

Item 3.1

City Manager's COVID-19 Update

Dave Sykes, City Manager

Kip Harkness, Deputy City Manager, Emergency Operations Center Director

Lee Wilcox, Chief of Staff, Emergency Operations Center Director

October 20, 2020

UNSUNG HEROES



SARAH ZARATE

CITY MANAGER'S OFFICE - EMERGENCY OPERATIONS CENTER

City Manager's COVID-19 Update

October 20, 2020

- ☐ **Public Health Order Update: Move to Stage 8 / Tier 3**
- ☐ **EOC Update**
- ☐ **City Services Update**
- ☐ ***Holding the Moment: San José Artists Reflect on COVID-19***

COVID-19 Related Items To Be Heard Separately Today:

- **3.4** – Preliminary Review of Documentation for COVID-19 Related Costs (City Auditor)
- **3.5** – Actions Related to the Agreements for Food Distribution and Related Services for COVID-19 Pandemic
- **3.8** – Actions Related to the Purchase Orders for the Removal and Disposal of Trash, Debris, and Bio-Waste at Homeless Encampment Sites
- **7.1** – Age-Friendly City Initiative Update and San José Age-Friendly 3-Year Action Plan
- **8.2** – Actions Related to the Temporary Emergency Shelter Operations for COVID-19 Emergency Response
- **8.3** – Ratify Grant Agreements with PATH and HomeFirst Services of Santa Clara County to Operate Three Emergency Interim Housing Locations to Provide Emergency Non-Congregate Shelter for COVID-19 Vulnerable Individuals

CALIFORNIA BLUEPRINT FOR A SAFE ECONOMY

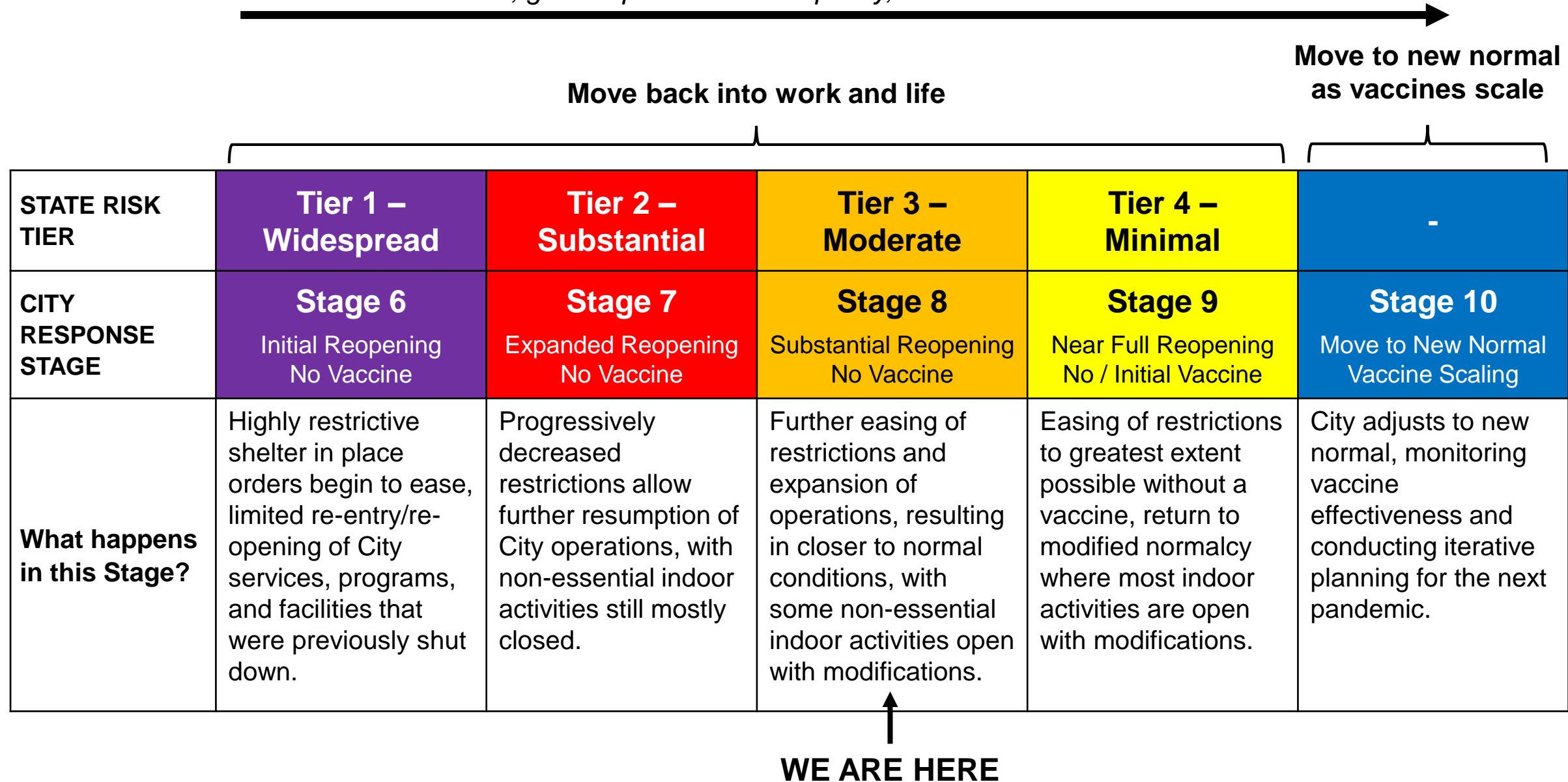
County risk level	Adjusted case rate* 7-day average of daily COVID-19 cases per 100K with 7-day lag, adjusted for number of tests performed	Positivity rate** 7-day average of all COVID-19 tests performed that are positive
WIDESPREAD Many non-essential indoor business operations are closed	More than 7 Daily new cases (per 100k)	More than 8% Positive tests
SUBSTANTIAL Some non-essential indoor business operations are closed	4-7 Daily new cases (per 100k)	5 – 8% and 5.3 – 8% health equity metric Positive tests
MODERATE Some indoor business operations are open with modifications	1 – 3.9 Daily new cases (per 100k)	2 – 4.9% and 2.2 – 5.2% health equity metric Positive tests
MINIMAL Most indoor business operations are open with modifications	Less than 1 Daily new cases (per 100k)	Less than 2% and Less than 2.2% health equity metric Positive tests

