

Laurie Green, M.D.
President

Tessie M. Guillermo
Vice President

Edward A. Chow, M.D.
Commissioner

Susan Belinda Christian, J.D.
Commissioner

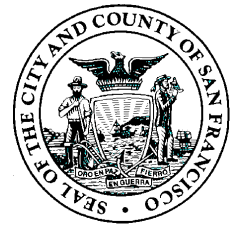
Suzanne Giraudo ED.D
Commissioner

Judy Guggenhime
Commissioner

Karim Salgado
Commissioner

**HEALTH COMMISSION
CITY AND COUNTY OF SAN
FRANCISCO**

Daniel Lurie Mayor
Department of Public Health



Daniel Tsai
Director of Health

Mark Morewitz, M.S.W.
Executive Secretary

TEL (628) 754-6539

MINUTES

HEALTH COMMISSION MEETING

Monday May 5, 2025 4:00 p.m.

**1 Dr. Carlton B. Goodlett Place, City Hall, Room 408
San Francisco, CA 94102 & via Webex**

1) CALL TO ORDER

Present: President Laurie Green, MD, President
Vice President Tessie Guillermo
Commissioner Edward A. Chow M.D
Commissioner Susan Belinda Christian, J.D.
Commissioner Suzanne Giraudo, Ph.D
Commissioner Judy Guggenhime

Excused: Commissioner Karim Salgado

The meeting was called to order at 4:04pm.

2) APPROVAL OF THE MINUTES OF THE HEALTH COMMISSION MEETING OF APRIL 21, 2025.

Mr. Morewitz stated that Commissioner Chow requested that the following corrections be made to the minutes:

- Page 7, 6th line, the line should read: "She added that there are larger long-term housing, health, and social service needs that are looming, and it is important that the Commission ~~not~~ be proactive within its jurisdiction."
- Pg9, 6th paragraph, second line "Commissioner Chow asked how BHS and the DPH are approaching individuals with substance use and behavioral health issues who do not want to leave the street or access services."
- Pg 11: Item 10, 2nd paragraph, "Therefore, if a primary care provide conducts a "Warm hand-off" to a behavioral health clinician, the clinic can only bill for once service. "

Public Comment:

Patrick Monette-Shaw made comments and submitted the following written summary:

These draft minutes contain errors. The “LHH Term Sheet” item, reports Supervisor Melgar wrongly stated: “The only ‘PERMISSION,’ and only ‘USE,’ for the land for LHH’s housing project is as a ‘PARKING LOT.’ ” Melgar was incorrect. Mercy Housing’s “Project Review Meeting Application” to the Planning Department, clearly states LHH’s 2.76 million square foot campus, is in a “P, — PUBLIC Zoning District.” San Francisco’s Assessor-Recorders’ web site shows LHH’s campus, Parcel #2842- 007, has a land “USE TYPE” authorization, for “HOSPITALS – GOVERNMENT.”

The meeting minutes report Commissioner Chow is concerned that because there’s a \$10 million childcare center being built across the street from LHH, the Commission should request that Mercy Housing and MOHCD’s development team consider moving the planned Adult Day Health Center proposed for Phase II of the LHH housing project to Phase I, by switching and replacing the Phase I childcare center with an ADHC during Phase I.

Action Taken: The Health Commission unanimously voted to approve the corrected minutes of the April 7 17, 2025 meeting.

3) GENERAL PUBLIC COMMENT

Chris Ford Kline, stated that he studied at Northeastern University. Previously he received information from CDC stating that his medical record was completely clear and that he is 100% healthy. However, several universities and providers placed him on surveillance to assimilate him and to attempt forced extortion on voting living arrangements. The larger concern that the health commission will be dealing with in the next couple of months is how many people did this impact and how are we going to resolve that for the larger population?

