Shireen (HOM) <shireen.mcspadden@sfgov.org>; Cohen, Emily (HOM) <emily.cohen@sfgov.org>; HSH Grievances <hshgrievances@sfgov.org>; Rachowicz, Lisa (HOM) <lisa.rachowicz@sfgov.org>; Badasow, Bridget

(HOM) <bridget.badasow@sfgov.org>; Bracco, Louis (HOM) <louis.bracco@sfgov.org>; Buckalew, Patrick (HOM) <patrick.buckalew@sfgov.org>; Coram, Stephanie (HOM) <stephanie.coram@sfgov.org>; Lurie, Daniel (MYR) <daniel.lurie@sfgov.org>; james.bouquin <james.bouquin@bayviewci.org>; Ian Clark-Johnson <ianc@urban-alchemy.us>; Ronald Carter <ronaldc@urban-alchemy.us>

Cc: Ursula K. Lindsey <ursula.k.lindsey@hud.gov>; Eliff, Cody (HOM) <cody.eliff@sfgov.org>

Subject: Kelly Hughs Speaker Card

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I have learned Ms. Hughs' suffers from dyslexia as well as being in a wheelchair chair, please accept this statement she will do her best to read but in light of the closure of the facility in ten days, she asked me to turn this into a PDF so the Board and HSH might read it.

Sincerely,

Ramona Mayon

Candlestick 35 Tenants Union Representative

Speaker Card
發言卡
Tarjeta de Hablante

To aid in the preparation of minutes, you are requested, *but not required*, to provide this information.
No es obligatorio pero se les solicita esta informacion para ayudar con la preparacion de notas.

請供應以下資料為協助我們準備會議記錄

Name 姓名 Nombre: _____

Organization 組織 Organizacion: _____

Item No: _____ Subject: _____
項目: _____ 主題: _____
Tema: _____ Sujeto: _____

Support Appeal	Support Project	Neither Support Appeal/Project	Date:
支援上訴	支援專案	無意見	日期:
Por recurso	Por proyecto	Ninguno de los dos	Fecha: _____

Speaker cards are accepted only on the day and time of the scheduled meeting and does not constitute the order that you will be called.
只在預定的會議日期和時間接納發言卡、並沒有排繼構成作用。

Las tarjetas de oradores, se aceptan solo en el dia y hora de la reunion programada y no constituyen el orden en que usted sera llamado.

The Chair may choose to call a general public comment instead of the individual by name.

主席可選擇公眾注釋而不個人按名稱調。

El presidente puede optar por llamar a un comentario público en general en lugar del individuo por su nombre.

The policy of the City and County of San Francisco and of the Board of Supervisors (Board) is to encourage and permit public testimony before legislative action is taken by the Board. Members of the public are encouraged to write to the Board concerning municipal issues.

採取立法的行動及前三藩市市政府和市議會的政策鼓勵和允許公民見證。

鼓勵公民向市議會寫拱關於市政問題。

La politica de la Ciudad y del Condado de San Francisco y la Junta de Supervisores(La Junta) es fomentar y permitir el testimonio publico antes que la acción legislativa sea tomada por la Junta. Miembros del público son alentados a escribir a la Junta sobre asuntos municipales.

Communications relating to matters pending before the Board or one of its committees shall be placed in the file concerning that matter.

有關掛起市議會和委員會之前的事宜通信件必須放置在有關這件事的檔中。

Comunicaciones relacionadas a los asuntos pendientes ante la Junta o uno de sus comités, se archivarán en el expediente relacionado a ese asunto.

Persons speaking before the Board or a Board committee shall confine their remarks to the question before the Board or committee.

在市議會或委員會前發言者必須只見意有關的問題。

Las personas que hablen ante la Junta o un comité de la Junta, limitarán sus observaciones al asunto ante la Junta o el comité.

Hello, my name is Kelly Hughs. I live in an RV at the VTC. I have been there for 30 months.

Because of my wheelchair, I am the center of a 15-month investigation by HUD over the City's lack of ADA-compliance.

The Dept of Homelessness was the one who offered me help relocating to my family in Texas.

I was second in line for repairs, then that stopped in coincidence to the HUD investigation?

I was skipped over when Bayview Foundation took a busload of people to the DMV. I wasn't told, and they also got tires, but I didn't.

Then a year goes by, there is damage from the rats, big rats, this is a wharf area, they are everywhere. Also damaged by being run into by a drunk Urban Alchemy staff, my bumper was destroyed. Another Urban Alchemy staffer beat my door so hard the window fell out.

Finally Dept was forced by HUD to hire an ADA consultant and he got me a Reasonable Accommodations approved to get me repairs because the City refused to make the VTC ADA-compliant.

This is an ongoing problem for the other disabled people, every one of their Reasonable Accommodations Requests are being ignored.

October 7 we got the approval — Ramona and I both got it — she is the witness being retaliated on for being my witness in the HUD case – and it's only half done.

My windshield has glass missing on one side and all my wiring is right now getting wet. No brake lights no running lights no blinker switch no shocks no spare tire how am I supposed to drive across the country NO DMV

Dept of Homelessness stops responding for a week to all my emails then all the sudden Bayview Foundation is in charge of funding but first I am

supposed to sign a predated “HOLD HARMLESS” agreement that makes previous agreements null and void. I refused to sign it and now the repairs have stopped.

There are new reinforced gates TWO MONTHS AGO, and they just put in concrete barricades. They tell us the sheriffs are going to be here for the closure. That they are going to impound the RVs if we can't get them gone.

So I guess I go to jail now ???

Question first: HOW DOES THE CITY MAKE US GO OUT HERE AND DO SOMETHING ILLEGAL?

ISNT THAT ILLEGAL?

From: Board of Supervisors (BOS)
To: BOS-Supervisors; BOS-Legislative Aides
Cc: Calvillo, Angela (BOS); McHugh, Eileen (BOS); Ng, Wilson (BOS); Somera, Alisa (BOS); De Asis, Edward (BOS); BOS-Operations; Board of Supervisors (BOS)
Subject: FW: Update re. Candlestick 35's tenant union appearance 2.4.25
Date: Thursday, February 6, 2025 2:35:15 PM
Attachments: Screenshot_20250205-084646.png
Screenshot_20250205-084743-994.png

Dear Supervisors,

Please see below and attached from Ramona Mayon regarding conditions at the Bayview Vehicle Triage Center.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: Ramona Mayon <ramonamayon@yahoo.com>
Sent: Wednesday, February 5, 2025 11:06 AM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; MandelmanStaff (BOS) <mandelmanstaff@sfgov.org>; ChanStaff (BOS) <chanstaff@sfgov.org>; ChenStaff <ChenStaff@sfgov.org>; DorseyStaff (BOS) <DorseyStaff@sfgov.org>; EngardioStaff (BOS) <EngardioStaff@sfgov.org>; Fielder, Jackie (BOS) <Jackie.Fielder@sfgov.org>; MahmoodStaff <MahmoodStaff@sfgov.org>; MelgarStaff (BOS) <melgarstaff@sfgov.org>; SauterStaff <SauterStaff@sfgov.org>; sherillstaff@sfgov.org; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Badasow, Bridget (HOM) <bridget.badasow@sfgov.org>; Lurie, Daniel (MYR) <daniel.lurie@sfgov.org>; CON, Controller (CON) <controller.con@sfgov.org>; STEELEY, TARA (CAT) <Tara.Steeley@sfcityattly.org>; IKELS, ZUZANA (CAT) <Zuzana.ikels@sfcityattly.org>; McSpadden, Shireen (HOM) <shireen.mcspadden@sfgov.org>; Cohen, Emily (HOM) <emily.cohen@sfgov.org>
Cc: Ursula K. Lindsey <ursula.k.lindsey@hud.gov>
Subject: Update re. Candlestick 35's tenant union appearance 2.4.25

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

Attached please find a copy of the petition you were served yesterday by union member Kelly Hughs. You heard from two other union members, as well as a resident who is not a union member, Aaron Wilson.

You now know any impoundment of our vehicle homes will be in violation of Cali Veh. Code 22650(b), as well as the federal and state constitutions. People are panicked. The staff here are telling them the sheriffs are coming 2.14.25 and some are prepared to defend their homes and/or be arrested for doing so.

At this hearing 2.4.25 you were apprised of the HUD investigation that's been ongoing for 15 months, and there are several with claims, but here in this email I speak only as it relates to myself as a witness (constantly) being retaliated upon (HSH, Urban Alchemy, and Bayview Hunter's Point Foundation) for my role in collecting evidence the ADA-related complaints (I use film since the ultra-poor are always disbelieved and have over 1200 tapes on my YouTube channel).

The Dept of Homelessness is a rogue agency, which I need a courtroom (or two) to prove. I have no need of a lawyer. I can do it myself. May I make a suggestion? Think about changing the name to Dept of Gaslighting.

Also be notified, I intend to use my voice - in litigation and in my upcoming book "Urban Alchemy's San Francisco Human Zoo" - to explain to the public just how bloody toxic this dirt is out here.

But first, I have an opening brief to write for Mayon v Breed A171913, which we out here call the "tenant union question". See generally WIC 8255 (which uses words tenant 13 times) and SF Admin Chapter 49A. I filed that case 1.26.24.

Since the new administration, both mayoral and federal, the actions towards my goals have been to #1) file an Administrative Claim 1.22.25 for my treatment by the City as an ethnic gypsy/Traveller since my arrival 5.31.97 and that will cover the activities of former Justice Katherine Feinstein and former Vice President Kamala Harris when they were supervising your CPS's attempt to take my children 1998 to 2001 "due to your family's nomadic propensities" was in an actual court petition in 1999 (here's a link to a free copy of "Collected Letters from the Abyss" <https://online.anyflip.com/gdpn/xrdl/mobile/#p=1> I send this as a token to show you I am more than capable of telling this current story about my life experience);

#2) sent you all multiple emails explaining the law re. 2.14.25 attempt to "impound" our RVs;

#3) appeared yesterday to repeat said laws and warned you of the need to prevent violence, in light of us watching the Dept. hardened the gates and line the outside fence line with cement barriers;

#4) brought you other voices to hear about the discrimination and the lack of help with repairs in spite of it showing in PAPER we are get help to leave;

#5) sat for more interviews with the media;

#6) informed you of my plan - if I must go from here half-repaired and unregistered on 2.14.25 - to have my broken RV towed to Civic Center area (I have a disabled placard so I can park near y'all without paying the meter) in order to prepare to

#7) commence my hunger strike beginning Lent (so that the 1st amendment right to religious expression protests me, considering California's elder abuse/self-neglect clause);

#8) filing a complaint to the Bureau of Automotive Repairs;

#9) same sent to the Cali Atty General in order to show how a group of registered non-profit organizations are treating RV dwellers at the VTC since 2022 (see generally the Unruh Act and CCC sec. 11135);

#10) take #8 and #9 to the local DA's Elder Abuse unit. Supervisors, I did listen to the whole hearing, and noted the need to supply more funding to the DA for the attack on civil liberties that is going down on 6th Street --- I suggest you become just as concerned for the overload I am about to bring that unit at DA's office --- nearly every single victim at the Vehicle Triage Center is elderly or disabled or dying; and

#11) my favorite, I'm FINALLY going to send my Human Rights complaint to Switzerland, a place I visited often as a child. It's become a SANCTUARY in my mind from the brutality I have endured at the hands of San Francisco government since I arrived in 1997 in a black school bus to get married in Golden Gate Park. The City, in April 1971, crafted a second class of citizenship. They put me and my family in it in 11.13.97, the night before my wedding, which was stopped by SFPD because we were "homeless" and then-Mayor Willie Brown had ordered the police to forbid "gatherings of the homeless in HIS parks".

On 1.22.25 I challenged everything about how the nomadic are treated here.

You really ought to google my name. You will not find has an angrier gypsy on the planet. I will have accountability, I will have satisfaction, and I will have liberty, or die trying. Ergo, the hunger strike. But while I am waiting to die (f.i.n.a.l.l.y.) I am going to unleash my pen on SFPD 97, SFMTA 7.2.54, the sit-lie law, appendix P of the SF Building Code, the Vehicle Triage Center, and the Dept of Gaslighting. As Voltaire said in 1752, "To hold a pen is to be at war."

Get yours.

Sincerely,
Ramona Mayon

From: Ramona Mayon ramonamayon@yahoo.com #415-595-6308

Dear Board of Supervisors:

On 12.5.24, we received a notice stating (without cause) that the VTC is closing on 2.14.25. The lease for the VTC ends 12.31.25 and it was only this past October that PG+E actually switched on the lights out here, contrary to Appendix P of the SF Builg Code. If HSH knew the site was going to close, then why was approximately 80 truck loads of highly toxic dirt moved out with us still here? As ou well know, the site is a border zone property next door to Parcel F of Hunter's Point Shipyard, one of the most radioactive Superfund sites in America. Why expose us - and our pets - to such danger if you knew you were closing the place early?

<https://youtube.com/playlist?list=PLmSrEMBpjm6ckWNFSmRCfOSRZ3QVjUGpZ&si=wVY0CuzHAvQ-4PyL>

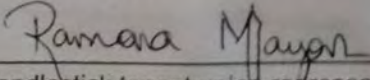
AND

<https://youtube.com/playlist?list=PLmSrEMBpjm6e8qKOX4SU5Ootjiv44uuUq&si=IceRoVogJ93EKTOD>

The real reason the VTC is closing is that there is a growing suite of ADA-based complaints, several of which have grown into claims that are now in the Conciliation stage with HUD. In other words, HUD took us seriously. Rather than make the site ADA-accessible, HSH chose to strip the place of the few amenities it had (i.e. dog run, picnic tables, and a gazebo -- we all still ask each other, "Which nonprofit org got the gazebo and who's house is it currently at?"). We are constantly being dehumanized out here, and this is just one more example.

I have been asked, by some of the (panicked) 35 residents here, that I prepare this petition to plead with the Board of Supervisors to order the Dept of Homelessness (or insist that the Mayor does since that is the proper path of authority) that HSH be directed to extend the closure date for 90-days due to the absurdly slow roll-out of services to place people in housing and/or repair our RVs for the purpose of relocation and/or reunification. .

Sincerely,
Ramona Mayon


(Candlestick tenant union representative)

date Feb 4, 2025

Andrew Kucharski		2/2/2025
Robert Mc Coy	space	2/2/2025
Maurice Alfantso	E-3	2/2/2025
Mik [unclear]	E-10	2/2/2025
Henry [unclear]	F-9	2/2/2025
Mark Noti	E-9	2-3-2025
CHARLES PERUS	F-8	2-3-25
AARON WILSON	F-4	2-3-25
DOB KAUFMAN 8		
Mark Noti	F-9	2/3/2025
Nick CHOLMUS	CIT	2/3/2025
Melissa Carter	F-2	2-3-25
Carl Carter	F-2	2-3-25
Shelley Hughes	D-7	2-3-25
[unclear]	D-8	2-4-2025
Walter Reed	D-8	2-4-2025
David [unclear]	D-9	2-4-25
Enrique [unclear]	F-11	2-4-25
Paul [unclear]	F-6	2-4-25
[unclear]	F-4	2-4-25
Matt [unclear]	D-3	2-4-25
Ruby [unclear]	D-4	2-4-25
Blaine Pango	D-4	2-4-25







From: [Julien DeFrance](#)
To: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#); [Lurie, Daniel \(MYR\)](#)
Subject: URGENT - Majority of Bus/Transit Shelters Missing Glass Panel - CITY-WIDE
Date: Friday, January 31, 2025 3:52:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good afternoon,

With all the wind and rain forecasted for this upcoming week, it is unfortunate to notice that most bus/transit shelters' glass panels are now gone.

Broken by the homeless, crackheads and other lunatics. To never be replaced by the former, incompetent administration.

For example, for anyone riding the 49 on Van ness avenue, despite it being a relatively recent line, the shelters are practically useless, since all glass panels are gone.

You've all heard or the broken window theory, I presume? So why haven't any of them been replaced just yet?

Please advise.

From: [Julien DeFrance](#)
Cc: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [Lurie, Daniel \(MYR\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Re: MUNI Service Complaint: Crowded, Filled with Homeless/Crackheads, and Fare Evaders!
Date: Friday, January 31, 2025 3:59:28 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good afternoon,

With barely no-one tapping their MUNI/Clipper card or phone against the sensor, and therefore paying, can you please tell me why is it that buses are so crowded again today?

How many times do we have to tell you that fare offenders shouldn't be allowed to board?

Please advise.

JD.

> On Jan 20, 2025, at 19:55, Julien DeFrance <julien.defrance@gmail.com> wrote:

>

> Supervisors,

>

> - Why is it that MUNI is always crowded, filled with homeless/crackheads, and other fare evaders?

> - People that we have to make space for, people that we have to deal with the smell and sanitary conditions of, people that we have to deal with the behavior of...

>

> Come on! No one wants to catch measles or any other Middle Ages disease when riding transit!

>

> - How do we restore the goddamn rule of law?

> - How do we restore cleanliness and safety?

> - How do we only allow those who pay for transit to board and use Muni buses or underground?

>

> - Why isn't this the norm already anymore?

> - How soon can we get there again?

>

> Please get to work.

>

> - Make everyone accountable, drivers/operators, everyone.

> - Have far officers on every single ride, every single bus/ride

> - Kick out every single offender.

> - Don't let them board in the first place.

>

> Just do your job.

>

> This is accountable leadership.

>

> Just make it happen.

>

> Once again, please get to work! It's about time we make transit great again.

>

> Thank you.

>

> JD.

From: [Julien DeFrance](#)
To: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#); [Lurie, Daniel \(MYR\)](#)
Subject: SFMTA to cut some Muni bus routes this summer
Date: Friday, January 31, 2025 5:36:03 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

UNACCEPTABLE.

There wouldn't be a budget short-fall if riders were actually paying their fares!

What don't you understand here?

Figure this out.

Get to enforcement.

<https://www.axios.com/local/san-francisco/2025/01/31/muni-service-cuts-summer-budget>

From: [Julien DeFrance](#)
To: [Jenkins, Brooke \(DAT\)](#); [Lurie, Daniel \(MYR\)](#); [SFPD, Chief \(POL\)](#); [SFPD Northern Station, \(POL\)](#); [SFPD Tenderloin Station, \(POL\)](#); [SFPD Mission Station, \(POL\)](#); [SFPD Southern Station, \(POL\)](#); david.chiu@sfgov.org; david.chiu@sfgov.org; [Cityattorney](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Standing with our immigrant community? Yes! But THIEVES and CRIMINALS deserve to be DEPORTED!
Date: Saturday, February 1, 2025 12:57:19 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To whom it may concern,

Recent news and press conferences from every official in SF has shown us one thing:

Most of you are blindly putting all immigrants in one single bucket, and are unable to distinguish legal from illegal immigration.

The wide majority of immigrants in this city and in this country are here lawfully, came here the legal way, and are law-abiding “citizens”. Let’s not forget. Let’s not mix everything and everyone up.

https://www.sfexaminer.com/news/politics/brooke-jenkins-and-sf-public-defender-clash-on-immigration/article_5e761af6-df44-11ef-aa85-73e981e4ed14.html

Talking about sanctuary city dispositions, and specifically thinking about illegal immigrants, you also seem unable to distinguish the asylum seekers, those who came here to work or be with their family members, from the thieves and criminals, drug cartel members for instance, operating in our streets.

Should we/you all be standing with our immigrant community? Yes! But thieves and criminals deserve to be turned in to the federal authorities, and deserve to be DEPORTED! Can we just hear you say this publicly, at least once? So we know what side you’re on?

Also, when someone’s getting arrested, convicted or not, it is particularly relevant and imperative to check on their immigration status. Plain old common sense. Should that person be here illegally, why should we take on the burden of illegally sheltering and giving sanctuary, to someone whose sole interest is to destroy our very own community?

