



Newsletter

October 2024

City Updates

Open Enrollment: Sept 30 to Oct 25



The Open Enrollment period began on September 30 and ends October 25.

The San Francisco Health Service System (SFHSS) is pleased to invite you to learn about your benefits and how to make changes to your health care plan during the [Open Enrollment](#) period.

During the Open Enrollment period, you can:

- Add or change your Medical, Vision, and Dental plan;
- Add or drop dependents from coverage;
- Enroll or re-enroll in Healthcare or Dependent Care [Flexible Spending Accounts](#);
- Enroll in Voluntary Benefits with [Workterra](#).

Webinars: SFHSS is hosting a series of [Open Enrollment Webinars](#) during Open Enrollment. Learn about the different benefits available to you and get your questions answered by our health plan providers.

Individual Assistance: Want to learn if a different plan is right for you? Make an appointment with a plan representative and get your questions answered.

- [Health Net CanopyCare HMO](#)
- [Blue Shield of California Trio HMO, Access+, and PPO](#)
- [Kaiser Permanente HMO and Kaiser Senior Advantage HMO](#)

- Blue Shield Mediare PPO call: (800) 370-8852

Learn more: Additional information about your health care options as a CCSF employee is available on the [SFHSS website](#).

Respect in the Workplace



Be Respectful in your Workplace!

The Department of Human Resources (DHR) is thrilled to introduce the [Get on Board with Respect Campaign](#) to support the City's [Equitable, Fair, and Respectful Workplace \(Respect\) Policy](#). DHR implemented the Respect Policy a year ago, which emphasizes the importance of treating our colleagues with dignity and creating a culture of respect among staff and the public. The Respect Campaign encourages staff to reflect on how they contribute to a respectful workplace.

In the coming months, you'll see campaign materials posted across City departments and broadcast on SFGovTV promoting San Francisco values in the workplace. To explore the policy further and access helpful tools and resources, you can visit the [Get on Board with Respect webpage](#). For questions or additional information, contact your department's HR staff.

To help continue our shared mission, you can:

1. **Read** the [Respect Policy](#);
2. **Complete the mandatory annual training** available in the [SF Employee Portal](#) under the "My Learning" tab; and
3. **Make a personal commitment** to being respectful in your workplace!

To continue the discussion around respect, we will feature a series of articles in the coming months to share examples and tips for upholding respect within the workplace. Stay tuned!

Deferred Compensation



Be your own influencer this National Retirement Security Month!

Preparing for Retirement has Never Been Easier

This National Retirement Security Month (NRSM), the San Francisco Deferred Compensation Plan (SFDCP) invites you to learn how to be your own influencer when it comes to saving for retirement.

October 16th Retirement Tips Webinar: Register for our live “Influence Your Future” seminar to learn tips to assist with saving for retirement by following some simple and effective actions. All attendees will receive a free prize and be entered into a drawing for a larger prize. Additional weekly webinars can be found [here](#).

For more information: Visit sfhcp.org to enroll in SFDCP or make an appointment with a SFDCP Counselor.

SF311 Now Available in More Languages

Expanded Accessibility for City Services

The [SF311 app](#) is now available in Chinese, Spanish, and Filipino, making it even easier to access City services in your preferred language. With just a few taps on your cellphone, you can quickly request some of the City's most popular services.

The app will automatically detect your phone's language — whether Chinese, Spanish, Filipino, or English. [Download the SF311 app](#) today and stay connected with City resources.

City Events and Monthly Celebrations

National Disability Employment Awareness Month

Help Us Champion an Inclusive Work Environment

National Disability Employment Awareness Month (NDEAM) celebrates and honors the invaluable contributions of employees with disabilities to our nation's workforce. This year's national theme

is “Access to Good Jobs for All,” highlighting the importance of equitable opportunities and inclusivity in the workplace.

In recognition of NDEAM, the Department of Human Resources (DHR), the Mayor’s Office of Disability (MOD), and the Controller’s Office want to remind employees that they now have the option to complete a Voluntary Self-Identification of Disability questionnaire in the [SF Employee Portal](#). This initiative aims to gather more inclusive data to support the City and County of San Francisco’s efforts in understanding the diverse demographics and unique needs of our workforce. Participation is voluntary, and all responses will be kept confidential.

For more information on what may qualify as a disability under California law, please refer to California [Code of Regulations, Title 2, Section 11065\(d\)](#), which outlines the full range of physical and mental conditions.

Learn more about resources available to you through the [Mayor’s Office on Disability](#).

