

# SFPUC Two-Year Budget and Capital Plan **DRAFT**

May 13, 2026

# The San Francisco Public Utilities Commission

## Water



Delivering high-quality water

## Power



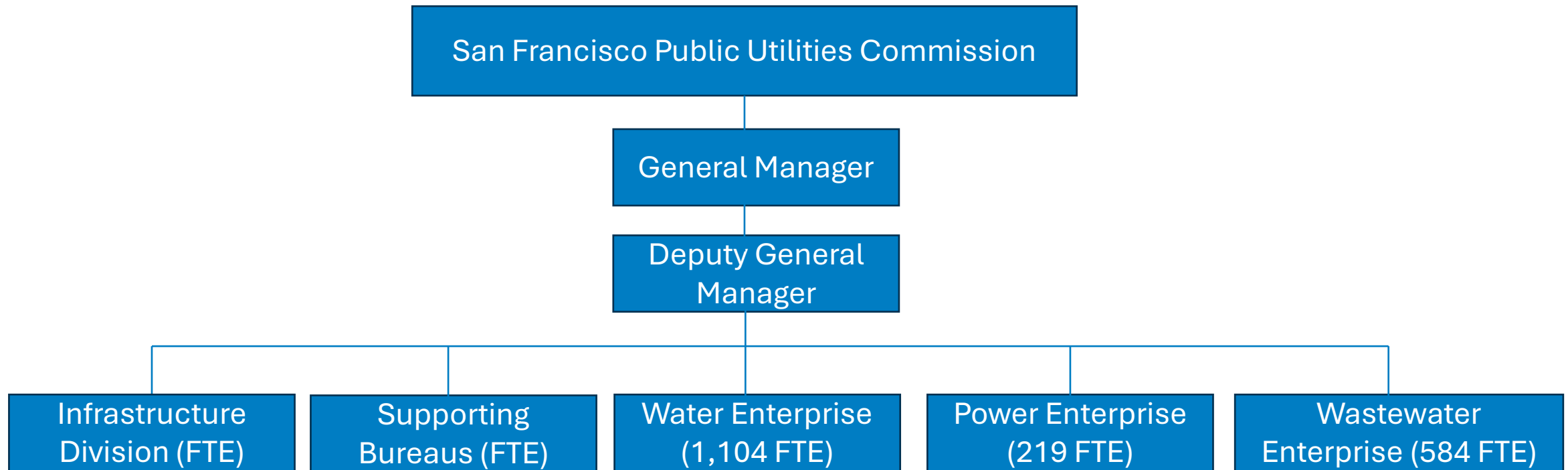
Generating clean energy

## Sewer



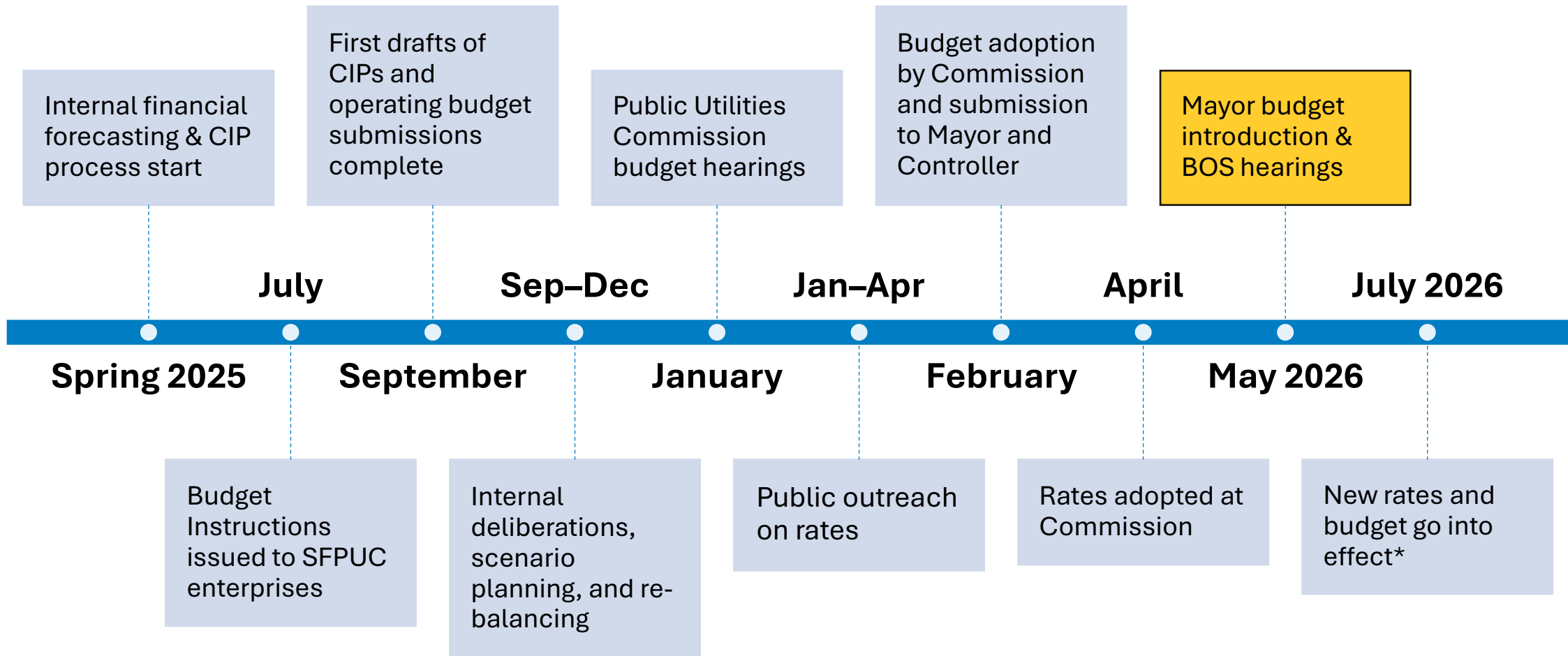
Protecting public health and the environment

# Organizational Chart



*Current permanent FTE vacancy rate ~20%; detailed org charts provided*

# Budget Timeline



\*CleanPowerSF rate changes effective March 1, 2026

# Priorities for this Budget

## Operational Excellence

*Level of Service Goals*

Providing responsive and efficient services

Meeting complex regulatory requirements

Maintaining high operational and safety standards

## Financial Sustainability

*Financial Policy Metrics*

Keeping rates affordable

Sustaining strong credit ratings

Long-term strategic planning

## Climate Leadership

*Level of Service Goals, Climate Action Plan*

Environmental stewardship and sustainability

Advancing the clean energy transition

Planning for resilience and adaptation

## People and Community

*Local Hire & Racial Equity Goals, Community Benefits Policy*

Supporting our workforce

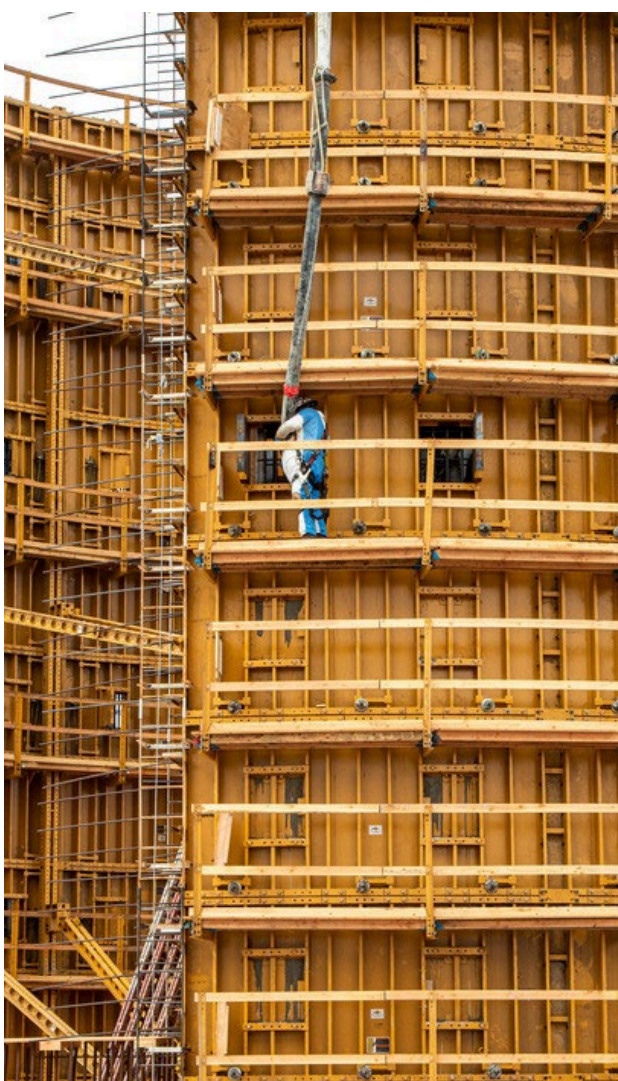
Building on equity and inclusion

Strengthening the local economy

# Primary Budget Challenges



Critical Upgrades



Construction Costs

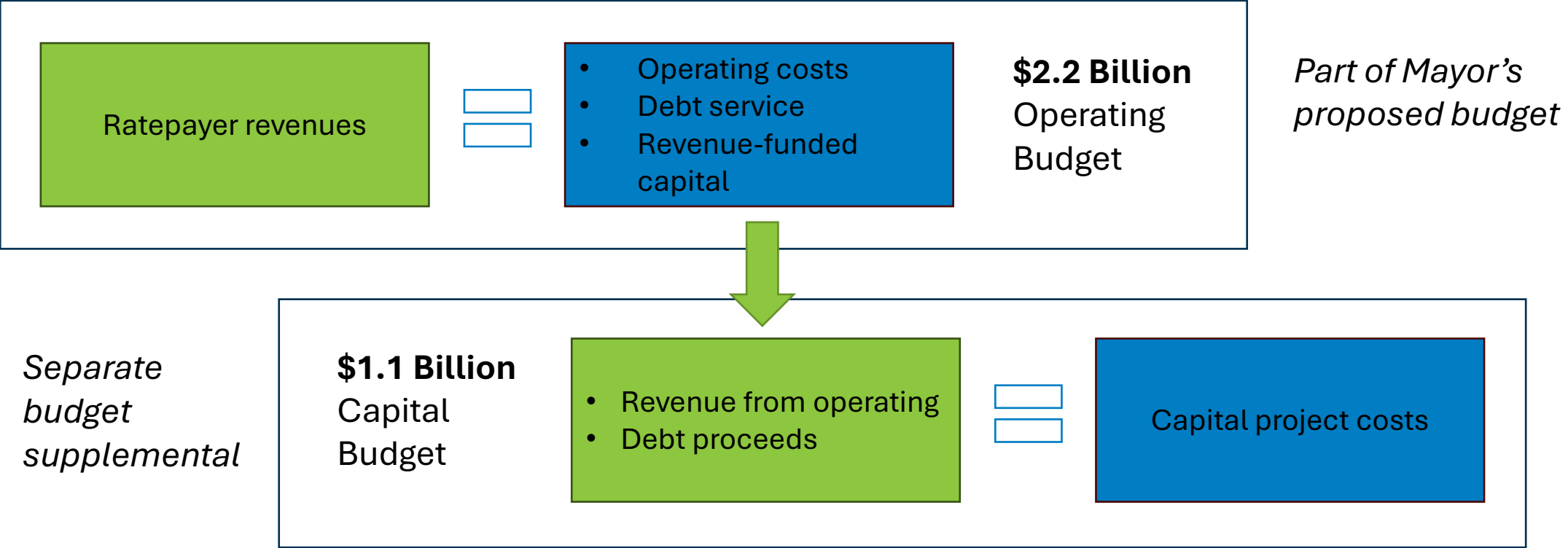


Regulatory Obligations

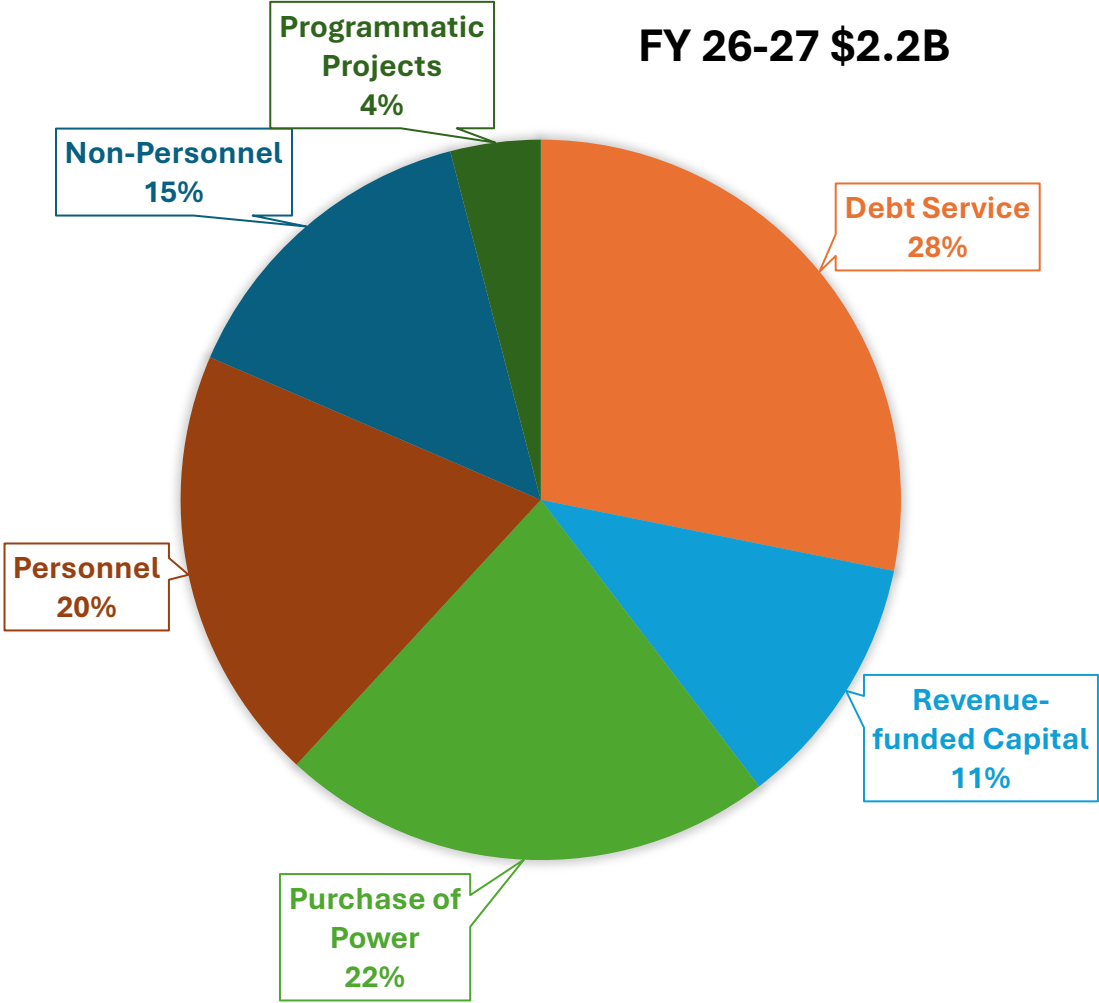
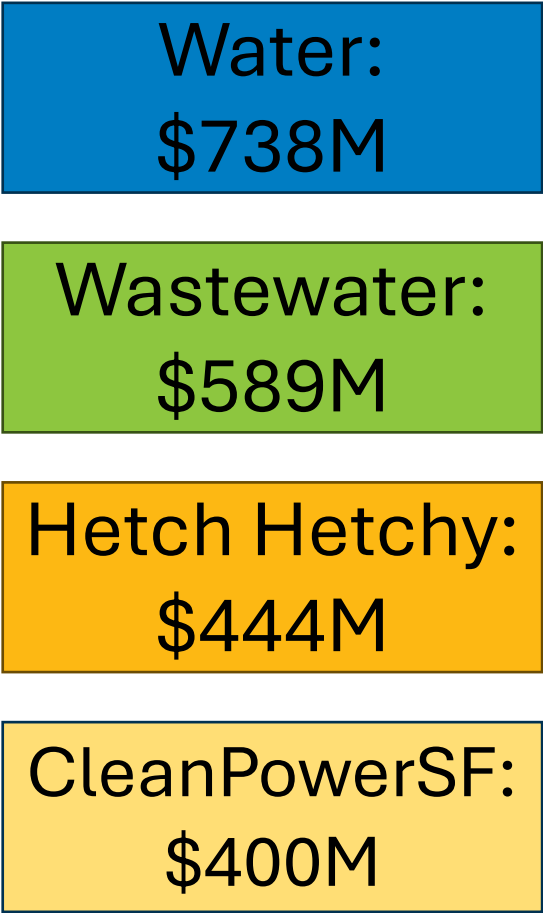


Declining Federal Support

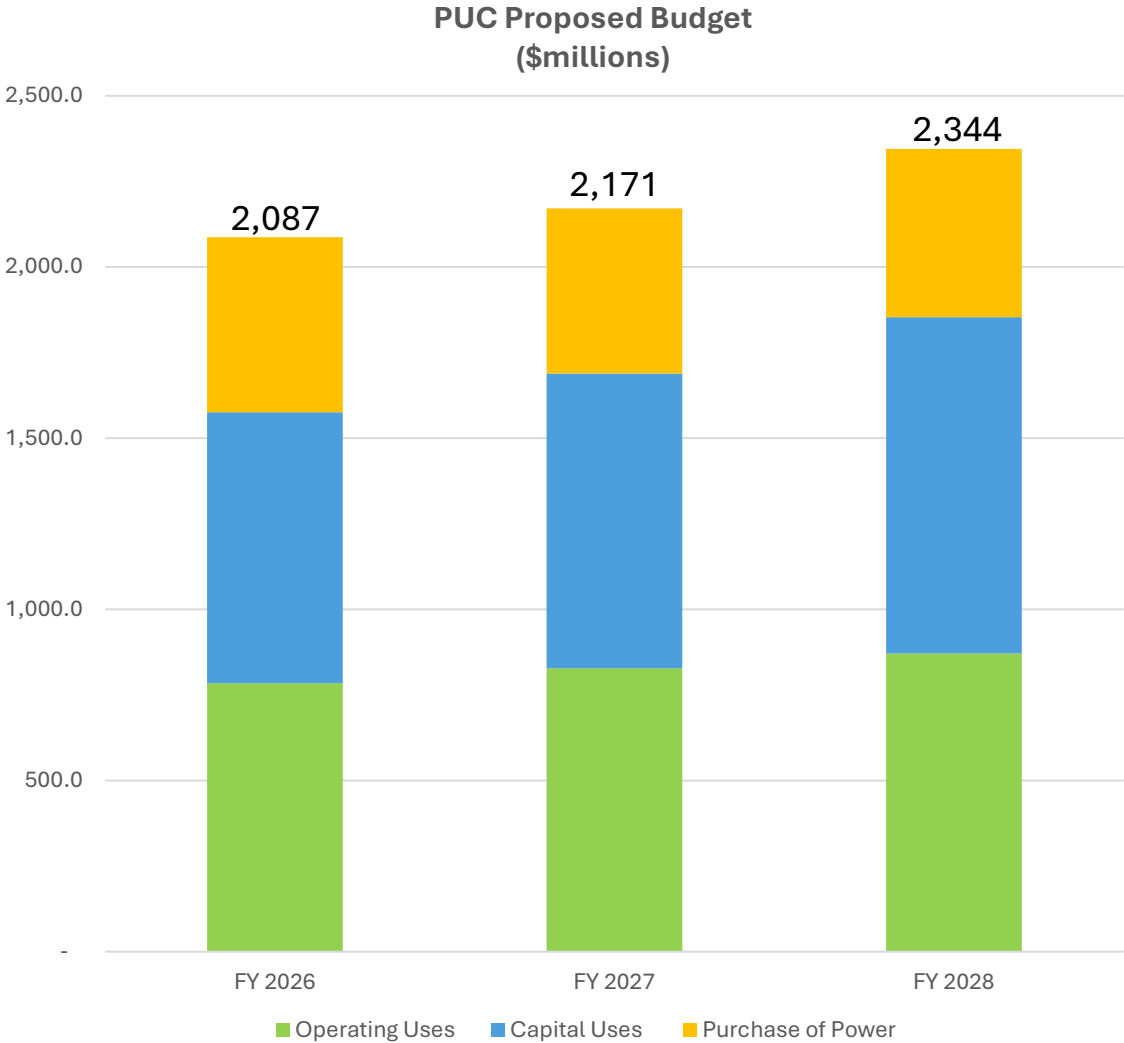
# Budget Big Picture - FY 2026-27



# \$2.2 Billion Operating Budget - FY 2026-27



# Operating Budget Changes



Budget will grow by 12% or \$257.5 million over the next two years.