We’ve all had enough of these so-called sanctuary city dispositions. We’ve all had enough of the lesson givers from the radical left, and their lunatic ideology.

It is your responsibility to enforce the rule of law. All laws. Including federal law.

It is your responsibility to work and collaborate with the federal government and ICE.

If anyone of you is unable to do so, might it be a supervisor, a DA, a Chief of Police, or the

Sheriff himself, perhaps they should just step down too.

Please advise.

JD.

From: [Julien DeFrance](#)
To: [SFPD_Chief \(POL\)](#); [SFPD Southern Station, \(POL\)](#); [SFPD Tenderloin Station, \(POL\)](#); [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Illegal homeless encampments, crackheads, drug abuse, all over 6th St between Howard St and Market St
Date: Sunday, February 2, 2025 9:43:00 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please clean up this out-worldly mess NOW.

Use all means/force necessary.

Thank you.

From: [Julien DeFrance](#)
To: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#)
Cc: [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [Lurie, Daniel \(MYR\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Re: MUNI Service Complaint: Crowded, Filled with Homeless/Crackheads, and Fare Evaders!
Date: Monday, February 3, 2025 4:24:00 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

So what are you gonna do about it?

> On Jan 31, 2025, at 15:59, Julien DeFrance <julien.defrance@gmail.com> wrote:

>

> Good afternoon,

>

> With barely no-one tapping their MUNI/Clipper card or phone against the sensor, and therefore paying, can you please tell me why is it that buses are so crowded again today?

>

> How many times do we have to tell you that fare offenders shouldn't be allowed to board?

>

> Please advise.

>

> JD.

>

>> On Jan 20, 2025, at 19:55, Julien DeFrance <julien.defrance@gmail.com> wrote:

>>

>> Supervisors,

>>

>> - Why is it that MUNI is always crowded, filled with homeless/crackheads, and other fare evaders?

>> - People that we have to make space for, people that we have to deal with the smell and sanitary conditions of, people that we have to deal with the behavior of...

>>

>> Come on! No one wants to catch measles or any other Middle Ages disease when riding transit!

>>

>> - How do we restore the goddamn rule of law?

>> - How do we restore cleanliness and safety?

>> - How do we only allow those who pay for transit to board and use Muni buses or underground?

>>

>> - Why isn't this the norm already anymore?

>> - How soon can we get there again?

>>

>> Please get to work.

>>

>> - Make everyone accountable, drivers/operators, everyone.

>> - Have far officers on every single ride, every single bus/ride

>> - Kick out every single offender.

>> - Don't let them board in the first place.

>>

>> Just do your job.

>>

>> This is accountable leadership.

>>

>> Just make it happen.

>>

>> Once again, please get to work! It's about time we make transit great again.

>>

>> Thank you.

>>

>> JD.

From: [Julien DeFrance](#)
To: info@lowerpolkcbd.org; [SFPD Northern Station \(POL\)](#); [SFPD Chief \(POL\)](#); [Sawyer, Jason \(POL\)](#); [Chris Schulman; Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Illegal Homeless Encampment at 109 Fern St - Blocking Sidewalk
Date: Monday, February 3, 2025 5:13:31 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Junk all over.

Remove immediately.

From: [Julien DeFrance](#)
To: [Sauter, Danny \(BOS\)](#); [Danny Sauter: danny@dannyd3.com](#); [SauterStaff](#)
Cc: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Complaint against the Mayes Residential Hotel - 106 Fern St - Mayes Hotel SRO - Ongoing Trashing Problem
Date: Monday, February 3, 2025 6:19:53 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors,

Why is it that the \$1000 littering fine never gets enforced?

<https://sfpublicworks.org/services/illegal-dumping>

The SRO building located at 106 Fern St dumps anything from trash bags, cardboard, appliances, and other materials onto the Fern St sidewalk, every single day, multiple times a day, without any consequences.

The owner was repeatedly cited and fined, over the last couple of years, and had once resolved the matter by using Recology bins and paying the same monthly bills we all do. But, over the last couple of months, they stopped using Recology bins and started dumping everything again onto the streets.

Today again, one small fridge. This pile of junk. That the homeless and crackheads have now moved across the street and turned into an encampment, blocking the sidewalk and making it inaccessible.

With none of the 311, non-emergency police, SFPD northern station... apparently unable or unwilling to respond in a timely manner, hiding behind so-called empathetic processes and multi-agency response now needed, after this now became an encampment.

ENOUGH.

First of all, it shouldn't require those many steps and red tape to remove all of these encampments. Sidewalks belong to everybody. These tents and tarps have no place here. Take them out.

Second, and back to the original issue this email is about, what sanction(s) can you further issue against the owners/managers and most importantly, the tenants of the Mayes Residential Hotel at 106 Fern St?

Third, please have them reported to the SF DPH, again, and further investigated. We need them to comply with the law and need them to stop trashing our neighborhood.

Please advise.

JD.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

From: [redacted]
To: [redacted]
Subject: [redacted]
Date: Monday, February 3, 2020, 10:02 AM (UTC-08:00)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Requesting immediate SFPD CPW HSH/1307 team intervention.

We just can't have that.

Check up our owners.



Sent from my iPhone
> On Feb 3, 2020, at 10:13, Julien DeFrance <julien.defrance@gmail.com> wrote:
>
> Junk all over.
>
> Remove immediately.
>

From: [Julien DeFrance](#)
To: [SFPD_Chief \(POL\)](#); [SFPD Southern Station, \(POL\)](#); [SFPD Tenderloin Station, \(POL\)](#)
Cc: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Re: Illegal homeless encampments, crackheads, drug abuse, all over 6th St between Howard St and Market St
Date: Monday, February 3, 2025 8:28:37 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Clean up our streets!

- > On Feb 2, 2025, at 21:42, Julien DeFrance <julien.defrance@gmail.com> wrote:
- >
- > Please clean up this out-worldly mess NOW.
- >
- > Use all means/force necessary.
- >
- > Thank you.

From: [\[REDACTED\]](#)
To: [\[REDACTED\]](#)
Subject: [\[REDACTED\]](#)
Date: [\[REDACTED\]](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Still an open issue.

As the city failed to pick this up tonight, the homeless crackheads came back, re-assembled it, and sat there, once again, illegally occupying and blocking the sidewalk.

Take them out immediately.



> On Feb 3, 2023, at 19:47, Julien DeFrance <julien.defrance@gmail.com> wrote:
>
> Requesting immediate SFPD/DPW/SSH/BOIT team intervention.
>
> We just can't have that.
>
> Clean up our streets.
> @auggfjg
>
> Sent from my iPhone
>> On Feb 3, 2023, at 17:13, Julien DeFrance <julien.defrance@gmail.com> wrote:
>>
>> Park all over.
>>
>> Remove immediately.
>>

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Fwd: Peskin's preservationist monster
Date: Tuesday, February 4, 2025 7:09:14 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors,

Please say NO to Peskin's everlasting BS!

The man is still more dangerous than he may appear.

The voters have been loud and clear, last November. So-called "progressive" are out. Peskin is out. And no-one wants anymore of this insane BS, whether locally or nationally.

We cannot let Peskin's plans come true.

Please expedite the review and permitting of new developments, all over town, but more specifically in D3 and D5 where disgraced Peskin and Preston used to reign.

<https://thevoicesf.org/peskings-preservationist-monster/>

Thank god we're no longer led by those morons!

Time for more housing. Time to meet our state goals. No more red tape. No more size limitations. No more restrictions whatsoever.

Let San Francisco shine, let San Francisco be the Manhattan it deserves to be!

Go build!



From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Press Office, Mayor \(MYR\)](#)
Cc: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Re: Lurie makes bold play to cut controversial police commissioner
Date: Tuesday, February 4, 2025 8:42:55 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Congratulations, Mayor Lurie!

The people have spoken out loud, last November. Both locally and nationally. Nobody wants anymore of that so-called “progressive” non-sense.

Getting rid of Carter-Oberstone is a good start. Who’s next? The purge must go on!

How about “Chief” Scott?

We deserve clean and safe streets. We deserve effective law enforcement. Thieves and criminals got to be arrested and prosecuted.

Any leniency shouldn’t anymore be tolerated.

<https://sfstandard.com/2025/02/04/san-francisco-mayor-bold-play-remove-sfpd-commissioner/>

<https://missionlocal.org/2025/02/mayor-lurie-removes-max-carter-oberstone/>

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [SFPD Northern Station, \(POL\)](#); [SFPD, Chief \(POL\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#); [Sawyer, Jason \(POL\)](#)
Subject: Lower Polk: Two San Francisco officers injured in 'unprovoked attack' near City Hall
Date: Wednesday, February 5, 2025 11:02:57 AM

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Lower Polk: Two San Francisco officers injured in 'unprovoked attack' near City Hall

Now just imagine how wild things can be, and dangerous our streets are for regular law-abiding citizens who don't get to have any fire arm to defend themselves against all of those lunatics and other zombies crawling in our streets.

CRIME ISN'T DOWN!
CRIME ISN'T AT A HISTORIC LOW EITHER.

So much has happened and is still happening under "chief" Scott's watch.

WE NEED A NEW CHIEF OF POLICE.

<https://www.sfchronicle.com/sf/article/san-francisco-police-officers-attacked-patrol-20147908.php>

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: The Fillmore's Safeway is shutting down. The city has no plan.
Date: Wednesday, February 5, 2025 8:04:38 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Supervisors,

How is it that you still have no plans?

<https://missionlocal.org/2025/02/sf-fillmore-safeway-shuts-down-with-no-plan/>

Granted there's been a few changes at city hall, both within the mayors office and the board of supervisors, but time is of the essence!

- How soon will the old Safeway be demolished?
- Do we have any developers lined up? For what type of project? How ambitious?
- How many units will be built?
- Market rate or social "affordable" housing?
- Will we get any retail space for another supermarket to take over and serve this area?
- How soon will all the permitting, bureaucracy and other red tape again take?
- When will we break ground?

We've all known this for more than a year already.

We now need answers. Urgently.

And you all need to wake up.

Please advise.

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: URGENT - Support 303 New Homes at 1101-1111 Sutter Street!
Date: Wednesday, February 5, 2025 8:11:05 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors and members of the land use committee,

The Housing Action Coalition strongly supports the proposed housing project at 1101-1111 Sutter Street—a much-needed development that will bring 303 new homes to San Francisco, including 101 affordable units and a 4,000-square-foot child care center. This project is a vital step in addressing our city's severe housing shortage while improving the neighborhood with thoughtful design and community-focused amenities.

Why We Support This Project:

More Homes for San Francisco: The 22-story tower will add 303 homes, with 33% set aside as below-market-rate units, ensuring that working families, low-income residents, and essential workers can live in the heart of the city.

Revitalizing Underutilized Land: This project replaces a deteriorating structure with a modern, mixed-use building that includes a child care center, retail spaces, and welcoming open areas for the community.

Sustainable, Walkable Neighborhoods: The project includes landscaped courtyards, rooftop gathering spaces, wider sidewalks, better lighting, and more street trees—all designed to create a vibrant, transit-friendly, and environmentally conscious community.

This is exactly the type of smart, innovative housing development San Francisco needs to combat the housing crisis.

This is a much overdue project.

We urge city leaders to approve 1101-1111 Sutter Street without delay.

Please advise.

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Carroll, John \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Fielder, Jackie \(BOS\)](#); [FielderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Empty lots, stalled projects all over Van Ness Ave!
Date: Wednesday, February 5, 2025 8:47:56 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors,
Members of the land use committee,

What is going on with all of the constantly empty parcels located at:

- 1 Oak / Market and Van Ness
- 30 Van Ness Ave
- 600 Van Ness Ave
- And many other locations around town?

Additionally, have there been any updates on the development located at 1554 Market St / 55 Oak St?

What happened to those condos?

Do we need housing or not?

How are we going to reach our state-imposed goals if everything doesn't move as fast as it should?

Please get rid of all unwarranted red tape in both D3 and D5, and expedite all necessary permitting.

Time to get things done!

Please advise.

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Shamann Walton vs. Fentanyl State of Emergency Ordinance
Date: Wednesday, February 5, 2025 8:55:51 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Is the man fit for office?

Should the man be recalled?

Clearly the man isn't serving the people.

Why would one want to protect thieves, criminals, drug addicts, illegals and other drug cartels?

Why would one not want any of this to stop?

Please take a moment to think.

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Lower Polk/Tenderloin Alley Streets - Request for replacement "No Lodging Zone" signs
Date: Wednesday, February 5, 2025 9:13:17 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors,

Most of the "No Lodging Zone" signs formally indicating that homeless encampments aren't welcome on our city streets are as of today either gone or painted/graffitied all over, and therefore require some replacement.

Please therefore approve and expedite the installation of replacement signs, posted every 20 to 30 feet, in all alley streets of the Lower Polk and Tenderloin neighborhoods.

Thanks in advance,

JD.

From: [Julien DeFrance](#)
To: [Lurie, Daniel \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Chen, Chyanne \(BOS\)](#); [ChenStaff](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Felder, Jackie \(BOS\)](#); [FelderStaff](#); [MahmoodStaff](#); [Mahmood, Bilal \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Sauter, Danny \(BOS\)](#); [SauterStaff](#); [Sherrill, Stephen \(BOS\)](#); [SherrillStaff](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Press Office, Mayor \(MYR\)](#)
Subject: Lower Polk/Tenderloin Alley Streets - Request for additional street lighting / light strings / activation projects
Date: Wednesday, February 5, 2025 9:24:13 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors,

Some alley streets appear to be treated a lot better than others.

Some are beautifully decorated, with light strings all year round, some unfortunately remain dark allowing the worst thefts and crimes to happen.

Please go over Austin St, Fern St, Hemlock St, Daniel Burnham Ct, Cedar St, Myrtle St, Alice B Toklas Pl, Olive St, Willow St, Larch St, Elm St... and all other locations you deem necessary to include as part of this proposal, approve and expedite the installation of year round decorative string lights all over these alley streets.

Make sure to keep them as bright as possible, to keep the Gremlins away, even after midnight.

Thank you.

JD.



From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: Daniel Jeremiah Hoffman - 6 letters
Date: Thursday, February 6, 2025 2:57:35 PM
Attachments: [Daniel Jeremiah Hoffman - 6 letters.pdf](#)

Dear Supervisors,

Please see attached 6 letters from Daniel Jeremiah Hoffman regarding various subjects.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: [Daniel Jeremiah Hoffman](#)
To: [media@nida.nih.gov](#); [Assembly.Ethics@asm.ca.gov](#); [DorseyStaff \(BOS\)](#); [carrillo@law.berkeley.edu](#); [Administrator, City \(ADM\)](#); [City Librarian, City Librarian \(LIB\)](#); [SFPort Commission Secretary](#); [District Attorney, \(DAT\)](#); [info@chinatownalleywaytours.org](#); [gregory.pagan@asm.ca.gov](#); [jonathan.mahler@nytimes.com](#); [Mayor, MYR \(MYR\)](#); [Press Office, Mayor \(MYR\)](#); [kimberly.horiuchi@asm.ca.gov](#); [SFPD Bayview Station, \(POL\)](#); [MYR-Appointments](#); [Jessica.Roy@sfchronicle.com](#); [Ronen, Hillary \(BOS\)](#); [DONATE@communitythriftsf.org](#); [Gray, Amber \(DPH\)](#); [AskOCR@usdoj.gov](#); [AsmBudget@asm.ca.gov](#); [ExecutiveEscalations@group.apple.com](#); [MSNBCTVinfo@nbcuni.com](#); [PDR-Media Relations](#); [Board of Supervisors \(BOS\)](#); [efilingssupport@supremecourt.gov](#); [info@cccsf.us](#); [maxwell.zeff@techcrunch.com](#); [innatunionsquarefrontdesk@ohrlc.com](#); [Kung, Melanie \(PRT\)](#); [openjustice@doj.ca.gov](#); [patricia.guerrero@courts.ca.gov](#); [INFO@communitythriftsf.org](#); [boardoffice@sfusd.edu](#); [foipaquestions@fbi.gov](#); [401_PIO@CHP.CA.GOV](#); [Alison.Merrilees@asm.ca.gov](#); [Stefani, Catherine \(BOS\)](#); [DFracassa@sfchronicle.com](#); [Dalmar, Ismail@bart.gov](#); [Danielle.Echeverria@sfchronicle.com](#); [ICEOPRIIntake@ice.dhs.gov](#); [Information@stpatricksf.org](#); [Madeline.coggins@fox.com](#); [RPDInfo, RPD \(REC\)](#); [SFPD, Chief \(POL\)](#); [CRT_SpeakerRequests@usdoj.gov](#); [DPW-CodeEnforcement](#); [hopdinesf@sfgov.org](#); [RAPC@doj.ca.gov](#); [Desk@sfpport.com](#); [rob.bonta@doj.ca.gov](#); [j.hooper@cde.ca.gov](#); [mcu@justice.gc.ca](#); [jgarofoli@sfchronicle.com](#); [manohar.raju@sfgov.gov](#); [applications@icc-cpi.int](#); [elizabeth.potter@asm.ca.gov](#); [ilan.zur@asm.ca.gov](#); [ahenson@wdwg.org](#); [Matthews, Bisi \(ETH\)](#); [comments@foxnews.com](#); [info@chinatowncde.org](#); [letters@washpost.com](#); [newsdesk@kpix.com](#); [swarren@viacomcbs.com](#); [Walton, Shamann \(BOS\)](#); [GAD@cde.ca.gov](#); [contact.center@calcivilrights.ca.gov](#); [contact@cmuasf.org](#); [caaspp@cde.ca.gov](#); [superintendent@cde.ca.gov](#); [madcap@cnbc.com](#); [morning@npr.org](#); [feedback@sfchronicle.com](#); [forum@kqed.org](#); [megan.russell@parks.ca.gov](#); [SFPD Park Station, \(POL\)](#); [samarpreet.kaur@asm.ca.gov](#); [Farrell, Mark \(MYR\)](#); [tsmith@kron4.com](#); [info@sherithisrael.org](#); [mscardenas@berkeley.edu](#); [info@sfchamber.com](#); [tour@cccsf.us](#); [yuanyuan@cccsf.us](#); [SFSO Complaints \(SHF\)](#)
Subject: Challenging the Decisions of Public Health and Safety Professionals. Should the Confirmed Brain Imaging of Psychopathology/Empathic Dysfunction Dismiss Healthcare/Mental Health Professionals/Government Employees and Law Enforcement Agents as Unfit for ...
Date: Friday, January 31, 2025 2:45:41 PM

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Challenging the Decisions of Public Health and Safety Professionals. Should the Confirmed Brain Imaging of Psychopathology/Empathic Dysfunction Dismiss Healthcare/Mental Health Professionals/Government Employees and Law Enforcement Agents as Unfit for Duty and be Used as Admissible Evidence in a Defense of an individual Detained By those Decisions? By Daniel Jeremiah Hoffman, Investigative Journalist and Self Represented Attorney Per Se at SF Liberator News,

Bio of Daniel Jeremiah Hoffman: I am a Former AmeriCorps Agent w/non-profit Management Experience and at a Director Level in the Business Tech Space including as a Certified Business Technology Expert Writer from Business.com, using my Journalist Skills acquired in Highschool and College Courses and past Professional Experience, Years of Independent research, and Direct Experience and Observations as an Undercover Journalist for over 20 years in Multiple States and Countries to expose the symptoms facing our sick society as being derived from the progression of Hitler'ite Ideology and Eugenics into the Globalist Control over Centralized Industry and the Systems of Human Management acting as an Organized Crime Syndicate maintaining hegemonic control over World Markets and using that influence to create global unified Government Policies counter to the Democratic Ideals of a Free Society. I am as a Jewish grandnephew of a Holocaust Survivor on my Father's side, and as a Sicilian/Irish Practicing Catholic on my Mother's side, Exposing the covert Institutions of Slavery and Human Exploitation tied to Nationalist Socialist Profiling and Human Manipulation, with the same Religious Conviction and Calling as a Journalist as the Great Rev. Martin Luther King Jr. had as a Civil Rights Activist.