Patrick Monette-Shaw made comments and submitted the following written summary:

I am again reminding Health Commissioners that community members have repeatedly asked that the out-of-county discharge data to skilled nursing facilities, for calendar year 2024, from each public- and private-sector hospital in San Francisco, be expeditiously presented. That data is due annually to SFDPH’s Policy and Planning Office by January 31, under former D-4 Supervisor Gordon Mar’s groundbreaking Ordinance number 77- 22. Here we are three months after the data was due for submission, but unfortunately the 2024 data and analysis hasn’t been presented to this Commission yet. This report must be expedited! It shouldn’t take three or more months to analyze the data! The 2023 data wasn’t presented to this Commission until July 2024. We’ve repeatedly asked the 2024 data be presented more rapidly, given the shocking number of San Franciscans disenfranchised, dumped into out-of-county facilities. Up to 6,000 San Franciscans were discharged out-of-county across 2021, 2022, and 2023.

4) DIRECTOR’S REPORT

Naveena Bobba MD, DPH Deputy Director of Health, presented the item.

NEW STABILIZATION UNIT AT 822 GEARY

On April 24, Mayor Daniel Lurie and DPH celebrated the opening of the 24/7 police-friendly stabilization center at 822 Geary Street. Enabled by Mayor Lurie’s Fentanyl State of Emergency Ordinance, passed 10-1 by the Board of Supervisors in February, the new facility will provide rapid behavioral health care for people experiencing urgent mental health crises.

Run by DPH, the dedicated behavioral health facility will provide a safe and effective alternative to hospital emergency departments for first responders, street teams, and members of law enforcement connecting people in crisis to urgent care, while allowing those frontline workers to get back on the streets more quickly.

It also adds critical capacity to the city's fully saturated interim housing network, representing progress towards Mayor Lurie's commitment to add 1,500 interim housing beds to offer people on the street a better option.

The stabilization unit, staffed by nurses, doctors, and behavioral health specialists, began accepting clients on April 28. Teams will provide rapid access to care, stabilize clients in a safe environment, and then support their next steps through dedicated care coordination, including connections and transportation to treatment, behavioral health services, and shelter.

The facility will serve people experiencing a behavioral health crisis such as severe anxiety and panic attacks, depression and thoughts of suicide or self-harm, acute mental health emergencies including agitation and restlessness, as well as health crises resulting from substance use or drug reactions. Many of the people who will now be treated at the stabilization unit have often ended up in local emergency rooms that must maintain capacity to respond to medical emergencies.

DPH and city partners have worked closely and extensively with neighbors and community groups to ensure the stabilization unit positively affects the immediate neighborhood. The facility will have daily ambassadors within a four-block radius between 7:30 AM and 9:00 PM and overnight security from 9:00 PM to 7:30 AM. Staff onsite will also coordinate closely with the San Francisco Police Department for additional police presence, as needed. Programming and staffing have been designed specifically to minimize impacts on the street, including by primarily transporting patients directly to the unit.

The Stabilization Unit will be operated by Crestwood Behavioral Health, Inc, which is a California-based mental health care provider with more than 29 campuses statewide. Crestwood promotes wellness, resiliency, and recovery by providing innovative and cost-effective programs. Crestwood also operates the San Francisco Healing Center, a Mental Health Rehabilitation Center located on the University of California San Francisco St. Mary's Hospital campus.

The site at 822 Geary Street was purchased in 2021 with the approval of the Board of Supervisors. In February 2024, the board accepted approximately \$6.7 million in state funding via a grant from the Behavioral Health Continuum Infrastructure Program to support construction costs. Construction began at the end of February 2024 and was completed in April 2025.

MAYOR LURIE OPENS 279 NEW RECOVERY AND TREATMENT BEDS

On April 30, Mayor Daniel Lurie announced the opening of 279 new interim housing beds, including 21 new residential treatment beds, for people at different stages of their journey from homelessness and addiction to long-term stability. These new sites mark a significant milestone in Mayor Lurie's "Breaking the Cycle" plan to transform the city's health and homelessness response—providing interim housing, services targeted at the right level of care, and much-needed safety and stability for people exiting homelessness and beginning a healthier life.

Under Mayor Lurie's [Fentanyl State of Emergency Ordinance](#), passed 10-1 by the Board of Supervisors in February, DPH and the Department of Homelessness and Supportive Housing (HSH) were able to expedite openings of four recovery housing programs at the Kean (76 beds), the Marina Inn (68 beds), the Sharon Hotel (60 beds), and James Baldwin Place (54 beds) as well as 21-bed expansion of treatment beds at Harbor Light. Each new program reflects a thoughtful and data-driven approach to filling gaps in the city's system of care with services that best meet the needs and acuity levels of people on the streets.