**Capital** is greatest contributor of growth, growing by \$191 million, or 24%.

**Purchase of Power** will decrease by \$21 million, or -4%, based on latest market projections.

**Personnel** costs, the largest cost in operating uses, are growing by \$50.3 million due to citywide COLAs on salaries and benefits.

# Operating Budget Changes

*All new costs aligned with core operational goals & priorities*

## **Operational Excellence:**

- Staffing to operate new Ozone treatment plant in Water, new permit & regulatory fees
- Maintenance & power costs for new facilities in Wastewater
- Utility field services assets in Power
- Advanced Metering Infrastructure team in Customer Service

## **Climate Leadership:**

- Customer incentive programs to encourage electrification

## **People & Community:**

- Ongoing operating funds for racial equity, youth employment & Southeast Community Center programming



# Two-Year Capital Plan Summary

## **\$1.9B Water and Wastewater Appropriation**

Funds upgrades responsive to regulatory mandates and critical infrastructure renewal for many assets 100+ years.

Focus on water & sewer system quality, reliability, and compliance.

Projects include:

- Sunol Valley Water Treatment Plant Ozonation (\$82.3)
- Nutrient Reduction Project (\$82.5M)
- Main Replacement (\$92.6M)

## **\$300M Power Appropriation**

Funds strategic investments for SF's clean energy future.

Focus on customer growth, grid modernization, and resiliency.

Projects include:

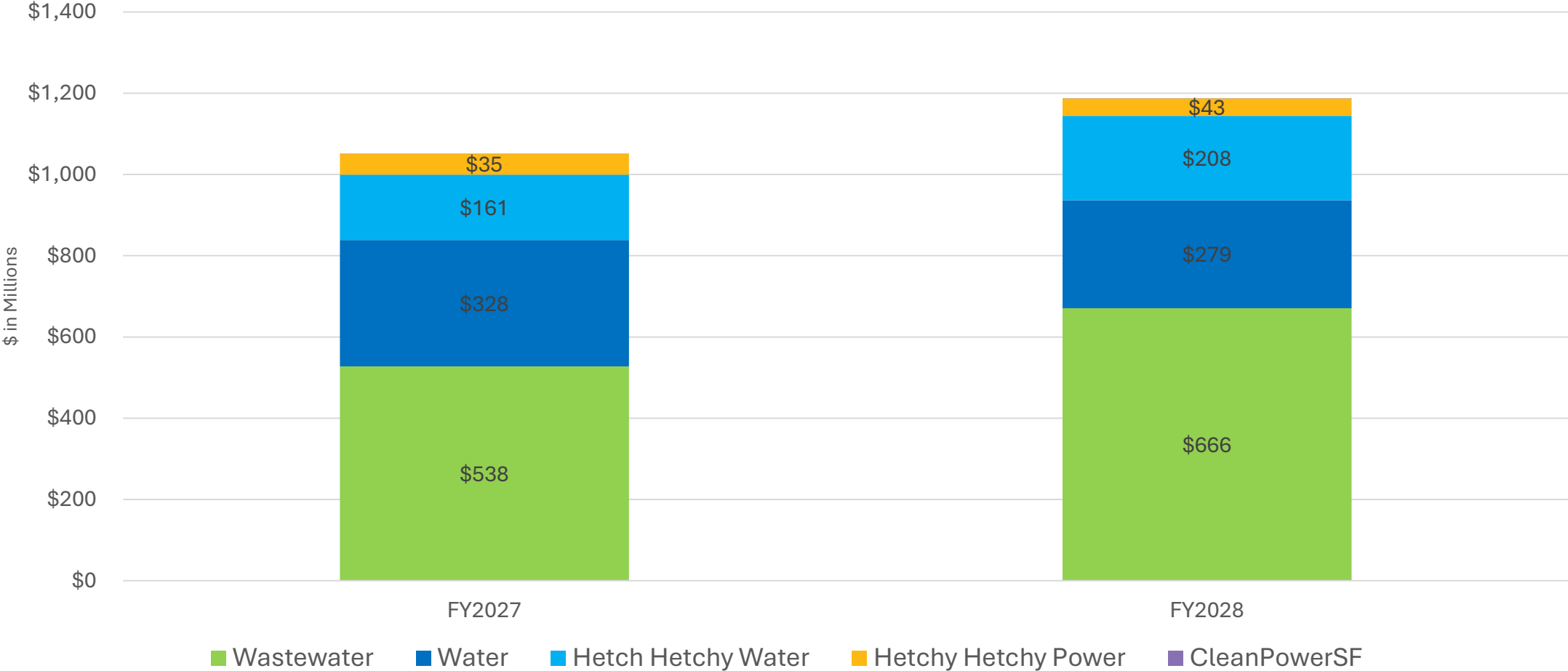
- Moccasin Powerhouse (\$52.7M)
- Large Load Substation 1 (\$17M)
- Redevelopment Projects (\$16.6M)



# Two-Year Capital Budget

Proposed \$1.1 billion in FY 26-27 and \$1.2 billion FY 27-28 advances critical projects and is funded by a combination of revenue and debt proceeds.

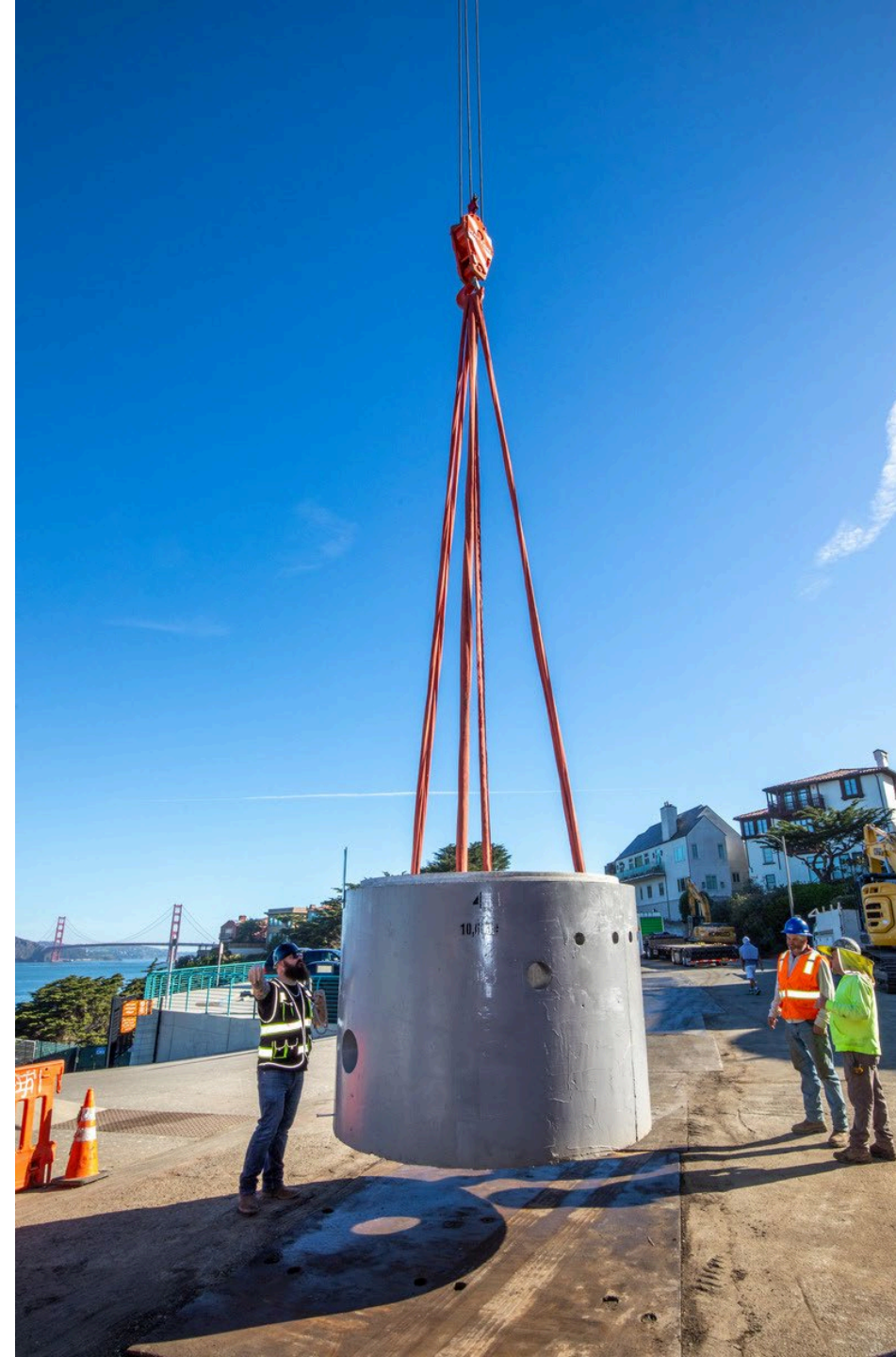
### Two-Year Capital Budget by Enterprise



# Capital Budget: Debt Authorization

Debt ordinance for each enterprise authorizes borrowing to finance capital projects.

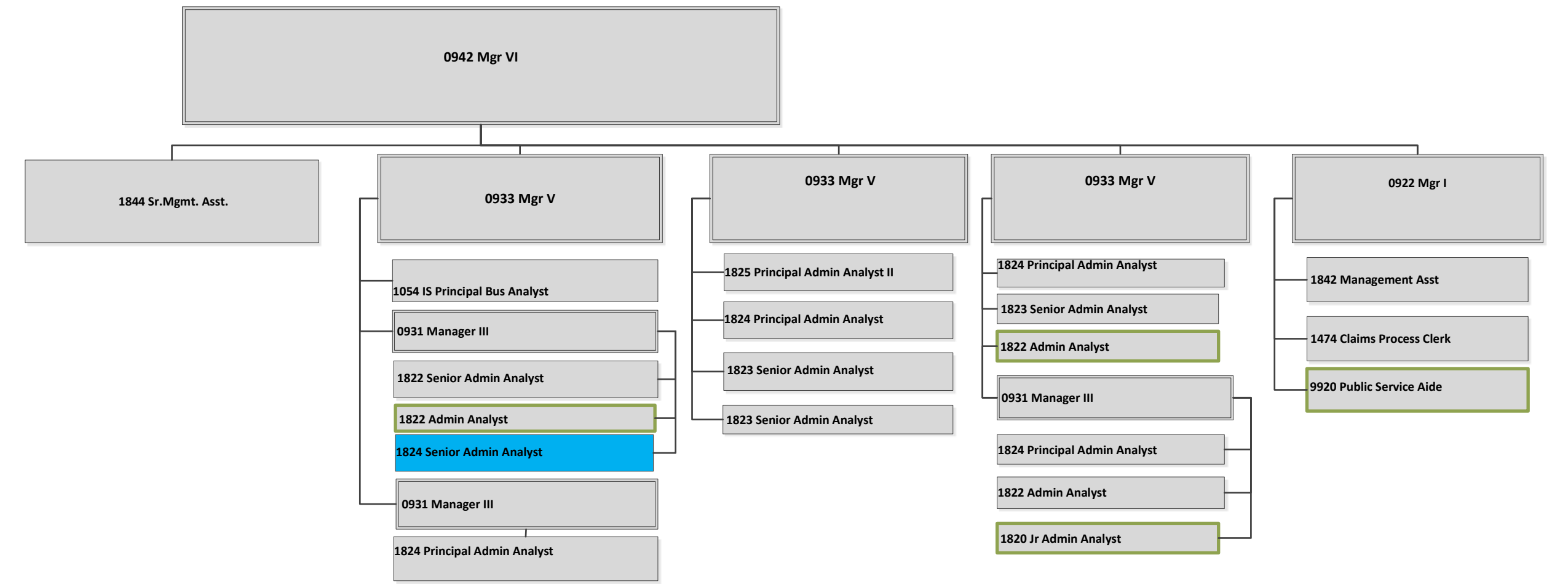
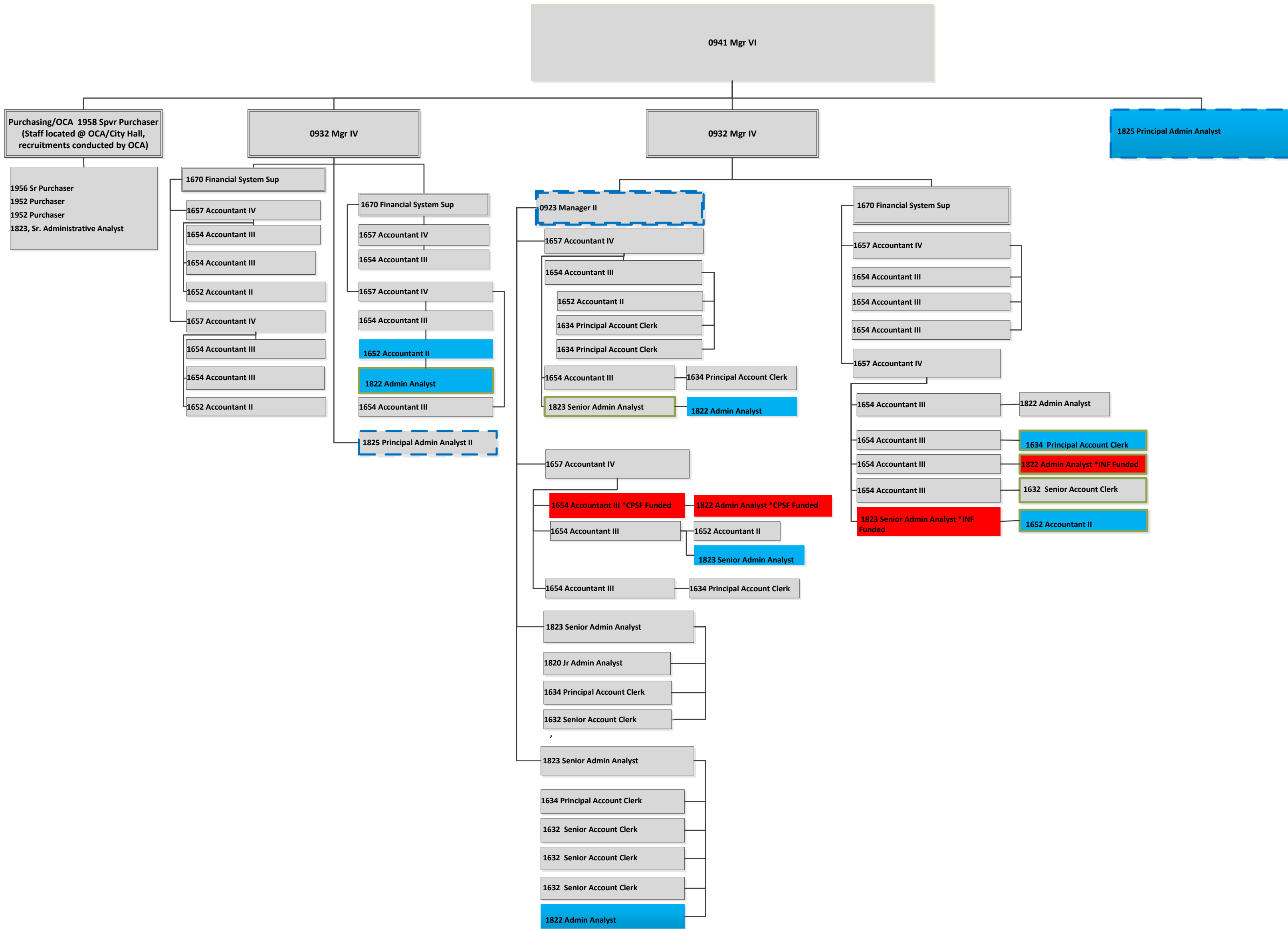
	FY 2026-27 (\$M)	FY 2027-28 (\$M)	Total
<b>Wastewater (No. #</b>	<b>503.9</b>	<b>661.8</b>	<b>1,165.7</b>
Water Regional & Local	272.9	221.9	494.8
Hetchy Water	58.7	17.0	75.7
<b>Water Total (No. #</b>	<b>331.6</b>	<b>238.9</b>	<b>570.5</b>
Power (No. #	40.2	97.9	138.2
<b>PUC Total</b>	<b>875.7</b>	<b>998.7</b>	<b>1,874.4</b>



A scenic view of a fjord with steep, rocky mountains and a blue lake, framed by green trees in the foreground. The word "Questions?" is overlaid in white text in the center of the image.

