



Fiscal Year 2021-22 and 2022-23 Mayor's Proposed Budget Overview

San Francisco Fire Department

Budget and Appropriations Committee – June 17, 2021

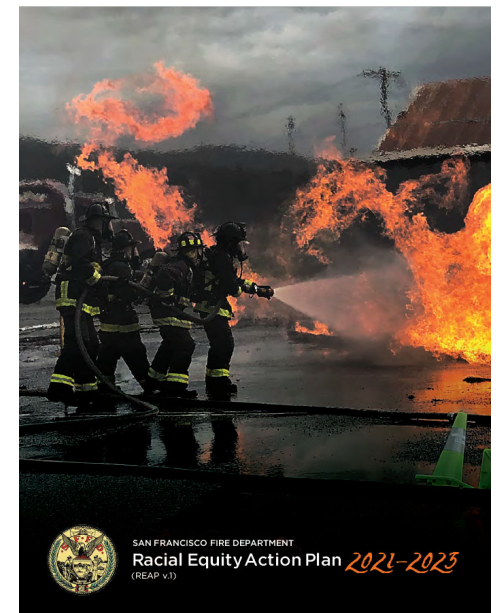
FY21-22 and FY22-23 High Level Summary

Fund	FY20-21	FY21-22	FY22-23
General Fund Operating	369,992,408	384,447,275	391,610,514
Annual Projects	1,079,646	1,079,646	1,079,646
Continuing Projects	4,871,954	9,902,191	4,396,807
Work Order Fund	5,323,640	11,818,733	11,851,096
Airport Fund	31,023,056	31,395,342	32,793,492
Total:	412,290,704	438,643,187	441,731,555

Total Authorized FTE	FY20-21	FY21-22	FY22-23
Fire Department	1,641.24	1,669.74	1,665.65
Total:	1,641.24	1,669.74	1,665.65

Diversity, Equity, and Inclusion

- SFFD's Diversity, Equity, and Inclusion (DEI) office was established to coordinate all Department equity efforts, both internally and externally
- Development of robust Racial Equity Action Plan, a strategic set of initiatives and goals to steer the Department's efforts towards equity across all aspects of the Fire Department
- Establishment of Racial Equity Action Committee to further support Fire's equity initiatives



Diversity, Equity, and Inclusion (cont.)

- Recruitment Restructuring:
 - Switching the entrance exam from the National Testing Network to a regional testing process (FCTC)
 - Affinity groups partnering for community outreach & recruitment
 - Strategic recruitment program for local access
 - Pipelines from city job centers and community referrals
 - Pipelines for specialized Vendors (CityEMT)
 - SFFD candidate development program to retain and engage participants
 - Transparency in recruitment and hiring
 - Interview Panels for new hires
 - Recruit Academy Support Program (RASP)
 - Pre-Academy support initiatives

Diversity, Equity, and Inclusion (cont.)

- Internal Workforce Development:
 - Mobility training across Departmental disciplines
 - Integrated promotional preparedness program
 - Leadership/Management training with support from mentoring programs
 - Equitable Executive Succession Planning (Exempt Positions)
 - Transparency in the promotional process
- Human Relations and Discipline Oversight:
 - Bias mitigation strategies for marginalized groups
 - Expanded coordination with affinity groups
 - Disciplinary oversight program that screens for bias
 - Culture of inclusivity programs
 - Transparency in discipline process
 - Alternatives to discipline

Community Paramedicine

- Community Paramedicine is an emerging field in health care where paramedics operate in expanded roles to connect underserved populations to appropriate care
- The Community Paramedic programs of the SFFD promote health and social equity among those with unmet medical, mental health, and social needs, a population disproportionately represented by people of color
- SFFD community paramedics provide:
 - Immediate stabilization of medical and behavioral emergencies
 - Resource navigation and connections to appropriate systems of care
 - Care coordination and follow-up care

Community Paramedicine (cont.)

- Significant investments in Fire's proven Community Paramedicine initiatives, serving the most vulnerable populations
 - EMS-6 – Expansion of EMS-6 program to include continuation of COVID initiatives post-pandemic (Sobering Center Support)
 - Street Crisis Response Team (SCRT) – Expansion of existing program, increasing number of teams
 - Street Wellness Response Team (SWRT) – New program to respond to current Police well-being checks (code 910B)
 - Street Overdose Response Team (SORT) – New program to respond to community members that have experienced opioid overdose and Narcan reversal
 - Necessary infrastructure resources for Community Paramedicine Division

Other Departmental Initiatives

- Mayor's proposed budget includes funding for new five-year fleet and equipment replacement plan, allocating funding for much needed new apparatus, including engines, trucks, ambulances, specialty rescue units, and hose tenders
- Allocation of \$5.8 million to fund a portion of the Fire Department's new Training Facility project. These funds cover the purchase of required adjacent land that is owned by the Port of San Francisco and cannot be acquired using bond funds.

Questions/Discussion