DPH and HSH are partnering with providers with proven track records to open the new recovery housing sites. Westside Community Services will operate the Kean and James Baldwin Place, while the Salvation Army will

operate the Sharon and the Marina Inn. Westside Community Services and the Salvation Army are leaders in designing and managing behavioral health services and recovery housing to unhoused and formerly unhoused adults who struggle with addiction and mental health challenges. For all new and expanded interim housing programs, DPH, HSH, and partners will work with neighbors and community groups to ensure the new sites positively contribute to neighborhoods. All service partners are required to implement and follow the HSH and DPH Good Neighbor policies.

The Sharon

Opening 60 beds of sober transitional housing for adults experiencing homelessness

HSH in partnership with the Salvation Army is opening a recovery-focused shelter program for adults in recovery who are experiencing homelessness at 226 Sixth Street. Onsite services include case management, treatment, housing placement assistance, and support groups. The program model will help participants maintain stability and sobriety as they move forward in their recovery pathway and out of homelessness.

James Baldwin Place

Opening 54 beds of sober living transitional housing for program adults experiencing homelessness

HSH in partnership with Westside Community Services and the Salvation Army is opening a new sober living transitional housing program called the James Baldwin Place to be operated at the Civic Center Motor Inn at 364 Ninth Street. James Baldwin Place will provide a safe and supportive environment for individuals exiting homelessness who are stable in their recovery from substance use disorder and looking to live in a sober environment. Onsite services include case management, recovery and behavioral health support, life skills development, peer support, conflict resolution, de-escalation, mindfulness, and assistance finding permanent housing.

The Kean

Opening 76 health respite beds for adults experiencing homelessness as the first step out of homelessness

DPH in partnership with Westside Community Services is opening a new health respite program at 1018 Mission Street to provide rapid connections to care for people exiting homelessness and beginning their recovery journey. The short-term (30-60-day) health respite beds will provide individuals with immediate support, including access to urgent health care, behavioral health support, peer support, and treatment for mental health and substance use. Once they are stabilized, case managers will help people take the next steps in their recovery journey, whether that is connecting to longer-term treatment, community living, or supportive housing.

The Marina Inn

Opening 68 beds of post-treatment recovery housing to foster connection, accountability, and independence

DPH in partnership with the Salvation Army is opening a new, transformative two-year recovery housing facility at 3110 Octavia Street to support long-term health, stability, and independence for people in recovery. The program offers 24 months of drug-free, post-treatment recovery housing for adults who have completed residential substance use disorder treatment. The program goals are to empower participants to achieve lasting recovery by providing a supportive environment that prioritizes stability, financial independence, and personal growth. Onsite supportive services will include case management, permanent housing assistance, family reunification, career and workforce development, life skills, and financial education.

Harbor Light

Adding 21 new treatment beds, including 10 for withdrawal management and 11 for residential treatment

DPH is expanding the successful programming at Harbor Lights and adding 21 new treatment beds. Ten of the new beds will be for withdrawal management, which provide people with immediate support as they stop using substances and prepare for the next step in their recovery journey. The additional 11 new beds will be for a six-month program for people who need structured treatment and support to meet their recovery goals, utilizing a client-centered model that emphasizes accountability, mutual self-help, and the development of

positive coping behaviors and social support systems. A primary focus of the residential treatment program is ensuring a seamless transition out of residential treatment by connecting people to ongoing community-based resources for stabilization and recovery including transitional housing, jobs training, and ongoing recovery supports.

LAGUNA HONDA HOSPITAL SECURES A COVETED FIVE-STAR QUALITY RATING FROM REGULATORY AGENCY, THE HIGHEST POSSIBLE RATING FOR A HEALTHCARE FACILITY

DPH announced that Laguna Honda Hospital and Rehabilitation Center (Laguna Honda) secured a five-star quality rating from the federal regulatory agency, Centers for Medicare and Medicaid Services (CMS), ranking it as a top-tier skilled nursing facility nationwide.

