

File No. 250590

Committee Item No. 3

Board Item No. \_\_\_\_\_

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Budget and Appropriations Committee Date June 18, 2025

Board of Supervisors Meeting Date \_\_\_\_\_

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  - [Mayor's Proposed Annual Salary Ordinance – FYs 2026 and 2027](#)
- ☐ ☐ Budget and Legislative Analyst Report
- ☒ ☐ Introduction Form
- ☒ ☐ Department/Agency Cover Letter and/or Report
  - [Mayor's Proposed Budget Book](#)
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6/11/2025

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- [Adult Probation](#)
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- [Police Accountability](#)
- [Sheriff's Department of Accountability-Inspector General](#)
- [District Attorney](#)
- [Police Department](#)

☒ ☐ [Public Correspondence](#)

**OTHER** ([Click on hyperlinks to be forwarded to the Legislative Research Center to view the entirety of voluminous documents](#))

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">ASO Administrative Provisions – Clean and Tracked Changes</a>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">MYR Interim Exceptions 5/30/2025</a>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">MYR Minimum Compensation Ordinance Letter 5/30/2025</a>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">MYR Transfer of Functions 5/30/2025</a>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">MYR Trailing Legislation List</a>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<a href="#">BIC Letter 3/11/2025</a>
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	

Completed by: Brent Jalipa Date June 5, 2025  
 Completed by: Brent Jalipa Date \_\_\_\_\_

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# **CITY AND COUNTY OF SAN FRANCISCO**

## **MAYOR'S PROPOSED SALARY ORDINANCE**

**AS OF MAY 30, 2025**



File No. 250590

Ordinance No. \_\_\_\_\_

**FISCAL YEAR ENDING JUNE 30, 2026 and  
FISCAL YEAR ENDING JUNE 30, 2027**

CITY & COUNTY OF SAN FRANCISCO, CALIFORNIA

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DANIEL LURIE

# PROPOSED BUDGET

FISCAL YEARS 2025-2026 & 2026-2027



## MAYOR'S OFFICE OF PUBLIC POLICY AND FINANCE

Joshua Cardenas

Daniel Cawley

Luisa Coy

Jack English

Sophia Kittler

Matthew Puckett

Eliza Pugh

Tabitha Romero-Bothi

Santiago Silva

Tiffany Young



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# Mayor's Proposed Budget

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FY 2025-27

June 11, 2025

June 11, 2025

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**Treasurer & Tax Collector**  
CITY AND COUNTY OF SAN FRANCISCO

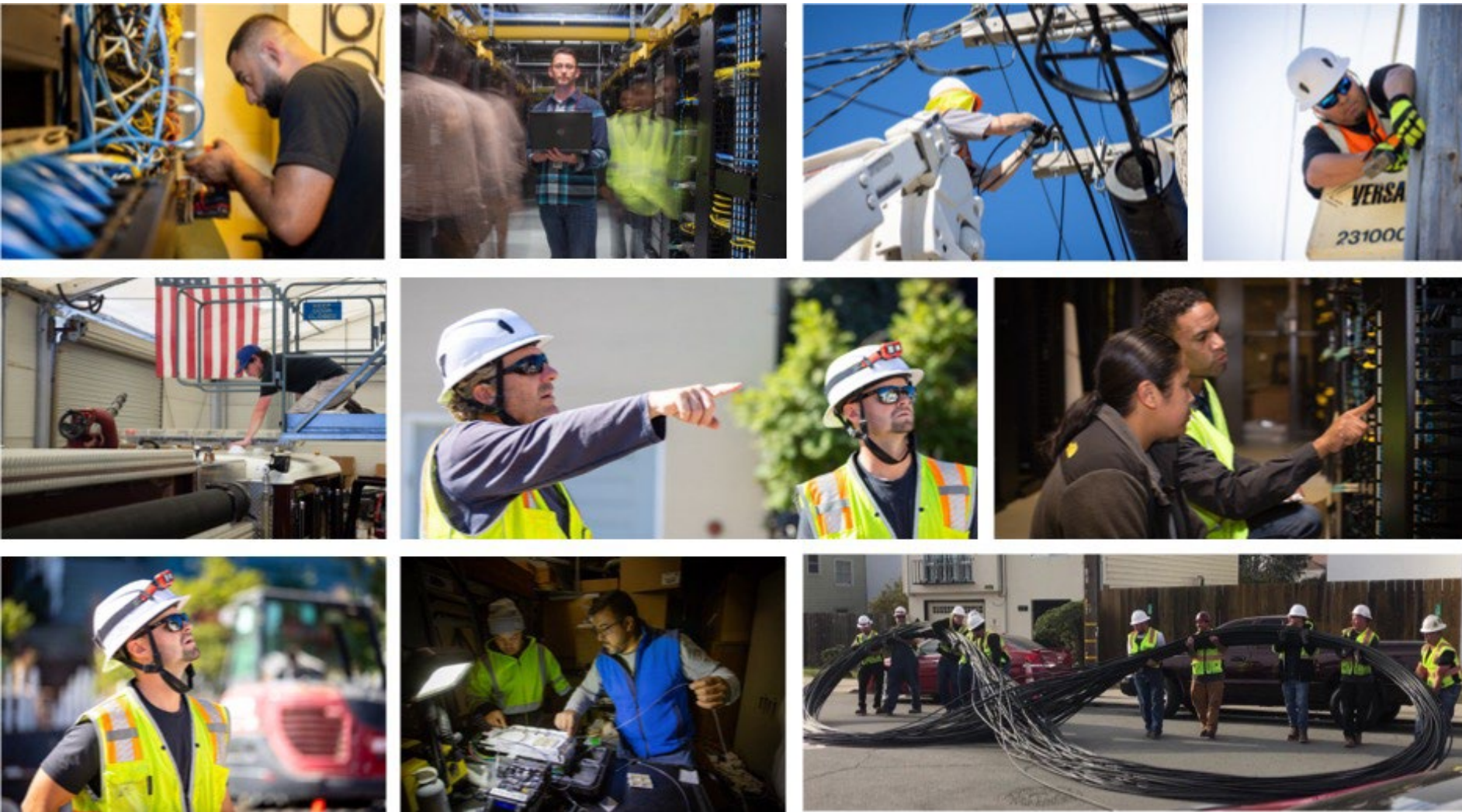
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# Office of the Treasurer & Tax Collector

Presented by Treasurer José Cisneros



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# FY 25-26 Budget

BOS Budget &  
Appropriations  
Committee

June 11, 2025

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# BOARD OF APPEALS

BOS Budget Presentation  
FY26 & FY27  
June 11, 2025



## **San Francisco Office of the City Administrator**

Carmen Chu, City Administrator

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# **Fiscal Year 2025-27 Budget Overview**

Budget and Appropriations Committee

June 11, 2025





# San Francisco Health Service System Proposed Budget for FYE 2026 and 2027

Board of Supervisors  
Budget and Appropriations Committee  
Presentation

**Presented by**  
Rey Guillen, Executive Director  
Iftikhar Hussain, Chief Financial & Affordability Officer

June 11, 2025

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entirety of this document.

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# Department of Human Resources Budget Proposal Fiscal Years 2025-26 & 26-27

Carol Isen, Human Resources Director  
June 11, 2025



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# Department of Elections

## **Proposed Budget**

## **FY 2025 – 2026 and FY 2026 – 2027**

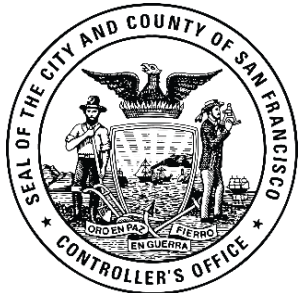
Budget and Appropriations Committee Hearing

June 11, 2025





# General City Responsibility (GEN)



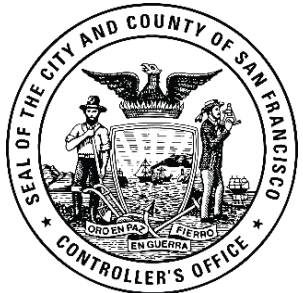
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Office of the Controller

June 12, 2024



# Proposed Budget FY 2025-26 & FY 2026-27



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Office of the Controller

June 11, 2025



SAN FRANCISCO  
HUMAN SERVICES AGENCY

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# Human Services Agency FY 2025-26 and FY 2026-27 Proposed Budget

June 11, 2025





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# PLANNING DEPARTMENT FY2025-2027 BUDGET

**Rich Hillis**  
Planning Director, June 11, 2025



**San Francisco**  
**Planning**

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# **Department of Building Inspection Proposed Budget FY 2025-26 and 2026-27**

Patrick O’Riordan, Director





# City & County of San Francisco Ethics Commission

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## FY 2025-26 and FY 2026-27 Departmental Budget Presentation BOS Budget and Appropriations Committee Wednesday, June 11, 2025

Patrick Ford, Executive Director



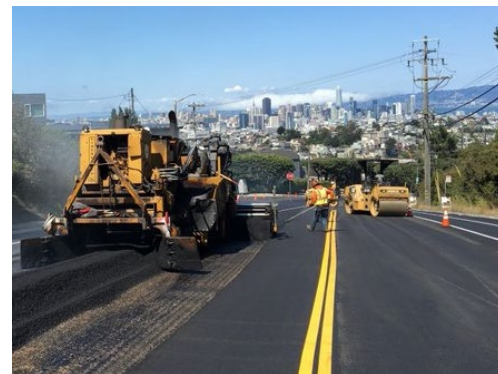
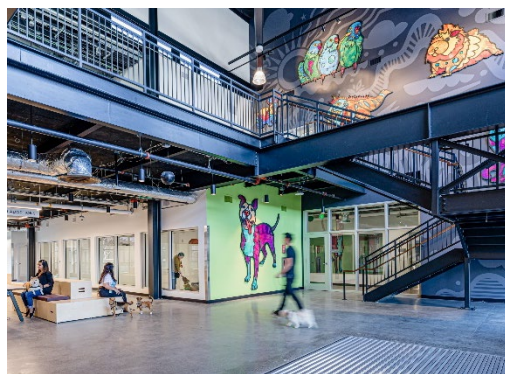


June 11, 2025

# San Francisco Public Works FY26 & FY27 Budget

Carla Short  
Director

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# **Board of Supervisors Budget & Appropriations Committee**

## **Proposed Budget** FY 2025-26 & FY 2026-27

June 11, 2025

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## **Asian Art Museum**

City and County of San Francisco

Budget and Appropriations Committee Meeting

June 12, 2025



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# DRAFT

## FY 2026 FAMSFS Budget Hearing

June 12, 2025



# SCI FY25-26 & FY 26-27 Budget Presentation

**Mathew Lau**  
Chief Financial Officer  
California Academy of Sciences

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**DRAFT**

**sfac** san francisco  
arts commission

# **FY 2026 & FY 2027 Proposed Budget**

Budget and Finance Committee Hearing  
June 12, 2025

*La Rose des Vents* by Jean-Michel Othoniel, 2015; Photo by Ethan Kaplan Photography

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# San Francisco War Memorial & Performing Arts Center

