



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

Refer to Civil Service Commission Procedure for Staff - Submission of
Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Number: _____
2. For Civil Service Commission Meeting of: October 5, 2026
3. Check One: Ratification Agenda
 Consent Agenda X
 Regular Agenda
 Human Resources Director's Report
4. Subject: Biennial Report on the City and County of San Francisco Pre-Employment
Conviction History Program for Fiscal Years 2024-2025 and 2025-2026
5. Recommendation: Adopt the report.
6. Report prepared by: Chris Lee, Onboarding Programs Supervisor
Telephone number: (628) 652-0672
7. Notifications: **(Attach a list of the person(s) to be notified in the format described in Civil
Service Commission Procedure Number Two.)**
8. Reviewed and approved for Civil Service Commission Agenda:
Human Resources Director: Carol Isen
Date: 9/22/2026 
9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7
above) along with the required copies of the report to:

**Executive Officer
Civil Service Commission
25 Van Ness Avenue, Suite 720
San Francisco, CA 94102**

10. Receipt-stamp this form in the "CSC RECEIPT STAMP"
box to the right using the time-stamp in the CSC Office.

Attachment

CSC-22 (11/97)

CSC RECEIPT STAMP

Notification List

Biennial Report on the City and County of San Francisco Pre-Employment Conviction History Program for the period of July 1, 2024 to June 30, 2026.

Carol Isen
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Chris Lee
Onboarding Programs Supervisor
Department of Human Resources
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DATE: September 24, 2026
TO: Honorable Civil Service Commission
THROUGH: Carol Isen
Human Resources Director
Anna Biasbas
Employment Services Director
FROM: Chris Lee, Onboarding Programs Supervisor
Anastasia Britt, Operations Supervisor
Shawn Sherburne, Assistant Director, Employment Services
SUBJECT: Biennial Report on the City and County of San Francisco Pre-Employment
Conviction History Program for Fiscal Years 2024-2025 and 2025-2026

Executive Summary

This is a biennial report requested by the Civil Service Commission. This report provides an update on the City and County of San Francisco's (City) Conviction History Program for the fiscal years (FY) 2024-2025 and 2025-2026.

Background

The City and County of San Francisco's comprehensive centralized Conviction History Program is part of the City's employment vetting process for selected candidates, which has gone through various enhancements since January 2006 (Attachment A). The current program was designed to be consistent with the expanded authority provided in the Board of Supervisors Resolution 84-12 and the *Federal Equal Employment Opportunity Guidance on the Consideration of Arrests and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964* (Attachment B).

The program incorporates the following key constructs:

- Centralized, confidential review of conviction history information: Review and analysis of the selected candidates' conviction history information is centralized at DHR.
- Employment vetting: Collection, review and analysis of conviction history information obtained from the CADOJ and FBI.
- Self-disclosure elimination: Selected candidates' conviction history information is obtained from the California Department of Justice (CADOJ) and Federal Bureau of

Investigations (FBI). Self-disclosures are used only in very limited circumstances when there are delays with receiving conviction history records.

- Position-based nexus determinations: Conviction history information is analyzed centrally at DHR to determine whether a nexus between the specific attributes of the position and the selected candidates' conviction history exists.
- Limited need-to-know disclosures: DHR does not disclose any non-nexus conviction information to the department during the employment vetting, thus mitigating opportunities for both conscious and unconscious bias. The only limited disclosures shared are through the expedited clearance and subsequent notifications process.

Since its creation, the City's Centralized Conviction History Program has received state and national recognition including awards for excellence from the Public Sector HR Association (PSHRA) (formerly International Public Management Association of Human Resources Professionals) and the Association for California Governmental Human Resource Professionals (CalGovHR). It has also served as a model for other state and national public agencies.

Authority/Standards

The Commission's Policy on Disclosure and Review of Criminal History Records (adopted on January 17, 2006) states, in relevant part, that:

Persons with a criminal record are not barred from employment with the City and County of San Francisco generally, although a criminal history may bar employment in a particular City classification or position depending on the specific criminal history and/or state and federal legal restrictions related to that classification or position.

