

1 [Accept and Expend Grant - Retroactive - U.S. Department of Justice - Office of Community
2 Oriented Policing Services - San Francisco Police Department - FY25 COPS Hiring Program -
3 \$6,250,000]

4 **Ordinance retroactively authorizing the San Francisco Police Department to accept and**
5 **expend a grant in the amount of \$6,250,000 from the U.S. Department of Justice, Office**
6 **of Community Oriented Policing Services (COPS) under the FY25 COPS Hiring Program**
7 **to fund 50 new police officer positions for approximately one year for the period of**
8 **October 1, 2025, through September 30, 2030; and amending the Annual Salary**
9 **Ordinance No. 120-25 (Annual Salary Ordinance, File No. 250590 for Fiscal Years 2025-**
10 **2026 and 2026-2027) to provide for the addition of 50 grant-funded positions, in Class**
11 **Q002, Police Officer (50 FTEs).**

12 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
13 **Additions to Codes** are in *single-underline italics Times New Roman font*.
14 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
15 **Board amendment additions** are in double-underlined Arial font.
16 **Board amendment deletions** are in ~~strikethrough Arial font~~.
17 **Asterisks (* * * *)** indicate the omission of unchanged Code
18 subsections or parts of tables.

19 Be it ordained by the People of the City and County of San Francisco:

20 **Section 1. Findings.**

21 (a) The San Francisco Police Department applied for the FY25 COPS Hiring Program
22 from the U.S. Department of Justice (DOJ), Office of Community Oriented Policing Services
23 (COPS) to increase community policing capacity and crime prevention efforts.

24 (b) On October 10, 2025, the DOJ COPS Office approved the Police Department’s
25 application in the amount of \$6,250,000 to fund 50 new police officer positions with a match
amount of \$18,064,100.

1 (c) The grant award period is from October 1, 2025, to September 30, 2030.

2 (d) The grant will fund 50 entry-level police officer positions for approximately one year
3 within a three-year project period, and includes a minimum retention requirement of 12
4 months.

5 (e) The City Attorney’s Office filed a lawsuit challenging certain unlawful conditions the
6 DOJ sought to impose on the Police Department’s acceptance of this grant. *See City and*
7 *County of San Francisco, et al. v. U.S. Department of Justice, et al.*, Northern District Court for
8 California, Case No. 3:25-cv-09277. The challenged conditions include requirements that
9 grant recipients agree to comply with all Presidential Memoranda and all Executive Orders by
10 the President, and certify that they do not operate any programs (including any such programs
11 having components relating to diversity, equity, and inclusion) that violate any applicable
12 Federal civil rights or nondiscrimination laws. On January 21, 2026, the City obtained a
13 preliminary injunction against the DOJ enjoining its enforcement of the challenged, unlawful
14 conditions, which enabled the Police Department to accept the grant award without agreeing
15 to the challenged conditions.

16 (f) The Court’s Order granting the preliminary injunction is on file with the Clerk of the
17 Board of Supervisors in File No. _____ and is incorporated herein by reference. The City
18 Attorney’s Office will be seeking summary judgment and a permanent injunction against the
19 challenged conditions.

20 (g) The grant award package, with the enjoined conditions in ~~strikeout text~~, and the
21 Police Department’s accompanying supplemental statement confirming its award acceptance
22 is subject to the Preliminary Injunction, is on file with the Clerk of the Board of Supervisors in
23 File No. _____ and are incorporated herein by reference

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25 **Section 2. Authorization to Accept and Expend Grant Funds.**

1 (a) The Board of Supervisors hereby authorizes the Police Department to retroactively
2 accept and expend, on behalf of the City and County of San Francisco, grant funds from the
3 DOJ COPS Office in the amount of \$6,250,000.

4 (b) The Board of Supervisors hereby retroactively authorizes the Police Chief or the
5 Police Chief's designee to accept the grant award, subject to the Preliminary Injunction
6 enjoining the challenged conditions.

7 (c) The Board of Supervisors hereby authorizes the Police Chief or the Police Chief's
8 designee to enter into, execute, and deliver any and all documents that the Police Department
9 determines, in consultation with the City Attorney, are in the best interests of the City, do not
10 otherwise materially increase the obligations or liabilities of the City, are necessary to
11 effectuate the purposes of the grant, and are in compliance with all applicable laws.

12 (d) The Board of Supervisors hereby authorizes the Police Department to maximize
13 use of available grants funds on program expenditures by not including indirect costs in the
14 grant budget, and waiving indirect costs.

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16 **Section 3. Grant funded positions: Amendment to Fiscal Years 2025-2026 and**
17 **2026-2027 Annual Salary Ordinance.**

18 The hereinafter designated sections and items of Ordinance No. 120-25 (Annual Salary
19 Ordinance File No. 250590 for FY 2025-2026 and FY 2026-2027) are hereby amended to add
20 fifty (50) full-time positions (FTEs) to the Police Department as follows:

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22 Department: 232086 POL Administration
23 Fund: 13550 SR Public Protection-Grant
24 Authority: 10001 Grants
25 Project: 10043247

1 Activity: 0001

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Amendment	No. of Positions	Class	Compensation Schedule
Add in FY2025-2026	50.0 FTE	Q002 Police Officer	\$4,587 Biweekly

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APPROVED AS TO FORM:

APPROVED AS TO CLASSIFICATION

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David Chiu, City Attorney

Department of Human Resources

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By: /s/ _____

By: _____

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Jen Huber

Carol Isen

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Deputy City Attorney

Human Resources Director

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APPROVED:

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Daniel Lurie

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Mayor

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APPROVED:

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Greg Wagner

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Controller

1 Recommended:

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Derrick Lew

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Chief of Police

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