



# City & County of San Francisco Ethics Commission



FY 2025-26 and FY 2026-27 Departmental Budget Presentation  
BOS Budget and Appropriations Committee  
Wednesday, June 11, 2025

Patrick Ford, Executive Director

# Ethics Commission Mission

To promote the highest standards of ethical conduct in City government and to ensure transparency into campaign finance and lobbying activities.

## Program Areas

- Conflicts-of-Interest/Ethics
- Campaign Finance
- Lobbyist
- Major Developer
- Campaign Consultant
- Permit Expediter
- Whistleblower Retaliation

## Programs

- Trainings, Advice, Compliance Information
- Disclosure Systems
- Enforcement
- Audits
- Policy Development

# Commission's Funding Snapshot

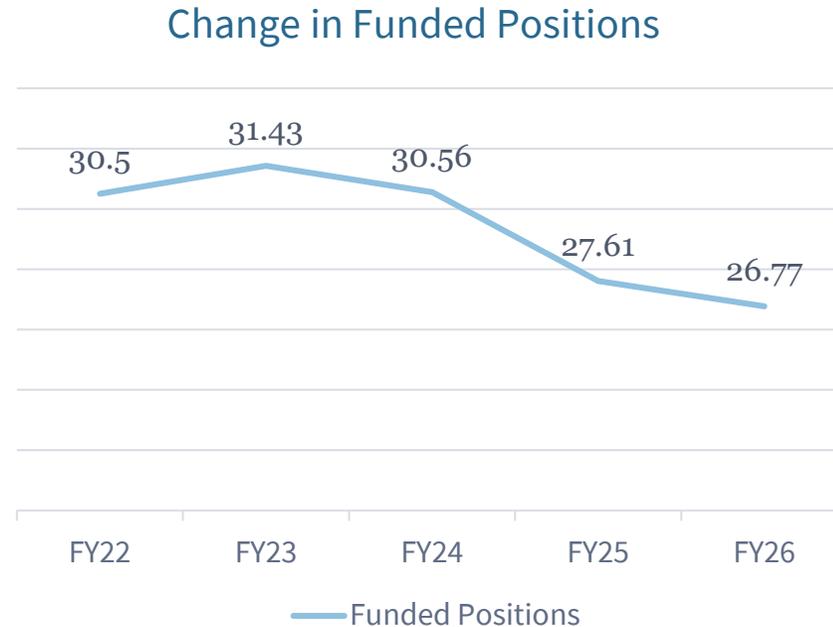
	<b>FY25 Approved</b> (July 1, 2024-June 30, 2025)	<b>FY26 Proposed</b> (July 1, 2025-June 30, 2026)	<b>FY27 Proposed</b> (July 1, 2026-June 30, 2027)
Annual Operating Budget	\$6.78m	\$6.48m	\$6.62m
Election Campaign Fund Contribution	\$7.5m	\$0	\$2.2m
Funded Positions	27.61	24.49*	23.61

\*Reduction in staffing level is primarily due to eliminating four positions.