The City and County of San Francisco shall review and consider criminal history as allowed by law in determining a candidate's qualifications, suitability, and merit for employment in the City and County classification and position for which they have applied.

Criminal history records from juvenile courts shall not be considered in employment decisions except when expressly authorized or required by law.

In reviewing a candidate's criminal history information, the City and County of San Francisco shall evaluate the information on a case-by-case basis, with due consideration given to the following factors:

- 1) The nature and gravity of the offense;
- 2) The degree to which the conviction is related to the duties and responsibilities of the classification and position for which the individual has applied;
- 3) The time elapsed since the conviction;
- 4) The age of the candidate at conviction;
- 5) Frequency of convictions;
- 6) Evidence of rehabilitation; and,

- 7) Any other mitigating circumstances.

Criminal history records for a current City and County of San Francisco employee, including offenses occurring after the start of their employment, may be examined and used as allowed by law as a basis for disciplinary action, including termination, when that information is material to the employee's employment.

Program Standards

The Recency Standard

According to the *Equal Employment Opportunity Commission (EEOC) Enforcement Guidance on the Consideration of Arrests and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964*, as amended, employer policies typically specify the duration of criminal conduct exclusion. The EEOC guidance states that courts have recognized the importance of the amount of time that has passed since the candidate's criminal conduct occurred in determining how much of a risk the individual poses in the position in question. The Conviction History Program established the following "look-back" criteria for review of a candidate's conviction history:

- Felonies: The look-back for the majority of felony convictions is limited to 13 years from the date of conviction to the date of employment vetting for the City position.
- Misdemeanors: The look-back for all misdemeanors is limited to seven years from the date of conviction to the date of employment vetting for the City position.

The Conviction History Program established a "forever look-back" for certain types of serious convictions: murder, attempted murder, mayhem, arson, and sex-related convictions requiring registry. If a conviction appears on the DOJ or FBI records, it is reviewed regardless of when it occurred. Absent a statutory bar, even these convictions do not automatically preclude a candidate from employment.

The Relevancy Standard

In keeping with the EEOC guidance, AB 1008 and Commission policy, DHR evaluates the conviction history of a selected candidate in relation to the position specific attributes (PSAs) of the position for which they are being considered. PSAs are a pre-defined group of actions performed or carried out in the normal operations of the position. The PSAs describe aspects of the position in which certain convictions may pose a risk. Hiring departments must identify PSAs for every position at the beginning of the hiring process when the department submits their position request to DHR.

Those PSAs are:

- PSA-1: Drive a personal or City vehicle or operate heavy machinery in the performance of duties of the position.
- PSA-2: Work in a setting with or near vulnerable populations.
- PSA-3: Will have face-to-face contact with the public.

- PSA-4: Have contact with animals.
- PSA-5: Sign official documents approving applications for permits, benefits, or similar.
- PSA-6: Process, manage, or have access to cash, checks, credit cards, electronic transfers, other payments, employee payroll or reimbursement.
- PSA-7: Have access to confidential or privileged information.
- PSA-8: Have access to sensitive IT infrastructure in which damage or hacking would significantly compromise Departmental or CCSF functioning.
- PSA-9: Have means of entry to living spaces or secured areas.
- PSA-10: Have access to pharmaceuticals, and/or maintain drug inventories.
- PSA-11: Have or provide access to a select agent or toxin as defined by the Centers of Disease Control (CDC).
- PSA-12: Have the use of, or access to, weapons or explosives.
- PSA-13: Have unsupervised responsibility for or access to tools, equipment, supplies or other City property with a value in excess of \$100.
- PSA-14: Involve access to electromechanical voting systems or electronic vote tabulating equipment.
- PSA-15: Other duties associated with the position that the Appointing Officer believes would make conviction history pertinent to the position or applicable laws requiring a conviction history review.