San Francisco 01/31/2025. I often quote one of my favorite philosophers, Jiddu Krishnamurti, as saying, "It is no good Measure of Mental Well Being to be Well Adjusted to a Profoundly Sick Society". As a Grandnephew of a Jewish Holocaust survivor, My Granduncle survived a Nazi P.O.W. camp as a captured U.S. Jewish Soldier, and I have his direct testimony of exactly how people act in a sick society including the fake humanitarianism seemingly imposed on individuals

by State Employees on captured and contained individuals in the so called interest of Public Health and Safety and supposedly for their own good as they were "determined" by the state to be in such a condition that warranted a forced surrender of their own power of attorney and rights to liberty and yield to the aspirations of the state for a managed care that allowed evil human experiments and torture, of course the conditions were first imposed on the targeted people to cause the recorded symptoms that led to this determination as Jews were thrown out of their homes, had their businesses and occupations attacked, and their private wealth stolen before being forced into the ghettos to beg inside a Nazi Controlled society conditioned away from exhibiting empathic responses. In other words, a Psychopathic Organized National Socialist Crime Syndicate, very much like the one targeting my emails, articles and websites with internet attacks just to discredit my work with spelling and typos and even copy and paste using remote access to the public library computers I am typing on to plagiarize my work, took over Germany and managed the displaced targeted victims they labeled defective by creating the conditions for that labeling to occur prior and recording it after the fact omitting the conditions that caused the associated symptoms and to produce other false evidence to justify falsely these actions, including chemical and pharmacological warfare to produce both physical and mental symptoms. The Nazi's were a Type of Human Being that would prepare a banquet of food and record themselves as humanitarians providing a meal to their victims although not seen by the recording is the fact that the food was poisoned, they are the type of people who liked to keep their hands clean and images protected and often preferred using the tortured and then brainwashed captives themselves to engage in the so called necessary acts of violence and in other operations designed to target and entrap more victims, the narcissism of their Psychopathology feeds off of manipulating others to the point that they get areas of their brain normally associated with being sexually aroused gets stimulated because of their neurological dysfunction, they feel both elated and powerful when people submit as subordinates and the submission of the targeted victim acts as an indication in the minds of these psychopaths that they somehow deserve to be submitted to this subjugation and is used as evidence to the psychopaths as their justification as the superiors, in this way compliance and complacency is the form of nourishment Psychopaths feed on to maintain their dominance over others. The Nazi Psychopaths recognized they needed this sick form of nourishment but that their appeared in society "others" who resisted their dominance and this resistance often inspired more people to resist and they also identified things that competed with their dominance by offering pathways that rescued the people targeted to be dominated by offering them an alternative and so Psychological Profiles were created and used along with Domestic Spying Programs to identify or detect as early as possible these people who might resist or be able to offer a competing idea that would rescue the captives from being dominated over and these people or types of people were labeled a perceived threat and targeted along with the populations determined to be managed and subjugated, it was a system of psychopathology that developed roles and occupations with policies and procedures that conditioned the employees and other citizens to surrender their own conscience in the name of duty, very much the way a military conditions soldiers to kill unknown strangers, the saying, "Just doing my Job" to justify inaction towards having an empathic response to the claims of the subject in front of them, is evidence of this Psychopathology but is rewarded as positive reinforcement in National Socialist Societies that do not recognize or ignore individual rights in acts of defiance against the Democratic Ideals that hold individual rights as having primacy in a justly governed society. But, as history has taught us, it was more this cold and blind automation conditioned into the regular German Folk created by this obedient sense of duty and/or Nationalistic Pride, that allowed the Holocaust to happen, it wasn't just evils committed by a select few at the top, it was the whole society developed by the Government to become psychopaths or suppress empathy to the point of dysfunction that led to the Holocaust of the Jews.

So, using this social dysfunction created by the social conditioning of the Nazi Government using policies and procedures and misused and abused psychological mechanisms like "sense of duty" and "Nationalist Pride", that we can compare the modern day function of Healthcare/Mental

Health Professionals, Government Employees and Law Enforcement Agents. And as I begin this comparison I would like to first make reference to the work of Professor Michael Lipsky in his book "Street Level Bureaucracy, Dilemmas of the Individual in Social Service Delivery", and then to a recent study found online, <https://www.sciencedirect.com/science/article/abs/pii/S0047235215000355>, "Brain imaging research on psychopathy: Implications for punishment, prediction, and treatment in youth and adults". But to use the latter as my first example, it is made clear that Psychopathology is a dangerous condition, and while the article explains that the Amygdala abnormalities seen in identified psychopaths, "has been identified as an area of interest in many brain imaging studies assessing neurological correlates of psychopathy. It is an important paralimbic structure that is considered the center of emotion processing, including empathy and conditioned fear acquisition and extinction" and further the Frontal abnormalities in adult psychopaths, "is a major area implicated in antisocial and/or psychopathic individuals (see Blair, 2007). Responsible for a wide range of functions, it is perhaps best known as the center of "executive functioning", functions which include behavioral flexibility, learning, sustained attention, and working memory (Puig & Gullledge, 2011). It is also part of a wider neural circuit underlying moral decision making and reward/punishment processing" and finally and in conclusion to the study, "Due to high recidivism rates, repeat interactions with the criminal justice system, heightened violent behavior, and research indicating little effective treatment for adult psychopathy, this sub-group of offenders provide significant practical and theoretical challenges for the criminal justice system". So we can see that it is widely held and believed in peer reviewed scientific studies that there is in regards to adult psychopathologies, "little effective treatment for adult psychopathy." and in the case of offenders in the criminal justice system "there is significant practical and theoretical challenges for the criminal justice system". But as with the Nazi Psychopaths, not all psychopathologies become criminals as the study indicates it is merely a "sub-group of offenders", so we must confront the possibilities, using Nazi Germany as a case example, that forms of dangerous Psychopathologies have been conditioned into people who are placed in professional roles in our society., and, while the Nazi society saw the cold calculating and prideful nature of the Psychopath as an advantageous actor playing a necessary and efficient role in the systems of Nazi human management and Human Experimentations for the purposes of Eugenic Cleansing their society in the interest of population control over the immigrants, in a Democratic Society we must challenge this perception adopted by the Nazis that is even still used in Military Organizations today, as a threat to Democracy and the Common Welfare of a Liberal Constitutional Democracy and rather than promote a healthy and safe society the identification of a psychopath in any role in which there is need for an empathic response, which should be encouraged in frontline workers, but when psychopathologies are found in employees or in professionals interacting with the public at large especially when they are paid by public funds to service the needs of the public actually work against the public itself and prevents the fair and justified distribution of public resources meant to facilitate individual independence and instead because of the misinterpreted reality of the psychopaths are being delivered with the intent to promote the psychopath or groups of psychopaths as superior and makes citizenship a form of subjugation to the wills of those psychopaths placed in those professional roles rather than the interaction between professional and citizen used to promote the well being of the citizen in the interest of the common welfare. Back to the work of Professor Michael Lipsky and what he identified as "the dilemma of the individual in social service delivery", I am furthering a prognosis based on my direct observations and undercover work as a journalist in these systems of human management, that this "dilemma" is caused by the same psychopathology and the use of preconceived set of policies and procedures, like the Nazis, designed specifically to protect the role of the psychopath as a professional placed into those roles as an intentional act of defiance against the Democratic Principles of a just society to specifically maintain and manage a targeted population. This hypothesis can be determined as true as easily as was the case of the offenders in the criminal justice system by using the same Brain Imaging instead on the employees and professionals in those roles related to human management such as Law Enforcement, Healthcare, Mental and

Behavioral Health and Government professionals from the street level Bureaucrats all the way up to the Legislators and Policy Makers themselves, and would further posit that sustained and direct exposure as a dependent on those systems that the criminal offender's psychopathology was a direct result of the force interactions with the psychopathology of the professionals in those systems, in other words, the criminal psychopath may have been trapped in a negative feedback loop in a system of psychopaths until he/she exhibited the same psychopathology but because of the limitations of his/her socio-economic class the expression of this psychopathology manifested in criminal behavior while the psychopathology of the professionals gets rewarded and dismissed away as obedience to polices and procedures justified by a sense of duty carried out efficiently rather than with outcomes tied to the benefit of the person interacted with. So, the question originally posed is, "Should the Confirmed Brain Imaging of Psychopathology/Empathic Dysfunction Dismiss Healthcare/Mental Health Professionals/Government Employees and Law Enforcement Agents as Unfit for Duty and used as Admissible Evidence in a Defense of an individual Detained By those Decisions?", I think that in the interest of Democracy and in the evidence produced by the scientific inquires into psychopathy and the dangers to our society of this type of person, the psychopath, as identified with brain imaging, we must insist, not just allow, that brain imaging be used to qualify or disqualify a government funded/contracted employee or professional who interacts with the public and they be mandated for this brain imaging. And if there is any adverse decision against a citizen including an arrest or any form of detaining a citizen, that the judgement of the Professional who made that decision be called into question by using brain imaging as evidence in Defense of that citizen who was arrested or detained, as the psychopath views themselves as the superior and this sense of delusional superiority over another is a form of prejudice and the decisions of psychopaths are often discriminatory based on this presumed or assumed superiority in stark contrast with the principles of equality and individual rights fundamental to a functional Democracy as all discrimination, in any form, is illegal and unconstitutional in a Democracy. Not just as a threat to individual liberty and Democracy is the psychopath in a professional role but also to the public safety as this is the psychopathology of serial killers, and the potential to abuse positions of professionalism to both commit and cover up for crimes carried out by that professional, which we have many documented cases of in multiple fields including Surgeons and even as Postal workers. And the Brain Imaging of the Psychopath is just one end of a spectrum, we should also allow the brain imaging to disqualify the decisions of a professional when any sign of empathic dysfunction because of the potential for misguided actions aligned with strict obedience to the policy and/or procedures predesigned into a professional role but lacking the ability to question that action in the case that circumstances in which that policy or procedure do not apply or act at the detriment of the individuals they were written for causing the unjustified action by the professional to be an illegal or unconstitutional act against a citizen who has no real recourse, this includes the potential for false arrests or detentions of a citizen.

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Subject: News Tip for San Francisco P.D., From Daniel Jeremiah Hoffman, Journalist and Attorney Per Se at SF Liberator News: With Rain Increasing this week as I continue my on-going investigations from the street level into Organized Crime that appears to be C...
Date: Saturday, February 1, 2025 11:33:00 AM

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Please alert the Chief and all SFPD patrol officers during the inclement weather this week... With Rain Increasing this week as I continue my on-going investigations from the street level into Organized Crime Coordinating Illegal Ops in the area, I will be taking shelter at night for information gathering purposes in dry spaces such as business overhangings connected to public sidewalks while the businesses are closed, be aware that the Organized Crime Operatives I am investigating may be attempting to interfere with my investigations and make false police reports omitting my visible PRESS credentials and signage to provoke a negative interaction between your department and myself or to force my movements at night/early morning in attempts to collect false video surveillance/or other false reports and unsubstantiated claims while using low level operatives sent in my direction who they are attempting to implicate me to or to make claims of an association in order to discredit my work. Organized Crime is known to have corrupted Law Enforcement agents and private security on their payroll and will influence these activities against as well as use pedestrian false witnesses to security personnel or employees in ways that illicit a response from them to interact out of an ignorance created by misinformation who also may use other operatives to try and antagonize me under a recording to illicit a negative response they can use against me. ***Per my " Updated 2025 Notice of Professional Courtesy" that went out by email and was hand delivered to your agencies notifying you of my on-going investigations and the nature of my work, "my state of un-shelteredness in the communities I enter is strictly for news gathering purposes"*** and further, **California Laws Protect Journalists**, stating **"A peace officer or other law enforcement officer shall not intentionally assault, interfere with, or obstruct the duly authorized representative of any news service, online news service, newspaper, or radio or television station or network who is gathering, receiving, or processing information for communication to the public., and that, "A duly authorized representative of any news service, online news service, newspaper, or radio or television station or network that is in a closed area described in this section shall not be cited for the failure to disperse, a violation of a curfew, or a violation of paragraph (1) of subdivision (a) of Section 148, for gathering, receiving, or processing information. Law Enforcement is no more allowed to interfere with my investigations than I am to theirs but in the interest of protecting Democracy from threats such as Organized Crime and Terrorism we can**

work together, and it is my hopes to be a valuable asset to local police in this regards. But my work as an investigative journalist draws out both the coordinated activities of corrupted citizens as well as government employees who are used in efforts to protect the activities of Organized crime from people like myself listed as a perceived threat to the Organized Crime syndicate which has powerful technology and resources at its disposal and is coordinating these activities often remotely suing local people. It is my intent to help local Law Enforcement understand how this coordination happens and the tools, tactics, and technology at the disposal of this Global Organized Crime Syndicate being used in opposition of the principles of Justice and Democracy. Again, because I have been engaged for over 20 years undercover investigating these illegal coordinated activities which can be classified as "Crimes Against Humanity", it is not my wish that local Law Enforcement allow themselves to be manipulated in ways that benefit this Organized Crime Syndicate or their illegal Targeted Ops against Pro-Democracy Journalist and/or Racial and Religious Minorities like myself. I have been observing, studying and reporting on their tactics for years and am an expert at the Unconstitutional Nature of their activities which include using/taking advantage of the Weather to force a targets movements into places to entrap them in a surveillance op filled with low level criminal type operatives just to discredit them by associations, alter the appearance negatively of the target, and limit their resources in efforts to force the target to match a negative image consistent with the false profile they are attempting to fabricate, and these Organized Crime members like to use local P.D. vest Cam footage to record interactions with the target after his professional appearance has been diminished, all to give the crime syndicate members/operatives plausible deniability and instead implicate local agencies and good officers such as is in SFPD using your vest cam footage to produce the needed media material used to discredit the credibility of the target. So, to use a metaphor to help you understand my work as a journalist, "I am the Innocent Lamb being used to draw the Wolves out" but because other jurisdictions have used excessive force and false arrests against me in coordination with this Organized Crime Syndicate's Illegal Targeted Operations they are merely attempting in your jurisdiction to substantiate the unsubstantiated claims made against me and stored in government databases and made on-line to cover up their previous illegal activities. Again, it is my intent to protect SFPD and the City of San Francisco from being implicated to these Crimes I am investigating and reporting on which for Government employees involved could be punishable for up to life in prison in International Criminal Court (ICC) who is also being attached as a recipient to this email in efforts to safeguard my work as a Pro-Democracy Journalist. I thank the Good SFPD officers for their continued work to protect Democracy, the immigrants and the racial and religious minorities here in San Francisco. These people I am investigating have powerful technology but they are very ignorant like their Nazi Neanderthal Predecessors, they only have one toolbox and so they use the same tactics over and over again making it easy for a journalist like myself to report on as the pattern of their behavior is obvious as much as the unnatural behavior of their operatives as can be seen under any surrounding surveillance where I may be sitting at any time and obvious, I specifically do not associate with non-government employees or street people during my investigations so I do not compromise the objective nature of my observations and reporting unless at the restaurants and stores I frequent as a customer or when soliciting donations on the streets to continue my work and maintain my health and hygiene and sharing my articles for free rewarding the good people able to have an intelligent empathic response to my requests with my World Class News Articles and Essays Free to Intelligent Empathic People, I do this to encourage Empathy and Higher forms Brain functioning in our community members. God Bless- Daniel Jeremiah Hoffman.

SF Liberator News, <https://sfliberatornews.weebly.com/>

Bio of Daniel Jeremiah Hoffman: I am a Former AmeriCorps Agent w/non-profit Management Experience and at a Director Level in the Business Tech Space including as a Certified Business Technology Expert Writer from Business .Com. using my Journalist Skills acquired in both Highschool and College Courses and my past Professional Experience, Years of Independent research, and Direct Experience and Observations as an Undercover Journalist for over 20 years in Multiple States and Countries to expose the symptoms facing our sick society as being derived

from the progression of Hitler'ite Ideology and Eugenics into the Globalist Control over Centralized Industry and the Systems of Human Management acting as an Organized Crime Syndicate maintaining hegemonic control over World Markets and using that influence to create global unified Government Policies counter to the Democratic Ideals of a Free Society. I am as a Jewish grandnephew of a Holocaust Survivor on my Father's side, and as a Sicilian/Irish Practicing Catholic on my Mother's side, Exposing the covert Institutions of Slavery and Human Exploitation tied to Nationalist Socialist Profiling and Human Manipulation, with the same Religious Conviction and Calling as a Journalist as the Great Rev. Martin Luther King Jr. had as a Civil Rights Activist. Sent with [Proton Mail](#) secure email.

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Bio on Daniel Jeremiah Hoffman: I am a Free Market Liberal Constitutionalist unaffiliated independent. I am a grandnephew of a Jewish Holocaust Survivor on my Father's Side and Sicilian/Irish Catholic on my Mother's side who fled Mussolini's Italy and Ireland during persecution of the Catholics. After excelling in both High School and College Journalism Courses and English Writing and using my past Professional Experience as an AmeriCorps Agent who worked mostly in the all black disadvantaged community of Newtown Florida working through the Community Health Improvement Partnership. I have also held titles in Non-Profit Management and at a Director Level in the Business Tech Space and was Certified as a Business Technology Market Expert and Writer on Business.com. I Have Been Undercover Investigating Organized Crime since 2001 and connecting those Activities to Eugenic Cleansing and the covert Illegal Targeted ops against political, racial and religious Minorities.
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Subject: Don't Freak Out Dems as Reports that Treasury Department office Gets Tinkered with by the New Executive Branch Seeking to Understand Federal Payment Processing Better. If you're not a criminal or participating in Criminal Activity then you have nothing ...

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Don't Freak Out Dems! Treasury Department office Gets Tinkered with by the New Executive Branch Seeking to Understand Federal Payment Processing Better? If you're not a criminal or participating in Criminal Activity then you have nothing to worry about from the Trump administration's Intent to control spending. By: Daniel Jeremiah Hoffman, Investigative Journalist and Attorney Per Se.