*Small counties (those with a population less than 106,000) may be subject to alternate case assessment measures for purposes of tier assignment.

**Health equity metric is not applied for small counties.

City Recovery Plan matches the State’s Blueprint for a Safe Economy

Lower risk of infection, greater public health capacity, fewer restrictions





Santa Clara County
is now in the

Orange
Tier

See what's new



Allowed indoors:



- Indoor pools
- Gyms and fitness centers max 25% capacity
- Family entertainment centers max 25% capacity
- Indoor dining max 25% capacity or 100 people, whichever is fewer

Allowed indoors:



- Movie theaters max 25% capacity or 100, whichever is fewer
- Places of worship max 25% capacity or 100, whichever is fewer
- Wineries max 25% capacity

Allowed outdoors:



- Bars (where no meals provided)
- Breweries (where no meals provided)
- Distilleries (where no meals provided)
- Outdoor gatherings* (up to 200 people) are allowed

*As always, Santa Clara County community members and businesses must follow both the State and County Health Officer Orders, and where there is a conflict between the two, the stricter Order must be followed.

Not yet allowed to resume:



- Concert venues
- Festivals
- Live theater
- Nightclubs
- Saunas and steam rooms
- Theme parks

Activities being allowed do not necessarily mean they are low risk.

Counties can move to a less restrictive tier as COVID transmission goes down and testing goes up.

Stay diligent about keeping your distance, wearing your mask, getting tested, and following all protocols and directives.

Our website has detailed information:

sccgov.org/cv19order



The City plans to mirror requirements for businesses in its own operations

Requirements Applicable to All Businesses

The Revised Order continues to require that all businesses follow a set of rules to reduce the risk of spreading COVID-19, including:

- 1. Telework:** All businesses must continue to require workers to do their jobs from home whenever possible. Workers can go into work only to complete the job duties they can't complete from home.
- 2. Social Distancing Protocol requirements:** All businesses must complete and submit a Social Distancing Protocol for each of their facilities on the County's website at [COVID19Prepared.org](https://www.sccgov.org/sites/covid19/Pages/public-health-orders.aspx). *Prior Social Distancing Protocols must be updated within 14 days of when the Revised Order takes effect using a revised template for the Social Distancing Protocol that will be made available soon.*
- 3. Positive case reporting:** All businesses (and governmental entities) are legally required to report to the Public Health Department within 4 hours if they learn that any of their workers are confirmed to be positive for COVID-19. They must also ensure workers alert them if they test positive.

