



Newsletter

September 2023

City Updates

Happy Labor Day!

Labor Day is observed annually on the first Monday of September. It is a federal holiday in the United States that pays tribute to the achievements of the American labor movement. The holiday traces back to the late 19th century as a response to poor working conditions and long shifts throughout the United States.



Today, we observe Labor Day to remember the history and celebrate the many contributions of American workers including all that San Francisco workers do each day to keep our City clean, safe, and open for business.

Thank you, City and County of San Francisco employees!

Update on the Government Operations Recovery Initiative

In May 2022, the City Administrator, Controller, and Director of Human Resources launched the Government Operations Recovery initiative to address staffing shortages, contracting backlogs, and financial operations pain points that affect both service delivery and implementation of new initiatives.



This Government Operations Recovery initiative has worked to make hiring, contracting, and financial operations faster and easier. In partnership with departments across the City, members of the team have implemented dozens of improvements in the last year, and more than 50 additional projects are already in process and continuing into FY24. This past year's improvements include:

Contracting

- Reducing administrative burden: Digitized previously paper-based processes and simplified documentation requirements.

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- Reducing informational barriers: Curated new, user-friendly resources for current and future City suppliers to reduce confusion and improve procurement transparency.

Hiring

- Reducing vacancy rates: Reduced our Citywide vacancy rate from over 14 percent to under 12 percent by increasing applicant volumes through improvements to our new Citywide job posting site and the creation of job-class-specific hiring initiatives
- Speeding up hiring: Reduced time-to-hire by piloting online assessments which are shown to significantly reduce the hiring timeline when making them more candidate-friendly.

Financial Operations

- Launched system improvements: Implemented updates and improvements to the City financial and HR systems to support procurement and people processes citywide.
- Streamlined financial processes: Implemented process improvements and reduced unnecessary documentation to help other departments and employees complete their work more efficiently.

COVID-19 Update

The health, safety, and wellbeing of City employees is important to everyone and critical to providing high-quality services to the public. While COVID-19 continues to spread in our communities, infection rates have significantly decreased. Over 90% of San Francisco residents and 98% of City employees have been vaccinated against COVID-19. With this success in mind and considering factors that contributed to a decline in the severity of COVID-19, such as the broad vaccination adoption by City employees and San Franciscans, the ease of rapid testing, and the wide availability of treatment, vaccination against COVID-19 is strongly encouraged but is no longer required as a condition of employment unless otherwise required by local, state, or federal health order, in specific settings.

As COVID-19 persists, it is up to each of us to keep our workplaces healthy and safe. In addition to getting vaccinated, this means doing a daily health screening before coming to work, having a low threshold to test for COVID-19 if you feel unwell, wearing a mask after exposure to someone with COVID-19, and following appropriate protocols when there is a COVID-19 case of testing, isolating, quarantining, and masking. Find more information about staying safe from COVID-19 [here](#).

October is Open Enrollment!

Open Enrollment is when all San Francisco Health Service System members can make changes to their health benefits enrollment.

Open Enrollment takes place during the month of October and is an opportunity for members to learn about important new benefits and changes to existing Plans that may require attention or review. As a general rule, members can only change their health benefits enrollment during the annual Open Enrollment period.

Look out for the Health Services System Open Enrollment packets mailed to members every



Public Service Loan Forgiveness and Student Debt



The payment pause for student loan debt ended on August 30, 2023. Student borrowers will begin receiving their bills again, with the first payment due in [October 2023](#). The Public Service Loan Forgiveness program (PSLF) allows qualifying federal student loans to be forgiven after 120

qualifying payments (10 years) while working for a qualifying public service employer, such as the City and County of San Francisco. Click [here](#) to learn more about PSLF eligibility and enrollment requirements.

For more information on student loan repayment options, the [San Francisco Office of Financial Empowerment](#) is hosting a webinar. Register now!

Date: Tuesday, October 3, 2023

Time: 12:00 – 1:30 PM PST

Registration: <https://bit.ly/45a0ZD8>

September is National Preparedness Month!

SF72

The first 72 hours of a disaster are the most critical. SF72 is San Francisco's hub for emergency preparedness, which includes information on what to do in an emergency, simple steps to get you connected, and useful guides to help you get prepared. Learn more [here](#).

AlertSF

AlertSF is an emergency text message system for San Francisco's residents and visitors. AlertSF will send alerts and instructions following a natural disaster, major police, fire, health emergencies, or significant transportation disruptions to mobile subscribers. To sign up for AlertSF, text your zip code to 888-777 or sign up [here](#).

Safety on the Streets

If you are experiencing an emergency or worried about someone's safety on the street, please call 911. If someone's in distress, unconscious, or a threat to themselves or others, don't hesitate. For non-emergencies, please use 311. Learn more at sf.gov/okaytocall



Fire Safety

Fires are possible throughout the year, but peak fire season in Northern California usually begins in June or July and goes through November. The San Francisco Fire Department's [Neighborhood Emergency Response Team \(NERT\)](#) is a free training program for individuals, neighborhood groups, and community-based organizations in San Francisco. Through this program, individuals will learn the basics of personal preparedness and prevention. The training also includes hands-on disaster skills that will help individuals respond to a personal emergency and act as members of a neighborhood response team. For additional fire safety tips, please visit <https://www.fire.ca.gov/prepare>



Air Quality

Wildfire smoke is unhealthy to breathe and can be especially dangerous for children, the elderly, pregnant women, and people with heart or respiratory conditions. Even healthy people may experience symptoms in smoky conditions or after exposure.

To learn more tips from the Association of Bay Area Health Officers to help protect you before, during, and after an air quality emergency, please visit <https://www.sf72.org/hazard/air-quality>.

Employee Resources

A Better You, Everyday!

Mark your calendar to join food demos, healthy holiday seminars, and wellness coaching! Check out the below highlights for the month of September:

- [Chair Yoga \(Bilingual Spanish\)](#)
Weekly on Tuesdays-Zoom (12:00 pm - 12:30 pm)
- [Midafternoon Meditation \(Webinar\)](#)
Weekly on Wednesdays (2:00 pm-2:20 pm)
- [Family Zumba \(Zoom\)](#)
Saturdays (10:30 am- 11:00am)

Visit the [SFHSS Events Calendar](#) to stay up to date on new offerings. Questions? Contact Well-Being at well-being@sfgov.org.

City Events

Free Virtual Workshop: Women and Money

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Join San Francisco's Smart Money Coaching and the San Francisco Public Library on September 20, 2023, from 1:00 p.m.-2:00 p.m. for a webinar to address special considerations for budgeting, credit, and other finance aspects that impact women. [Register here](#)

Bay Area's Eighth-Annual Transit Month

During Transit Month, riders are encouraged to explore the region by taking local transportation. The month is hallmarked by free events, contests, ride-a-longs, and an award ceremony, and [more](#).



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