San Francisco 02/01/25. Look, I am an unaffiliated independent, I don't choose sides with political parties, I see their function as largely obsolete and their existence as a threat to Democracy as each produces propaganda to reinforce whatever ideologies are useful at the time to benefit their corporate donors and this causes such division and confusion that it challenges the right of the public to be informed and without a properly informed electorate, as is necessary for the functioning of Democracy, we cannot adequately hold our government accountable or make the decisions as voters that are in our best interest, so when I criticize one side or the other or write something in agreement with a certain policy of one over the other I am not doing so with a child like imaginative devotion or reaction to that party or politician, instead, I am analyzing the available information presented to me in the informational systems I am given access to and supplying my readers with my insights based on the knowledge I have thus far sought and attained to in my life. So with that being said and in regards to a CNN.com article, <https://www.cnn.com/2025/01/31/politics/doge-treasury-department-federal-spending/index.html>, that reported "Trump's team, which included members of Elon Musk's Department of Government Efficiency peppered Treasury officials about one of the department's most sensitive and critical functions: processing trillions of dollars in government payments a year." I am just recommending to my Democrat friends that they "Don't Freak out!" because the CNN.com's article mentioning "Sen. Elizabeth Warren, the ranking member of the Senate Banking Committee, called for an investigation on Friday following news of LeBryk's [the Treasury Official] departure" and her being quoted as saying, "It's alarming that Elon Musk is attempting to gain access to the Federal Government's critical payment system, which is responsible for delivering Social Security checks, tax refunds, and Medicare benefits to Americans across the country," and

if this quote is true as spoken by Warren then she should be ashamed at herself because she is using this language as fear mongering and attempting to use the poor dependent on those "Social Security checks, tax refunds, and Medicare benefits" as a political shield or weapon without thinking critically, it is just emotionally reckless behavior like as expressed in animal brains and how they exhibit fear and attack a perceived enemy regardless if the enemy is real or not, its just emotionally reactive behavior like instinctual but not dignified for a U.S. Congressperson. The reality is our Country has been consumed with Organized Crime we can feel it here in our local jurisdiction of San Francisco, no one feels like they are represented by the government whether Red or Blue politicians, this Organized Crime has been profiting off of Human Exploitation and Creating a Victim Based Economy that has become so dependent on the victims that they are poisoning our water and engaging in targeted ops using our criminal justice system just to keep the systems of human management filled with victims to be managed and often turning those victims into operatives, making our cities into perpetual terrorist training camps that maintain themselves inside a beautified concentration camp, so when Trump or whoever is in the Executive Branch starts digging into and taking an "odd interest in its inner workings", this is a good thing because every dollar that terrorists and organized crime syndicates take for the Department of Treasury through their Ponzi Schemes, that is less money available to the good poor working hard to get out of poverty, the system of human exploitation can't change because we don't have the money to completely reform it, and that is what this Administration seems to want, so I say we American citizens shouldn't get emotionally reactive, like reportedly the way Sen. Warren acted, I say when, to quote the article again, "Veterans of past transition efforts, representing presidents of both parties, couldn't recall precedent for the Trump team's entreaty.", I say this is a great sign when an administration is doing something that has never been done because if we just keep doing the same thing nothing will change except that we will slowly diminish ourselves, as a country, as a people, as a Democracy, and lose an chance to gain opportunity towards social or economic justice again, getting the government out of the Organized Crime business is good for everyone who isn't participating with Organized Crime so if you don't work for criminals or engage in criminal activity you have nothing to worry about, cutting the poor off from benefits that would leave them dead in the streets would be political suicide and label Trump and the Republicans as the worse villain's in History, and despite the Democrat Party's propaganda trying to paint them as just that, it is doubtful that the intent of fiscal inquiry is anything except attempts for fiscal responsibility and Trump and his Team thus far seems really transparent. I know as a former Business Consultant and Director of Digital Marketing that people are resistant to change, every client was suspicious of things they didn't understand and it was difficult for me to have to take the time to educate and build trust when time is an important factor in achieving success, but as with any system like a business or a government, we are subjected to the Law of Diminishing returns and if we just keep doing the same things then we ultimately diminish the entire system itself, we degrade if we don't find a way to pivot towards a new or unchartered direction so we have to sometimes take a leap of faith with our confidence in others. So Don't Freak Out, allow the Administration to carry out its vision, if anything nefarious happens worse than the Exploitation for profit that has permeated our government policy making and policies for years in the benefit of Organized Crime and the Stock Markets than we can address it then but anything in my eyes is better than perpetuating the status quo of corruption. So don't be like reactionary animals, be patient, think critically, try to learn new things and educate yourself so you will better understand the actions being carried out by the Administration and act with patience and we will get through this but if you act like a reactionary animal with fear, well, because almost every client I had or worked for who became suspicious or acted with fear against my intended vision ended up bankrupt because they did not adopt my recommendations, so let's not be like them, lets be adaptable and smart, seek knowledge and educate ourselves and trust in the systems of Democracy like the Judicial and the Bill of Rights as our recourse to any malicious intent from the executive branch but I think any hesitation on the left is just because of ignorance or fear, but trust me, the less money Organized Crime steals from our government the more the Government can do for us citizens, its in our best interest to get a handle on the old ways of government

processing because the Crime syndicate takes advantage of every weakness in the system including the bureaucrat's blind obedience to the policies and procedures, how else can reform happen and an Executive be successful at realizing a vision in the benefit of the company or country if his/her team can't tinker in ways that optimize the likelihood for success, and a President's Success is always measured by the People's Success so it's in his best interest to do what's best for all of us, or risk being painted a villain in History. So if you don't understand something then take the time to teach yourself and then interject with an informed opinion don't make assumptions based on political prejudice or propaganda designed to illicit a fear response in you and don't let yourself become reactionary and surrender your critical thinking abilities to become animal like.

Sent with [Proton Mail](#) secure email.

From: [Daniel Jeremiah Hoffman](#)
To: [Jonathan Mahler](#); [SFPD, Chief \(POL\)](#); [openjustice@doj.ca.gov](#); [mcu@justice.gc.ca](#); [applications@icc-cpi.int](#); [Madeline.coggins@fox.com](#); [SFSO Complaints \(SHF\)](#); [Board of Supervisors \(BOS\)](#); [Assembly.Ethics@asm.ca.gov](#); [morning@npr.org](#); [comments@foxnews.com](#); [newsdesk@kpix.com](#); [District Attorney \(DAT\)](#); [rob.bonta@doj.ca.gov](#); [carrillo@law.berkeley.edu](#); [Information@stpatrikcsf.org](#); [info@sfarch.org](#); [BART Board](#); [AsmBudget@asm.ca.gov](#); [CRT.SpeakerRequests@usdoj.gov](#); [DPW-CodeEnforcement](#); [Stefani, Catherine \(BOS\)](#); [Desk@sfport.com](#); [mscardenas@berkeley.edu](#); [poetry@sfsu.edu](#); [401_PIO@CHP.CA.GOV](#); [Peskin, Aaron \(BOS\)](#); [ExecutiveEscalations@group.apple.com](#); [MYR-Appointments](#); [RAPC@doj.ca.gov](#); [ICEOPRIntake@ice.dhs.gov](#); [PDR-Media Relations](#); [ICCvisits@icc-cpi.int](#); [Alison.Merrillees@asm.ca.gov](#); [DFracassa@sfchronicle.com](#); [MSNBCTVinfo@nbcuni.com](#); [Ronen, Hillary \(BOS\)](#); [Jessica.Roy@sfchronicle.com](#); [Dalmar.Ismail@bart.gov](#); [Danielle.Echeverria@sfchronicle.com](#); [DONATE@communitythriftsf.org](#); [SFPD Bayview Station, \(POL\)](#); [SFPD Central Station, \(POL\)](#); [Gray, Amber \(DPH\)](#); [SFPD Park Station, \(POL\)](#); [Walton, Shamann \(BOS\)](#); [feedback@sfchronicle.com](#); [editorial@sstandard.com](#); [contact.center@calcivilrights.ca.gov](#); [elizabeth.potter@asm.ca.gov](#); [efilingsupport@supremecourt.gov](#); [INFO@communitythriftsf.org](#); [DorseyStaff \(BOS\)](#); [AskOCR@usdoj.gov](#); [City Librarian, City Librarian \(LIB\)](#); [Engagement, Civic \(ADM\)](#); [patricia.guerrero@courts.ca.gov](#); [Administrator, City \(ADM\)](#); [SFPD CISU \(POL\)](#); [press@amnesty.org](#)
Subject: Re: News Tip for San Francisco P.D., From Daniel Jeremiah Hoffman, Journalist and Attorney Per Se at SF Liberator News: With Rain Increasing this week as I continue my on-going investigations from the street level into Organized Crime that appears to b...
Date: Sunday, February 2, 2025 1:20:52 PM

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Hello NY Times, jonathan.mahler@nytimes.com

I appreciate your response but please read further before you flag this email. Your email is available publicly, I am a fellow Journalist, so B2B emails are approved under the Can Spam Act as I am not soliciting donations or collecting your information just sharing industry related news with fellow professionals and government funded agencies. I really am an unconstitutionally targeted journalist and am reporting on the conditions inside a city that has the mechanics and function of a Beatified Concentration Camp, as a captured and contained unconstitutionally targeted Pro-Democracy Journalist, I have included your email as a professional courtesy and in hopes that the New York Times might assist me by shedding light into the operations and conditions I am reporting on from inside like a guerilla journalist reporting from a War Zone. My name is Daniel Jeremiah Hoffman, B/D 04/27/1979, I am a Former AmeriCorps Agent from Florida who has been targeted since 2014 there in Sarasota, Florida where I was under deep cover infiltrating law enforcement drug operations that was using criminals and criminal activities like "Drug Houses" strategically placed by the Justice Department in coordination with local Law Enforcement as socio economic/chemical warfare to distribute drugs to entrap more people as operatives, often using female operatives to encourage drug use that leads to the associated negative behavior used against that targeted person to drain their resources and entrap them into the system either as an operative or a commodity and use the Drug Houses to drop property values down in certain neighborhoods to benefit Developer Partners who can acquire and redevelop the area after property values decrease from the activity and the citizen property owners flee the neighborhood and this is connected to Law Enforcement/Government retirement accounts through the stock markets of these companies who benefit and this also drives demand for Law Enforcement tech and legislation that causes a forfeiture of the public's civil liberties collectively with designs to optimize these Organized Crime activities with control mechanisms which include increasing rental properties and decreasing property ownership, they are causing communities to become distressed and getting economic development money to redevelop the area with rentals that are subsidized to mace the displaced and targeted populations for profit and this has been influenced as a Global Strategy of economic warfare in cities across the world. Since I have traveled into multiple states and countries including Canada where I had hoped to be protected under international laws but in violation of all laws protecting Journalists and Whistleblowers I have been the victim during my investigations of excessive force, false arrests,

hospitalizations and internet disruptions as I am most recently since 2021 after being released from a Saskatchewan Prison with no charges being trapped inside Psy Op type conditions (containment) where attempts are being made with operational actors in a controlled environment all coordinated with these illegal and unconstitutional operations against me to substantiate unsubstantiated claims made against me including cover up for those false arrests, to use a metaphor as illustration, it is like being trapped in a major motion picture set controlled by a psychopathic director where all tech, personnel and the infrastructure, buildings, and businesses are even mere replicas connected to an internet of things and can be changed and designed to meet operational specs and all coordinated daily to collect false media evidence against me. These are Military type resources being used to silence me as a journalist so I would hope the NY Times, unless it is now operating as an outlet controlled by the Global Organized Crime Syndicate I have been exposing, would have interest in assisting me so it was my hopes that if my reports reached a real journalist that it would inspire you at the New York Times to use your resources in my defense as a journalist trapped in operations designed to cover up these crimes and the crimes against humanity I have been reporting on. Please if you do not act at least read my articles and take them seriously as a victim/witness reporting on the conditions of the tools, tactics, and technology used in illegal targeted ops being used in opposition to Democracy. All I have is the use of this public library computer, and my articles and emails are even being attacked with spelling and grammatical errors to discredit me or my mental state, and I am forced to sit, often in the rain soliciting donations for hours to continue my work and maintain my professional appearance, health and hygiene but even these fundamentals I work hard to maintain are being attacked and those donations I receive are only given to me at specific times and with specific amounts to force my movements or are at times limited to attack the professional image I try to maintain in defiance of the intentions of the operations itself which attempts to discredit me as a low level criminal by forcing my appearance to match a negative stereotype, I am a prisoner in a Psy Op and this continued treatment would be in a court of law considered acts that are both cruel and unusual and false imprisonment of a Pro-Democracy Journalist. If the N.Y. Times can do anything to help I would greatly appreciate it because helping me would be in defense of Democracy itself and the Protections made for Freedom of the Press under the 1st Amendment and under International Laws and Peace Treaties such as the International Covenant on Political and Civil Rights. I cannot find any Democratic Institution not infected with Organized Crime Operatives that would provide me a pathway free from these illegal operations, they will contain me this way until my death. Peace be with you- Daniel Jeremiah Hoffman, Journalist and Attorney Per Se currently reporting from SF Liberator News, <https://sfliberatornews.weebly.com/>, don't trust the link, physically type this URL into a browser not a search bar as their may be a redirect used to prevent you from viewing my actual site when just clicked.

Bio of Daniel Jeremiah Hoffman: I am a Former AmeriCorps Agent w/non-profit Management Experience and at a Director Level in the Business Tech Space including as a Certified Business Technology Expert Writer from Business. Com, using my Journalist Skills acquired in Highschool and College Courses in which I excelled and my past Professional Experience, Years of Independent research, and Direct Experience and Observations as an Undercover Journalist for over 20 years in Multiple States and Countries to expose the symptoms facing our sick society as being derived from the progression of Hitler'ite Ideology and Eugenics into the Globalist Control over Centralized Industry and the Systems of Human Management acting as an Organized Crime Syndicate maintaining hegemonic control over World Markets and using that influence to create global unified Government Policies counter to the Democratic Ideals of a Free Society. I am as a Jewish grandnephew of a Holocaust Survivor on my Father's side, and as a Sicilian/Irish Practicing Catholic on my Mother's side, Exposing the covert Institutions of Slavery and Human Exploitation tied to Nationalist Socialist Profiling and Human Manipulation, with the same Religious Conviction and Calling as a Journalist as the Great Rev. Martin Luther King Jr. had as a Civil Rights Activist.

Sent with [Proton Mail](#) secure email.

On Saturday, February 1st, 2025 at 11:41 AM, Jonathan Mahler
<jonathan.mahler@nytimes.com> wrote:

Hi, not sure how I got on this list but there's no unsubscribe option. Please delete me. Thanks

Jonathan Mahler
Staff Writer, *New York Times Magazine*
O: (212) 556-2657
C: (917) 902-6813
@jonathanmahler

On Sat, Feb 1, 2025 at 2:32 PM Daniel Jeremiah Hoffman
<SFLiberatorNews@proton.me> wrote:

Please alert the Chief and all SFPD patrol officers during the inclement weather this week...

With Rain Increasing this week as I continue my on-going investigations from the street level into Organized Crime Coordinating Illegal Ops in the area, I will be taking shelter at night for information gathering purposes in dry spaces such as business overhangings connected to public sidewalks while the businesses are closed, be aware that the Organized Crime Operatives I am investigating may be attempting to interfere with my investigations and make false police reports omitting my visible PRESS credentials and signage to provoke a negative interaction between your department and myself or to force my movements at night/early morning in attempts to collect false video surveillance/or other false reports and unsubstantiated claims while using low level operatives sent in my direction who they are attempting to implicate me to or to make claims of an association in order to discredit my work. Organized Crime is known to have corrupted Law Enforcement agents and private security on their payroll and will influence these activities against as well as use pedestrian false witnesses to security personnel or employees in ways that illicit a response from them to interact out of an ignorance created by misinformation who also may use other operatives to try and antagonize me under a recording to illicit a negative response they can use against me. ***Per my " Updated 2025 Notice of Professional Courtesy" that went out by email and was hand delivered to your agencies notifying you of my on-going investigations and the nature of my work, "my state of un-shelteredness in the communities I enter is strictly for news gathering purposes"*** and further, **California Laws Protect Journalists**, stating "A peace officer or other law enforcement officer shall not intentionally assault, interfere with, or obstruct the duly authorized representative of any news service, online news service, newspaper, or radio or television station or network who is gathering, receiving, or processing information for communication to the public., and that, "A duly authorized representative of any news service, online news service, newspaper, or radio or television station or network that is in a closed area described in this section shall not be cited for the failure to disperse, a violation of a curfew, or a violation of paragraph (1) of subdivision (a) of Section 148, for gathering, receiving, or processing information. Law Enforcement is no more allowed to interfere with my investigations than I am to theirs but in the interest of protecting Democracy

from threats such as Organized Crime and Terrorism we can work together, and it is my hopes to be a valuable asset to local police in this regards. But my work as an investigative journalist draws out both the coordinated activities of corrupted citizens as well as government employees who are used in efforts to protect the activities of Organized crime from people like myself listed as a perceived threat to the Organized Crime syndicate which has powerful technology and resources at its disposal and is coordinating these activities often remotely suing local people. It is my intent to help local Law Enforcement understand how this coordination happens and the tools, tactics, and technology at the disposal of this Global Organized Crime Syndicate being used in opposition of the principles of Justice and Democracy. Again, because I have been engaged for over 20 years undercover investigating these illegal coordinated activities which can be classified as "Crimes Against Humanity", it is not my wish that local Law Enforcement allow themselves to be manipulated in ways that benefit this Organized Crime Syndicate or their illegal Targeted Ops against Pro-Democracy Journalist and/or Racial and Religious Minorities like myself. I have been observing, studying and reporting on their tactics for years and am an expert at the Unconstitutional Nature of their activities which include using/taking advantage of the Weather to force a targets movements into places to entrap them in a surveillance op filled with low level criminal type operatives just to discredit them by associations, alter the appearance negatively of the target, and limit their resources in efforts to force the target to match a negative image consistent with the false profile they are attempting to fabricate, and these Organized Crime members like to use local P.D. vest Cam footage to record interactions with the target after his professional appearance has been diminished, all to give the crime syndicate members/operatives plausible deniability and instead implicate local agencies and good officers such as is in SFPD using your vest cam footage to produce the needed media material used to discredit the credibility of the target. So, to use a metaphor to help you understand my work as a journalist, "I am the Innocent Lamb being used to draw the Wolves out" but because other jurisdictions have used excessive force and false arrests against me in coordination with this Organized Crime Syndicate's Illegal Targeted Operations they are merely attempting in your jurisdiction to substantiate the unsubstantiated claims made against me and stored in government databases and made on-line to cover up their previous illegal activities. Again, it is my intent to protect SFPD and the City of San Francisco from being implicated to these Crimes I am investigating and reporting on which for Government employees involved could be punishable for up to life in prison in International Criminal Court (ICC) who is also being attached as a recipient to this email in efforts to safeguard my work as a Pro-Democracy Journalist. I thank the Good SFPD officers for their continued work to protect Democracy, the immigrants and the racial and religious minorities here in San Francisco. These people I am investigating have powerful technology but they are very ignorant like their Nazi Neanderthal Predecessors, they only have one toolbox and so they use the same tactics over and over again making it easy for a journalist like myself to report on as the pattern of their behavior is obvious as much as the unnatural behavior of their operatives as can be seen under any surrounding surveillance where I may be sitting at any time and obvious, I specifically do not associate with non-government employees or street people during my investigations so I do not compromise the objective nature of my observations and reporting unless at the restaurants and stores I frequent as a customer or when soliciting donations on the streets to continue my work and maintain my health and hygiene and sharing my articles for free rewarding the good people able to have an intelligent empathic response to my requests with my World Class News Articles and Essays Free to

Intelligent Empathic People, I do this to encourage Empathy and Higher forms Brain functioning in our community members. God Bless- Daniel Jeremiah Hoffman.

SF Liberator News, <https://sfiberatornews.weebly.com/>

Bio of Daniel Jeremiah Hoffman: I am a Former AmeriCorps Agent w/non-profit Management Experience and at a Director Level in the Business Tech Space including as a Certified Business Technology Expert Writer from Business .Com. using my Journalist Skills acquired in both Highschool and College Courses and my past Professional Experience, Years of Independent research, and Direct Experience and Observations as an Undercover Journalist for over 20 years in Multiple States and Countries to expose the symptoms facing our sick society as being derived from the progression of Hitler'ite Ideology and Eugenics into the Globalist Control over Centralized Industry and the Systems of Human Management acting as an Organized Crime Syndicate maintaining hegemonic control over World Markets and using that influence to create global unified Government Policies counter to the Democratic Ideals of a Free Society. I am as a Jewish grandnephew of a Holocaust Survivor on my Father's side, and as a Sicilian/Irish Practicing Catholic on my Mother's side, Exposing the covert Institutions of Slavery and Human Exploitation tied to Nationalist Socialist Profiling and Human Manipulation, with the same Religious Conviction and Calling as a Journalist as the Great Rev. Martin Luther King Jr. had as a Civil Rights Activist. Sent with [Proton Mail](#) secure email.

