

[Accept and Expend Grant - Retroactive - U.S. Department of Justice - Office of Community Oriented Policing Services - San Francisco Police Department - FY25 COPS Hiring Program - \$6,250,000]

**Ordinance retroactively authorizing the San Francisco Police Department to accept and expend a grant in the amount of \$6,250,000 from the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS) under the FY25 COPS Hiring Program to fund 50 new police officer positions for approximately one year for the period of October 1, 2025, through September 30, 2030; and amending the Annual Salary Ordinance No. 120-25 (Annual Salary Ordinance, File No. 250590 for Fiscal Years 2025-2026 and 2026-2027) to provide for the addition of 50 grant-funded positions, in Class Q002, Police Officer (50 FTEs).**

NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
**Additions to Codes** are in *single-underline italics Times New Roman font*.  
**Deletions to Codes** are in ~~*strikethrough italics Times New Roman font*~~.  
**Board amendment additions** are in double-underlined Arial font.  
**Board amendment deletions** are in ~~Arial font~~.  
**Asterisks (\* \* \* \*)** indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

### **Section 1. Findings.**

(a) The San Francisco Police Department applied for the FY25 COPS Hiring Program from the U.S. Department of Justice (DOJ), Office of Community Oriented Policing Services (COPS) to increase community policing capacity and crime prevention efforts.

(b) On October 10, 2025, the DOJ COPS Office approved the Police Department's application in the amount of \$6,250,000 to fund 50 new police officer positions with a match amount of \$18,064,100.

1 (c) The grant award period is from October 1, 2025, to September 30, 2030.

2 (d) The grant will fund 50 entry-level police officer positions for approximately one year  
3 within a three-year project period, and includes a minimum retention requirement of 12  
4 months.

5 (e) The City Attorney's Office filed a lawsuit challenging certain unlawful conditions the  
6 DOJ sought to impose on the Police Department's acceptance of this grant. *See City and*  
7 *County of San Francisco, et al. v. U.S. Department of Justice, et al.*, Northern District Court for  
8 California, Case No. 3:25-cv-09277. The challenged conditions include requirements that  
9 grant recipients agree to comply with all Presidential Memoranda and all Executive Orders by  
10 the President, and certify that they do not operate any programs (including any such programs  
11 having components relating to diversity, equity, and inclusion) that violate any applicable  
12 Federal civil rights or nondiscrimination laws. On January 21, 2026, the City obtained a  
13 preliminary injunction against the DOJ enjoining its enforcement of the challenged, unlawful  
14 conditions, which enabled the Police Department to accept the grant award without agreeing  
15 to the challenged conditions.

16 (f) The Court's Order granting the preliminary injunction is on file with the Clerk of the  
17 Board of Supervisors in File No. 260299 and is incorporated herein by reference. The City  
18 Attorney's Office will be seeking summary judgment and a permanent injunction against the  
19 challenged conditions.

20 (g) The grant award package, with the enjoined conditions in strikeout text, and the  
21 Police Department's accompanying supplemental statement confirming its award acceptance  
22 is subject to the Preliminary Injunction, is on file with the Clerk of the Board of Supervisors in  
23 File No. 260299 and are incorporated herein by reference  
24

25 **Section 2. Authorization to Accept and Expend Grant Funds.**

1 (a) The Board of Supervisors hereby authorizes the Police Department to retroactively  
2 accept and expend, on behalf of the City and County of San Francisco, grant funds from the  
3 DOJ COPS Office in the amount of \$6,250,000.

4 (b) The Board of Supervisors hereby retroactively authorizes the Police Chief or the  
5 Police Chief's designee to accept the grant award, subject to the Preliminary Injunction  
6 enjoining the challenged conditions.

7 (c) The Board of Supervisors hereby authorizes the Police Chief or the Police Chief's  
8 designee to enter into, execute, and deliver any and all documents that the Police Department  
9 determines, in consultation with the City Attorney, are in the best interests of the City, do not  
10 otherwise materially increase the obligations or liabilities of the City, are necessary to  
11 effectuate the purposes of the grant, and are in compliance with all applicable laws.

12 (d) The Board of Supervisors hereby authorizes the Police Department to maximize  
13 use of available grants funds on program expenditures by not including indirect costs in the  
14 grant budget, and waiving indirect costs.

15  
16 **Section 3. Grant funded positions: Amendment to Fiscal Years 2025-2026 and**  
17 **2026-2027 Annual Salary Ordinance.**

18 The hereinafter designated sections and items of Ordinance No. 120-25 (Annual Salary  
19 Ordinance File No. 250590 for FY 2025-2026 and FY 2026-2027) are hereby amended to add  
20 fifty (50) full-time positions (FTEs) to the Police Department as follows:

21  
22 Department: 232086 POL Administration

23 Fund: 13550 SR Public Protection-Grant

24 Authority: 10001 Grants

25 Project: 10043247

Activity: 0001

| Amendment          | No. of<br>Positions | Class               | Compensation<br>Schedule |
|--------------------|---------------------|---------------------|--------------------------|
| Add in FY2025-2026 | 50.0 FTE            | Q002 Police Officer | \$4,587 Biweekly         |

APPROVED AS TO FORM:

David Chiu, City Attorney

By: /s/

Jen Huber

Deputy City Attorney

APPROVED AS TO CLASSIFICATION

Department of Human Resources

By: /s/ Kate Howard for

Carol Isen

Human Resources Director

APPROVED:

/s/ Sophia Kittler for

Daniel Lurie

Mayor

APPROVED:

/s/ Jocelyn Quintos

Greg Wagner

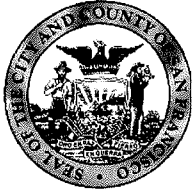
Controller

Recommended:

/s/

Derrick Lew

Chief of Police



**City and County of San Francisco**  
**Tails**  
**Ordinance**

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

**File Number:** 260299

**Date Passed:** May 05, 2026

Ordinance retroactively authorizing the San Francisco Police Department to accept and expend a grant in the amount of \$6,250,000 from the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS) under the FY25 COPS Hiring Program to fund 50 new police officer positions for approximately one year for the period of October 1, 2025, through September 30, 2030; and amending the Annual Salary Ordinance No. 120-25 (Annual Salary Ordinance, File No. 250590 for Fiscal Years 2025-2026 and 2026-2027) to provide for the addition of 50 grant-funded positions, in Class Q002, Police Officer (50 FTEs).

April 22, 2026 Budget and Finance Committee - RECOMMENDED

April 28, 2026 Board of Supervisors - PASSED ON FIRST READING

Ayes: 10 - Chan, Chen, Dorsey, Mahmood, Mandelman, Melgar, Sauter, Sherrill, Walton and Wong  
Excused: 1 - Fielder

May 05, 2026 Board of Supervisors - FINALLY PASSED

Ayes: 9 - Chan, Chen, Dorsey, Mandelman, Melgar, Sauter, Sherrill, Walton and Wong  
Excused: 2 - Fielder and Mahmood

File No. 260299

**I hereby certify that the foregoing  
Ordinance was FINALLY PASSED on  
5/5/2026 by the Board of Supervisors of the  
City and County of San Francisco.**

**Angela Calvillo**  
Clerk of the Board

**Daniel Lurie**  
Mayor

**MAY 11, 2026**

**Date Approved**