

SAN FRANCISCO HUMAN SERVICES COMMISSION

MINUTES

January 25, 2024 Regular Meeting

The regular meeting of the Human Services Commission was held on Thursday, January 25, 2024 in person at the Born auditorium at 170 Otis Street, along with a virtual component via Webex and telephonically as a disability accommodation.

MEMBERS PRESENT IN PERSON SCOTT KAHN, President
JAMES MCCRAY, JR., Vice President
SALLY COGHLAN MCDONALD
RITA SEMEL

MEMBERS PRESENT VIA WEBEX DARSHAN SINGH

OTHERS PRESENT IN PERSON Trent Rhorer, Executive Director
Elizabeth LaBarre, Commission Secretary
Dan Kaplan, Deputy Director – Finance and Administration
Anna Pineda, Deputy Director – Economic Support and Self Sufficiency

ROLL CALL President Kahn called the meeting to order at 9:40am.

Commission Secretary Elizabeth LaBarre took roll, noting the presence of Commissioners Kahn, McCray, Semel and Coghlan McDonald in person in the Born auditorium and Commissioner Singh via Webex from his home, with his wife, Olivia, joining him to assist him with the Webex technology.

AGENDA On motion of Commissioner Semel, seconded and unanimously carried, the Commission adopted the agenda as posted.

DECEMBER 21, 2023 REGULAR MEETING MINUTES On motion of Vice President McCray, seconded and unanimously carried, the Commission approved the December 21, 2023 regular meeting minutes.

NOVEMBER 15, 2023 REGULAR MEETING MINUTES On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the November 15, 2023 regular meeting minutes.

OCTOBER 26, 2023 REGULAR MEETING MINUTES On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the October 26, 2023 regular meeting minutes.

EXECUTIVE DIRECTOR'S REPORT Executive Director Trent Rhorer presented the executive director's report. He provided updates on Human Services Agency ("SFHSA" or the "Agency") programs and state and local policy and activities as they relate to the Agency.

STATE

The governor released his budget on January 10. It seeks to address a \$38 billion deficit for fiscal year 2024-2025. To close that gap, the governor plans to cut services to some human services programs, specifically

CalWORKs and some housing programs that the governor expanded during COVID.

For CalWORKs single allocation, which is basically the funding stream that supports every component of CalWORKs except for childcare, is proposed to be reduced by \$172 million. San Francisco's share of that would be about \$6.3 million, which is not an inconsequential amount. Executive Director Rhorer noted that Dan Kaplan, Deputy Director of Finance and Admin, would address this in more detail during the budget presentation.

The Family Stabilization and Expanded Subsidized Employment programs within CalWORKs will be eliminated in the governor's budget. the governor did not propose eliminating the.

The Expanded Subsidized Employment program provides enhanced supportive services for CalWORKs families who are not yet ready to engage in going to school or work. JobsNOW! for CalWORKs has been the cornerstone of [our] workforce development strategy for families (as well as for single adults). Not only will CalWORKs recipients suffer, so will the nonprofits and businesses who depend on wage reimbursement. Executive Director Rhorer is extremely concerned about this. He will be testifying on this item probably in the middle of next month. San Francisco was a pioneer for subsidized employment in 2009 when the funding came through through President Obama's Administration. When federal funding ran out in 2010, the state decided to fund the program to keep it going. Ironically, Newsom was the City of San Francisco's mayor at this time and was a champion of the program, and now it is his office that is proposing to eliminate the program. The governor knows how effective the JobsNOW! program is, that it is employing people and supporting small businesses and nonprofits. Executive Director Rhorer hopes the governor is amenable to adding the money back.

The governor is also proposing cuts to a housing navigator program for foster youth. This is a program that helps foster youth look for housing once they exit from the foster care system. He is also calling to eliminate what is called the Family Urgent Response System (FURS), which funds 24/7 crisis response to preserve a child's placement. The third housing program that the governor plans to delay funding to is the housing disability assistance program, Home Safe, which prevents and/or addresses homelessness to support the safety and housing stability of individuals involved in Adult Protective Services (APS). There was a fair amount of one-time money that was appropriated for these programs a couple of years ago, which SFHSA anticipated carrying forward for a number of years. However, the governor's budget proposes zeroing it out in FY2024-2025 and then resuming funding in FY 2025-2026, which does not make sense operationally as a lot of what is being funded is housing subsidies.

