

From: [Anne Quintance](#)
To: [Jill_a_Brent@BOS](#)
Subject: Public Comment for Hearing on Nonprofit Wage Equity
Date: Wednesday, June 8, 2022 4:41:02 PM


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Hi Brent-

I wasn't able to return in time to make public comment. Is there still time to submit written public comment for today's hearing?

All the best-

Anne

Anne Quintance
CEO/Executive Director
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From: [Diana Alonzo](#)
To: [Jalipa, Brent \(BOS\)](#)
Cc: [Lessy Benedith](#)
Subject: Fwd: Public Comment: File # 220404 Hearing - Wages and Recruitment for Non-Profit Service Providers, Workers, and Staff
Date: Wednesday, June 8, 2022 3:38:02 PM

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Begin forwarded message:

From: Diana Alonzo <dalonzo@dscs.org>
Date: June 8, 2022 at 3:02:34 PM PDT
To: linda.wong@sfgov.org
Cc: Lessy Benedith <lessy@dscs.org>
Subject: Public Comment: File # 220404 Hearing - Wages and Recruitment for Non-Profit Service Providers, Workers, and Staff

Hi,

Please see my public comment below as part of the record:

Good Afternoon, I am Diana Alonzo, Program Manager at Casa Quezada, a program of Dolores Street Community Services. Casa Quezada houses predominantly Latinx undocumented immigrants and we run 24 hours a day, 365 days of the year. We have not stopped operating during the pandemic and that has come at a heavy cost to us. I have staff that commute from as far as Antioch because the City is simply not affordable. We are understaffed and underpaid. Nonetheless our staff have shown up every day to keep Casa Quezada running all while risking their lives during the pandemic.

Casa Quezada has a legacy contract that is severely underfunded which has led us to operating in a structural deficit for years, this is simply unsustainable. This month, we had to make a hard decision to eliminate a critical position to our program. We are already operating on bare bones; the loss of this position will be a hard blow to our morale and our every day operations. At the end of the day, low wages and underfunded contracts are impacting our clients the most. Dolores Street Community Services needs fully funded contracts now. The City must support nonprofits to pay our workers a living wage if it wants to see real progress ending homelessness.

Diana Alonzo

Casa Quezada Program Manager
Dolores Street Community Services

938 Valencia Street, SF, CA 94110

415-857-7721

415-282-2826 Fax

[Make A Donation!](#)

From: [Bill Hirsh](#)
To: [Jalipa Brent \(BOS\)](#)
Cc: [Debbi Lerman \(debbilerman@sfhsn.org\)](mailto:Debbi.Lerman@sfhsn.org)
Subject: non-profit wages
Date: Wednesday, June 8, 2022 2:53:04 PM

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Dear Members of the Board of Supervisors:

Thank you for taking the time to focus on this important issue. The challenges nonprofits face are myriad. I direct a small non-profit that provides legal services to people living with HIV/AIDS. I used to get over a hundred applicants for a staff attorney position. I now am lucky if I get an application at all. It is a huge challenge to recruit and retain staff. While we have worked diligently to increase staff attorney salaries over the years, those are increases that we have to fund from private fundraising efforts, as our government funding does not include regular increases. The difference between what the government pays for and what the true cost of providing the service is, increases each year. It is not sustainable.

We need your help.

Best,

Bill Hirsh
Executive Director
AIDS Legal Referral Panel
1663 Mission St., Suite 500
San Francisco, CA 94103
415-701-1200 ext. 308
bill@alrp.org
www.alrp.org

From: [Mason Jeffrys](#)
To: [Jalipa Brent \(BOS\)](#)
Subject: Hearing on Nonprofit Wages Comment
Date: Wednesday, June 8, 2022 2:49:20 PM

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My name is Mason Jeffrys, Director of the Mission Neighborhood Resource Center. I have 5 case manager positions, only one of which is in supportive housing. While I'm very much fully support increasing the wages in supportive housing, we need to increase the wages of case managers in our drop in center as well. I cannot increase the wages of one case manager over the others. As it is, I only have 1 of the 5 positions filled. We very much need to increase *all* case manager positions including those in drop in centers, shelters, and navigation centers serving homeless people. If not raised for all, it will effectively prevent us from filling any of those positions which will seriously affect our ability to provide services for our unhoused neighbors. Please consider expanding the increase to *all* case managers working with homeless people.