Next, DHR evaluates convictions by categorizing them into seven predefined broad groups: violence, vehicle, property, drugs, fraud, weapons, and sex offenses. These categories are linked to the predefined list of PSAs. For example, a conviction in the vehicle category may conflict with PSA-1. The application of the relevancy standard begins with an initial identification of convictions that could conflict with the duties and responsibilities of the position. The Nexus Determination Matrix was established to assist in identifying potential conflicts (Attachment C).

An individualized assessment is conducted when a conflict, or nexus, exists between a candidate's conviction history and the PSAs.

The Rehabilitation Standard

Finally, following identification of a potential nexus between the conviction history and the position's PSAs, DHR carefully reviews any evidence of rehabilitation submitted by, or on behalf of, the candidate, to determine if it mitigates the nexus. Evidence of rehabilitation may mitigate but will not eliminate the nexus determination. Evidence of rehabilitation is used as a factor in assessing the risk the candidate would repeat the behavior in the position if hired.

Candidates with an initial nexus determination are contacted in writing and asked to submit evidence of rehabilitation. The request for evidence of rehabilitation letter includes examples of rehabilitation actions that could prove helpful and provides information to guide candidates through the process.

Program Updates

California Department of Justice (DOJ) Audit

In fiscal year 2025-2026, the City was selected by the California Department of Justice (DOJ) as part of its Training and Administrative Support Section (TASS) Division's regular audit of local agencies with access to Criminal Offender Record Information (CORI) for non-criminal justice purposes. These audits assess compliance with policies, laws, and regulations associated with the use of CORI. The DOJ conducted the audit through an assessment questionnaire completed by DHR. This assessment included information on applicant notifications and security of CORI including retention, destruction, access controls, security training, and incident response procedures.

The audit concluded without any compliance concerns. This reaffirms the exemplary nature of the City's Conviction History Program and its practices for safeguarding and managing sensitive criminal history information.

Conviction History Review Request Form

The conviction history review process begins when departmental HR submits a Conviction History Request form to DHR. Historically, this form was submitted as an electronic PDF through the SmartPDF system, which is no longer supported and upgraded. In fiscal year 2025-2026, DHR prioritized and successfully migrated the Conviction History Request form into a new ServiceNow system.

Beyond replacing outdated technology, the transition to ServiceNow adds significant value for both DHR and departmental HR staff. The new form is more reliable and efficient as it pulls data automatically from multiple Human Resource Information Systems (HRIS) and eliminates clerical errors and redundant data entry. It also serves as a comprehensive tracking tool by providing individual, real-time request tracking and more robust reporting. Since its launch, departmental HR users have provided positive feedback including easier access and submission capabilities, improved tracking through dashboards, and reduced data-entry due to auto-population features.

FBI Rap Back Program

In addition to receiving and reviewing candidate DOJ and FBI criminal record information, DHR continues to receive and review active City employee subsequent arrest and conviction information through the DOJ California Subsequent Notification Service. In fiscal year 2025-2026, the City became eligible to apply for similar FBI subsequent arrest and conviction information through the FBI Rap Back Service under Senate Bill (SB) 135. DHR applied for the FBI Rap Back Program in April 2026 and anticipates enrollment in fiscal year 2026–2027. Once enrolled, DHR will receive updated arrest and conviction information for active City employees from both the DOJ and the FBI, which will significantly reduce or eliminate the need for current City employees to be re-fingerprinted for appointment changes.

Support and Resources for Disqualified Candidates

At the Commission's request and to strengthen support for disqualified candidates, DHR updated its disqualification notice templates in fiscal year 2024-2025 to include a "Next Steps and

Support” section (Attachment D). This notice helps candidates understand available pathways to improve future employability and continue progressing in their rehabilitation efforts by providing resources and support including the Adult Probation Department’s reentry employment services, the City Career Center, and the Clean Slate Program.

As part of this effort, DHR Workforce Development staff received specialized training on the conviction history review program to allow them to better support candidates. This helps improve the candidate experience and supports more equitable access to City employment opportunities.