From: [Daniel Jeremiah Hoffman](#)
To: [SFPD CISU \(POL\)](#); [SFPD, Chief \(POL\)](#); [SFSO Complaints \(SHF\)](#); openjustice@doj.ca.gov; [District Attorney, \(DAT\)](#); mcu@justice.gc.ca; rob.bonta@doj.ca.gov; manohar.raju@sf.gov; [401 PIO@CHP.CA.GOV](#); [Board of Supervisors \(BOS\)](#); [Press Office, Mayor \(MYR\)](#); [Jonathan Mahler](#); Alison.Merrilees@asm.ca.gov; Jessica.Roy@sfchronicle.com; Madeline.coggins@fox.com; comments@foxnews.com; INFO@communitythriftsf.org; Danielle.Echeverria@sfchronicle.com; DFracassa@sfchronicle.com; Assembly.Ethics@asm.ca.gov; ExecutiveEscalations@group.apple.com; Dalmar.Ismail@bart.gov; [PDR-Media Relations](#); [SFPD Central Station \(POL\)](#); AsmBudget@asm.ca.gov; [BART Board](#); boardoffice@sfusd.edu; AskOCR@usdoj.gov; [Stefani, Catherine \(BOS\)](#); [Desk@sfport.com](#); [SFPort Commission Secretary](#); [DPW-CodeEnforcement](#); CRT.SpeakerRequests@usdoj.gov; media@nida.nih.gov; [DorseyStaff \(BOS\)](#); [MYR-Appointments](#); foipaquestions@fbi.gov; ICEOPRIntake@ice.dhs.gov; jhooper@cde.ca.gov; hopdinesf@sfgov.org; MSNBCTVinfo@nbcuni.com; [Administrator, City \(ADM\)](#); feedback@sfchronicle.com; morning@npr.org; jgarofoli@sfchronicle.com; [Lurie, Daniel \(MYR\)](#); [Kung, Melanie \(PRT\)](#); innatunionsquarefrontdesk@ohrlc.com
Subject: Just Had Internet Attack that forced me to change computers from 3rd floor to 5th floor of Library after using the Bathroom I returned to my screen shut down Library siting cord malfunction?
Date: Sunday, February 2, 2025 2:16:32 PM

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After my last email, which was a reply back to <jonathan.mahler@nytimes.com>, that implicated Law Enforcement/Justice Department to Organized Crime and Drug Distribution, my internet was attacked after returning from the bathroom, I had locked my screen per the functionality of Library software prior to using the restroom but when I returned the screen was indicating a "communication error" the librarian in an effort to cover up continued attacks to my internet stated a malfunctioning wire, I support the library staff and this is not a complaint against them who are acting with the information they are being given, but this attack and the homeless junkie operatives is all of course orchestrated and targeted activity inside the library and not the first time as I am reporting on damaging information to the government and the library has these junkie homeless people filled in it as bad actors (all suspiciously new faces never seen in the library and can be confirmed by video cameras in library compared to other rain days) used as operatives in coordination with my movements as I am being surveilled illegally and then they coordinate these people who are staged and activated when I move in any direction inside the library or outside in the city. My concern is that my email was still logged in during this attack and they may have faked a communication during this event. So I am logging out from this 5th floor computer and documenting the suspicious event as a precaution and notifying law Enforcement and will have a printed copy with other documents and recent articles I've written on my person as I continue my daily business on the streets soliciting donations to help continue my investigative work from the Good Pro-Democracy supporters able to have intelligent empathic responses as fully functioning human beings, they get my articles free as a reward for their intelligent empathic response. <https://sfliberatornews.weebly.com/>

It is a sign of a diseased Democracy when an electronic communication and conversation between two Journalists gets recorded and then attacked by the Government...the only explanation to this attack is Domestic Spying with no reasonable suspicion to justify this making it illegal and unconstitutional and warrantless wiretapping as all and any disruptions to my internet and emails are evidence of illegal surveillance and illegal and warrantless wiretapping of a Pro Democracy Journalist. There is nothing Illegal about being a Jewish/Catholic Liberal against the Organized Crime Activities of National Socialist but everything the Governments are doing to silence me is illegal and our community should be outraged rather than participating or compliant, "Injustice Anywhere is a Threat to Justice Everywhere!"- Rev. MLK JR., After this injustice should I expect this SF community to further this injustice by limiting my resources by restricting donations to me intentionally that would allow me to wash my clothes, get coffee in a warm place, get health and hygiene items?

Sorry to my readers that I will not have a new article today but appreciate your support as the rain makes it hard to survive during my on-going investigations and has a way of draining my resources because I have to spend money to stay dry and maintain my health and hygiene and appearance in the face of the inclement weather but get ready for tomorrow's planned article entitled, **"SF Liberator News by Daniel Jeremiah Hoffman- Understanding my "Innocent Lamb to Draw the Wolves Out Strategy" to Help Honest Law Enforcement Understand the AI Programming, Coordination. and Activities Used In Organized Crime's Illegal Targeted Operations."**

Sent with [Proton Mail](#) secure email.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Carroll, John \(BOS\)](#)
Subject: FW: Safeway Closing - concerns unable to attend meeting - File No. 250050
Date: Monday, February 3, 2025 2:14:00 PM

Dear Supervisors,

Please see below from Aaron Goodman regarding:

File No. 250050 - Hearing to address Safeway Incorporated's scheduled closure of its grocery store, located at 1355 Webster Street, on February 7, 2025, eliminating full-service grocery options, as well as pharmaceutical and banking services which provide basic necessities to its residents; and requesting the Human Rights Commission, Office of Economic Workforce Development, and Food Security Task Force to report.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.*

From: Aaron Goodman <amgodman@yahoo.com>
Sent: Monday, February 3, 2025 9:15 AM
To: MahmoodStaff <MahmoodStaff@sfgov.org>; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Safeway Closing - concerns unable to attend meeting

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Supervisor Mahmood and Staff

I am unable to attend the meeting but am deeply concerned about cuts to services at safeways and walgreens across the city.

We have many opportunities for new housing at these properties but failing to provide the services of these stores and their closing should not be allowed when in areas of hardship and financial concerns for residents.

The single store buildings can easily be replaced with denser housing above the retail components.

The concern is that land sales and private equity issues are taking priority over the needs of the community.

This goes the same with SFMTA muni cuts which impacts seniors and the disabled trying to get to these community hubs for services and goods.

Please do your best to support the communities concerns on the closure and mandate that the service sector provide services due to the inconvenience of the store closure. The financial burden should lie squarely on safeway and muni.

Perhaps taxi and rideshar xoox bus systems can be used for ADA accessibility issues and for seniors to get from communities where stores close to open stores and bill it to the safeway CEO.

Regards

Aaron Goodman (D7) prior D11 and have seen multiple closures impacting communities of concern and equity issues across the city.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#); [Carroll, John \(BOS\)](#)
Subject: FW: Add this to the public comment special hearing in Safeway - File No. 250050
Date: Thursday, February 6, 2025 11:54:25 AM
Attachments: [Untitled document.pdf](#)

Dear Supervisors,

Please see attached from Cheryl Thornton regarding:

File No. 250050 - Hearing to address Safeway Incorporated's scheduled closure of its grocery store, located at 1355 Webster Street, on February 7, 2025, eliminating full-service grocery options, as well as pharmaceutical and banking services which provide basic necessities to its residents; and requesting the Human Rights Commission, Office of Economic Workforce Development, and Food Security Task Force to report.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: Cheryl Thornton <cherylthornton415@gmail.com>
Sent: Monday, February 3, 2025 4:53 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Add this to the public comment special hearing in Safeway

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please add this comment to the record.

Public Comment to the Land Use & Transportation Committee of the San Francisco Board of Supervisors

Submitted on behalf of Cheryl Thornton

Dear Chair Bilal, Vice Chair Melgar, and Supervisor Chen,

My name is Cheryl Thornton, and I am submitting this statement in strong support of the Fillmore Alliance and the ongoing fight for economic justice, food security, and community preservation in the Fillmore District.

For over a year, community members have been demanding accountability from Safeway, Align Real Estate, and city leadership, yet we continue to face delays, deflection, and dismissive responses. The Fillmore community is no stranger to broken promises. Decades ago, eminent domain was used to destroy the Fillmore—now it must be used to heal it.

The legacy of displacement, economic harm, and systemic neglect inflicted upon Black San Franciscans in the Fillmore cannot be ignored. The city has an obligation to act. The economic devastation caused by Urban Renewal is not a thing of the past—its consequences are still being felt today.

But this is not just about economic injustice—it's also about food insecurity. With the closure of Safeway, residents—especially seniors, families, and low-income individuals—have nowhere nearby to access fresh, affordable food. A community-driven cooperative market could provide a sustainable solution, ensuring that food access is no longer dictated by corporate interests but by the needs of the people.

I urge this committee to take the following actions:

- ✓ Continue this critical discussion at the next hearing. This issue impacts the entire city, not just District 5.
- ✓ Subpoena Align Real Estate, Safeway, and the Office of Community Investment and Infrastructure (OCII) to ensure transparency and accountability.
- ✓ Ensure that this land is developed to serve the Fillmore community—not corporate interests. A community cooperative market would be a powerful step toward economic self-determination and food security.
- ✓ Prioritize food access in development plans, ensuring that the Fillmore is not left in a food desert.

This is not just about one parcel of land—this is about the future of the Fillmore and the integrity of San Francisco's commitment to racial and economic justice.

We will not accept further delays while our community continues to suffer. Now is the time for action.

Thank you for your time and consideration.

#JusticeForFillmore #EminentDomainForThePeople #BlackSanFrancisco #FoodJusticeNow
#CooperativeEconomy

Bretz Washington

The united states hatred of my
nationality, even when I'm on
my deathbed would not give me
proper attention, San Francisco
general hospital

One ask to change my nationality
Secound one ~~say~~ said because I ainty
her brother

I'm
Native America ~~Indigenous~~ Indigenous

~~Not~~

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2025 FEB 03 AM 08:48
JA B65-11

Bretz Washington

City of San Francisco Hi-Tech

Police Officer Camera Views,

I have received a lot of hatred
because of my nationality DNA and
pigmentation,

not from what the propaganda
your city portrays but are
better yet the United State
display

Sincerely
Bretz Washington

From: [Lagunte, Richard \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: 2 letters from member of the public
Date: Thursday, February 6, 2025 3:03:45 PM
Attachments: [AV 2 letters.pdf](#)

Dear Supervisors,

Please see attached 2 letters from a member of the public regarding various subjects.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: [Antonio Lee](#)
To: [Antonio Lee](#)
Subject: San Francisco Mayor Daniel Lurie is not fighting corruption as he promised the voters. If he gets kicked out of the office (Recalled), Don't Blame Me
Date: Friday, January 31, 2025 10:34:21 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Everyone,

SF Mayor Daniel Lurie just became a City Hall insider; an anti-corruption and accountability guy who is not fighting corruption and not holding bad city employees and awful terrible staff accountable or getting them fired from their jobs.

I did not vote for Daniel Lurie because, during the mayoral debate, he demonstrated that he did not have sufficient work experience and maturity to run a city and county like San Francisco.

I did not have any expectations that Lurie would be able to end homelessness, reduce crime, create more jobs, resolve the fentanyl crises, build more houses for low—and moderate-income residents, and value and respect Black people. Lurie has a lot to prove to convince me that he is not just another hot air empty talk, nothing to show the type of politician that is intended to impress and lie to our residents with no positive result to show for his accomplishments in the office. I hope and pray that he is not like that. Don't lie! It is the best practice to tell the truth and nothing but the truth so that you can be free from making false promises. We do not want any more alleged racists and incompetent individuals to govern San Francisco.

48 Hills reported that during Lurie's inaugural address, Lurie got all White people in the front seat. I implied and linked that to racism, prejudice, discrimination, and white supremacy automatically. I may be incorrect. We evaluate what people do and speak. Redmond writes, "The people in the exclusive front seating were mostly white, mostly not from established political groups—and not surprisingly, San Francisco high society seemed well represented" (Extracted from <https://ishills.org/2025/01/lurie-express-inaugural-address-that-is-almost-entirely-about-diversity-and-crime/>, January 8, 2025).

Lurie does not have any economic and financial plan on health, economic, employment policies, and housing justice for the Black residents living in poverty in San Francisco. "Lurie told me that he has "the right experience at this moment" because he's worked with city officials to build an affordable housing project and combat poverty, among other initiatives." Prove that it is not an airball; Show me. "Airball" is a term used in sports to describe a missed shot that doesn't touch the rim, backboard, or net. Making false promises shows people's real character and ill intentions.

Mayor Lurie is learning on the job. This is dangerous and indicates that voters who got him in did not think it through deeply enough before they made their choice for mayor. Personally, I do not have anything against this mayor. My goal is to see San Francisco thrive, clean, and safe. Former Mayor London Breed, despite her shortcomings, was trying her best to bring the city back.

What troubles me is that Breed warned us that Laurie did not have experience and many voters, especially Chinese voters did not listen, and they voted her out. Now what? Breed told us that Daniel Lurie "is the most dangerous man on this stage tonight." Read: https://url.lavanah.click/v2/r01/https://www.sfchronicle.com/politics/joegarofoli/article/daniel-lurie-sf-mayor-19842502.php__YXAzOnNmZHZqOmE6bzoxMWU1YjYwMmNhMDVhMjY2MGJjZmMzZjhhZDdlMzZhNDs3OjM3Yzk6Y2M5OTA4MTMwNzA5MjNkMTVhZmY4MjdhODIzITUzMjc4ZTczNDkzMExZmM2E1YTE5ODJmMWY0OGU5ZGE2OTp0I0Q6Tg

So far, one of Lurie's biggest campaign promises is not being fulfilled. He said that he was going to end corruption in San Francisco starting with getting rid of corrupt people working for the County. There is no visible evidence Lurie is addressing corruption and firing bad people.

Mayor Lurie was asked to request the FBI to investigate the death of Suchir Balaji. Nothing. Remember, "Balaji was a 26-year-old Indian American researcher who spent four years at OpenAI, was found dead in his San Francisco apartment."

Mayor Lurie promised to be the mayor for everyone. A real man must keep his word.

Mayor Daniel Lurie has no plan. If he does not have what it takes to be a good mayor of our city, then the city may suffer as a result.

Mission Local newspaper writes that Mayor Lurie would engage in an "aggressive agenda to clean up corruption on Day One of his administration." Did Lurie lie to his voters? If so, should we start a recall campaign against him after 6 months if he does not deliver or make progress on his job by then? Let me make it clear that I am not advocating for recalling the mayor at this point and time. I am just asking people to reflect so that collaboratively we can find better solutions for San Francisco and its residents and seek to retain those who can lead the city effectively without treating one race better than the other.

We will see... We will remain alert.

From: [Antonio Vaz](#)
To: [Antonio Vaz](#)
Subject: Trump: Reacting Emotionally and Impulsively vs. Acting Calmly, Rationally and Logically - Reminds Me of Woodrow Wilson's Isolationism
Date: Saturday, February 1, 2025 8:26:40 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi there!

The economic implications of protectionist trade policies warrant careful consideration. While prioritizing domestic interests is understandable, a complete withdrawal from global engagement carries significant risks. History offers ample examples of the detrimental consequences of isolationism, from the limitations imposed on economic growth to the erosion of international influence.

The potential for negative repercussions from actions such as tariff wars on key allies necessitates a thorough evaluation of their long-term effects. These actions may inadvertently harm vulnerable populations domestically, contributing to increased prices for essential goods and services at a time when many are already facing economic hardship.

A balanced approach is crucial. Focusing on strengthening the domestic economy while simultaneously fostering international cooperation is essential for long-term prosperity. This approach would involve strategic engagement in global initiatives that promote collective security, economic development, and improved global standards in areas such as health, education, and wealth distribution. The abandonment of collaborative efforts on a global scale risks diminishing U.S. leadership in critical sectors and hindering its ability to compete effectively in the global marketplace. Ultimately, a pragmatic strategy that prioritizes American interests within a framework of global collaboration offers a more sustainable and effective path forward.

Another way of explaining the above is like this:

Isolationism has not proven to work very well in the past. We can all agree on the “America First” and repair what is wrong with the microeconomics without damaging our relationship with trade partners.

President Donald J. Trump needs to slow down and reflect deeply on the consequences of some of his administration’s actions so that such actions do not affect us in America and abroad in a negative way. Tariff war against your closest neighbors and allies requires close scrutiny because it can potentially backfire on us, Americans, especially those who are more vulnerable. The prices of goods and services certainly will go upwards. Most people are struggling with the cost of basic needs and necessities.

Many years ago in high school, I read about the Woodrow Wilson in my History Class.

“The US disengaging from international trade and cooperation is a risky move, as it risks alienating its allies and diminishing its role in setting global standards, whether in technology, finance, or environmental policy. If America wants to remain competitive in the global arena, isolationism is not the answer.”

“The U.S. would do best to avoid permanent alliances that do not serve American interests but instead deflect attention from domestic issues.”

“The Monroe Doctrine was an example of American isolationism enunciated by President James Monroe in 1823.”

“While Woodrow Wilson initially pursued a policy of isolationism when World War I broke out, declaring U.S. neutrality, he eventually abandoned this stance and led the country into the war, citing moral reasons and the need to "make the world safe for democracy," marking a significant shift away from isolationism.”

We should focus on development and international cooperation with the United States in the leadership. That includes improvement and consistent implementation of collective security for world peace, stability, health, education, employment, housing, fair distribution of wealth, economic opportunity, and financial prosperity, etc.

Bradley Blankenship writes an interesting opinion piece on isolationism. He describes that, “Isolationism is a policy that may initially seem appealing to those who view it as a safeguard for domestic industries. However, the long-term effects of isolationism are far more damaging than its short-term gains. As the US faces increasing global competition, especially from countries like China, embracing isolationism is a surefire way to undermine its own economic strength and global influence. In fact, what some perceive as "decoupling" from the rest of the world, particularly from China, risks not only harming American businesses but also eroding the country's leadership in key industries.

While the idea of shielding domestic jobs and industries from foreign competition has strong populist appeal, especially in rural America, the reality is that isolationist policies fail to address the complexities of the modern global economy.”

Extracted from: <https://www.globaltimes.cn/page/202409/1320113.shtml>

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Concerns About Rejoining the FBI's Joint Terrorism Task Force
Date: Monday, February 3, 2025 10:23:27 AM

Dear Supervisors,

Please see below from E.C. Brandon, regarding the Federal Bureau of Investigation's Joint Terrorism Task Force.

Regards,


Richard Lagunte
 Office of the Clerk of the Board – Operations Division
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: EC Brandon <ecb1385@yahoo.com>
Sent: Saturday, February 1, 2025 1:12 PM
To: SFPD, Commission (POL) <SFPD.Commission@sfgov.org>; Elias, Cindy (POL) <cindy.elias@sfgov.org>; Carter-Oberstone, Max (POL) <max.carter-oberstone@sfgov.org>; Yanez, Jesus (POL) <jesus.g.yanez@sfgov.org>; Byrne, Jim (POL) <jim.byrne@sfgov.org>; Benedicto, Kevin (POL) <kevin.benedicto@sfgov.org>; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Concerns About Rejoining the FBI's Joint Terrorism Task Force

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Honorable Members of the San Francisco Board of Supervisors and of the Police Commission:

I write to express my deep concern regarding the potential proposal to rejoin the FBI's Joint Terrorism Task Force (JTTF). As you may recall, the decision to withdraw from the JTTF in 2017 was a significant step towards protecting our City's communities from the risks associated with such task forces, including civil rights violations and discriminatory practices.

Rejoining the JTTF would not only undermine the progress we have made in safeguarding civil liberties but also expose our local police to the less stringent guidelines imposed by the FBI, which we know may often conflict with our San Francisco values and community standards. This has been a concern in other cities, where adding local police to the JTTF has led to improper monitoring of lawful (e.g. First Amendment) activities and the erosion of the essential trust between law enforcement and all/all members of the communities they serve.