AGENCY

The annual free tax credit program has launched. This program offers assistance to help eligible San Franciscans with incomes of under \$64,000 file their taxes and apply for the San Francisco Working Families Credit

(WFC) and other tax credits that could help individuals receive up to several thousands of dollars in tax credits and refunds. SFHSA will be issuing a press release with the Mayor's Office and the Treasurer's Office next week. This is a very successful program in the tax year.

FINANCE/ADMIN

The commission has heard about the Agency's hiring challenges. While filling positions is a phenomenon citywide, it has been a principal focus of the SFHSA Human Resources division. Executive Director Rhorer noted that he would provide a more detailed update in his forthcoming budget presentation. Nonetheless, he highlighted that SFHSA has reduced its vacancy rate from over 15% to ~11% in the last year, thanks in large part to career fairs for eligibility worker staff, the most recent of which was on January 19, 2024. The SFHSA HR team partnered with Rafiki Coalition, the Bayview YMCA, the EMBRACE program and the SFLGBT Center along with the Mayor's Office of Economic and Workforce Development team. Close to 800 people registered for the virtual career fair. HR has been working hard to diversify the applicant pool and their efforts are paying off. 91% of the career fair applicants identified as BIPOC. Half of candidates noted that they heard about the webinar through an SFHSA employee. Executive Director Rhorer thanked staff for getting the word out to find potential new colleagues.

SFBN

Medi-Cal

The governor's goal when he took was to ensure that Californians went without health insurance, either through Covered California or through Medi-Cal. Two really important eligibility changes went into effect January 1, 2024: (1) expansion of Medi-Cal to all recipients ages 26 to 49 who are low income irrespective of immigration status and (2) Non-MAGI programs no longer require the evaluation of assets to determine eligibility for Medi-Cal. As a result, SFHSA caseload will grow, but these policy changes certainly help close the coverage gap.

CAAP

Executive Director Rhorer is gearing up for Proposition F, which will be on the ballot in March. Prop F is a treatment initiative for CAAP clients. It will establish a more robust substance use disorder screening as well as offer drug treatment options that are currently not available to CAAP clients. If it passes, CAAP clients determined to have a substance use issue during their standard employability screening would be sent to a contractor or referred to DPH for a more thorough assessment and then a linkage to appropriate treatments and then "treatment" would become a mandatory activity in order to maintain cash benefits, similar to workfare as a mandatory activity for CAAP recipients who can work. Over the next couple of months, Executive Director Rhorer and his team will continue to work internally and with the Department of Public Health to better understand the system of treatment in San Francisco and how to build up a treatment system that would be dedicated for CAAP clients who need it. The initiative has an implementation date of January 1, 2025 so Trent and his team have plenty

of time to plan as well as to think about the implications for the budget for next year.

ESSS

Workforce Development

The team is hosting the 2nd LEP employment and resource fair today. The event is geared for individuals who primarily speak Spanish and Chinese or are undocumented. Employers will be hiring on-the-spot and a variety of CBOs will be providing resources to our undocumented population.

JobsNOW! continues to attend city agency job fairs as well as community events in marginalized districts.

FCS

The team continues to work on an array of prevention services that would be eligible for federal funding working with Safe & Sound, which is a nonprofit organization that provides services to families who have been evaluated out, meaning the hotline call comes into the CPS hotline and the level of concern does not rise to needing to remove the child or investigate any further and so are evaluated out. These families now get referred to nonprofit agencies through Family Resource Centers to get services that, historically, would have been funded by Agency & City general funds and so now, due to the new federal act, can be eligible for federal funding.

The Guaranteed Income program for foster youth is currently at 75% of its enrollment goal. 113 foster youth are currently enrolled, with room for a total of 150 youth. The program provides \$1,200 /month for 18 months with no strings attached. It targets foster youth who were formerly in the juvenile probation system and juvenile justice system.

Commissioner Coghlan McDonald asked Executive Director Rhorer if family stabilization is statewide and not just local, to which he replied in the affirmative.

President Kahn's call for public comment yielded one response:

1. Geoffrea Morris: This treatment is more popular and so if you follow public health within their requirements that you have to use harm reduction, so I would ask for you all to do town hall meetings, especially in the Bayview, so that you can see other funding because public health does not fund abstinence-based programming, and if you see Positive Directions and following the Mayor and other programs endorse abstinence, but it would be a shame if they can't [submit] for the grant solicitation.

