In these unprecedented times, we have witnessed great unity in many communities throughout our country. In San Francisco we

disproportionately high rates.

are all working together to fight against COVID-19 and to safeguard our collective health and well-being by slowing the spread of the Coronavirus. At the same time, we are also witnessing demonstrations and civil unrest in response to systemic racism and the tragic shooting of Mr. Jacob Blake in Kenosha, Wisconsin.

The City and County of San Francisco is committed to doing everything we can to address the injustices that lead to

disproportionate economic outcomes for People of Color and the

health inequities that kill especially Black Americans at

In this edition of the DHR newsletter learn more about the City's Racial Equity Action Plans, the best way to get tested for COVID-19 to preserve testing capacity for frontline workers, the latest businesses able to open under the City's reopening plan, how we are supporting City employees affected by the August 2020 Wildfires and more.

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 Updates Well-Being Resources Employee Spotlight

Employee Resources Stay Connected

Critical Updates State Replaces "Watchlist" with Color

System

SF72 and Prevention

SF DHR COVID-19 **SFCENtral** SF Department of Health Coronavirus Facts Centers for Disease Control

<u>Hotline</u>

SFMTA

SF.gov

Other Updates

SF DPH Nurse Triage

Disaster Service Workers

Suicide Prevention Month The entire month of September is Suicide Prevention Month, Help is always available on San

Francisco Suicide Prevention's from the National Suicide

Crisis Line at (415) 781-0500 and Emotional Support Text Line by texting MYLIFE to 741741, or

8255

Prevention Lifeline at 1-800-273and suicidepreventionlifeline.org. #SFThingToDo

When using your reusable bags again, remember to: 1. Bag your own purchases 2. Make sure your bags don't

touch others or any surfaces

3. Maintain physical distance

Minimal Moderate Substantial Widespread

While the State system may indicate that certain business are able to open, Individual counties determine which businesses are allowed to open and with which specific modifications. To check which businesses are open in San Francisco visit the SF Gov website.

The State launched a new color-coded

system to monitor COVID-19 by county that will guide decisions for loosening and

restricting businesses and other operations. The system categorizes counties by the following risk levels and assigns a color to each depending on two criteria: COVID-19 daily case count per 100,000 people and positivity rate: widespread (purple), substantial (red), moderate (orange) and minimal (yellow).

San Francisco's Path Forward to Reopening Hospital Cases System

the activity with the ability of the City's resources to manage COVID-19 cases.

covering. If you feel sick, don't leave your house.

• Funerals, indoors with up to 12 people

Bay Area region continues to fluctuate from day to day.

Mayor Breed declared a regional disaster in response to the August 2020 Regional Fires. This declaration activated the City's Employee Regional Disaster Support Program, which offers paid release time to employees directly and significantly harmed by a regional disaster. Employees that

declared regional disaster.

(415) 557-4800.

September 1: Childcare and education

indicators.

rolling basis.

Testing Contact Personal Protective Tracing Equipment San Francisco's updated timeline allows for a safer and gradual reopening, balances the risk of San Francisco has been placed on the State's "red" tier, which provides the City the discretion to move forward with reopening some activities. While San Francisco recognizes the State's thresholds, our progress in loosening or tightening restrictions depends on our local public health Our path forward starts with lower risk activities (such as outdoor and limited contact activities). It

Activities that reopened on September 1: September 1: Businesses Opening Personal care services (hair salons, nail salons, barbershops, massage establishments) (outdoor only) Non-contact recreational activities, outdoor (includes outdoor pools with limited capacity) • Restore opening of indoor malls at 25% capacity, with approved plan (closed seating areas and food court)

Health emergency respite centers, like cooling and cleaner air centers, indoors

Childcare and Out of School Time programs, up to 14 children

then moves into activities that are gradually riskier (such as indoor activities), with limited

capacity. In-person learning and development activities will also be prioritized and opened on a

How guickly we reopen more businesses is dependent on everyone doing their part to slow the spread of COVID-19. When you leave your house, you must stay 6 feet apart and wear a face

For more information on San Francisco's reopening goals visit sfgov/reopening. **Employee Regional Disaster**

• Higher and adult education, up to 14 people outdoors (indoors requires approval

· Specialized and targeted support services for vulnerable children and youth

Support Program Since August 16th, more than 650 wildfires throughout California, many sparked by lightning, have burned over 1.25 million acres of land and destroyed over 870 structures. Evacuations from fire zones have impacted at least 100,000 Californians and air quality throughout the

meet the criteria may be eligible for up to 40 hours of paid release time during the period of the

