

File No. 251168

Committee Item No. 2

Board Item No. 5

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance Committee Date January 7, 2026

Board of Supervisors Meeting Date January 13, 2026

Cmte Board

<input type="checkbox"/>	<input type="checkbox"/>	Motion
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Resolution
<input type="checkbox"/>	<input type="checkbox"/>	Ordinance
<input type="checkbox"/>	<input type="checkbox"/>	Legislative Digest
<input type="checkbox"/>	<input type="checkbox"/>	Budget and Legislative Analyst Report
<input type="checkbox"/>	<input type="checkbox"/>	Youth Commission Report
<input type="checkbox"/>	<input type="checkbox"/>	Introduction Form
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Department/Agency Cover Letter and/or Report
<input type="checkbox"/>	<input type="checkbox"/>	MOU
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Grant Information Form
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Grant Budget
<input type="checkbox"/>	<input type="checkbox"/>	Subcontract Budget
<input type="checkbox"/>	<input type="checkbox"/>	Contract/Agreement
<input type="checkbox"/>	<input type="checkbox"/>	Form 126 – Ethics Commission
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Award Letter
<input type="checkbox"/>	<input type="checkbox"/>	Application
<input type="checkbox"/>	<input type="checkbox"/>	Public Correspondence

OTHER (Use back side if additional space is needed)

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Project Phase 1</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>ENV Statement on Retroactivity 10/20/2025</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>ENV Presentation 1/7/2026</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Presidential Action Memo – Temp Member – 1/5/2026</u>
<input type="checkbox"/>	<input type="checkbox"/>	<u> </u>
<input type="checkbox"/>	<input type="checkbox"/>	<u> </u>
<input type="checkbox"/>	<input type="checkbox"/>	<u> </u>
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Completed by: Brent Jalipa Date December 31, 2025

Completed by: Brent Jalipa Date January 8, 2026

1 [Accept and Expend Grant - Retroactive - United States Department of Energy - Buildings
2 Upgrade Challenge, Phase 1 - \$400,000]

3 **Resolution retroactively authorizing the Department of the Environment (“Environment**
4 **Department”) to accept and expend a prize in the amount of \$400,000, which was**
5 **confirmed as received by the Environment Department on December 12, 2023, from the**
6 **United States Department of Energy’s Office of Energy Efficiency and Renewable**
7 **Energy, to develop a pilot implementation plan to upgrade up to 200 San Francisco**
8 **homes with electric heat pump water heaters (HPWH) and energy efficiency measures;**
9 **and to execute the contracts between the City and the Co-applicants necessary to carry**
10 **out the purposes of the project for which the prize was awarded.**

11
12 WHEREAS, The City and County of San Francisco is a long-standing leader in local
13 and regional electrification and energy efficiency program development and implementation;
14 and

15 WHEREAS, On January 18, 2023, the U.S. Department of Energy (DOE) Buildings
16 Upgrade Prize (Buildings UP) released a notice of capacity-building prizes focused on
17 reducing greenhouse gas emissions in existing buildings through energy efficiency and
18 efficient electrification; and

19 WHEREAS, Buildings UP is implemented in three phases over approximately five
20 years: Plan, Pilot Implementation, and Full-scale Implementation; and

21 WHEREAS, In March 2023, air quality regulators in the San Francisco Bay Area
22 mandated phasing out the sale of residential natural gas water heaters by 2027; and

23 WHEREAS, On June 20, 2023, the Environment Department initiated a competitive
24 process and released a Request for Qualifications to identify entities to be co-applicants in the
25 Department’s application for the Buildings UP concept; and

1 WHEREAS, On July 3, 2023, the Environment Department issued a Notice of Selection
2 identifying QuitCarbon Inc., Rising Sun Center for Opportunity, and PODER (together, “Co-
3 Applicants”) as co-applicants in the Department’s submission to the DOE; and

4 WHEREAS, On July 18, 2023, the Environment Department submitted its concept
5 titled, “200 x 200: Fast Upgrades, Equitable Outcomes;” and

6 WHEREAS, The concept aims to upgrade up to 200 San Francisco homes in 200 days
7 with electric heat pump water heaters (HPWH) and energy efficiency measures; and

8 WHEREAS, As the San Francisco Bay Area has mandated the phase-out on sales of
9 residential natural gas water heaters by 2027, the concept will help ensure the electric HPWH
10 roll-out is affordable for all communities; and

11 WHEREAS, On October 11, 2023, the DOE announced a proposed award of \$400,000
12 and in-kind technical assistance from the DOE and its agents to the Environment Department
13 and its Co-Applicants, QuitCarbon Inc., Rising Sun Center for Opportunity, and PODER; and

14 WHEREAS, Phase 1 of this project began on the award date of December 12, 2023,
15 when the Department confirmed the payment as received from the Department of Energy, and
16 is not associated with a restricted time period; and

17 WHEREAS, QuitCarbon Inc. has received a \$50,000 grant for its provision of software
18 technology and equipment installation expertise in support of the prize; and

19 WHEREAS, Rising Sun Center for Opportunity has received a \$75,000 grant for its
20 provision of heat-pump installation training and workforce recruitment in support of the prize;
21 and

22 WHEREAS, PODER has received a \$75,000 grant for its efforts to engage and survey
23 the impacted communities and residents in support of the development of the implementation
24 plan; and
25

1 WHEREAS, The Environment Department has collaborated with the Co-Applicants to
2 develop a plan to implement a pilot program to compete in the next phase of the Buildings UP;
3 and

4 WHEREAS, The Department was awarded an additional \$400,000 prize for Phase 2 of
5 Buildings UP, dated March 17, 2025, and is submitting a separate resolution seeking Board of
6 Supervisors approval for Phase 2 of this prize; and

7 WHEREAS, The prize does not require an Annual Salary Ordinance (ASO)
8 amendment and partially funds the Environment Department for existing positions; and

9 WHEREAS, Retroactive approval is being requested because this resolution was
10 determined to be the best process for seeking authority to utilize a Federal prize, following
11 discussions and clarification across multiple departments; and

12 WHEREAS, The final, approved FY 2024-25 and FY 2025-26 AAO included the prize
13 revenues and expenditures associated with these prize winnings; and

14 WHEREAS, The Environment Department moved forward with expending the prize
15 funds to continue competing for the next round of the Buildings UP funding, based on the
16 belief that inclusion of the budget in the AAO was sufficient authority for federal prize
17 winnings; and

18 WHEREAS, The Environment Department has submitted all the documents applicable
19 to this prize that are required in an Accept and Expend package submitted to the Board of
20 Supervisors, and those documents are on file with the Clerk of the Board of Supervisors in
21 File No. 251168; and

22 WHEREAS, The prize budget reflects planned spending of indirect costs totaling
23 \$71,457; now, therefore, be it

24 RESOLVED, That the Director of the Environment Department is hereby retroactively
25 authorized to accept and expend the United States Department of Energy - Buildings Upgrade

Challenge - Phase 1 prize of \$400,000 on behalf of the City, in accordance with the purposes and goals for the funding; and, be it

FURTHER RESOLVED, That the Director of the Environment Department is hereby retroactively authorized to enter into and execute all agreements, and amendments thereto, between the City and the Co-Applicants consistent with the aforementioned proposal and necessary to carry out the purpose of the prize.

Recommended:

Approved: _____/s/

Mayor

_____/s/

Department Head

Approved: _____/s/

Controller

File Number: 251168
(Provided by Clerk of Board of Supervisors)

Grant Resolution Information Form
(Effective July 2011)

Purpose: Accompanies proposed Board of Supervisors resolutions authorizing a department to accept and expend grant funds.

The following describes the grant referred to in the accompanying resolution:

1. Grant Title: United States Department of Energy - Buildings Upgrade Challenge, Phase 1
2. Department: San Francisco Environment Department
3. Contact Person: Alice Hur Telephone: (415) 355-3709
4. Grant Approval Status (check one):

 ☒ Approved by funding agency ☐ Not yet approved
5. Amount of Grant Funding Approved or Applied for: \$ 400,000
6. a. Matching Funds Required: None
 b. Source(s) of matching funds (if applicable): Not applicable
7. a. Grant Source Agency: United States Department of Energy
 b. Grant Pass-Through Agency (if applicable):
8. Proposed Grant Project Summary: In collaboration with PODER, Rising Sun Center for Opportunity, and QuitCarbon Inc., the project team will develop an **implementation plan** aimed at swiftly enhancing 200 homes within a 200-day timeframe. This comprehensive plan will include detailed schedules, budgets, and programmatic specifications, focusing on the installation of electric heat pump water heaters (HPWH) and other energy-efficient measures in the residences of a San Francisco communities.

With the Bay Area Air District mandating the discontinuation of natural gas water heater sales by 2027, this initiative becomes important in ensuring an equitable and affordable rollout of HPWH. The project's overarching objective is to demonstrate an innovative way to quickly and equitably upgrade single-family homes and validate its ability to scale citywide.

9. Grant Project Schedule, as allowed in approval documents, or as proposed:

Start-Date: December 15, 2023

End-Date: None required

10. a. Amount budgeted for contractual services: \$ 200,000
b. Will contractual services be put out to bid? A Request for Co-applicants was completed prior to submitting the grant application to the funder.
c. If so, will contract services help to further the goals of the Department's Local Business Enterprise (LBE) requirements? Not applicable because it is Federal funding.
d. Is this likely to be a one-time or ongoing request for contracting out? One-time
11. a. Does the budget include indirect costs?
[X] Yes [] No
b. If yes, how much? \$ 71,457.00
c. How was the amount calculated? 10% de minimis rate applied to direct labor costs
d. If no, why are indirect costs not included?
[] Not allowed by granting agency [] To maximize use of grant funds on direct services
[] Other (please explain):
e. If no indirect costs are included, what would have been the indirect costs?

12. Any other significant grant requirements or comments:

Federal prize awards were designed to be less administratively burdensome than federal grants. Prize funding is provided up front and does not have an expiration date. The proposed budget shows the plan for spending but is not binding. While DOE would prefer that prize winners spend funds needed to complete work that enables successful competition in subsequent phases of the competition, it is not required.

****Disability Access Checklist** (Department must forward a copy of all completed Grant Information Forms to the Mayor's Office of Disability)**

13. This Grant is intended for activities at (check all that apply):

- | | | |
|--|---|--|
| <input type="checkbox"/> Existing Site(s) | <input type="checkbox"/> Existing Structure(s) | <input type="checkbox"/> Existing Program(s) or Service(s) |
| <input type="checkbox"/> Rehabilitated Site(s) | <input type="checkbox"/> Rehabilitated Structure(s) | <input checked="" type="checkbox"/> New Program(s) or Service(s) |
| <input type="checkbox"/> New Site(s) | <input type="checkbox"/> New Structure(s) | |

14. The Departmental ADA Coordinator or the Mayor's Office on Disability have reviewed the proposal and concluded that the project as proposed will be in compliance with the Americans with Disabilities Act and all other Federal, State and local disability rights laws and regulations and will allow the full inclusion of persons with disabilities. These requirements include, but are not limited to:

1. Having staff trained in how to provide reasonable modifications in policies, practices and procedures;
2. Having auxiliary aids and services available in a timely manner in order to ensure communication access;
3. Ensuring that any service areas and related facilities open to the public are architecturally accessible and have been inspected and approved by the DPW Access Compliance Officer or the Mayor's Office on Disability Compliance Officers.
4. All websites and digital content developed as part of this project will comply with the [Digital Accessibility Inclusion Standard](#).

If such access would be technically infeasible, this is described in the comments section below:

Comments:

Departmental ADA Coordinator or Mayor's Office of Disability Reviewer:

Deborah Kaplan

(Name)

Deputy Director for Programmatic Access

(Title)

Date Reviewed: 10/10/2025

DocuSigned by:

Deborah Kaplan

(Signature Required)

Department Head or Designee Approval of Grant Information Form:

Tyrone Jue

(Name)

Director

(Title)

Date Reviewed: 10/14/2025

DocuSigned by:

Tyrone Jue

(Signature Required)



U.S. DOE Buildings Upgrade Prize – Accept & Expend

Alice Hur
Senior Policy Coordinator

January 7, 2026

SAN FRANCISCO
ENVIRONMENT
DEPARTMENT

**SF Environment's focus on climate, coordination,
and equity – turning climate goals into lived
reality by protecting health and communities
through electrification initiatives.**



**\$83.2M in grants won
since November 2022.**

**2 federal prizes (total
\$800,000) awarded to
SFE since November
2022.**

Background: U.S. Department of Energy Buildings Upgrade Prize

- Designed to accelerate building retrofits with high-performance, energy efficient and electrification technologies **over 3 phases.**
- Benefits include cutting energy costs while improving indoor air quality, comfort.
- Has awarded over \$22 million in cash prizes and project support nationwide.