Executive Director Rhorer asked to clarify his words in case they were misinterpreted, "When I said we're working with the Department of Health, what we're doing with the Department of Public Health is learning more about their system of treatment. So SFHSA, historically, has not funded treatment directly. Generally, it's been through DPH and so by learning more about what they offer, it gives us a better sort of understanding of

the landscape and then how we would proceed with our own program. The Mayor and I do believe in the importance of abstinence-based treatment, particularly around fentanyl. With over 800 San Franciscans dying last year from fentanyl, it seems like we are delaying death and not really helping folks who are addicted to fentanyl. We have been talking with several nonprofits including Positive Directions for Change and Delancey Street. So just want to make sure my comments in my report are not misconstrued or misunderstood. Thank you.”

EMPLOYEE OF THE
MONTH AWARD -
JANUARY

President Kahn announced that NEECIA BOSLEY, Social Worker, Family & Children’s Services, is the January 2024 employee of the month. President Kahn presented Neecia with an engraved desk clock, which she graciously accepted with thanks to all.

DEPARTMENT OF
BENEFITS AND
FAMILY SUPPORT
PROPOSED BUDGET

Dan Kaplan, Deputy Director of Finance and Administration, presented the Department of Benefits and Family Support’s Proposed Budget for Fiscal Year 2024-2025 and 2025-2026. Commissioner Singh was absent for the majority of this presentation.

President Kahn asked when HSA will vacate 170 Otis, to which Executive Director Rhorer replied that there is no set date. He noted that when staff do begin to move out of 170 Otis, it will be staggered, and that could begin as soon as in six months. Deputy Director Dan Kaplan added that there is move money in the current budget.

President Kahn noted that he is very concerned about the budget deficit and its impact on the Human Services Agency. He would like to issue a statement on behalf of the Commission and asked Executive Director Rhorer if the SFHSA communications staff could assist him with that, to which Executive Director Rhorer stated sure, we can draft something up as soon as in an hour or so for President Kahn’s review.

President Kahn’s call for public comment yielded two responses:

1. Debbie Lerman with SF Human Services Network (HSN) – HSN is a 25 year-old public policy association of nonprofits that partner with the city and county to provide services for vulnerable residents and is community-based service providers that also work with government corporate and philanthropic sectors. Our nonprofits bring unique perspective and decades of experience to city policy discussions that affect our organizations and the people we serve. I’m here today to share with you a brief paper that HSN had the opportunity to share already with Mr. Rhorer and other department leadership. It focuses on guidelines and priorities for budgets. It’s genesis was actually way back in the dot com bust and unfortunately we’ve had to revive it in terms of budget guidelines. We’ve put out some principles to inform the decisions made by departments, prioritizing community-based approaches over institutionalization and incarceration, asking all departments to coordinate their service reductions and cuts to avoid unintended consequences and the paper also stresses the importance of the

annual cost of doing business increase that provides additional funding to address inflationary needs and particularly, given the staffing crisis that our nonprofits are facing, to ensure that our frontline workers achieve closer to a living wage and particularly our staff in our sector are disproportionately women and people of color and it is very important to increase their wages. The paper also presents a framework for looking at budget reductions. The paper categorizes an array of services along eight priorities that would help identify programs that are the highest priority and should be the last to... reduced given their impact on the people that can least... with those cuts, for example, prioritizing community- based approaches, core basic human needs, things that are life or death, things like food and shelter, prioritizing services to those who are the most vulnerable, prioritizing programs that leverage outside funding streams. So we don't lose those funds too looking at programs that quantifyably lower-funded costs for public safety or for other services looking at services and resources that will be permanently lost if we cut them as opposed to those that can scale up and down more easily. We don't want to exacerbate existing disparities and in services that we provide, and we want to look at programs that have a demonstrated ability to prevent institutionalization, incarceration and utilization of higher cost or inappropriate settings. So we've been sharing this paper with various departments, We've been told by all of them, including the Mayor's budget director and the Controller that they found it to be helpful. We hope it's helpful to you as you review the department's proposal and the questions you might want to ask, thank you. See *attachment to minutes – document provided by Ms. Lerman entitled HSN Budget Priorities and Guidelines 2023.*

