

**From:** [courtney s](#)  
**To:** [Jalipa, Brent \(BOS\)](#)  
**Subject:** Re: public comment for 6/4 meeting  
**Date:** Wednesday, June 4, 2025 1:40:58 PM

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Good afternoon, Supervisors. My name is Courtney Schreiner Lee. I am a member of Local 21 and I work in the Police Department as the Policy Analyst for the Policy Development Division. My position has been slated for layoff.

The Policy Development Division is the first centralized policy hub for the Department, created 2 years ago. This replaces a scattered and non-transparent process where officers were tasked with writing policies in addition to their regular patrol duties. This activity was not tracked.

I am the only civilian policy writer in the unit, dedicated full-time to developing and amending our 128 department policies, with a mandate to fulfill our DOJ obligation to update the 42 remaining policies from the 90's. The other three members of my unit are police officers, who are often detailed to patrol out of the office.

As a Policy Analyst I created a tracking system, and it is my responsibility to consult with officers, the Department of Police Accountability, and members of the public to write policies that work.

Every policy I write directly shapes how officers operate in the field and how the department builds trust with the community.

Without this position, the Department risks returning to a fragmented policy development process and will need to pull additional officers OFF the street and into admin positions.

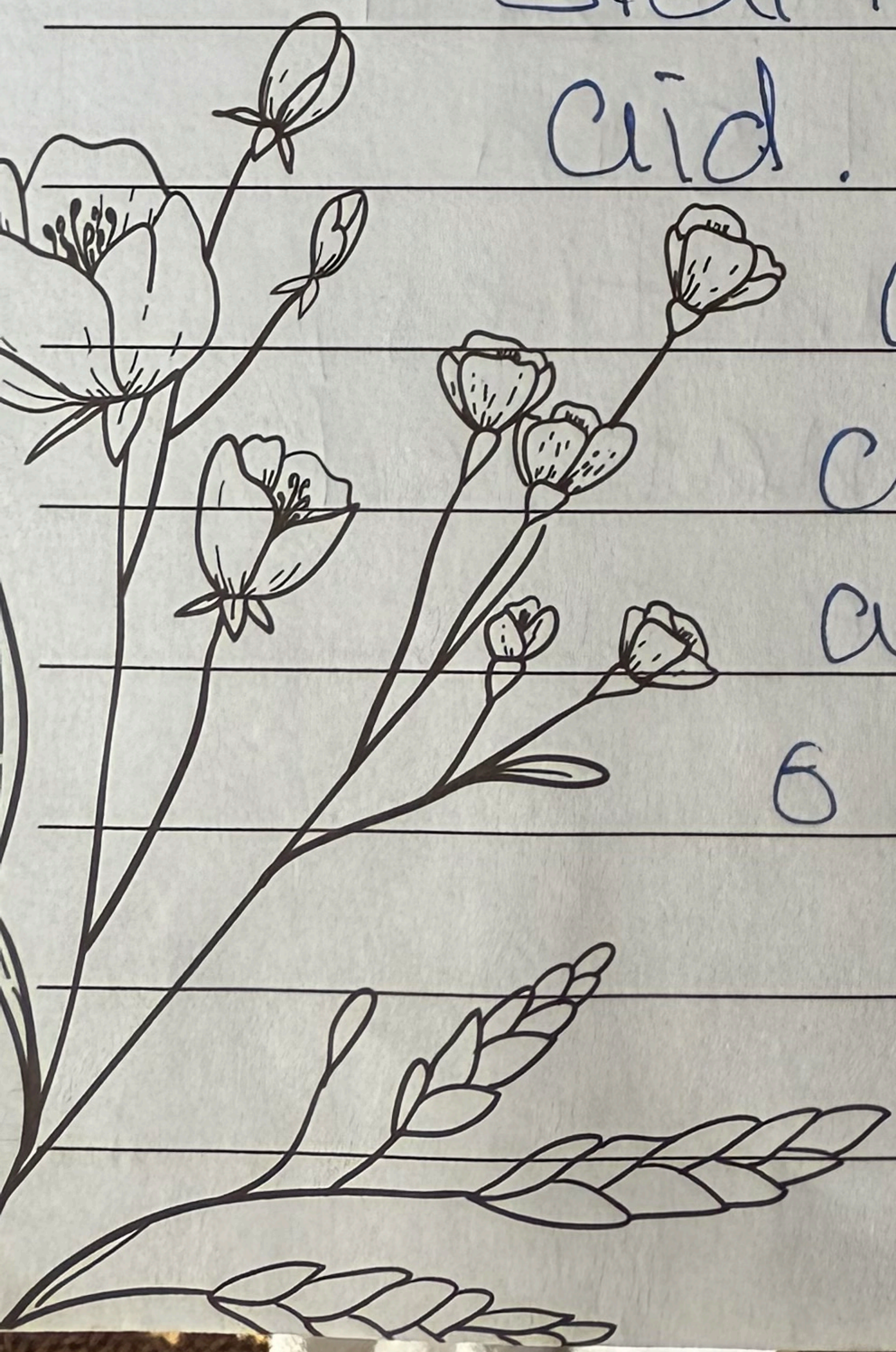
Thank you for your time.