Laguna Honda's achievement of five stars is a testament to the quality of care provided. Specifically, Laguna Honda had a very successful annual survey this past fall where regulators reviewed in detail resident care and safety, including completing interviews with residents and directly observing resident care. In addition, Laguna Honda performed very well on key metrics of resident care, supporting resident behaviors, healing wounds, preventing falls, and supporting safe discharges to lower levels of care.

For more than 150 years, Laguna Honda has been a pillar of San Francisco's healthcare system, caring for those most in need and providing critical healthcare. Representing more than 30% of all skilled nursing beds in San Francisco, Laguna Honda represents a significant and extensive commitment by the City and County of San Francisco to publicly fund skilled nursing care for those with limited means. Today, Laguna Honda treats a wide range of medical conditions, including complex and chronic illnesses, neurological and orthopedic disabilities, dementia, and HIV/AIDS.

Laguna Honda is uniquely organized into 13 specialized nursing and rehabilitation programs with each program serving approximately 50 residents, allowing for resident-centered and individualized care. Programs draw upon the expertise of practitioners in multiple fields of healthcare, including in-house physician specialists who are on site 24 hours a day, 7 days a week; nurses and nursing assistants; social workers; activity therapists; dietitians; occupational therapists; physical therapists; speech pathologists; neuropsychologists; psychiatrists; pharmacists and others.

Specialized programs at Laguna Honda include the following:

- A safe and comfortable environment for people with Alzheimer's and other dementias
- Care that combines medical and social support for people coping with the effects of complex or chronic conditions such as stroke, traumatic brain injury or degenerative diseases such as multiple sclerosis
- Rehabilitative services that include physical therapy, occupational therapy, speech therapy and audiology
- Monolingual care in Spanish and Chinese
- Positive care providing HIV/AIDS skilled nursing service
- Palliative care
- Restorative care to help increase mobility, joint strength, and range of motion

The five-star rating shows that Laguna Honda, within the first year of securing full CMS recertification, has put in place the systems, people, and protocols to sustain the many positive changes. This has included partnering with regulatory experts for "mock" surveys and internal daily observations so that we are quickly identifying any potential challenges. It has also included a robust quality improvement program with extensive data tracking and direct involvement of frontline staff. Laguna Honda had a two-star rating when the facility lost its certification in 2022.

DPH ENCOURAGES MPOX VACCINATION FOR A HEALTHY SUMMER

With Pride and summer events approaching, DPH is encouraging mpox vaccination for [people who are eligible](#), including men who have sex with men and transgender women.

While a very small number of mpox cases have been [reported](#) in San Francisco so far in 2025, people who are at risk of mpox exposure should be fully vaccinated as it provides the best protection against the virus and will help prevent its spread in the future.

It takes two doses to be fully vaccinated against mpox. Individuals can receive their second dose of the mpox vaccine if it has been at least 28 days since their first dose. There is no need to restart the two-dose series if it has been over 28 days since the first dose.

Booster doses are not recommended at this time for individuals who have completed the two-dose series. In addition, mpox vaccination is not recommended at this time for people who have previously been infected.

On May 3, DPH made vaccines available for free at Velvet, San Francisco's largest queer nightlife collaboration event, for people who were eligible. Vaccines were offered from 10:00 pm to 3:00 am and people did not need to have a ticket to the Velvet event to get vaccinated.

For more information about the mpox vaccine and where to get vaccinated, please visit sf.gov/mpox.



WELCOMING DR. JEFFREY CRITCHFIELD AS THE NEW VICE DEAN OF THE UCSF SCHOOL OF MEDICINE AT ZSFG

UCSF School of Medicine Dean Dr. Talmadge King announced Jeffrey Critchfield, MD as the new Vice Dean of the UCSF School of Medicine at ZSFG, after he served on an interim basis since July 1, 2024. Dr. Critchfield is a Professor of Medicine in the Division of Hospital Medicine at ZSFG, where he serves as Chief Medical Experience Officer and Medical Director of Risk Management. A respected leader and educator, his work has long focused on improving care for hospitalized patients and strengthening systems across the care continuum and into the community. Over the past nine months as Interim Vice Dean, Dr. Critchfield worked in close partnership with DPH leadership to advance the ZSFG-UCSF affiliation. He has supported faculty recruitment and advancement, guided key initiatives in quality and equity, and fostered collaborations across clinical and educational programs. His thoughtful and inclusive leadership has provided stability and continuity during a transitional period. Dr. Critchfield's long-standing commitment to the mission of DPH and ZSFG is evident in his many contributions, including service as ZSFG Chief of Staff (2006–2008), founding Chief of the Division of Hospital Medicine at the General (2008), and Chair of the UCSF Committee on Academic Personnel (2018–2019). During the COVID-19 pandemic, he played a critical role as a HICS Commander at the City's COVID Command Center, coordinating San Francisco's citywide public health response in collaboration with departmental leaders.