Mason Jeffrys
He/Him/His
Program Director, Mission Neighborhood Resource Center
Mission Neighborhood Health Center
165 Capp Street
San Francisco, CA 94110
415-869-7977 x1007

From: [Kyriell Noon](#)
To: [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [ChanStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#)
Cc: [Jalipa, Brent \(BOS\)](#)
Subject: Support for non-profit wage investment hearing
Date: Wednesday, June 08, 2022 11:37:41 AM
Attachments: [image239884.png](#)
[image282888.png](#)
[image210716.png](#)
[image312742.png](#)

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Dear President Walton, Supervisors Ronen, Safai, Mar, and Chan,
Thank you for the opportunity to provide input on Mayor Breed's proposed budget that includes significant investments in non-profit wages. I applaud the Mayor's efforts to achieve parity between non-profit contractors and City labor contractors by adding a 5.25% COLA to general fund contracts. This is a great step in the right direction.

I would also like to urge the Mayor and the Board to continue to invest in the non-profit workforce and the infrastructure that supports it, and to implement those investments as quickly as possible. As a non-profit employer during these challenging times I can unequivocally report that those investments are urgently needed if we are to continue to provide services to the most marginalized in our City.

Hamilton Families' staff provide vital support to families experiencing homelessness, and play a key role in the social support network. Low wages lead to staff turnover, and staff turnover leads to burnout, which results in ballooning caseloads and a subsequent reduction in the quality of care for the families we serve. For example, right now we have 30 openings out of 155 staff positions, crippling our ability to provide services and meet contractual obligations.

The issue is also one of equity; many of my frontline workers are Black or Brown, and have lived experiences that make them valuable as employees. I have heard City leadership express a sincere desire to lift up Black and Brown communities and investing in the non-profit workforce is one of many ways to do that.

Thank you,
Kyriell Noon

Kyriell Noon | Chief Executive Officer | Hamilton Families
273 9th Street | San Francisco, CA 94103 | 415-321-2612 x115
he him his

Our mission is to end family homelessness in the San Francisco Bay Area.
Join us for our 2022 Hamilton Families Benefit Block Party on October 6th, 2022.



From: [Alisa Albee](#)
Subject: Hearing - Wages and Recruitment for Non-Profit Service Providers, Workers, and Staff
Date: Wednesday, June 08, 2022 9:25:04 AM

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Dear members of the Budget & Appropriations Committee:

I have worked in non-profits for the entirety of my professional career because I believe serving clients in their own communities is imperative to providing trauma informed care that meets clients where they are at. However, in my 10+ years I have seen many workers burn out and move on from this work not because they are not passionate but because they cannot make a living wage doing what they love to do. San Francisco is known worldwide for the level of social services it provides and the majority of those are provided not by government entities, but by non-profits. We, non-profit workers, should be making a living wage that grows with cost of living as we are the folk's on the ground serving San Franciscans. Pay increases not only increase sustainability, but increase the possibility of hiring new staff, which has been a major challenge over the past few years.

Thank you,

Alisa Albee, MSW, LCSW

License#87626

Pronouns: She/Her

Division Director of Wellness Services & Youth Leadership

Larkin Street Youth Services

134 Golden Gate Ave.

San Francisco, CA 94102

(415) 673-0911 ext. 560

Larkin Street's mission is to create a continuum of services that inspires youth to move beyond the street. We will nurture potential, promote dignity, and support bold steps by all

We acknowledge that we live and work on the unceded ancestral homeland of the [Ramaytush Ohlone peoples](#), who are the original inhabitants of the San Francisco Peninsula.

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