SFE



Photo Credit: SFE Staff



Environment Department's Winning Concept – 200 x 200: Fast Upgrades, Equitable Outcomes

Upgrade 200 homes in 200 days using **standardized equipment and installation processes** for heat pump water heaters and energy efficiency measures - in and around state-designated Disadvantaged Communities.

Summary: Buildings Upgrade Prize, Phases 1 and 2



Summary	
Purpose:	Improve energy efficiency and electrification in low-income, historically marginalized communities through the 200 x 200 concept.
Cash Prize Amount:	\$ 400,000 per phase x 2 phases or \$800,000 total
Timeframe:	None specified. At the discretion of the awardee, application to compete in the next phase must be submitted before the rolling application window closes or available funds are exhausted. Prizes were received in Dec 2023 and March 2025.
Description/ Deliverables:	<ul style="list-style-type: none">• Phase 1: Develop a pilot implementation plan in collaboration with 3 partners.• Phase 2: Implement the pilot plan to upgrade 20 single-family home within the Disadvantaged Communities to gather feedback and data for the full-scale program in Phase 3.

- The DOE funding consists of **cash prizes** and carries no deliverable requirements or terms and conditions. As a prize, there is no grant agreement.
- Since they're prizes, SFE budgeted \$800,000 in FY24-25 and \$400,000 in FY 25-26 for all 3 phases.
- SFE believed that including the prizes in the budgets met requirements.
- Later, City Attorneys and Controller's Office staff determined the prizes must follow grant procedures under local rules.
- SFE, therefore, is now following standard grant procedure, including submission of the Accept and Expend resolutions.

Why retroactive authorization of A&E?

Thank you!

Alice Hur
Senior Policy Coordinator
San Francisco Environment Department
SFEnvironment.org



SAN FRANCISCO
ENVIRONMENT
DEPARTMENT

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City and County of San Francisco, Environment Department			
US DOE, Buildings Upgrade Challenge, Phase 1			
Personnel	Classification, Title, and FTE	Activities Description	Amount
	5644 Principal Environmental Specialist (0.25 FTE); 5642 Sr. Environmental Specialist (0.51 FTE)	Strategic Planning, Managing Co-Applicants, Developing Implementation Plan (required for Phase 2)	\$118,543
		Sub-Total Personnel	\$118,543
Non Personnel Services	Categories		Amount
	Incentives		\$0
	Field Expenses		\$0
	Other Professional		\$200,000
	Printing		\$0
	Interdepartmental Transfers - Legal		\$0
	Other Materials & Supplies		\$10,000
		Sub-Total Contract/ Other	\$210,000
Indirect			\$71,457
		Grand Total	\$400,000

Buildings Upgrade Challenge							
Employee Name		Job Code	FTE	Hourly Rate 2023/24	Hourly Rate 2024/25	Salary Jan-June 2024	Salary July-Dec 2024 Calendar Year 2024
Ryan Ramos		5642	0.51	91.54	92.93	37,045.07	37,609.34 74,654.42
Lowell Chu		5644	0.25	110.01	111.65	21,782.24	22,106.74 43,888.98
Total SFE Staff			0.76			58,827.31	59,716.08 118,543.40
Indirect:							
Indirect Jan-Jun 2024			0.76			46,257.50	35,200.38
Indirect Jul-Dec 2024			0.76				47,645.00 36,256.22
Total Indirect			1.52				71,456.61
Other Expenses:							
Buildings Up Challenge Co-Applicants (partners)							200,000
Community Engagement Expenses: printing and mailing surveys, payments to workshop participants for their time and feedback, space rentals for community workshops and food, coffee, and etc.							10,000
Total Other Expenses							210,000.00
Grand Total							400,000.00

US DOE Award Name	Total	Notes
Buildings Upgrade Prize Money Phase 1		\$400,000
Total Incoming:	\$400,000.00	

SFE Hourly Billing Spreadsheet

Billable Hours	Days	Hours
Vacation	20	160
Sick Time	13	104
Floating Holidays	5	40
Paid Holidays	12	96
Mandatory Reqs	12	96
Sub-Total	62	496
Days in Year	260	2,080
% not billable	24%	
Billable Annually	198	1,584

792

FY 2017-2018								
Class	Job Title	FY 17/18 Salary	Benefits	Combined	Overhead FY 17/18	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total
0962_C	Department Head II	\$ 200,308	\$ 69,089	\$ 269,397	\$ 63,200	\$ 332,597	\$ 159.90	\$ 209.97
0952_S	Deputy Director II	\$ 160,030	\$ 58,673	\$ 218,703	\$ 63,200	\$ 281,903	\$ 135.53	\$ 177.97
0922_C	Manager II	\$ 138,788	\$ 56,391	\$ 195,179	\$ 63,200	\$ 258,379	\$ 124.22	\$ 163.12
1825_C	Principal Administrative Analyst II							
1824_C	Principal Administrative Analyst	\$ 128,974	\$ 49,977	\$ 178,951	\$ 63,200	\$ 242,151	\$ 116.42	\$ 152.87
5644_C	Principal Environmental Specialist	\$ 127,795	\$ 49,715	\$ 177,510	\$ 63,200	\$ 240,710	\$ 115.73	\$ 151.96
5642_C	Senior Environmental Specialist	\$ 111,974	\$ 45,895	\$ 157,869	\$ 63,200	\$ 221,069	\$ 106.28	\$ 139.56
5640_C	Environmental Specialist	\$ 96,235	\$ 41,482	\$ 137,717	\$ 63,200	\$ 200,917	\$ 96.59	\$ 126.84
5638_C	Environmental Assistant	\$ 79,181	\$ 36,699	\$ 115,880	\$ 63,200	\$ 179,080	\$ 86.10	\$ 113.06
1094_C	IT Operations Support Administrator IV	\$ 118,732	\$ 47,218	\$ 165,950	\$ 63,200	\$ 229,150	\$ 110.17	\$ 144.67
1093_C	IT Operations Support Administrator III							
1052_C	IS Business Analyst							
1204_C	Senior Personnel Clerk							
1823_C	Senior Administrative Analyst	\$ 111,411	\$ 45,737	\$ 157,148	\$ 63,200	\$ 220,348	\$ 105.94	\$ 139.11
1543_C	Secretary, Commission on the Environment	\$ 111,411	\$ 45,046	\$ 156,457	\$ 63,200	\$ 219,657	\$ 105.60	\$ 138.67
1844_C	Senior Management Assistant	\$ 100,820	\$ 42,301	\$ 143,121	\$ 63,200	\$ 206,321	\$ 99.19	\$ 130.25
1822_C	Administrative Analyst	\$ 95,618	\$ 40,840	\$ 136,458	\$ 63,200	\$ 199,658	\$ 95.99	\$ 126.05
1424_C	Clerk Typist	\$ 61,457	\$ 31,246	\$ 92,703	\$ 63,200	\$ 155,903	\$ 74.95	\$ 98.42
1222_C	Senior Payroll And Personnel Clerk	\$ 82,935	\$ 37,279	\$ 120,214	\$ 63,200	\$ 183,414	\$ 88.18	\$ 115.79
1632_C	Senior Account Clerk	\$ 73,389	\$ 34,598	\$ 107,987	\$ 63,200	\$ 171,187	\$ 82.30	\$ 108.07
1310_C	Public Relations Assistant	\$ 66,579	\$ 32,685	\$ 99,264	\$ 63,200	\$ 162,464	\$ 78.11	\$ 102.57
9922_C	Public Service Aide - Associate To Profe	\$ 45,154	\$ 28,194	\$ 73,348	\$ 63,200	\$ 136,548	\$ 65.65	\$ 86.20
9920_C	Public Service Aide - Assistant To Profe	\$ 41,266	\$ 26,969	\$ 68,235	\$ 63,200	\$ 131,435	\$ 63.19	\$ 82.98

FY 2018-2019								
FY 18/19 Salary	Projected Benefits	Combined	Projected Overhead FY 18/19	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total		
\$ 213,907	\$ 72,363	\$ 286,270	\$ 71,135	\$ 357,405	\$ 171.83	\$ 225.63		
\$ 168,769	\$ 61,509	\$ 230,278	\$ 71,135	\$ 301,413	\$ 144.91	\$ 190.29		
\$ 142,761	\$ 57,740	\$ 200,501	\$ 71,135	\$ 271,636	\$ 130.59	\$ 171.49		
\$ 133,166	\$ 50,736	\$ 183,902	\$ 71,135	\$ 255,037	\$ 122.61	\$ 161.01		
\$ 131,460	\$ 50,477	\$ 181,937	\$ 71,135	\$ 253,072	\$ 121.67	\$ 159.77		
\$ 115,181	\$ 46,621	\$ 161,802	\$ 71,135	\$ 232,937	\$ 111.99	\$ 147.06		
\$ 99,007	\$ 42,219	\$ 141,226	\$ 71,135	\$ 212,361	\$ 102.10	\$ 134.07		
\$ 81,469	\$ 37,388	\$ 118,857	\$ 71,135	\$ 189,992	\$ 91.34	\$ 119.94		
\$ 119,787	\$ 47,306	\$ 167,093	\$ 71,135	\$ 238,228	\$ 114.53	\$ 150.40		
\$ 114,618	\$ 46,469	\$ 161,087	\$ 71,135	\$ 232,222	\$ 111.65	\$ 146.60		
\$ 114,618	\$ 45,727	\$ 160,345	\$ 71,135	\$ 231,480	\$ 111.29	\$ 146.14		
\$ 103,719	\$ 43,010	\$ 146,729	\$ 71,135	\$ 217,864	\$ 104.74	\$ 137.54		
\$ 98,363	\$ 41,538	\$ 139,901	\$ 71,135	\$ 211,036	\$ 101.46	\$ 133.23		
\$ 63,454	\$ 32,863	\$ 96,317	\$ 71,135	\$ 167,452	\$ 80.51	\$ 105.71		
\$ 85,321	\$ 37,966	\$ 123,287	\$ 71,135	\$ 194,422	\$ 93.47	\$ 122.74		
\$ 75,493	\$ 35,272	\$ 110,765	\$ 71,135	\$ 181,900	\$ 87.45	\$ 114.84		
\$ 68,477	\$ 33,348	\$ 101,825	\$ 71,135	\$ 172,960	\$ 83.15	\$ 109.19		
\$ 46,463	\$ 28,888	\$ 75,351	\$ 71,135	\$ 146,486	\$ 70.43	\$ 92.48		
\$ 42,607	\$ 28,408	\$ 71,015	\$ 71,135	\$ 142,150	\$ 68.34	\$ 89.74		

FY 2019-2020								
FY 19/20 Salary	Projected Benefits	Combined	Projected Overhead FY 19/20	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total		
\$ 221,394	\$ 75,990	\$ 297,384	\$ 79,032	\$ 376,416	\$ 180.97	\$ 237.64		
\$ 174,676	\$ 64,509	\$ 239,185	\$ 79,032	\$ 318,217	\$ 152.99	\$ 200.89		
\$ 147,758	\$ 61,996	\$ 209,754	\$ 79,032	\$ 288,786	\$ 138.84	\$ 182.31		
\$ 137,826	\$ 54,930	\$ 192,756	\$ 79,032	\$ 271,788	\$ 130.67	\$ 171.58		
\$ 136,061	\$ 54,573	\$ 190,634	\$ 79,032	\$ 269,666	\$ 129.65	\$ 170.24		
\$ 119,212	\$ 50,377	\$ 169,589	\$ 79,032	\$ 248,621	\$ 119.53	\$ 156.96		
\$ 102,472	\$ 45,546	\$ 148,018	\$ 79,032	\$ 227,050	\$ 109.16	\$ 143.34		
\$ 84,320	\$ 40,310	\$ 124,630	\$ 79,032	\$ 203,662	\$ 97.91	\$ 128.57		
\$ 123,980	\$ 51,838	\$ 175,818	\$ 79,032	\$ 254,850	\$ 122.52	\$ 160.89		
\$ 118,630	\$ 50,206	\$ 168,836	\$ 79,032	\$ 247,868	\$ 119.17	\$ 156.48		
\$ 118,630	\$ 49,442	\$ 168,072	\$ 79,032	\$ 247,104	\$ 118.80	\$ 156.00		
\$ 107,349	\$ 46,439	\$ 153,788	\$ 79,032	\$ 232,820	\$ 111.93	\$ 146.98		
\$ 101,806	\$ 44,839	\$ 146,645	\$ 79,032	\$ 225,677	\$ 108.50	\$ 142.47		
\$ 65,675	\$ 34,338	\$ 100,013	\$ 79,032	\$ 179,045	\$ 86.08	\$ 113.03		
\$ 88,307	\$ 40,940	\$ 129,247	\$ 79,032	\$ 208,279	\$ 100.13	\$ 131.49		
\$ 78,135	\$ 38,005	\$ 116,140	\$ 79,032	\$ 195,172	\$ 93.83	\$ 123.21		
\$ 70,874	\$ 35,912	\$ 106,786	\$ 79,032	\$ 185,818	\$ 89.34	\$ 117.31		
\$ 48,089	\$ 30,960	\$ 79,049	\$ 79,032	\$ 158,081	\$ 76.00	\$ 99.80		
\$ 44,098	\$ 29,625	\$ 73,723	\$ 79,032	\$ 152,755	\$ 73.44	\$ 96.44		