## BUDGET PRESENTATION: FY 2025-26 | FY 2026-27

Board of Supervisors' Budget and Appropriations Committee

JUNE 12, 2025

Managing Director, Kate Sofis

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Department of Child Support Services

Proposed Budget for

FY 2025-2026 and FY 2026-2027

Karen M. Roye, Department Head





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# Department Budget Presentation

Board of Supervisors, Budget and Finance  
June 12, 2025







# San Francisco Recreation & Parks

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*The San Francisco Recreation and Park Department's Mission is to provide enriching recreational activities, maintain beautiful parks and preserve the environment for the well-being of everyone in our diverse community*



**BOARD OF SUPERVISORS  
BUDGET & APPROPRIATIONS COMMITTEE**

June 2025



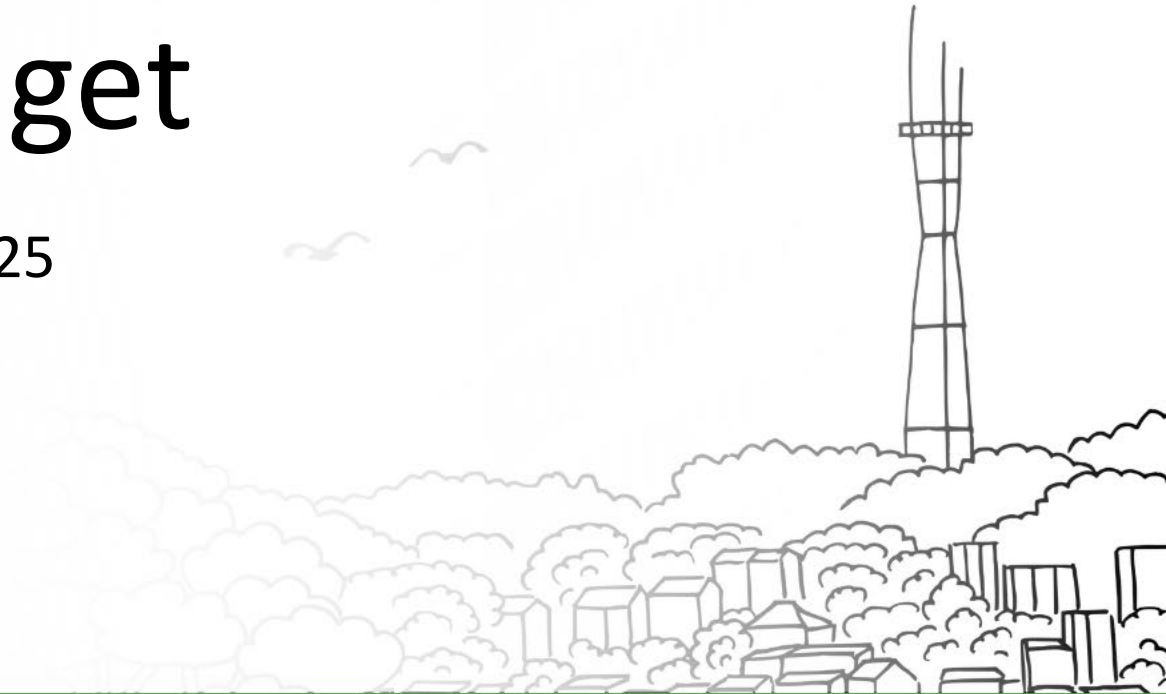


DEPARTMENT OF  
HOMELESSNESS AND  
SUPPORTIVE HOUSING

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# FY 2025-26 & FY 2026-27 Mayor's Proposed Budget

Budget & Appropriations Committee | June 12, 2025





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# DEPARTMENT OF PUBLIC HEALTH

## FY 25-27 BUDGET

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# Mayor's Office of Housing & Community Development and Office of the Mayor



MAYOR'S OFFICE OF  
**HOUSING & COMMUNITY DEVELOPMENT**



OFFICE OF **MAYOR DANIEL LURIE**

## Proposed Budget

June 12, 2025



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SAN FRANCISCO  
HUMAN RIGHTS  
COMMISSION



# FY26 & FY27 Proposed Budget

**Human Rights Commission**

June 12, 2025

**DRAFT**  
**AS OF JUNE 6, 2025**





## San Francisco Department of Children, Youth and Families

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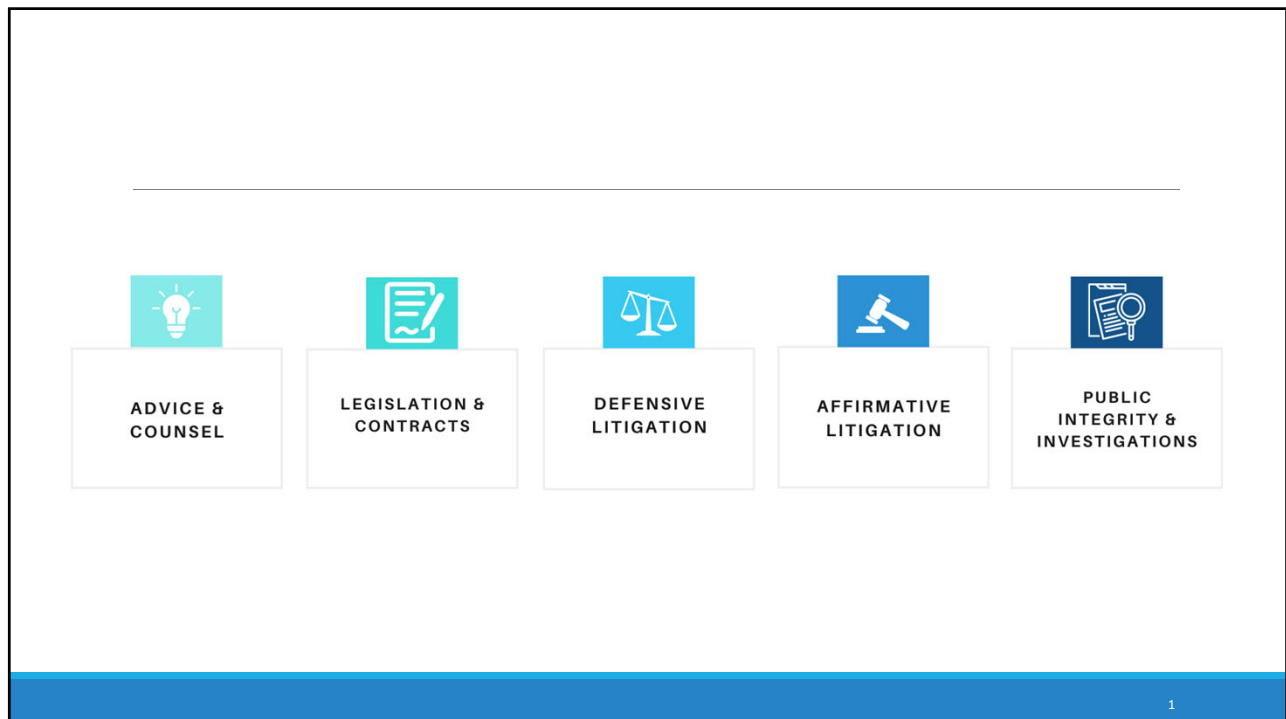
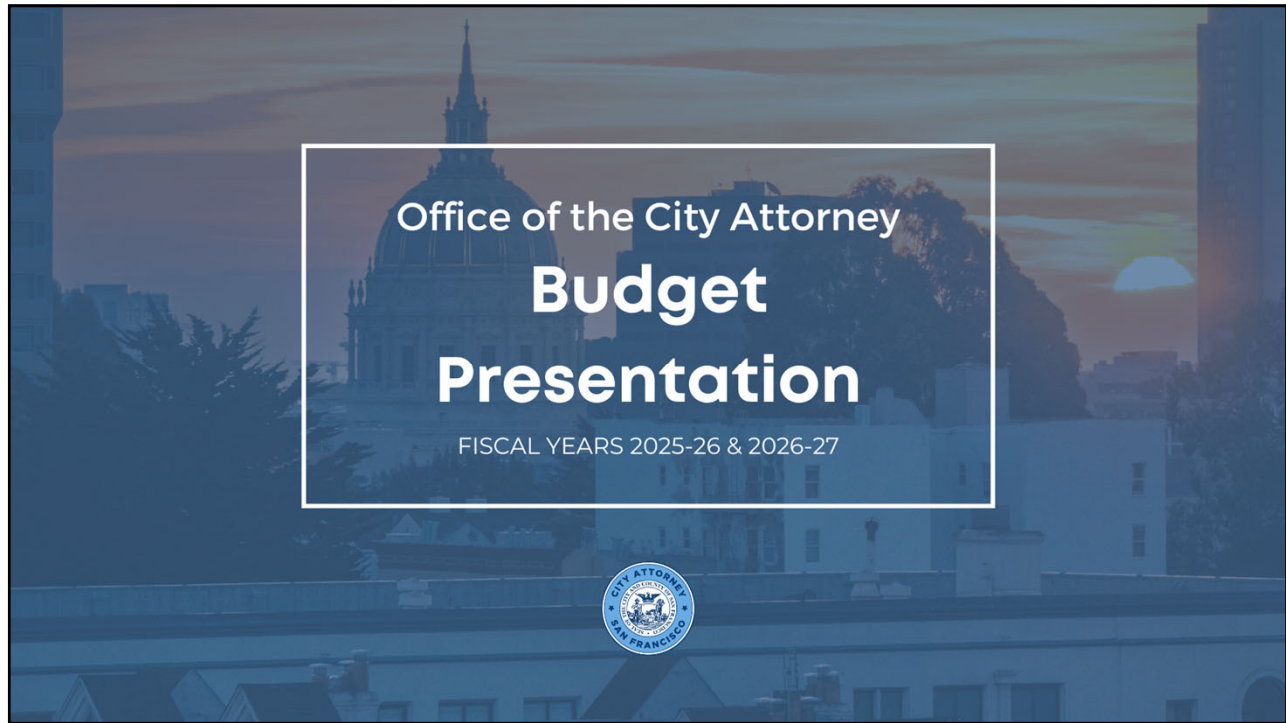
# FY2025-26 and FY2026-27 Budget

Board of Supervisors  
Budget and Appropriations Committee Meeting

June 12, 2025



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# Budget & Appropriations Committee

June 13, 2025

Brandon E. Riley  
Court Executive Officer

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# FY 2025-26 & 2026-27 Proposed Budget

