

From: [May Chhoeng](#)
To: [Wong, Linda \(BOS\)](#)
Cc: [Lynn Dolce](#)
Subject: BOS Hearing 4/28/21: Budget and Appropriations Committee
Date: Wednesday, April 28, 2021 5:17:59 PM
Attachments: [image001.png](#)
[image006.png](#)
[BOS Budget Committee 4.28.21.pdf](#)
Importance: High

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Dear Linda,

Please find attached support letter on behalf of Edgewood Center for Children and Families.

Thanks,
May

May Chhoeng

Pronouns: she/her/hers

Executive Assistant

Edgewood Center for Children and Families

1801 Vicente Street, San Francisco CA 94116

Direct: 415.682.3101 Cell: 626.731.0065 Main: 415.681.3211

mayc@edgewood.org



Visit our website: edgewood.org

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April 28, 2021

Dear Supervisors,

Thank you for taking the time today to hear the concerns of SF County non-profits; I appreciated the dialogue and the call for action that would begin to address the 3% cost of doing business and the parity issues we continue to face.

As man you know, Edgewood Center supports thousands of vulnerable children and families - those who face challenges related to systemic racism, poverty, income inequality, immigration, mental health issues, and intergenerational trauma. Edgewood provides essential services, including access to basic needs like housing, rent support, and food; case management and connection to essential public services; parenting classes, mental health support; and community-building to reduce isolation in safe, welcoming atmospheres in a non-stigmatizing, multilingual, and culturally responsive manner.

The pandemic, economic collapse, and structural racism has exacerbated stress on families who were already struggling before COVID, and so the demand for and intensity of our services has increased exponentially. Our staff have been on the front-lines of this crisis and have been inundated with referrals and requests for assistance from families and community partners, including child care centers and the City's COVID Command Center for families in quarantine. Our residential services remained open throughout the pandemic.

The City doesn't cover the full cost of providing the contracted services. We must raise other funds to provide our services.

Our staff are critical to ensuring uninterrupted service delivery to families. To help achieve greater long-term sustainability we ask that you do the following to support our nonprofit workforce:

- Baseline the one-time 3% Nonprofit Emergency Relief funding that our nonprofits received in the FY20-21 City budget so that the increase continues into future years.
- Include an additional 3% cost-of-doing-business (CODB) increase in each of the next two budget years.
- Provide funding to increase the Minimum Compensation Ordinance wage rate for nonprofit workers on City contracts, including funding for vertical and equitable wage increases.

The level of pay is inadequate for workers; Edgewood is currently 30-40% below market rate. Our staff, both Union and Non-Union, are challenged to face to pay rent and bills and support their families with the high cost of living in SF County.

Many cannot afford to live in the City where they work, and must commute long distances. Because of underfunding, nonprofits are unable to pay staff at a level that they deserve and that truly reflects the value of their work and their skills



Our sector has a comparably high percentage of managers and staff who are people of color, women, and LGBTQ. The City is complicit in looking at nonprofits as a cheaper way to provide services through disparity in wages, and needs to invest in fair livable wages for all workers.

Edgewood Center is in a recruitment and retention crisis because of low wages and because of the lack of pay equity with other sectors such as comparable City and County workers. The number one reason for leaving employment at Edgewood is salary. Please support the 3% increase adjustment to the annual appropriations process.

Thank you very much.

Sincerely,

Lynn Dolce, MFT
Chief Executive Officer
Edgewood Center for Children and Families
1801 Vicente Street
San Francisco, CA 94116
Email: lynnd@edgewood.org
www.edgewood.org

From: [Virginia Cheung](#)
To: [Wong, Linda \(BOS\)](#)
Subject: Public Comment for Budget and Appropriations Committee 1PM
Date: Wednesday, April 28, 2021 2:08:15 PM

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To San Francisco Board of Supervisors Budget and Appropriations Committee:

My name is Virginia Cheung and I am Director of Advancement at nonprofit Wu Yee Children's Services. We are one of the city's child care Resource and Referral agencies along with Children's Council. We provide essential services to working families and work to improve community health by connecting parents to quality early learning programs for their children. Healthy and thriving children and well-supported parents and guardians are foundational to building healthy communities and a thriving workforce in San Francisco. Nonprofit staff, i.e. educators, social workers, counselors, administrators, etc are essential workers who make up a large part of our community of low-income working families and are often overlooked as valuable members of the San Francisco workforce.

The nonprofit sector faces challenges in providing services as partners with the City and County of San Francisco due to underfunded contracts, inadequate cost of doing business increases, inability to provide an equitable wage to our nonprofit workforce (a substantial number of whom are people of color), the impacts of low wages on our workers and our organizations (such as recruiting and retention issues), and the unfunded costs of wage and benefit mandates.