Businesses should consult the Mandatory Health Officer Directives for specific sectors, which can be found at: <https://www.sccgov.org/sites/covid19/Pages/public-health-orders.aspx>

The ~~Three~~ ~~Four~~ Five Challenges of Now

Imperative 1 Save Lives	Public Health	Slow and reduce the spread of COVID-19 and support our most at-risk people
Imperative 2 Save Livelihoods	Economic	Support individuals, families and businesses so they make it through the shelter in place and safely return to work
Imperative 3 Preserve our Fiscal Health	Fiscal	Ensure the continued fiscal health of the City so we can meet imperatives 1, 2, 4, and 5 while providing essential services.
Imperative 4 Address Systemic Racism and Advance Equity	Societal	Reimagine how we serve our community to reverse patterns of systemic racism and create an equitable valley of opportunity for all
Imperative 5 Respond to Wildfires and Power Shutoffs	Environmental	Create a sustainable model of response to acute threats and hazards while continuing our prolonged response to COVID-19

COVID-19 Response & Recovery Principles



**Compassion
in Action**



**Open, Candid,
and Direct**



**One
Team**

Slow and reduce the spread of COVID-19, and support our most at-risk people

Roadmap through the Epidemic: City Response – Highest Priority Actions

1. Compliance with Public Health Orders ("Shelter in Place")	+ Education, enforcement and engagement
2. Continuity of Essential City Services	+ Ensuring essential services are provided safely for the duration of the epidemic
3. Support for At-Risk Communities and Populations <ul style="list-style-type: none">Food & Necessity Distribution and Feeding<ul style="list-style-type: none">Senior Support and ServicesMedically At-Risk Support and ServicesHomeless Support and Services (Shelter Delivery and Quarantine)Local Assistance for:<ul style="list-style-type: none">Individuals and FamiliesSmall Business and Non-Profit Support	<ul style="list-style-type: none">+ County wide food distribution, focusing first on the most at-risk and then, scale and sustain+ Support seniors in isolation+ Support medically at-risk populations in isolation+ Increase shelter, hygiene services and health support to homeless population+ Local assistance for individuals and families+ Support small businesses and develop understanding of new forms of assistance (e.g. SBA) and begin to operationalize
4. Powered by People – Support our people so they can act <ul style="list-style-type: none">Ensure Safety of City Staff Performing Essential ServicesFamilies Support for City Staff Performing Essential Services (including childcare)Redeploying Staff to Essential Services and Response	<ul style="list-style-type: none">+ Support safety of City Staff performing essential services+ Prioritize testing, child care, and other support services for staff performing essential services+ Temporarily re-assign staff in non-essential services to essential or emergency management functions

Enabling Actions Supporting the Response

5. Silicon Valley Strong Campaign	+ A public campaign amplifying public health messages, raising funds, and volunteers
6. Communications and Engagement with Community	+ Messaging to broader community with focus on engaging our most at-risk communities in multiple languages
7. Funding and Cost-Recovery <ul style="list-style-type: none">Maximizing Cost-Recovery (CalOES and FEMA)Securing Funding State, Federal and Private Grants	+ Coordinated approach to federal, state, local, and privately raised funds with a focus on effective response and cost recovery for the City organization
8. Future Planning	+ Understanding future trajectory and impacts of COVID-19

City Services Update

Kelli Parmley – Assistant Director of Human Resources & Powered by People 2.0 Task Force Director

Merging + Balancing Four Sets of Priorities

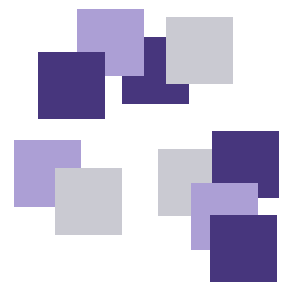


How might we use the prioritization framework of a roadmap to better align our resources to tackle the most urgent and highest priority issues facing our City during the emergency period and its aftermath?

Building a Prioritized Roadmap in 4 Steps

1. City Roadmap Brainstorming

Build a list of potential initiatives to be completed from now until June 30, 2021.