Budget & Appropriations Committee Hearing

June 13, 2025

Tyrone Jue, Director

SAN FRANCISCO  
**ENVIRONMENT**  
DEPARTMENT



SINCE



1870

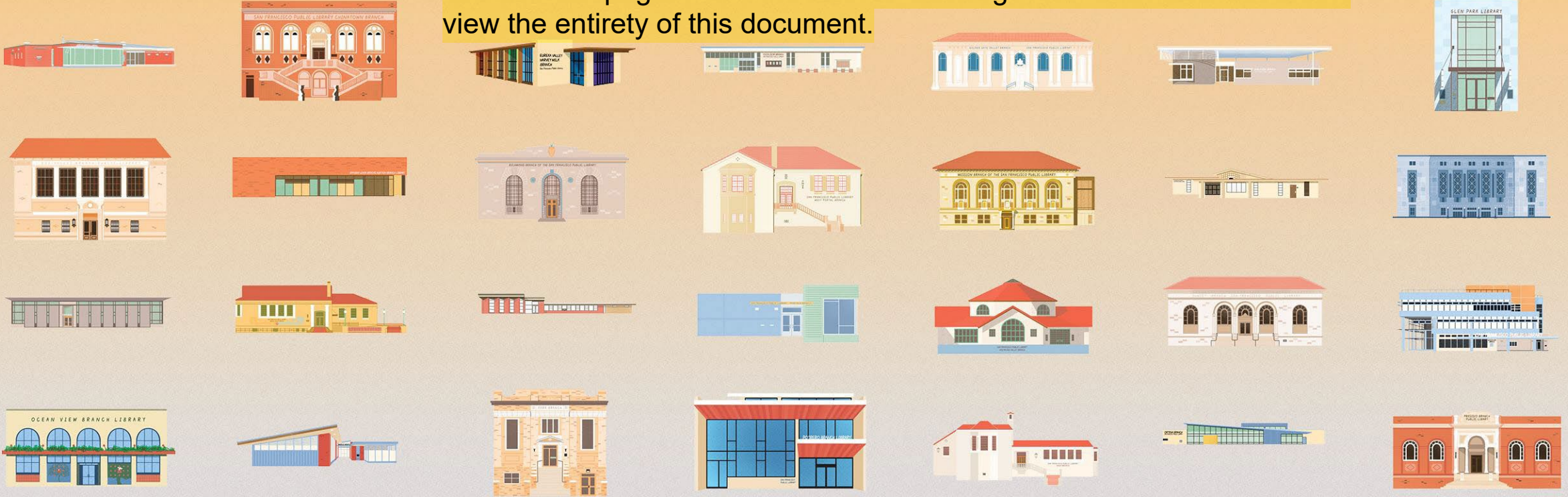
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# SAN FRANCISCO LAW LIBRARY

Providing the judiciary, the public, the bar, and city, county, and state officials free access and use of legal reference materials in order that they may conduct their legal affairs and preserve their legal rights.

<https://sf.gov/sflawlibrary>

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**SAN FRANCISCO  
PUBLIC LIBRARY**

SF Board of Supervisors Budget & Appropriations Committee

## Fiscal Year 26 & 27 Proposed Budget

Michael Lambert  
City Librarian

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# San Francisco Employees' Retirement System

## Department Budget Presentation

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**Prepared for: Budget and Appropriations Committee of the San Francisco Board of Supervisors**

June 13, 2025



# SFERS

San Francisco Employees' Retirement System

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# RESIDENTIAL RENT STABILIZATION & ARBITRATION BOARD

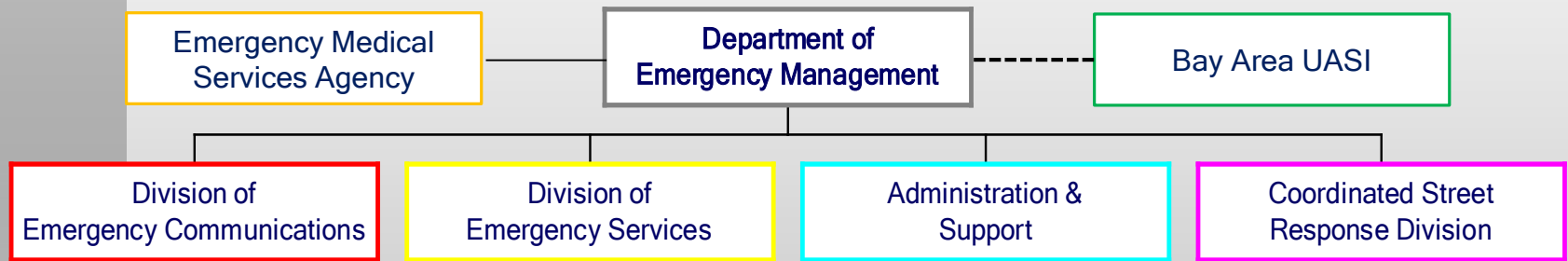
BUDGET PRESENTATION  
FY 2025-2026 & FY 2026-2027  
JUNE 13, 2025



# DEM's FY 2025-2027 Budget Proposal

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## OVERVIEW OF DEM'S DIVISIONS



Department of Emergency Management



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# Juvenile Probation Department Budget Presentation FY 2024/25 & FY 2025/26

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Budget & Appropriations Committee  
San Francisco Board of Supervisors  
June 14, 2024  
Katherine W. Miller  
Chief Probation Officer





San Francisco Adult Probation Department

# BUDGET PROPOSAL PRESENTATION

Fiscal Years 2025-26 &  
2026-27

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June 13, 2025

Cristel M. Tullock

Chief Probation Officer





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# **San Francisco Public Defender Mano Raju**

## **Budget Presentation to Board of Supervisors**

June 13, 2025



**SAN FRANCISCO  
PUBLIC DEFENDER**

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## Fiscal Year 2025-26 and 2026-27 Budget Overview

# San Francisco Fire Department

Budget & Finance Committee – June 13, 2025



San Francisco

**Sheriff's Office**

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# **FY 2026 & FY 2027 Budget**

## Budget & Appropriation Committee Presentation



---

June 13, 2025



# Department of Police Accountability

---

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## Budget Presentation FY2025 – 2026 & FY2026 – 2027



**\$9.5M**

FY 2025-26 Total Budget

**35.75**

Authorized FTE Positions

**-40%**

Staffing Change Since FY  
2020-21

**700+**

Cases Handled Annually



# SAN FRANCISCO

## SHERIFF'S DEPARTMENT OF ACCOUNTABILITY



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## OFFICE OF SHERIFF'S INSPECTOR GENERAL ("OSIG")

### PROPOSED BUDGET FY 2025-2026

13

Original Positions (FY 2022-23)

0.74

Proposed Positions (FY 2025-26)

94%

Staff Reduction

The Office of Sheriff's Inspector General provides important oversight functions for our community. Today, we present our budget request to preserve essential administrative support for these operations.

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## OFFICE OF THE DISTRICT ATTORNEY

- District Attorney Brooke Jenkins
- Budget & Appropriations Committee
- June 13, 2025

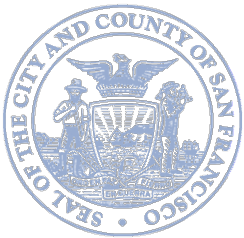




# SFPD FY26 & FY27 BUDGET

## BUDGET AND APPROPRIATIONS COMMITTEE

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SAN FRANCISCO POLICE DEPARTMENT  
CITY & COUNTY OF SAN FRANCISCO

June 13, 2025



Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

Note: Additions are single-underline italics Times New Roman;  
deletions are ~~strikethrough italics Times New Roman~~.  
Board amendment additions are double underlined.  
Board amendment deletions are ~~strikethrough normal~~.

AN ORDINANCE ENUMERATING POSITIONS IN THE ANNUAL BUDGET AND  
APPROPRIATION ORDINANCE FOR THE FISCAL YEARS ENDING JUNE 30, 2026, AND  
JUNE 30, 2027 CONTINUING, CREATING, OR ESTABLISHING THESE POSITIONS;  
ENUMERATING AND INCLUDING THEREIN ALL POSITIONS CREATED BY CHARTER OR  
STATE LAW FOR WHICH COMPENSATIONS ARE PAID FROM CITY AND COUNTY  
FUNDS AND APPROPRIATED IN THE ANNUAL APPROPRIATION ORDINANCE;  
AUTHORIZING APPOINTMENTS OR CONTINUATION OF APPOINTMENTS THERETO;  
SPECIFYING AND FIXING THE COMPENSATIONS AND WORK SCHEDULES THEREOF;  
AND AUTHORIZING APPOINTMENTS TO TEMPORARY POSITIONS AND FIXING  
COMPENSATIONS THEREFORE.

BE IT ORDAINED BY THE PEOPLE OF THE CITY AND COUNTY OF SAN FRANCISCO.

SECTION 1. ESTABLISHMENT, CREATION AND CONTINUATION OF POSITIONS.

In accordance with the provisions of the Administrative Code and Labor & Employment Code,  
the positions hereinafter enumerated under the respective departments are hereby created,  
established, or continued for the fiscal year ending June 30, 2026. Positions created or  
authorized by Charter or State law, compensations for which are paid from City and County  
funds and appropriated in the Annual Appropriation Ordinance, as that ordinance may be  
modified during the fiscal year in supplemental appropriation or de-appropriation ordinances

## Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

(together “Annual Appropriation Ordinance”), are enumerated and included herein.

The word “position” or “positions” as used in the ordinance shall be construed to include office or offices, and the word “employee” or “employees” shall be construed to include officer or officers. The terms “requisition” and “request to fill” are intended to be synonymous and shall be construed to mean a position authorization that is required by the Charter.

### Section 1.1. APPOINTMENTS AND VACANCIES - PERMANENT POSITIONS.

Section 1.1A. Appointing officers as specified in the Charter are hereby authorized, subject to the provisions of this ordinance, to make or continue appointments as needed during the fiscal year to permanent positions enumerated in their respective sections of this ordinance. Such appointments shall be made in accordance with the provisions of the Charter. Appointing officers shall not make an appointment to a vacancy in a permanent position until the request to fill for such position is approved by the Controller. Provided further, that if the Mayor declares an intent to approve requests to fill due to unanticipated financial reasons, appointing officers shall not make an appointment to a vacancy in a permanent position until the request to fill for such position is approved by the Mayor. Provided further, that if changes occur to the classification, compensation, or duties of a permanent position, appointing officers shall not make an appointment to a vacancy in such position until the request to fill for such position is approved by the Department of Human Resources. Provided further, that in order to prevent the stoppage of essential services, the Human Resources Director may authorize an emergency appointment pending approval or disapproval of a request to fill, if funds are available to pay the compensation of such emergency appointee.



Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

1  
2 Provided that if the proposed employment is for inter-departmental service, the Controller  
3 shall approve as to conformity with the following inter-departmental procedure.

4 Appointing officers shall not authorize or permit employees to work in inter-departmental  
5 service unless the following provisions are satisfied. The payment of compensation for  
6 the employment of persons in inter-departmental service shall be within the limit of the  
7 funds made available by certified inter-departmental work orders and such compensation  
8 shall be distributed to the inter-departmental work orders against which they constitute  
9 proper detailed charges.

10  
11 A. If the appointing officer is unable to employ a qualified person to cover the work  
12 schedule of a position herein established or authorized, the appointing officer, subject  
13 to the provisions of this ordinance and the Annual Appropriation Ordinance and with  
14 the approval of the Department of Human Resources, may in the appointing officer's  
15 discretion employ more than one person on a lesser work schedule but the combined  
16 salaries shall not exceed the compensation appropriated for the position, or may  
17 appoint one person on a combined work schedule but subject to the limitation of the  
18 appropriation and the compensation schedule for the position and without  
19 amendment to this ordinance.