FY 2021-2022		
FY 20/21 Salary	Projected Benefits	Combined
\$ 224,715	\$ 78,460	\$ 303,174
\$ 177,296	\$ 66,606	\$ 243,902
\$ 149,974	\$ 64,011	\$ 213,985
\$ 139,894	\$ 56,715	\$ 196,609
\$ 142,295	\$ 56,347	\$ 198,642
\$ 121,001	\$ 52,014	\$ 173,015
\$ 104,009	\$ 47,026	\$ 151,036
\$ 85,585	\$ 41,620	\$ 127,205
\$ 125,839	\$ 53,523	\$ 179,362
\$ 120,409	\$ 51,838	\$ 172,247
\$ 120,409	\$ 51,049	\$ 171,458
\$ 108,959	\$ 47,948	\$ 156,908
\$ 103,333	\$ 46,296	\$ 149,629
\$ 66,660	\$ 35,454	\$ 102,114
\$ 89,632	\$ 42,271	\$ 131,902
\$ 79,307	\$ 39,240	\$ 118,547
\$ 71,937	\$ 37,079	\$ 109,016
\$ 48,811	\$ 31,966	\$ 80,777
\$ 44,760	\$ 30,588	\$ 75,348

Class	Job Title
0962_C	Department Head II
0952_S	Deputy Director II
0922_C	Manager II
1825_C	Principal Administrative Analyst II
1824_C	Principal Administrative Analyst
5644_C	Principal Environmental Specialist
5642_C	Senior Environmental Specialist
5640_C	Environmental Specialist
5638_C	Environmental Assistant
1094_C	IT Operations Support Administrator IV
1093_C	IT Operations Support Administrator III
1052_C	IS Business Analyst
1204_C	Senior Personnel Clerk
1823_C	Senior Administrative Analyst
1543_C	Secretary, Commission on the Environment
1840_C	Junior Management Assistant
1844_C	Senior Management Assistant
1822_C	Administrative Analyst
1424_C	Clerk Typist
1222_C	Senior Payroll And Personnel Clerk
1632_C	Senior Account Clerk
1310_C	Public Relations Assistant
9922_C	Public Service Aide - Associate To Profe
9920_C	Public Service Aide - Assistant To Profe

SFE Hourly Billing Spreadsheet

2020-2021			
Projected Overhead FY 20/21	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total
\$ 84,664	\$ 387,838	\$ 186.46	\$ 244.85
\$ 84,664	\$ 328,566	\$ 157.96	\$ 207.43
\$ 84,664	\$ 298,649	\$ 143.58	\$ 188.54
\$ 84,664			
\$ 84,664	\$ 281,273	\$ 135.23	\$ 177.57
\$ 84,664	\$ 283,306	\$ 136.20	\$ 178.85
\$ 84,664	\$ 257,679	\$ 123.88	\$ 162.68
\$ 84,664	\$ 235,700	\$ 113.32	\$ 148.80
\$ 84,664	\$ 211,869	\$ 101.86	\$ 133.76
\$ 84,664	\$ 264,026	\$ 126.94	\$ 166.68
\$ 84,664	\$ 256,911	\$ 123.51	\$ 162.19
\$ 84,664	\$ 256,122	\$ 123.14	\$ 161.69
\$ 84,664	\$ 241,572	\$ 116.14	\$ 152.51
\$ 84,664	\$ 234,293	\$ 112.64	\$ 147.91
\$ 84,664	\$ 186,778	\$ 89.80	\$ 117.92
\$ 84,664	\$ 216,566	\$ 104.12	\$ 136.72
\$ 84,664	\$ 203,211	\$ 97.70	\$ 128.29
\$ 84,664	\$ 193,680	\$ 93.12	\$ 122.27
\$ 84,664	\$ 165,441	\$ 79.54	\$ 104.44
\$ 84,664	\$ 160,012	\$ 76.93	\$ 101.02

FY 2021-2022							
FY 21/22 Salary	Projected Benefits	Combined	Projected Overhead FY 21/22	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total	
\$ 229,696	\$ 80,813	\$ 310,509	\$ 87,204	\$ 397,713	\$ 191.21	\$ 251.08	
\$ 181,226	\$ 68,604	\$ 249,830	\$ 87,204	\$ 337,034	\$ 162.04	\$ 212.77	
\$ 153,299	\$ 65,931	\$ 219,230	\$ 87,204	\$ 306,434	\$ 147.32	\$ 193.46	
\$ 160,412			\$ 87,204				
\$ 147,888	\$ 58,417	\$ 206,305	\$ 87,204	\$ 293,509	\$ 141.11	\$ 185.30	
\$ 157,820	\$ 58,037	\$ 215,857	\$ 87,204	\$ 303,061	\$ 145.70	\$ 191.33	
\$ 128,414	\$ 53,575	\$ 181,989	\$ 87,204	\$ 269,193	\$ 129.42	\$ 169.94	
\$ 110,344	\$ 48,437	\$ 158,781	\$ 87,204	\$ 245,985	\$ 118.26	\$ 155.29	
\$ 90,555	\$ 42,869	\$ 133,424	\$ 87,204	\$ 220,628	\$ 106.07	\$ 139.29	
\$ 136,162	\$ 55,128	\$ 191,290	\$ 87,204	\$ 278,494	\$ 133.89	\$ 175.82	
\$ 127,738	\$ 53,393	\$ 181,131	\$ 87,204	\$ 268,335	\$ 129.01	\$ 169.40	
\$ 127,738	\$ 52,580	\$ 180,318	\$ 87,204	\$ 267,522	\$ 128.62	\$ 168.89	
\$ 115,622	\$ 49,387	\$ 165,009	\$ 87,204	\$ 252,213	\$ 121.26	\$ 159.23	
\$ 109,616	\$ 47,685	\$ 157,301	\$ 87,204	\$ 244,505	\$ 117.55	\$ 154.36	
\$ 85,228	\$ 36,518	\$ 121,746	\$ 87,204	\$ 208,950	\$ 100.46	\$ 131.91	
\$ 95,108	\$ 43,539	\$ 138,647	\$ 87,204	\$ 225,851	\$ 108.58	\$ 142.58	
\$ 84,162	\$ 40,417	\$ 124,579	\$ 87,204	\$ 211,783	\$ 101.82	\$ 133.70	
\$ 76,336	\$ 38,192	\$ 114,528	\$ 87,204	\$ 201,731	\$ 96.99	\$ 127.36	
\$ 51,792	\$ 32,925	\$ 84,717	\$ 87,204	\$ 171,921	\$ 82.65	\$ 108.54	
\$ 47,346	\$ 31,505	\$ 78,851	\$ 87,204	\$ 166,055	\$ 79.83	\$ 104.83	

FY 2022-2023						
FY 22/23 Salary	Projected Benefits	Combined	Projected Overhead FY 22/23	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total
\$ 241,755	\$ 80,452	\$ 322,207	\$ 89,820	\$ 412,027	\$ 198.09	\$ 260.12
\$ 180,622	\$ 68,272	\$ 248,894	\$ 89,820	\$ 338,714	\$ 162.84	\$ 213.83
\$ 156,026	\$ 63,534	\$ 219,560	\$ 89,820	\$ 309,380	\$ 148.74	\$ 195.32
\$ 168,834						
\$ 156,250	\$ 58,095	\$ 214,345	\$ 89,820	\$ 304,165	\$ 146.23	\$ 192.02
\$ 166,745	\$ 60,258	\$ 227,003	\$ 89,820	\$ 316,823	\$ 152.32	\$ 200.01
\$ 135,676	\$ 53,012	\$ 188,688	\$ 89,820	\$ 278,508	\$ 133.90	\$ 175.83
\$ 116,584	\$ 48,457	\$ 165,041	\$ 89,820	\$ 254,861	\$ 122.53	\$ 160.90
\$ 95,927	\$ 42,815	\$ 138,742	\$ 89,820	\$ 228,562	\$ 109.89	\$ 144.29
\$ 143,862	\$ 55,210	\$ 199,072	\$ 89,820	\$ 288,892	\$ 138.89	\$ 182.38
\$ 117,910	\$ 48,457	\$ 166,367	\$ 89,820	\$ 256,187	\$ 123.17	\$ 161.73
\$ 127,790	\$ 49,572	\$ 177,362	\$ 89,820	\$ 267,182	\$ 128.45	\$ 168.68
\$ 91,910	\$ 37,613	\$ 129,523	\$ 89,820	\$ 219,343	\$ 105.45	\$ 138.47
\$ 134,962	\$ 52,824	\$ 187,786	\$ 89,820	\$ 277,606	\$ 133.46	\$ 175.26
\$ 134,961	\$ 51,598	\$ 186,559	\$ 89,820	\$ 276,379	\$ 132.87	\$ 174.48
\$ 122,160	\$ 49,572	\$ 171,732	\$ 89,820	\$ 261,552	\$ 125.75	\$ 165.12
\$ 115,362	\$ 46,235	\$ 161,597	\$ 89,820	\$ 251,417	\$ 120.87	\$ 158.72
\$ 89,700	\$ 37,613	\$ 127,313	\$ 89,820	\$ 217,133	\$ 104.39	\$ 137.08
\$ 100,486	\$ 43,643	\$ 144,129	\$ 89,820	\$ 233,949	\$ 112.48	\$ 147.70
\$ 88,922	\$ 40,484	\$ 129,406	\$ 89,820	\$ 219,226	\$ 105.40	\$ 138.40
\$ 80,653	\$ 38,223	\$ 118,876	\$ 89,820	\$ 208,696	\$ 100.33	\$ 131.75
\$ 54,721	\$ 32,453	\$ 87,174	\$ 89,820	\$ 176,994	\$ 85.09	\$ 111.74
\$ 49,842	\$ 32,451	\$ 82,293	\$ 89,820	\$ 172,113	\$ 82.75	\$ 108.66

