

SF Has a Staffing Crisis

Despite a budget surplus and billion-dollar reserves, vital departments are woefully understaffed.



City workers serve San Francisco around the clock every day of the year. We work in our public hospitals and clinics, set up COVID test sites, shelter the homeless, maintain our streets, operate our buses, run our world-class libraries and museums, clean our airports, safeguard our drinking water, and keep City Hall functioning. The fact is that staffing across crucial City departments has fallen to unacceptable levels that lead to interruptions in service delivery. Nearly one in ten budgeted City jobs is vacant right now and many key departments have vacancy rates that are substantially higher.

Dept. of Public Works Vacancy rate: 29.1%

Services: street cleaning, garbage and waste, street and sewer repair, permits, public toilets, building construction and repair, and more.

Dept. of Homelessness and Supportive Housing Vacancy rate: 27.7%

Services: coordinating entry into SF's housing & shelter system and providing services to the homeless.

Dept. of the Environment Vacancy rate: 24.2%

Services: supports green buildings, urban forestry, and agriculture. Helps businesses & residents harness environmental opportunities.

Dept. of Economics and Workforce Development Vacancy rate: 20.8%

Services: helps businesses and entrepreneurs navigate regulations, jobseekers get hired, organizations find sustainable space, and more.

SF International Airport Vacancy rate: 18.5%

Services: responsible for maintaining operations and helping San Franciscans and people visiting our community safely and quickly navigate our airport.

SF Planning Department Vacancy rate: 16%

Services: protecting and expanding housing stock, land use policy, design review, code enforcement, environmental review, zoning, permitting, and more.

These vacancy rates are impacting the delivery of crucial services.



"My team provides services to people living in supportive housing, all of whom have a history of homelessness. We help people access food and healthcare, do wellness checks when clients haven't been heard from, and much more. When we're this understaffed, it causes a significant reduction in the services we can provide. Short-staffing puts the people we serve at serious risk. Filling these vacancies and staffing our department will help us provide the services our clients need; without adequate staffing we can't provide enough support."

Leslie Kupper, Behavioral Health Clinician
Dept. of Homelessness & Supportive Housing



"Our members do vital work across San Francisco, including cleaning up trash and hazardous materials, left behind from encampments, dealing with illegal dumping, and sweeping the streets. We're working overtime and pulling people from other areas but don't have enough people to keep up with demand. The Mayor has talked a lot about keeping the streets of San Francisco clean and we know residents want the same but to do that, the city needs to hire permanent DPW staff and utilize our hiring hall to fill temporary positions. There's no other way."

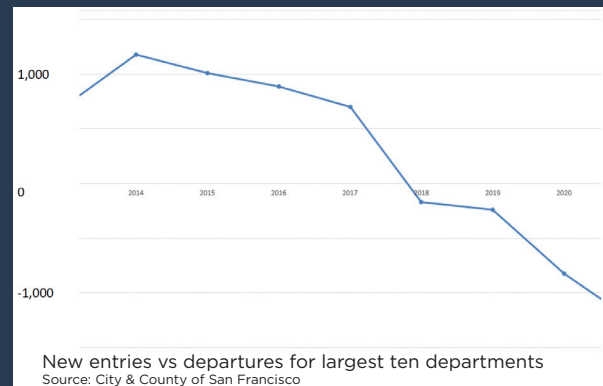
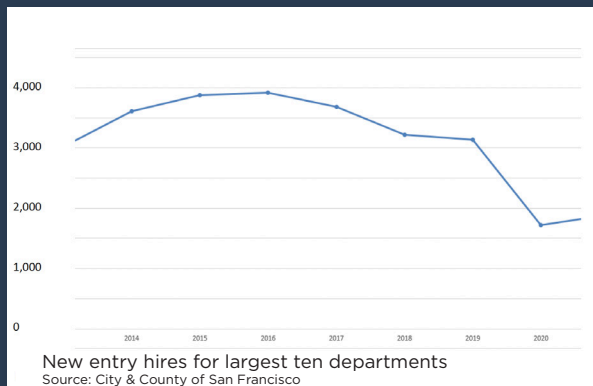
LaVonda Williams, Gardener/Young Tree Care Captain
Department of Public Works