DPH warmly welcomes Dr. Critchfield in this role that is critical to strengthening our partnership between DPH and UCSF. In addition, his work will help us meet our mission of protecting and promoting the health of all San Franciscans by training the next generation of providers and advancing innovation.

A SUCCESSFUL VISIT FROM ASHP TO ZSFG'S PHARMACY RESIDENCY PROGRAM

In mid-April, the American Society of Health-System Pharmacists (ASHP) – the accrediting body for pharmacy residency and technician training programs – conducted a survey of ZSFG's Pharmacy Team. The surveyor shared high praise for the Pharmacy Residency training program and all that Pharmacy contributes to the

quality and safety of care, in addition to educating the future generations of pharmacists in such a rigorous manner. The surveyors also advised that we expand our program because it is of such high quality. Congratulations to CEO Dr. Susan Ehrlich and to the Pharmacy team including Drs. Swati Patel and David Smith, Director of Pharmacy and Chief Pharmacy Officer, for their leadership.

ZSFG RECOGNIZES HOSPITAL VOLUNTEERS

In honor of Volunteer Recognition Day on April 20, ZSFG celebrated and expressed gratitude for the extraordinary individuals who give their time, talent, and heart to support the mission of ZSFG. ZSFG's more than 200 active volunteers are deeply embedded in nearly every corner of the hospital, helping meet the needs of patients with warmth and compassion. In the last year, they provided more than 18,000 hours of services in 30 different departments and programs across the hospital. In the Specialty Diabetes Clinic, volunteers help patients navigate appointments and lab visits, support MyChart sign-ups, and advocate for those living with chronic illness; in Rehabilitation and Vocational Rehab volunteers help locate durable medical equipment and deliver essentials, provide emotional support, and assist patients with appointments, giving rehab staff more time for direct patient care; on MedSurg units, volunteers engage directly with patients, collecting feedback and offering company during extended stays; in the Emergency Department, volunteers improve patient flow, support staff, and serve as compassionate advocates; and in the Pediatric Playroom, volunteers offer kindness and joy to our youngest patients with activities like arts and crafts, reading, and play, providing comfort during vulnerable moments.

FIRST PARTNER OF CALIFORNIA HOSTS PRESS CONFERENCE AT THE TRAUMA RECOVERY CENTER DURING SEXUAL ASSAULT AWARENESS MONTH

California First Partner Jennifer Siebel Newsom hosted a press conference at the Trauma Recovery Center (TRC) on April 22 to share the findings of a report completed by a statewide working group over this past year whose efforts aimed at improving care for survivors of sexual violence. The workgroup behind the report brought together experts, including TRC Director, Dr. Sarah Metz, to develop clear, actionable recommendations.

The Trauma Recovery Center is a collaboration between DPH, ZSFG and UCSF. Together, the Trauma Recovery Center/Rape Treatment Center offers forensic medical services and comprehensive trauma-informed mental health services at ZSFG, the only hospital in San Francisco where sexual assault survivors can obtain a forensic exam 24/7 following an acute assault. The final report calls for several key changes, including funding service models across the state and expanding services to rural areas, launching school-based sexual assault prevention programs, and providing trauma-informed training for law enforcement. ZSFG and UCSF staff attended in support of the TRC and all of the services our hospital provides survivors of sexual violence and emotional trauma.

COVID-19 UPDATE

As of 4/30:

- San Francisco's 7-day rolling average of COVID test positivity is 1.4%.
- Thirty percent of SF residents are fully up to date on their COVID vaccinations and have received the updated vaccine.