FY 2023-2024						
FY 23/24 Salary	Projected Benefits	Combined	Projected Overhead FY 23/24	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total
\$ 250,519	\$ 74,094	\$ 324,613	\$ 92,515	\$ 417,127	\$ 200.54	\$ 263.34
\$ 187,170	\$ 63,888	\$ 251,058	\$ 92,515	\$ 343,572	\$ 165.18	\$ 216.90
\$ 161,682	\$ 60,357	\$ 222,039	\$ 92,515	\$ 314,554	\$ 151.23	\$ 198.58
\$ 174,954						
\$ 161,914	\$ 54,215	\$ 216,129	\$ 92,515	\$ 308,644	\$ 148.39	\$ 194.85
\$ 172,790	\$ 56,034	\$ 228,824	\$ 92,515	\$ 321,338	\$ 154.49	\$ 202.86
\$ 140,594	\$ 49,810	\$ 190,404	\$ 92,515	\$ 282,919	\$ 136.02	\$ 178.61
\$ 120,810	\$ 45,854	\$ 166,664	\$ 92,515	\$ 259,179	\$ 124.61	\$ 163.62
\$ 99,404	\$ 40,847	\$ 140,251	\$ 92,515	\$ 232,766	\$ 111.91	\$ 146.95
\$ 149,077	\$ 51,752	\$ 200,829	\$ 92,515	\$ 293,344	\$ 141.03	\$ 185.19
\$ 122,184	\$ 45,854	\$ 168,038	\$ 92,515	\$ 260,553	\$ 125.27	\$ 164.49
\$ 132,422	\$ 46,775	\$ 179,197	\$ 92,515	\$ 271,712	\$ 130.63	\$ 171.54
\$ 95,242	\$ 35,732	\$ 130,974	\$ 92,515	\$ 223,488	\$ 107.45	\$ 141.09
\$ 139,854	\$ 49,639	\$ 189,493	\$ 92,515	\$ 282,008	\$ 135.58	\$ 178.04
\$ 139,853	\$ 48,341	\$ 188,194	\$ 92,515	\$ 280,709	\$ 134.96	\$ 177.22
\$ 126,588	\$ 46,775	\$ 173,363	\$ 92,515	\$ 265,878	\$ 127.83	\$ 167.85
\$ 119,544	\$ 43,923	\$ 163,467	\$ 92,515	\$ 255,982	\$ 123.07	\$ 161.60
\$ 92,952	\$ 35,732	\$ 128,684	\$ 92,515	\$ 221,199	\$ 106.35	\$ 139.65
\$ 104,129	\$ 41,514	\$ 145,643	\$ 92,515	\$ 238,157	\$ 114.50	\$ 150.35
\$ 92,145	\$ 38,704	\$ 130,849	\$ 92,515	\$ 223,364	\$ 107.39	\$ 141.01
\$ 83,577	\$ 36,698	\$ 120,275	\$ 92,515	\$ 212,789	\$ 102.30	\$ 134.34
\$ 56,705	\$ 31,217	\$ 87,922	\$ 92,515	\$ 180,436	\$ 86.75	\$ 113.91
\$ 51,649	\$ 30,828	\$ 82,477	\$ 92,515	\$ 174,991	\$ 84.13	\$ 110.47

FY 2024-2025 (PRO FORM)					
FY 24/25 Salary	Projected Benefits	Combined	Projected Overhead FY 24/25	Sub-Total	
\$ 253,024	\$ 76,317	\$ 329,341	\$ 95,290	\$ 424,631	
\$ 189,041	\$ 65,805	\$ 254,846	\$ 95,290	\$ 350,136	
\$ 163,299	\$ 62,168	\$ 225,467	\$ 95,290	\$ 320,757	
\$ 176,704			\$ -		
\$ 163,533	\$ 55,841	\$ 219,375	\$ 95,290	\$ 314,665	
\$ 174,517	\$ 57,715	\$ 232,232	\$ 95,290	\$ 327,522	
\$ 142,000	\$ 51,304	\$ 193,304	\$ 95,290	\$ 288,595	
\$ 122,018	\$ 47,230	\$ 169,248	\$ 95,290	\$ 264,538	
\$ 100,398	\$ 42,072	\$ 142,471	\$ 95,290	\$ 237,761	
\$ 150,568	\$ 53,305	\$ 203,872	\$ 95,290	\$ 299,162	
\$ 123,406	\$ 47,230	\$ 170,636	\$ 95,290	\$ 265,926	
\$ 133,747	\$ 48,178	\$ 181,925	\$ 95,290	\$ 277,215	
\$ 96,194	\$ 36,804	\$ 132,998	\$ 95,290	\$ 228,288	
\$ 141,253	\$ 51,128	\$ 192,381	\$ 95,290	\$ 287,671	
\$ 141,252	\$ 49,791	\$ 191,043	\$ 95,290	\$ 286,333	
\$ 127,854	\$ 48,178	\$ 176,032	\$ 95,290	\$ 271,323	
\$ 120,739	\$ 45,241	\$ 165,980	\$ 95,290	\$ 261,270	
\$ 93,881	\$ 36,804	\$ 130,686	\$ 95,290	\$ 225,976	
\$ 105,170	\$ 42,759	\$ 147,929	\$ 95,290	\$ 243,219	
\$ 93,067	\$ 39,865	\$ 132,932	\$ 95,290	\$ 228,222	
\$ 84,412	\$ 37,799	\$ 122,211	\$ 95,290	\$ 217,501	
\$ 57,272	\$ 32,154	\$ 89,425	\$ 95,290	\$ 184,715	
\$ 52,165	\$ 31,753	\$ 83,918	\$ 95,290	\$ 179,208	

FY 2023-2024						
FY 23/24 Salary	Projected Benefits	Combined	FTE Hourly Rate	Projected Overhead FY 23/24	Weighted Salary/Benefits & Overhead Total	Weighted Hourly Rate Total
\$ 250,519	\$ 74,094	\$ 324,613	156.06	\$ 92,515	\$ 417,127	\$ 200.54
\$ 187,170	\$ 63,888	\$ 251,058	120.70	\$ 92,515	\$ 343,572	\$ 165.18
\$ 161,682	\$ 60,357	\$ 222,039	106.75	\$ 92,515	\$ 314,554	\$ 151.23
\$ 174,954			0.00		\$ -	\$ -
\$ 161,914	\$ 54,215	\$ 216,129	103.91	\$ 92,515	\$ 308,644	\$ 148.39
\$ 172,790	\$ 56,034	\$ 228,824	110.01	\$ 92,515	\$ 321,338	\$ 154.49
\$ 140,594	\$ 49,810	\$ 190,404	91.54	\$ 92,515	\$ 282,919	\$ 136.02
\$ 120,810	\$ 45,854	\$ 166,664	80.13	\$ 92,515	\$ 259,179	\$ 124.61
\$ 99,404	\$ 40,847	\$ 140,251	67.43	\$ 92,515	\$ 232,766	\$ 111.91
\$ 149,077	\$ 51,752	\$ 200,829	96.55	\$ 92,515	\$ 293,344	\$ 141.03
\$ 122,184	\$ 45,854	\$ 168,038	80.79	\$ 92,515	\$ 260,553	\$ 125.27
\$ 132,422	\$ 46,775	\$ 179,197	86.15	\$ 92,515	\$ 271,712	\$ 130.63
\$ 95,242	\$ 35,732	\$ 130,974	62.97	\$ 92,515	\$ 223,488	\$ 107.45
\$ 139,854	\$ 49,639	\$ 189,493	91.10	\$ 92,515	\$ 282,008	\$ 135.58
\$ 139,853	\$ 48,341	\$ 188,194	90.48	\$ 92,515	\$ 280,709	\$ 134.96
\$ -	\$ -	\$ -	0.00	\$ 92,515	\$ 92,515	\$ 44.48
\$ 126,588	\$ 46,775	\$ 173,363	83.35	\$ 92,515	\$ 265,878	\$ 127.83
\$ 119,544	\$ 43,923	\$ 163,467	78.59	\$ 92,515	\$ 255,982	\$ 123.07
\$ 92,952	\$ 35,732	\$ 128,684	61.87	\$ 92,515	\$ 221,199	\$ 106.35
\$ 104,129	\$ 41,514	\$ 145,643	70.02	\$ 92,515	\$ 238,157	\$ 114.50
\$ 92,145	\$ 38,704	\$ 130,849	62.91	\$ 92,515	\$ 223,364	\$ 107.39
\$ 83,577	\$ 36,698	\$ 120,275	57.82	\$ 92,515	\$ 212,789	\$ 102.30
\$ 56,705	\$ 31,217	\$ 87,922	42.27	\$ 92,515	\$ 180,436	\$ 86.75
\$ 51,649	\$ 30,828	\$ 82,477	39.65	\$ 92,515	\$ 174,991	\$ 84.13

FY 2024-2025 (PRO FORM)					
FY 24/25 Salary	Projected Benefits	Combined	FTE Hourly Rate	Projected Overhead FY 24/25	
\$ 253,024	\$ 76,317	\$ 329,341	158.34	\$ 95,290	
\$ 189,041	\$ 65,805	\$ 254,846	122.52	\$ 95,290	
\$ 163,299	\$ 62,168	\$ 225,467	108.40	\$ 95,290	
\$ 176,704			0.00	\$ -	
\$ 163,533	\$ 55,841	\$ 219,375	105.47	\$ 95,290	
\$ 174,517	\$ 57,715	\$ 232,232	111.65	\$ 95,290	
\$ 142,000	\$ 51,304	\$ 193,304	92.93	\$ 95,290	
\$ 122,018	\$ 47,230	\$ 169,248	81.37	\$ 95,290	
\$ 100,398	\$ 42,072	\$ 142,471	68.50	\$ 95,290	
\$ 150,568	\$ 53,305	\$ 203,873	98.02	\$ 95,290	
\$ 123,406	\$ 47,230	\$ 170,636	82.04	\$ 95,290	
\$ 133,747	\$ 48,178	\$ 181,925	87.46	\$ 95,290	
\$ 96,194	\$ 36,804	\$ 132,998	63.94	\$ 95,290	
\$ 141,253	\$ 51,128	\$ 192,381	92.49	\$ 95,290	
\$ 141,252	\$ 49,791	\$ 191,043	91.85	\$ 95,290	
\$ -	\$ -	\$ -	0.00	\$ 95,290	
\$ 127,854	\$ 48,178	\$ 176,032	84.63	\$ 95,290	
\$ 120,739	\$ 45,241	\$ 165,980	79.80	\$ 95,290	
\$ 93,881	\$ 36,804	\$ 130,686	62.83	\$ 95,290	
\$ 105,170	\$ 42,759	\$ 147,929	71.12	\$ 95,290	
\$ 93,067	\$ 39,865	\$ 132,932	63.91	\$ 95,290	
\$ 84,412	\$ 37,799	\$ 122,211	58.76	\$ 95,290	
\$ 57,272	\$ 32,154	\$ 89,425	42.99	\$ 95,290	
\$ 52,165	\$ 31,753	\$ 83,918	40.35	\$ 95,290	

SFE Hourly Billing Spreadsheet

v)		
FTE Hourly Rate		Weighted Hourly Rate Sub-Total
\$ 204.15		\$ 268.07
\$ 168.33		\$ 221.05
\$ 154.21		\$ 202.50
\$ 151.28		\$ 198.65
\$ 157.46		\$ 206.77
\$ 138.75		\$ 182.19
\$ 127.18		\$ 167.01
\$ 114.31		\$ 150.10
\$ 143.83		\$ 188.87
\$ 127.85		\$ 167.88
\$ 133.28		\$ 175.01
\$ 109.75		\$ 144.12
\$ 138.30		\$ 181.61
\$ 137.66		\$ 180.77
\$ 130.44		\$ 171.29
\$ 125.61		\$ 164.94
\$ 108.64		\$ 142.66
\$ 116.93		\$ 153.55
\$ 109.72		\$ 144.08
\$ 104.57		\$ 137.31
\$ 88.81		\$ 116.61
\$ 86.16		\$ 113.14

FY 2025-2026 (PRO FORMA)						
FY 24/25 Salary	Projected Benefits	Combined	Projected Overhead FY 24/25	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total
\$ 255,554	\$ 78,606	\$ 334,160	\$ 97,196	\$431,356	\$ 207.38	\$ 272.32
\$ 190,932	\$ 67,779	\$ 258,710	\$ 97,196	\$355,906	\$ 171.11	\$ 224.69
\$ 164,932	\$ 64,033	\$ 228,965	\$ 97,196	\$326,161	\$ 156.81	\$ 205.91
\$ 178,471	\$ -		\$ -			
\$ 165,169	\$ 57,517	\$ 222,685	\$ 97,196	\$319,881	\$ 153.79	\$ 201.95
\$ 176,263	\$ 59,446	\$ 235,709	\$ 97,196	\$332,905	\$ 160.05	\$ 210.17
\$ 143,420	\$ 52,843	\$ 196,264	\$ 97,196	\$293,460	\$ 141.09	\$ 185.26
\$ 123,238	\$ 48,647	\$ 171,885	\$ 97,196	\$269,081	\$ 129.37	\$ 169.87
\$ 101,402	\$ 43,335	\$ 144,737	\$ 97,196	\$241,933	\$ 116.31	\$ 152.74
\$ 152,073	\$ 54,904	\$ 206,977	\$ 97,196	\$304,173	\$ 146.24	\$ 192.03
\$ 124,640	\$ 48,647	\$ 173,287	\$ 97,196	\$270,482	\$ 130.04	\$ 170.76
\$ 135,084	\$ 49,624	\$ 184,708	\$ 97,196	\$281,904	\$ 135.53	\$ 177.97
\$ 97,156	\$ 37,908	\$ 135,064	\$ 97,196	\$232,260	\$ 111.66	\$ 146.63
\$ 142,665	\$ 52,662	\$ 195,327	\$ 97,196	\$292,523	\$ 140.64	\$ 184.67
\$ 142,664	\$ 51,285	\$ 193,949	\$ 97,196	\$291,145	\$ 139.97	\$ 183.80
\$ 129,133	\$ 49,624	\$ 178,756	\$ 97,196	\$275,952	\$ 132.67	\$ 174.21
\$ 121,947	\$ 46,598	\$ 168,545	\$ 97,196	\$265,741	\$ 127.76	\$ 167.77
\$ 94,820	\$ 37,909	\$ 132,729	\$ 97,196	\$229,924	\$ 110.54	\$ 145.15
\$ 106,222	\$ 44,042	\$ 150,264	\$ 97,196	\$247,460	\$ 118.97	\$ 156.22
\$ 93,998	\$ 41,061	\$ 135,059	\$ 97,196	\$232,254	\$ 111.66	\$ 146.63
\$ 85,257	\$ 38,933	\$ 124,189	\$ 97,196	\$221,385	\$ 106.44	\$ 139.76
\$ 57,844	\$ 33,118	\$ 90,963	\$ 97,196	\$188,158	\$ 90.46	\$ 118.79
\$ 52,687	\$ 32,706	\$ 85,392	\$ 97,196	\$182,588	\$ 87.78	\$ 115.27