FY26 Distribution of Operating Budget



# FY26 Budget Impact Snapshot

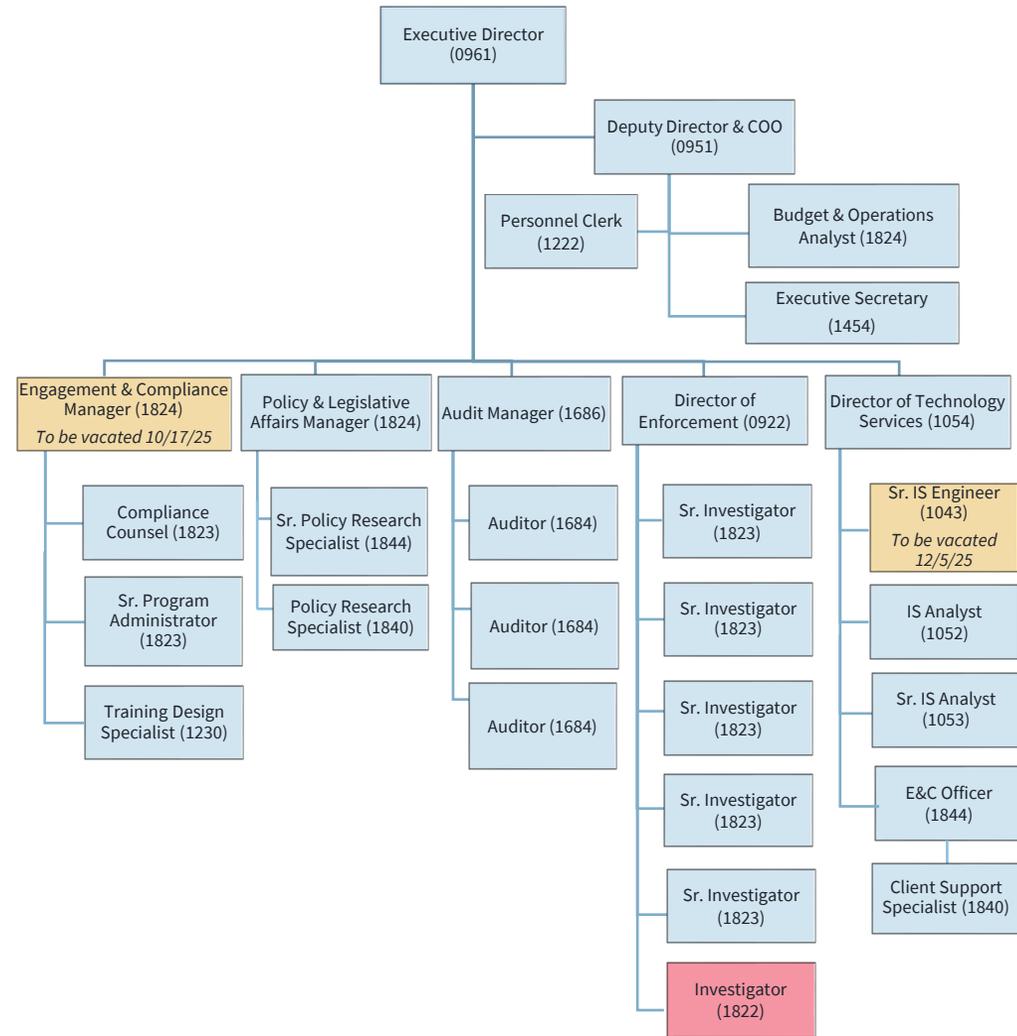


## Fewer Resources to Address:

- **Money in Politics:** A record \$72 million was spent on races in the November 2024 elections
- **Government Ethics:** City Workforce will only see a .5% reduction in the coming fiscal years

# Ethics Commission FY25 Organization Chart

(As of **October 15, 2025**)



- Vacant positions
- Positions held vacant for attrition savings
- Filled positions

# Budget Overview

**Total FY26 Budget: \$6,582,368**

	<b>FY26</b>	<b>Change from FY25</b>
Salaries & Benefits	\$5,640,653	-\$145,854
Non-Personnel	\$135,676	-\$141,708
Materials, Supplies	\$18,767	-\$7,850
Dept Work Orders	\$760,872	+\$91,948
Programmatic Projects	\$26,400	