If you were impacted by the August 2020 Fires and need to request paid release time speak with your human resources officer regarding eligibility and submit a Paid Time Off Request

The budget proposal makes these important investments while also balancing the two-year \$1.5 billion deficit with a responsible use of reserves, preserving jobs and with minimal impact to City services. The annual \$13.7 billion budget for FY 2020-21 and \$12.6 billion budget for FY 2021-22 is the culmination of months of collaborative work with elected officials, City

departments, and community organizations, which was made challenging this year due to the

Form. If you do not know who your human resources officer is, please call the DHR help desk at

Investments in Racial Equity, **Homelessness Services, Mental**

Health and COVID-19 Response

response to the COVID-19 pandemic.

COVID-19 pandemic.

Read the full press release.

Prioritize COVID-19

Testing Through your

Health Care Providers

confirmed cases in San Francisco, our

capacity to test frontline workers and in emergency situations is vital.

As the City continues its efforts to slow the spread of COVID-19, testing remains an important tool in our response. Especially in light of recent increases in transmission and

Mayor London N. Breed announced her budget proposal for Fiscal Years (FY) 2020-21 and 2021-22, which includes new investments to prioritize racial equity and reinvest in the African-American community, continue making progress on homelessness and behavioral health, and maintain the City's

get tested, especially those who are not working on the frontline or with higher risk populations. Doing so is free and will help ensure that the City has capacity to respond to and manage the spread of COVID-19. Employees who are frontline or essential workers have access to CityTestSF. Frontline and essential workers are defined as employees who cannot telecommute and must leave their homes in order to do their jobs or disaster service workers on assignment outside of their homes. CityTestSF provides rapid appointments for these employees if they: 1. Feel sick or symptomatic 2. Do not pass the daily health screening 3. Need a test at least 48 hours after a close contact exposure

CityTestSF is also the testing site for vulnerable San Francisco residents without health insurance and who lack testing options. For this reason, appointments with CityTestSF should be limited to the above

City and County of San Francisco employees seeking a COVID-19 test for any reason other than those

Embarcadero and along major merchant corridors. In addition, the campaign includes a robust digital and social media presence with TV, radio, print and streaming ads in addition to out-ofhome advertising and targeted outreach in neighborhood and multilingual press using the

project other

circumstances to make sure this critical resource is available to those most in need. CityTestSF

listed above should obtain care and testing through your city-sponsored healthcare provider.

appointments can be made by visiting sf.gov/GetTestedSF.

Help Your Community

Ahead of the Labor Day holiday, the City

times.

Stay Safe This Labor Day!

announced a new public information campaign reminding all residents to wear a mask at all

The new campaign supports the City's response to the COVID-19 pandemic with comprehensive,

multilingual, and culturally competent outreach and public awareness with the overall goal of seeing more San Franciscans wear masks at all

times when outside the home. The citywide campaign will be deployed with posters,

signage, and digital billboards in areas where people tend to gather including parks, the

hashtag #MaskTheSFup.

American community.

Read the full press release.

Permanent Housing

Homeless Residents

Read the full press release.

PPE to Small

August 31st Mayor London Breed joined with the Latino Task Force to deliver face shields, hand sanitizer, and masks free of charge to small business owners to keep their employees and customers safe. The PPE being delivered all over the City is part of a shipment San Francisco received from the State that includes 1 million surgical masks, 600,000 face shields, and 150,000

bottles of hand sanitizer. CCSF will

Department Racial

The Office of Racial Equity (ORE) was created to address the City's racial

Equity Plans

Complete the

data to decide:

Census by Sept.30th

The census is a count of every person

people, immigrants, and people who don't speak English.

Childcare Center Survey for

Miscellaneous Members

Well-Being Resources

We've Got Your Back

Mark your calendar and stretch out that

tightness in your back and neck with us at

3:00pm on Tuesdays and Thursdays. It's

FREE and only takes 5 minutes of your

time. Start a regular stretching habit and

Check out our SFHSS Events Calendar to stay up to date on these new offerings!