Juvenile Probation Requesting Exemption from DHR’s Conviction History Program

During fiscal year 2023–2024, the San Francisco Department of Juvenile Probation (JUV) requested an exemption from the City’s centralized conviction history review process for candidates with access to the California Law Enforcement Telecommunication System (CLETS). After discussion with DHR Conviction History Program leadership and further evaluating its internal processes and operational needs, JUV opted in 2025 to continue participating in the centralized conviction history review process for candidates with CLETS access.

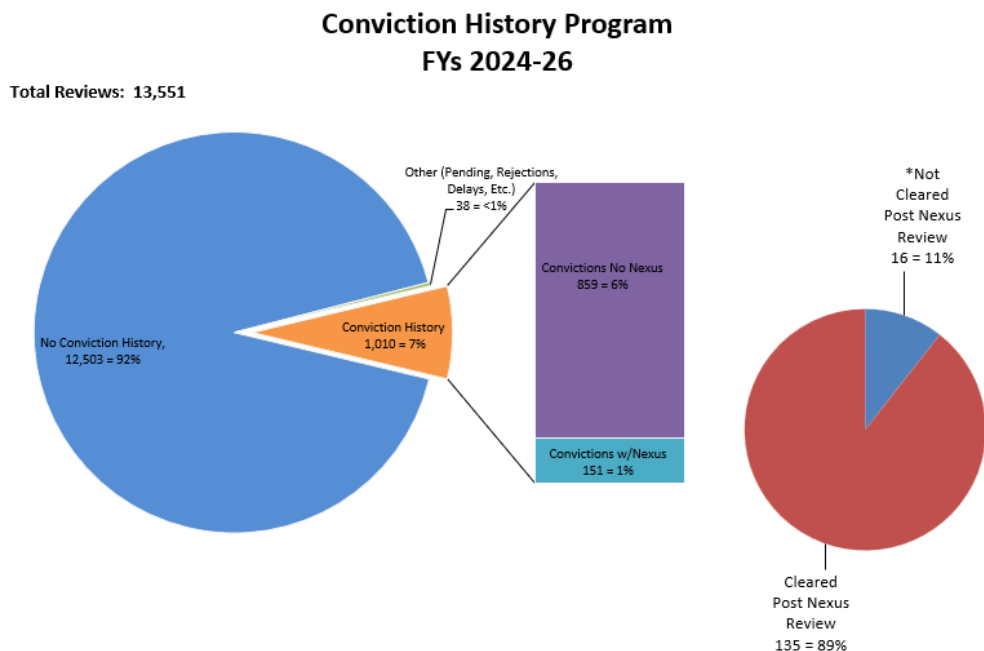
Program Statistics

The total number of conviction history reviews decreased by 20.8% in fiscal year 2024-2025 and by 8.8% in fiscal year 2025-2026. This is partly due to the City’s financial situation including additional scrutiny on position approvals, which resulted in fewer appointments.

Between July 1, 2024, and June 30, 2025, DHR conducted conviction history reviews of 7,086 selected candidates. DHR received DOJ and/or FBI conviction information for 543 of these selected candidates. Of these 543 candidates, 467 were immediately granted clearance, as their conviction histories were determined not to have a nexus with the requirements, duties, and responsibilities of the positions sought. The remaining 76 cases had direct nexuses between the conviction histories and PSAs of the conditionally-offered positions. DHR informed candidates of the nexus determination and afforded these candidates the opportunity to submit evidence of rehabilitation. Based on analysis of any evidence of rehabilitation provided by candidates, 68 were cleared for employment. A total of 8 candidates were disqualified from employment with three (3) of those candidates disqualified due to statutory bars.