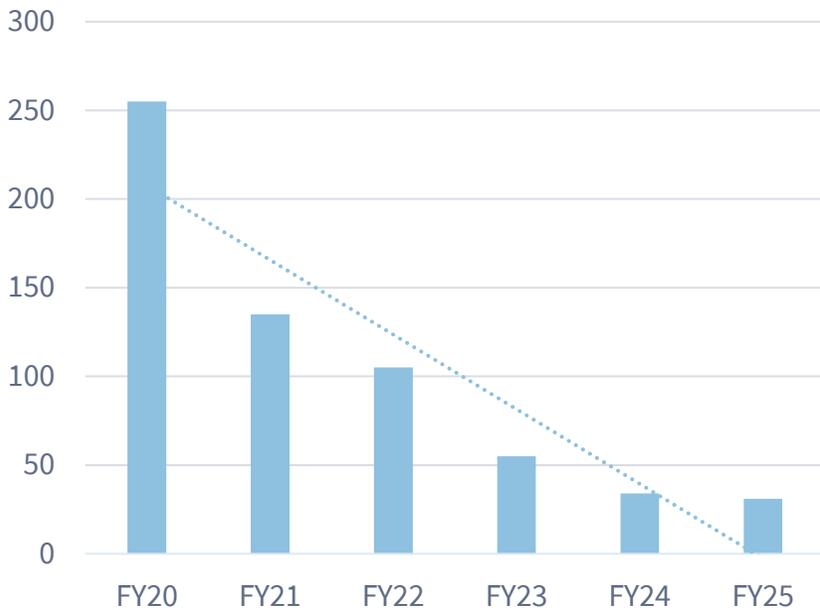
■ Salary and Benefits ■ Services of Other Departments ■ Non-Personnel

# Metrics: Enforcement

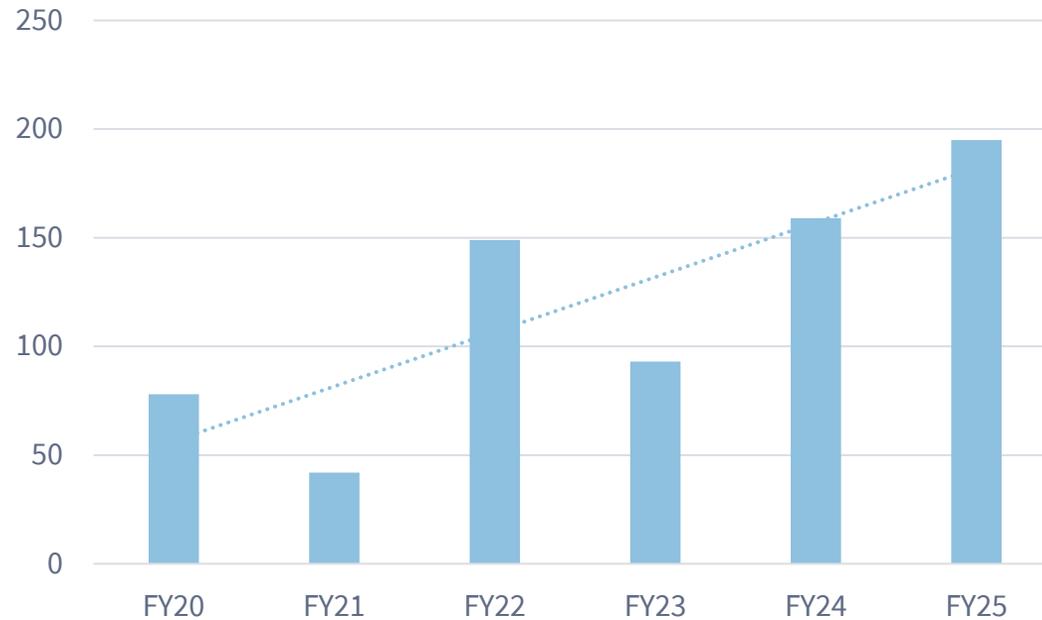
ETH has delivered an effective and timely Enforcement program, including:

- **No backlog** in cases (eliminated in FY23)
- The ability to quickly address serious violations of the law

### Average Days to Complete Preliminary Review



### Number of Cases Completed



# Metrics: Audits

## Nov 2024 Election – Public Financing Snapshot

**13,068**

Contributions reviewed and matched

**\$8,840,000**

Public funds distributed

**The Audits Division is on track to complete all 27 mandatory audits from the 2024 election in a single calendar year.**