Wellness Wednesday Webinars

Help Prevent the Spread of

The symptoms of the flu are similar to those of COVID-19. While we don't yet have a vaccine for COVID-19, we do have a vaccine for the flu. The flu vaccine will not protect you from the COVID-19 virus. However, it will protect you or reduce the severity of your symptoms from the flu, which can save lives by

keeping hospital beds open for vulnerable

Visit: https://sfhss.org/well-being/flu-prevention

Employee Spotlight

Jacqueline Joseph-Veal

Diversity, Equity, & Inclusion Director

The Department of Human Resources is proud to welcome JJV to the team. She joins the department as its first director of diversity, equity and inclusion. She began on May 26, 2020 and will focus on developing city-wide policies and programs to cultivate fair, unbiased, and welcoming employment

opportunities and work environments.

opportunities for individuals with disabilities.

to make a difference in the lives of those connected to the City.

A quick message from JJV:

Department of Human Resources

Wednesday's at 12:00 pm

30 Minute Boot Camp Thursday's at 5:30 pm

<u>being@sfgov.org</u>.

the Flu

(JJV)

50 Minute Zumba

Tuesday's at 5:30 pm

(and Neck)

a quality childcare center for our city.

· Locations for new roads, transportation lines, and businesses

The City and County of San Francisco (CCSF) is partnering with SEIU 1021 to gain your perspective and insight to help develop

The survey will take less than 15 minutes to complete online, and you may complete it during work hours. It will help the city to better understand what resources are currently available and

877-687-1021 or ZSFG Hospital Administration at 628-206-3517.

How local and state district lines get drawn, based on population

in the United States. The Census Bureau counts everyone living in the United States every 10 years. The census counts EVERYONE, including newborns and seniors, homeless

continue to provide resources to citizens

and businesses and we reopen safely together.

Businesses

Options for Vulnerable

To ensure that testing is available in emergent situations, City and County workers are

encouraged to schedule appointments through their health care providers if they would like to



announced that County Jail #4, located on the 7th

floor of the Hall of Justice, will close effective Saturday, September 5, 2020. Last year, Mayor Breed announced a plan to move incarcerated people out of the jail no later than July 2021. Built in 1961, County Jail #4 is the third jail that the City will have closed since 2010. County Jail #4 is has a

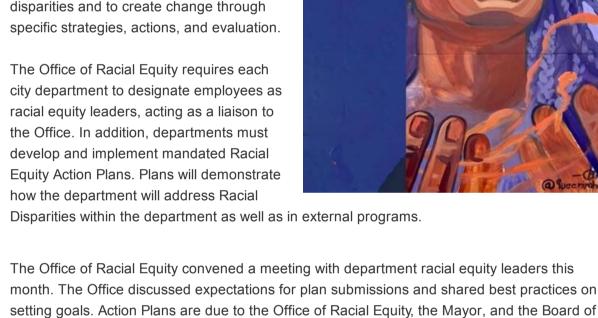
The City, in partnership with the nonprofit Tipping Point Community, plans to transition 200 unhoused San Franciscans who have been temporarily placed in hotels under the City's emergency response to COVID-19 into long-term homes by the end of the year through a Flexible Housing Subsidy Pool. The "Flex Pool," as it is commonly known, is a housing strategy that matches people experiencing homelessness to vacant private market apartments across the city and provides supportive services so that they remain stably housed. This model has proven effective,

helping over 8,000 people transition from homelessness to permanent homes with supportive services in Los Angeles since 2014. San Francisco has already started utilizing the Flex Pool

on a small scale and will significantly build on these efforts over the course of the year.

total capacity of 402 beds. Since the onset of COVID-19 in March and the corresponding

reduction in jail population to limit exposure, County Jail #4's census today is 77 people. Other San Francisco county jails currently have the capacity to absorb additional people in custody if needed. The closure of County Jail #4 continues Mayor Breed's ongoing efforts to redirect funding from the City's law enforcement agencies and invest in San Francisco's African-



Supervisors by December 31, 2020. More updates to come as departments begin to identify

Do the Census. Make public

benefits better.

The census plays an important role in everyone's daily life. Governments and businesses use census

The 2020 census ends on September 30th and we all need to do our part! Encourage friends and family to complete the census online at my2020census.gov or by phone (844-330-2020).

what is needed for the employees of CCSF who are SEIU 1021 bargaining unit members, and potentially for the children of other CCSF employees as well. Please fill out this survey as if we

For any questions about the program, please contact SEIU's Member Resource Center at 1-

are back to 'normal' after the COVID-19 pandemic. Click here to fill out the survey.

How much money each state gets for schools, hospitals, roads, and social services

How many Congressional Representatives each state, including California, receive

how to affect positive change to the City's work environment and community impact.

see how much better you will feel. Here is a quick snapshot of upcoming events: · Stretch break with SFHSS - Tuesdays and Thursdays - 3 pm • Cardio Kickboxing- Tuesdays- 5:30 pm • Pilates - Thursdays - 5:30 pm HEAL Lunch and Learns - Fridays - 12:00 pm For more classes and seminars, visit our **Events Calendar**. A Better You, Everyday!

