



San Francisco Human Services Commission
Posted January 2, 2026

Meeting Minutes

December 18, 2025 Regular Meeting

Prepared By: Elizabeth LaBarre, Human Services Commission Secretary

Human Services Commissioners

Scott L. Kahn, President
Dr. James McCray Jr., Vice President
Sally Coghlan McDonald
Pablo Bravo
1 vacancy

Executive Director, San Francisco Human Services Agency

Trent Rhorer

Commission Secretary

Elizabeth LaBarre

The regular meeting of the Human Services Commission was held on Thursday, December 18, 2025 at 10 a.m. in person in the Born auditorium at 170 Otis Street, San Francisco and remotely via Webex and telephone for disability accommodations.

Call to Order

The meeting was called to order at 10:05 a.m. by Commission President Kahn.

Roll Call

The Commission Secretary conducted roll call.

Present: President Kahn, Vice President McCray, and Commissioners Coghlan McDonald and Bravo.

Absent (excused): Commissioner Singh

There was a quorum.



ACTION - Adoption of the Agenda

President Kahn's call for public comment related to the meeting's agenda yielded no responses.

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

ACTION - Adoption of the November 20, 2025 Regular Meeting Minutes

President Kahn's call for public comment related to the November 20, 2025 Regular Meeting Minutes yielded no responses.

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission adopted the November 20, 2025 Regular Meeting Minutes.

DISCUSSION - Executive Director's Report

Executive Director Rhorer provided updates on Human Services Agency ("SFHSA" or the "Agency") programs and federal, state and local policy and activities as they relate to the Agency.

At the federal level, HRI impacts to SFHSA clients and staff are numerous. Expanded work requirements for certain CalFresh recipients in the 19-64 age group begin June 1 of this year. For San Francisco, that will be about 21,000 clients, or about 20% of our caseload. Work requirements implemented for the first time ever in Medi-Cal go into effect January 1, 2027, along with the submission requirement of redetermination paperwork to twice annually. Both will increase staff workload. Anywhere from 25,000–50,000 San Franciscans will be impacted with a possible 12% to 23% decrease in coverage.

One local harm-mitigation strategy is to partner with MOI (the Mayor's Office of Innovation), Department of Public Health, and Office of Economic & Workforce Development to streamline processes to help minimize discontinuances. At the state level, one strategy is to pre-flag exemptions to reduce county workload.

Changes to Medi-Cal effective in the new year (January 1, 2026) not tied to HRI but instead a result of the state's budget woes (e.g., structural deficit projected at \$35 billion by FY 2027–28) include no new enrollments in full-scope Medi-Cal for unsatisfactory immigration status (UIS) adults aged 19–59 (with a few exceptions such as foster youth and pregnant individuals). Existing full-scope Medi-Cal recipients in this category will have monthly premiums and will no longer receive dental and long-term care benefits. The Agency partnered with CBOs in Medi-Cal pop-up events to assist with applications before the January 1 deadline. Asset limits have been reinstated for non-MAGI (Modified Adjusted Gross Income) Medi-Cal programs.

The local budget deficit is projected to be \$936 million over two years. HRI accounts for \$300 million of the local deficit. The Mayor's Office is requesting \$400 million in reductions



citywide and has asked departments to identify non-core programs, review vacancies, and evaluate grants/contracts for effectiveness.

Executive Director Rhorer provided various program updates, including a summary of the CalFresh Emergency Gift Card Program to date (76% of cards issued have been redeemed, with \$13 million claimed by 62,000 households), CAAP caseload changes that are more manageable for staff, ensure benefits go to San Franciscans, and beneficial for general fund savings (a 20% case reduction since programmatic changes were implemented six months ago, from a 10-year-high of 6,800 in May to 5,700 clients), and a thank you to Commissioners Coghlan McDonald and Bravo for attending a very successful foster parent holiday event.

At the close of his report, Executive Director Rhorer answered a question from Commissioner Bravo around outcomes for benefits recipients who do not meet the work requirements. Clients will lose their benefits, whether it is CalFresh, Medi-Cal, CalWORKs. For CalFresh, benefits are limited to three months out of 36 if work requirements are not met. The City does have alternative food support and may need to add more funding for that system. For Medi-Cal, the Healthy SF program may absorb some discontinued recipients. The Agency anticipates increased demand for food and health services and is planning accordingly.

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

DISCUSSION - Manager of the Year Announcement

President Kahn presented the 2025 Manager of the Year award to HEATHER DAVIS, Revenue Manager, which she accepted with thanks to all in attendance.

ACTION - Consent Calendar

President Kahn's call for public comment related to the consent calendar yielded no responses.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the consent calendar, comprising ratification of actions taken by the Executive Director since the November 20, 2025 Regular Meeting in accordance with Commission authorization of December 18, 2025:

1. Submission of request to encumber funds in the total amount of \$1,818,452 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 11/15/25 to 12/12/25.
3. Submission of 8 temporary appointments for possible use in order to fill positions on a temporary basis made during the period 11/15/25 to 12/12/25.



COMMISSION BUSINESS – ACTION ITEMS

ARRIBA JUNTOS

Vicki Kong, Program Specialist, presented the request to modify the existing grant agreement with ARRIBA JUNTOS.

After Vicki's presentation of the grant modification request, Commissioner Bravo asked how many unaccompanied minors are served with this grant? Vicki responded that [we] do not have that data, we serve per household. Commissioner Bravo then asked what is the current caseload and for what length of time to which Vicki responded the current caseload is 130, with the goal of 210 with this modification, for up to six months of participation or \$10,000 cap, whichever comes sooner.