20  
21 B. Where a vacancy exists in a position, the Human Resources Director may and is  
22 hereby authorized to approve a temporary (diverted) request to fill in a different class,  
23 provided that the Controller certifies that funds are available to fill that vacancy on this  
24 basis, and provided that no action taken as a result of the application of this section  
25 will affect the classification of the position concerned as established in the Annual

## Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

1           Appropriation Ordinance and this ordinance.

2  
3           An appointing officer, subject to the provisions of this ordinance, the Annual  
4           Appropriation Ordinance, the Controller's certification of funds, and Civil Service  
5           certification procedures, may employ more than one person on a combined work  
6           schedule not to exceed the permanent full-time equivalent, or may combine the  
7           appropriations for more than one permanent part-time position in order to create a single  
8           full-time equivalent position limited to classifications of positions herein established or  
9           authorized and their respective compensation schedules. Such changes shall be  
10          reported to the Department of Human Resources and the Controller's office. No full-time  
11          equivalent position which is occupied by an employee shall be reduced in hours without  
12          the voluntary consent of the employee, if any, holding that position. However, the  
13          combined salaries for part-time positions created shall not exceed the compensation  
14          appropriated for the full-time position, nor will the salary of a single full-time position  
15          created exceed the compensation appropriated for part-time positions. Each permanent  
16          part-time employee shall receive the same benefits as existing permanent part-time  
17          employees. The funding of additional fringe benefit costs subject to availability of funds  
18          will be from any legally available funds.

19  
20          Section 1.1B. The Human Resources Director is solely authorized to administratively  
21          adjust the terms of this ordinance as follows:

22  
23                A. To change the classification of a position provided that the rate of pay is the  
24                same or less and the services are in the same functional area.

Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

1 B. To adjust the compensation of a position pursuant to an approved Memorandum  
2 of Understanding or ordinance.

3  
4 C. To reflect the initial rates of compensation for a newly established classification,  
5 excluding classes covered under Administrative Code Sections 2A.76 and 2A.90.

6  
7 D. To add positions funded in accordance with section 10.22 of the Annual  
8 Appropriation Ordinance, regarding Professional Service Contracts, and section 26  
9 of the Annual Appropriation Ordinance, regarding work order appropriations.

10  
11 The Department of Human Resources shall promptly notify the Controller, the Clerk of the  
12 Board, the Mayor's Office and the affected department(s) if the Human Resources Director  
13 takes such actions as authorized above.

14  
15 Section 1.1C. Provided further, that if requests to fill for vacant permanent positions issued by  
16 departments where the appointing officers are elected officials enumerated in Article II and  
17 Section 6.100 of the Charter (the Board of Supervisors, Assessor-Recorder, City Attorney,  
18 District Attorney, Public Defender, Sheriff, and Treasurer) are approved by the Controller and  
19 are not approved or rejected by the Mayor and the Department of Human Resources within 15  
20 working days of submission, the requests to fill shall be deemed approved. If such requests  
21 to fill are rejected by the Mayor and/or the Department of Human Resources, the appointing  
22 officers listed above may appeal that rejection in a hearing before the Budget and Finance  
23 and/or Budget and Appropriations Committee of the Board of Supervisors, and the Board of  
24 Supervisors in its discretion may then grant approval of said requests to fill.



## Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

1 Section 1.1D. The Human Resources Director is authorized to make permanent exempt  
2 appointments for a period of up to 6 months to permit simultaneous employment of an existing  
3 City employee who is expected to depart City employment and a person who is expected to  
4 be appointed to the permanent position previously held by the departing employee when such  
5 an appointment is necessary to ensure implementation of successful succession plans and to  
6 facilitate the transfer of mission-critical knowledge within City departments.

7  
8 Section 1.1E. The Human Resources Director, with concurrence of the Controller, is  
9 authorized to adjust the terms of this ordinance to reflect the conversion of temporary  
10 positions to a permanent position(s) when sufficient funding is available and conversion is  
11 needed either (A) to maintain services when elimination of temporary positions is consistent  
12 with the terms of Memoranda of Understanding, or (B) to address City staffing needs created  
13 by the San Francisco Housing Authority's changing scope of work, or (C) when the Human  
14 Resources Director determines the conversion is warranted and the Controller certifies that  
15 the conversion will not require additional salary appropriations in that fiscal year.

### 16 17 Section 1.2. APPOINTMENTS - TEMPORARY POSITIONS.

18  
19 Section 1.2A. Temporary appointments to positions defined by Charter Section 10.104(16) as  
20 seasonal or temporary positions may be made by the respective appointing officers in excess  
21 of the number of permanent positions herein established or enumerated and such other  
22 temporary services as required at rates not in excess of salary schedules if funds have been  
23 appropriated and are available for such temporary service. Such appointments shall be  
24 limited in duration to no more than 1040 hours in any fiscal year. No appointment to such  
25 temporary or seasonal position shall be made until the Controller has certified the availability

## Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

of funds, and the request to fill for such service is approved by the Controller and the Department of Human Resources. Provided further that in order to prevent the stoppage of essential services, the Human Resources Director may authorize an emergency appointment pending approval or disapproval of the request to fill, if funds are available to pay the compensation of such emergency appointee. No such appointment shall continue beyond the period for which the Controller has certified the availability of funds. Provided that if the proposed employment is for inter-departmental service, the Controller shall approve as to conformity with the following inter-departmental procedure. Appointing officers shall not authorize or permit employees to work in inter-departmental service unless the following provisions are complied with. The payment of compensation for the employment of persons in inter-departmental service shall be within the limit of the funds made available by certified inter-departmental work orders and such compensation shall be distributed to the inter-departmental work orders against which they constitute proper detailed charges.

Section 1.2B. Temporary Assignment, Different Department. When the needs and the best interests of the City require, appointing officers are authorized to arrange among themselves the assignment of personnel from one department to another department on a temporary basis. Such temporary assignments shall not be treated as transfers, and may be used to alleviate temporary seasonal peak load situations, complete specific projects, provide temporary transitional work programs to return injured employees to work, or other circumstances in which employees from one department can be effectively used on a temporary basis in another department. All such temporary assignments between departments shall be reviewed and approved by the Department of Human Resources.

Section 1.3. EXCEPTIONS TO NORMAL WORK SCHEDULES FOR WHICH NO EXTRA

1    COMPENSATION IS AUTHORIZED.

2  
3    Employees appointed to salaried classifications (i.e., designated –Z symbol) shall work such  
4    hours as may be necessary for the full and proper performance of their duties and shall  
5    receive no additional compensation for work on holidays or in excess of eight hours per day  
6    for five days per week, but may be granted compensatory time off under the provisions of any  
7    applicable Memorandum of Understanding or ordinance. Provided that, subject to the fiscal  
8    provisions of the Charter and the availability of funds, the Human Resources Director may  
9    suspend the provisions of this section to allow overtime payment. Approval of overtime  
10   payments shall be limited to extraordinary circumstances in which employees are required to  
11   work a significant number of hours in excess of their regular work schedules for a prolonged  
12   period of time, with a limited ability to use compensatory time off. Further, such payment shall  
13   be consistently applied to all personnel in a class.

14  
15   SECTION 2. COMPENSATION PROVISIONS.

16  
17       Section 2.1. PUC EMPLOYEES ASSIGNED TO HETCH HETCHY AND RECREATION  
18       AND PARKS EMPLOYEES PERMANENTLY ASSIGNED TO CAMP MATHER.

19  
20       The Public Utilities Commission and Recreation and Parks Department will pay a stipend  
21       of \$558.72 per month to employees residing in designated zip code areas enrolled in the  
22       Health Services System with employee plus two or more dependents where HMOs are not  
23       available and such employees are limited to enrollment to the City Plan I. The Public  
24       Utilities Commission and Recreation and Parks Department will pay a stipend of \$162.67  
25       per month to employees residing in designated zip code areas enrolled in the Health



## Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

Services System with employee plus one dependent where HMOs are not available and such employees are limited to enrollment to City Plan I. These rates may be adjusted by the Health Service System Board to reflect the increase in premiums effective January 1, 2025. The City reserves the right to either reimburse the affected employees or provide an equivalent amount directly to the Health Services System.

### Section 2.2. MOVING EXPENSES.

Where needed to recruit employees to fill Department Head, Deputy Director or Manager Level IV or higher (Manager V or higher for SFMTA) positions, an appointing authority may authorize the expenditure of pre-offer recruitment expenses, such as interview travel expenses, and reimbursement of post-offer expenses, such as moving, lodging/temporary housing and other relocation costs, not to exceed \$27,004. Reimbursement will be made for actual expenses documented by receipts. As an alternative, the Controller may authorize advance payment of approved expenses. Payments under this section are subject to approval by the Controller and the Human Resources Director (except for SFMTA, where the approval is the Controller and Director of Transportation). This amount shall be indexed to the growth rate in the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area from February to February of the preceding fiscal year.

### Section 2.3. SUPPLEMENTATION OF MILITARY PAY.

A. In accordance with Charter Section A8.400(h) and in addition to the benefits provided pursuant to Section 395.01 and 395.02 of the California Military and Veterans Code and

1 the Civil Service Rules, any City employee who is a member of the reserve corps of the  
2 United States Armed Forces, National Guard or other uniformed service organization of  
3 the United States and is called into active military service in response to the September  
4 11th, 2001 terrorist attacks, international terrorism, conflict in Iraq or related extraordinary  
5 circumstances, or to provide medical or logistical support to federal, state, or local  
6 government responses to the COVID-19 pandemic shall have the benefits provided for in  
7 subdivision (B).

8  
9 B. Any employee to whom subdivision (A) applies, while on military leave, shall receive  
10 from the City the following supplement to their military pay and benefits:

11  
12 1. The difference between the amount of the individual's gross military pay and the  
13 amount of gross pay the individual would have received as a City employee, had the  
14 employee worked the employee's regular work schedule (excluding overtime unless  
15 regularly scheduled as part of the employee's regular work schedule).

16  
17 2. Retirement service credit consistent with Section A8.520 of the Charter.

18  
19 3. All other benefits to which the employee would have been entitled had the employee  
20 not been called to eligible active military service, except as limited under state law or  
21 the Charter.

22  
23 C. As set forth in Charter Section A8.400(h), this section shall be subject to the following  
24 limitations and conditions:

Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

1        1. The employee must have been called into active service for a period greater than 30  
2 consecutive days.

3  
4        2. The purpose for such call to active service shall have been to respond to the  
5 September 11th, 2001 terrorist attacks, international terrorism, conflict in Iraq or related  
6 extraordinary circumstances, or to the COVID-19 pandemic, and shall not include  
7 scheduled training, drills, unit training assemblies or similar events.

8  
9        3. The amounts authorized under this section shall be offset by amounts required to be  
10 paid pursuant to any other law, so there are no double payments to the employee.

