



Newsletter

COVID-19 Edition

Dear City Employee,

I want to acknowledge that this is not an easy time for City workers. We must do our best to keep ourselves and our families safe and also assist in the public response to this pandemic. At the same time, our economy experiencing a deep down turn, and people are searching for new ways to promote racial equity in our daily work and personal lives. Please know that your efforts are recognized and appreciated.

Over the past weeks, the City has begun to cautiously reopen. The City is closely monitoring our progress which is guided by [data](#) and [key health indicators](#). The City has allowed certain businesses and social activities to resume with required safety protocols in place. However, COVID-19 cases in the City and surrounding counties have increased. As a result some department's reopening plans have been delayed.

Changes to the City's emergency management efforts are also underway. In July, the Emergency Operations Center will transition to the COVID Command Center and centralize response efforts under a unified command structure

Our response to COVID-19 is far from over and city employees will continue to be asked to step-up in new ways to support our collective response to the pandemic. Some DSWs will have longer-term assignments supporting critical projects under the COVID Command Center to sustain the City's continued fight against COVID-19.

As always, thank you for your service to the residents of San Francisco.

Be well,

Micki Callahan

Human Resources Director

Quick Links to Newsletter Sections:

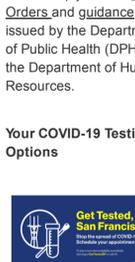
- [Critical Update](#)
- [Well Being Resources](#)
- [Employee Spotlight](#)
- [Employee Resources](#)
- [Stay Connected](#)

Important Links

- [SF.gov](#)
- [SF DHR COVID-19](#)
- [SF Central](#)
- [SF Department of Health Coronavirus Facts](#)
- [SF72](#)
- [Centers for Disease Control and Prevention](#)
- [SF DPH Nurse Triage Hotline](#)
- [Disaster Service Workers](#)
- [SFMTA](#)

Other Updates

Returning to Work Requirements



Employees who are returning to the worksite must comply with all [Health Orders](#) and [guidance](#) issued by the Department of Public Health (DPH) and the Department of Human Resources.

Your COVID-19 Testing Options



Anyone living or working in San Francisco can get [tested](#) at various locations in the City.

Critical Updates

Supreme Court Decision Prohibits Workplace Discrimination



In a historic decision, the U.S. Supreme Court ruled that the 1964 Civil Rights Act protects gay, lesbian, and transgender employees from discrimination in the workplace based on sex. This decision makes what has long California law, federal policy. Until the decision, it was legal in more than half of the states to terminate workers for being gay, bisexual or transgender.

Read the [statement from DHR here](#).

Key COVID-19 Health Indicators



Safely reopening San Francisco requires a strong partnership among city leaders, public health experts, businesses, and the community. Our commitment to safely moving forward together comes with the awareness that reopening too quickly may pose health risks and economic setbacks.

The key health indicators are grouped into these areas:

- Hospital System
- Cases
- Testing
- Contact Tracing
- Personal Protective Equipment

For more information on key indicators please go to: <https://data.sfgov.org/stories/s/epem-wyzb>

Thanking Our Essential Workers #essentiallyyoursf

During the week of June 22nd, the City and County of San Francisco recognized and thanked our essential workers.

Essential workers have kept the city moving and our residents safe. They are healthcare workers, first responders, sanitation workers, grocery store workers, food workers, street cleaners, childcare providers, hardware store clerks, utility workers, truck drivers, postal and delivery workers, community outreach workers, Disaster Service Workers, and many, many others. They did not have the option to stay home, but made significant contributions to protect residents while assuming additional risks to their own health and safety to serve the people of San Francisco.



Last week, we acknowledged their work and educated the public that their actions, such as wearing a mask, social distancing, staying home when sick and washing hands, can help protect essential workers who have had to take on more risk throughout the pandemic. View some of the essential worker appreciations from various departments below.

We thank all of our essential workers for all of the work they have put in throughout this challenging time. To view more appreciations search with the hashtag #essentiallyyoursf.

COVID-19 Emergency Response Transitions to Unified Command

Beginning July 6, the City's COVID-19 emergency response will transition to a unified command structure focused on a sustained response and recovery. The Emergency Operations Center (EOC) and Department Operations Centers (DOCs) will consolidate into a leaner COVID Command Center (C3) guided by an Incident Command System (ICS) Framework. This new structure provides for a clear reporting structure, a single set of objectives and greater collaboration and communication among C3 staff. Some City employees will be called to the C3 as Disaster Service Workers for up to six-months at a time. If you have questions about this new structure and how it may affect you, check with your current and future Section Chief or Branch Director.

Equal Employment Opportunity Commission (EEOC) Guidance During COVID-19



The EEOC enforces workplace anti-discrimination laws, including the Americans with Disabilities Act (ADA) and the Rehabilitation Act, Title VII of the Civil Rights Act and other workplace rights laws.

As these rights are enforced during the COVID-19 pandemic, there may be reasonable accommodations that could offer protection to employees whose disability puts them at a greater risk for COVID-19 and who therefore may request a reasonable accommodation to reduce possible exposure. Under EEOC guidance employees and employers work together to identify solutions that do not pose a significant difficulty to achieving.

Learn how to request a reasonable accommodation by visiting the [DHR EEO page here](#).

Well-Being Resources

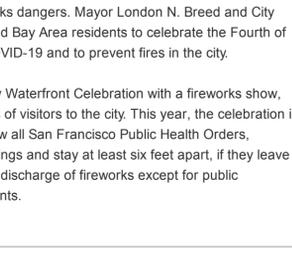
Better Together – FREE Virtual Workouts with Awesome Instructors



Have you ever started and quit at home, only to be distracted and w/out? Life happens, but virtual classes have a way of keeping you motivated to stay in the workout, because dozens of other people are working out with you.