FY 2026-2027 (PRO FORMA)						
FY 24/25 Salary	Projected Benefits	Combined	Projected Overhead FY 24/25	Sub-Total	FTE Hourly Rate	Weighted Hourly Rate Sub-Total
\$263,221	\$ 80,965	\$ 344,185	\$100,112	\$444,297	\$ 213.60	\$ 280.49
\$196,660	\$ 69,812	\$ 266,472	\$100,112	\$366,584	\$ 176.24	\$ 231.43
\$169,880	\$ 65,954	\$ 235,834	\$100,112	\$335,946	\$ 161.51	\$ 212.09
\$183,825						
\$170,124	\$ 59,242	\$ 229,366	\$100,112	\$329,478	\$ 158.40	\$ 208.00
\$181,550	\$ 61,230	\$ 242,780	\$100,112	\$342,892	\$ 164.85	\$ 216.47
\$147,723	\$ 54,429	\$ 202,152	\$100,112	\$302,263	\$ 145.32	\$ 190.82
\$126,936	\$ 50,106	\$ 177,042	\$100,112	\$277,153	\$ 133.25	\$ 174.97
\$104,444	\$ 44,635	\$ 149,079	\$100,112	\$249,191	\$ 119.80	\$ 157.32
\$156,636	\$ 56,551	\$ 213,186	\$100,112	\$313,298	\$ 150.62	\$ 197.79
\$128,379	\$ 50,106	\$ 178,485	\$100,112	\$278,597	\$ 133.94	\$ 175.88
\$139,137	\$ 51,112	\$ 190,249	\$100,112	\$290,361	\$ 139.60	\$ 183.31
\$100,071	\$ 39,045	\$ 139,116	\$100,112	\$239,228	\$ 115.01	\$ 151.03
\$146,945	\$ 54,242	\$ 201,187	\$100,112	\$301,299	\$ 144.86	\$ 190.21
\$146,944	\$ 52,824	\$ 199,768	\$100,112	\$299,880	\$ 144.17	\$ 189.32
\$133,007	\$ 51,112	\$ 184,119	\$100,112	\$284,231	\$ 136.65	\$ 179.44
\$125,605	\$ 47,996	\$ 173,601	\$100,112	\$273,713	\$ 131.59	\$ 172.80
\$ 97,665	\$ 39,046	\$ 136,710	\$100,112	\$236,822	\$ 113.86	\$ 149.51
\$109,408	\$ 45,363	\$ 154,772	\$100,112	\$254,883	\$ 122.54	\$ 160.91
\$ 96,817	\$ 42,293	\$ 139,110	\$100,112	\$239,222	\$ 115.01	\$ 151.02
\$ 87,814	\$ 40,101	\$ 127,915	\$100,112	\$228,027	\$ 109.63	\$ 143.96
\$ 59,580	\$ 34,112	\$ 93,691	\$100,112	\$193,803	\$ 93.17	\$ 122.35
\$ 54,268	\$ 33,687	\$ 87,954	\$100,112	\$188,066	\$ 90.42	\$ 118.73

v)		
FTE Hourly Rate		Weighted Hourly Rate Sub-Total
\$ 424,631		\$ 204.15
\$ 350,136		\$ 168.33
\$ 320,757		\$ 154.21
\$ -		\$ -
\$ 314,665		\$ 151.28
\$ 327,522		\$ 157.46
\$ 288,595		\$ 138.75
\$ 264,538		\$ 127.18
\$ 237,761		\$ 114.31
\$ 299,162		\$ 143.83
\$ 265,926		\$ 127.85
\$ 277,215		\$ 133.28
\$ 228,288		\$ 109.75
\$ 287,671		\$ 138.30
\$ 286,333		\$ 137.66
\$ 95,290		\$ 45.81
\$ 271,323		\$ 130.44
\$ 261,270		\$ 125.61
\$ 225,976		\$ 108.64
\$ 243,219		\$ 116.93
\$ 228,222		\$ 109.72
\$ 217,501		\$ 104.57
\$ 184,715		\$ 88.81
\$ 179,208		\$ 86.16

FY 2025-2026 (PRO FORMA)						
FY 25/26 Salary	Projected Benefits	Combined	FTE Hourly Rate	Projected Overhead FY 25/26	Weighted Salary/Benefits & Overhead Total	Weighted Hourly Rate Total
\$ 255,554	\$ 78,606	\$ 334,160	160.65	\$ 97,196	\$ 431,356	\$ 207.38
\$ 190,932	\$ 67,779	\$ 258,710	124.38	\$ 97,196	\$ 355,906	\$ 171.11
\$ 164,932	\$ 64,033	\$ 228,965	110.08	\$ 97,196	\$ 326,161	\$ 156.81
\$ 178,471	\$ -		0.00	\$ -	\$ -	\$ -
\$ 165,169	\$ 57,517	\$ 222,685	107.06	\$ 97,196	\$ 319,881	\$ 153.79
\$ 176,263	\$ 59,446	\$ 235,709	113.32	\$ 97,196	\$ 332,905	\$ 160.05
\$ 143,420	\$ 52,843	\$ 196,264	94.36	\$ 97,196	\$ 293,460	\$ 141.09
\$ 123,238	\$ 48,647	\$ 171,885	82.64	\$ 97,196	\$ 269,081	\$ 129.37
\$ 101,402	\$ 43,335	\$ 144,737	69.59	\$ 97,196	\$ 241,933	\$ 116.31
\$ 152,073	\$ 54,904	\$ 206,977	99.51	\$ 97,196	\$ 304,173	\$ 146.24
\$ 124,640	\$ 48,647	\$ 173,287	83.31	\$ 97,196	\$ 270,482	\$ 130.04
\$ 135,084	\$ 49,624	\$ 184,708	88.80	\$ 97,196	\$ 281,904	\$ 135.53
\$ 97,156	\$ 37,908	\$ 135,064	64.93	\$ 97,196	\$ 232,260	\$ 111.66
\$ 142,665	\$ 52,662	\$ 195,327	93.91	\$ 97,196	\$ 292,523	\$ 140.64
\$ 142,664	\$ 51,285	\$ 193,949	93.24	\$ 97,196	\$ 291,145	\$ 139.97
\$ -	\$ -	\$ -	0.00	\$ 97,196	\$ 97,196	\$ 46.73
\$ 129,133	\$ 49,624	\$ 178,756	85.94	\$ 97,196	\$ 275,952	\$ 132.67
\$ 121,947	\$ 46,598	\$ 168,545	81.03	\$ 97,196	\$ 265,741	\$ 127.76
\$ 94,820	\$ 37,909	\$ 132,729	63.81	\$ 97,196	\$ 229,924	\$ 110.54
\$ 106,222	\$ 44,042	\$ 150,264	72.24	\$ 97,196	\$ 247,460	\$ 118.97
\$ 93,998	\$ 41,061	\$ 135,059	64.93	\$ 97,196	\$ 232,254	\$ 111.66
\$ 85,257	\$ 38,933	\$ 124,189	59.71	\$ 97,196	\$ 221,385	\$ 106.44
\$ 57,844	\$ 33,118	\$ 90,963	43.73	\$ 97,196	\$ 188,158	\$ 90.46
\$ 52,687	\$ 32,706	\$ 85,392	41.05	\$ 97,196	\$ 182,588	\$ 87.78

FY 2026-2027 (PRO FORMA)						
FY 26/27 Salary	Projected Benefits	Combined	FTE Hourly Rate	Projected Overhead FY 26/27	Weighted Salary/Benefits & Overhead Total	Weighted Hourly Rate Total
\$263,221	\$ 80,965	\$ 344,185	165.47	\$100,112	\$ 444,297	\$ 213.60
\$196,660	\$ 69,812	\$ 266,472	128.11	\$100,112	\$ 366,584	\$ 176.24
\$169,880	\$ 65,954	\$ 235,834	113.38	\$100,112	\$ 335,946	\$ 161.51
\$183,825			0.00		\$ -	\$ -
\$170,124	\$ 59,242	\$ 229,366	110.27	\$100,112	\$ 329,478	\$ 158.40
\$181,550	\$ 61,230	\$ 242,780	116.72	\$100,112	\$ 342,892	\$ 164.85
\$147,723	\$ 54,429	\$ 202,152	97.19	\$100,112	\$ 302,263	\$ 145.32
\$126,936	\$ 50,106	\$ 177,042	85.12	\$100,112	\$ 277,153	\$ 133.25
\$104,444	\$ 44,635	\$ 149,079	71.67	\$100,112	\$ 249,191	\$ 119.80
\$156,636	\$ 56,551	\$ 213,186	102.49	\$100,112	\$ 313,298	\$ 150.62
\$128,379	\$ 50,106	\$ 178,485	85.81	\$100,112	\$ 278,597	\$ 133.94
\$139,137	\$ 51,112	\$ 190,249	91.47	\$100,112	\$ 290,361	\$ 139.60
\$100,071	\$ 39,045	\$ 139,116	66.88	\$100,112	\$ 239,228	\$ 115.01
\$146,945	\$ 54,242	\$ 201,187	96.72	\$100,112	\$ 301,299	\$ 144.86
\$146,944	\$ 52,824	\$ 199,768	96.04	\$100,112	\$ 299,880	\$ 144.17
\$ -	\$ -	\$ -	0.00	\$100,112	\$ 100,112	\$ 48.13
\$133,007	\$ 51,112	\$ 184,119	88.52	\$100,112	\$ 284,231	\$ 136.65
\$125,605	\$ 47,996	\$ 173,601	83.46	\$100,112	\$ 273,713	\$ 131.59
\$ 97,665	\$ 39,046	\$ 136,710	65.73	\$100,112	\$ 236,822	\$ 113.86
\$109,408	\$ 45,363	\$ 154,772	74.41	\$100,112	\$ 254,883	\$ 122.54
\$ 96,817	\$ 42,293	\$ 139,110	66.88	\$100,112	\$ 239,222	\$ 115.01
\$ 87,814	\$ 40,101	\$ 127,915	61.50	\$100,112	\$ 228,027	\$ 109.63
\$ 59,580	\$ 34,112	\$ 93,691	45.04	\$100,112	\$ 193,803	\$ 93.17
\$ 54,268	\$ 33,687	\$ 87,954	42.29	\$100,112	\$ 188,066	\$ 90.42

200 x 200: Fast Upgrades, Equitable Outcomes

Short description

Upgrade 200 homes in 200 days with hot water heat pumps and efficiency measures in and next to a San Francisco Disadvantaged Community.

Team Name

SF HIPE (Hip)

Team Project Location(s)

Building upgrade initiative will take place in the Bayview Hunters-point and portions of Visitacion Valley of San Francisco.