2. Carl Kramer, campaign co-director for San Francisco Living Wage Coalition and co-chair of the Budget Justice Coalition, which HSN is also part of. ...to kind of emphasize the message that you just heard from HSN. Last year, the CPI increase was 3.6%. We want to also see an increase for the cost of doing business. High priority should be wage increases for your hardworking staff. So, and doing what you can to staff up. Find in your heart and to keep it in your budget wage increases for those in the welfare-to-work programs who are providing various essential services to the community through their work and community- based organizations and thank you commissioners for giving all of this your attention and I know you've all been committed to serving the people of San Francisco. It's going to be a very difficult budget year, but thanks again, and thanks also to the departments as I understand they will be providing wage increases for those very hard working home health care aids in IHHS and I think that is very important for the City of San Francisco.

CONSENT
CALENDAR

On motion of Commissioner McDonald, seconded and unanimously carried, the Commission approved actions taken by the Executive Director since

the December 21, 2023 Regular Meeting in accordance with Commission authorization of January 25, 2024:

1. Submission of request to encumber funds in the total amount of \$5,315,864 for purchase of services or supplies and contingency amounts.
2. Submission of 2 temporary positions for possible use in order to fill positions on a temporary basis made during the period 12/15/23 to 1/19/24.
3. Submission of 36 temporary appointments for possible use in order to fill positions on a temporary basis made during the period 12/15/23 to 1/19/24.

COMMISSION BUSINESS – ACTION ITEMS

MISSION YMCA

Cathy Huang, Food Access Program Analyst, requested authorization to modify the existing grant agreement with MISSION YMCA for the provision of the Food Support for Targeted Neighborhoods program.

Laura Padilla, Director of Community Partnerships at the Mission YMCA voiced her appreciation of the grant modification. “Thank you for having me here today. I just wanted to give appreciation to your continued investment in the food access program that lives within your department. I know we have a lot of decisions when planning for this upcoming year and the relief and the gratitude that I see in the clients that we serve every week just lets me know that together in partnership... we are meeting the nutritional needs of our community. So. thank you.”

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to modify the existing grant agreement with MISSION YMCA for the provision of the Food Support for Targeted Neighborhoods program; for the period of July 1, 2024 through June 30, 2025; in the additional amount of \$150,150, plus a 10% contingency, for a revised total grant amount not to exceed \$440,165.

ASIANWEEK/ FLORENCE FANG COMMUNITY FARM and EARTH ISLAND INSTITUTE/ FRIENDS OF ALEMANY FARM

Cathy Huang, Food Access Program Analyst, requested authorization to modify existing grant agreements with ASIANWEEK/ FLORENCE FANG COMMUNITY FARM and EARTH ISLAND INSTITUTE/ FRIENDS OF ALEMANY FARM for the provision of the Farming Toward Food Security program.

Commissioner Singh was absent for this vote.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to modify existing grant agreements with ASIANWEEK/ FLORENCE FANG COMMUNITY FARM for the provision of the Farming Toward Food Security program; for the period of July 1, 2024 through June 30, 2025; in the additional amount of \$158,500, plus a 10% contingency, for a revised total grant amount not to exceed \$630,850.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to modify existing grant agreements with EARTH ISLAND INSTITUTE/ FRIENDS OF ALEMANY FARM for the provision of the Farming Toward Food Security program; for the period of July 1, 2024 through June 30, 2025; in the additional amount of \$158,500, plus a 10% contingency, for a revised total grant amount not to exceed \$630,850.

HOMELESS
PRENATAL
PROGRAM

Geoff Nagaye, Acting Program Manager/Program Support Analyst, requested authorization to modify the existing grant agreement with HOMELESS PRENATAL PROGRAM for the provision of Substance Abuse Support Services.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to modify the existing grant agreement with HOMELESS PRENATAL PROGRAM for the provision of Substance Abuse Support Services; for the period of January 1, 2024 through June 30, 2026; in the additional amount of \$408,383, plus a 10% contingency, for a revised total grant amount not to exceed \$5,660,476.

ELECTION OF
OFFICERS

On motion of Vice President McCray, seconded and unanimously carried, the Commission elected Scott Kahn as Human Services Commission President, commencing February 1, 2024.*

On motion of President Kahn, seconded and unanimously carried, the Commission elected Dr. James McCray, Jr. as the Human Services Commission Vice President, commencing February 1, 2024.*


*Commissioner Singh was absent for these votes.