11  
12       4. Any employee receiving compensation under this section shall execute an  
13 agreement providing that if the employee does not return to City service within 60 days  
14 of release from active duty (or if the employee is not fit for employment at that time,  
15 within 60 days of a determination that the employee is fit for employment), then the  
16 compensation described in Sections (B)(1) through (B)(3) shall be treated as a loan  
17 payable with interest at a rate equal to the greater of (i) the rate received for the  
18 concurrent period by the Treasurer's Pooled Cash Account or (ii) the minimum amount  
19 necessary to avoid imputed income under the Internal Revenue Code of 1986, as  
20 amended from time to time, and any successor statute. Interest shall begin to accrue  
21 90 days after the employee's release from active service or return to fitness for  
22 employment. Such loan shall be payable in equal monthly installments over a period  
23 not to exceed 5 years, commencing 90 days after the individual's release from active  
24 service or return to fitness for employment.



1           5. This section shall not apply to any active duty served voluntarily after the time that  
2           the employee is called to active service.

3  
4   Section 2.4   CITY EMPLOYEES SERVING ON CHARTER-MANDATED BOARDS AND  
5   COMMISSIONS, OR BOARDS, COMMISSIONS AND COMMITTEES CREATED BY  
6   INITIATIVE ORDINANCE.

7  
8           A. City employees serving on Charter-mandated boards and commissions, or boards,  
9           commissions and committees created by initiative ordinance, shall not be compensated for  
10          the number of hours each pay period spent in service of these boards and commissions,  
11          based on a 40-hour per week compensation assumption.

12  
13          B. City employees covered by this provision shall submit to the Controller each pay period  
14          a detailed description of the time spent in service, including attending meetings, preparing  
15          for meetings, meeting with interested stakeholders or industry, and writing or responding to  
16          correspondence. There is a rebuttable presumption that such employees spend 0.25 of  
17          their time in service of these duties. This information shall be made publicly available  
18          pursuant to the Sunshine Ordinance.

19  
20          C. This provision shall not apply to City employees whose service is specified in the  
21          Charter or by initiative ordinance, nor shall it apply to City employees serving on  
22          interdepartmental or other working groups created by initiative of the Mayor or Board of  
23          Supervisors, nor shall it apply to City employees who serve on the Health Service Board,  
24          Retiree Health Care Trust Fund Board, or Retirement Board

1 Section 2.5 STIPEND FOR PLANNING COMMISSIONERS FOR ATTENDANCE AT  
2 PLANNING COMMISSION MEETINGS.

3  
4 Each commissioner serving on the Planning Commission may receive full stipend for that  
5 commissioner's attendance at each meeting of the Commission, as enumerated and included  
6 herein, if the commissioner is present at the beginning of the first action item on the agenda  
7 for such meeting for which a vote is taken until the end of the public hearing on the last  
8 calendared item. A commissioner of the Planning Commission who attends a portion of a  
9 meeting of the Planning Commission, but does not qualify for full stipend, may receive one-  
10 quarter of the stipend available for the commissioner's attendance at each meeting of the  
11 commission, as enumerated and included herein.

12  
13 Section 2.6 FIRE CHIEF RESIDENCE.

14  
15 In connection with employment as Fire Chief, the Fire Chief is authorized to use residential  
16 areas in the building known as the Dennis T. Sullivan Memorial Fire Chief's Home, located at  
17 870 Bush Street, as a personal residence, subject to the terms of a lease between the Chief  
18 and the Real Estate Division.

19  
20  
21  
22 APPROVED AS TO FORM:  
DAVID CHIU, City Attorney

23  
24 By:                     /s/                      
CECILIA MANGOBA  
25 Deputy City Attorney

## Annual Salary Ordinance Fiscal Years 2025-26 and 2026-27

### EXPLANATION OF SYMBOLS.

The following symbols used in connection with the rates fixed herein have the significance and meaning indicated.

B. Biweekly.

C. Contract rate.

D. Daily.

E. Salary fixed by Charter.

F. Salary fixed by State law.

G. Salary adjusted pursuant to ratified Memorandum of Understanding.

H. Hourly.

I. Intermittent.

J. Rate set forth in budget.

K. Salary based on disability transfer.

L. Salary paid by City and County and balance paid by State.

M. Monthly.

O. No funds provided.

P. Premium rate.

Q. At rate set under Charter Section A8.405 according to prior service.

W. Weekly.

Y. Yearly.

Note: Additions are single-underline italics Times New Roman;  
deletions are ~~strikethrough italics Times New Roman~~.  
Board amendment additions are double underlined.  
Board amendment deletions are ~~strikethrough normal~~.

AN ORDINANCE ENUMERATING POSITIONS IN THE ANNUAL BUDGET AND  
APPROPRIATION ORDINANCE FOR THE FISCAL YEARS ENDING JUNE 30, 202~~5~~6, AND  
JUNE 30, 202~~7~~6 CONTINUING, CREATING, OR ESTABLISHING THESE POSITIONS;  
ENUMERATING AND INCLUDING THEREIN ALL POSITIONS CREATED BY CHARTER OR  
STATE LAW FOR WHICH COMPENSATIONS ARE PAID FROM CITY AND COUNTY  
FUNDS AND APPROPRIATED IN THE ANNUAL APPROPRIATION ORDINANCE;  
AUTHORIZING APPOINTMENTS OR CONTINUATION OF APPOINTMENTS THERETO;  
SPECIFYING AND FIXING THE COMPENSATIONS AND WORK SCHEDULES THEREOF;  
AND AUTHORIZING APPOINTMENTS TO TEMPORARY POSITIONS AND FIXING  
COMPENSATIONS THEREFORE.

BE IT ORDAINED BY THE PEOPLE OF THE CITY AND COUNTY OF SAN FRANCISCO.

SECTION 1. ESTABLISHMENT, CREATION AND CONTINUATION OF POSITIONS.

In accordance with the provisions of the Administrative Code and Labor & Employment Code,  
the positions hereinafter enumerated under the respective departments are hereby created,  
established, or continued for the fiscal year ending June 30, 202~~6~~5. Positions created or  
authorized by Charter or State law, compensations for which are paid from City and County  
funds and appropriated in the Annual Appropriation Ordinance, as that ordinance may be  
modified during the fiscal year in supplemental appropriation or de-appropriation ordinances



(together “Annual Appropriation Ordinance”), are enumerated and included herein.

The word “position” or “positions” as used in the ordinance shall be construed to include office or offices, and the word “employee” or “employees” shall be construed to include officer or officers. The terms “requisition” and “request to fill” are intended to be synonymous and shall be construed to mean a position authorization that is required by the Charter.

#### Section 1.1. APPOINTMENTS AND VACANCIES - PERMANENT POSITIONS.

Section 1.1A. Appointing officers as specified in the Charter are hereby authorized, subject to the provisions of this ordinance, to make or continue appointments as needed during the fiscal year to permanent positions enumerated in their respective sections of this ordinance. Such appointments shall be made in accordance with the provisions of the Charter. Appointing officers shall not make an appointment to a vacancy in a permanent position until the request to fill for such position is approved by the Controller. Provided further, that if the Mayor declares an intent to approve requests to fill due to unanticipated financial reasons, appointing officers shall not make an appointment to a vacancy in a permanent position until the request to fill for such position is approved by the Mayor. Provided further, that if changes occur to the classification, compensation, or duties of a permanent position, appointing officers shall not make an appointment to a vacancy in such position until the request to fill for such position is approved by the Department of Human Resources. Provided further, that in order to prevent the stoppage of essential services, the Human Resources Director may authorize an emergency appointment pending approval or disapproval of a request to fill, if funds are available to pay the compensation of such emergency appointee.

1  
2 Provided that if the proposed employment is for inter-departmental service, the Controller  
3 shall approve as to conformity with the following inter-departmental procedure.

4 Appointing officers shall not authorize or permit employees to work in inter-departmental  
5 service unless the following provisions are satisfied. The payment of compensation for  
6 the employment of persons in inter-departmental service shall be within the limit of the  
7 funds made available by certified inter-departmental work orders and such compensation  
8 shall be distributed to the inter-departmental work orders against which they constitute  
9 proper detailed charges.

10  
11 A. If the appointing officer is unable to employ a qualified person to cover the work  
12 schedule of a position herein established or authorized, the appointing officer, subject  
13 to the provisions of this ordinance and the Annual Appropriation Ordinance and with  
14 the approval of the Department of Human Resources, may in the appointing officer's  
15 discretion employ more than one person on a lesser work schedule but the combined  
16 salaries shall not exceed the compensation appropriated for the position, or may  
17 appoint one person on a combined work schedule but subject to the limitation of the  
18 appropriation and the compensation schedule for the position and without  
19 amendment to this ordinance.

20  
21 B. Where a vacancy exists in a position, the Human Resources Director may and is  
22 hereby authorized to approve a temporary (diverted) request to fill in a different class,  
23 provided that the Controller certifies that funds are available to fill that vacancy on this  
24 basis, and provided that no action taken as a result of the application of this section  
25 will affect the classification of the position concerned as established in the Annual

Appropriation Ordinance and this ordinance.

An appointing officer, subject to the provisions of this ordinance, the Annual Appropriation Ordinance, the Controller's certification of funds, and Civil Service certification procedures, may employ more than one person on a combined work schedule not to exceed the permanent full-time equivalent, or may combine the appropriations for more than one permanent part-time position in order to create a single full-time equivalent position limited to classifications of positions herein established or authorized and their respective compensation schedules. Such changes shall be reported to the Department of Human Resources and the Controller's office. No full-time equivalent position which is occupied by an employee shall be reduced in hours without the voluntary consent of the employee, if any, holding that position. However, the combined salaries for part-time positions created shall not exceed the compensation appropriated for the full-time position, nor will the salary of a single full-time position created exceed the compensation appropriated for part-time positions. Each permanent part-time employee shall receive the same benefits as existing permanent part-time employees. The funding of additional fringe benefit costs subject to availability of funds will be from any legally available funds.

Section 1.1B. The Human Resources Director is solely authorized to administratively adjust the terms of this ordinance as follows:

A. To change the classification of a position provided that the rate of pay is the same or less and the services are in the same functional area.

B. To adjust the compensation of a position pursuant to an approved Memorandum of Understanding or ordinance.

C. To reflect the initial rates of compensation for a newly established classification, excluding classes covered under Administrative Code Sections 2A.76 and 2A.90.

D. To add positions funded in accordance with section 10.22 of the Annual Appropriation Ordinance, regarding Professional Service Contracts, and section 26 of the Annual Appropriation Ordinance, regarding work order appropriations.

The Department of Human Resources shall promptly notify the Controller, the Clerk of the Board, the Mayor's Office and the affected department(s) if the Human Resources Director takes such actions as authorized above.

Section 1.1C. Provided further, that if requests to fill for vacant permanent positions issued by departments where the appointing officers are elected officials enumerated in Article II and Section 6.100 of the Charter (the Board of Supervisors, Assessor-Recorder, City Attorney, District Attorney, Public Defender, Sheriff, and Treasurer) are approved by the Controller and are not approved or rejected by the Mayor and the Department of Human Resources within 15 working days of submission, the requests to fill shall be deemed approved. If such requests to fill are rejected by the Mayor and/or the Department of Human Resources, the appointing officers listed above may appeal that rejection in a hearing before the Budget and Finance and/or Budget and Appropriations Committee of the Board of Supervisors, and the Board of Supervisors in its discretion may then grant approval of said requests to fill.