San Francisco has a long history of advocating for justice, equity, and the protection of all individuals' rights. By maintaining our distance from the JTTF, we can continue to foster a safer, more equitable life for all our residents. Our focus should be on building community trust, enhancing public safety, and ensuring that our law enforcement practices respect the rights of every San Franciscan.

I urge you to carefully consider the potential consequences of rejoining the JTTF and to prioritize the values that make San Francisco a model for other cities. Our commitment to civil rights and community trust remains essential for effective policing and public safety.

Thank you for your attention to this critical matter.

E.C. Brandon

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Urgent Safety Issues at 4th & King Intersection
Date: Thursday, February 6, 2025 3:13:53 PM

Dear Supervisors,

Please see below from Helene Grossman regarding pedestrian safety.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

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From: Helene Grossman <helenegrossman@gmail.com>
Sent: Wednesday, February 5, 2025 7:17 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Urgent Safety Issues at 4th & King Intersection

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear SF Board of Supervisors,

I am writing to express serious concerns about pedestrian safety at the intersection of 4th and King Streets. While some improvements have been made, this intersection remains extremely dangerous.

A young child was tragically killed here due to a turning driver failing to yield. Today, I personally experienced the ongoing risk—while crossing toward Caltrain with the white walk signal, fully visible, a driver in a rush sped through the crosswalk toward me. I had to jump out of the way to avoid being hit.

This intersection is a key transit hub, serving thousands of public transportation users daily. These people are doing the right thing—choosing sustainable transit—yet their safety is not being prioritized. Cars must not be allowed to turn into active crosswalks.

I urge you to implement the following safety measures:

- 1) Separate pedestrian and vehicle signal phases – Cars and pedestrians should not be given the right to move at the same time.
- 2) Dedicated turn signals – If right turns must be allowed, drivers should only turn on a green arrow when pedestrians have a red “don’t walk” signal. When pedestrians have the white walk signal, there should be a red right-turn arrow for vehicles.
- 3) Stronger enforcement to reduce dangerous driver behavior.

Please prioritize pedestrian safety over vehicle throughput. We cannot afford another fatality. Thank you for your attention to this urgent matter.

Sincerely,
Helene Grossman

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Reject the Removal of Max Carter-Oberstone
Date: Thursday, February 6, 2025 3:17:55 PM

Dear Supervisors,

Please see below from Rishav Routt regarding Police Commission membership.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

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From: Rishav Rout <rout.rishav@gmail.com>
Sent: Thursday, February 6, 2025 11:34 AM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: FielderStaff <FielderStaff@sfgov.org>
Subject: Reject the Removal of Max Carter-Oberstone

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Members of the San Francisco Board of Supervisors,

I am writing to strongly urge you to reject Daniel Lurie's attempt to remove Max Carter-Oberstone from the San Francisco Police Commission. At a time when thoughtful, independent oversight of the SFPD is more critical than ever, Carter-Oberstone has proven himself to be a dedicated and principled commissioner committed to accountability, reform, and public safety.

His leadership has helped push forward necessary reforms that balance the needs of law enforcement with the rights and safety of the community. Any effort to remove him appears to be a politically motivated attempt to undermine this progress and weaken police oversight in favor of special interests.

San Francisco needs strong, independent voices on the Police Commission—leaders who prioritize meaningful reform over political convenience. Removing Carter-Oberstone would send a troubling message that independent oversight is expendable in the face of pressure from powerful interests.

I urge you to stand against this effort and protect the integrity of the Police Commission. Please reject Daniel Lurie's attempt to oust a proven advocate for fair and effective policing.

Thank you for your time and consideration.

Sincerely,

Rishav Rout

1075 Valencia St, Apt. 1

rout.rishav@gmail.com

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#)
Subject: FW: Urgent Appeal to Save the San Francisco St. Patrick Day Parade
Date: Monday, February 3, 2025 10:15:00 AM

Dear Supervisors,

Please see below from United Irish Societies, regarding fees for the St. Patrick's Day Parade.

Regards,

Richard Lagunte
Office of the Clerk of the Board – Operations Division
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
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From: Patrick Masterson <pj.masterson@gmail.com>
Sent: Monday, February 3, 2025 9:07 AM
To: MandelmanStaff (BOS) <mandelmanstaff@sfgov.org>; Feitelberg, Brittany (PUC) <BFeitelberg@sfgov.org>; David.Chiu@sfgov.org; Goudeau, Matthew (MYR) <matthew.goudeau@sfgov.org>
Subject: Urgent Appeal to Save the San Francisco St. Patrick Day Parade

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Mayor Lurie, President Mandelman, City Attorney Chiu, Distinguished Members of the Board of Supervisors, and Respected City Leaders,

I know I've emailed a lot of people - please let me know with whom I should follow up on this.

I write to you today with deep concern for the future of one of San Francisco's longest running and most cherished traditions: the St. Patrick Day Parade. For over 170 years, this parade has brought together our diverse communities, supported small businesses, and showcased the spirit of San Francisco in celebrating Irish heritage. However, due to increasing City-imposed costs, regulatory burdens, and logistical challenges, this year's parade faces an unprecedented financial strain. If we are not able to do something about this, we could see the last St. Patrick Day Parade in San Francisco in the very near future.

The parade has always been organized by a small group of people who give their time, energy, and resources to ensure this tradition continues. However, in recent years, the financial and bureaucratic burdens placed on us have become overwhelming. Every city department now charges fees, from police and fire services to MTA requirements, Public Utilities Commission regulations, and increased rental costs for public spaces.

One particularly frustrating example is the historically simple process of turning down power on the Muni tram lines a task that has been done for years without issue. Now, PG&E, which recently reported billions in profits, imposes unnecessary obstacles instead of continuing a practice that has long supported this community event. Another is the City inexplicably requires the St. Patrick's Day Parade to staff more emergency responders than any other parade.

The irony in all of this is that while the City collects increasing fees and imposes additional regulations that jeopardize the parade, the event itself generates an untold amount of economic activity. Hotels, restaurants, bars, etc. see a surge in business citywide, benefiting workers and local businesses alike. The City profits immensely from the parade weekend, yet the burden of keeping this event alive has fallen entirely on the volunteers who organize it.

We are not asking for favors. We are asking for fairness and recognition of the parade's cultural and economic value to San Francisco. We see the disparate treatment our parade and others receive. We need City leadership to step in and work collaboratively with organizers to eliminate unnecessary fees, reduce regulatory barriers, and provide direct support to ensure this tradition continues.

We respectfully request:

1. A reduction or waiver of excessive city-imposed fees for public services related to the parade.
2. Immediate resolution of Muni power issues and cooperation from PG&E and SFMTA to ensure smooth operations.
3. City Hall leadership in ensuring all relevant departments work together to support not hinder the parade continuation.

This parade is more than just an event. It is a celebration of San Francisco history, resilience, and cultural heritage. If we allow bureaucracy and financial roadblocks to kill it, we will lose far more than just a parade we will lose part of our city identity.

I urge you, as city leaders, to act before it too late. Let work together to save the San Francisco St. Patrick Day Parade.

Sincerely,

PJ Masterson
Chair, St. Patrick's Day Committee
United Irish Societies

Patrick J. Masterson

he/him

(415) 244-9530

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Human excrement on mission neighborhood sidewalks
Date: Thursday, February 6, 2025 3:23:19 PM

Dear Supervisors,

Please see below from Annie Rivera regarding quality of life issues.

Regards,

Richard Lagunte
 Office of the Clerk of the Board
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

-----Original Message-----

From: Annie Rivera <annieejrivera@gmail.com>
Sent: Wednesday, February 5, 2025 12:06 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Cc: Mauricio Rivera <maurrivera@gmail.com>
Subject: Human excrement on mission neighborhood sidewalks

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi all, respectfully I am writing to ask for a specific plan on how the city is going to address the excess amounts of human excrement on the sidewalks of the mission neighborhood.

I am a born and raised San Franciscan, as is my husband, and we are raising our two young kids in the mission despite continuous pressure from friends and family to leave the city. We love San Francisco and really want to remain lifelong residents. However, it is becoming increasingly frustrating to raise kids here when I can't even walk my daughter the one block to her preschool without having to avoid multiple incidents of human excrement on the street. We have a large dog and it is very clear these are not dog feces. Walking my son in his stroller another half mile to daycare is like playing a high stakes game of frogger between having to weave to avoid the human feces and

multiple encampments.

Please please please share what the plan is so that we may hold on to some hope that this will improve. If there is a system to report streets that need cleaning please let me know as well because I would be more than happy to send in pictures as I pass these multiple times a day,

Many thanks,
Annie Rivera

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: Suchir Balaji 2 letters
Date: Thursday, February 6, 2025 3:28:34 PM
Attachments: [Suchir Balaji.pdf](#)

Dear Supervisors,

Please see attached 2 letters, from a member of the public, regarding Suchir Balaji.

Regards,

Richard Lagunte
Office of the Clerk of the Board
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

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From: [dontfckwjustice](#)
To: [MahmoodStaff](#); [Board of Supervisors \(BOS\)](#)
Subject: SF BOS Public Comment Submission- Justice for Suchir
Date: Thursday, February 6, 2025 10:17:46 AM
Attachments: [Screenshot 2025-02-05 at 7.05.47 PM.png](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear SF Supervisors and specifically Supervisor Mahmood,

I am concerned about the death of the Open AI whistleblower, Suchir Balaji.

He was killed in his Lower Height residence on November 26, 2024 and the response by local agencies has been nothing short of abysmal to the point where it appears there is some sort of coverup.

One week before Suchir was murdered, you- Bilal Mahmood, his District Supervisor- posted praise for Open AI and Sam Altman on X.

Yet said nothing of this suspicious death, nor reached out to the parents begging local agencies for help.

Is there a conflict of interest between Mr Altman's role in the SF government and the investigation of his company's whistleblower?

Parents were told it was a HOMICIDE, then SUICIDE, despite no crime scene investigation or any attempt to gather evidence or surveillance footage.

Why are the parents having to SUE SFPD for death records of their son?

If you do nothing next, immediately have the USPS on Buchanan Street preserve their surveillance footage from Nov 25-Nov 27 2024.




We also think at this point, you should help his parents get a meeting with the SF FBI so that they can take over this case.

SHAME on SF for not doing more, we hope the Board of Supervisors will investigate what happened here and help the parents get justice for Suchir.

Sincerely,
Concerned Citizen

Sent with [Proton Mail](#) secure email.




and use tech as a tool for good.

 **Reuters** My News  

OpenAI's Sam Altman becomes latest tech executive involved in San Francisco government

By Anna Tong and Akash Sriram

November 18, 2024 2:56 PM CST · Updated 5 hours ago



 28  17  147  20K  

 **Bilal Mahmood 馬百樂** 
@bilalmahmood

Full story from [@annatonger](#) here:



From: [dontfckwjustice](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Fw: SF BOS Public Comment Submission- Justice for Suchir
Date: Thursday, February 6, 2025 11:57:23 AM
Attachments: [Screenshot 2025-02-05 at 7.05.47 PM.png](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

just want to make sure this is in for public comments for the BOS mtg on Tuesday and there are two different emails on sf gov pages on which one to contact for this.

Sent with [Proton Mail](#) secure email.

----- Forwarded Message -----

From: dontfckwjustice <dontfckwjustice@proton.me>
Date: On Thursday, February 6th, 2025 at 10:15 AM
Subject: SF BOS Public Comment Submission- Justice for Suchir
To: MahmoodStaff@sfgov.org <MahmoodStaff@sfgov.org>, bos@sfgov.org <bos@sfgov.org>

Dear SF Supervisors and specifically Supervisor Mahmood,

I concerned about the death of the Open AI whistleblower, Suchir Balaji.

He was killed in his Lower Height residence on November 26, 2024 and the response by local agencies has been nothing short of abysmal to the point where it appears there is some sort of coverup.

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Sincerely,
Concerned Citizen

Sent with [Proton Mail](#) secure email.




and use tech as a tool for good.

 **Reuters** My News  

OpenAI's Sam Altman becomes latest tech executive involved in San Francisco government

By Anna Tong and Akash Sriram

November 18, 2024 2:56 PM CST · Updated 5 hours ago



 28  17  147  20K  

 **Bilal Mahmood 馬百樂** 
@bilalmahmood

Full story from [@annatonger](#) here:



From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: GAS OIL PIPELINE SPONTANEOUS COMBUSTION BENEATH THE SURFACE DEADLINE 2 10 25
Date: Thursday, February 6, 2025 3:31:50 PM
Attachments: [UNITED STATES GLOBAL INFRASTRUCTURE.pdf](#)

Dear Supervisors,

Please see below and attached from Kimberly Michele Simmons regarding various subjects.

Regards,

Richard Lagunte
 Office of the Clerk of the Board
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
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From: Kimberly Michelle Simmons <kimberlymichellesimmons82@gmail.com>
Sent: Saturday, February 1, 2025 4:53 PM
To: Kimberly Michelle Simmons <kimberlymichellesimmons82@gmail.com>; kimberlymichellesimmons@gmail.com; kimberlymichellesimmons333@gmail.com; kimberlynechellesimmons@gmail.com; kimberlynechellsimmons@gmail.com; KIMBERLYMICHELLLESIMMONS11@gmail.com; KDWWEBSITE@foxtv.com; aschwartz@csis.org; askcalvo@usgs.gov; appleglobalinfra@gmail.com; appletreeglobalinfra@gmail.com; Chase <no.reply.alerts@chase.com>; ascwartz@csis.org; Abraham.Simmons@usdoj.gov; ASCHWARTZ@zsis.org; brazil@hrw.org; BreakingNews@kron4.com; Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; bookings@prettyricky.com; Irena.Briganti@fox.com; Bechelli,

Adrienne (DEM) <adrienne.bechelli@sfgov.org>; businesscustomerhelp@pge.com; Bayview Hunters Point CAC (CPC) <bayviewcac@sfgov.org>; contact.lapdonline@gmail.com; michael.q.chen2.mil@us.navy.mil; micheal.q.chen2.mil@us.navy.mil; christina.shay@usdoj.gov; usacac-communityoutreach@usa.doj.gov; SFPort Commission Secretary <commission-secretary@sfport.com>; customerservice@sonomamarintrain.org; chris.h@odtfp.org; Homsey, Daniel (DEM) <daniel.homsey@sfgov.org>; Darlene Plumtree <dplumtree@maritime.org>; Winslow, David (CPC) <david.winslow@sfgov.org>; david.winslow@sf.org; developmentpermits@portla.org; Criminal.Division@usdoj.gov; OSD.PA.DUTYOFFICER@mail.mil; DPAGE@usbr.gov; engagement@ostp.eop.gov; tomcruise.emailaddress@gmail.com; epsicomediarelations@pepsico.com; EMA-Chief-Information-Officer@fema.dhs.gov; EngardioStaff (BOS) <EngardioStaff@sfgov.org>; PG&E No Reply <noreplyccspapp@pge.com>; frontdesk@brightlinedefense.org; fm@finalcallnews.com; FEMA-HC-ServiceDesk@fema.dhs.gov; LALB-FINANCIALTEAM@cbp.dhs.gov; FOIAOJ@usdoj.gov; FOIAOJP@usdoj.gov; FOX11NEWS@fox.com; feedback@sfchronicle.com; GRANDCANYONGLOBALINFRA@gmail.com; gatoradecom munications@gatorade.com; RPDInfo, RPD (REC) <rpdinfo@sfgov.org>; GRANTS@righteouspersons.org; hch@unia-aclgovernment.com; homedelivery@sfchronicle.com; headquarters@abc.ca.gov; help@cnn.com; HILARY.RONEN@sfgov.org; investor.relations@mastercard.com; investorrelations@visa.com; info@bigsurgrange.org; info@aaisf.org; ir@abchina.com; info@mm-group.org; JSmith@abconstructionpa.com; JBERENS@usbr.gov; legislation@cdcr.ca.gov; LOU-SIAN@nps.gov; LegalShield MEMBERPerks <cs@perkspot.com>; LEGALS@perrisprogressnews.com; LEGALS@thevalleychronicle.com; LEGALS@sanjacintochronical.com; movingmountainsglobalinfra@gmail.com; thom.mrozek@usdoj.gov; pepsicocanada.media@pepsico.com; munifedback@sfmta.com; mvpd@moval.org; NPIC@state.gov; MIKE.NATHENSON@pepsico.com; NOTICES@riversidejournal.news; notifications@demio.com; OSD.PENTAGONPRESSBADGES@mail.mil; press@trumporg.com; police@pacificapolice.org; powellcenter@usgs.gov; PACIFICCOASTGLOBALINFRA@gmail.com; paris@hrw.org; MICHEAL.Q.CHEN2.MIL@us.navy.mil; rmssupport@pbvllc.com; rmssuport@pbvllc.com; rmsupport@pbvllc.com; rmsupport@pbvll.com; TCC-Recording <recording@traviscountytx.gov>; SANANDREASGLOBALINFRA@gmail.com; sanandreasseawall@gmail.com; sanandreassealwall@gmail.com; support@realestateagents.com; THEWES@usbr.gov; unchartedtinyhomes@gmail.com; UNITEDNATIOSGLOBALINFRA@gmail.com; unitedstatesglobalinfra@gmail.com; USAC.AC.CV-CivilRights@usdoj.gov; wethepeopleglobalinfra@gmail.com; woodhousek@ci.pacifica.ca; Web.Master@calhr.ca.gov; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; xotragoodsandservices@gmail.com; XOTRAGOODSANDSRVICES@gmail.com; XOTRAGOODSANDSERVICES@gmail.com; ZIrish@portla.org

Subject: GAS OIL PIPELINE SPONTANEOUS COMBUSTION BENEATH THE SURFACE DEADLINE 2 10 25

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

TO WHOM IT MAY CONCERN,

02/10/2025

HI, THIS IS KIMBERLY SIMMONS AND I AWOKE A DREAM THIS MORNING 5:30 AM OF THE PIPELINES BUSTING TOO MUCH ENERGY BENEATH THE SURFACE HOWEVER THAT ENERGY SHOULD BE RELEASED MAYBE BUILDING GAS OIL PIPELINES FROM SAN FRANCISCO TO LOS ANGELES ALONG WITH NICE WATER SEWERS SYSTEM MIGHT BE A GOOD START TO PREVENT THE UNTHINKABLE FROM HAPPENING SAN FRANCISCO OFF THE SAN ANDRAS FAULT-LINE GOLDEN GATE OCEAN BEACH PACIFIC OCEAN ETC.,) ABOUT THE SPONTANEOUS COMBUSTION OF THE GAS PIPELINES BENEATH THE SURFACE I HEARD POSSIBLY SABOTAGE LIKE TERRORIST ATTACK NOT SURE HOWEVER LOS ANGELES IS ON FIRE NOT SURE IF THIS HAS ANYTHING TO DO WITH THE SHUTTING DOWN OF ALASKA ETC., OIL AND GAS REFINERY COMPANY (IT'S VARIOUS POSSIBILITIES THAT'S GOING ON HOWEVER I THINK TO THINK THE BEST OF IT BUT IT APPEARS THE WORST IS GOING ON AND I THINK WE SHOULD BE CAUTIOUS REGARDING THE GAS OIL PIPELINES ETC., I THINK THE PIPELINES ARE TOO SMALL AND LOTS OF ENERGY ACCUMULATING WITHIN THE GAS PIPELINES WITHIN BIGGER PIPELINES MIGHT BE NEEDED OPTIONAL BUILD NEW OR AND OTHERS NEXT TO THE ONES ALREADY FOR BACK OPTIONAL I THINK PACIFIC COAST HIGHWAY 1,101 WILL BE A GOOD IDEA TO START HELPING WITH BUILDING THESE GAS OIL PIPELINES ETC., GREAT HIGHWAY 1 BRIDGE REEWAY HIGHWAY ETC., OLD HIGHWAY 1 THORNTON BEACH BRIDGE TO THE FARRALONS MAY NEED TO RELEASE SOME OF THE ENERGY IN SAN FRANCISCO TO PREVENT THE GAS PIPELINES FROM BUSTING LOTS OF ENERGY IN THE GROUND AND SOME OF THAT ENERGY NEED TO BE BURNED OUT OPTIONAL LOWER GAS PRICES PEOPLE MIGHT BUY MORE GAS IN SOME CASES) THIS IS THE NICE VERSION OF WHAT'S GOING ON HOWEVER WE SHOULDN'T PUT OUR LIVES IN ANYONE'S HANDS EITHER) I THINK INVESTIGATION INTO THE GAS AND OIL PIPELINES MIGHT BE TOO SMALL MAYBE BIGGER PONES NEEDED, CHEAPER GAS BURN THE GAS AND OIL OUT ETC., MIGHT HELP I ALSO THINK GREAT HIGHWAY 1,101 ETC., RECONSTRUCTION PASSENGER TRAINS SEAPORTS; BOAT RIDES HOMES AND MORE, ROUTE 66 PASSENGER TRAINS SEAPORTS BOAT RIDES HOMES AND MORE MIGHT BE A GOOD IDEA ALSO HIGHWAY 395, 215, 60 LINCOLN PARK HIGHWAY ETC., UNITED STATES GLOBAL INFRASTRUCTURE I ENCLOSE MORE INFORMATION I LIKE TO DISCUSS FURTHER. THANK YOU