Whether you're working from home or elsewhere, the SFHSS Well Being Team has [FREE virtual fitness classes](#) for you to take to stay fit. You're sure to find a class that fits your schedule as there are a variety of dates and times available.

Take a Break with SFHSS or Join us During Lunch!



SFHSS is partnering with YMCA to expand our well-being resources. Every Friday in July we're offering a 30-minute HEAL (Healthy Eating Active Living) Lunch and Learn! Check out the [SFHSS Events Calendar](#) to stay up to date on these new offerings!

- [HEAL Lunch & Learn](#)- Fridays at 12 p.m.
- [CARDIO Kickboxing Sweats](#)- Tuesdays 5:30 p.m. - 6:00 p.m.
- [Pilates Unwind Sessions](#)- 5:30 p.m. - 6:30 p.m.
- [5 Minute Stretch Breaks](#)- Tuesdays & Thursdays at 3:00 p.m.

Employee Spotlight

Kamroonbanu Mohideenbasha

Manager of Business Continuity and IT Disaster Recovery Program
Department of Technology



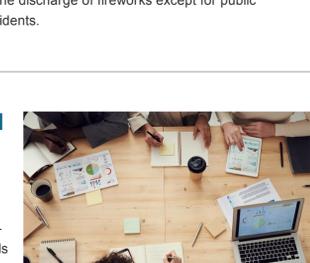
Kamroonbanu is managing the Department of Technology's (DT) Department Operations Center and is responsible for coordinating the IT needs of each team working in the Emergency Operations Center (EOC) and for all City departments DOC related to COVID-19. "The role of technology in the fight against COVID-19 is critical and will continue to be central in the months to come," noted Kamroonbanu.

Kamroonbanu has led multiple projects that have contributed to the City's Emergency Response. The DT Public safety team installed fiber to provide high-speed internet to temporary housing sites and clinics; SFGOV TV quickly launched the first virtual public meeting; Enterprise applications team built several digital applications to support the EOC including the Sign In/Out and Security Check-in application, Resource Request for Goods and Services, and the Loan Asset Request System. More recently, the team integrated the health screening process with the Digital Security Check-in application to screen employees prior to entering EOC to support the City's return to work efforts.

"It was my pleasure to dedicate my time and professional experience to support this large scale COVID emergency response. I enjoyed working with each City department and learning from one another other."

Employee Resources

Mayor Breed Launches the 2nd Summer of San Francisco Museums For All



Mayor London N. Breed launched the second summer of the San Francisco Museums For All (SF MFA) initiative, which will build upon last year's program to provide free or reduced admissions to local museums and cultural institutions for low-income San Franciscans who receive public benefits, including Medi-Cal and CalFresh, through the summer.

The City's reopening plan and timeline has put the reopening of indoor museums on hold based on the City's Health indicators. However SF MFA partners continue to serve all San Franciscans by offering Museums From Home, a program of free, online access to exhibits and activities.

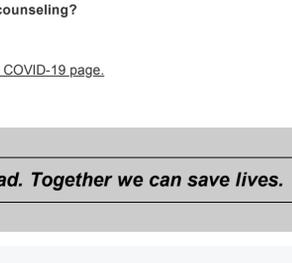
Access your favorite San Francisco museums and cultural centers [here](#).

Celebrate Fourth of July Weekend Safely at Home

The City's Fourth of July celebration and fireworks show are canceled this year; San Francisco Fire Department reminds residents of fireworks dangers. Mayor London N. Breed and City officials are encouraging San Franciscans and Bay Area residents to celebrate the Fourth of July weekend safely to limit the spread of COVID-19 and to prevent fires in the city.

San Francisco typically hosts a Fourth of July waterfront Celebration with a fireworks show, which usually attracts hundreds of thousands of visitors to the city. This year, the celebration is canceled and residents are reminded to follow all San Francisco Public Health Orders, including the requirement to wear face coverings and stay at least six feet apart, if they leave their homes. San Francisco law prohibits the discharge of fireworks except for public displays as they pose a real danger to residents.

Start Off the New Fiscal Year with Professional Development



With the start of the new Fiscal Year 2020-2021, build, strengthen and learn new skills to continue your professional development into the new year. Refer to the list below of a few of the professional development trainings and classes offered by various City and County of San Francisco Departments.

Department of Human Resources Workforce Development, Department of Human Resources has brought a number of trainings online for employees at all levels:

- **NEW** Working from Home: Strategies to Navigate Uncertainty
- **NEW** Managing Remote Teams
- **NEW** Managing Implicit Bias
- 24 Plus for Supervisors and Managers

Register for a training and make your professional development a priority this year.

Controller's Office The Controller's Data Academy offers a wide array of trainings that include:

- ArcGIS Pro
- Data Usability
- Intro to Group Facilitation
- Intro to Project Management
- See full list of trainings [here](#).

Housing for Front Line Workers

To help support essential workers responding to COVID-19, the City has made a number of hotel rooms available to City employees and partner organizations. Providing safe and accessible temporary housing helps prevent the spread of COVID-19 to those workers that may be working extended hours or commuting over long distances.

Access the [Application Portal](#) for more information.

Stay Connected to DHR

Stay Connected through the Department of Human Resources

Whether you are on-site reporting for essential work, deployed as a Disaster Service Worker or sheltering in place, the Department of Human Resources is here to provide you with key information and helpful resources.

Need individual confidential telephone counseling?

Contact the [Employee Assistance Program](#).

Find out the [latest updates](#) through [DHR's COVID-19 page](#).

Do your part: Stop the spread. Together we can save lives.

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