Public Comment:

Jim McAfee has a partner named Randy Welch at LHH. CMS and other regulatory bodies did not interview all LHH residents or any family in the recertification process. Some residents do not have standing to participate. Randy has a scar from a recent fall. He fractured a bone and punctured a lung and was taken to St. Jude. Randy has a scar from a recent fall, second fall. Fractured hip and punctured lung-taken to the hospital. Randy went to UCSF Medical Center with cellulitis and the hospital cut off his right to visit.

Patrick Monette-Shaw made comments and submitted the following written summary:

I realize Director Daniel Tsai has a huge workload, and enormous number of pressing, competing issues facing SFDPH. But with that acknowledgement, I am specifically asking that Mr. Tsai consider having the San Francisco City Attorney's Office follow up with the Centers for Medicare and Medicaid Services, to see what the status of LHH's resubmitted 120-bed waiver request submitted on April 11, 2025 is. It's now been almost a month since the waiver request was re-submitted. We've been told that due to President Donald Trump's and Elon "Chainsaw" Musk's decimation of the U.S. DHHS' workforce, including CMS, San Franciscans just have to sit back and wait to see if and when CMS replies to LHH's April 11 waiver request resubmission. If our City doesn't follow-up regularly asking for resolution, that waiver request may just get buried, and Trump and Musk may dissolve CMS completely, before San Francisco receives an answer!

Commissioner Comments:

Commissioner Giraudo asked if the funding is sustainable for the new treatment beds. Dr. Bobba stated that she would look into the information and pass it along through Mr. Morewitz.

Commissioner Christian stated that it is great news about the beds. She asked if all of them have been implemented. Dr. Bobba stated that at the Geary Stabilization unit, four of the 8 beds are open and the program will add 8 more beds. She noted that the other two programs still have contracts to be certified and are scheduled to open during the Summer.

5) FY2025-26 and FY2026-27 PATIENT RATE ORDINANCE

Matthew Sur, San Francisco Health Network Revenue Cycle and Reimbursement Director, presented the item.

Commissioner Comments:

Commissioner Chow requested that the Commission receive the specialty service and facility fee spreadsheet, so they have access to all the rates they have been asked to approve.

Commissioner Chow asked to review the home health rates, noting that the rates in the material they received seem very high and is concerned that no commercial carrier would pay this rate.

Commissioner Chow asked why the Naloxone fee is so expensive compared to the generic version of the medicine. Mr. Surr noted that the costs include individual and group counseling, toxicology screening, and bloodwork.

Commissioner Christian noted that the psychologist rate of \$848 and psychiatric technician rate of \$385 seem very high and is concerned about any person or insurance carrier being willing to pay this rate. Mr. Surr stated that the state assigns these particular provider rates.

Commissioner Christian asked for an explanation of the bill process. Does it go to the patient or insurance company? She asked how the DPH policies to cap costs work. Mr. Surr stated that the rate depends on the facility and setting in addition to whether there was prior authorization of the service. The DPH bills private insurance first and if there are additional unpaid fees, the DPH has policies to cap a patient's cost in addition to sliding scale and charity care programs.

Commissioner Chow asked if there are contracts with commercial insurers to work with LHH rehabilitation services. Mr. Surr stated that there is no contract between commercial providers and LHH rehabilitation services. Commissioner Chow encouraged the DPH to consider exploring contracts with commercial providers and LHH rehabilitative services in order to enhance revenue.

Commissioner Chow asked if health plans generally pay full patient rate. Mr. Surr stated that Medicare and Medi-Cal have their own rates. ZSFG also has developed a limited number of contracts with commercial providers that pay different rates.

Commissioner Guggenheim asked how much confidence Mr. Surr has that Medicare and Medi-Cal will pay the rates. Mr. Surr stated that they have confidence in the rates they have developed and reiterated that the rates before the Commission are generally used for private insurance payers.

President Green stated that it is important for the Commissioners to better understand how the rates were derived. The Commission wants to ensure the DPH rates are in line with commercial insurance rates. They are concerned that some of the rates, such as the high cost of the psychologist, do not occur outside of hospital billing.

President Green also asked the difference between the rates negotiated with managed Medi-Cal versus Medicare versus commercial insurance.

Action Taken: The Health Commission voted unanimously to postpone voting on approving this item until the May 19, 2025 meeting.