Figure 1 – Screenshot of Justice 40 Census Tracts per the CEJST

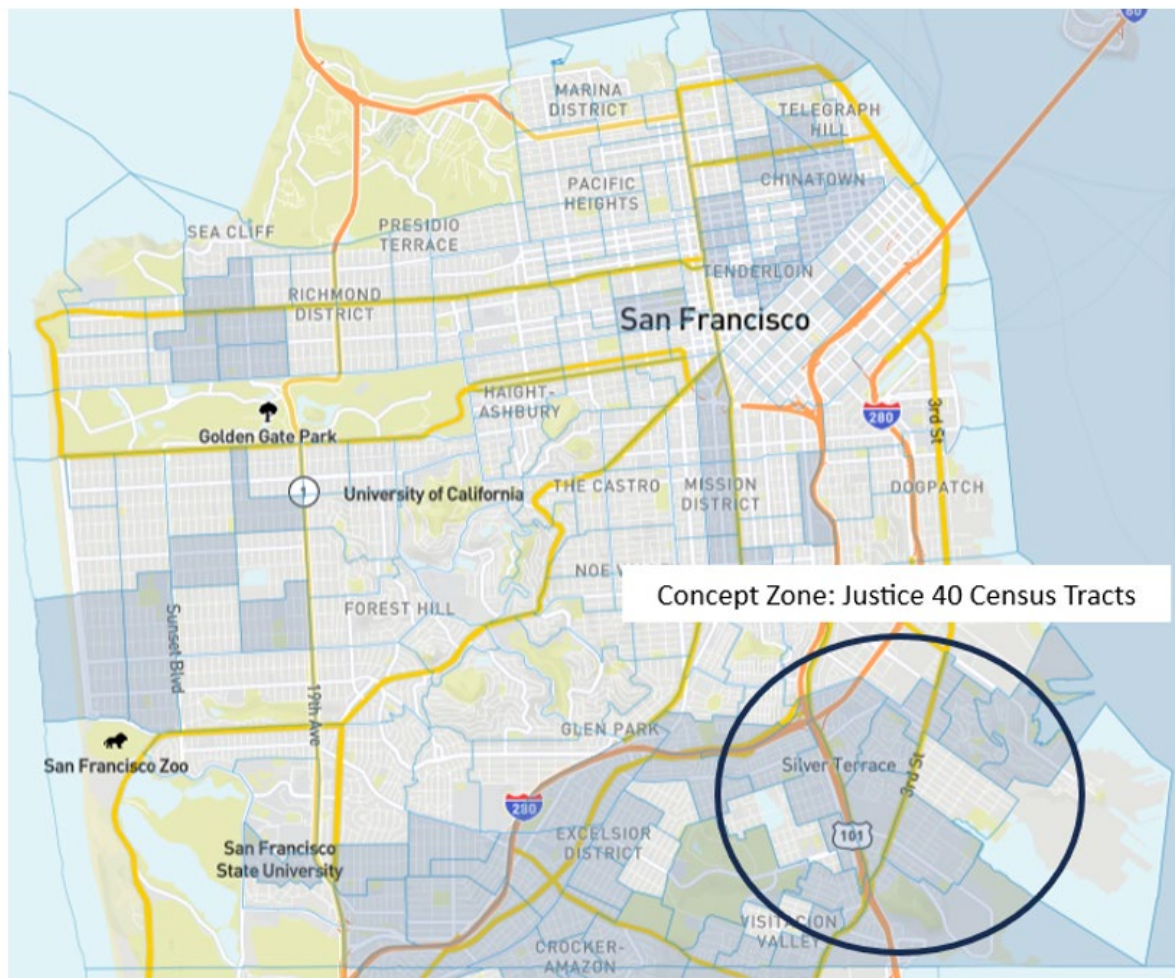
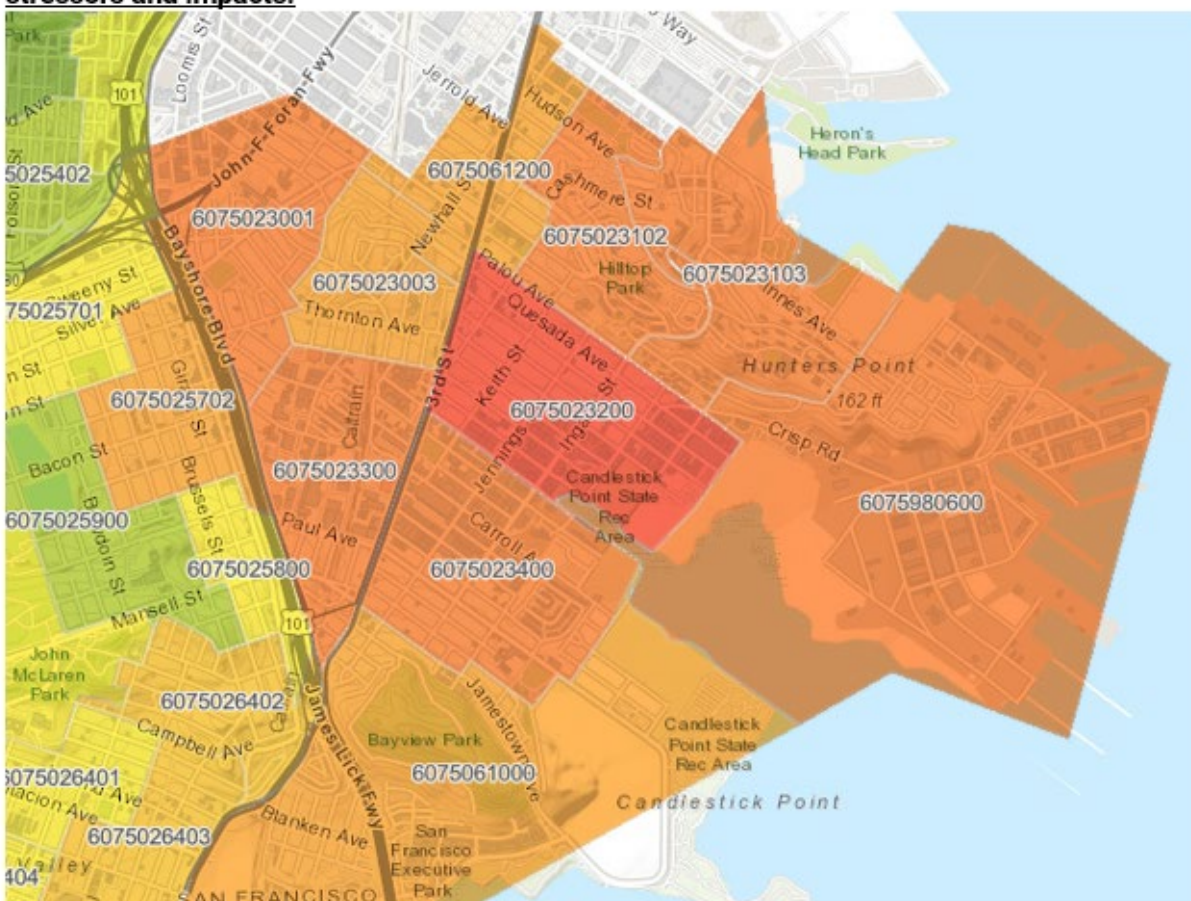


Figure 2 – SF HIPE will serve single-family and 2-to-4 units residential buildings in and near SF's DAC as in red, orange, and dark orange shades. These colors indicate high environmental stressors and impacts.



Team Member Organizations

SF HIPE Team Members:

- PODER / <https://www.podersf.org/> / Organizational Director: Antonio Diaz / adiaz@podersf.org
- QuitCarbon / <https://www.quitcarbon.com/> / Chief Quitter: Cooper Marcus / cooper@quitcarbon.com
- Rising Sun Center for Opportunity / <https://risingsunopp.org/> / Director of Development and Communications: Kelsey Pertrone / pertrone@risingsunopp.org
- San Francisco Climate Equity Hub / https://sfenvironment.org/sites/default/files/sf_climateequityhub_co

[ncept_design_220901summary.pdf](#) / Climate Equity Hub Lead: Benny Zank / benny.zank@sfgov.org

- San Francisco Environment Department / <https://sfenvironment.org/energy> / Energy Program Manager: Lowell Chu / lowell.chu@sfgov.org

Phase 1 Concept Narratives

Criterion 1: Assessing and Prioritizing Challenges

In March 2023, air quality regulators in the San Francisco Bay Area mandated phasing out the sale of natural gas water heaters by 2027. While this move is commendable, ensuring equitable outcomes, particularly in terms of affordability, remains a priority to the City & County of San Francisco. To address affordability, the team proposes the San Francisco Home Improvement Program for Everyone (SF HIPE). SF HIPE will leverage public-private partnerships to upgrade 200 homes¹ in 200 days with heat pump water heaters (HPWH) and select energy efficiency measures in and adjacent to a state-designated Disadvantaged Community (DAC). SF HIPE will serve as both a testing ground and a catalyst for sustainable practices in San Francisco's residential sector.

The team is targeting two neighborhoods in southeastern San Francisco for full-scale implementation (Figures 1 & 2); Bayview Hunters-Point (BVHP) and Visitacion Valley. Both are low-income, historically marginalized communities and BVHP is a state-designated DAC. They are known for their high diversity and density, vibrancy, ongoing transformation, and strong sense of community.

- **BVHP:** Of the 13,488 residential units, 59% (7,948) are single-family homes and 15% (2,035) are buildings with 2 to 4 units. About 75% are owner-occupied, while the remainder are rentals. The median year built is 1965.
- **Visitacion Valley:** Of the 12,660 occupied residential units, about 62% are owner-occupied, while the remainder are rentals. The median year built is 1955.

Almost all of the homes use natural gas for water heating. Most use the same type of water heaters: 40-gallon capacity, natural gas, tank-type water heaters.

The team compiled a list of challenges to building upgrades and established criteria for evaluating and ranking them. This process considered challenges that have the greatest impact on affected residents. It was supported by the team's work to actively engage with various stakeholders. This three-month engagement effort placed particular emphasis on engaging the residents through a multilingual (Chinese, English, and Spanish) electronic survey sent to 390 residents. Respondents identified and prioritized their greatest challenges related to efficiency and electrification. Additionally, the survey sought to identify the most trusted sources of influence for residents considering building upgrades.

The survey results helped prioritize the challenges and shape the approach. The team also analyzed the potential effects of these challenges on equity, feasibility environmental outcomes, and the financial impacts. Using the established criteria and ranking system, the team prioritized the challenges to building upgrades in the targeted zone. In order of priority, they are:

- High costs and lack of financial resources
- Lack of awareness, knowledge of benefits, and trust in contractors
- Protracted permitting time
- Consumer inertia

The team also reached out to fifteen local residential energy efficiency and electrification contractors to gain insights into the challenges they faced. Contractors provided recommendations to overcome the prioritized challenges and assessed SF HIPE's potential for success. Eight interviewees provided useful background, information, and recommendations to help shape the approach.

Concurrently, the team had discussions with multiple community-based organizations (CBO) and another municipality managing a similar project. The team released a public solicitation – in accordance with city requirements – to recruit CBO to join the team. The two selected CBOs, PODER and Rising Sun Center for Opportunity (Rising Sun), assisted with identifying

potential risks and mitigation strategies and suggested opportunities for outreach and to leverage their existing workforce development programs. The team also exchanged ideas and experience with representatives from another Bay Area city that has launched a small-scale, equity-based residential electrification pilot program.

Finally, the team engaged with staff from the SF Climate Equity Hub to discuss the priority challenges, develop solution strategies, and assess program feasibility. Funded by the SF Environment Department and led by the BVHP Community Advocates, the SF Climate Equity Hub advances climate justice through development of a clearinghouse that will provide support to homeowners, renters, and workers through the transition to all-electric buildings. In sum, these engagements ensured a holistic and inclusive approach to address the specific needs of the targeted community.

[\[1\]](#) SF HIPE defines a home as a single-family dwelling or a building with 2-4 residential units; both owners and renters are eligible.

Criterion 2: Addressing Challenges Through Innovation: Initiative Scope and Impacts

SF HIPE will accelerate and advance energy efficiency and HPWH installations with the following approaches.

To eliminate high costs:

Standardize equipment offerings, such as low-voltage (120VAC) HPWH compatible with dedicated / shared circuits, LED lamps, low-flow showerheads and faucet aerators, air-sealing caulking, and blow-in insulation.

Negotiate pre-determined discounts by leveraging the San Francisco government's bulk purchasing power to secure discounts of up to 15% on retrofit project costs including labor, equipment, permitting, etc.

Optimize panel capacity, simplify installations with standardized, low-voltage HPWH to avoid costly electrical panel upgrades. A 2021 SF Budget Analysis Office report showed avoiding electrical panel upgrades could reduce total project cost by 50% and saves time. The team will evaluate electrical codes for optimization without compromising safety, and use load-shifting, shedding techniques, and demand suppression devices.

Enroll participants in eligible incentives and tax credit programs to drive down first costs.

To increase awareness, knowledge, and trust:

Host demonstration projects to showcase the benefits and impact of the upgrades. These projects will be tangible examples, demonstrating the value and effectiveness of the upgrades.