# Questions?

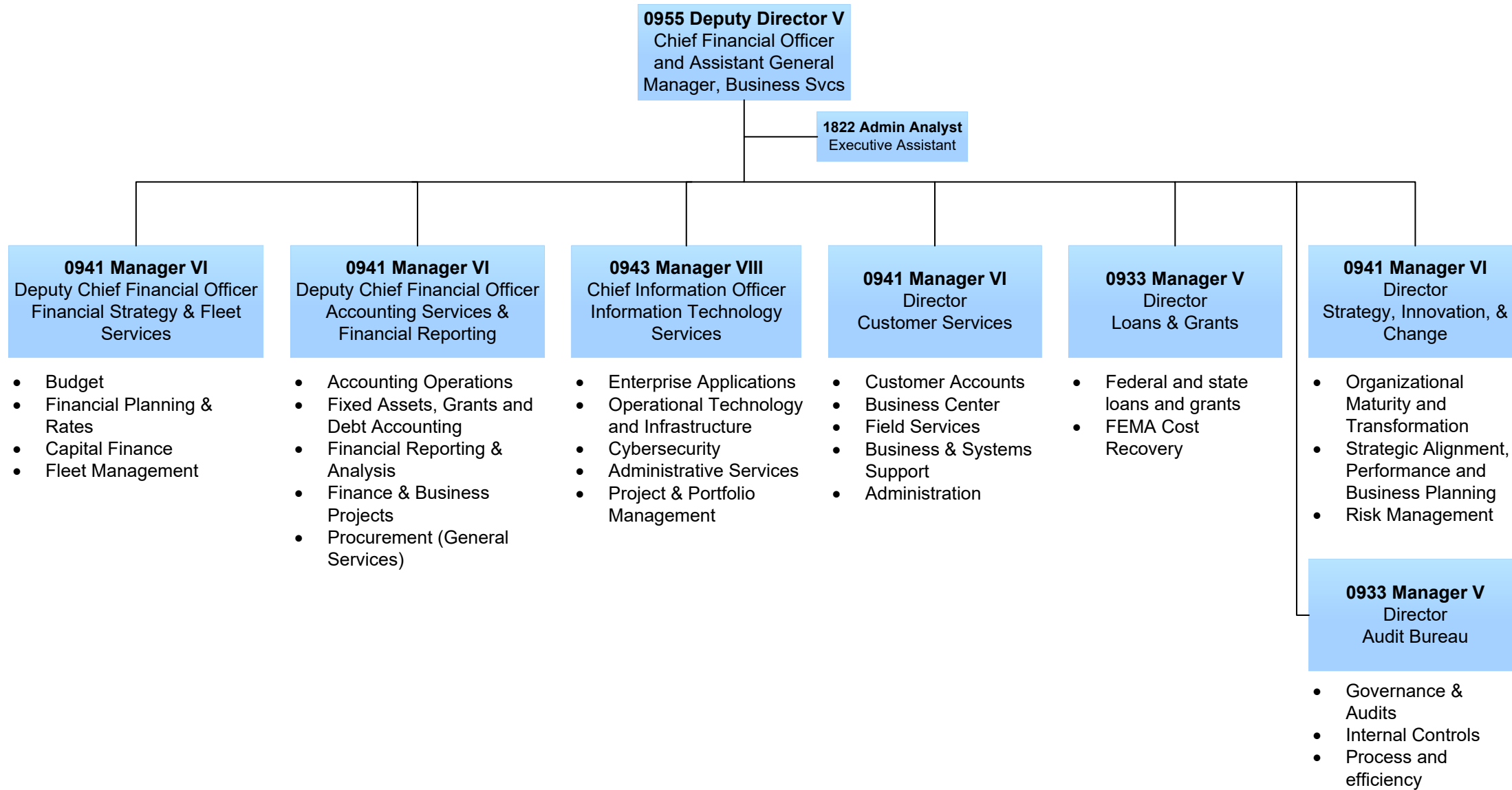
San Francisco Public Utilities Commission  
**Financial Services Organizational Chart**  
 As of 1/20/2026



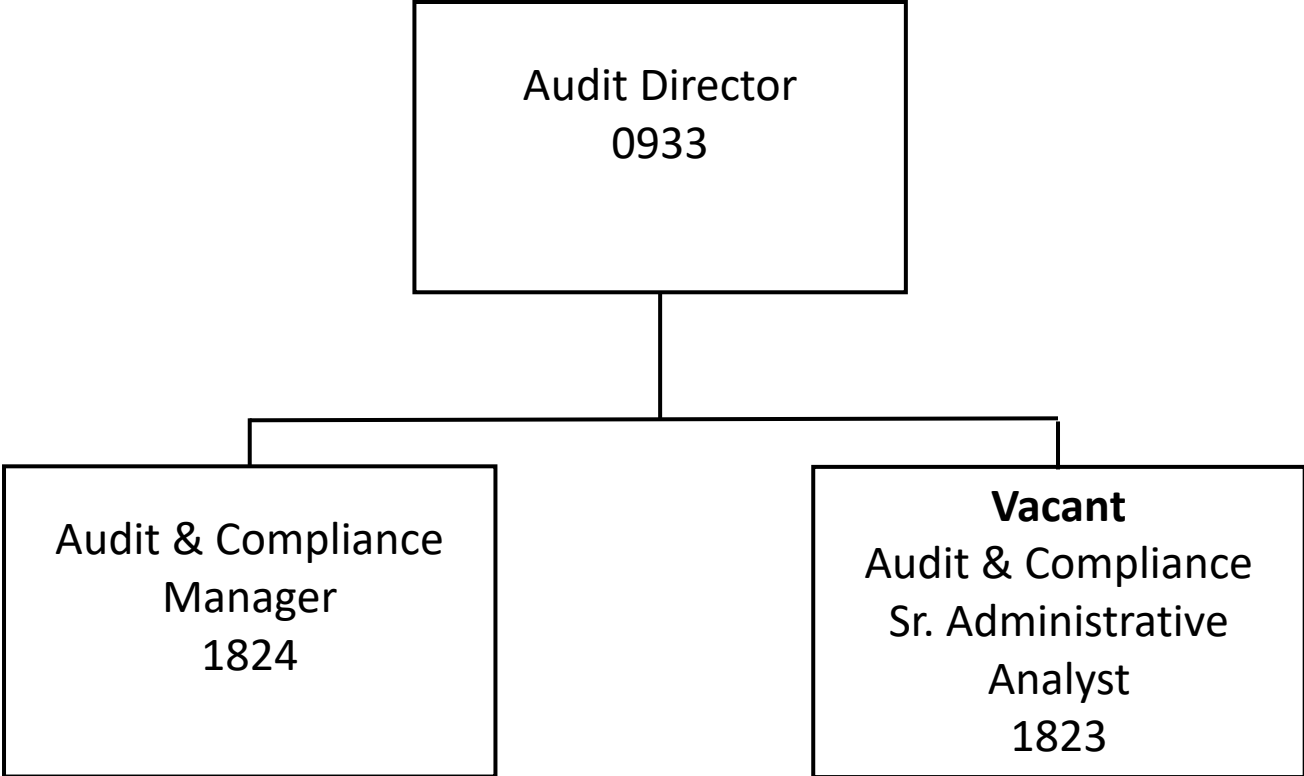
**LEGEND**

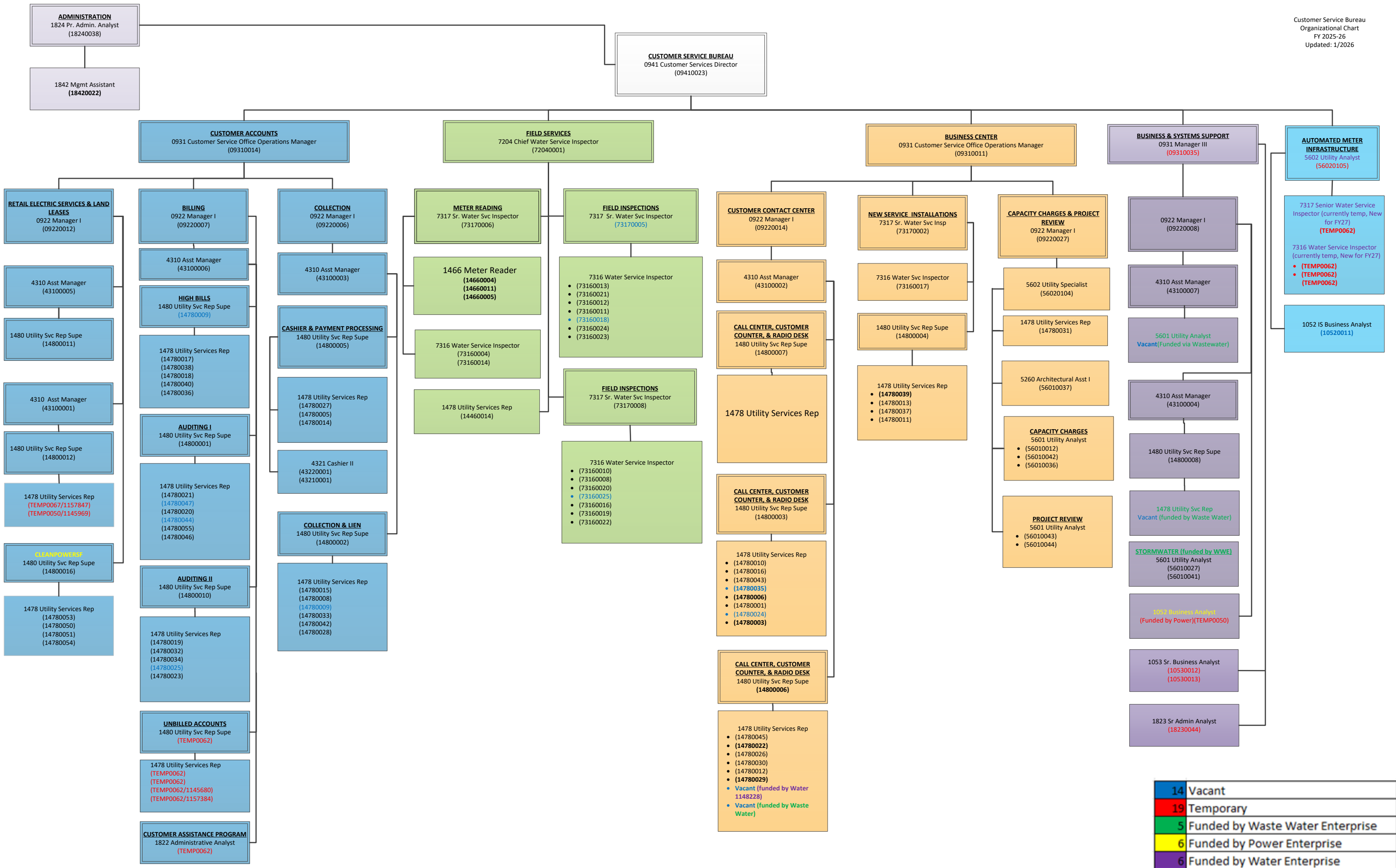
- Permanent Position
- Temporary Position
- Vacant Position
- Enterprise Funded
- Proposed New Positions

**Business Services Bureau**  
**Administration Organization Chart**  
as of 1/20/2026



# Business Services Audit Bureau



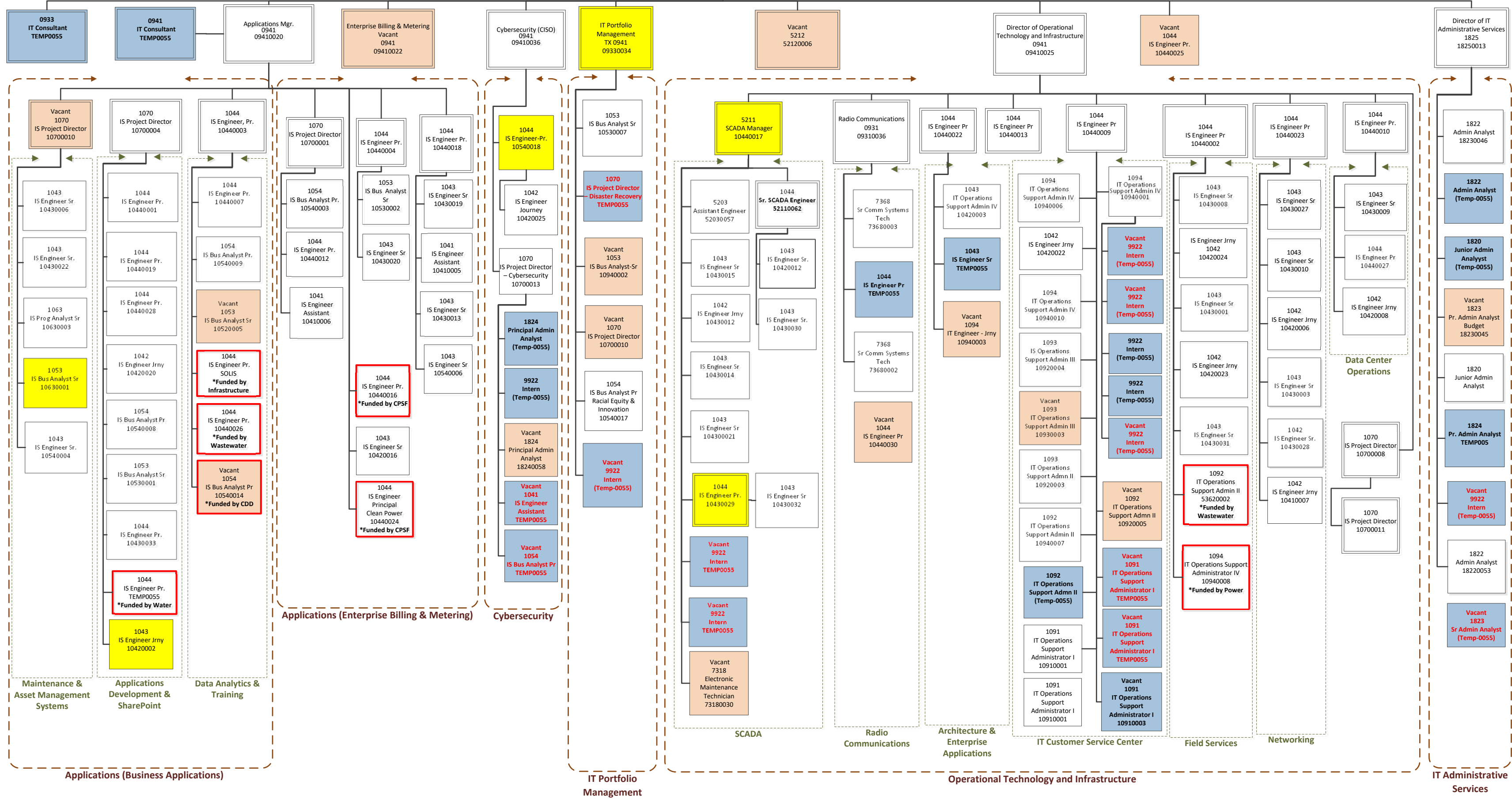


14	Vacant
19	Temporary
5	Funded by Waste Water Enterprise
6	Funded by Power Enterprise
6	Funded by Water Enterprise

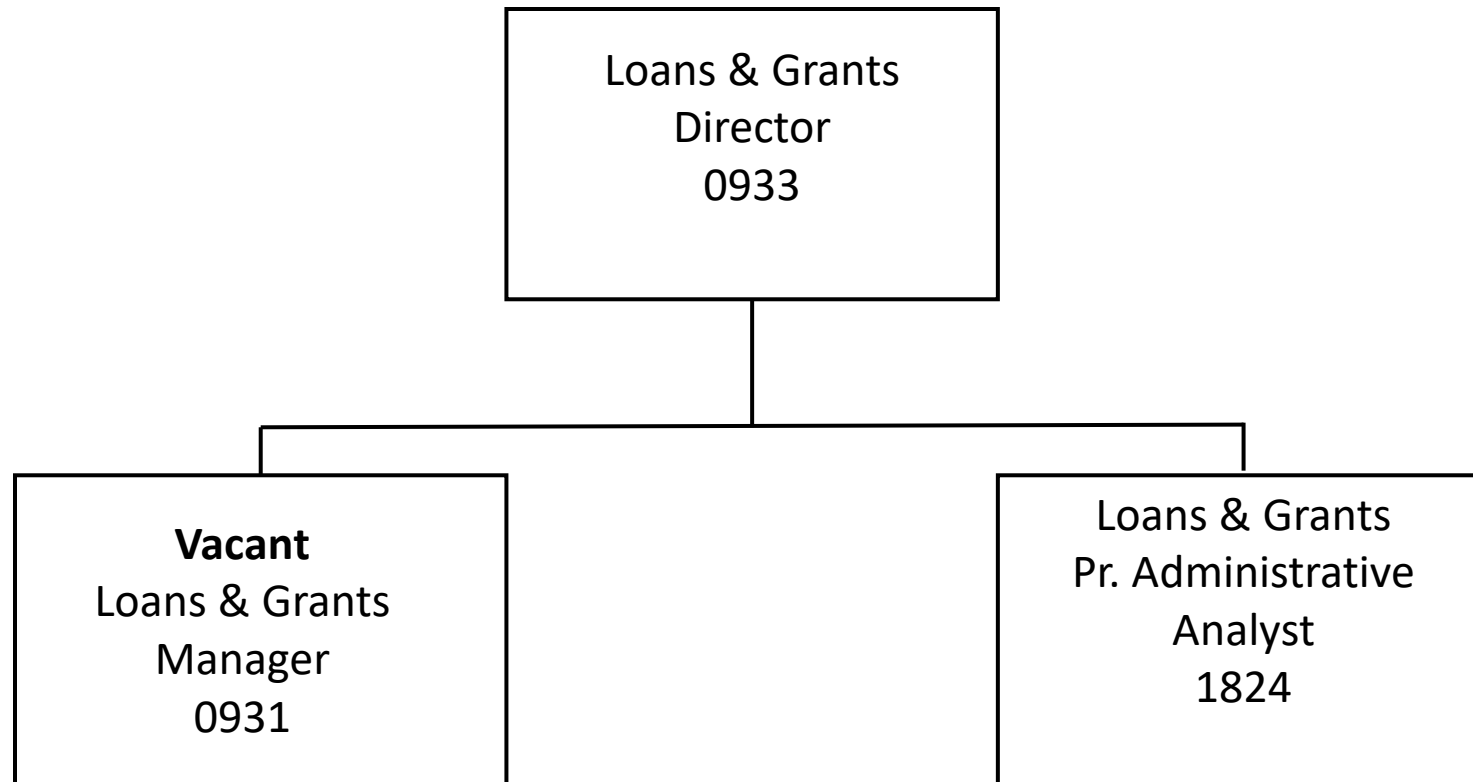
# SFPUC IT Services Budget Organization Chart

