

SAFE RE-OPENING UPDATE

A safe & healthy workplace for City employees and the public



CITY OF
OAKLAND

#oaklandlovelife

May 25, 2021

Update on a Safe & Healthy City: Vaccines, Re-Opening Plans, Masking

As more people are getting vaccinated and COVID infection rates decline, and with the State of California poised to lift many COVID-related restrictions, it's beginning to feel like we might begin to return to some sense of normal soon. This update provides important information about masking, vaccinations, and the continued re-opening of City services. As public health directives are changing, the City will make every effort to keep you informed about City services. Please remember that City of Oakland employees provide essential government services and are or may be exempted from Shelter in Place orders.

Public Health Updates

We've seen good success in terms of vaccination: more than 60% of people 16 and older in Alameda County are fully vaccinated. But our public health partners at Alameda County remind us that large portions of our population are still unvaccinated and vulnerable to this virus, including young children. And COVID-19 continues to circulate at moderate levels in Alameda County. **The best protection from COVID-19 is vaccination.** *Keep masking – indoors and outdoors in crowds.*

Masking

Recently the CDC announced that fully vaccinated people no longer need to wear masks in certain indoor settings except where required by federal, state, and local laws. However, **all workplaces must continue to follow Cal/OSHA's standards, including current masking requirements.**

A cloth face covering is still required while at work for the City of Oakland, **even if you are vaccinated.** This direction aligns with State and County guidance. Please review the City's [Face Covering Requirements](#) for more details. As the County loosens restrictions and guidelines change based on vaccination rates, the City policy is subject to change based on workplace activities.

The State will keep existing mask guidance in place until June 15, when California plans to fully reopen the economy.

Until we get enough people vaccinated to protect our entire community, it is critical that everyone—even those who have been vaccinated—continue to wear masks and follow other COVID-19 prevention guidance.

Vaccines

Vaccines are safe and effective—and free! Now everyone 12 years and older is eligible. Find out where you can get a vaccine and how to make an appointment: <https://covid-19.acgov.org/vaccines.page?#availability>

If we all get vaccinated, we can continue to reopen our county and look forward to a great summer.

The longer you wait to get vaccinated, the greater the risk of contracting COVID-19 and becoming seriously ill or spreading it to a friend, loved one or co-worker.

[In this video](#), Oakland's own Dr. Noha Aboelata, from our partners at Roots Community Health Center in East Oakland, talks about how we got the vaccine out so quickly. Check out [We>COVID](#) to hear other Black and Latinx health care workers answer questions about the COVID-19 vaccines.

Safe Re-Opening Plans

As we look towards June 15 and the State's plan to re-open, it's important to acknowledge that pretty much all of us have been working throughout the pandemic and **many** of us have never stopped reporting to work in person—we are grateful for your service to our community, working on the front lines to help our community during this extraordinary time.

As the Statewide re-opening approaches, with Oakland's re-opening to follow, rest assured that our workplaces are safe. Thanks to the diligence and professionalism of staff who reported in person, and the training and support provided by the City's Public Works and Risk Management staff, the City had no workplace COVID outbreaks or spreader events even at the heights of the pandemic, and conditions are improving every day.

Public Works has installed hands-free temperature scan devices for employees and visitors to conduct self-service health checks when entering, set up hand sanitizing stations throughout City buildings, and installed plexiglass dividers at public contact points and in conference rooms.

Slowly, some departments are beginning to return to in-person service based on operational needs and guided by public health requirements established by the CDC, the

CA Department of Public Health, CalOSHA, and the Alameda County Public Health Department:

- Last month the **Oakland Public Library** launched the "OPL Express," opening branches to in-person visitors during reduced hours. As of June 15th OPL will be returning to pre-pandemic hours of public operations.
- This week, **Planning & Building** staff are starting a phased return to the office in person to address permitting intake, plan review, and final-check operations
- Most **police and fire** professional staff are reporting to work in person
- The **Parking Citation Assistance Center** has been open to the public with limited hours and services since July 2020.
- The **Human Services Department** is operating the administrative reception desk with reduced hours and will be staffed full time on site beginning June 15, 2021. Senior Centers are all working on site and open for food distribution and vaccination clinics. They will reopen to the public by reservation beginning June 15, 2021. Oakland Paratransit for the elderly and disabled are all working full time on site with their customer service desk reopening by July 2021.
- **Oakland Parks, Recreation & Youth Development's** full-time staff have been providing limited in-person youth programming at recreation centers throughout the pandemic and are now re-opening summer programs, facility rentals, and classes for the public.

Employees who are interested in returning to the office in person are welcome to do so. Please work out the details with your manager/supervisor.

Safe Re-Opening Task Force

While things are certainly trending in the right direction, we recognize that the global pandemic is not over. **Our goal is to take a safe, cautious, intentional, equitable, and thoughtful approach**, with plenty of advanced notice about milestones as we begin to re-open our in-person services to the public inside our City facilities.

The Human Resources Management Department has convened an interdepartmental Safe Re-Opening Task Force to guide the City through the process. The Task Force includes key staff from Employee Relations, Risk Management, the City Administrator's Office, and Public Works/Facilities, with participation from departments across the City.

Each Department may safely re-open office workspaces at its own pace. Depending on operational needs, this may include implementation of a phased or hybrid approach.

Telecommute Policy

The abrupt imposition of the Shelter-in-Place health order last March required the City to quickly implement the current but temporary telecommute policy. The City is in the

process of discontinuing that temporary policy and will replace it with a new Employee Telecommute Policy/Administrative Instruction.

Employees interested in an on-going telecommuting arrangement will need to submit a new application and agreement, which must be completed and approved by your

Department. **The timeline for applications, responses to the applications and establishment of new schedules is forthcoming.**

Telecommuting can be allowed when feasible and operationally appropriate. As the pandemic improves, the City expects in-person work to increase. We will provide updates on this process shortly.

For More Information

- [Employee Resources](#) section of City's COVID website—provides a one-stop shop for City employees looking for information, policies, forms, and updates
- [Frequently Asked Questions for City Employees](#)—provides detailed guidance on COVID-related leave policies, COVID testing for City employees, what to do if you are exposed to COVID, quarantine/isolation guidelines, etc.
- News, stats and information from the [Alameda County Department of Public Health](#)
- Updates from the [California Department of Public Health](#)