We support HSN's asks in the upcoming budget:

- * Baseline the one-time 3% Nonprofit Emergency Relief funding that our nonprofits received in the FY20-21 City budget so that the increase continues into future years.
- * Include an additional 3% cost-of-doing-business (CODB) increase in each of the next two budget years.
- * Provide funding to increase the Minimum Compensation Ordinance wage rate for nonprofit workers on City contracts, including funding for vertical and equitable wage increases. Nonprofits need to maintain a reasonable vertical wage structure and need funding for workers making up to at least \$30/hour. In addition, many nonprofits need funding to provide equitable increases to comparable non-contract workers.

Wu Yee Children's Services and Children's Council also respectfully ask for the restoration of a 10% budget cut to our child care Resource and Referral general operating funds from Office of Early Care and Education last year; \$200,000 from Wu Yee, and \$700,000 from Children's Council for a total of \$900,000. The funds support the critical work our organizations do to administer child care subsidies and city vouchers that help low-income working families of color afford reliable and high-quality child care. Parents need to have confidence that their

children are safely cared for in order to return to the workforce. Many families are frontline essential workers who are not able to find child care at market rate. Supporting our children and frontline workers is essential to an equitable economic recovery and nonprofit workers should be equitably compensated to do this essential work. We recommend that these funds come from .9 Million Discretionary Funds from Prop F Spending Plan.

Thank you for your time and consideration.

Kind regards,
Virginia

--

Virginia Cheung

She/Her/Hers ([Why pronouns?](#))

Director of Advancement

415.913.7463

827 Broadway, San Francisco, CA 94133

[Wu Yee Children's Services](#), Early to learn, early to rise

From: [Dinky Manek Enty](#)
To: [Wong, Linda \(BOS\)](#)
Subject: Public Comment for today's 4/28/2021 Budget and Appropriations Committee
Date: Wednesday, April 28, 2021 1:58:17 PM

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Hello everyone. My name is Dinky Manek Enty and I am the Deputy Director of the Center on Juvenile and Criminal Justice (CJ CJ). I also serve as the Co-Chair of the Juvenile Justice Providers Association (JJPA).

Data shows that City employees receive wages that are 45% greater than that of nonprofit workers. And the City employees' benefits are substantially more expansive than what most nonprofits can afford to provide to our staff. Our staff consistently have to work multiple jobs, can't afford to live in the community they serve due to high rents and bills and their responsibilities to support their families amid the high cost of living in SF, travel extremely long distances often via public transit to get to work, and face numerous other stressors because of the pay inequities in the sector. Our staff serve as critical frontline workers and they provide essential services to our City's justice-involved youth, adults, and families in need. As the demand for services grows, the City asks nonprofits to do more with less. During the pandemic, our staff never stopped - they responded everyday. On March 17th of last year, the day after the Mayor announced the Shelter In Place orders, our staff still showed up to work, risking everything - while we didn't even fully know or understand the impacts of this worldwide pandemic and how it was being transmitted. CJ CJ immediately implemented incentive pay for our in-person frontline workers but our budgets couldn't maintain this pay rate, despite staff continuing to put themselves in harm's way amid Covid 19. While CBOs are nimble and can flexibly pivot to address the changing needs of our justice-involved youth, adult, and family communities, we are not able to pay our staff at a level that they deserve and that truly reflects the value of their work, their skills, and their experiences.

Our agency purposely has a comparably high percentage of staff who are people of color and women, so we appropriately reflect the diversity of the population of the individuals we serve and support. CJ CJ employs over 60% women and over 70% of our staff are people of color. The City should not be complicit in looking at nonprofits as a cheaper way to provide services through disparity in wages, and needs to invest in fair livable wages for all workers. I look forward to working with the Board of Supervisors to fight for pay equity for all nonprofit workers and City employees alike. Let's bring pay equity to all of San Francisco. Thank you.

--

Dinky Manek Enty, MPA
Deputy Director
Center on Juvenile and Criminal Justice (CJ CJ)
(415) 621-5661
(415) 621-5466 (fax)
www.cjcj.org

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From: [Anne Quaintance](#)
To: [Wong, Linda \(BOS\)](#)
Subject: Public Comment April 28 2021 1pm Budget and Appropriations Committee
Date: Wednesday, April 28, 2021 1:51:19 PM

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Hi Linda,

Please include the public comment below. Thank you!

Email: linda.wong@sfgov.org

Mail: Budget and Appropriations Committee, Attn: Linda Wong, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102

- It is critical to have an annual CODB allocation when grants/contracts to nonprofits are certified, which is often included to for-profit contracts.
- We appreciate the employee benefit packages offered by the City, but nonprofits can't compete, which is a barrier to service provision being funded by the City.
- We need wage equity between the City and contracted nonprofits, especially with case management positions, which are critical in the Supportive Housing model.
- The solutions to ending homelessness are reliant on staff capacity at the City/public, nonprofit and healthcare sectors, which means we all need to be at 100% capacity.
- We support the recommendations of the Human Services Network provided today.

Anne Quaintance
CEO/Executive Director

www.ConardHouse.org

anne@conard.org

(415) 864.7833 | cell: (415) 290.8204

1385 Mission Street, Suite 200

San Francisco, CA 94103

Conard House



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