Evaluate services with SF Racial Equity Scan, which evaluates city programs for potentially unintended impacts. The team will adjustments to ensure equitable outcomes for impacted population and community.

Deploy trusted messengers to conduct in-language, targeted outreach and recruit participants through personalized messages, community events, online sign-up portals, and advertising.

Conduct optimal commissioning and on-going operations to ensure ongoing benefits. QuitCarbon will assist contractors by establishing the correct initial configuration, and its software will ensure that the HPWH operates optimally.

To simplify permitting and installation processes:

Simply the permitting process: The SF Department of Building Inspections (DBI) will identify and streamline unnecessary code restrictions, explore bulk and online permitting, and may assign a dedicated plan-checker for bulk reviews.

To overcome consumer inertia:

Showcase successes from neighbors and local influencers who have made significant improvements to inspire others and create a positive narrative around the upgrades via various media.

Simplify the decision-making process by offering standardized measures. When consumers are presented with a limited range of standardized options, they may find it easier to compare products, make choices, and complete purchases. This simplicity can help reduce decision fatigue and increase conversion rates.

Offer full transparency by providing findings that are accessible, simple to understand, and in-languages. The findings will use QuitCarbon's software to forecast utility impacts to facilitate decision-making.

Create a sense of urgency to help homes prepare for the discontinuation of natural gas hot water heaters in 2027 and assist residents and homeowners in taking preemptive action to avoid being left without hot water.

Benefits to residents and the city include:

Reduced in-home and city-wide environmental impacts: HPWH produce no on-site emissions and are more energy efficient than natural gas counterparts. Faucet and shower aerators installations further increase efficiency.

Enhanced safety and indoor air quality by eliminating risks associated with natural gas combustion, such as carbon monoxide poisoning and gas leaks.

The team will mitigate the following risks:

Increasing utility costs after HPWH installations by conducting air sealing and blowing-in loose-filled insulation, installing low-flow shower-heads and aerators, and enrolling participants in CleanPowerSF programs to dampen costs of increased electricity use.

Post-retrofit displacement & rent increases by requiring participating landlords to contractually commit to not engaging in such practices. Additionally, the team and stakeholders are investigating additional tenant protection measures.

Pre-existing conditions: During planning, the team will identify sample homes with hindering conditions and prepare estimate repair costs to allocate budget. Major issues will be referred to the Mayor's Office of Housing for financial assistance including grants, loans for code deficiencies, safety hazards, maintenance, lead-based paint, and accessibility modifications.

Unintended consequences by using SF's Racial Equity Scan Tool before and during implementation.

SF HIPE offers many benefits to local contractors and equipment vendors. The team will recruit participants, allowing contractors to focus on their core competencies. With projects concentrated in a specific geographic area, they will have reduced travel time and fewer parking challenges. Contractors and vendors will benefit from increased sales and publicity exposure. Their growth will lead to workforce demand.

Criterion 3: Scaling and Replicating Innovation Through Community Engagement

SF HIPE is designed for *everyone*. All approaches outlined above may be scaled to realize widespread adoption, with community engagement being key. The following are built into the design and will support program scaling.

Engaging Additional Stakeholders, including District Supervisors, SF Public Library's city-wide environmental programs, community members and residents, contractors, and equipment vendors to support program design, roll-out and ongoing engagement.

Aggressive Outreach and Education to raise awareness about the benefits and incentives and tax credits, including workshops, info sessions, online resources, and collaborations with CBO.

Continue to promote successful upgrades and recognize participants.

Extend partnerships with contractors and vendors to create a trusted network and collaborate with industry associations and trade organizations to align efforts.

Engagement and education must be supported by solid and comprehensive program offerings and technical support that build program momentum including:

Eliminate customer costs by establishing pricing benchmarks. This involves gathering data on equipment and installation prices, analyzing aggregated demand to project potential discounts, considering all available incentives, and other relevant factors to gauge progress towards achieving zero customer costs. By leveraging aggregated demand, the team anticipates

reducing total project costs by approximately 10% to 15%, thus facilitating the realization of this goal.

Providing clear total upfront and ongoing costs by using QuitCarbon's software platform to provide clear information regarding any upfront project costs, as well as ongoing costs and savings after the project is completed.

Ongoing simplification and streamlining of processes such as permitting, financing, installation, and even contractor selection benefits everyone.

Continuous Improvement by monitoring and evaluating the effectiveness of the building upgrades and collecting feedback from participants, contractors, and other stakeholders to identify areas for improvement and new strategies.

SFE has decades of experience working with historically marginalized communities and other stakeholders in leadership and decision-making roles and integrating their ideas and concerns to support effective roll out of programs and policies related to EJ, energy, zero waste, and climate. It enlisted community leaders and others in crafting the 2021 SF Climate Action Plan (CAP) to ensure environmental benefits are equitably distributed and provide employment and business opportunities.

Organizations involved in the CAP are now part of the SF Climate Equity Hub advisory committee, which will play a vital role in SF HIPE. Members includes community members and leaders, government officials, and industry stakeholders. They will inform program decisions and support expanding SF HIPE into additional areas. Much of this work will be led by team members, PODER and Rising Sun, which each have deep community roots and are committed to environmental justice.

To address employment, the team member Rising Sun will engage contractors committed to job quality and High Road Training principles and will explore ways to encourage them to hire trainees from workforce development programs. Other employment opportunities include working with Rising Sun's youth Energy Specialists from its Climate Careers program to conduct the basic energy and water assessment, install LED lamps and water saving devices and provide conservation tips and education.

To replicate in other communities, the team will publish a "playbook" to provide best practices, lessons learned and other deployment strategies,

such as models for outreach campaigns. For example, SF HIPE's successful use of the recent phase-out of new natural gas WH to overcome consumer inertia may inspire regulators in other regions. The team will use its existing connections in organizations such as the Urban Sustainability Directors Network, Pacific Coast Collaborative, and other consortium to disseminate information. Other important stakeholders include:

Local Authorities can provide insights into local energy needs, infrastructure, and community dynamics. They can drive program implementation and their support can establish program credibility.

Local Sustainability Officials responsible for energy policies and air quality regulations are vital for obtaining necessary approvals, funding, and policy support.

Utilities, Community Choice Aggregators will facilitate access to existing incentive programs, energy consumption data, and provide resources and expertise in implementing energy efficiency.

CBO have on-the-ground insight into local needs and concerns, can help with education and outreach, and ensure that the program addresses specific challenges faced by their communities.

End Users and Energy Consumers' input (households, businesses, and institutions) is crucial for program adoption and success.

Criterion 4: Demonstrating Capabilities and Team Characteristics Critical for Success

The team comprises a balance of community-based, for profit, and governmental entities. The names, entity type, and the skills they bring to ensure SF HIPE's success are listed below:

- SFE excels in marketing, education, and outreach efforts. As lead of the Climate Action Plan, SFE engages complex topics with diverse audiences in multiple languages. SFE has decades of expertise in designing, administering, and implementing energy programs, as well as effectively utilizing state and federal grants to advance energy policies. SFE has extensive knowledge of existing local and regional energy efficiency incentive and tax credit programs. Through SFE's work

in programming, policies, environmental justice, and grantmaking, SFE has established a strong presence in various communities.

- SF DBI is a vital city department responsible for ensuring the fire, life, and safety of buildings and construction projects. It plays a crucial role in implementing and expanding building and energy code adoption to enhance the overall standards of construction in the city. Additionally, SF DBI works towards streamlining permit intake and review processes to make them more efficient and accessible to the community.
- The SF Climate Equity Hub, led by BVHP Community Advocates, is a CBO that channels resources and support to owners and renters to increase the demand for electrification retrofits in an equitable manner, while supporting High Road jobs and the growth of the industry to ensure they can meet the rising demand. It informs permitting requirements and processes to help streamline and reduce barriers to electrification.
- PODER is a CBO that specializes in developing consensus among diverse groups. Their primary focus is on finding innovative solutions to address the needs of underrepresented groups. Through their work, PODER strives to ensure that the voices and concerns of marginalized communities are heard and taken into account in decision-making processes.
- Rising Sun is a CBO that leads a regional High Road Training Partnership focused on ensuring job quality in residential decarbonization. Its Climate Careers program has a 23-year history of hiring youths to conduct home energy efficiency retrofits. Rising Sun also implements a high-impact construction career training program for community members with barriers to employment. It is committed to developing consensus among diverse groups, ensuring that all voices are included.
- QuitCarbon is a private entity that serves as a software provider and technical consultant. It specializes in identifying low-voltage appliances and overcoming technical barriers associated with electrification. QuitCarbon has developed and operates a software that streamlines assessments, optimizes electrification roadmaps, right-sizes procurement, and predicts utility bill impacts. It has deep expertise in electrifying SF's residential sector, particularly through HPWH installations, cost-minimized electrical plans, rebate and incentive

stacking, equipment commissioning, and ongoing monitoring to ensure maximum bill savings.

Each member of the team has extensive experience accessing and combining multiple sources of funding to fully resource initiatives or activities. SFE leads and support various Bay Area Regional Energy Network (BayREN) programs locally. Therefore, SFE will access and use the BayREN Single-family Upgrade program to reduce first cost. The program provides up to \$2,000 in HPWH installation and up to \$5,000 in whole home retrofit. SFE works closely with CleanPowerSF and will assist participants with enrolling in electrification friendly rates. Through general city funds, SFE also funds the implementation of the SF Climate Equity Hub. Its steering committee will support the development of the SF HIPE implementation plan.

Rising Sun has workforce programs funded by various sources, include BayREN. Youth employed in its programs will provide installation of LED lamps, low-flow faucet aerators and shower-heads. PODER is currently implementing a small residential electrification project in another San Francisco neighborhood. PODER will bring the best practices and lessons learned from the project into SF HIPE.

Team member QuitCarbon will provide technical consulting services to the team, offering expertise in program design and the critical path to a successful soft launch. Notably, they have recently been awarded a Phase 1 Prize in the US Department of Energy's Equitable and Affordable Solutions to Electrification program.

The team anticipates technical expertise and support in the development and implementation as described in Table 1.

The team anticipates funding will be allocated between team members as follows:

- San Francisco Government = \$190,000
- End-users, residents, stakeholder engagement = \$10,000
- PODER = \$75,0000
- Rising Sun Center for Opportunity = \$75,000
- QuitCarbon = \$50,000

Criterion 5: Achieving Equitable Building Upgrade Strategies (to be completed only by teams submitting to the Equity-Centered Innovation Pathway)

The team complies with two criteria for equity innovation pathway. SF HIPE services will focus on homes in the city's Justice 40 census tracts and locally identified equity-eligible buildings. The targeted neighborhoods fall within the Justice 40 census tracts designated by the DOE and verified using the Climate and Environmental Justice Screening Tool. The team's definition of equity-eligible buildings consists of single-family buildings and residential buildings with 2 to 4 units, located in and within a mile of the DAC. ***100% of SF HIPE upgrades will take place in equity eligible buildings.***

The targeted zone comprises BVHP and a portion of Visitacion Valley. BVHP is a state-designated DAC due to its significant burden of environmental stressors and cumulative impacts. In close proximity to BVHP lies Visitacion Valley, which also experiences comparable levels of stressors and impacts. Specific indicators can be found in the supplemental materials. Both communities are vulnerable to multiple sources of pollution, including emissions from freeway traffic and industrial sources.

BVHP and adjacent neighborhoods have had a history of racial and ethnic segregation, particularly resulting from discrimination by government entities, which have historically enacted racist policies that have adversely affected them. These policies have resulted in systemic discrimination and disadvantages for the predominantly African American community and include:

Residential Segregation: Local government entities, such as housing agencies, have implemented policies such as restricted access to housing, loans, and resources based on race that facilitated racial segregation, leading to concentrated poverty and limited opportunities.

Environmental Injustice: BVHP has become burdened with high concentrations of industrial and hazardous waste due to the presence of the Naval shipyard.

Disinvestment: Local government disinvestment in essential services and infrastructure, such as healthcare facilities and transportation, has been

prevalent and perpetuated cycles of poverty and limited economic opportunities.

Gentrification: Increasing housing costs have displaced communities and disrupted their social fabric, leading to gentrification and pushing out longtime residents who could not afford the rising costs of living.

SFE has decades of experience providing energy efficiency work in multi-unit buildings. It has also done extensive residential outreach in the targeted neighborhood in zero waste and toxics reduction. As noted, the team includes two CBOs that will serve the occupants of the equity eligible buildings: Rising Sun and PODER.