PCS
Funded by Enterprise  
Vacancies  
TEX  
TEX/Vacant  
PCS - TX Up

**CIO**  
**0943**  
**09430008**  
 1844 Senior Management Assistant 18440021

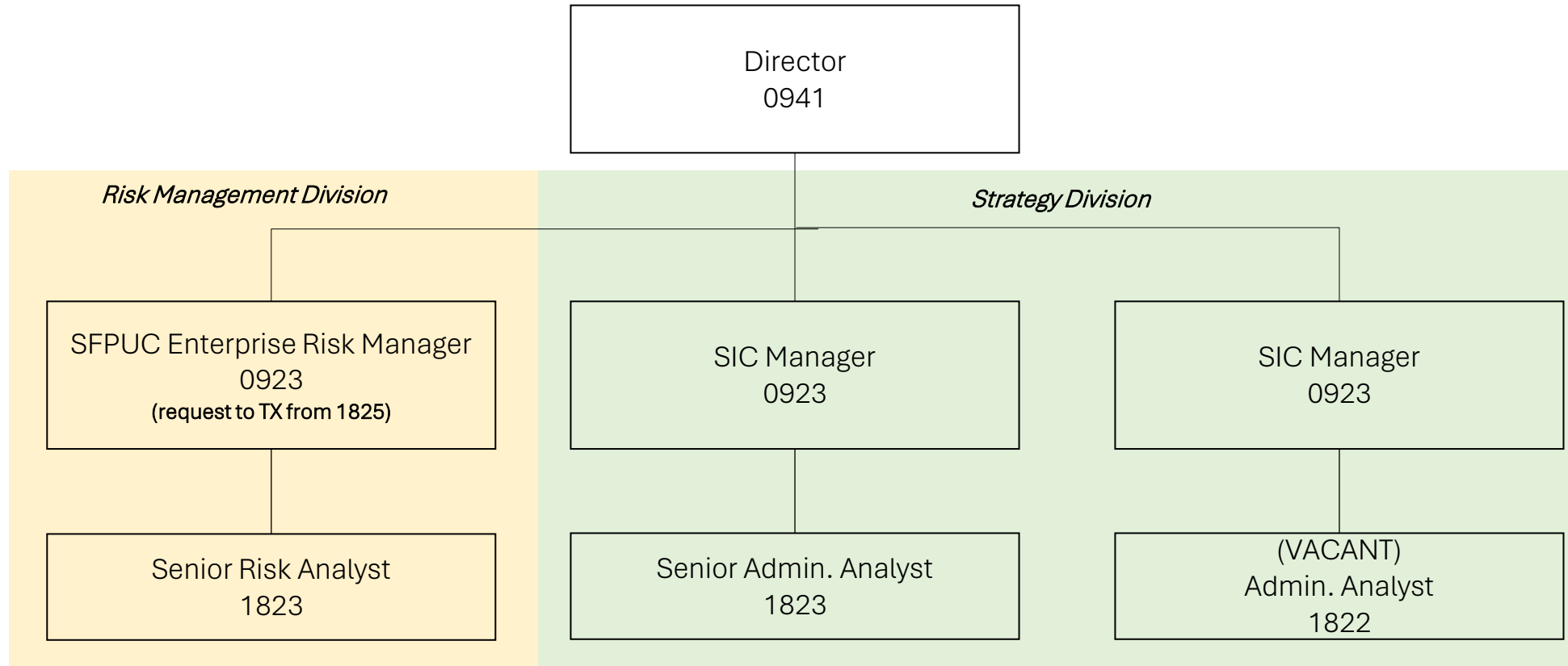


# Business Services Loans & Grants



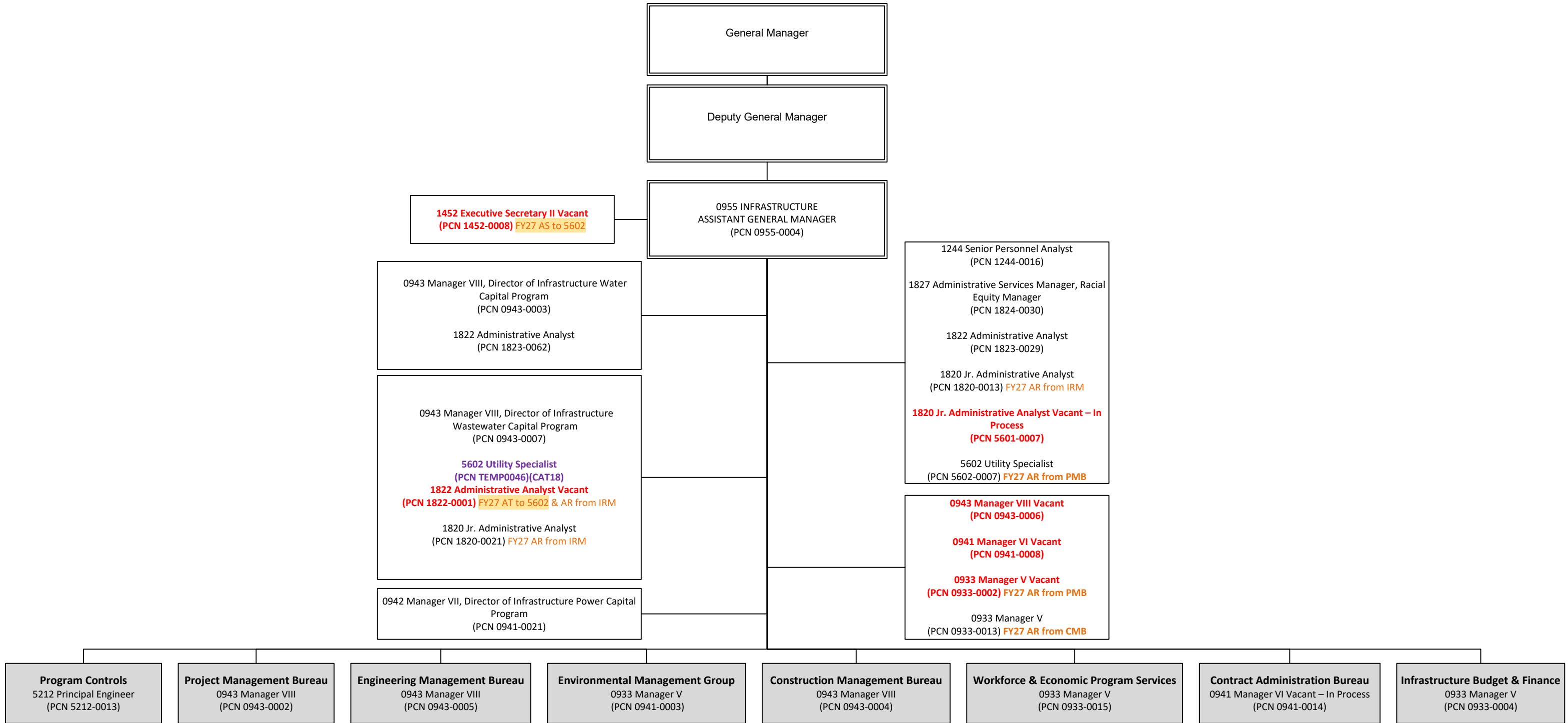
January 2026

# Strategy, Innovation and Change



# ASSISTANT GENERAL MANAGER - INFRASTRUCTURE

## Functional Organization Chart



**POSITION KEY:**

Budgeted Position	No.
Filled Positions	12
Vacant Positions	6
<b>BUDGETED TOTAL</b>	<b>18</b>
Other Positions	
Temp Positions	1
<b>GRAND TOTAL</b>	<b>19</b>

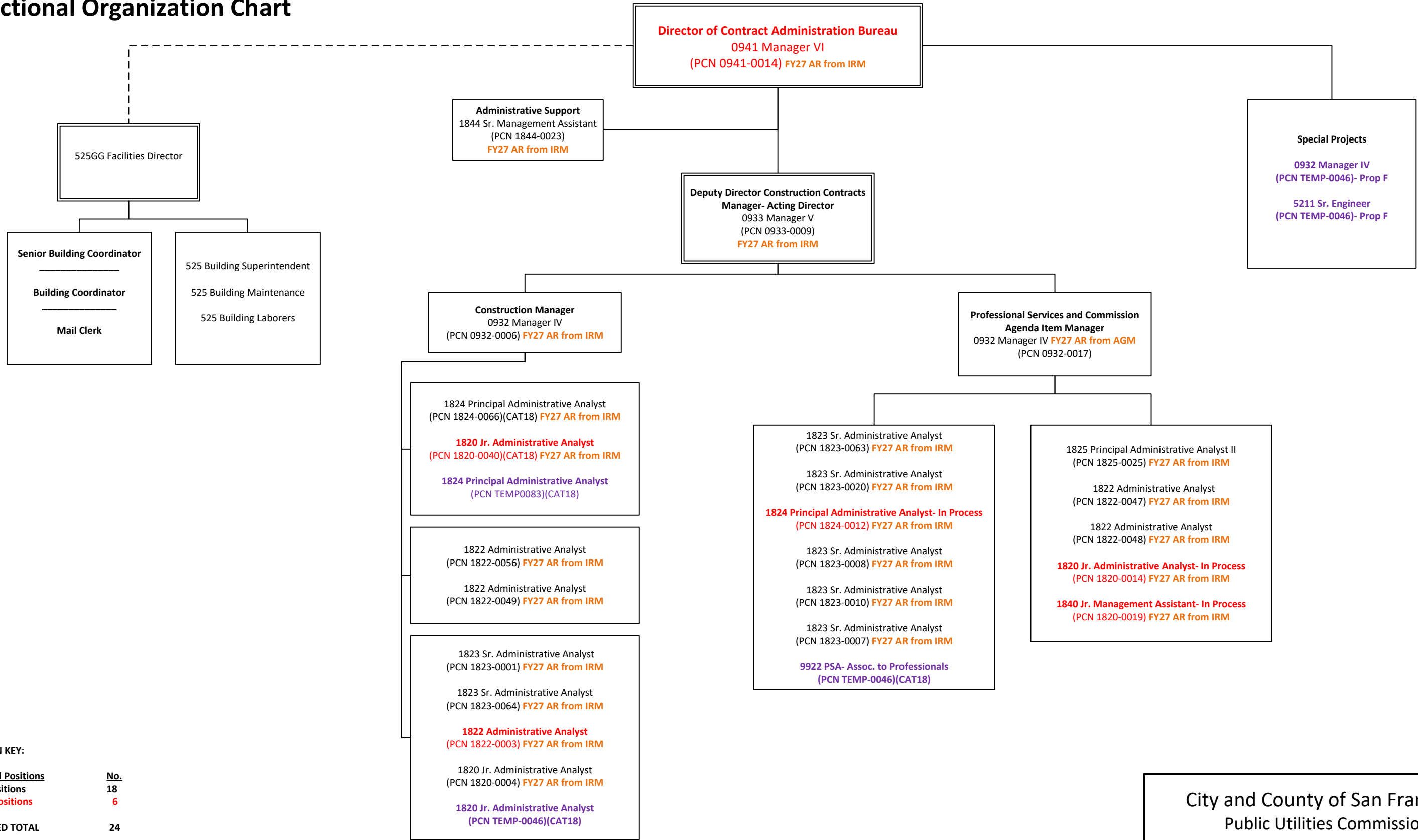
City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SFPUC Assistant General Manager, Infrastructure

# CONTRACT ADMINISTRATION BUREAU

## Functional Organization Chart



**POSITION KEY:**

<u>Budgeted Positions</u>	<u>No.</u>
Filled Positions	18
Vacant Positions	6
<b>BUDGETED TOTAL</b>	<b>24</b>
<u>Other Positions</u>	
Temp Positions	5
<b>GRAND TOTAL</b>	<b>29</b>

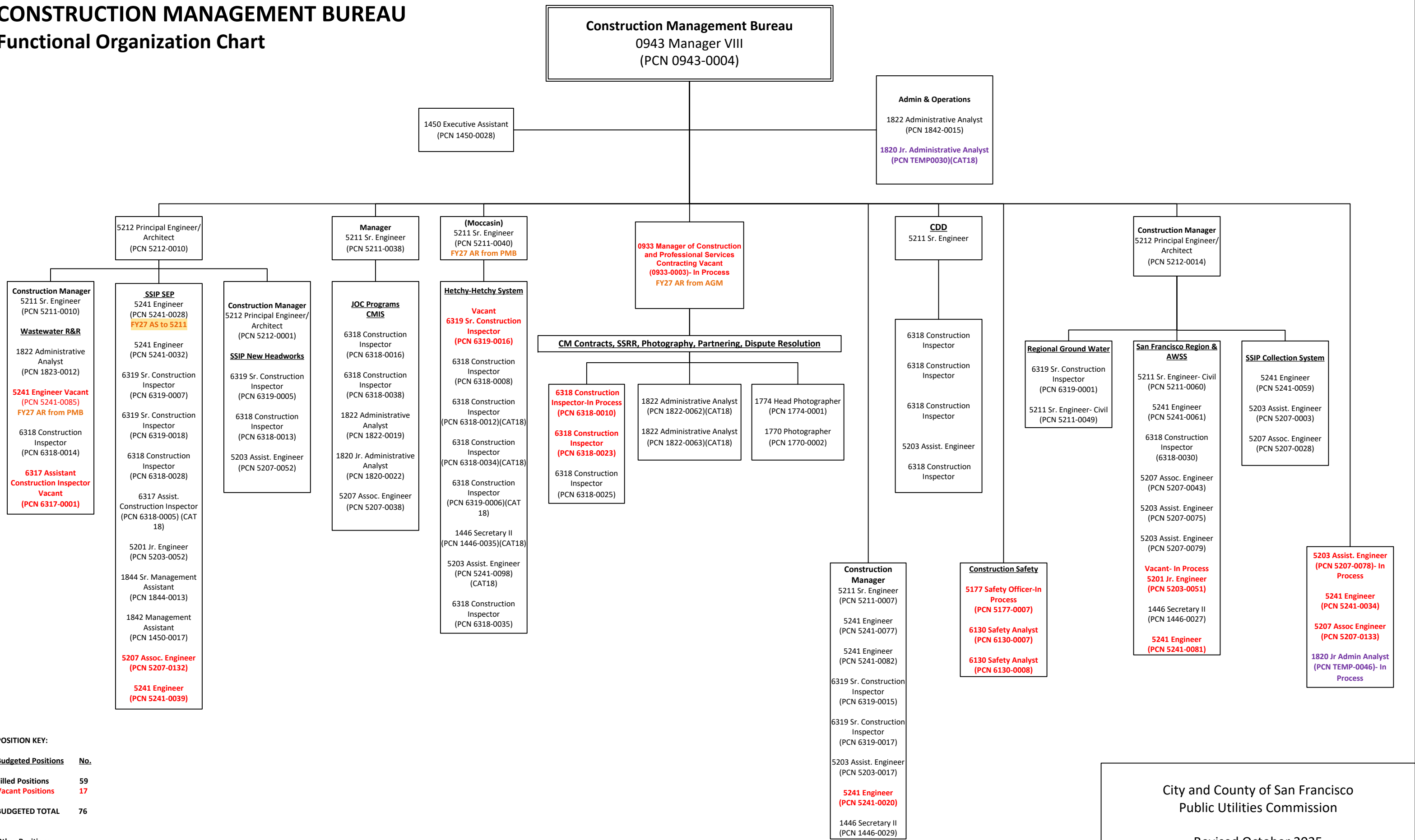
City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SFPUC Assistant General Manager, Infrastructure

# CONSTRUCTION MANAGEMENT BUREAU

## Functional Organization Chart



**POSITION KEY:**

Budgeted Positions	No.
Filled Positions	59
Vacant Positions	17
<b>BUDGETED TOTAL</b>	<b>76</b>
<b>Other Positions</b>	
Temp Positions	2
<b>GRAND TOTAL</b>	<b>78</b>

City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SFPUC Assistant General Manager, Infrastructure

# ENGINEERING MANAGEMENT BUREAU

## Functional Organization Chart

0943 Manager VIII  
Director of Engineering Management Bureau  
(PCN 0943-0005)

1822 Administrative Analyst (PCN 1822-0017)  
1450 Executive Secretary I (PCN 1450-0005)

5212 Deputy Bureau Manager  
(PCN 5212-0004)

1822 Administrative Analyst  
(PCN 1822-0024)  
**1820 Jr. Administrative Analyst  
(PCN 1820-0003) FY27 AS to 1823**

**Division Manager, MEP**  
**5211 Sr. Engineer**  
**(PCN 5211-0042) FY27 AS to 5212**

**Division Manager, Project Delivery**  
5212 Principal Engineer/ Architect  
(PCN 5212-0002)

1450 Executive Secretary I  
(PCN 1450-0015)

**Contract Standards Section Manager**  
5211 Sr. Engineer  
(PCN 5211-0041)

5211 Sr. Engineer  
(PCN 5211-0039) (CAT18)  
**5211 Sr. Engineer  
(PCN 5211-0052)**

5174 Administrative Engineer  
(PCN 5174-0003)  
5207 Assoc. Engineer  
(PCN 5207-0099)  
5201 Jr. Engineer  
(PCN 5203-0033)  
**5211 Sr. Engineer  
(PCN 5211-0020)**  
**5241 Engineer - In Process  
(PCN 5241-0072)**

**Electrical Design Section Manager**  
5211 Sr. Engineer  
(PCN 5211-0034)

5201 Junior Engineer (PCN 5203-0013)(CAT 18)  
5201 Junior Engineer (PCN 5203-0037)(CAT18)  
5201 Junior Engineer (PCN 5203-0039)(CAT18)  
5201 Junior Engineer (PCN 5203-0006)(CAT18) **FY27 AR from PMB**  
5201 Junior Engineer (PCN 5203-0014)(CAT18) **FY27 AR from PMB**  
5201 Junior Engineer (PCN 5207-0098)  
5203 Assistant Engineer (PCN 5207-0081)  
5207 Associate Engineer (PCN 5241-0014) **FY27 AR from PMB**  
5211 Sr. Engineer (PCN 5211-0055)  
5241 Engineer (PCN 5241-0066)  
5241 Engineer (PCN 5241-0069)  
5241 Engineer (PCN 5241-0071)  
5241 Engineer (PCN 5241-0053)  
**5241 Engineer (PCN TEMP-0020)**  
5601 Utility Analyst (PCN 5602-0020)  
**5207 Assoc. Engineer- Electrical (PCN 5207-0066)**  
**5207 Assoc. Engineer (PCN 5207-0090)**  
**5207 Assoc. Engineer (PCN 5207-0123)**  
**5207 Assoc. Engineer - In Process (PCN 5207-0045)**

**Engineering Technical & CAD Manager**  
5366 Engineering Assoc. II  
(PCN 5366-0007)

**Civil-Technicians**  
5366 Engineering Associate II (PCN 5366-0009)  
5364 Engineering Associate I (PCN 5364-0021)  
5364 Engineering Associate I (PCN 5364-0024)  
5362 Engineering Assistant (PCN 5362-0006)  
5364 Engineering Associate I (PCN 5364-0019)  
5362 Engineering Assistant (PCN 5362-0001)

**Electrical-Technicians**  
5366 Engineering Associate II (PCN 5366-0001)  
5364 Engineering Associate I (PCN 5364-0009)  
5364 Engineering Associate I (PCN 5364-0010)  
5364 Engineering Associate I (PCN 5364-0025)

**Mechanical-Technicians**  
5366 Engineering Associate II (PCN 5203-0032)  
5362 Engineering Assistant (PCN 5362-0005)

**Mechanical Design Section Manager**  
5211 Sr. Engineer  
(PCN 5211-0008)(CAT18)

5201 Junior Engineer (PCN 5203-0030)  
5201 Junior Engineer (PCN 5203-0035)  
5203 Assistant Engineer (PCN 5203-0054)  
5203 Assistant Engineer (PCN 5207-0042)  
5207 Associate Engineer (PCN 5207-0059)  
5207 Associate Engineer (PCN 5207-0061)  
5207 Associate Engineer (PCN 5207-0074)  
5207 Associate Engineer (PCN 5207-0091)  
5207 Associate Engineer (PCN 5207-0122)  
5207 Associate Engineer (PCN 5207-0136)  
5211 Sr. Engineer (PCN 5211-0028)  
5203 Assistant Engineer (PCN 5211-0053)  
5241 Engineer (PCN 5241-0013)  
5241 Engineer (PCN 5241-0033)  
**5207 Assoc. Engineer - In Process (PCN 5207-0054)**

**Process Section Manager**  
5211 Sr. Engineer  
(PCN 5211-0012)

5211 Sr. Engineer (PCN 5174-0005)  
5241 Engineer (PCN 5241-0056)  
**5207 Assoc. Engineer - In Process (PCN 5207-0072)**

**Engineering Archives**  
1824 Pr. Administrative Analyst  
(PCN 1824-0032)  
1822 Administrative Analyst  
(PCN 1822-0027)  
1822 Administrative Analyst  
(PCN 1823-0018)  
**FY27 AR from IRM**  
**1450 Executive Secretary I  
(PCN 1450-0018)  
FY27 AS to 1820 &  
AR from PMB**

**Division Manager, Civil Design**  
5212 Principal Engineer/  
Architect  
(PCN 5212-0016)

**EMB Regional PE (Hetchy)**  
5211 Sr. Engineer  
(PCN 5211-0037)

**Civil Design Section Manager**  
5211 Sr. Engineer  
(PCN 5211-0047)

5203 Assistant Engineer (5207-0055)  
5207 Associate Engineer (PCN 5207-0029)  
5207 Associate Engineer (PCN 5207-0037)  
5207 Associate Engineer (PCN 5207-0065)(CAT18)  
5207 Associate Engineer (PCN 5207-0073)  
5211 Sr. Engineer (PCN 5211-0022)(CAT18)  
5211 Sr. Engineer (PCN 5211-0050)  
5241 Engineer (PCN 5241-0074)(CAT18)  
**5207 Assoc. Engineer (PCN 5207-0071)**  
**5207 Assoc. Engineer (PCN 5207-0077)**  
**5207 Assoc. Engineer - Civil (PCN 5207-0088)**  
**5241 Engineer - In Process (PCN 5241-0029)**  
**5241 Engineer (PCN 5241-0068)**  
**5211 Sr. Engineer (PCN 5211-0046)**

**Structural Design Section Manager**  
5211 Sr. Sr. Engineer  
(PCN 5211-0003)

5203 Assistant Engineer (PCN 5203-0024) **FY27 AR from PMB**  
5207 Associate Engineer (PCN 5207-0070)  
5241 Engineer (PCN 5218-0003)  
5241 Engineer (PCN 5241-0060)  
5241 Engineer (PCN 5241-0070)  
**5207 Assoc. Engineer (PCN 5207-0068)**  
**5207 Assoc. Engineer (PCN 5207-0069)**  
**5218 Structural Engineer (PCN 5218-0002)**

**Pipeline Design Section Manager**  
5211 Sr. Engineer  
(PCN 5211-0051)

5201 Junior Engineer (PCN 5203-0025)  
5203 Assistant Engineer (PCN 5203-0036)  
5203 Assistant Engineer (PCN 5207-0101)  
5207 Associate Engineer (PCN 5207-0097)  
**5207 Associate Engineer (PCN 5207-0120)**  
5241 Engineer (PCN 5241-0047)  
5241 Engineer (PCN 5241-0073)  
5241 Engineer (PCN 5241-0024) **FY27 AR from PMB**  
5241 Engineer (PCN 5241-0012)(CAT18)  
5211 Sr. Engineer (PCN 5211-0054)  
**5241 Engineer (PCN 5241-0042)**  
**5203 Assis. Engineer- In Process (PCN 5207-0030)**  
**5207 Assoc. Engineer (PCN 5207-0064)**  
**5207 Assoc. Engineer (PCN 5207-0015)**