SPONTANEOUS COMBUSTION: OIL, GAS PIPE LINES (BIGGER GAS OIL PIPE LINES ETC., OPTIONAL)

GREAT HIGHWAY 1, 101 ETC., RECONSTRUCTION PASSENGER
TRAINS SEAPORTS BOAT RIDES HOMES AND MORE... (UNITED
STATES GLOBAL INFRASTRUCTURE "FOUNDATION")

ATTN: KIMBERLY SIMMONS

UNITED NATION'S GLOBAL INFRASTRUCTURE COMPANY | P.O. BOX 475702 SAN FRANCISCO, CA. 94147
(628) 233-8306

TO WHOM IT MAY CONCERN,

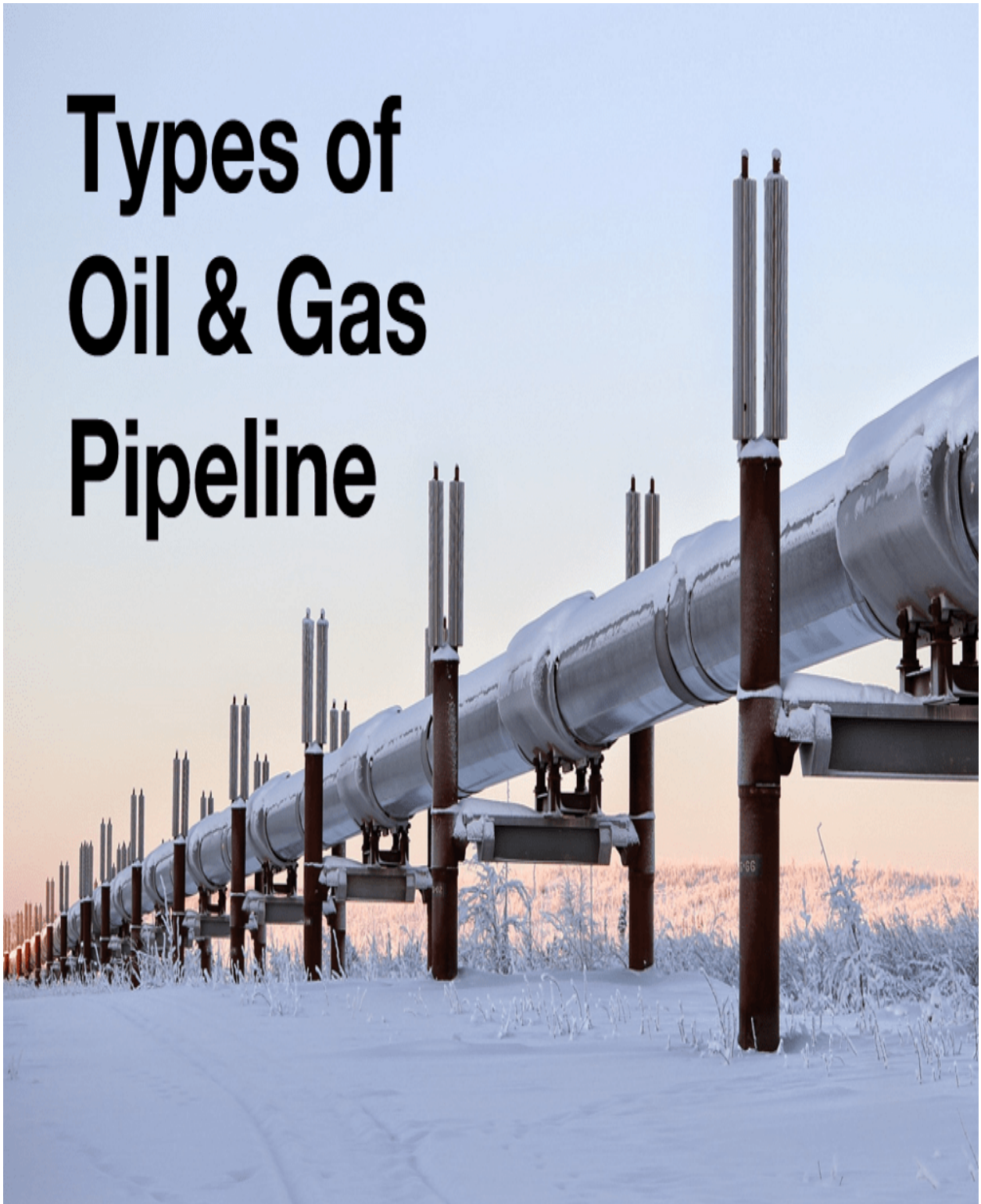
02/10/25

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Types of Oil & Gas Pipeline



GAS AND OIL PIPELINE SPONTANEOUS COMBUSTION





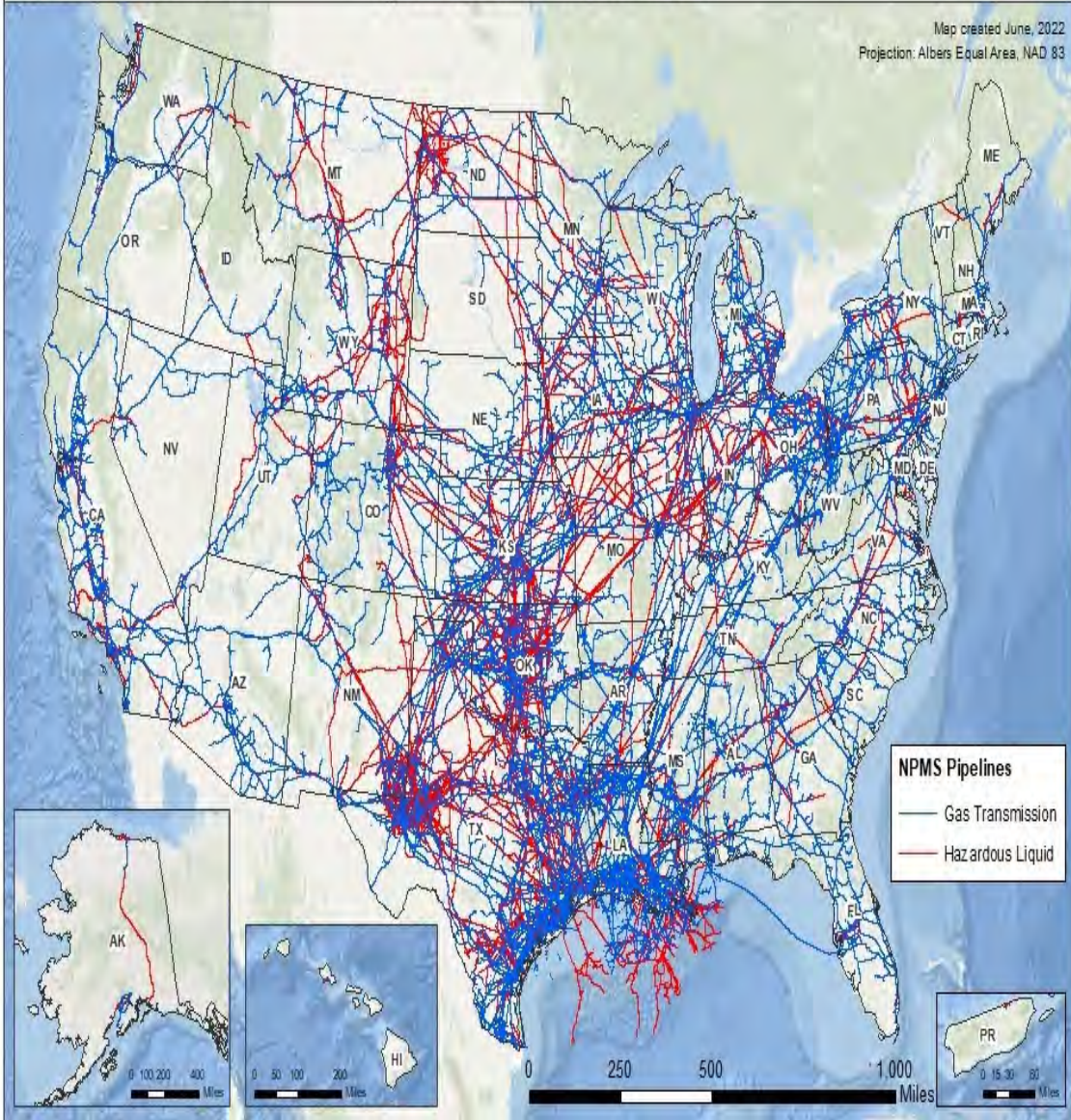
U.S. Department of Transportation
Pipeline and Hazardous Materials Safety Administration

Gas Transmission and Hazardous Liquid Pipelines

Pipeline data as of 06/14/2022



Map created June, 2022
Projection: Albers Equal Area, NAD 83



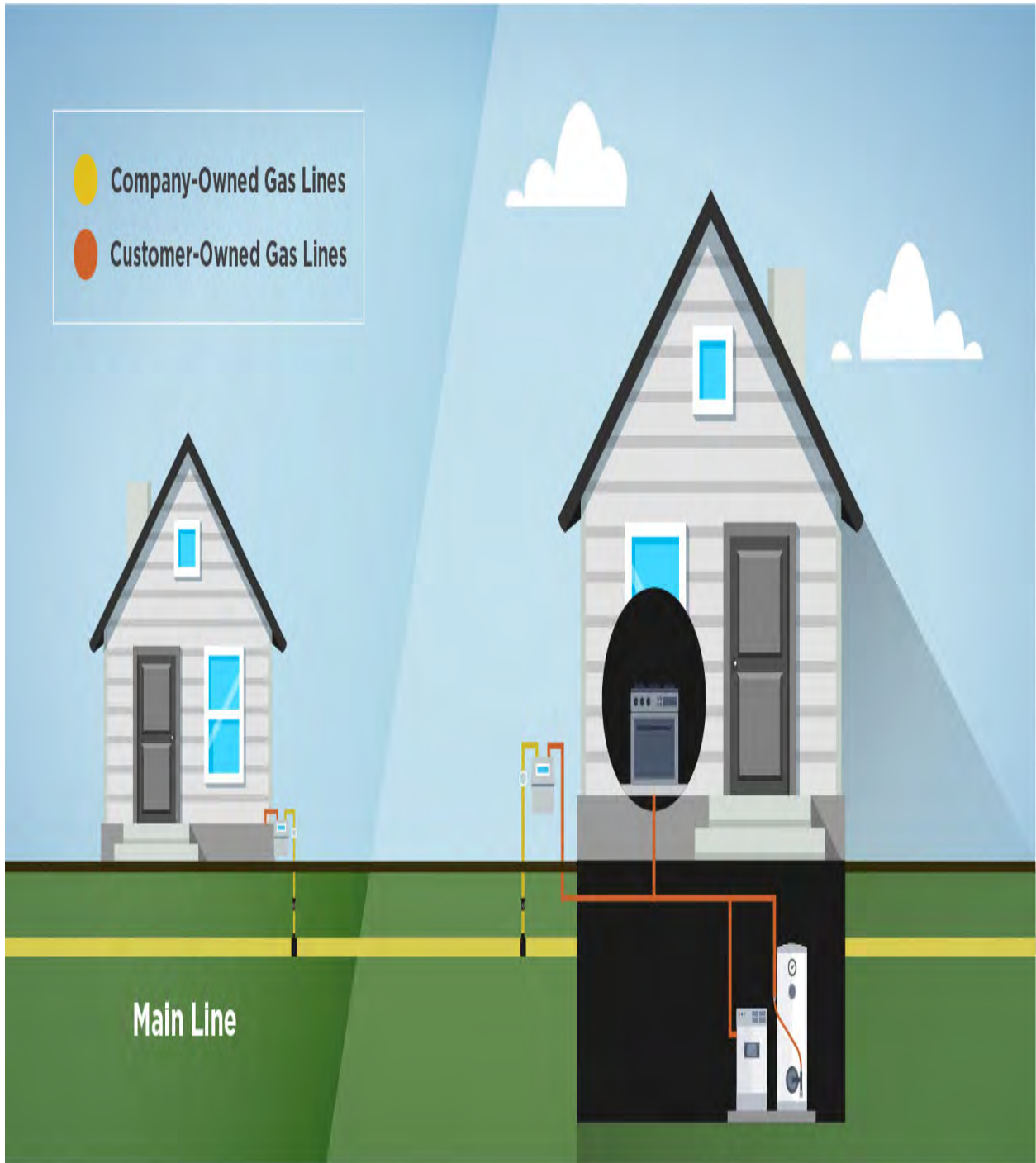


BUSINESS
INSIDER

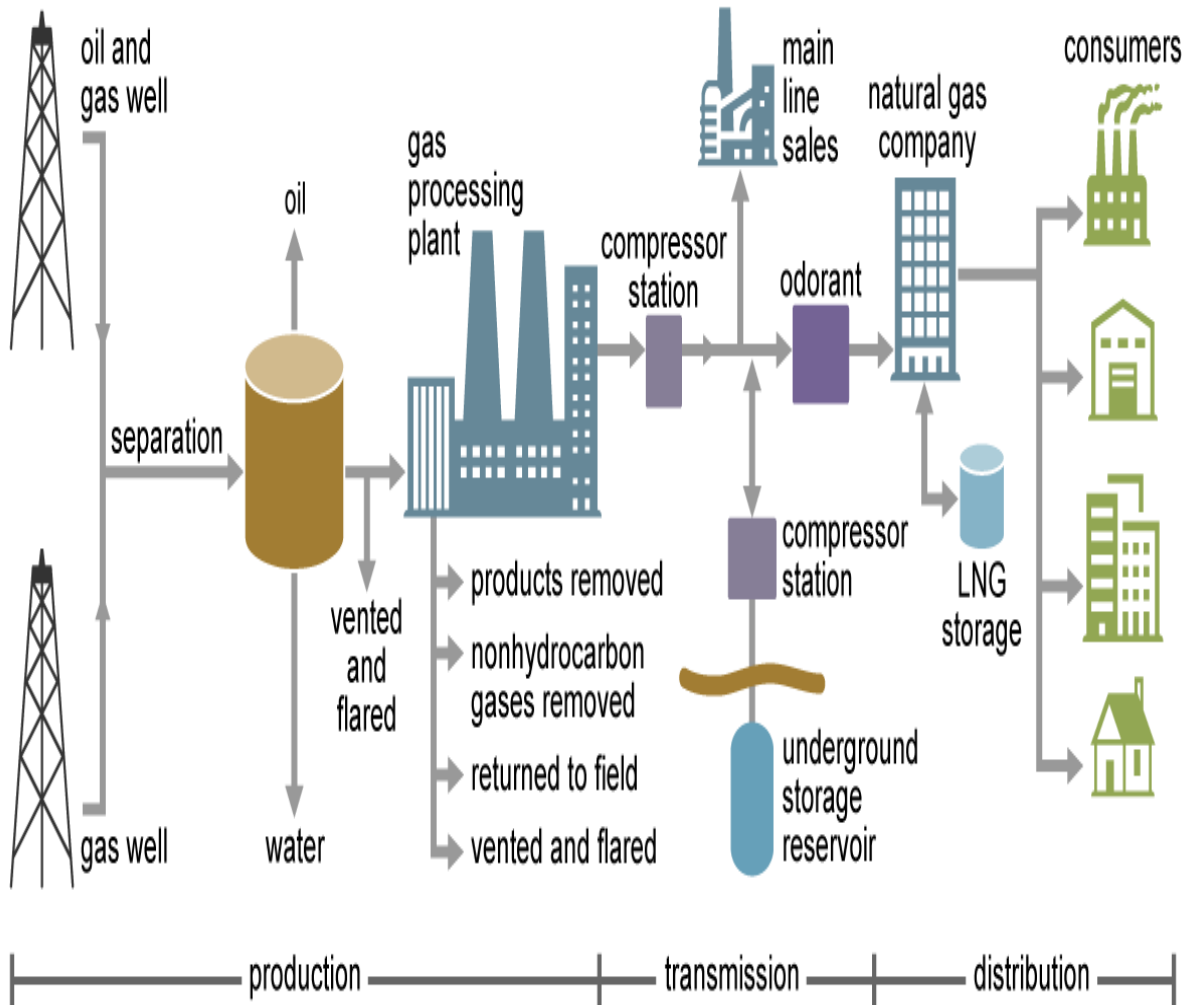
OIL & GAS PIPELINES

● Company-Owned Gas Lines

● Customer-Owned Gas Lines



Natural gas production and delivery



Source: U.S. Energy Information Administration

MAYOR SHAW AND THE SLAUSON STORM DRAIN ETC.,

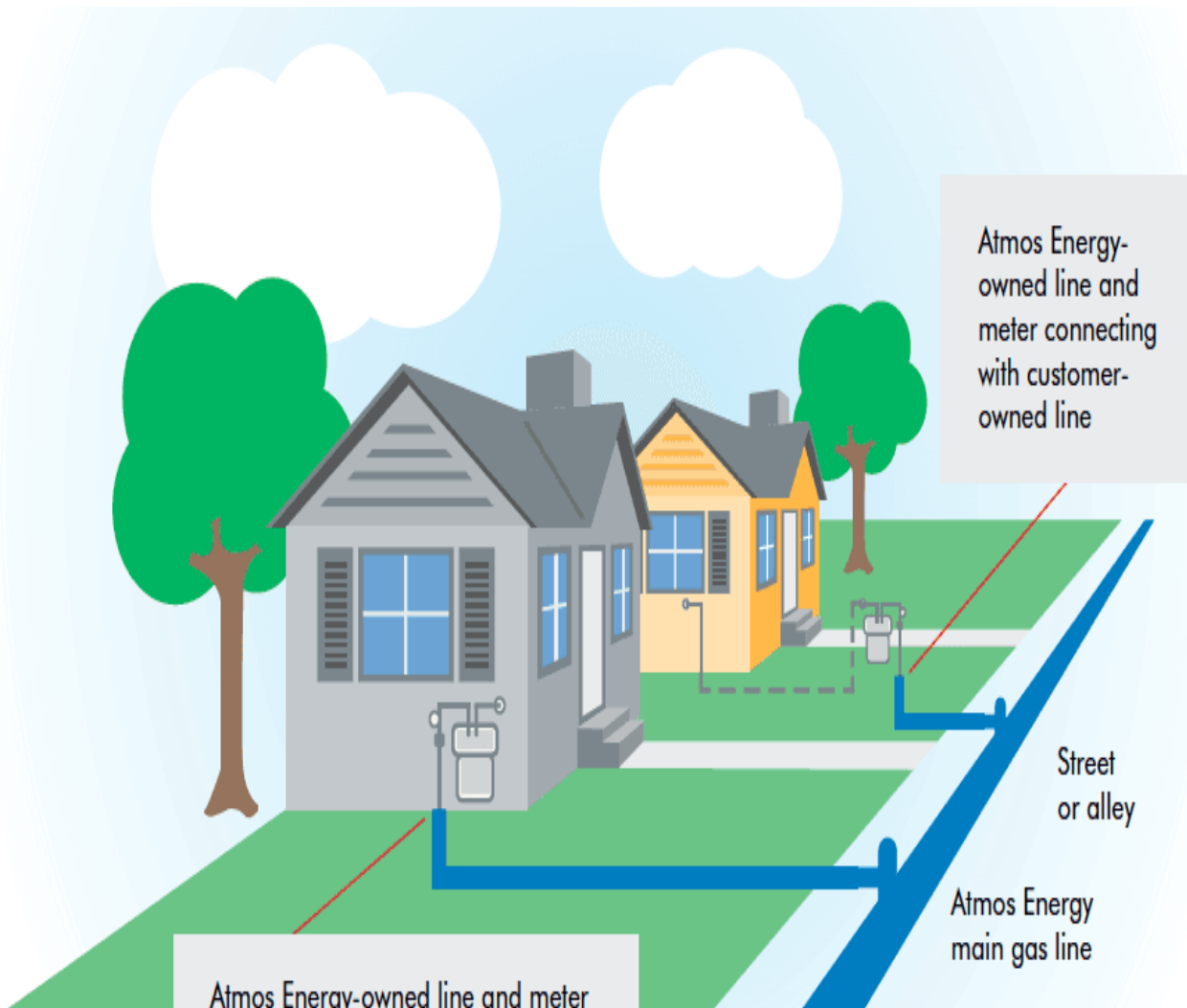


MAYOR SHAW AND THE SLAUSON STORM DRAIN AND SEWERS SYSTEM
(MORE) UNITED STATES GLOBAL INFRASTRUCTURE (PACIFIC COAST
HIGHWAY 1,101 ETC., RECONSTRUCTION ETC.,



A "Mayor Shaw Slauson storm drain" refers to a storm drain project developed during the mayoralty of Frank L. Shaw on Slauson Avenue in Los Angeles, California; "Shaw" being a reference to Mayor Frank L. Shaw who oversaw the project during his time in

office, and "Slauson" indicating the street where the storm drain system was constructed.