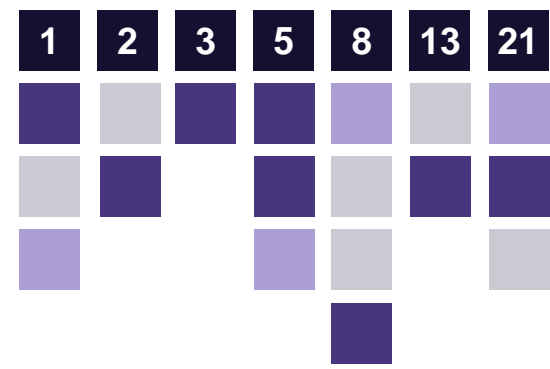
2. WSJF Attributes

Understand the Weighted-Shortest-Job-First (WSJF) attributes: community value, opportunity enablement / risk mitigation, time criticality, and job duration (see next slide for attribute descriptions)



3. Prioritization

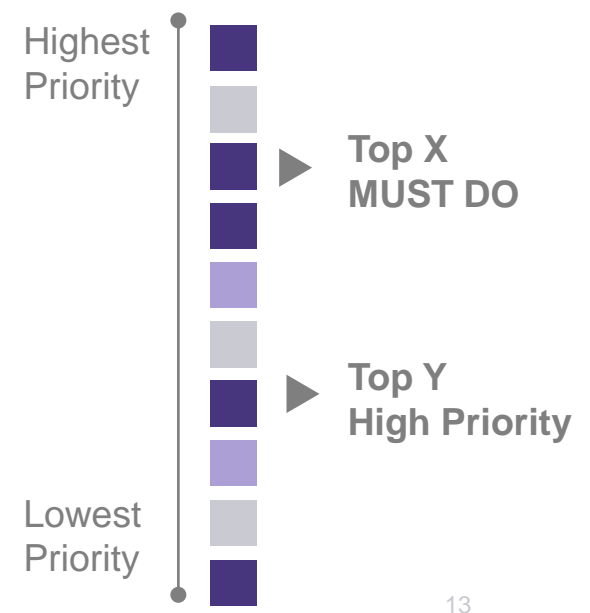
Collectively score each initiative across the four attributes: community value, opportunity enablement / risk mitigation, time criticality, and job duration



4. City Roadmap

Develop a relative prioritization of initiatives based on the scored results. Debate, refine, and produce a recommendation for City Leadership.

Proposed Roadmap



We'll score each initiative across these four Attributes:

Community Value

- What is the relative value to the community and how does it contribute?
- What is the community impact of this project?
- What is the magnitude of impact/change, number of people impacted, and change to the efficiency or effectiveness of service?

Opportunity Enablement / Risk Mitigation

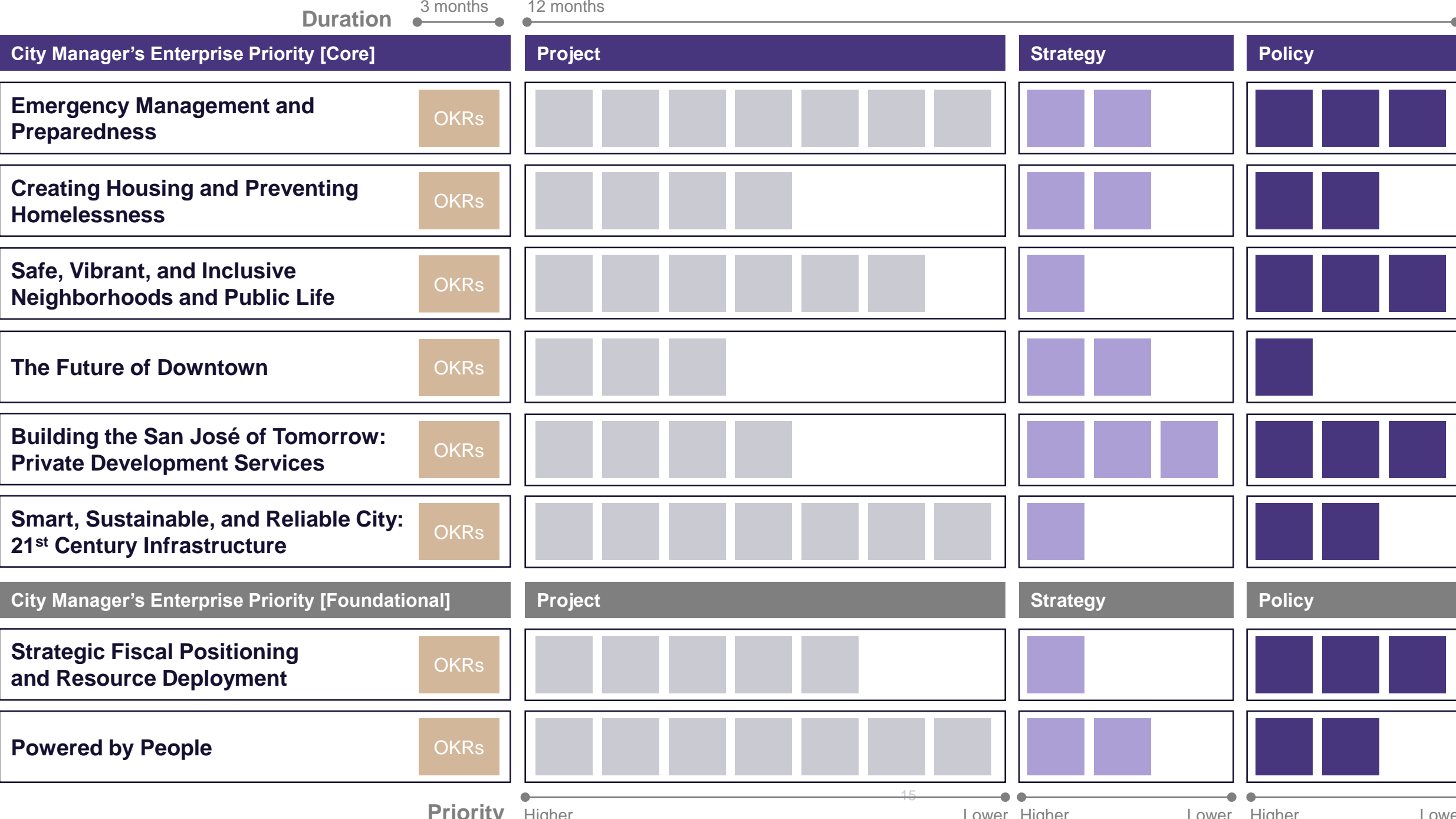
- Does this initiative pave the way for others which need this to come first?
- Would failure to complete open the community up to risk for human, material, economic, or environmental losses?
- How likely is not completing the initiative to cause litigation against the organization?
- Does this bring in revenue?