1 Section 1.1D. The Human Resources Director is authorized to make permanent exempt  
2 appointments for a period of up to 6 months to permit simultaneous employment of an existing  
3 City employee who is expected to depart City employment and a person who is expected to  
4 be appointed to the permanent position previously held by the departing employee when such  
5 an appointment is necessary to ensure implementation of successful succession plans and to  
6 facilitate the transfer of mission-critical knowledge within City departments.

7  
8 Section 1.1E. The Human Resources Director, with concurrence of the Controller, is  
9 authorized to adjust the terms of this ordinance to reflect the conversion of temporary  
10 positions to a permanent position(s) when sufficient funding is available and conversion is  
11 needed either (A) to maintain services when elimination of temporary positions is consistent  
12 with the terms of Memoranda of Understanding, or (B) to address City staffing needs created  
13 by the San Francisco Housing Authority's changing scope of work, or (C) when the Human  
14 Resources Director determines the conversion is warranted and the Controller certifies that  
15 the conversion will not require additional salary appropriations in that fiscal year.

16  
17 Section 1.2. APPOINTMENTS - TEMPORARY POSITIONS.

18  
19 Section 1.2A. Temporary appointments to positions defined by Charter Section 10.104(16) as  
20 seasonal or temporary positions may be made by the respective appointing officers in excess  
21 of the number of permanent positions herein established or enumerated and such other  
22 temporary services as required at rates not in excess of salary schedules if funds have been  
23 appropriated and are available for such temporary service. Such appointments shall be  
24 limited in duration to no more than 1040 hours in any fiscal year. No appointment to such  
25 temporary or seasonal position shall be made until the Controller has certified the availability

of funds, and the request to fill for such service is approved by the Controller and the Department of Human Resources. Provided further that in order to prevent the stoppage of essential services, the Human Resources Director may authorize an emergency appointment pending approval or disapproval of the request to fill, if funds are available to pay the compensation of such emergency appointee. No such appointment shall continue beyond the period for which the Controller has certified the availability of funds. Provided that if the proposed employment is for inter-departmental service, the Controller shall approve as to conformity with the following inter-departmental procedure. Appointing officers shall not authorize or permit employees to work in inter-departmental service unless the following provisions are complied with. The payment of compensation for the employment of persons in inter-departmental service shall be within the limit of the funds made available by certified inter-departmental work orders and such compensation shall be distributed to the inter-departmental work orders against which they constitute proper detailed charges.

Section 1.2B. Temporary Assignment, Different Department. When the needs and the best interests of the City require, appointing officers are authorized to arrange among themselves the assignment of personnel from one department to another department on a temporary basis. Such temporary assignments shall not be treated as transfers, and may be used to alleviate temporary seasonal peak load situations, complete specific projects, provide temporary transitional work programs to return injured employees to work, or other circumstances in which employees from one department can be effectively used on a temporary basis in another department. All such temporary assignments between departments shall be reviewed and approved by the Department of Human Resources.

Section 1.3. EXCEPTIONS TO NORMAL WORK SCHEDULES FOR WHICH NO EXTRA

1 COMPENSATION IS AUTHORIZED.

2  
3 Employees appointed to salaried classifications (i.e., designated –Z symbol) shall work such  
4 hours as may be necessary for the full and proper performance of their duties and shall  
5 receive no additional compensation for work on holidays or in excess of eight hours per day  
6 for five days per week, but may be granted compensatory time off under the provisions of any  
7 applicable Memorandum of Understanding or ordinance. Provided that, subject to the fiscal  
8 provisions of the Charter and the availability of funds, the Human Resources Director may  
9 suspend the provisions of this section to allow overtime payment. Approval of overtime  
10 payments shall be limited to extraordinary circumstances in which employees are required to  
11 work a significant number of hours in excess of their regular work schedules for a prolonged  
12 period of time, with a limited ability to use compensatory time off. Further, such payment shall  
13 be consistently applied to all personnel in a class.

14  
15 SECTION 2. COMPENSATION PROVISIONS.

16  
17 Section 2.1. PUC EMPLOYEES ASSIGNED TO HETCH HETCHY AND RECREATION  
18 AND PARKS EMPLOYEES PERMANENTLY ASSIGNED TO CAMP MATHER.

19  
20 The Public Utilities Commission and Recreation and Parks Department will pay a stipend  
21 of ~~—\$55498.7248~~ per month to employees residing in designated zip code areas enrolled  
22 in the Health Services System with employee plus two or more dependents where HMOs  
23 are not available and such employees are limited to enrollment to the City Plan I. The  
24 Public Utilities Commission and Recreation and Parks Department will pay a stipend ~~of~~  
25 \$of \$16249.674 per month to employees residing in designated zip code areas enrolled in

1 the Health Services System with employee plus one dependent where HMOs are not  
2 available and such employees are limited to enrollment to City Plan I. These rates may be  
3 adjusted by the Health Service System Board to reflect the increase in premiums effective  
4 January 1, 202~~5~~<sup>4</sup>. The City reserves the right to either reimburse the affected employees  
5 or provide an equivalent amount directly to the Health Services System.

6  
7 Section 2.2. MOVING EXPENSES.

8  
9 Where needed to recruit employees to fill Department Head, Deputy Director or Manager  
10 Level IV or higher (Manager V or higher for SFMTA) positions, an appointing authority may  
11 authorize the expenditure of pre-offer recruitment expenses, such as interview travel  
12 expenses, and reimbursement of post-offer expenses, such as moving, lodging/temporary  
13 housing and other relocation costs, not to exceed \$2~~7,0046,294~~<sup>7</sup>. Reimbursement will be  
14 made for actual expenses documented by receipts. As an alternative, the Controller may  
15 authorize advance payment of approved expenses. Payments under this section are  
16 subject to approval by the Controller and the Human Resources Director (except for  
17 SFMTA, where the approval is the Controller and Director of Transportation). This amount  
18 shall be indexed to the growth rate in the Consumer Price Index – All Urban Consumers  
19 (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan  
20 Statistical Area from February to February of the preceding fiscal year.

21  
22 Section 2.3. SUPPLEMENTATION OF MILITARY PAY.

23  
24 A. In accordance with Charter Section A8.400(h) and in addition to the benefits provided  
25 pursuant to Section 395.01 and 395.02 of the California Military and Veterans Code and



the Civil Service Rules, any City employee who is a member of the reserve corps of the United States Armed Forces, National Guard or other uniformed service organization of the United States and is called into active military service in response to the September 11th, 2001 terrorist attacks, international terrorism, conflict in Iraq or related extraordinary circumstances, or to provide medical or logistical support to federal, state, or local government responses to the COVID-19 pandemic shall have the benefits provided for in subdivision (B).

B. Any employee to whom subdivision (A) applies, while on military leave, shall receive from the City the following supplement to their military pay and benefits:

1. The difference between the amount of the individual's gross military pay and the amount of gross pay the individual would have received as a City employee, had the employee worked the employee's regular work schedule (excluding overtime unless regularly scheduled as part of the employee's regular work schedule).

2. Retirement service credit consistent with Section A8.520 of the Charter.

3. All other benefits to which the employee would have been entitled had the employee not been called to eligible active military service, except as limited under state law or the Charter.

C. As set forth in Charter Section A8.400(h), this section shall be subject to the following limitations and conditions:

1. The employee must have been called into active service for a period greater than 30 consecutive days.

2. The purpose for such call to active service shall have been to respond to the September 11th, 2001 terrorist attacks, international terrorism, conflict in Iraq or related extraordinary circumstances, or to the COVID-19 pandemic, and shall not include scheduled training, drills, unit training assemblies or similar events.

3. The amounts authorized under this section shall be offset by amounts required to be paid pursuant to any other law, so there are no double payments to the employee.

4. Any employee receiving compensation under this section shall execute an agreement providing that if the employee does not return to City service within 60 days of release from active duty (or if the employee is not fit for employment at that time, within 60 days of a determination that the employee is fit for employment), then the compensation described in Sections (B)(1) through (B)(3) shall be treated as a loan payable with interest at a rate equal to the greater of (i) the rate received for the concurrent period by the Treasurer's Pooled Cash Account or (ii) the minimum amount necessary to avoid imputed income under the Internal Revenue Code of 1986, as amended from time to time, and any successor statute. Interest shall begin to accrue 90 days after the employee's release from active service or return to fitness for employment. Such loan shall be payable in equal monthly installments over a period not to exceed 5 years, commencing 90 days after the individual's release from active service or return to fitness for employment.

1           5. This section shall not apply to any active duty served voluntarily after the time that  
2           the employee is called to active service.

3  
4       Section 2.4   CITY EMPLOYEES SERVING ON CHARTER-MANDATED BOARDS AND  
5       COMMISSIONS, OR BOARDS, COMMISSIONS AND COMMITTEES CREATED BY  
6       INITIATIVE ORDINANCE.

7  
8           A. City employees serving on Charter-mandated boards and commissions, or boards,  
9           commissions and committees created by initiative ordinance, shall not be compensated for  
10          the number of hours each pay period spent in service of these boards and commissions,  
11          based on a 40-hour per week compensation assumption.

12  
13          B. City employees covered by this provision shall submit to the Controller each pay period  
14          a detailed description of the time spent in service, including attending meetings, preparing  
15          for meetings, meeting with interested stakeholders or industry, and writing or responding to  
16          correspondence. There is a rebuttable presumption that such employees spend 0.25 of  
17          their time in service of these duties. This information shall be made publicly available  
18          pursuant to the Sunshine Ordinance.

19  
20          C. This provision shall not apply to City employees whose service is specified in the  
21          Charter or by initiative ordinance, nor shall it apply to City employees serving on  
22          interdepartmental or other working groups created by initiative of the Mayor or Board of  
23          Supervisors, nor shall it apply to City employees who serve on the Health Service Board,  
24          Retiree Health Care Trust Fund Board, or Retirement Board

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## Section 2.6 FIRE CHIEF RESIDENCE.

APPROVED AS TO FORM:  
DAVID CHIU, City Attorney

By: /s/  
CECILIA MANGOKAKATE KIMBERLIN  
Deputy City Attorney



EXPLANATION OF SYMBOLS.

The following symbols used in connection with the rates fixed herein have the significance and meaning indicated.

- B. Biweekly.
- C. Contract rate.
- D. Daily.
- E. Salary fixed by Charter.
- F. Salary fixed by State law.
- G. Salary adjusted pursuant to ratified Memorandum of Understanding.
- H. Hourly.
- I. Intermittent.
- J. Rate set forth in budget.
- K. Salary based on disability transfer.