**POSITION KEY:**

Budget Positions	No.
Filled Positions	88
Vacant Positions	26

BUDGETED TOTAL 114

**Other Positions**

Temp Positions	1
----------------	---

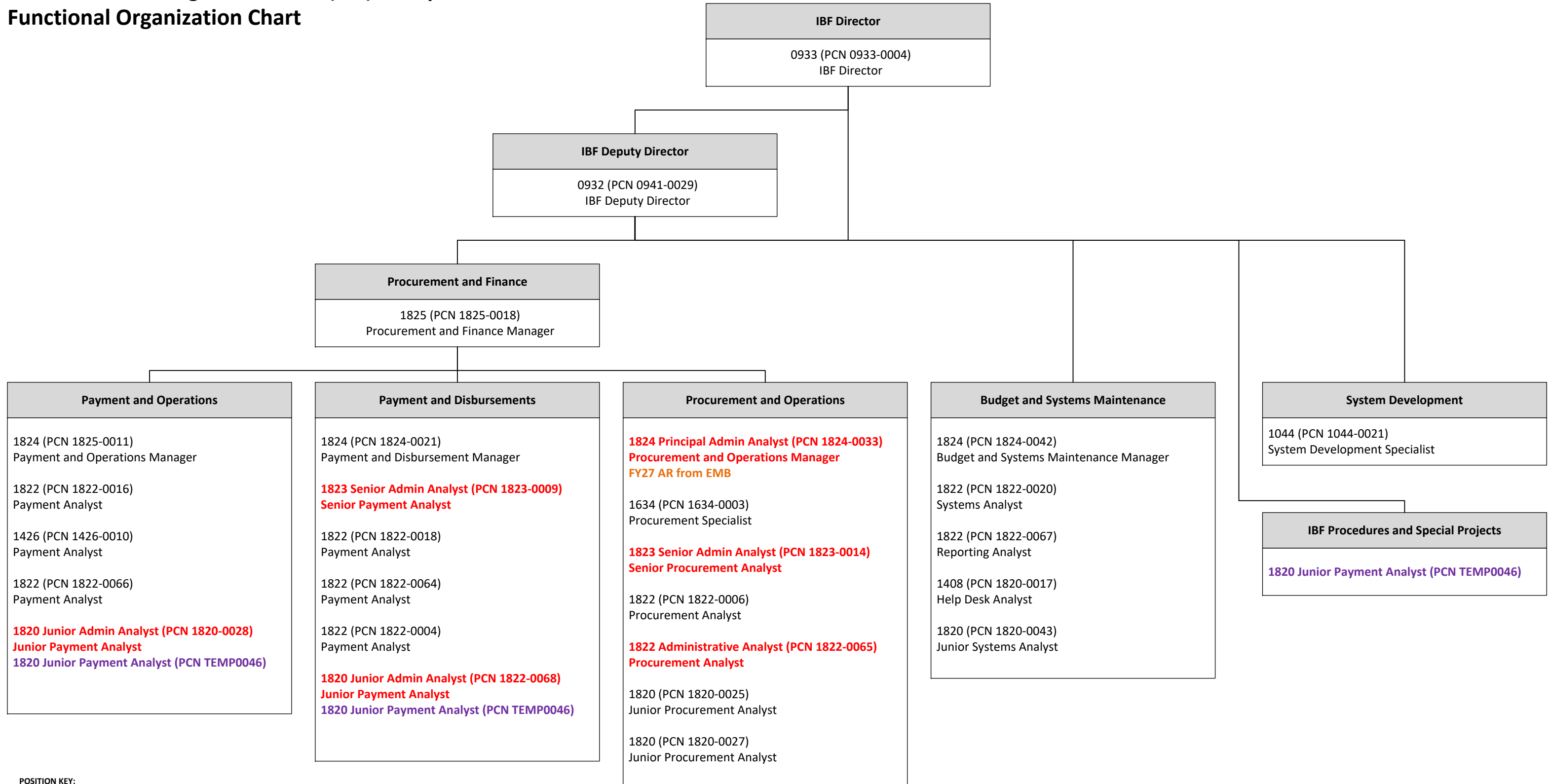
GRAND TOTAL 115

City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SFPUC Assistant General Manager, Infrastructure

# Infrastructure Budget & Finance (IBF) Group Functional Organization Chart

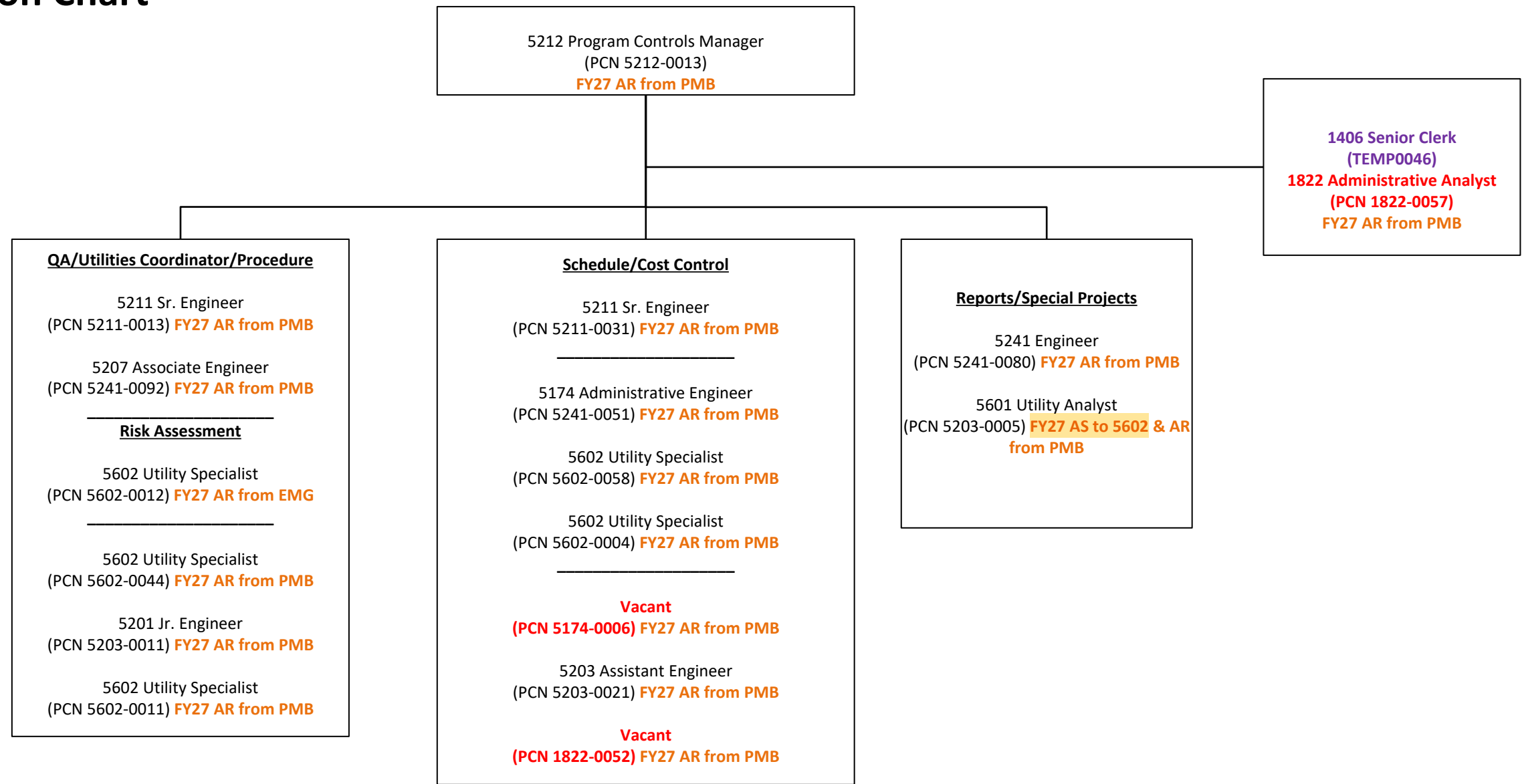


**POSITION KEY:**

Budget Positions	No.
Filled Positions	21
Vacant Positions	6
<b>BUDGETED TOTAL</b>	<b>27</b>
<b>Other Positions</b>	
Temp Positions	3
<b>GRAND TOTAL</b>	<b>30</b>

City and County of San Francisco  
 Public Utilities Commission  
 Revised October 2025  
 SFPUC Assistant General Manager, Infrastructure

# Program Controls Functional Organization Chart



**POSITION KEY:**

Budget Positions	No.
Filled Positions	14
Vacant Positions	3

BUDGETED TOTAL 17

Other Positions	No.
Temp Positions	1

GRAND TOTAL: 18

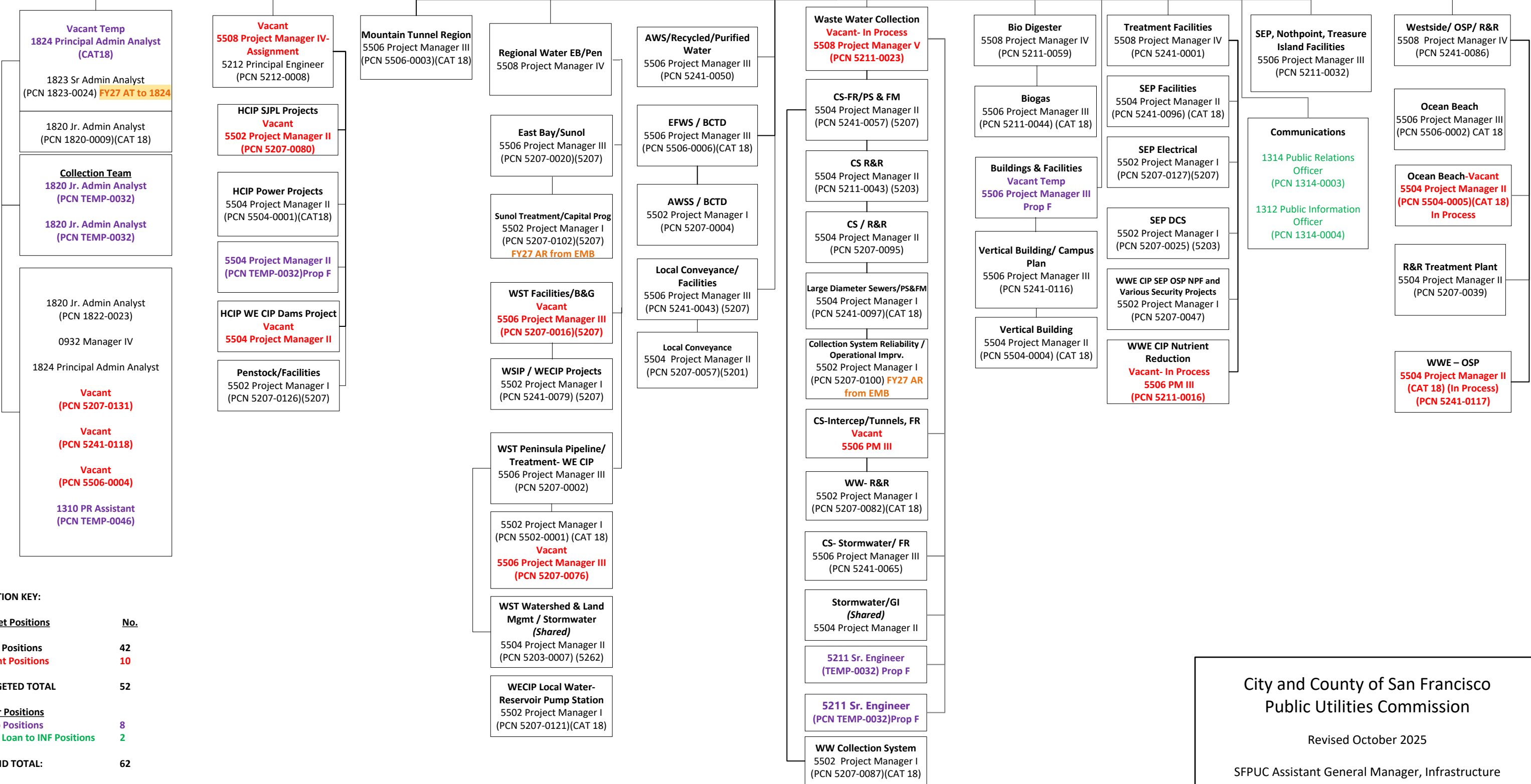
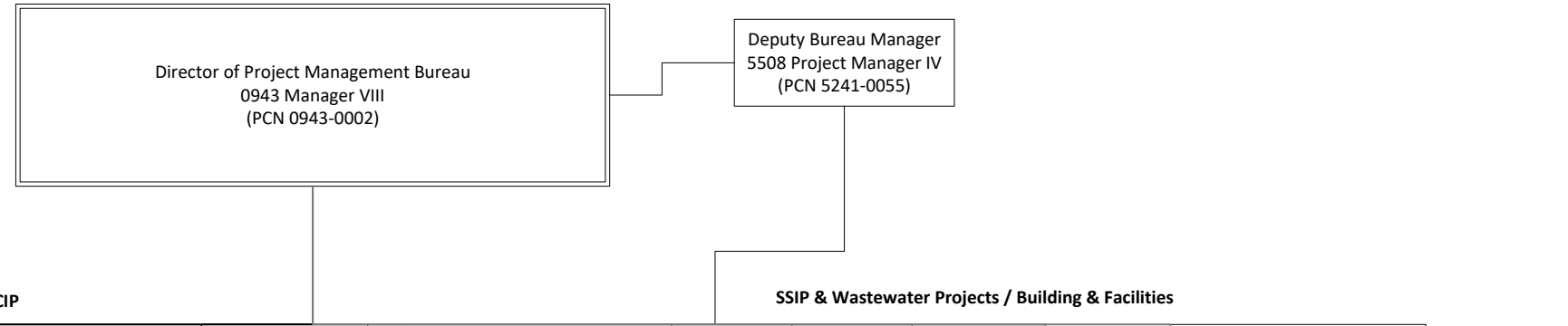
City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SPIC Assistant General Manager, Infrastructure

# PROJECT MANAGEMENT BUREAU

## Functional Organization Chart



**POSITION KEY:**

Budget Positions	No.
Filled Positions	42
Vacant Positions	10
<b>BUDGETED TOTAL</b>	<b>52</b>
<b>Other Positions</b>	
Temp Positions	8
Filled Loan to INF Positions	2
<b>GRAND TOTAL:</b>	<b>62</b>

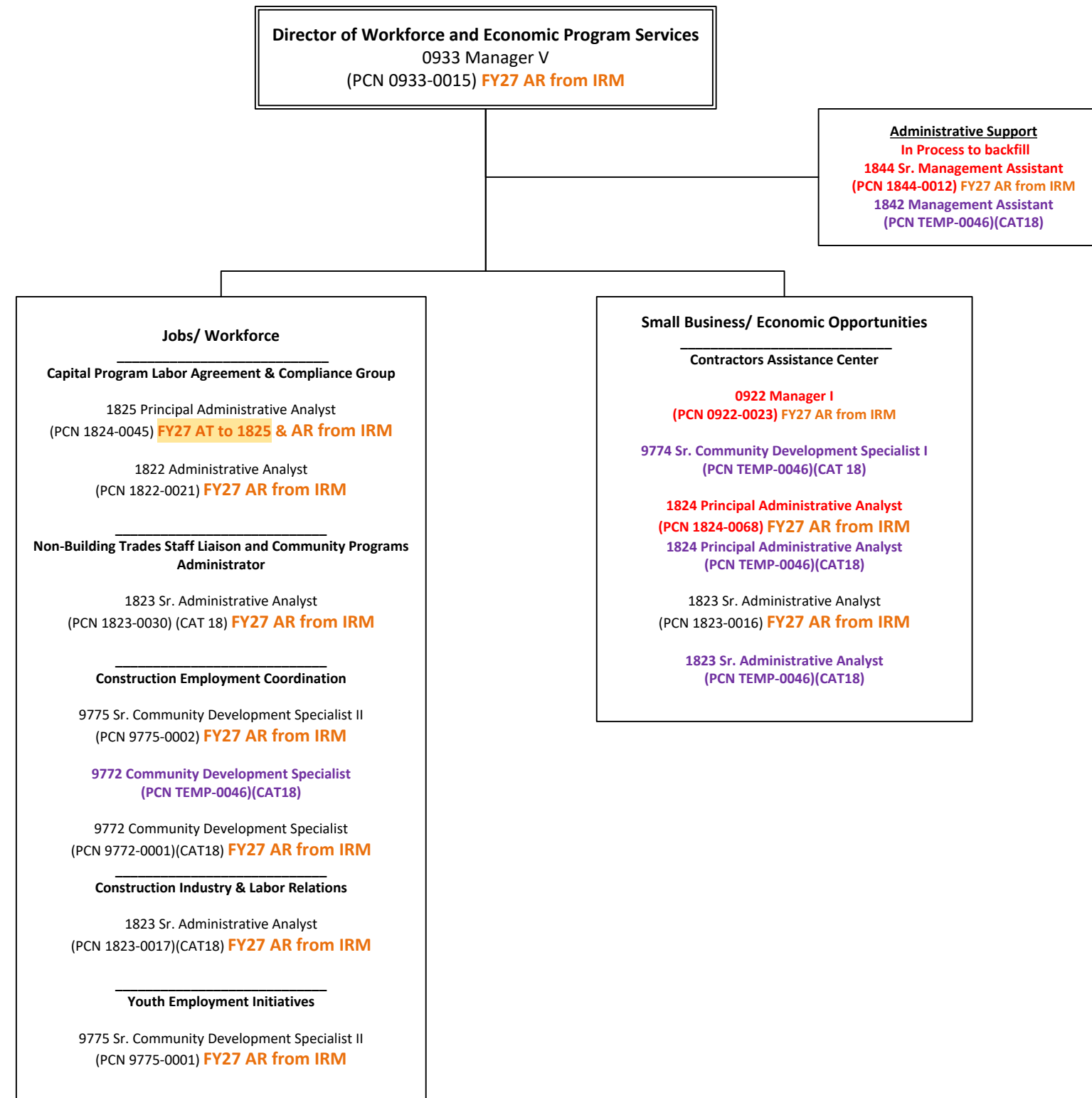
City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SFPUC Assistant General Manager, Infrastructure

# WORKFORCE AND ECONOMIC PROGRAM SERVICES GROUP

## Functional Organization Chart



**POSITION KEY:**

	No.
Budgeted Positions	9
Filled Positions	9
Vacant Positions	3
<b>BUDGETED TOTAL</b>	<b>12</b>
Other Positions	
Temp Positions	5
<b>GRAND TOTAL</b>	<b>17</b>