Time Criticality

- How important is it that this initiative gets done quickly?
- Is there a fixed deadline?
- What is the current effect on the community if we do not complete the initiative? Will they wait for us or move to another solution?

Job Duration

- How long will the initiative take to execute? How complex and how many unknowns does the initiative have?
- How many dependencies are outside of our control?
- How controversial is the initiative?

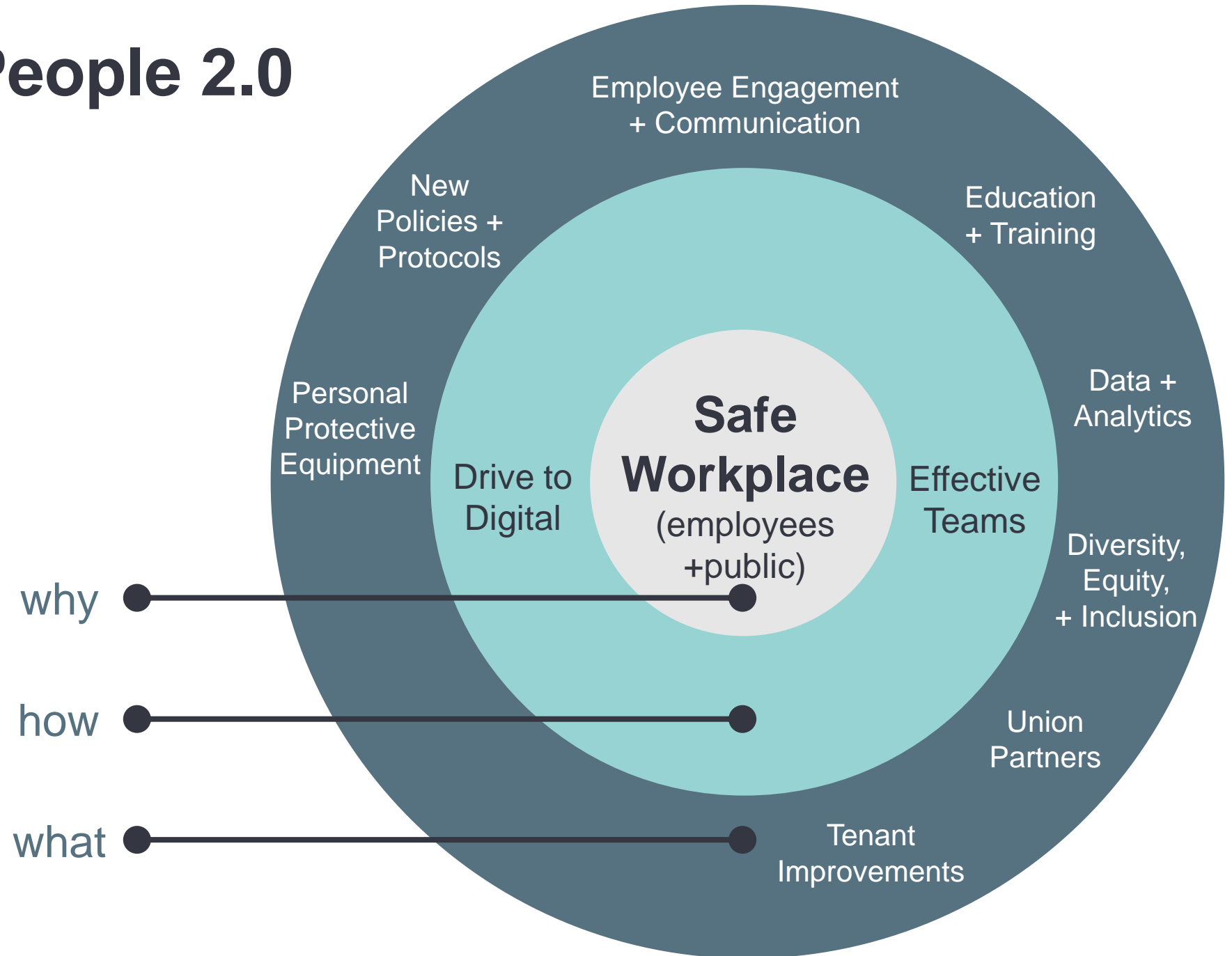


Merging + Balancing Four Sets of Priorities



How might we use the prioritization framework of a roadmap to better align our resources to tackle the most urgent and highest priority issues facing our City during the emergency period and its aftermath?

Powered by People 2.0



Powered by People 2.0: Objectives



Safe Workplace

Enabling employee and customer safety through modified facilities, practices, and deployed resources.