L. Salary paid by City and County and balance paid by State.

M. Monthly.

O. No funds provided.

P. Premium rate.

Q. At rate set under Charter Section A8.405 according to prior service.

W. Weekly.

Y. Yearly.



RECEIVED Ak  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2025 MAY 30 PM04:21

To: Angela Calvillo, Clerk of the Board of Supervisors  
From: Sophia Kittler, Mayor's Budget Director  
Date: May 30, 2025  
Re: Interim Exceptions to the Annual Salary Ordinance and Annual Appropriations Ordinance

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Dear Madam Clerk,

I herein present exceptions to the Annual Salary Ordinance (ASO) and Annual Appropriations Ordinance (AAO) for consideration by the Budget and Appropriations Committee of the Board of Supervisors. The City's standard practice is to budget new positions beginning in pay period 7, at 0.79 FTE. Where there is justification for expedited hiring and spending, however, the Board may authorize exceptions to the Interim ASO and AAO, which allow new positions to be filled, prior to final adoption of the budget.

Exceptions are being requested for the following positions:

***General Fund Positions (56.3 FTE)***

- **Office of the Controller (CON)**  
1688 Inspector General, Controller's Office (1.0 FTE). This position was created by voters through the passage of Proposition C in November 2024.
- **Department of Human Resources (HRD)**  
1042 IS Engineer-Journey (3.0 FTE); 1053 IS Business Analyst (1.0 FTE); 1824 Principal Administrative Analyst (1.0 FTE). These filled positions have been previously funded through project-based funding and are critical to support ongoing Hiring Modernization projects approved by the Committee on Information Technology (COIT).
- **Department of Public Health (DPH)**  
2230 Physician Specialist (0.4 FTE); 0932 Manager IV (1.0 FTE); 1636 Health Care Billing Clerk II (1.0 FTE); 1824 Principal Administrative Analyst (1.0 FTE); 1932 Assistant Storekeeper (1.0 FTE); 2232 Senior Physician Specialist (1.0 FTE); 2593 Health Program Coordinator III (1.0 FTE); 2909 Hospital Eligibility Worker Supervisor (1.0 FTE); 2920 Medical Social Worker (1.0 FTE); P103 Special Nurse (1.4 FTE); 2328 Nurse Practitioner (1.5 FTE); 2932 Senior Behavioral Health Clinician (2.0 FTE); 2588 Health Worker IV (2.0 FTE); 2586 Health Worker II (3.0 FTE); 2587 Health Worker III (3.0 FTE); 2312 Licensed Vocational Nurse (6.0 FTE); 2320 Registered Nurse (10.0 FTE); 2930 Behavioral Health Clinician (13.0 FTE). These positions are part of the City's investment in transformed behavioral health and homelessness response, with greater accountability, integrated service delivery, and prioritization of compassionate care.

***Non-General Fund Positions (10.5 FTE)***

- **Office of the Public Defender (PDR)**  
8177 Attorney (Civil/Criminal) (1.0 FTE). An interim exception is required as this is a

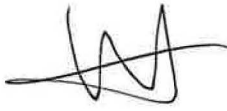
new grant for an existing Clean Slate Attorney position at PDR.

- **Department of Public Health (DPH)**

2320 Registered Nurse (0.5 FTE); 2586 Health Worker II (1.0 FTE); 2587 Health Worker III (2.0 FTE); 2588 Health Worker IV (2.0 FTE); 2930 Behavioral Health Clinician (2.0 FTE); 2932 Senior Behavioral Health Clinician (2.0 FTE). These positions are part of the City's investment in transformed behavioral health and homelessness response, with greater accountability, integrated service delivery, and prioritization of compassionate care.

Please do not hesitate to contact me if you have any questions regarding the requested interim exceptions to the Annual Salary Ordinance and Annual Appropriations Ordinance.

Sincerely,

A handwritten signature in black ink, appearing to be 'SK' or similar, with a stylized, cursive-like flourish.

Sophia Kittler  
Mayor's Budget Director

cc: Members of the Budget and Appropriations Committee  
Budget & Legislative Analyst's Office  
Controller



OFFICE OF THE MAYOR  
SAN FRANCISCO



DANIEL LURIE  
MAYOR

RECEIVED **AK**  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2025 MAY 30 PM04:20

To: Angela Calvillo, Clerk of the Board of Supervisors  
From: Sophia Kittler, Mayor's Budget Director  
Date: May 30, 2025  
Re: Minimum Compensation Ordinance and the Mayor's FY 2025-26 and FY 2026-27  
Proposed Budget

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Madam Clerk,

Pursuant to San Francisco Administrative Code, SEC 12P.3, the minimum compensation for nonprofit corporations will be \$21.55 as of July 1, 2025, eventually reaching \$23.00 by January 1, 2026.

Pursuant to San Francisco Administrative Code, SEC 12P.3, the minimum compensation for public entities will be \$22.50 as of July, 1, 2025, eventually reaching \$23.00 by January 1, 2026.

This letter provides notice to the Board of Supervisors that the Mayor's proposed budget for Fiscal Years (FY) FY 2025-26 and FY 2026-27 contains funding to support these minimum compensation age levels for nonprofit corporations and public entities.

If you have any questions, please contact my office.

Sincerely,

A handwritten signature in blue ink, appearing to be "SK", with a horizontal line extending to the right.

Sophia Kittler  
Mayor's Budget Director

cc: Members of the Board of Supervisors  
Budget & Legislative Analyst's Office  
Controller



RECEIVED **AK**  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2025 MAY 30 PM 04:20

To: Angela Calvillo, Clerk of the Board of Supervisors  
From: Sophia Kittler, Mayor's Budget Director  
Date: May 30, 2025  
Re: Notice of Transfer of Functions under Charter Section 4.132

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This memorandum constitutes notice to the Board of Supervisors under Charter Section 4.132 of transfers of functions between departments within the Executive Branch. All positions are regular positions unless otherwise specified. The positions include the following:

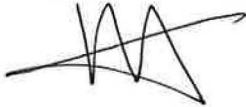
- One position (1.0 FTE 1093 IT Operations Support Administrator III) from the War Memorial (WAR) to the Department of Technology (TIS) in response to TIS's proposal to take on IT management responsibilities.
- Two positions (1.0 FTE 1054 IS Business Analyst-Principal; 1.0 FTE 1052 IS Business Analyst) to be transferred from the Department of Children, Youth, and Their Families (CHF) to TIS to streamline IT service provision citywide, consolidating IT functions under the Department of Technology to improve efficiency and service delivery..
- Two positions (1.0 FTE 0922 Manager I; 1.0 FTE 1823 Senior Administrative Analyst) from the Human Rights Commission (HRC) to the Police Department (POL), which make up the Sexual Harassment and Assault Response and Prevention (SHARP) team, to be transferred from HRC to POL as the final move to transition SHARP to POL.
- Four positions (2.0 FTE 1777 Media/Security Systems Specialist; 2.0 FTE 1781 Media/Security Systems Supervisor) to be transferred from the Office of the City Administrator to TIS to align functions under the most appropriate teams. Currently, A/V services are split between Media Services and SFGovTV. Consolidating all A/V responsibilities under SFGovTV would improve service delivery, increase staffing flexibility, and better align technical expertise. Media Services also oversees security systems in Real Estate-managed buildings, and this responsibility would remain with Real Estate as part of its facilities management role.
- Fifteen positions, including all 7 Commissioners, (0.7 FTE 0111 Board/Commission Members, Group II; 0.09 FTE 0931 Manager III; 0.51 FTE 1823 Administrative Analyst; 2.0 FTE 2998 Representatives, Commission on the Status of Women; 1.0 FTE 0961 Department Head; 1.0 FTE 1840 Junior Management Assistant; 1.0 FTE 1822 Administrative Analyst; 1.0 FTE 1824 Principal Administrative Analyst from the Department on the Status of Women (WOM) to HRC). This list includes six General Fund and two Non-General Fund positions. These changes are made through the Department and do not affect the Commission on the Status of Women. The changes are made at the Mayor's request to consolidate the two Departments into a singular agency to

share financial resources that will benefit the communities of San Francisco and allow the Commissions to effectively follow their Charter mandates.

- Eleven positions (1.0 FTE 2593 Health Program Coordinator III; 1.0 FTE 2932 Senior Behavioral Health Clinician; 2.0 FTE Behavioral Health Clinician; 7.0 FTE 2587 Health Worker III) from the Department of Homelessness and Supportive Services (HOM) to the Department of Public Health (DPH) to integrate staff providing physical and mental health support to people experiencing homelessness or transitioning out of homelessness as part of Whole Person Integrated Care.

If you have any questions, please feel free to contact my office.

Sincerely,

A handwritten signature in black ink, appearing to be 'SK', with a long horizontal line extending to the right.

Sophia Kittler  
Mayor's Budget Director

cc: Members of the Budget and Appropriations Committee  
Budget & Legislative Analyst's Office  
Controller



## **BUILDING INSPECTION COMMISSION (BIC)**

**Department of Building Inspection**

**49 South Van Ness Avenue, 5<sup>th</sup> Floor San Francisco, California 94103**

**Voice (628) 652 -3510**

March 11, 2025

**Daniel Lurie**  
Mayor

**COMMISSION**

**Alysabeth**  
**Alexander-Tut**  
President

**Evita Chavez**  
**Catherine Meng**  
**Bianca Neumann**  
**Kavin Williams**

**Sonya Harris**  
Secretary

**Monique Mustapha**  
Asst. Secretary

**Patrick O'Riordan,**  
C.B.O., Director

Ms. Angela Calvillo  
Clerk of the Board  
Board of Supervisors, City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102-4694

Dear Honorable Supervisors:

**RE: Building Inspection Commission's official recommendation on Positions and Code Enforcement Grants included in DBI's Proposed Budget**

The Building Inspection Commission (BIC) respectfully submits this letter as a supplemental request regarding staff positions and clarification of the BIC's official position regarding the general fund line in our budget that currently funds code enforcement outreach efforts in apartments and single room occupancy (SRO) buildings.

**Positions:**

The BIC commends Mayor Lurie for his bold leadership in enacting a hiring and contracting freeze to address the historic General Fund deficit. It is in the spirit of economic recovery and homelessness prevention that the BIC submits these requests for your consideration.

As an enterprise department, DBI staff and programs are funded by our fee revenue and service charges, our hiring does not impact the General Fund deficit.

The work done by the department is critical to economic recovery, health and safety, emergency preparedness, and emergency response. The department does this work by reviewing and approving plans for everything from a single family home renovation to a new hospital, by holding landlords to account for unsafe living conditions, through the soft story program, high-rise window inspections, and responding when disaster strikes; It is DBI's responsibility to ensure the safety and habitability of our City.

The BIC requests your support to fill the positions requested in DBI's budget submission to maintain, and increase the efficiency of providing core public services.



Please approve DBI's positions as requested in the proposed budget.

Code Enforcement Grants (Currently General Fund line)

The BIC passed one motion that approved forwarding the staff's budget to the Mayor and Board of Supervisors *with the recommendation that the Code Enforcement Grants be fully funded*. The BIC considered two pathways for funding this budget line by restoring FY 25-26 10% reduction and the FY 26-27 additional 15% reduction:

1. General Fund: The Mayor and Board of Supervisors could restore the Code Enforcement Grants to full funding using the General Fund; or
2. 1.5% Fee Increase: DBI could increase fees across the board by 1.5% as part of its fee legislation to compensate for the proposed General Fund reductions in support.