6) DPH HUMAN RESOURCES UPDATE

Luenna Kim, Director, presented the item.

Public Comment:

Dr. Roger Wu, Union of American Physicians and Dentists (UAPD), stated the union has been working with DPH HR, which is a solid partner, but still has concerns about the vacant Health Center Medical Director positions. He questioned the validity that there is only .5FTE vacant in this classification. He noted that there is a specific annual cycle to medical training and recruitment. There is only one time per year that most graduates of medical programs are looking for work. The 2230 positions that would be open to these new graduates have been frozen. The graduates that turned down other opportunities have not been updated and the positions have not been unfrozen. He asked the Commission to encourage the DPH Human Resources to educate the Mayor's Office on this cycle and that there will not other opportunities to fill these 2230 positions for another year when another cohort graduates.

Pierre King, UAPD, stated that the DPH needs to urge the Mayor's Office to unfreeze the positions Dr. Wu mentioned in his comments. There were many hours put into hiring these positions and then the Mayor's Office ordered a hiring freeze which stopped all progress, especially with the Health Center Medical Director positions.

Commissioner Comments:

President Green thanked Ms. Kim for the presentation and great work in improving hiring processes in decreases in vacancies.

Commissioner Chow asked for more information regarding physician recruitment. He heard through the SF/Marin Medical Society that there have been problems with DPH staffing of physician leadership. He has witnessed the progress in the nursing recruitment and hiring processes. He noted that recruiting physicians and physician leadership is important too. He requested that Ms. Kim come back with more information on this topic at her next presentation. Ms. Kim noted that the DPH has attempted to expand the list of unfrozen positions to include physicians.

Vice President Guillermo thanked Ms. Kim for the report and all the progress that has been made in the last few years, especially with all the challenges. She noted the importance of primary care clinics and supports Commissioner Chow's request for more information about physician and physician leadership recruitment.

Vice President Guillermo asked if DPH Human Resources has the data broken down by job classifications so the Commissioners can better understand the data. Richa Dhanju, HR Director of Experience and Culture, stated that data analyzed from the 2023 staff experience survey noted that staff in Human Resources and nursing supervisors experienced lower level of satisfaction due to higher levels of stress. These classifications are 1244 and 1246 Senior HR Analyst and Principal HR Analysts in addition to Clinical Nurses and Nurse Managers. Human Resources was not able to break down the 2019 data to compare it to the 2023 information.

Commissioner Christian asked if staff must pay for leadership trainings offered by the City. Ms. Kim stated that these training courses are free to DPH staff. They are offered to support staff development.

Commissioner Christian asked for more information regarding the behavioral health clinician series recruiting event. Erika Thorsen, DPH HR Director of Staffing, stated that HR held an interview event for candidates that had already applied for behavioral health clinician positions. Information sessions were offered in which hiring managers presented information about their work site. Candidates were then invited to interview which was conducted by a cross section of Behavioral Health managers. The process ensured that candidates only had to be interviewed once on behalf of the entire DPH. Usually candidates would have had to be interviewed by each site.

Commissioner Christian is interested in whether the DPH is outreaching to populations that may not have known about DPH positions. Scott Wolf, Director of Recruitment, Assessment, and Merit, stated that DPH HR has been expanding its outreach throughout California to any schools with master's level training programs. He added that most recently, they have added Southern California to their list. Commissioner Christian asked if the DPH has interest in other states and specifically recruiting Black/African American clinicians. Mr. Wolf stated that the DPH is a member of Historically Black Colleges and Universities organization and posts job listings on their shared national website.

President Green requested analysis of recruiting efforts, noting that many clinicians from other states may be interested in entering the Bay Area. She recommended Doximity.com as a helpful site to post job listings. She noted that the DPH may often be in competition with partner community-based organizations when attempting to hire medical and behavioral health clinicians. She asked how the DPH approaches this situation. Ms. Kim stated that during the past four years of her tenure, the focus has been on trying to address inefficiencies and high vacancy rates; the goal has been to be more proactive and less reactive. She agreed with President Green that there is competition between the DPH and community partners and other City Departments in regard to hiring staff.