Employee Health & Wellness

Provide resources and develop practices that facilitate employees to be physically healthy, mentally well, and financially supported



Drive to Digital

Replace face-to-face, paper, and manual transactions with automated processes and digital self-service that enables safety, creates efficiencies and delivers a high-quality user experience



Effective Teams

Deliver tools and resources to support development of effective virtual, hybrid, and on-site teams

Methodology + Data Visualization

Department Data Collection

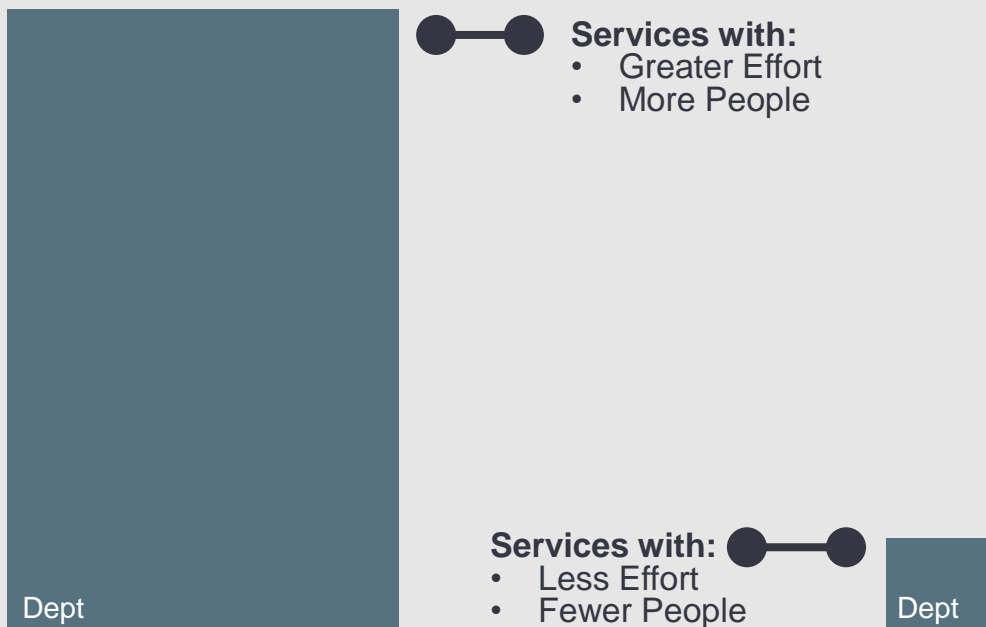


Legend

- Continuity of Operations | 100% at Shelter in Place (SIP), Now 100%
- Fully Re-Opened | <100% at SIP, Now 100%
- Re-Opening + Expanding | <100% at SIP, Now 25-99%
- Suspended | 0% at SIP, Now 0%
- EOC | New City Services, Now 100%
- Vacancies