Between July 1, 2025, and June 30, 2026, DHR conducted conviction history reviews of 6,465 selected candidates. DHR received DOJ and/or FBI conviction information for 467 of these selected candidates. Of these 467 candidates, 392 were immediately granted clearance, as their conviction histories were determined not to have a nexus with the requirements, duties, and responsibilities of the positions sought. The remaining 75 cases had direct nexuses between the conviction histories and PSAs of the conditionally-offered positions. DHR informed candidates of the nexus determination and afforded these candidates the opportunity to submit evidence of rehabilitation. Based on analysis of any evidence of rehabilitation provided by candidates, 67 were cleared for employment. A total of 8 candidates were disqualified from employment with two (2) of those candidates disqualified due to statutory bars.

For illustrative trends, a chart is included with conviction history statistics for fiscal year 2021-2022 through fiscal year 2025-2026 (Attachment E). Additionally, the chart below provides detailed statistics for fiscal years 2024-2025 and 2025-2026:



*This figure represents 1.58% of the 1,010 total candidates with convictions, and 0.12% of the 13,551 total candidates reviewed.

Program Accomplishments

Mass Hiring Projects

The Conviction History Team partnered with City departments to support numerous mass hiring initiatives including several transfer of function requests, which included processing fingerprinting and conducting conviction history reviews.

During fiscal year 2024-2025, the team processed 2,179 candidates through these initiatives, representing 30.75% of all conviction history reviews completed during the fiscal year. This included 260 reviews for the Department of Elections for the November 5, 2024 election, 451 reviews for Recreation and Parks Department to support summer camps and Public Service Trainee programs, and 208 reviews for Human Service Agency's JobsNOW program. To support election hiring, the Department of Elections partnered with DHR to provide onsite, same-day fingerprinting at a hiring fair for candidates with conditional offers. In a single day, 62 candidates were fingerprinted, which is a volume equal to 121% of DHR's normal daily fingerprinting capacity and highlights DHR's ability to scale operations quickly to meet Citywide needs.

During fiscal year 2025-2026, the team processed 1,805 candidates through these initiatives, representing 27.92% of all conviction history reviews completed during the fiscal year. This

included 299 reviews for the Department of Elections for the November 4, 2025 and the June 2, 2026 elections, 364 reviews for Recreation and Parks Department to support summer camps and Public Service Trainee programs, and 284 reviews for Human Service Agency's JobsNOW program. Additionally, 71 reviews were conducted for four (4) transfer of function projects resulting from the budget to transition employees from DBI to CPC, HRC to AHR, DEM to DPH, and ECN to ART.

Information Sharing with other Jurisdictions and Organizations

DHR continues to partner with other public agencies to share information about the City's centralized conviction history program including supporting the City of Oakland by providing materials to help streamline its conviction history review process.

Additionally, DHR provided two informational presentations for candidates on the conviction history review process including one at the City Career Center workshop and another one as part of a community-based initiative with the Creating Restorative Opportunities Program (CROP).

Program Administration

Candidates have the right to protest the determination of the Human Resources Director to the Civil Service Commission in accordance with Commission Policy on Disclosure and Review of Criminal History Records, should candidates' evidence of rehabilitation be insufficient to mitigate a nexus determination.

Two (2) appeals were filed in fiscal year 2024-2025:

- 2736 Porter (TEX)
- 2708 Custodian (PCS)*

* One appeal in fiscal year 2024-2025 was heard before the Civil Service Commission. DHR worked with the hiring department to present a comprehensive report addressing the recency and relevance of the convictions, as well as the insufficient rehabilitation documentation provided to mitigate the nexus. After consideration, the Commission upheld the HR Director's determination and denied the appeal.

Four (4) appeals were filed in fiscal year 2025-2026:

- 2736 Porter (TEX)
- 7514 General Laborer (TEX)*
- 7514 General Laborer (TEX)
- 7514 General Laborer (TPV)*

* Two appeals in fiscal year 2025-2026 were administratively resolved as candidates provided additional evidence of rehabilitation in their appeal to the HR Director. In these cases, DHR worked closely with the department to re-review the initial determination and clear the candidate for employment. These successful appeals highlight DHR and hiring departments commitment to review appeals and provide a thorough reevaluation of existing and new information.