7) REVISIONS TO THE HEALTH COMMISSION RULES AND REGULATIONS

Mark Morewitz, Health Commission Executive Secretary presented the item. Anne Pearson, Deputy City Attorney, was available to answer questions about the proposed changes.

Public Comment:

There was no public comment

Commissioner Comments:

Regarding Section B, Commissioner Green requested that Ms. Pearson amend the wording in the Rules and Regulations to mirror the language in the February 4, 2025 memo she provided the Health Commission which indicates that the Health Commission may submit up to three names of candidates to the Mayor to consider for the Director of Health position. The Commission is not required to submit three names of the candidates to

the Mayor, as the current wording in the Rules and Regulations document indicates. Ms. Pearson stated that she would make this revision in preparation for the May 19, 2025 Health Commission meeting.

8) JOINT CONFERENCE COMMITTEE AND OTHER COMMITTEE REPORTS

Edward A. Chow, M.D., ZSFG JCC Chair, stated At the April 28, 2025 ZSFG JCC meeting, the committee discussed standard reports including the Human Resources, Regulatory Affairs, and CEO reports. The committee also discussed a robust ZSFG Behavioral Health Services update, which reviewed the continuum of behavioral health services at ZSFG. The Presentation included an overview of the range of substance use disorder and mental health services across the lifespan in outpatient, acute inpatient, and emergency service locations. Dr. Angelica Almeida, who has been a DPH leader in BHS for several years has moved over to ZSFG as its Chief Integrative Officer. During the Medical Staff Report, the committee reviewed and recommended that the full Commission approve the ZSFG Emergency Medicine Rules and Regulations, which are listed on the Consent Calendar. During the closed session, the committee approved the ZSFG Credentials Report and the PIPS Minutes report. Two days after the JCC meeting, the ZSFG Stroke Program was surveyed by the Joint Commission and will be recertified.

Public Comment:

There was no public comment.

Commissioner Comments:

Commissioner Guggenhime asked if the committee members are impressed with ZSFG.

Commissioner Chow stated that the hospital is operated in a very efficient and compassionate manner. He considers it one of the best hospitals in the country, turning research into lifesaving care every day.

President Green stated that ZSFG is an exemplary institution with incredible leadership that has a culture which is rarely replicated anywhere in this country.

Commissioner Christian stated that there is a stunning level of expertise and a deep level of humanity. She added that all staff show an incredible level of dedication to the hospital's mission.

Vice President Guillermo stated that as a native of San Francisco she remembers a time with people did not want to seek care at the hospital. However, so much has changed since then and ZSFG is now an incredible institution providing the highest level of quality services. She is very proud of its continued improvements and current status as one of the best hospitals in the country.

9) FINANCE AND PLANNING COMMITTEE UPDATE

Commissioner Edward Chow, Chair, stated that the committee reviewed all the contracts on the Consent Calendar and recommended that the full Commission approve them. He noted that the DPH tested a new presentation tool for three contracts which simplified the process and gave helpful contextual information. The committee members gave feedback on the tool to help refine it for further testing.

Public Comment:

There was no public comment.

Commissioner Comments:

There were no commissioner comments.

10) CONSENT CALENDAR

Action Taken: The Health Commission unanimously voted to approved the following items:

1. **May 2025 Monthly Contracts Report**
2. **Request for approval of a retroactive new contract with Seneca Center to perform Multisystemic Therapy Services (MST). The total proposed agreement amount is \$3,060,284 which includes a 12% contingency for the term of 07/01/2024 through 12/31/2027 (3 years and 6 months).**
3. **Request for approval of a new Agreement with Five Keys Schools and Programs to provide support services to clients in emergency stabilization units. The total proposed agreement amount is \$4,455,850, which includes a 12% contingency for the term of 11/15/2024 through 6/30/2027 (2 years & 8 months).**
4. **Request for approval of a new Grant Agreement with Glide Foundation to provide peer-based Contingency Management (CM) programming. The total proposed agreement amount is \$2,640,560 which includes a 12% contingency for the term of 3/1/2025 through 6/30/2029 (4 years and 4 months).**
5. **ZSFG Policies and Procedures:**
 - Emergency Medicine Rules and Regulations

11) OTHER BUSINESS

This item was not discussed.

12) ADJOURNMENT

The meeting was adjourned at 6:31pm.