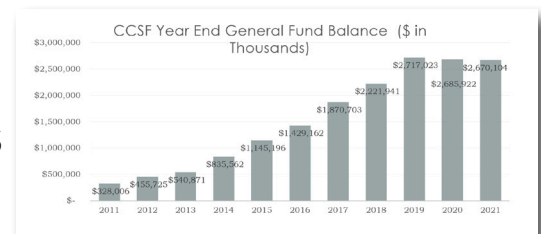
"The results on the City's Climate Action plan depend on the work of my colleagues and I, but we're not fully staffed. Over the past couple years my team has gone from 14 people to 7. We are working late hours and weekends just to keep up with our goals. We need to hire more people by becoming more competitive. I want to know at least I did my part working hard to get a better planet for my nephews, for the next generation. San Francisco can do better on our goals like energy efficiency and zero waste, but we need to staff up."

Rina Lopez, Environmental Specialist
Department of Environment

New hiring is only at roughly 50% of pre-pandemic levels. Meanwhile, San Francisco has done little to attract new staff or retain current workers.



San Francisco can afford to do better. The City is projecting a \$108 million budget surplus over the next two years and has nearly \$1 billion in reserves.



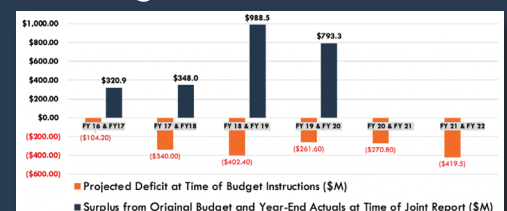
	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
SOURCES Increase / (Decrease)	40.1	323.4	522.5	710.9
Uses				
Baselines & Reserves	(112.9)	(202.7)	(271.2)	(318.9)
Salaries & Benefits	(57.8)	(81.7)	(140.6)	(266.3)
Citywide Operating Budget Costs	132.9	58.4	(75.2)	(161.0)
Departmental Costs	24.0	(15.5)	(74.1)	(113.6)
USES Decrease / (Increase)	(13.9)	(241.5)	(561.1)	(859.8)
Projected Cumulative Projected Surplus/(Shortfall)	26.2	81.9	(38.6)	(148.9)

	FY 20-21	Fy 21-22 (projected)	FY 22-23 (projected)
GF Reserve Levels			
General Reserve	\$78.3	\$72.1	\$106.6
Rainy Day Economic Stabilization	\$114.5	\$114.5	\$114.5
Budget Stabilization	\$265.8	\$265.8	\$265.8
Other Reserves	\$862.2	\$504.0	\$490.0
Operating Reserves	\$5.1	\$0.0	\$0.0
Total	\$1,325.9	\$956.4	\$976.9

To make our city work, we need city workers.

San Francisco has historically grossly overestimated their expenses and wildly underestimated revenue. In years past, they've used their doomsday projections as an excuse to make cuts to vital services provided by our City's essential workers.

We have all paid the price for this practice and continue to do so today. The fact that City management is admitting that they are projecting a budget surplus is notable in itself, and could mean that the actual figure will eclipse the \$108 million they are already expecting.



City workers are doing everything possible to serve the residents of San Francisco in the face of increasingly-challenging circumstances. Unfortunately, we can see the gaps and delays in services that are impacting us all—the cleanliness of our streets, the inadequate safety net for our most vulnerable, the massive strain on our public health system, and so much more. **That's why City workers are calling on the Mayor to #StaffUpSF. We need to attract and retain the skilled, dedicated workforce San Francisco needs to make our city work for us all.**