Halloween & Dia de los Muertos



Celebrate in San Francisco and around the Bay Area

Get spooky this October by enjoying everything from the Bay Area’s pumpkin patches to first Thursdays in downtown San Francisco! Immediately after Halloween, partake in the Dia de los Muertos celebrations in the Mission neighborhood.

Some spooky events include:

- [Half Moon Bay Pumpkin Festival](#) — October 19 and 20;
- [Zootoberfest](#) — October 22-23 and October 29-30 at the San Francisco Zoo;
- [SF’s 42nd Annual Sandcastle Contest](#) — October 26 at Ocean Beach;
- [Hunter Pence’s Spooky Clean Up Crawl 2024](#) — October 26 in Golden Gate Park;
- [Trick-or-Treat at the Ferry Building](#) — October 27 at the Ferry Building;
- [Dia de Los Muertos Marigold Project: Festival of the Altars](#) — November 2 at Potrero Del Sol Park.

Filipino American Heritage Month

Visit SOMA to Explore SF's Filipino Cultural District

Filipino American (Fil-Am) History Month is celebrated in October and honors the rich heritage, accomplishments, and legacy of millions of Filipino Americans. On October 18, 1857, Luzones Indios, native Filipino sailors, landed at what is now Morro Bay, California. Today, the Bay Area is home to the one of the largest Filipino community outside of the Philippines. Fil-Am Month is an opportunity to learn more about the experiences and cultural heritage of Filipinos in the U.S. and the Philippines.

Throughout October, the San Francisco Public Library will host events in celebration of Fil-Am. On Saturday, October 19, there is a Culture Crawl for a multi-venue SOMA Pilipinas cultural district festival where attendees will walk the commercial corridor and visit local businesses & cultural hubs. Find more information [here](#).

Employee Resources

A Better You Everyday!

Resources and Opportunities available to City Employees

Every month, the SF Health Service System prepares resources for City employees to improve their mental health and well-being. Explore our employee resources below:

[Benefit Fair and Flu Shot Clinic](#) — Come meet Health Benefit Plan Representatives and get your flu shot on Thursday, October 17 from 9am to 1pm at the SF County Fair Building in Golden Gate Park.

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

Professional Development

Build Your Skills



Level up your Skill Set by Taking a DHR Workshop

DHR is moving its Sign Ups for Workforce Development workshops to [My Portal](#) — all you have to do is sign in with your DSW number and password to access the sign in page.

These professional development and skill building workshops are offered throughout the year by DHR's Learning & Organizational Development team.

OCTOBER:

[Presenting to Boards and Commissions](#) — October 30: One full day, in-person session, 8:30am to 4pm

Learn proven techniques to make formal presentations in public settings. Prepare yourself for hostile audiences and aggressive questions.

NOVEMBER:

[Managing Implicit Bias \(Local 21 Only\)](#) — November 7: One half day, virtual session, 8am to 12:30pm

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.

[Successful Conflict Conversations](#) — November 12: One half day, in-person session, 8:30am to 12:30pm

Empowered with this technique, you will be able to take effective action to resolve most conflicts between yourself and others.

[Emotional Intelligence](#) — November 20: Two half days, virtual session, 8:30am to 12:30pm
Develop your emotional intelligence skills for success at work and in life.

DECEMBER:

[Lead to Succeed](#) — December 4 and December 5: Two half days, virtual session, 8:30am to 12:30pm

Learn the basics around successful communication and coaching to be more effective in your lead role as you guide and mentor peers.

[Customer Focuses Communication in the Public Sector](#) — December 5: One half day, in-person session, 8:30am to 12:30pm

Provide excellent customer service and prevent frustration by improving your communication and active listening skills.

[Managing Implicit Bias](#) — December 11: One half day, virtual session, 8am to 12:30pm

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.

[Facilitation Skills - A Leader's Tool Kit](#) — December 13: One half day, virtual session, 8:30am to 12:30pm

Practice a variety of facilitation techniques to strengthen your ability to plan and execute effective, engaging meetings that encourage active participant involvement.

[The 5 Choices to Extraordinary Productivity](#) — December 17: Two half days, in-person session, 8:30am to 12:30pm

Anyone interested in time management, priority decision making and increasing your focus on what's important.



Share this email:

[Manage](#) your preferences | [Opt out](#) using TrueRemove®

Got this as a forward? [Sign up](#) to receive our future emails.

View this email [online](#).

1 S Van Ness Ave 4th Floor
San Francisco, CA | 94103 US

This email was sent to .

To continue receiving our emails, add us to your address book.

[Subscribe](#) to our email list.