Courtney Schreiner Lee



My name is Lisa Reyes, 2593.  
I am the Director of the  
Trauma Informed System  
Initiative. My position, and  
my 4 team mates have  
been ELIMINATED by our  
leaders!

I have been a DPH  
employee for 29 years and  
started as a Public Service  
Aid. I am a woman of  
color, a SR native,  
and a single mom to  
an amazing 15 year  
old son.





None of this matters to our leaders.

The Trauma Informed System program that BITS cut - is a model workforce program. It is the only program in a public health system that looks at trauma as a public health issue. Our workforce comes from traumatized communities, works in traumatized communities, works under traumatized leaders, and ~~is~~ we are getting sick over it.



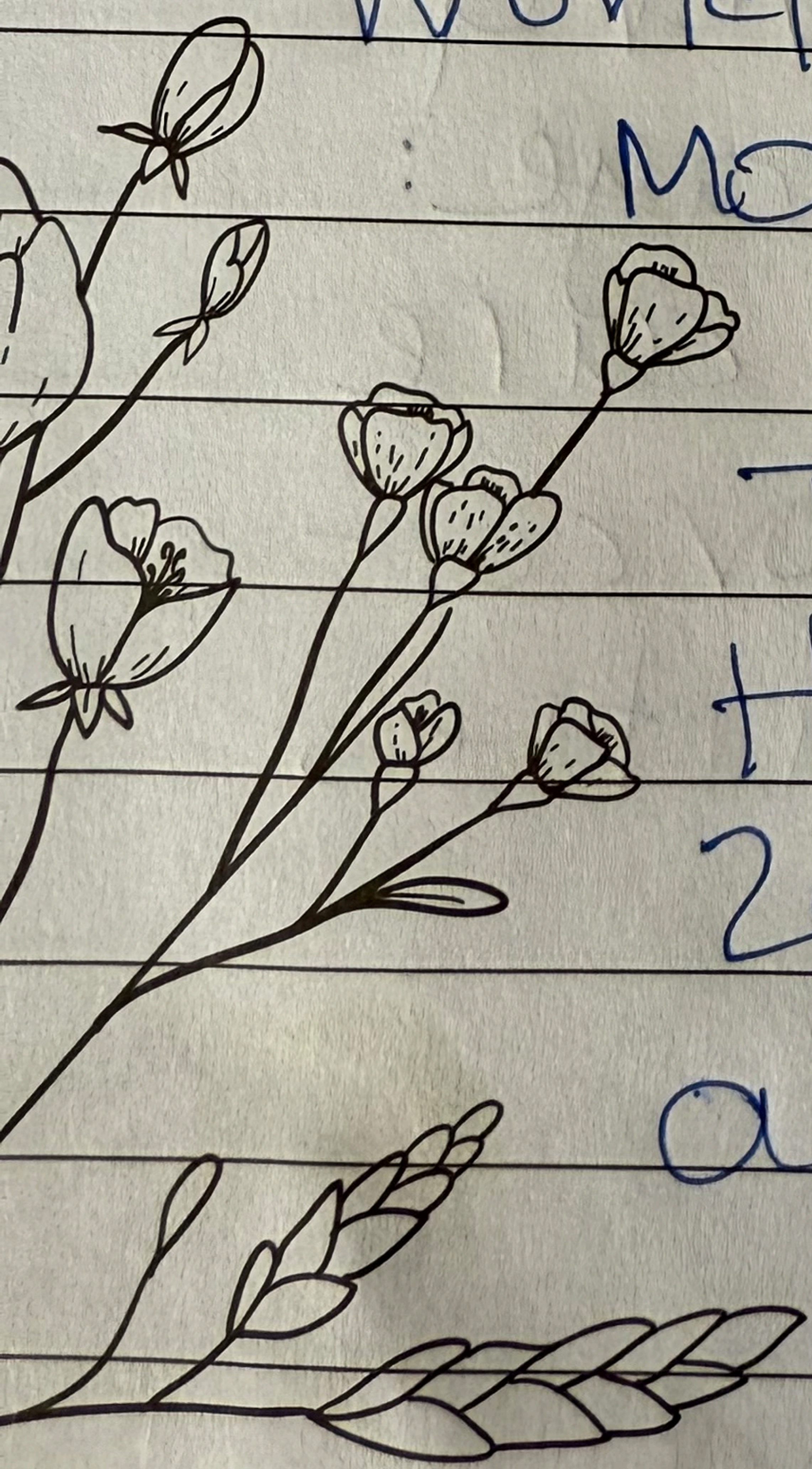


DATE: \_\_\_\_\_

Our program aims at address ~~those~~ issues to create a healing system.

But clearly, our leaders don't want us to be healthy or heal. They want to see #'s served. They don't care at what cost. In reality tho, our workforce is bleeding! And an unhealthy workforce is not a sustainable model. It will fail!

To our family of hope SF. - where 20 positions have also been eliminated -





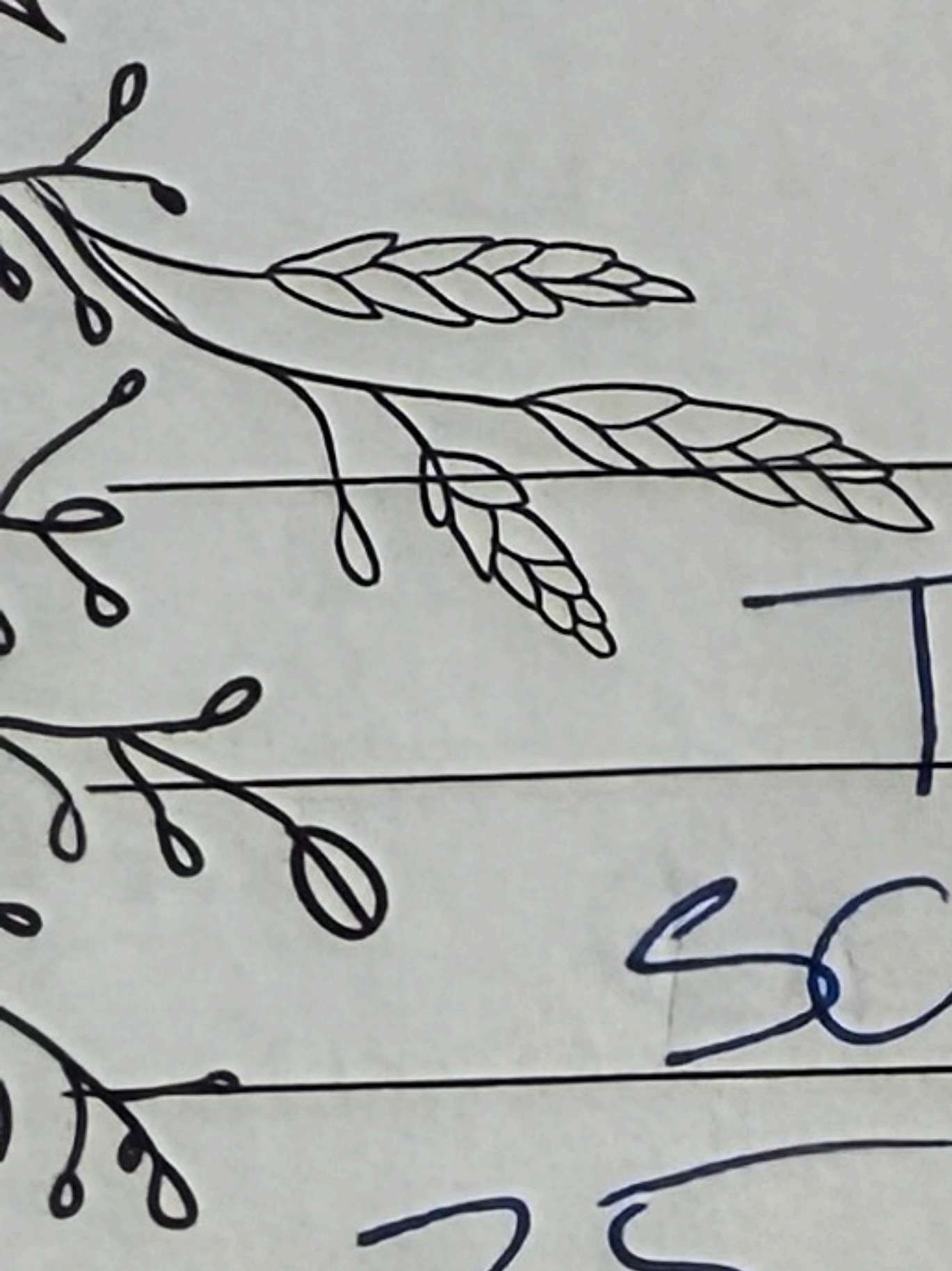
We stand in unity with you.