Future Program Priorities

For fiscal years 2026-2027 and 2027-2028, the DHR Conviction History Program priorities include the following:

- **System Improvements**: Monitor and enhance the new Conviction History Request workflow in ServiceNow by implementing improvements based on department feedback and evaluating opportunities to migrate additional Conviction History processes into ServiceNow.
- **FBI Rap Back**: Continue efforts to enroll in the FBI Rap Back Program including meeting all approval requirements, coordinating with DOJ on implementation, and developing updated internal workflows and departmental guidance to integrate Rap Back notifications into the City's conviction history review process.
- **Support City Hiring**: Continue providing support to departments in their efforts to expedite hiring and fill critical vacancies.
- **Compliance**: Review program compliance as federal, state, and local regulations continue to evolve and change.

Recommendation

Adopt the report.

Attachments

Attachment A: Conviction History Program Background Timeline

Attachment B: Board of Supervisors passed Resolution Number 84-12

Attachment C: Nexus Determination Matrix

Attachment D: Disqualification Support Resources

Attachment E: Biennial Program Statistics

HISTORICAL TIMELINE OF THE CONVICTION HISTORY PROGRAM

January 2006: The Civil Service Commission (Commission) delegated the authority to establish procedures for the collection, review, evaluation, and security of criminal history information and records to the Human Resources Director on January 17, 2006. The sole purpose of collecting and evaluating this information is to determine a candidate's suitability for employment in the City and County of San Francisco (City) position for which they applied.

March 2012: The Board of Supervisors passed Resolution Number 84-12, which expanded the City's authority to access national conviction history information. Given this, conviction history information is now obtained by transmitting selected candidates fingerprint images and related information to both the California Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI). The Department of Human Resources (DHR) engaged with advocacy groups All of Us or None and Legal Services for Prisoners with Children to gain support for the expansion of the conviction history data obtained by the City. As a result of these discussions, the City discontinued the requirement for all candidates to self-disclose their conviction history information to the hiring department(s) as part of the final selection process.

August 2013: The Department of Human Resources (DHR), under the delegated authority of the Civil Service Commission, developed and successfully implemented a comprehensive centralized Conviction History Review Program as part of the pre-employment vetting process for candidates selected by hiring departments. The processes were designed to be consistent with the *Federal Equal Employment Opportunity Guidance on the Consideration of Arrests and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964*.

January 2018: The Department of Human Resources (DHR) established policies and procedures to meet the new requirements of State law AB1008 to require a conditional offer of employment to the selected candidates prior to collecting conviction history information.

January 2023: The Department of Human Resources (DHR) implemented a new policy and program for fingerprinting and conviction history reviews for existing city employees. Instead of requiring fingerprinting and complete conviction history reviews prior to appointment, existing City employees (with some statutory exceptions) may be fingerprinted and have conviction history reviews completed post-appointment. This reduced candidate vetting times and expedited hiring timelines for current City employees moving to new appointments.

FILE NO. 110983

RESOLUTION NO.

84-12

1 [Employment Policies and Procedures Regarding Criminal History]

2
3 **Resolution authorizing the City and County of San Francisco to access state and**
4 **federal level criminal history information by transmitting fingerprint images and related**
5 **information to the Department of Justice to be transmitted to the Federal Bureau of**
6 **Investigation.**

7
8 WHEREAS, Penal Code Sections 11105(b)(11) and 13300(b)(11) authorize cities,
9 counties, districts and joint powers authorities to access state and local summary criminal
10 history information for employment, licensing or certification purposes; and

11 WHEREAS, Penal Code Section 11105(b)(11) authorizes cities, counties, districts and
12 joint powers authorities to access federal level criminal history information by transmitting
13 fingerprint images and related information to the Department of Justice to be transmitted to
14 the Federal Bureau of Investigation; and,

15 WHEREAS, Penal Code Sections 11105(b)(11) and 13300(b)(11) require that there be
16 a requirement or exclusion from employment, licensing, or certification based on specific
17 criminal conduct on the part of the subject of the record; and,

18 WHEREAS, Penal Code Sections 11105(b)(11) and 13300(b)(11) require the city
19 council, board of supervisors, governing body of a city, county or district or joint powers
20 authority to specifically authorize access to summary criminal history information for
21 employment, licensing, or certification purposes; now, therefore, be it

22 **RESOLVED**, That the City and County of San Francisco is hereby authorized to
23 access state and federal level summary criminal history information for employment (including
24 volunteers and contract employees) purposes and may not disseminate the information to a
25 private entity.