For decades, DBI funded community-based enforcement programming. However, most recently the General Fund has supported these programs. This change in funding source was, in part, a result of a budget shortfall.

The work of these Code Enforcement Grants is important and supports the core mission of DBI. These programs reach residents that are living in unsafe living conditions that do not know where to start or are too afraid to report. They are often the most vulnerable SRO residents, immigrant families, and low-income seniors. The BIC supports and recognizes the value of the work done by these programs and the necessity for culturally competent, multi-lingual, direct services to vulnerable populations. These providers go to the tenants as well as take complaints. Reduction in outreach services will not mean a reduction in need, it will mean more tenants leave inhabitable apartments and end up homeless or people will suffer health conditions as a result of uninhabitable housing.

Thank you for your time and consideration of these two important elements to keep city services running. We appreciate your time and attention to these services.

Sincerely,

Building Inspection Commissioners

*Alysabeth Alexander-Tut*

*Evita Chavez*

*Catherine Meng*

*Bianca Neumann*

*Kavin Williams*

cc: Patrick O'Riordan, Director  
Mayor Daniel Lurie  
Board of Supervisors



June 3, 2025

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entirety of Public Correspondence received.

Budget and Appropriations Committee  
Supervisors Connie Chan  
Matt Dorsey  
Joel Engardio  
Shamann Walton  
Rafael Mandelman

Dear Budget and Appropriations Committee:

It has come to my attention that the Legacy Business program is in jeopardy of losing its Program Manager position. From the very beginning, Richard Kurylo has exemplified his role in the program and has identified over 400 legacy businesses in San Francisco.

Due to Rick's advocacy, there are currently 13 legacy businesses in Japantown, and we are presently working on identifying additional businesses. Rick has been very instrumental in supporting our legacy small businesses and we could not have accomplished this arduous task without his dedicated support.

We understand that the current budget crisis is staggering but we urge you to please consider retaining this important position that will help keep San Francisco one of the top tourist destinations in the country especially as we rebuild the city's economic future.

Sincerely,

Richard Hashimoto  
President

Cc: Supervisor Bilal Mahmood



To: Angela Calvillo, Clerk of the Board of Supervisors  
From: Sophia Kittler, Mayor's Budget Director  
Date: May 30, 2025  
Re: Mayor's FY 2025-26 and FY 2026-27 Budget Submission

RECEIVED AK  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2025 MAY 30 PM04:18

Madam Clerk,

In accordance with City and County of San Francisco Charter, Article IX, Section 9.100, the Mayor's Office hereby submits the Mayor's proposed budget by May 30<sup>th</sup>, corresponding legislation, and related materials for Fiscal Year (FY) 2025-26 and FY 2026-27.

In addition to the Mayor's Proposed FY 2025-26 and FY 2026-27 Budget Book, the following items are included in the Mayor's submission:

- Proposed Interim Budget and Annual Appropriation Ordinance (AAO)
- Proposed Interim Annual Salary Ordinance (ASO)
- Proposed Budget and Annual Appropriation Ordinance (AAO)
- Proposed Annual Salary Ordinance (ASO)
- Administrative Provisions for both, but separate documents of the AAO and ASO, in tracked changes, and on pleading paper
- Proposed Budget for the Office of Community Investment and Infrastructure
- A Transfer of Function letter detailing the transfer of positions from one City department to another
- An Interim Exception letter to the ASO
- PUC Capital Amendment and Debt Authorization
- Prop J Certification Letters
- A letter addressing funding levels for consumer price index increases for nonprofit corporations or public entities for the coming two fiscal years
- 40 pieces of trailing legislation
- Memo to the Board President requesting for 30-day rule waivers on ordinances

Please note the following:

- Technical adjustments to the June 1 budget are being prepared, but are not submitted with this set of materials.

Sincerely,

A handwritten signature in blue ink, appearing to read "SK", with a green checkmark to the right.

Sophia Kittler  
Mayor's Budget Director

cc: Members of the Board of Supervisors  
Budget & Legislative Analyst's Office  
Controller



No	DEPT	Item	Description	Type of Legislation	File #
1	ADM	Code Amendment	Amending the Administrative Code to modify the fees for the use of City Hall	Ordinance	250591
2	ADM	Code Amendment	Amending the Administrative Code to transfer responsibilities for oversight of the collection of sexual orientation and gender identity data from the City Administrator to the Human Rights Commission and removing obsolete reporting requirements	Ordinance	250593
3	ADM	Code Amendment	Amending the Administrative Code to clarify the status of the Treasure Island Development Authority ("TIDA") as a City department	Ordinance	250594
4	ADM	Continuing Prop J	Convention Facilities Management	Resolution	250615
5	ADM	Continuing Prop J	Security Services for RED Buildings	Resolution	250615
6	ADM	Continuing Prop J	Custodial Services for RED Buildings	Resolution	250615
7	ADM	Continuing Prop J	Security Guard Service at Central Shops	Resolution	250615
8	BOS	Continuing Prop J	Budget and Legislative Analyst Services	Resolution	250615
9	CON	Access Line Tax	Resolution concurring with the Controller's establishment of the Consumer Price Index for 2025, and adjusting the Access Line Tax by the same rate.	Resolution	250612
10	CON	Code Amendment	Amending the Administrative Code to eliminate the Budget Savings Incentive Fund	Ordinance	250595
11	CON	Neighborhood Beautification and Graffiti Clean-up Fund Tax	Adopting the Neighborhood Beautification and Graffiti Clean-up Fund Tax designation ceiling for tax year 2025	Ordinance	250596
12	DBI	DBI Fee Changes	Amending the Building, Subdivision, and Administrative Codes to adjust fees charged by the Department of Building Inspection and to establish Subfunds within the Building Inspection Fund; and affirming the Planning Department's determination under the California Environmental Quality Act	Ordinance	250592
13	DEC	Early Care and Education	Modifying the baseline funding requirements for early care and	Ordinance	250597

		Commercial Rents Tax Baseline	education programs in Fiscal Years (FYs) 2025-2026 and 2026-2027, to enable the City to use the interest earned from the Early Care and Education Commercial Rents Tax for those baseline programs		cont'd 250597
14	DPH	State Recurring Grants FY25-36	Authorizing the acceptance and expenditure of Recurring State grant funds by the San Francisco Department of Public Health for Fiscal Year (FY) 2025-2026	Resolution	250618
15	DPH	CCE Expansion Grant	Grant Agreement - California Department of Social Services - Community Care Expansion Program - Anticipated Revenue to the City \$9,895,834	Resolution	250619
16	DPH	Code Amendment	Various Codes - Environmental Health Permit, Fee, and Penalties Revisions	Ordinance	250606
17	DPH	HHIP Grant	Delegation of 9.118 Authority - Accept and Expend Grant - San Francisco Health Authority, a local governmental entity doing business as the San Francisco Health Plan ("Health Plan" or "SFHP") - Housing and Homelessness Incentive Program ("HHIP") Expanding San Francisco Department of Public Health Recuperative Care Community Supports - \$2,489,698.63	Resolution	250620
18	DPH	IPP Grant	Delegation of 9.118 Authority - Accept and Expend Grant - San Francisco Health Authority, a local governmental entity doing business as the San Francisco Health Plan ("Health Plan" or "SFHP") - Incentive Payment Program ("IPP") San Francisco Department of Public Health Epic Enhancement Implementation Project - \$6,000,000	Resolution	250621
19	DPH	Patient Revenues	Amending the Health Code to set patient rates for services provided by the Department of Public Health (DPH), for Fiscal Years 2025-2026 and 2026-2027; and authorizing DPH to waive or reduce fees to meet the needs of low-income patients through its	<del>Resolution</del> Ordinance	250607

			provision of charity care and other discounted <b>payment programs</b>		cont'd 250607
20	DPH	Continuing Prop J	Healthcare Security at Primary Care Clinics	Resolution	250615
21	DPW	DPW Fee Changes	Public Works, Subdivision Codes - Fee Modification and Waiver	Ordinance	250608
22	DPW	Continuing Prop J	Yard Operations and Street Tree Nursery	Resolution	250615
23	HOM	Continuing Prop J	Security Services	Resolution	250615
24	HOM	Continuing Prop J	Homelessness and Supportive Housing security services	Resolution	250615
25	HOM	Homelessness and Supportive Housing Fund	Approving the FYs 2025-2026 and 2026-2027 Expenditure Plan for the Department of Homelessness and Supportive Housing Fund	Resolution	250613
26	HOM	Our City, Our Home Homelessness Gross Receipts Tax	Funding Reallocation - Our City, Our Home Homelessness Gross Receipts Tax - Services to Address Homelessness - \$88,495,000 Plus Future Revenue Through FY 2027-28	Ordinance	250609
27	LIB	Friends of the Library A&E	Annual Accept & Expend legislation for the SFPL's Friends of the Library Fund	Resolution	250614
28	MOHCD	Continuing Prop J	Treeline Security Inc services for City-owned properties in predevelopment for affordable housing sites	Resolution	250615
29	OCII	OCII Budget Resolution	Office of Community Investment and Infrastructure, operating as Successor Agency to the San Francisco Redevelopment Agency, Fiscal Year 2025-26 Budget	Resolution	250611
30	OCII	OCII Interim Budget Resolution	Office of Community Investment and Infrastructure, operating as Successor Agency to the San Francisco Redevelopment Agency, Fiscal Year 2025-26 Interim Budget	Resolution	250610
31	PDR	Crankstart Foundation Grant A&E	Accept and Expend Grant - Retroactive - Immigration Defense Unit - Crankstart Foundation - Amendment to the Annual Salary Ordinance for FYs 2024-25 and 2025-26 - \$3,400,000	Ordinance	250598
32	POL	Code Amendment	Registration Fees and Fingerprint ID Fund	Ordinance	250599
33	PUC	Fixed Budget Amendment	Continues waiving certain small business first-year permit, license, and business registration fees	Ordinance	250602

34	REC	Bobo Estate A&E	Accept and Expend Bequest - Estate of William Benjamin Bobo - Benches, Park Furnishings and Park Improvements Across San Francisco - \$3,600,000	Resolution	250616
35	REC	Code Amendment	Amending the Park Code to authorize the Recreation and Park Department to charge fees for reserving tennis/pickleball courts at locations other than the Golden Gate Park Tennis Center; and affirming the Planning Department's determination under the California Environmental Quality Act	Ordinance	250603
36	REC	Authorizing Paid Parking in Golden Gate Park	Authorizing the Municipal Transportation Agency (SFMTA) to set parking rates in Golden Gate Park in accordance with Park Code provisions that authorize SFMTA rate-setting on park property; and affirming the Planning Department's determination under the California Environmental Quality Act	Resolution	250617
37	REC	Code Amendment	PUC Cost Recovery Fee	Ordinance	250604
38	REC	Code Amendment	Scholarship Recovery Fee	Ordinance	250605
39	REG	Continuing Prop J	Assembly and mailing of vote-by-mail ballot packets	Resolution	250615
40	SHF	Continuing Prop J	Jail Food Service	Resolution	250615