Hope ~~SR~~ serves the communities of 4 SR Housing Developments, 20 DPH positions, mostly staff of color, mostly Health Program coordinators like us. — Eliminated!

The ~~se~~ Elimination of critical DPH positions + programs, send a very loud + clear message: BHS/DPH doesn't care about its workforce - or about communities of color!!



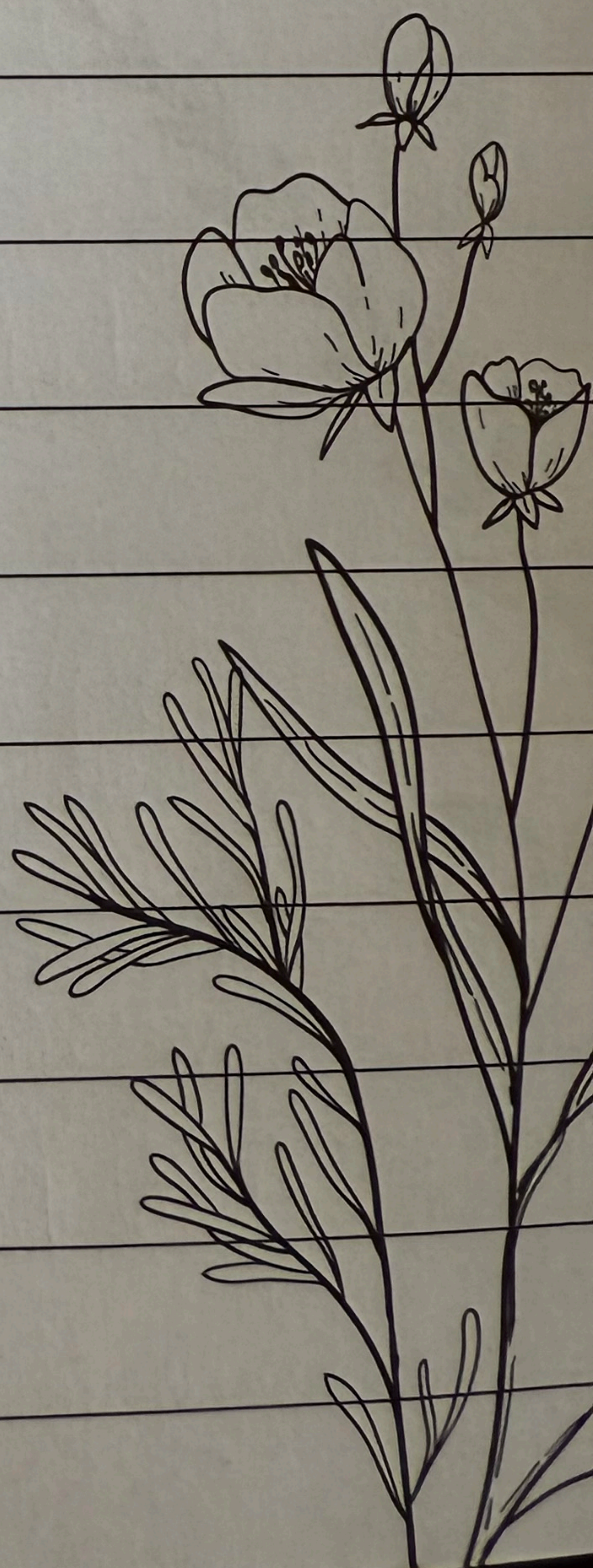




This<sup>es</sup> is another message  
said by eliminating these  
25 positions. Most of us  
are rising mid-managers  
of color. We are vocal +  
we are leaders in our  
communities - and we are  
clearly a threat!

They don't want us to  
Rise — they want  
US ELIMINATED!

This tactic seems  
~~early~~ similar to  
tactics in our Federal  
administration, does  
it not??!





Shame on you Behavioral  
Health; Shame on you  
DPH, Shame on you San Francisco!

Lisa Reyes, 2593  
29 years of service  
DPH.