Choose a day and time that works best for you! Questions? Contact Well-Being at well-

populations this season. Do your part to help prevent the spread of the flu. Get vaccinated.

"I have worked in diversity and inclusion roles for over 15 years with the responsibility of

ensuring compliance with equal opportunity and affirmative action laws, as well as developing policies and programs to foster diverse, equitable, inclusive and belonging environments. I have been provided the opportunity to work at both the federal and local levels of government, as well as within the private sector. In my last role, I had the honor of working with one of the largest non-profit organizations whose mission was to remove barriers and create employment

I have an innate desire to serve people. My entire career has been dedicated to this effort. And it is a pleasure to work in one of the most renown cities in the world and have the opportunity

I believe inclusiveness and belonging does not belong to a group or groups, one person, or even a department; inclusiveness and belonging is a collective effort whereby individuals can

Have an amazing coworker? Click the button below to fill out a quick nomination form, so they

Nominate by Clicking Here!

Continue developing your management skills and inclusion efforts in DHR Workforce

high-touch areas such as steep bridges will remain closed and masks are required for

Formerly open seven days a week, the Japanese Tea Garden will now be open Wednesday through Sunday from 9 a.m. to 5:45 p.m. Please purchase tickets in advance online here.

make the choice, daily, to live the difference that they want to see in the world."

Employee Recognition Nomination Form

co-workers from this year's flu virus. Look for more information in coming weeks!

SFHSS will be offering free flu shot clinics across the City to protect you, your family and your

Employee Resources Continue Your Professional

Development Remotely

Though your work environments and situations may have changed, sound management practices and creating inclusion remain foundational building

Japanese Tea Garden

Park officially reopened its doors to the

public Wednesday, July 22nd with modifications to prevent the spread of

The Tea Garden, the oldest public

reopen safely, the Tea Garden will limit

guests to 100 and set up one-way pathways to avoid congestion. Bathrooms and certain

Reopening

COVID-19.

everyone.

Process

blocks to a strong work culture.

with DHR

can be recognized in the City Newsletter!

SF Exploratorium's After Dark Online Series From compelling conversations and hidden histories to hands-on how-tos and breaking science news, "After Dark Online" serves a

For the full After Dark Online Series Calendar click here.

cocktail of curiosity to supplement your screen time. To access SF Exploratorium's After Dark Online series, tune in each week for free thoughtful and innovative science. arts and perceptual experiences online.

SF Zoo Reopened with New Reservation The San Francisco Zoo reopened to the public on July 15th. Please note that significant changes have been made to **Returning to Work** Fighting COVID-19 in the Workplace Requirements Employees who are returning to the worksite All Health Orders Strictly Enforced

Development's two most popular trainings "24 Plus for Supervisors and Managers" and "Managing Implicit Bias", which are now online. • NOW ONLINE- 24 Plus for Supervisors & Managers - DHR's 24-PLUS Performance Management Program integrates standard models for supervision with the basics of administering City policies and procedures. NOW ONLINE- Managing Implicit Bias - Increase your awareness of how implicit bias can unconsciously impact your thoughts, attitudes, language, and behavior. Learn strategies to foster a more equitable, inclusive workplace for all employees To see a full listing of trainings and dates, please go to DHR's Training & Classes Webpage. The Japanese Tea Garden in Golden Gate Japanese garden in the U.S., closed March 17th due to the shelter in place order. To

WHAT TO KNOW DURING YOUR VISIT FOLLOW THE 'RULES OF THE ROAD'
ON PATHWAYS ensure your safety, along with that of SF Zoo staff and animals. In addition to a revamped ticketing and entry process, you'll find a new way to navigate your visit. Importantly, all guests must now make an online reservation in advance. If you plan to

must comply with all Health

home if you are unwell.

feel sick, and notify your supervisor and stay

park in the guest parking lot, you need to purchase a pre-paid parking ticket. To make reservations to visit the SF Zoo please click here.

Orders and guidance issued by the Department of Public Health (DPH) and the Department of Human Resources. Employees must continue to practice the basics: wash your hands with soap and water for at least 20 seconds, wear a mask, cover your coughs and sneezes, avoid touching your face, contact your primary healthcare provider if you

Stay Connected to DHR

Need individual confidential telephone counseling? Contact the Employee Assistance Program.

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. 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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