### Audit Plan Progress

Group 1 Audits (9 BOS committees) - June 27

Group 2 Audits (12 BOS committees) - Sept. 5

Group 3 Audits (2 BOS committees, 4 MYR committees) - Dec. 5

Audits of ballot measure committees, IE committees, general purpose committees, non-publicly financed candidates – TBD

# Metrics: Compliance Assistance, Advice

## Requests for Assistance (FY25)

	<u>Responses</u>	<u>Average time</u>
<b>Form 700:</b>	1,295	<1 Day
<b>Campaign Finance:</b>	341	1-2 Days
<b>Ethics:</b>	312	3-4 Days
<b>Lobbyist:</b>	116	<1 Day
<b>Total:</b>	<b>2,073</b>	

## Annual Ethics Training – Survey Responses

City Employees Reported Being “Very Knowledgeable” or “Extremely Knowledgeable” about Ethics Rules

**34%**  
Before training

**73%**  
After training



# Budget Impact

**Mayor's Proposed Budget:** Eliminates 29% (2 of 7) funded positions in Engagement & Compliance and 33% (1 of 3) funded positions in Policy. These cuts would require a reduction in ETH services:

## **Compliance Assistance, Trainings, and Resources**

- Longer response times for compliance assistance
- Reduced live trainings for City departments, candidates, treasurers, lobbyists
- Fewer compliance resources (website, email reminders, guides)

## **Policy**

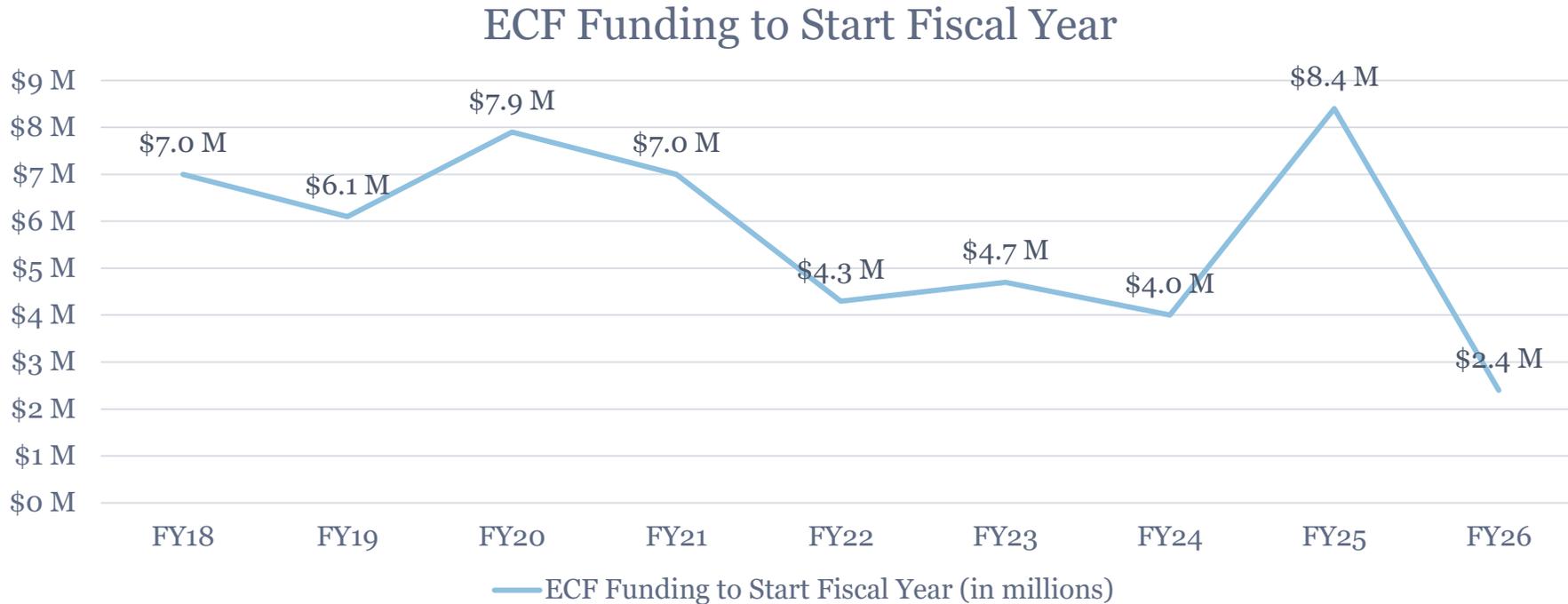
- Limited capacity to analyze rules, develop regulations, update laws
- Waiver process delays