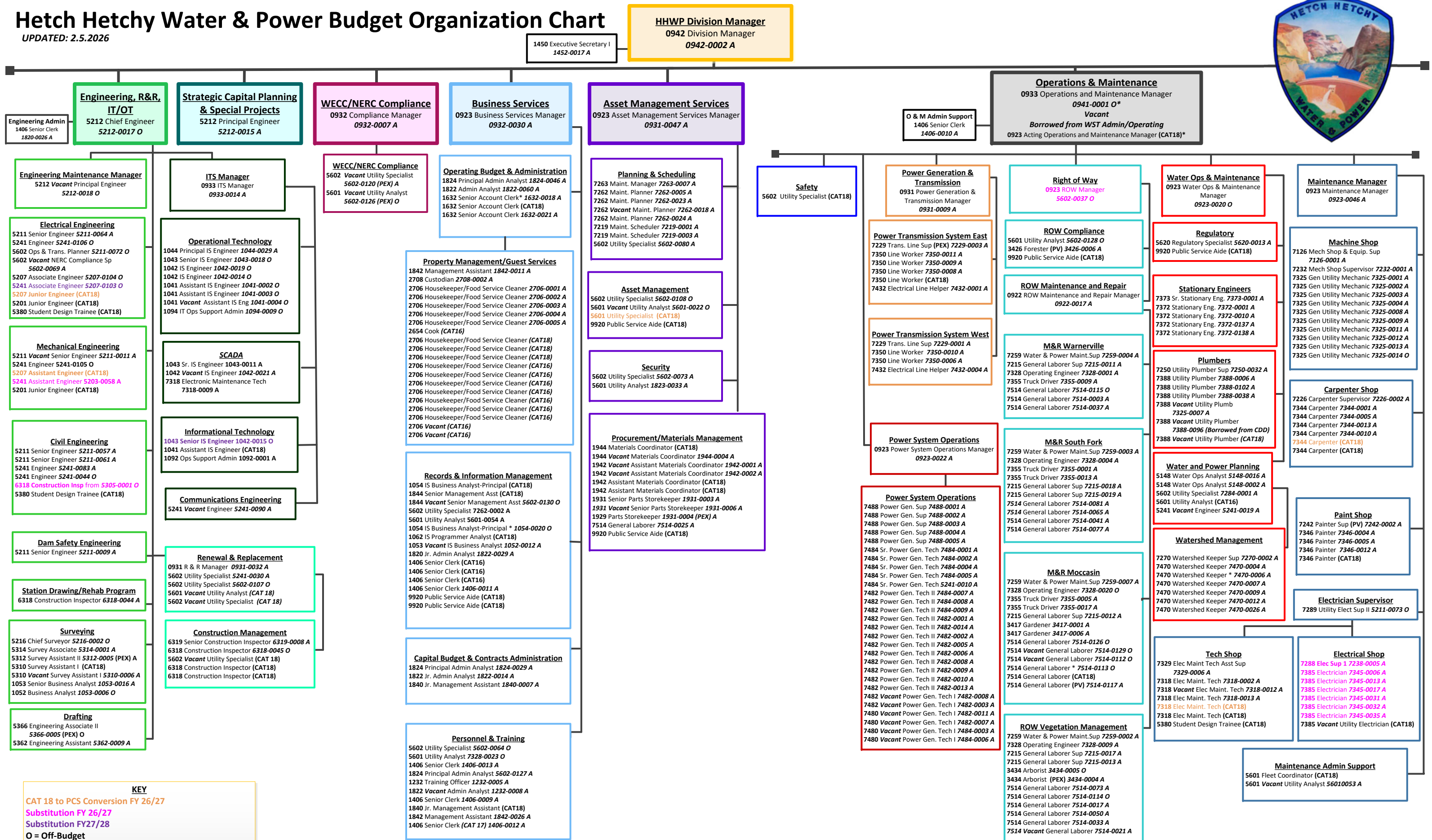
City and County of San Francisco  
Public Utilities Commission

Revised October 2025

SFPUC Assistant General Manager, Infrastructure

# Hetch Hetchy Water & Power Budget Organization Chart

UPDATED: 2.5.2026



**KEY**  
 CAT 18 to PCS Conversion FY 26/27  
 Substitution FY 26/27  
 Substitution FY27/28  
 O = Off-Budget  
 A = On-Budget  
 \* = Represents an employee on leave working in a temporary, acting or special assignment position

# WATER ENTERPRISE

## NATURAL RESOURCES AND LANDS MANAGEMENT DIVISION

Fiscal Year 2027

**LEGEND**  
 Green = proposed substitution  
 Orange = proposed new position  
 Blue = Borrowed  
 Red = Vacancy  
<sup>1</sup> Category 18

**OFFICE OF THE DIVISION MANAGER**  
 SAN FRANCISCO  
 1825 Principal Administrative Analyst II  
 1054 IS Business Analyst Principal  
 1052 IS Business Analyst  
 5211 Engineer Senior  
 5241 Engineer (SFWD)  
 1825 Principal Administrative Analyst II (HHWP - vacant)

**NATURAL RESOURCES AND LANDS MANAGEMENT MANAGER**  
 SAN FRANCISCO  
 0942 Manager VII

**BUSINESS SERVICES**  
 SAN FRANCISCO  
 0923 Manager II  
 5602 Utility Specialist  
 6319 Senior Construction Inspector  
 (7226 Carpenter Supervisor - vacant)  
 1823 Senior Administrative Analyst  
 1842 Management Assistant  
 1842 Management Assistant (vacant)  
 SUNOL  
 7335 Senior Stationary Engineer  
 BURLINGAME  
 1822 Administrative Analyst

**PENINSULA, SAN FRANCISCO, and RIGHTS OF WAY WATERSHED RESOURCES MANAGER**  
 BURLINGAME  
 0933 Manager V (0931 Manager III)

**TUOLUMNE AND ALAMEDA WATERSHED RESOURCES MANAGER**  
 SUNOL/MOCCASIN  
 0933 Manager V (0931 Manager III)

**PLANNING AND COMPLIANCE MANAGER**  
 SAN FRANCISCO  
 0933 Manager V

**PENINSULA WATERSHED LAND MANAGEMENT**  
 CYPRESS WORK CENTER  
 0922 Manager I  
 3421 Chief Natural Resource Specialist  
 3420 Natural Resource Specialist<sup>1</sup> (vacant)  
 3424 Integrated Pest Management Specialist  
 9922 Public Service Aide  
 9922 Public Service Aide  
 7270 Watershed Keeper Supervisor  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7270 Watershed Keeper Supervisor  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper (vacant)  
 3436 Arborist Tech Supervisor  
 3434 Arborist Technician  
 3434 Arborist Technician  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker (vacant)  
 7542 Seasonal Watershed Worker (vacant)

**RIGHTS OF WAY LAND MANAGEMENT**  
 BURLINGAME  
 0922 Manager I  
 0922 Manager I (Prop F)

**SAN FRANCISCO LAND MANAGEMENT**  
 SAN FRANCISCO – LAKE MERCED  
 0922 Manager I  
 3436 Arborist Tech Supervisor  
 3434 Arborist Technician  
 3434 Arborist Technician (vacant)  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker (vacant)  
 7542 Seasonal Watershed Worker (vacant)  
 7542 Seasonal Watershed Worker (vacant)  
 7542 Seasonal Watershed Worker (vacant)  
 7542 Seasonal Watershed Worker (vacant)  
 7514 Laborer (SFWD - vacant)

**ALAMEDA WATERSHED LAND MANAGEMENT**  
 SUNOL  
 0922 Manager I  
 3421 Chief Natural Resource Specialist  
 (3425 Senior Integrated Pest Management Specialist - vacant)  
 3425 Senior Integrated Pest Management Specialist (Prop F)  
 5382 Student Trainee (vacant)  
 5382 Student Trainee (vacant)  
 7270 Watershed Keeper Supervisor  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper  
 7470 Watershed Keeper (vacant)  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker  
 7542 Seasonal Watershed Worker

**PLANNING**  
 SAN FRANCISCO  
 5602 Utility Specialist  
 5602 Utility Specialist  
 5293 Planner IV (5299 Planner IV – Environmental Review)  
 5291 Planner III  
 BURLINGAME  
 5293 Planner IV (Prop F)

**ECOLOGICAL RESOURCES**  
 SAN FRANCISCO  
 2485 Supervising Biologist  
 2484 Senior Biologist<sup>1</sup> (vacant)  
 2484 Senior Biologist  
 9922 Public Service Aide  
 5382 Student Trainee (vacant)  
 5382 Student Trainee (vacant)  
 2483 Biologist  
 2483 Biologist

**ENVIRONMENTAL COMPLIANCE**  
 SAN FRANCISCO  
 5293 Planner IV  
 5298 Planner III – Environmental Review  
 5298 Planner III – Environmental Review  
 5298 Planner III – Environmental Review  
 5278 Planner II  
 MOCCASIN  
 5293 Planner IV  
 5298 Planner III – Environmental Review  
 5298 Planner III – Environmental Review  
 5278 Planner II<sup>1</sup> (HHWP - vacant)  
 9922 Public Service Aide  
 9922 Public Service Aide

**POLICY AND PLANNING**  
 BURLINGAME  
 0922 Manager (vacant)  
 5148 Water Operations Analyst (Prop F)  
 3374 Volunteer/Outreach Coordinator  
 5148 Water Operations Analyst  
 3486 Watershed Forester

**POLICY AND PLANNING**  
 SUNOL/MOCCASIN  
 0922 Manager I  
 3374 Volunteer/Outreach Coordinator  
 3286 Facility Coordinator (1820 Junior Administrative Analyst)  
 5382 Student Trainee  
 9922 Public Service Aide  
 9922 Public Service Aide (vacant)  
 9922 Public Service Aide (vacant)  
 0923 Manager II  
 5148 Water Operations Analyst  
 3486 Watershed Forester (vacant)  
 3486 Watershed Forester<sup>1</sup>  
 3486 Watershed Forester (Prop F)  
 7250 Utility Plumber Supervisor I (Prop F)

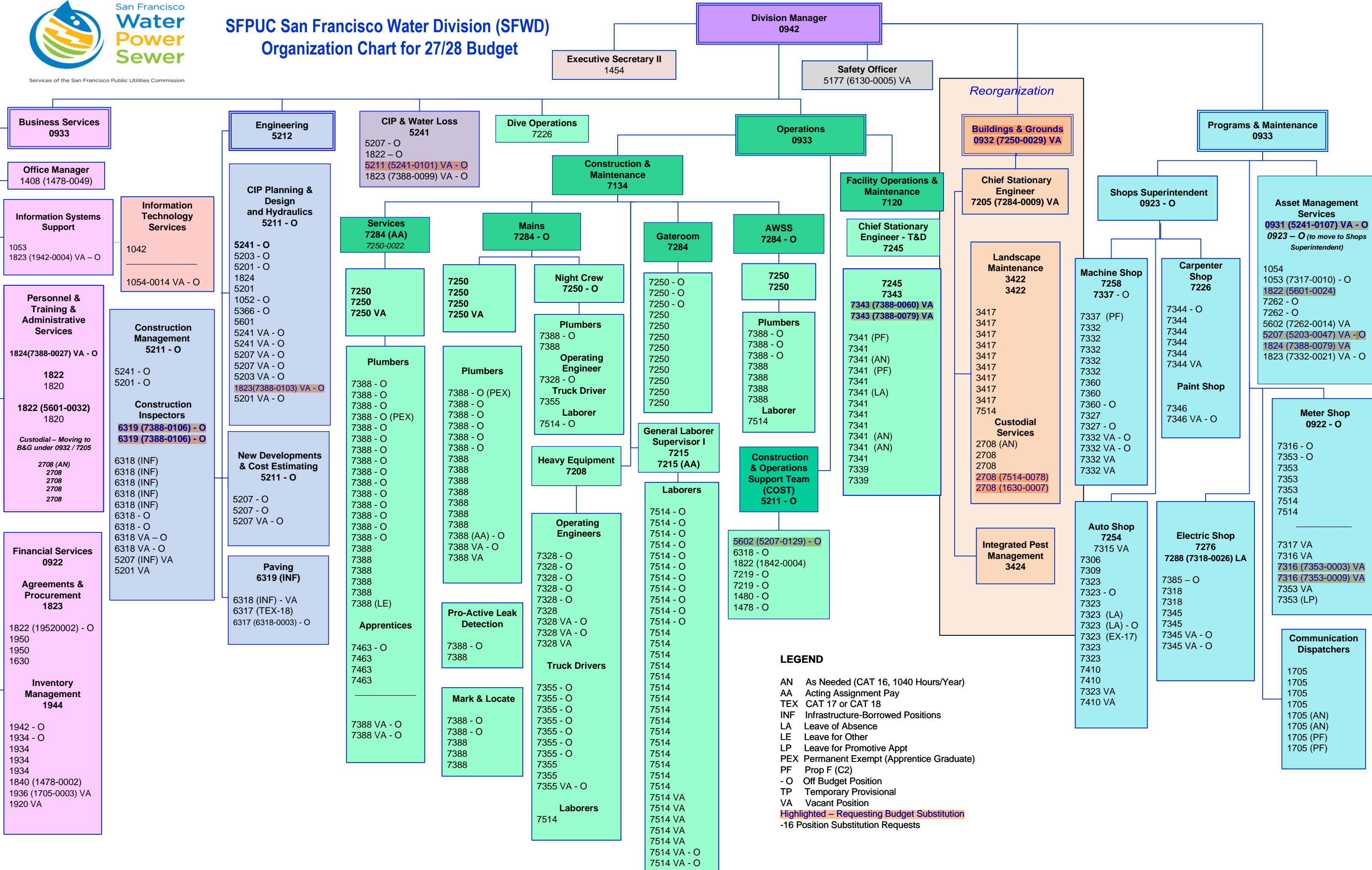
**BIOLOGICAL RESOURCES**  
 MILLBRAE  
 2485 Supervising Biologist  
 2484 Senior Biologist (Prop F)  
 2484 Senior Biologist (Prop F)  
 2484 Senior Biologist  
 2484 Senior Biologist  
 2484 Senior Biologist  
 2484 Senior Biologist<sup>1</sup> (vacant)  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 5382 Student Trainee (vacant)  
 5382 Student Trainee (vacant)  
 5382 Student Trainee (vacant)

**BIOLOGICAL RESOURCES**  
 SUNOL/MOCCASIN  
 2485 Supervising Biologist  
 2484 Senior Biologist  
 2484 Senior Biologist<sup>1</sup>  
 2484 Senior Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist (vacant)  
 5382 Student Trainee  
 5382 Student Trainee  
 5382 Student Trainee  
 5382 Student Trainee  
 5382 Student Trainee  
 5382 Student Trainee  
 5382 Student Trainee  
 5382 Student Trainee (vacant)

**SUNOL NATIVE PLANT NURSERY**  
 SUNOL  
 3430 Chief Nursery Specialist  
 3428 Nursery Specialist  
 5382 Student Trainee  
 5382 Student Trainee  
 9922 Public Service Aide (vacant)  
 9922 Public Service Aide (vacant)

**MARINE BIOLOGY**  
 OCEANSIDE  
 2485 Supervising Biologist  
 2484 Senior Biologist  
 2484 Senior Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist  
 2483 Biologist (vacant)  
 2483 Biologist (vacant)  
 5382 Student Trainee (vacant)  
 5382 Student Trainee (vacant)

# SFPUC San Francisco Water Division (SFWD) Organization Chart for 27/28 Budget

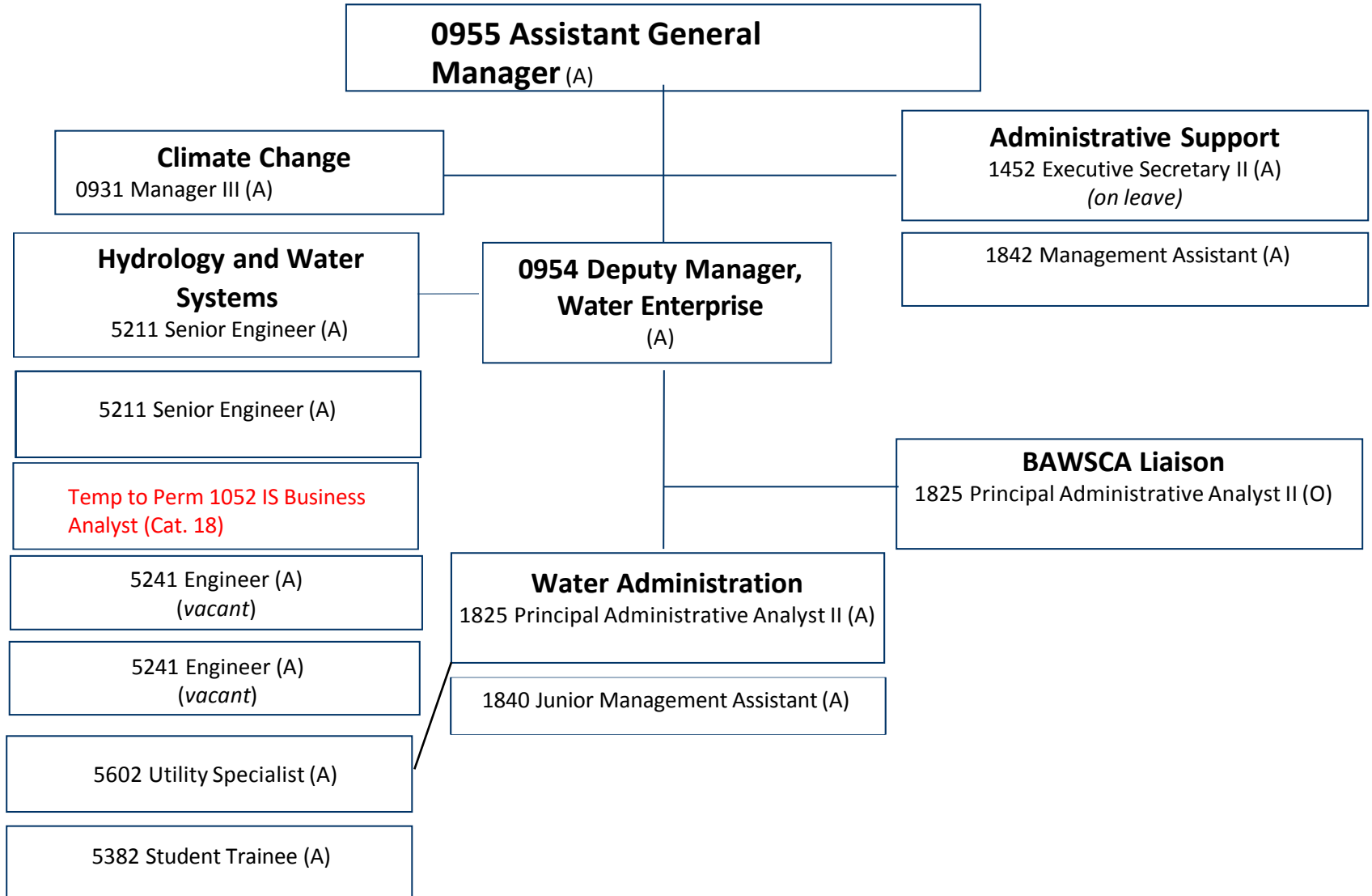


**LEGEND**

AN As Needed (CAT 16, 1040 Hours/Year)  
 AA Acting Assignment Pay  
 TEX CAT 17 or CAT 18  
 INF Infrastructure-Borrowed Positions  
 LA Leave of Absence  
 LE Leave for Other  
 LP Leave for Promotive Appt  
 PEX Permanent Exempt (Apprentice Graduate)  
 PF Prop F (C2)  
 - O Off Budget Position  
 TP Temporary Provisional  
 VA Vacant Position