- Rising Sun's mission is to build career pathways for economic equity and climate resilience. Its workforce development programs prepare youth, women, people of color for quality career in construction and climate-related fields. It provides no-cost energy and water efficiency services to thousands of Bay Area households. It also advocates for equity in local and state-level policies related to climate and jobs and leads the regional Residential Building Decarbonization High Road Training Partnership.
- PODER is a grassroots organization that creates people-powered solutions to the profound environmental and economic inequities facing Latinx immigrants and other communities of color in San Francisco. Since 1991, with participation from residents in the Mission, Excelsior and other southeast San Francisco neighborhoods, PODER has won important advances in public health and environmental justice, the availability of affordable housing, access to parks and open space and accountable government.

Currently, PODER is leading a small-scale residential pilot aimed at implementing an equitable, neighborhood-scale electrification project in another low-income SF neighborhood. The primary goal is to effectively reduce emissions and bring about positive changes that will benefit the low-income community.

To that end, PODER is facilitating community engagement and working with a coalition of stakeholders to ensure a just, safe, and healthy transition to

decarbonization in the neighborhood, aligning with the SF Climate Action Plan. This involves co-designing an approach that avoids negatively impacting communities by making upgrades affordable and preventing displacement and gentrification.

In addition to formal partnerships with PODER and Rising Sun, the team will leverage its long-standing partnership with the Emerald Cities Collaborative, which has worked with SF Environment on gauging the workforce development impacts and opportunities of its building electrification policies.


SF HIPE accelerates climate resilience investments in low-income communities, creating environmentally and economically sustainable neighborhoods. It will also create opportunities for workers and businesses and contribute to greenhouse gas emissions reduction.

Buildings UP Phase 1 Winner Notification – San Francisco Department of the Environment

Buildings Upgrade Prize <buildingsUP@nrel.gov>

Wed 10/11/2023 3:29 PM

To: Ramos, Ryan (ENV) <ryan.ramos@sfgov.org>; Chu, Lowell (ENV) <lowell.chu@sfgov.org>

 4 attachments (2 MB)

Form W-9 (Rev. October 2018).pdf; 1. ACH form F1392-E .pdf; San Francisco Department_Equity Centered_Prize Acceptance Form_Buildings UP_Phase 1.pdf; Buildings UP Phase 1 Winnner_Engagement Toolkit_Final.pdf;

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Congratulations, SF HIPE (Hip),

We're excited to inform you that your submission in Buildings UP Phase 1 Concept has been selected as an Equity-Centered Innovation Pathway winner! Your team will soon be the recipient of a \$400,000 cash award and 140 hours of Technical Assistance to use anytime over the full prize period. Please read this email in its entirety. Additional information regarding Technical Assistance will be sent out separately in the coming weeks.

Award Payment Information – Due October 20

To ensure you receive your award, please complete and return the attached Prize Acceptance Form, the W9, and ACH banking form no later than **October 20, 2023, at 5pm ET to buildingsup@nrel.gov.** All your team information must match across these documents, so review all pertinent information and ***please ensure all forms are signed and dated*** before submitting. A few things to note:

- **NREL ACH Banking Form** - "Name on the Account" under "Banking Information" must match the name on the W9. Routing number must be 9 digits long.
- **W9 Form** - Ensure that Line 1 is not blank. The name on Line 1 should match the "Entity Name" on the Prize Acceptance Form and ACH "Name on the Account". In Section 3, you must check only 1 box.
- **Prize Acceptance Form** - The "Entity Name" is the payment recipient your Lead Organization Team Captain named in your HeroX submission. If this name is incorrect and does not match Line 1 of your W-9 or the "Name on the Account" of your ACH Form, please email buildingsup@nrel.gov to request a corrected Prize Acceptance Form.

It typically takes 2-3 weeks for payments to process after all forms have been received, verified, and approved by auditing and accounting teams. Payment will appear in your account as from Alliance for Sustainable Energy, LLC. You will not receive an email notification when payment is deposited.

Next Steps:

- **Phase 1 Winner Welcome Webinar – October 19, 1 p.m. ET**

We will be holding a Phase 1 Winner Welcome webinar on October 19th at 1 p.m. ET. We invite you and your team to attend. At the webinar we will be discussing next steps for Phase 2 and what you need to know to get started. Attendance at this event is highly encouraged but if you are unable to attend, there will be a recording that will be sent out afterwards. Register for the event [HERE](#).

Agenda (ET):

- 1:00-1:10 p.m. – Welcome and Introductions
- 1:10-1:20 p.m. – Award Overview - Cash & Technical Assistance
- 1:20-1:40 p.m. – Buildings UP Community Site
- 1:40-1:50 p.m. – Next Steps & Upcoming Events
- 1:50-2:00 p.m. – Q&A

- **Competitor Promotion Engagement Toolkit**

Reference the attached Engagement Toolkit – your Engagement Toolkit provides content, images, best practices, and more to consider when spreading the word about your team’s successful participation in the prize! Please use this toolkit as guidance when promoting your involvement in the prize. If you would like a second eye on your press release, please send it to buildingsup@nrel.gov for review (optional).

- **Phase 1 Submission Comments**

You can expect to receive a copy of the comments that your submission received in the next 2-3 weeks. This information will be sent in a separate email to you when available.

You can expect future communications to come via email from this email address, and public information to be shared on the [HeroX](#) platform. **To make sure you do not miss any critical updates, please make sure that buildingsup@nrel.gov is included on your safe senders list.**

Best,

The Buildings UP Administration Team



SAN FRANCISCO
ENVIRONMENT
DEPARTMENT

Daniel Lurie
Mayor

Tyrone Jue
Director

October 20, 2025

TO: Angela Calvillo, Clerk of the Board

FROM: Tyrone Jue, Director, San Francisco Environment Department

SUBJECT: Buildings Up/HeroX Accept and Expend Retroactive Language for Prize Winnings – Phases 1 and 2

The San Francisco Environment Department (SFE) is the lead agency responsible for developing the City's Climate Action Plan (CAP), and has a successful track record of actively seeking and winning external funding from multiple state and federal sources to support CAP strategies, including eliminating fossil fuels in San Francisco's buildings, promoting EV adoption, and facilitating urban greening.

This pair of resolutions seeks authorization for SFE to retroactively Accept and Expend two allocations of prize funds, each in the amount of \$400,000, from the United States Department of Energy (DOE).

We request retroactive authorization because:

- During 2024, SFE budgeted this revenue and associated expenditures in the FY 2024-25/FY 2025-26 budget for the first three phases of this prize, totaling \$800,000 in FY 2024-25 for the first two phases of the prize and \$400,000 in FY 2025-26 for the third phase.
- This funding from the DOE is a **prize award**. It is not considered a grant by the Federal Government and is not conditioned on SFE producing any deliverables. SFE budgeted these revenues in account 444936 (Federal Direct Contracts) based on the Department's assessment that this was the best available account for this type of funding. SFE did not budget this as a grant because the federal government is clear that it considers this award a prize, not a grant. The U.S. Department of Energy (DOE) Buildings Upgrade Prize (Buildings UP) is governed by 15 U.S.C. §3719 and is not a procurement under the Federal Acquisitions Regulations and does not result in a grant or cooperative agreement under 2 CFR 200. Hence, there is no grant agreement.
- Prize winnings come directly to the winner, up-front, and all at once. Use of the funds is not governed by a grant agreement, and SFE is not required to provide the federal government with documentation of its use of the funds. SFE is not required to expend the funds for a specific purpose or within a specific time period.
- A prize is clearly neither a traditional gift nor a grant, and, as such, the Controller's Office does not currently have a policy or procedure specific to this funding. Since there is no existing funding category



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for prize funds, the City Attorney's Office, the Controller's Office, and SFE held extensive discussions on how the prize funding should be handled.

- The discussions were protracted and required supporting research. Ultimately, after a shared meeting in March 2025 with multiple Deputy City Attorneys, it was confirmed that under our local definition of a grant, the prize should be treated as a grant. The Department is therefore following administrative policies and procedures prescribed for grants, including these Accept and Expend resolutions.
- Based on the Department's belief that it had received final appropriation authority from the final passage of the City and County of San Francisco Budget and Appropriation Ordinance (File no. 240595, Ordinance No. 190-24), as well as receipt of the prize winnings from the federal government with direction to proceed, SFE began to use the prize funds to prepare for subsequent rounds of the Buildings Up/Hero X competition, enabling the Department to win the Phase 2 prize. Accordingly, SFE is currently submitting retroactive Accept and Expend resolutions for both prizes that the Department won from the DOE.
- The City Attorney's Office has informed us that it will work with the Controller's Office to assist in clarifying the Controller's P&Ps and to simplify where possible.

Please contact me or my office if you have any questions regarding this request for retroactive authorization.

Sincerely,

A handwritten signature in black ink, appearing to read "Tyrone Jue", written in a cursive style.

Tyrone Jue

Director

San Francisco Environment Department

President, District 8
BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4689
Tel. No. 554-6968
Fax No. 554-5163
TDD/TTY No. 544-5227

RAFAEL MANDELMAN

PRESIDENTIAL ACTION

Date:

To: Angela Calvillo, Clerk of the Board of Supervisors

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No.

(Primary Sponsor)

Title.

Transferring (Board Rule No 3.3)

File No.

(Primary Sponsor)

Title.

From:

Committee

To:

Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor:

Replacing Supervisor:

For:

Meeting

(Date)

(Committee)

Start Time:

End Time:

Temporary Assignment:

Partial

Full Meeting



Rafael Mandelman, President
Board of Supervisors

TO: Angela Calvillo, Clerk of the Board of Supervisors

FROM: Alice Hur, Senior Policy and Public Affairs Coordinator,
San Francisco Environment Department

DATE: October 20, 2025

SUBJECT: Accept and Expend Resolution for Subject Grant

GRANT TITLE: United States Department of Energy - Buildings Upgrade
Challenge, Phase 1

Attached please find the original* and 1 copy of each of the following:

X Proposed grant resolution; original* signed by Department, Mayor, Controller

X Grant information form, including disability checklist

X Grant budget

X Grant application

X Grant award letter from funding agency

N/A Ethics Form 126 (if applicable)

N/A Contracts, Leases/Agreements (if applicable)

N/A Other (Explain):

Special Timeline Requirements:

Departmental representative to receive a copy of the adopted resolution:

Name: Alice Hur

Phone: (415) 355-3709

Interoffice Mail Address:

alice.hur@sfgov.org

Certified copy required Yes ☐

No ☒

(Note: certified copies have the seal of the City/County affixed and are occasionally required by funding agencies. In most cases ordinary copies without the seal are sufficient).

Updated August 7, 2014



November 10, 2025

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

Dear Ms. Calvillo:

Attached please find the necessary documents for a department submission of two retroactive Accept & Expend resolutions for Board of Supervisors approval.

These resolutions would retroactively authorize the Environment Department to accept and expend Phases 1 and 2 of the U.S. Department of Energy's Buildings Upgrade Prize. This federal prize pertains to capacity-building projects focused on reducing greenhouse gas emissions in existing buildings through energy efficiency and efficient electrification. The Environment Department's funded concept, "200 x 200: Fast Upgrades, Equitable Outcomes," seeks to upgrade up to 200 San Francisco homes in 200 days with heat pump water heaters and energy efficiency measures.

The scope of the Phase 1 prize, received in December 2023, was planning a pilot for this concept in partnership with three co-applicants. The scope of the Phase 2 prize, received in March 2025, is implementing a 20-home pilot to inform full-scale implementation. Each prize was in the amount of \$400,000.

Relevant City codes include:

- SEC. 10.170-1
- As discussed in the retroactive letter included in the packets, the Controller's Office does not currently have a policy or procedure specific to prize funding. Consequently, the cited City code section refers generally to acceptance and expenditure of grant funds.

The following is a list of accompanying documents for each packet:

- Proposed Resolution with CON and MYR signatures
- Cover Letter
- Grant Information Form
- Prize Application
- Award Notification
- Prize Budget
- Retroactive Letter

Due to this award being a federal prize and not a grant, these packets do not include a Form 126 or grant agreement.



The following person may be contacted regarding this matter: Alice Hur, Senior Policy and Public Affairs Coordinator at the Environment Department – 415-355-3709, alice.hur@sfgov.org.

Sincerely,

A handwritten signature in black ink, appearing to read "Tyrone Jue", with a stylized, flowing script.

Tyrone Jue, Director, San Francisco Environment Department