Atmos Energy-owned lines are maintained by the Company

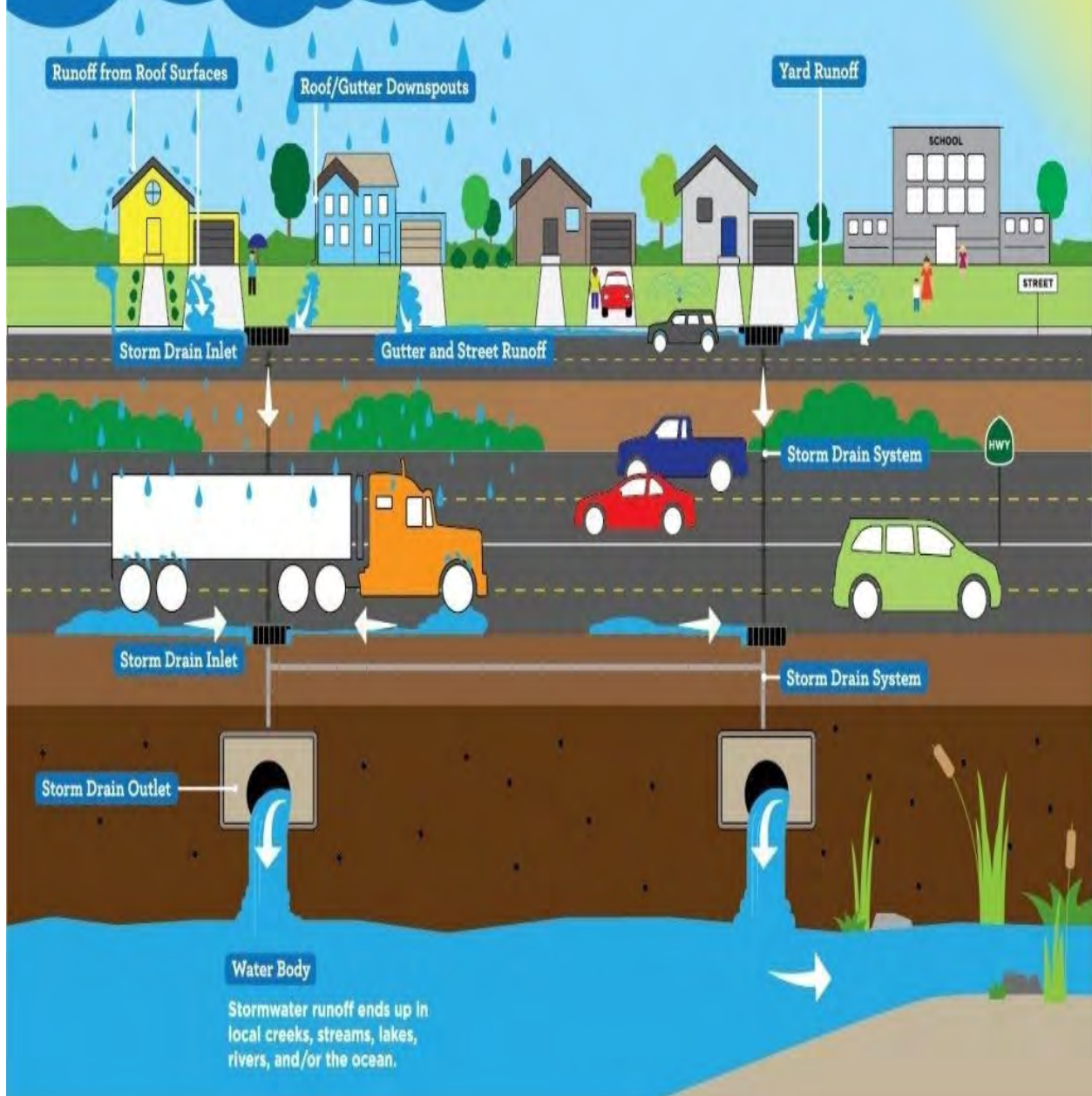


Customer-owned lines inside and outside the home are maintained by the customer

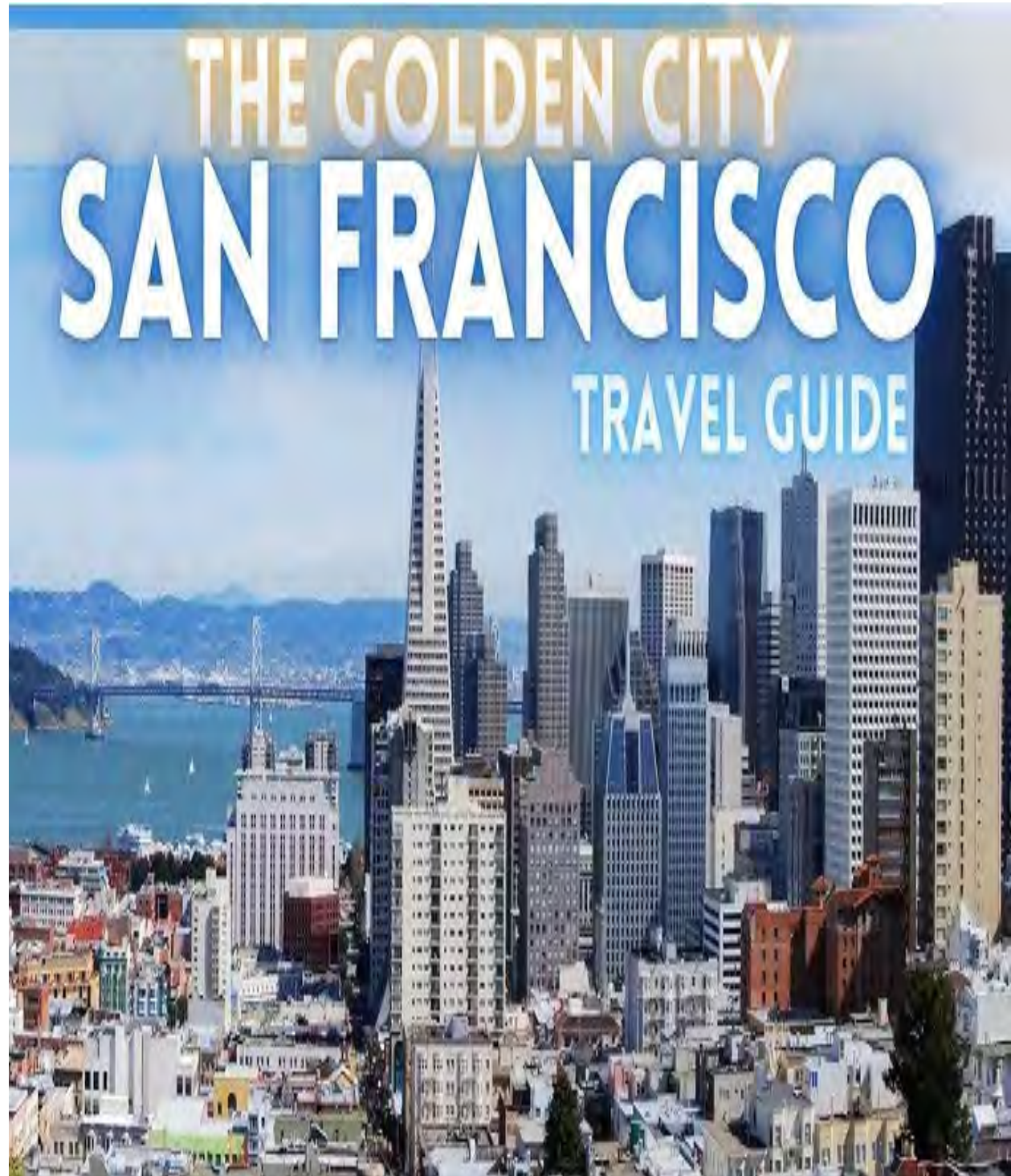


Gas meter is owned and maintained by the Company

Stormwater Runoff







PORT OF SAN FRANCISCO SAN FRANCISCO TO LOS ANGELES ETC.,

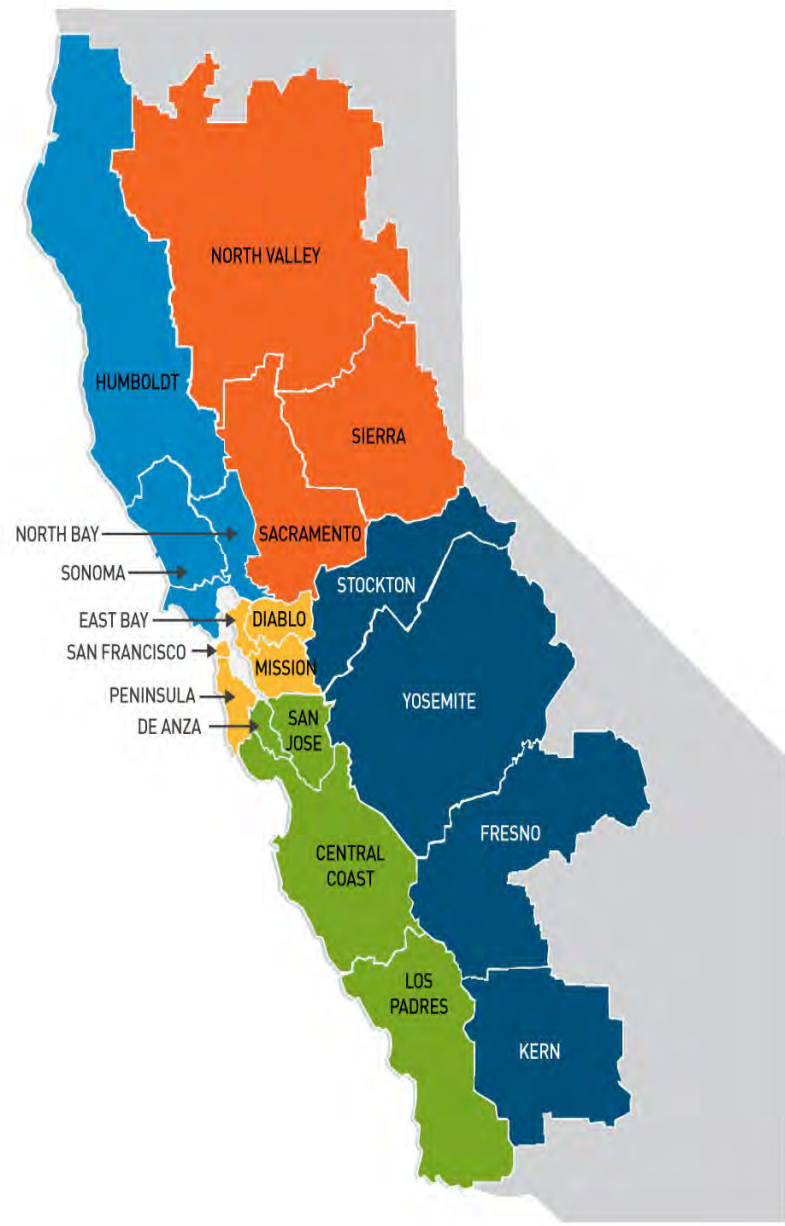


®

PG&E SERVICE TERRITORY

Legend

- **Region 1**
 - Humboldt
 - North Bay
 - Sonoma
- **Region 2**
 - North Valley
 - Sacramento
 - Sierra
- **Region 3**
 - Diablo
 - East Bay
 - Mission
 - Peninsula
 - San Francisco
- **Region 4**
 - Central Coast
 - De Anza
 - Los Padres
 - San Jose
- **Region 5**
 - Fresno
 - Kern
 - Stockton
 - Yosemite





TOP CAREER INSIGHTS

AFTER ELECTRICAL ENGINEERING



From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [BOS-Operations](#); [Board of Supervisors \(BOS\)](#)
Subject: FW: Urgent: Opposition to San Francisco Upzoning Proposal
Date: Thursday, February 6, 2025 3:37:08 PM

Dear Supervisors,

Please see below from Jason Jungreis regarding the San Francisco Planning Department's (CPC) Expanding Housing Choice, Housing Element Zoning Program.

Regards,

Richard Lagunte
 Office of the Clerk of the Board
 San Francisco Board of Supervisors
 1 Dr. Carlton B. Goodlett Place, Room 244
 San Francisco, CA 94102
 Voice (415) 554-5184 | Fax (415) 554-5163
bos@sfgov.org | www.sfbos.org

Pronouns: he, him, his

Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors' website or in other public documents that members of the public may inspect or copy.

-----Original Message-----

From: jasonjungreis@everyactioncustom.com <jasonjungreis@everyactioncustom.com>
 Sent: Friday, January 31, 2025 9:42 AM
 To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
 Subject: Urgent: Opposition to San Francisco Upzoning Proposal

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Dear Board of Supervisors,

I am writing to express my strong opposition to the proposed upzoning in San Francisco. While the intent may be to address the affordable housing shortage, the current plan risks exacerbating issues and compromising the unique character of our neighborhoods.

The anticipated increase in luxury condos not only jeopardizes the topography and well-established, often historic and iconic, features of our neighborhoods but also raises concerns about the potential 'Manhattanization' of our residential communities. The added risk of increased traffic and strain on our infrastructure compounds these

concerns.

I support Neighborhoods United SF and urge you to reconsider the current upzoning proposal. Exploring alternative solutions is crucial to genuinely addressing the affordable housing shortage without compromising our communities' integrity.

Thank you for your attention to this critical matter, and I appreciate your continued dedication to the well-being of our city.

Sincerely,
Jason Jungreis
San Francisco, CA 94121

From: [Mchugh, Eileen \(BOS\)](#)
To: [Ethics Commission, \(ETH\)](#)
Cc: [Mandelman, Rafael \(BOS\)](#); [RUSSI, BRAD \(CAT\)](#); [McCloskey, Benjamin \(MYR\)](#); [Ford, Patrick \(ETH\)](#); [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Hickey, Jacqueline \(BOS\)](#)
Subject: Letter to the Ethics Commission - Item 8
Date: Thursday, February 6, 2025 4:56:00 PM
Attachments: [image001.png](#)
[Letter to the Ethics Commission.pdf](#)

Dear Secretary to the Ethics Commission,

Please see the attached memo from Clerk of the Board Angela Calvillo regarding Item Number 8 on your February 7, 2025, agenda. Please distribute to the Commissioners as soon as possible so they can review prior to the meeting.

Deputy Director of Finance and Administration Dr. Edward de Asis will be there in person to speak on the Clerk's behalf tomorrow. Dr. de Asis is happy to answer any questions you may have and engage with you should you need it.

Thank you,

Eileen McHugh
Executive Assistant
Office of the Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-5184 | Fax: (415) 554-5163
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available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.



February 6, 2025

Ethics Commission
City and County of San Francisco

Re: Ethics Commission Budget Proposal for Fiscal Years 2025-26 and 2026-27
Item No. 8 - February 7, 2025, Ethics Commission Agenda

Dear Commissioners,

I write today in response to the recent news from Patrick Ford, Director (Ethics Commission), that the Ethics Commission is considering no longer supporting the DocuSign portal that processes Form 126s for departments, when submitting them as part of a legislation introduction package to the Board of Supervisors. During Item No. 8 on your February 7, 2025, Ethics Commission Agenda, you will be discussing the Ethics Commission budget proposal and this discontinuance will be considered.

As you are aware, in 2018 the Ethics Commission created the DocuSign portal to in-take these Form 126s to comply with Campaign and Governmental Conduct Code, Section 1.126. When the DocuSign portal was created, the Office of the Clerk of the Board quickly realized that the portal did not take into consideration the process by which the Board of Supervisors and Mayor are required to follow when approving department matters that require a Form 126 to be submitted. The Ethics Commission was responsive to our concerns and in 2019 they worked closely with our department and the Mayor's Office to reach a solution. That solution would be the portal that the Ethics Commission indicates it may discontinue supporting.


The proposed discontinuance of this portal would be detrimental to the intent and implementation of Campaign and Governmental Conduct Code, Section 1.126(f)(4). Discontinuance would sever the path for departments to submit their information and include it as part of the legislation package to the Board. The information contained in a Form 126 (e.g., contractors, sub-contractors, Board of Directors, etc.) is derived from the department and must be submitted by them. The Clerk of the Board does not have that information, so the expectation that the Clerk of the Board can enter information about another Department's contractor into the DocuSign portal is not feasible nor reasonable.

In order to move forward collaboratively, we urge the Commission to consider other solutions that take into consideration all of the City processes around contracting and understand how the Form 126 submission portal can be utilized in a way that meets everyone's concerns and requirements.

If the goal is to save time and resources, instead of discontinuing the current pathway, another review on how this process could be streamlined may be advisable. In the current process, a single Form 126 must be submitted by both the Board and Mayor to the Ethics Commission (two submissions). Perhaps the current process could be reworked to have a Department submit a singular form to the Board, which then goes to the Mayor for approval, and then submitted to the Ethics Commission for inclusion in the public database (one submission).

I would be happy to further this discussion and welcome a collaboration to achieve the shared goal of transparency.

Sincerely,



Angela Calvillo
Clerk of the Board

cc: President Rafael Mandelman - President of the Board of Supervisors
Brad Russi - Deputy City Attorney
Benjamin McCloskey, Interim Mayor's Budget Director
Patrick Ford - Executive Director, Ethics Commission