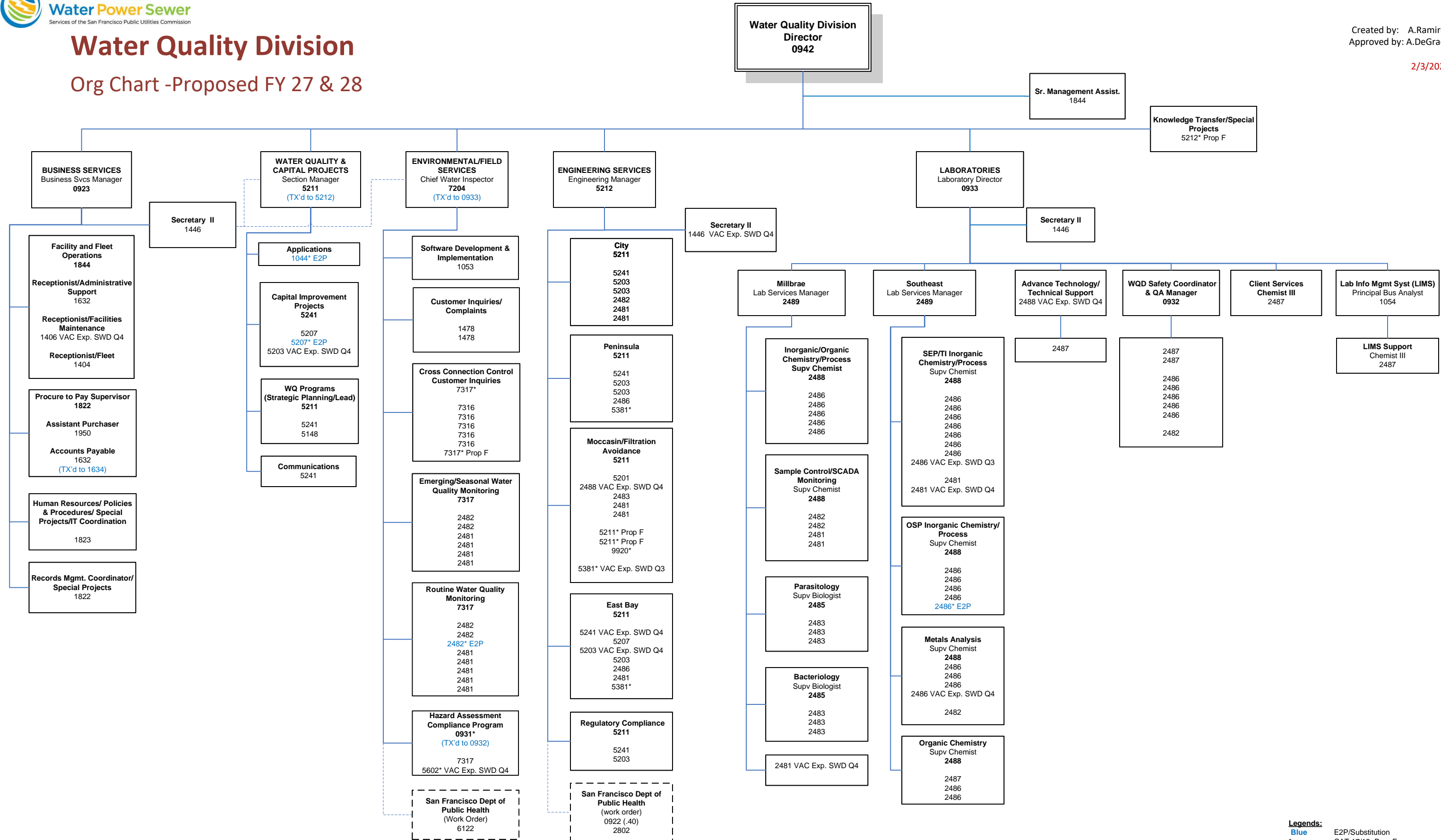
**Highlighted – Requesting Budget Substitution**  
 -16 Position Substitution Requests

# ORG Chart for Water Analytics and Administration

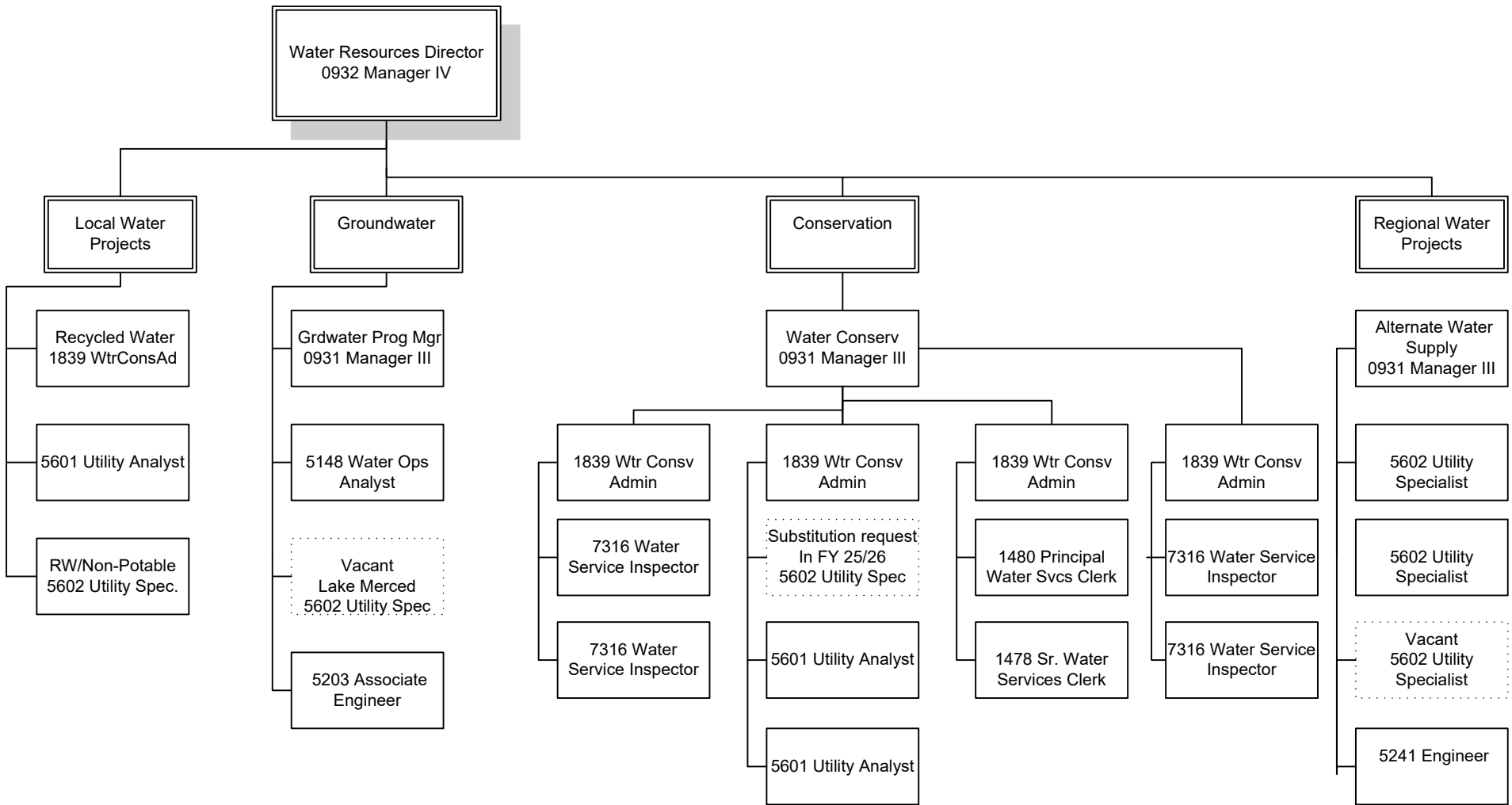


# Water Quality Division

## Org Chart -Proposed FY 27 & 28



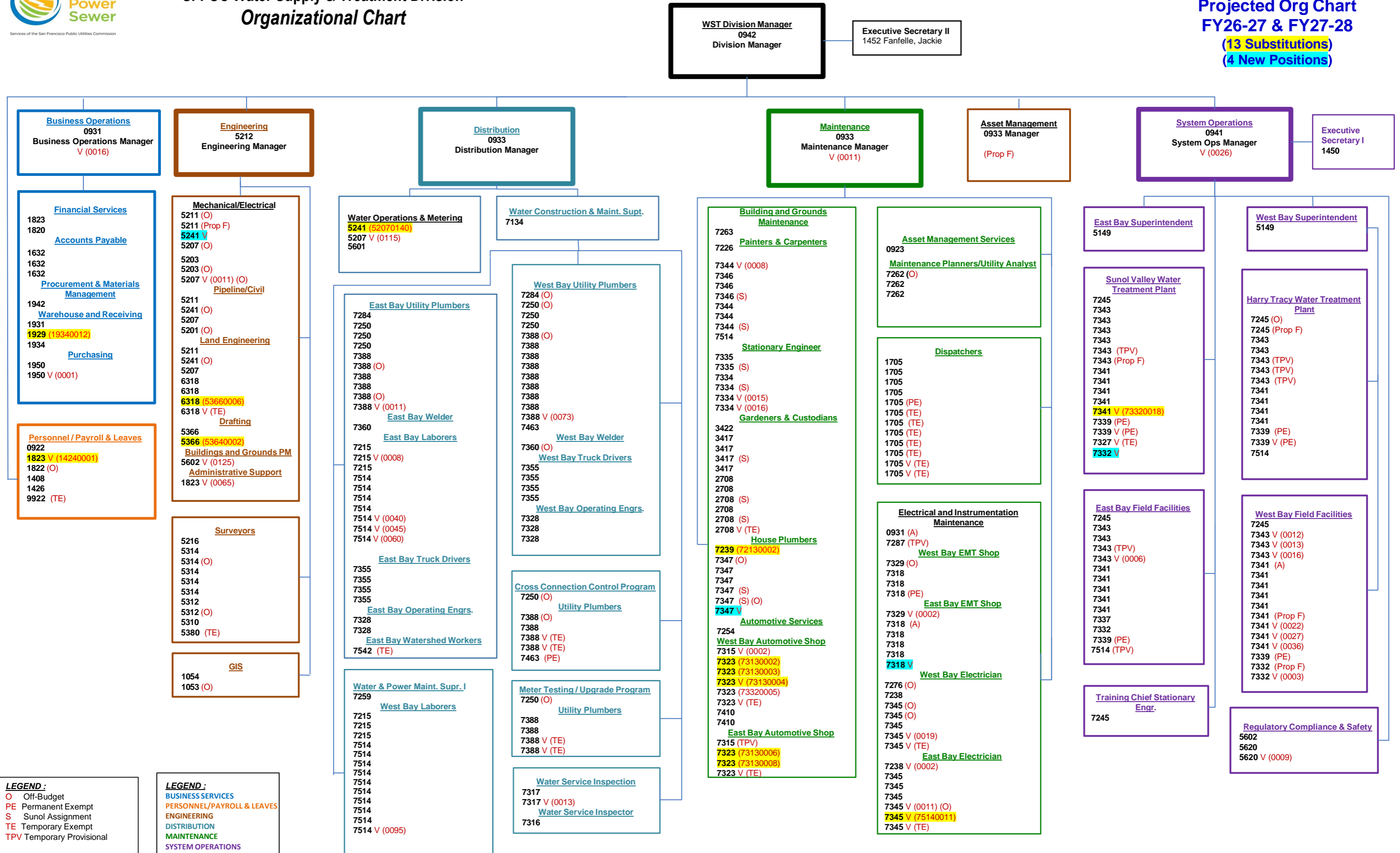
**Legends:**  
 Blue E2P/Substitution  
 \* CAT 17/18, Prop F  
 E2P= Exempt to Permanent





# SFPUC Water Supply & Treatment Division Organizational Chart

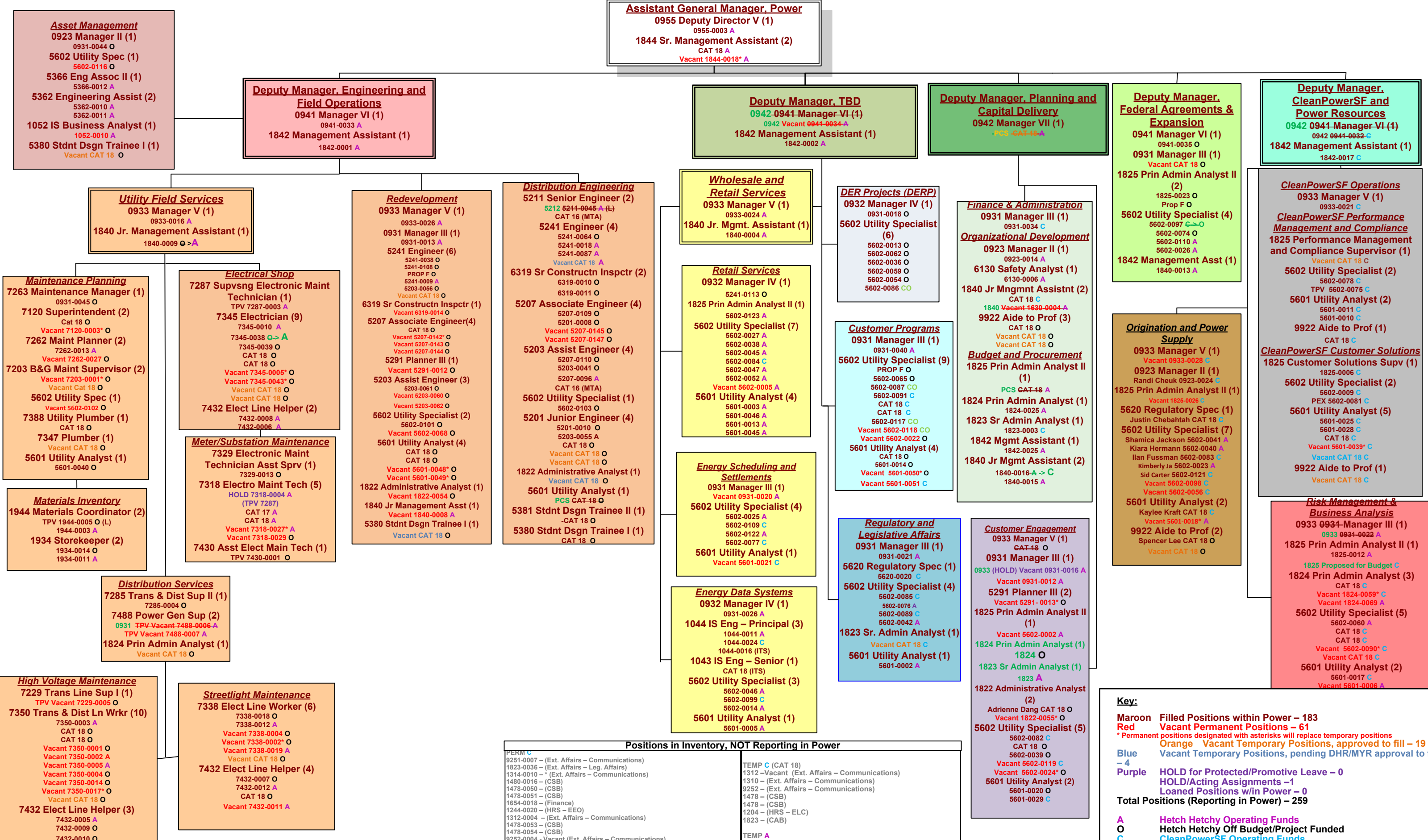
**Projected Org Chart  
FY26-27 & FY27-28**  
**(13 Substitutions)**  
**(4 New Positions)**



**LEGEND:**  
O Off-Budget  
PE Permanent Exempt  
S Sunol Assignment  
TE Temporary Exempt  
TPV Temporary Provisional

**LEGEND:**  
BUSINESS SERVICES  
PERSONNEL/PAYROLL & LEAVES  
ENGINEERING  
DISTRIBUTION  
MAINTENANCE  
SYSTEM OPERATIONS

**San Francisco Public Utilities Commission  
Power Enterprise Organization Chart**



**Assistant General Manager, Power**  
0955 Deputy Director V (1)  
0955-0003 A  
1844 Sr. Management Assistant (2)  
CAT 18 A  
Vacant 1844-0018\* A

**Deputy Manager, Engineering and Field Operations**  
0941 Manager VI (1)  
0941-0033 A  
1842 Management Assistant (1)  
1842-0001 A

**Deputy Manager, TBD**  
0942-0941 Manager VI (4)  
0942 Vacant 0941-0034 A  
1842 Management Assistant (1)  
1842-0002 A

**Deputy Manager, Planning and Capital Delivery**  
0942 Manager VII (1)  
PCS -CAT-18-A

**Deputy Manager, Federal Agreements & Expansion**  
0941 Manager VI (1)  
0941-0035 O  
0931 Manager III (1)  
Vacant CAT 18 O  
1825 Prin Admin Analyst II (2)  
1825-0023 O  
Prop F O  
5602 Utility Specialist (4)  
5602-0097 C-O  
5602-0074 O  
5602-0110 A  
5602-0026 A  
1842 Management Asst (1)  
1840-0013 A

**Deputy Manager, CleanPowerSF and Power Resources**  
0942-0941 Manager VI (4)  
0942 0941-0032 C  
1842 Management Assistant (1)  
1842-0017 C

**Asset Management**  
0923 Manager II (1)  
0931-0044 O  
5602 Utility Spec (1)  
5602-0116 O  
5366 Eng Assoc II (1)  
5366-0012 A  
5362 Engineering Assist (2)  
5362-0010 A  
5362-0011 A  
1052 IS Business Analyst (1)  
1052-0010 A  
5380 Stdnt Dsgn Trainee I (1)  
Vacant CAT 18 O

**Utility Field Services**  
0933 Manager V (1)  
0933-0016 A  
1840 Jr. Management Assistant (1)  
1840-0009 O-A

**Redevelopment**  
0933 Manager V (1)  
0933-0026 A  
0931 Manager III (1)  
0931-0013 A  
5241 Engineer (6)  
5241-0038 O  
5241-0108 O  
5241-0009 A  
5203-0056 O  
Vacant CAT 18 O  
6319 Sr Constructn Inspctr (1)  
Vacant 6319-0014 O  
5207 Associate Engineer (4)  
CAT 18 O  
5291 Planner III (1)  
Vacant 5291-0012 O  
5203 Assist Engineer (3)  
5203-0061 O  
Vacant 5203-0060 O  
5203-0062 O  
5602 Utility Specialist (2)  
7432-0008 A  
5601 Utility Analyst (4)  
CAT 18 O  
CAT 18 O  
Vacant 5601-0048\* O  
Vacant 5601-0049\* O  
1822 Administrative Analyst (1)  
Vacant 1822-0054 O  
1840 Jr Management Asst (1)  
Vacant 1840-0008 A  
5380 Stdnt Dsgn Trainee I (1)  
Vacant CAT 18 O

**Distribution Engineering**  
5211 Senior Engineer (2)  
5212 5244-0045 A (L)  
CAT 16 (MTA)  
5241 Engineer (4)  
5241-0064 O  
5241-0018 A  
5241-0087 A  
Vacant CAT 18 A  
6319 Sr Constructn Inspctr (2)  
6319-0010 O  
6319-0011 O  
5207 Associate Engineer (4)  
5207-0109 O  
5201-0008 O  
Vacant 5207-0145 O  
Vacant 5207-0147 O  
5203 Assist Engineer (4)  
5207-0110 O  
5203-0041 O  
5207-0096 A  
5602 Utility Specialist (1)  
5602-0103 O  
5201 Junior Engineer (4)  
5201-0010 O  
5203-0055 A  
CAT 18 O  
1822 Administrative Analyst (1)  
Vacant CAT 18 O  
5601 Utility Analyst (1)  
PCS CAT-18 O  
5381 Stdnt Dsgn Trainee II (1)  
-CAT 18 O  
5380 Stdnt Dsgn Trainee I (1)  
CAT 18 O

**Wholesale and Retail Services**  
0933 Manager V (1)  
0933-0024 A  
1840 Jr. Mgmt. Assistant (1)  
1840-0004 A

**Retail Services**  
0932 Manager IV (1)  
5241-0113 O  
1825 Prin Admin Analyst II (1)  
5602-0123 A  
5602 Utility Specialist (7)  
5602-0027 A  
5602-0038 A  
5602-0045 A  
5602-0084 C  
5602-0047 A  
5602-0052 A  
Vacant 5602-0005 A

**Energy Scheduling and Settlements**  
0931 Manager III (1)  
Vacant 0931-0020 A  
5602 Utility Specialist (4)  
5602-0025 A  
5602-0109 C  
5602-0122 A  
5602-0077 C  
5601 Utility Analyst (1)  
Vacant 5601-0021 C