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

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission approved the request to modify the existing grant agreement with ARRIBA JUNTOS for the provision of the Housing Assistance for Ukrainians (HAU) Program; during the period of January 1, 2026 through June 30, 2026; in the additional amount of \$200,000 plus a 10% contingency for a revised total grant amount not to exceed \$769,644.

MULTIPLE PROVIDERS

Sam Dodge, Director of Street Response Coordination at the Department of Emergency Management (DEM), presented the request to enter into new grant agreements with MULTIPLE PROVIDERS (AHSING SOLUTIONS, GLIDE FOUNDATION, HELUNA HEALTH, TLCBD, URBAN ALCHEMY).

After Sam's presentation of the new grant agreement request, Trent added that this request is an example of the City's consolidated funding approach he has mentioned in several of his reports to the commission during past meetings. Funding for Community Safety Ambassador Programs is being consolidated and overseen by one City department, DEM. However, they are a very small department without contracts infrastructure so HSA is assisting.

Commissioner Bravo asked Sam how long it takes to onboard and train a Community Safety Ambassador and what is the retention rate. Sam replied 45 days is the average, which includes classroom training along with shadowing in the field. The program has a 1:6 supervisor staff ratio and a relatively high turnover rate; he did know the exact figures off the top of his head but could ask one of the grantees in the audience or produce them as follow up.

AHSING SOLUTIONS

President Kahn's call for public comment for the AHSING SOLUTIONS grant yielded no responses.



On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with AHSING SOLUTIONS for the provision of the Community Safety Ambassador Program; for the period of January 1, 2026 through June 30, 2027; in the amount of \$3,198,626 plus a 10% contingency for a total grant amount not to exceed \$3,518,489.

GLIDE FOUNDATION

President Kahn's call for public comment for the GLIDE FOUNDATION grant yielded no responses.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with GLIDE FOUNDATION for the provision of the Community Safety Ambassador Program; for the period of January 1, 2026 through June 30, 2027; in the amount of \$1,725,000 plus a 10% contingency for a total grant amount not to exceed \$1,897,500.

HELUNA HEALTH

President Kahn's call for public comment for the HELUNA HEALTH grant yielded no responses.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with GLIDE FOUNDATION for the provision of the Community Safety Ambassador Program; for the period of January 1, 2026 through June 30, 2027; in the amount of \$3,150,000 plus a 10% contingency for a total grant amount not to exceed \$3,465,000.

TLCBD

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

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with TLCBD for the provision of the Community Safety Ambassador Program; for the period of January 1, 2026 through June 30, 2027; in the amount of \$1,500,000 plus a 10% contingency for a total grant amount not to exceed \$1,650,000.

URBAN ALCHEMY

President Kahn's call for public comment for the URBAN ALCHEMY Commercial Corridor grant yielded no responses.

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the provision of the Community Safety Ambassador Program in the Commercial Corridor; for the period of January 1, 2026 through June 30, 2027; in the amount of \$1,650,000 plus a 10% contingency for a total grant amount not to exceed \$1,815,000.

President Kahn's call for public comment for the URBAN ALCHEMY AM Citywide Deployable grant yielded no responses.

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the



provision of the Community Safety Ambassador Program, AM Citywide Deployable; for the period of January 1, 2026 through June 30, 2027; in the amount of \$3,225,000 plus a 10% contingency for a total grant amount not to exceed \$3,547,500.

President Kahn's call for public comment for the URBAN ALCHEMY PM Citywide Deployable grant yielded no responses.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the provision of the Community Safety Ambassador Program, PM Citywide Deployable; for the period of January 1, 2026 through June 30, 2027; in the amount of \$3,225,000 plus a 10% contingency for a total grant amount not to exceed \$3,547,500.

President Kahn's call for public comment for the URBAN ALCHEMY Tenderloin grant yielded no responses.

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the provision of the Community Safety Ambassador Program in the Tenderloin; for the period of January 1, 2026 through June 30, 2027; in the amount of \$4,050,000 plus a 10% contingency for a total grant amount not to exceed \$4,455,000.

President Kahn's call for public comment for the URBAN ALCHEMY South of Market grant yielded no responses.

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the provision of the Community Safety Ambassador Program in the South of Market; for the period of January 1, 2026 through June 30, 2027; in the amount of \$4,050,000 plus a 10% contingency for a total grant amount not to exceed \$4,455,000.

President Kahn's call for public comment for the URBAN ALCHEMY AM Mid-Market grant yielded no responses.

On motion of Commissioner Coghlan McDonald, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the provision of the Community Safety Ambassador Program, AM Mid-Market; for the period of January 1, 2026 through June 30, 2027; in the amount of \$3,225,000 plus a 10% contingency for a total grant amount not to exceed \$3,547,500.

President Kahn's call for public comment for the URBAN ALCHEMY PM Mid-Market grant yielded no responses.

On motion of Commissioner Bravo, seconded and unanimously carried, the Commission approved the request to enter into new grant agreement with URBAN ALCHEMY for the provision of the Community Safety Ambassador Program, PM Mid-Market; for the period of January 1, 2026 through June 30, 2027; in the amount of \$2,550,000 plus a 10% contingency for a total grant amount not to exceed \$2,805,000.



GENERAL PUBLIC COMMENT

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

ADJOURNMENT

President Kahn adjourned the meeting at 10:57 a.m.

A handwritten signature in black ink, appearing to read "Elizabeth LaBarre".

Elizabeth LaBarre
Commission Secretary
Human Services Commission