City and County of San Francisco

Tails
Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 110983

Date Passed: March 13, 2012

Resolution authorizing the City and County of San Francisco to access state and federal level criminal history information by transmitting fingerprint images and related information to the Department of Justice to be transmitted to the Federal Bureau of Investigation.

March 01, 2012 Public Safety Committee - RECOMMENDED

March 13, 2012 Board of Supervisors - ADOPTED

Ayes: 11 - Avalos, Campos, Chiu, Chu, Cohen, Elsbernd, Farrell, Kim, Mar, Olague and Wiener

File No. 110983

I hereby certify that the foregoing
Resolution was ADOPTED on 3/13/2012 by
the Board of Supervisors of the City and
County of San Francisco.

A handwritten signature in black ink, appearing to read "Angela Calvillo", written over a horizontal line.

Angela Calvillo
Clerk of the Board

A handwritten signature in black ink, appearing to read "D. Lee", written over a horizontal line.

Mayor

A handwritten date "3/16/12" in black ink, written over a horizontal line.

Date Approved



Conviction History Nexus Determination Matrix

	Vehicle	Violence	Property	Fraud	Sex	Weapon	Drugs	Other
PSA-1 Operate a vehicle	X						X	
PSA-2 Work with or near vulnerable population		X	X	X	X	X	X	
PSA-3 Work with the public		X			X	X		
PSA-4 Work with animals		X						
PSA-5 Sign official documents			X	X				
PSA-6 Process cash, checks, credit cards, etc.			X	X				
PSA-7 Confidential or privileged information		X	X	X	X			
PSA-8 Electronic infrastructure			X	X				
PSA-9 Access to living spaces or secured areas		X	X	X	X	X	X	
PSA-10 Work with or near pharmaceuticals			X	X			X	
PSA-11 Work with or near CDC toxins		X	X	X			X	
PSA-12 Access to or handle weapons		X				X		
PSA-13 Access to or use tools over \$100			X	X				
PSA-14 Access to vote tabulating equipment				X				
PSA-15 Other								

Candidate Name

Next Steps and Support

This decision is final and applies only to this specific position. You remain eligible to apply for other jobs with the City and County of San Francisco. To support you in your continued job search and career growth, we encourage you to explore the following resources:

➤ City Career Center

Free employment services and workshops are available to help with career advising, information sessions, and development resources.

1 Dr. Carlton B. Goodlett Place, City Hall, Room 110. San Francisco, CA 94102

<https://www.sf.gov/city-career-center>

Phone: (415) 554-5180

➤ Clean Slate Program

If your conviction was in San Francisco, you may qualify for dismissal or reduction.

<https://sfpublicdefender.org/services/clean-slate/clean-slate-application/>

Phone: (415) 553-9337

➤ JobsNow Program

This free employment program in San Francisco connects income-eligible job seekers with employers by subsidizing wages for up to six months to promote long-term employment.

<http://sfhsa.org/services/jobs/jobsnow>

➤ Reentry Employment Services

This resource offers job support to help justice-involved individuals successfully reenter the workforce.

<http://sf.gov/information--reentry-employment-services>

Please know that your interest in public service is valued. If you have any questions about this determination or need further guidance, please contact us at

DHR.ConvictionHistory@sfgov.org.

Sincerely,

Anna Biasbas
Director, Employment Services

Conviction History Review Statistics

Fiscal Years: 2021-22, 2022-23, 2023-24, 2024-25, 2025-26

ATTACHMENT E