**Energy Data Systems**  
0932 Manager IV (1)  
0931-0026 A  
1044 IS Eng – Principal (3)  
1044-0011 A  
1044-0024 C  
1044-0016 (ITS)  
1043 IS Eng – Senior (1)  
CAT 18 (ITS)  
5602 Utility Specialist (3)  
5602-0046 A  
5602-0099 C  
5602-0014 A  
5601 Utility Analyst (1)  
5601-0005 A

**DER Projects (DERP)**  
0932 Manager IV (1)  
0931-0018 O  
5602 Utility Specialist (6)  
5602-0013 O  
5602-0062 O  
5602-0036 O  
5602-0059 O  
5602-0054 O  
5602-0086 CO

**Customer Programs**  
0931 Manager III (1)  
0931-0040 A  
5602 Utility Specialist (9)  
PROP F O  
5602-0065 O  
5602-0087 CO  
5602-0091 C  
CAT 18 C  
CAT 18 C  
5602-0117 CO  
Vacant 5602-0118 CO  
Vacant 5602-0022 O  
5601 Utility Analyst (4)  
CAT 18 O  
5601-0014 O  
Vacant 5601-0050\* O  
Vacant 5601-0051 C

**Regulatory and Legislative Affairs**  
0931 Manager III (1)  
0931-0021 A  
5620 Regulatory Spec (1)  
5620-0020 C  
5602 Utility Specialist (4)  
5602-0085 C  
5602-0076 A  
5602-0089 C  
5602-0042 A  
1823 Sr. Admin Analyst (1)  
Vacant CAT 18 C  
5601 Utility Analyst (1)  
5601-0002 A

**Finance & Administration**  
0931 Manager III (1)  
0931-0034 C  
0923 Manager II (1)  
0923-0014 A  
6130 Safety Analyst (1)  
6130-0006 A  
1840 Jr Mngmnt Assntnt (2)  
CAT 18 C  
1840 Vacant 1840-0004 A  
9922 Aide to Prof (3)  
CAT 18 O  
Vacant CAT 18 O  
Vacant CAT 18 O  
1824 Prin Admin Analyst (1)  
1824-0025 A  
1823 Sr Admin Analyst (1)  
1823-0003 C  
1842 Mgmt Assistant (1)  
1842-0025 A  
1840 Jr Mgmt Assistant (2)  
1840-0016 A -> C  
1840-0015 A

**Organizational Development**  
0923 Manager II (1)  
0923-0014 A  
6130 Safety Analyst (1)  
6130-0006 A  
1840 Jr Mngmnt Assntnt (2)  
CAT 18 C  
1840 Vacant 1840-0004 A  
9922 Aide to Prof (3)  
CAT 18 O  
Vacant CAT 18 O  
Vacant CAT 18 O  
1824 Prin Admin Analyst (1)  
1824-0025 A  
1823 Sr Admin Analyst (1)  
1823-0003 C  
1842 Mgmt Assistant (1)  
1842-0025 A  
1840 Jr Mgmt Assistant (2)  
1840-0016 A -> C  
1840-0015 A

**Budget and Procurement**  
1825 Prin Admin Analyst II (1)  
PCS CAT-18 A  
1824 Prin Admin Analyst (1)  
1824-0025 A  
1823 Sr Admin Analyst (1)  
1823-0003 C  
1842 Mgmt Assistant (1)  
1842-0025 A  
1840 Jr Mgmt Assistant (2)  
1840-0016 A -> C  
1840-0015 A

**Customer Engagement**  
0933 Manager V (1)  
CAT-18 O  
0931 Manager III (1)  
0933 (HOLD) Vacant 0931-0016 A  
Vacant 0931-0012 A  
5291 Planner III (2)  
Vacant 5291-0013\* O  
1825 Prin Admin Analyst II (1)  
Vacant 5602-0002 A  
1824 Prin Admin Analyst (1)  
1824 O  
1823 Sr Admin Analyst (1)  
1823 A  
1822 Administrative Analyst (2)  
Adrienne Dang CAT 18 O  
Vacant 1822-0055\* O  
5602 Utility Specialist (5)  
5602-0082 C  
CAT 18 O  
5602-0039 O  
Vacant 5602-0119 C  
Vacant 5602-0024\* O  
5601 Utility Analyst (2)  
5601-0020 O  
5601-0029 C

**Origination and Power Supply**  
0933 Manager V (1)  
Vacant 0933-0028 C  
0923 Manager II (1)  
Randi Cheuk 0923-0024 C  
1825 Prin Admin Analyst II (1)  
Vacant 1825-0026 C  
5620 Regulatory Spec (1)  
Justin Chebahtah CAT 18 C  
5602 Utility Specialist (7)  
Shamica Jackson 5602-0041 A  
Kiara Hermann 5602-0040 A  
Ilan Fussman 5602-0083 C  
Kimberly Ja 5602-0023 A  
Sid Carter 5602-0121 C  
Vacant 5602-0098 C  
Vacant 5602-0056 C  
5601 Utility Analyst (2)  
Kaylee Kraft CAT 18 C  
Vacant 5601-0018\* A

**CleanPowerSF Customer Solutions**  
1825 Customer Solutions Supv (1)  
1825-0006 C  
5602 Utility Specialist (2)  
5602-0009 C  
PEX 5602-0081 C  
5601 Utility Analyst (5)  
5601-0025 C  
5601-0028 C  
CAT 18 C  
Vacant 5601-0039\* C  
Vacant CAT 18 C  
9922 Aide to Prof (1)  
Vacant CAT 18 C

**Risk Management & Business Analysis**  
0933-0934 Manager III (1)  
0933 0934-0022 A  
1825 Prin Admin Analyst II (1)  
1825-0012 A  
1825 Proposed for Budget C  
1824 Prin Admin Analyst (3)  
CAT 18 C  
Vacant 1824-0059\* C  
Vacant 1824-0069 A  
5602 Utility Specialist (5)  
5602-0060 A  
CAT 18 C  
CAT 18 C  
Vacant 5602-0090\* C  
Vacant CAT 18 C  
5601 Utility Analyst (2)  
5601-0017 C  
Vacant 5601-0006 A

**Positions in Inventory, NOT Reporting in Power**

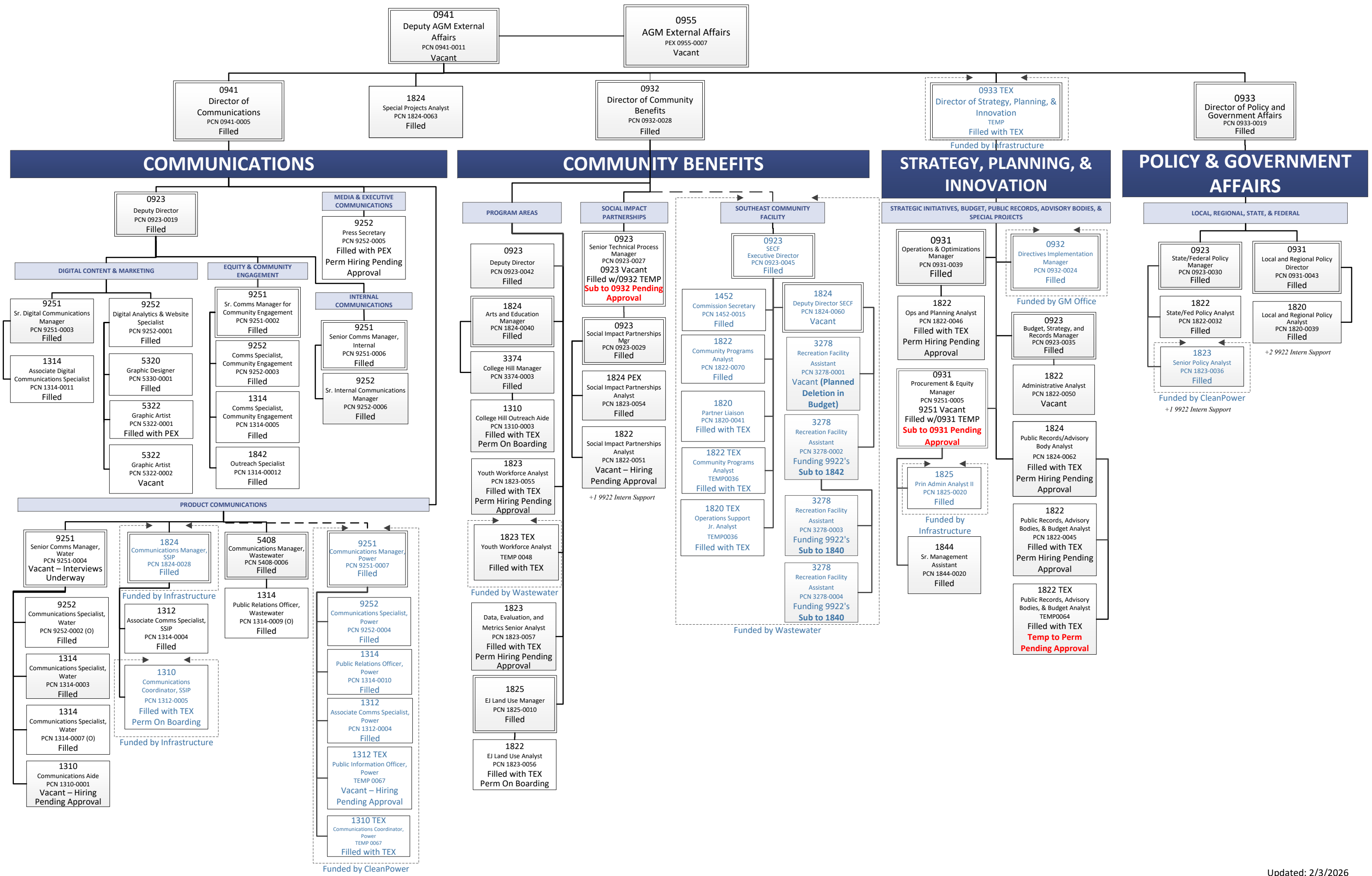
PERM C	TEMP C (CAT 18)
9251-0007 – (Ext. Affairs – Communications)	1312 – Vacant (Ext. Affairs – Communications)
1823-0036 – (Ext. Affairs – Leg. Affairs)	1310 – (Ext. Affairs – Communications)
1314-0010 – (Ext. Affairs – Communications)	1478-0050 – (CSB)
1480-0016 – (CSB)	1478-0051 – (CSB)
1478-0050 – (CSB)	1654-0018 – (Finance)
1478-0051 – (CSB)	1244-0020 – (HRS – EEO)
1478-0052 – (CSB)	1312-0004 – (Ext. Affairs – Communications)
1478-0053 – (CSB)	1478-0053 – (CSB)
1478-0054 – (CSB)	1478-0054 – (CSB)
9252-0004 - Vacant (Ext. Affairs – Communications)	TEMP A
PERM A	4062 – (CSB) PCS
1478 – Proposed for Budget	
1478 – Proposed for Budget	

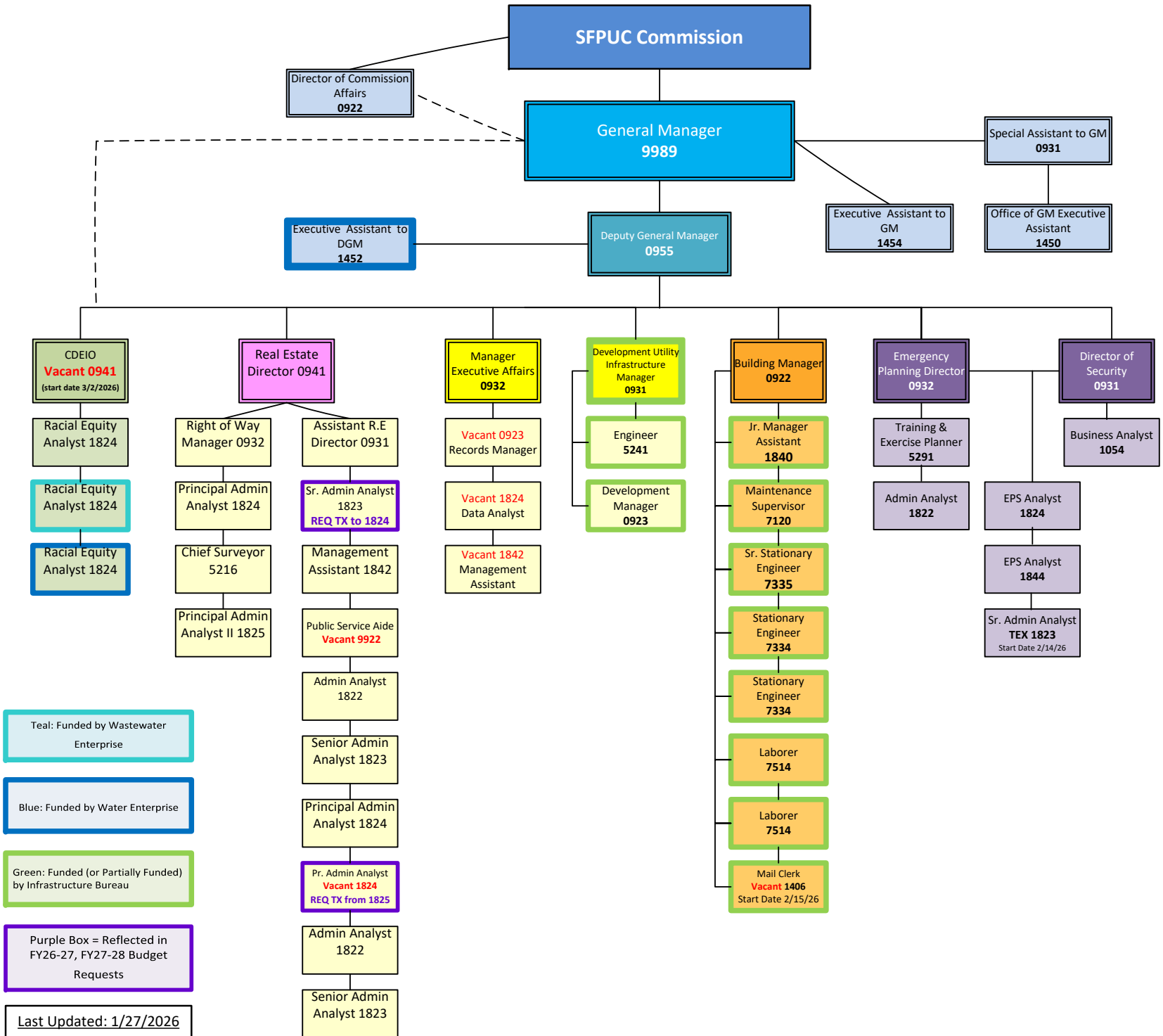
**Key:**

**Maroon** Filled Positions within Power – 183  
**Red** Vacant Permanent Positions – 61  
 \* Permanent positions designated with asterisks will replace temporary positions  
**Orange** Vacant Temporary Positions, approved to fill – 19  
**Blue** Vacant Temporary Positions, pending DHR/MYR approval to fill – 4  
**Purple** HOLD for Protected/Promotive Leave – 0  
 HOLD/Acting Assignments – 1  
 Loaned Positions w/in Power – 0  
**Total Positions (Reporting in Power) – 259**

**A** Hetch Hetchy Operating Funds  
**O** Hetch Hetchy Off Budget/Project Funded  
**C** CleanPowerSF Operating Funds  
**CO** CleanPowerSF Off Budget/Project Funded  
**(L)** Lead role

Draft As of: 12.19.25





Teal: Funded by Wastewater Enterprise

Blue: Funded by Water Enterprise

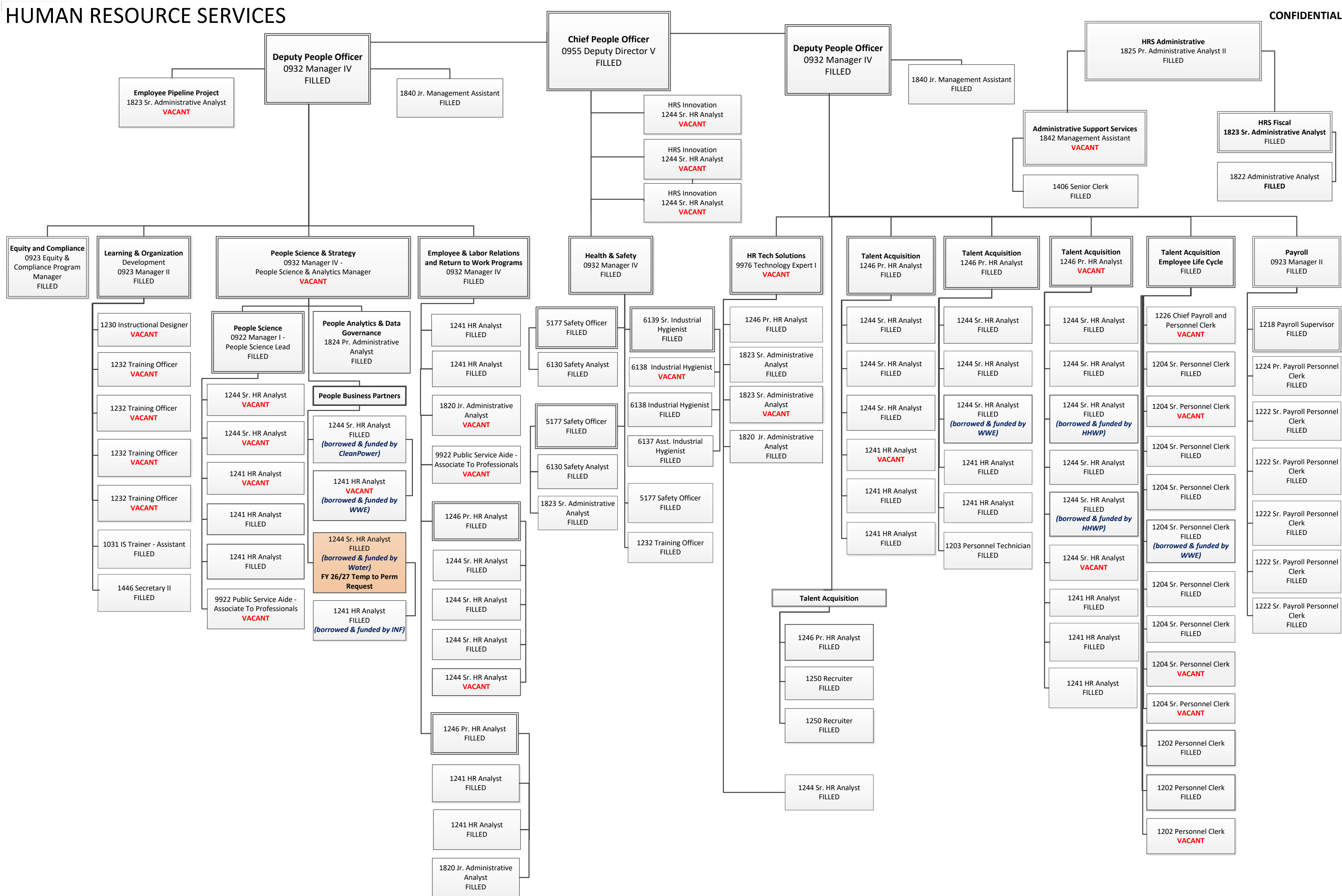
Green: Funded (or Partially Funded) by Infrastructure Bureau

Purple Box = Reflected in FY26-27, FY27-28 Budget Requests

Last Updated: 1/27/2026

# HUMAN RESOURCE SERVICES

CONFIDENTIAL





# WASTEWATER ENTERPRISE ORGANIZATIONAL CHART

Last Updated: February 13, 2026

**\*Subject to Change\***

Division Manager  
Manager / Superintendent  
Supervisor / Chief

**Assistant General Manager**  
0955 (A) 09550001

Executive Assistant  
1452 (A) 14520003

**Operations Division Manager**  
0942 (A) 09420009

**Engineering Division Manager**  
5212 (A) 52120007

**Maintenance Division Manager**  
0941 (A) 09410016