GENERAL PUBLIC
COMMENT

President Kahn's call for public comment yielded no responses.

ADJOURNMENT

President Kahn adjourned the meeting at 10:28am.



Elizabeth LaBarre
Commission Secretary
Human Services Commission

Posted: 2/8/24

GUIDELINES FOR BUDGET PRIORITIES – FISCAL YEAR 2023-24

San Francisco Human Services Network

October 31, 2023

The San Francisco Human Services Network is a public policy association of nonprofits that partner with the City and County to provide health and human services for vulnerable City residents. Through our collaboration with City agencies, we play a frontline role in addressing the multiple public crises that affect our City, including homelessness, public safety, health inequities, violence prevention and more. Nonprofit programs extend the reach of City services and enable an innovative, nimble and flexible approach to changing circumstances and new challenges as they arise.

As community-based service providers that also work with government, corporate and philanthropic sectors, our nonprofits bring a unique perspective and decades of experience to City policy debates affecting our organizations and the people we serve.

The role of CBOs takes on added significance at times of economic turbulence and deficit budgets that create tension between financial stress for residents and reduced resources to address elevated needs. In that context, we urge the City to prioritize safety net services, and instead focus on cuts that increase efficiency, reduce waste, and temporarily reduce programs with less direct impact on those who can least withstand the loss of services.

BUDGET FRAMEWORK AND PRINCIPLES

The following guidelines are offered by the Human Services Network to provide a broadly agreed upon framework for implementing any reductions in services in the health and human services departments of the City and County of San Francisco.

The intent of these priorities is to allow departments to categorize an array of services along these eight priorities. Some programs and specific CBO services will be consistent with all eight priorities, while others may only fall into one or two of the categories. The goal is to identify programs that are a high priority because they meet a majority of the standards represented by this list. Those services/programs would be the last to be cut or reduced in a reduction strategy. Others that meet fewer of the priorities would be more at risk.

It is not suggested by these priorities that this methodology is the only way to determine the priority status of a particular service. There are programs that may only meet one or two of these priorities, but that are a critical element of a safety net for specific communities, or populations.

In addition to the list of eight priorities, HSN is providing a set of guiding principles to inform the decisions made by departments regarding budget reductions:

- Budget decisions at all levels (departmental, Mayor's Office and Board of Supervisors), within the framework of the Budget Priorities, should prioritize community-based approaches over institutionalization and incarceration.
- When specific programs are eliminated or significantly reduced because of inadequate performance by a particular provider, the department should keep those resources and services in that same community so that critically needed services are not lost in a community, neighborhood, or client population because of poor performance by a contractor.

- All service reductions and cuts should be coordinated across all departments and with the affected CBOs so that there is a clear understanding of the impact and potential unintended consequences of each specific reduction to a service or a provider on the overall capability of the provider to continue to operate and provide that service.
- Contractors' inflationary, structural and regulatory cost increases, including wage and benefit costs should be annualized in the City budget and addressed through the City's five-year planning process and through multi-year contracts. The City should allow contractors flexibility in addressing any unfunded cost increase, including through reductions in service. Departments should coordinate with CBOs before any mid-year cost-of-doing-business reductions to prevent unintended consequences that would impact services, capacity, worker wages and organizational sustainability.

BUDGET PRIORITIES

- 1) Preserve services that meet basic human needs: shelter and housing; food; child and adult protection; emergency assistance; health care; and income support.
- 2) Prioritize services to the most vulnerable, beginning with those with multiple needs and who face significant barriers to care and resources, as well as those at the highest risk of severe consequences, including premature or avoidable death, if services are not available.
- 3) Prioritize programs that leverage outside funding streams (federal, state, or fees for service).
- 4) Prioritize community-based programs that quantifiably lower city-funded health and human services and public safety costs.
- 5) Prioritize services and resources (such as facilities) that will be permanently lost if they are eliminated.
- 6) Prioritize services and outreach which are delivered by CBOs with demonstrated ties to, familiarity with, and competencies to serve specific neighborhoods, communities and populations throughout San Francisco.
- 7) Prioritize services that address systemic poverty and health disparities for BIPOC and LGBTQ+ communities and ensure that budget reductions do not exacerbate existing inequities.
- 8) Prioritize services with demonstrated ability to prevent institutionalization, incarceration, and utilization of high cost or inappropriate settings (e.g. emergency rooms, hospitals, jails, and psychiatric institutions).