## **Filing Systems & Programs**

- End custom filing process for BOS/Mayor contract approval notifications

# Election Campaign Fund

- Funds public financing for candidates for Mayor and the Board of Supervisors
- Mayor's Budget Proposal adds \$0 to Election Campaign Fund
- Carryover funds may not cover FY26 disbursements and administrative costs



# Commission Requests

## **Restore One Filled 1840 Position (Policy and Compliance Assistance)**

- ETH has identified existing funding for one full-time employee that would otherwise be laid off in the proposed budget.
- Requires restoring one FTE (1840) to the ASO.

## **Restore One Vacant 1823 Position (Compliance Assistance)**

- Restore an 1823 position that would otherwise be eliminated in the proposed budget.
- Requires restoring one FTE (1823) to the ASO.



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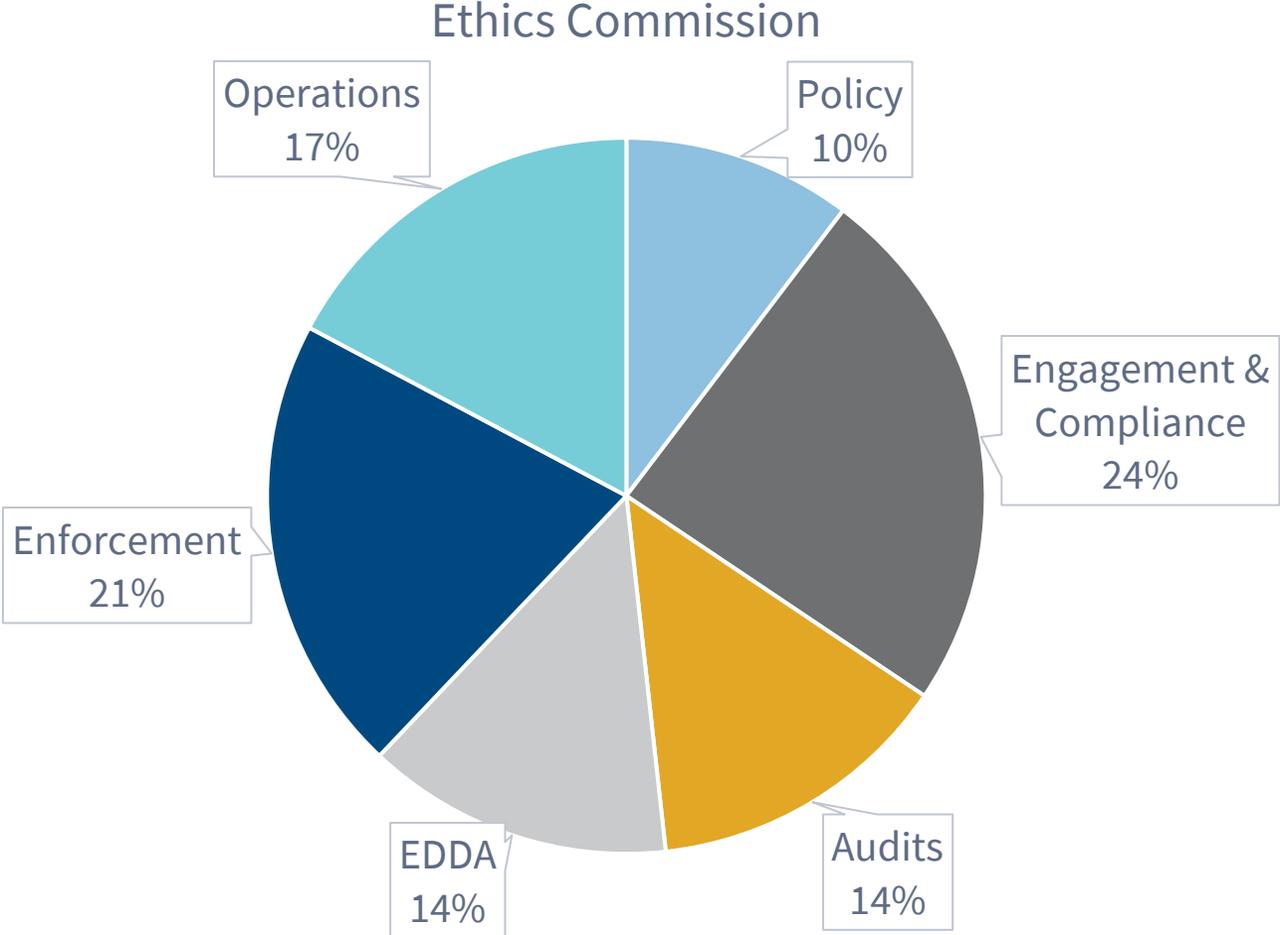
# Appendix A: Objectives by Division