City Operations Sized by Effort

Effort = # of City Staff



Continuity of Operations | 100% at SIP, Now 100%

Fully Re-Opened | <100% at SIP, Now 100%

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Suspended | 0% at SIP, Now 0%

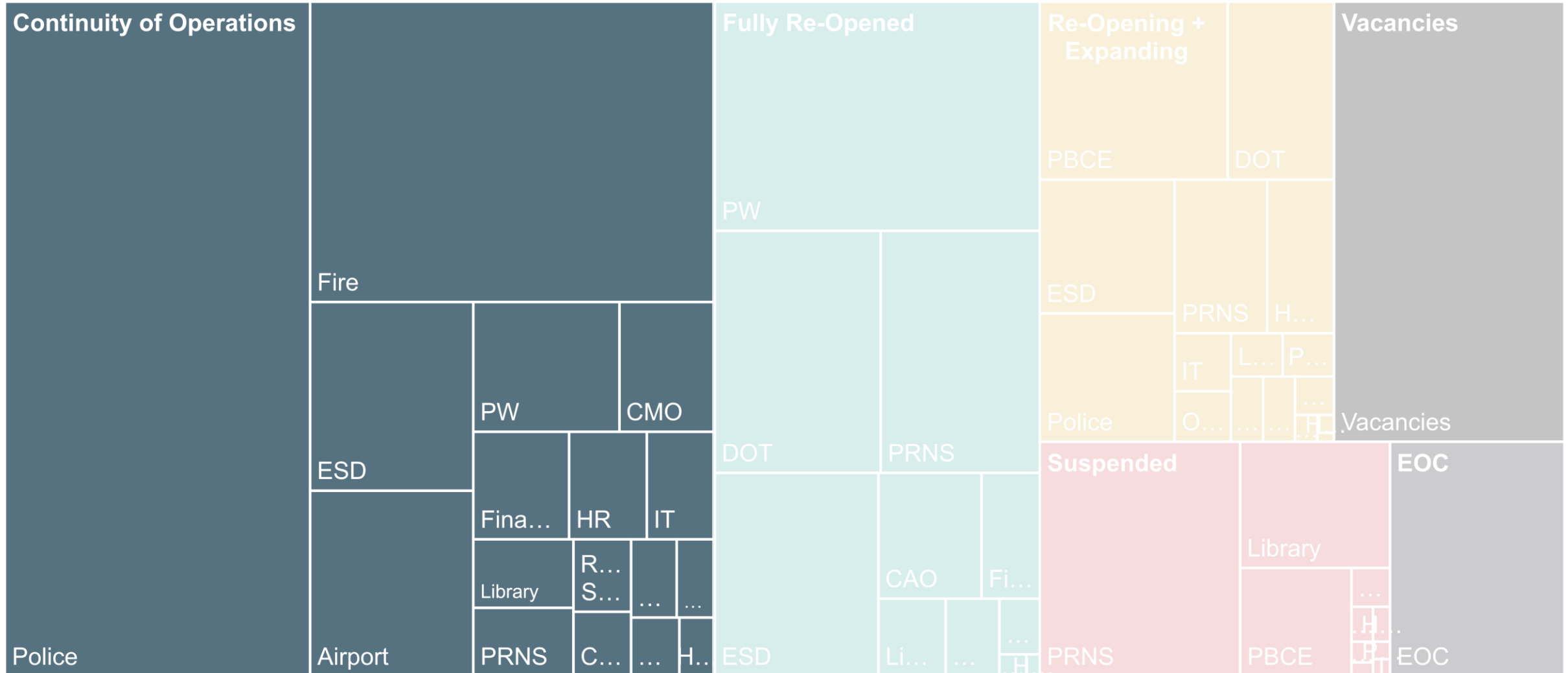
EOC | New City Services, Now 100%

Services we never stopped

Insight: Almost ½ of City Services Continued

110 Total Services

3210 Est Total Staff



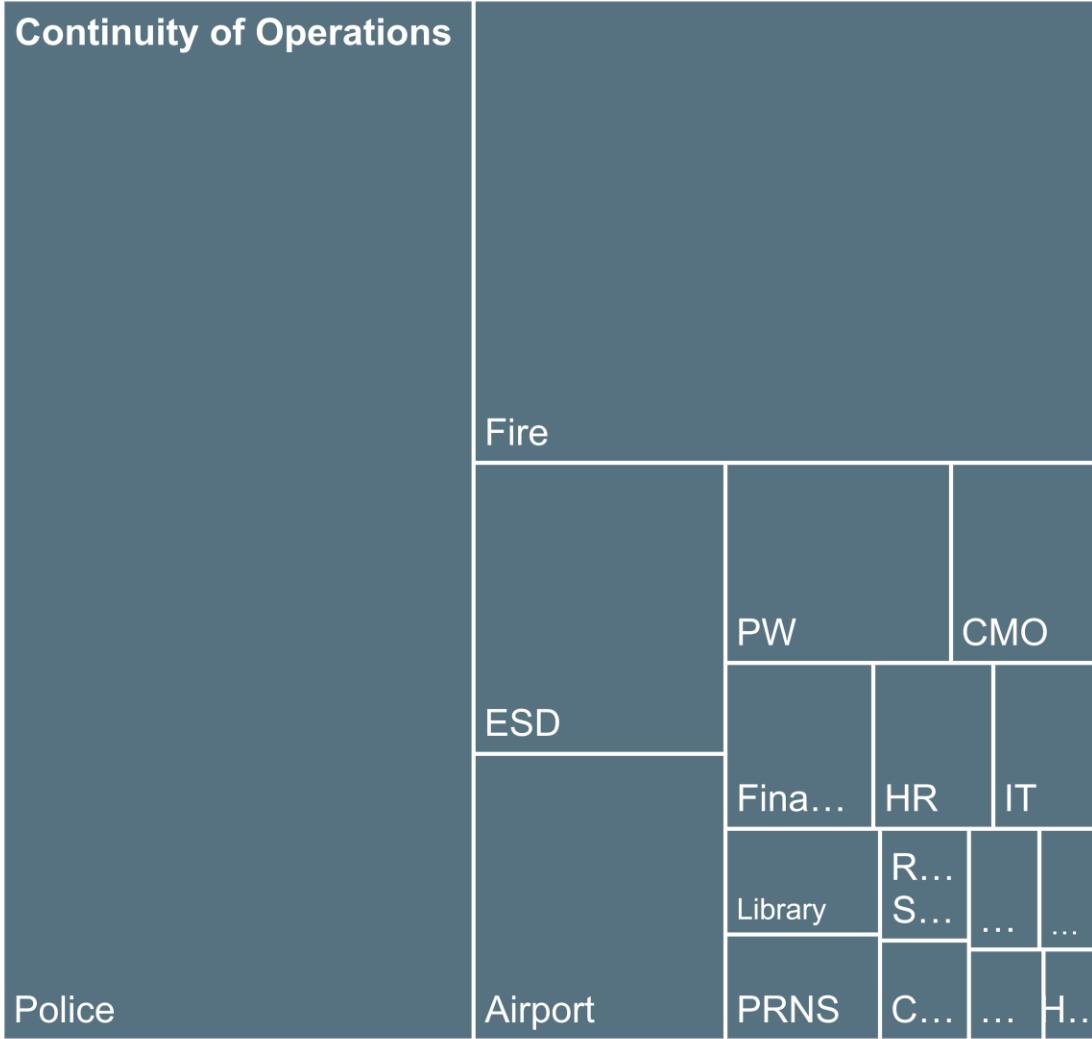
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Services we never stopped

Insight: Almost 1/2 of City Services Continued

110 Total Services

3210 Est Total Staff



- Police**

 - Response to Calls for Service + Patrol Support
 - Investigative Services
 - Property + Evidence Services
 - Training, Admin, + Maintenance
- Fire**

 - Medical Services Dispatch + Response
 - Fire Development Services
 - Fire Human Services
 - Fire Information Technology
 - Fire Management + Administration
 - Fire Stations Operations + Maintenance
 - Fire Sworn Training
 - Special Ops – Airport Rescue + Fire Fighting
 - Special Ops – Hazardous Incident Teams
 - Special Ops – Urban Search + Rescue
 - Fire Cause Investigation
 - Safety Education, Review, + Inspections
 - BFP Safety Education, Review, + Inspections
 - Community Events
 - Company Stores Inventory + Supplies
 - Fire Plan Review
 - Permit Billing + Processing
 - On-Site Inspections
- City Clerk**

 - Contracts + Grants
 - City Legislative Processing
 - Public Records Act Requests
 - Boards + Commissions Recruitment
- Environmental Services Department (ESD)**

 - Civic Solid Waste Collection
 - Commercial Solid Waste Collection
 - Environmental Compliance + