

The San Francisco Department of Public Health (SFDPH) is making significant investments in workplace safety and security throughout its entire system of care, including at hospitals, clinics, health centers, administrative offices, jail health services, and field-based programs. These investments reflect a substantial increase in resources allocated to workplace safety. They include enhanced physical security measures, expanded security staffing, increased crisis prevention and response training, and a fundamental change in security structure governance to better connect leadership to frontline staff and their concerns.

Since December, a 100-person team of DPH and University of California San Francisco staff worked to make rapid improvements to better protect staff and patients, while also advancing long-term structural changes. Many security improvements were already planned, and many were expedited including the following:

- Expanded security staffing and now all DPH-controlled facilities have onsite security coverage for sites on and off the ZSFG campus.
- We are expanding our safety and security training plan.
- Launched a 24/7 Threat Management Team to triage and respond to non-emergency security concerns.
- Hired a team of four seasoned security experts to strengthen the DPH Security Team who will be responsible for duties including conducting threat and risk assessments; overseeing private security vendors operations and managing security and safety training across DPH facilities.
- Implemented formal threat-escalation protocols for all DPH staff.
- A Request for Proposal for personal duress devices for field staff is now out for bid and a process around the use of devices is in development.

Countless additional security measures have been initiated or expedited to fundamentally strengthen workplace safety including physical security upgrades such as duress devices, badge readers, lighting improvements, weapons detection, and security cameras as well as new and updated policies and trainings.

The department is committed to these safety and security investments which are being prioritized in the budget and investments will continue, even as the department works to close San Francisco's structural budget deficit caused by rising costs, slowing revenues, and reductions in state and federal funding, including Medi-Cal.

The City's FY 2026-27 budget, as approved by the Board of Supervisors and signed by the Mayor in July 2025, included a \$17 million reduction in expenditures for Community Based

Organizations (CBOs) contracted with DPH. Over the past several months, DPH has worked carefully and deliberately to determine how to meet these reductions including meetings with CBOs to collaboratively discuss how best to achieve the required reductions.

Throughout this budget process, the guiding priority is to protect frontline care and direct clinical services for patients and clients, keep staff and patients safe, and to preserve core system capacity, particularly for communities most impacted by health inequities.