Engagement & Compliance	Policy	Audits
<ul style="list-style-type: none"><li>• Create and administer trainings to City officials, candidates, and lobbyists</li><li>• Answer thousands of compliance inquiries</li><li>• Provide direct filing assistance to city officials</li></ul>	<ul style="list-style-type: none"><li>• Answer compliance inquiries</li><li>• Analyze effectiveness of current laws</li><li>• Identify opportunities for improvements</li><li>• Lead research and drafting of revisions</li></ul>	<ul style="list-style-type: none"><li>• Conduct campaign audits to monitor for compliance</li><li>• Complete all mandatory audits within 1 year</li><li>• Administer the City’s public financing program</li></ul>

# Appendix A: Objectives by Division

EDDA (Technology)	Enforcement	Operations
<ul style="list-style-type: none"><li>• Maintain electronic disclosure systems and provide the public with access to information</li><li>• Serve commission staff and the public with integrated technology solutions</li></ul>	<ul style="list-style-type: none"><li>• Identify, investigate, and remedy violations of the law</li><li>• Pursue proactive and complex investigations</li><li>• Conduct hearings</li></ul>	<ul style="list-style-type: none"><li>• Serve commission staff by leading budget, procurement, payroll, HR, and admin work</li><li>• Support public engagement by staffing the Commission's front-office and public meetings</li></ul>

# Appendix B: FY24-25 Budget Allocations



# Appendix C: Proposed Reclassifications and Vacancies

The Commission proposed employee reclassifications. These were rejected in the Mayor's Budget Proposal:

- Reclassify the 1052 IS Analyst to a **1042 IS Engineer** in the Electronic Disclosure and Data Analysis Division to develop technology solutions that enhance the Commission's enforcement and audit functions through automation
- Reclassify the Director of Enforcement position from 0922 Manager I to **0923 Manager II**
- Reclassify two 1823 Senior Investigator positions to **1824 Principal Investigative Analysts** to build out the division's capacity to bring cases through the administrative hearing process

The Commission has the following vacancies:

- 1823, Policy (Attrition, 7/1/24)
- 1822, Enforcement (Attrition, 7/1/24)
- 1426, Sr. Clerk (Attrition, 7/1/24)
- 1823, Compliance (Hiring Freeze, 1/31/25)
- 1823, Enforcement (4/25/25 - in recruitment)
- 1823, Enforcement (5/27/25 - in recruitment)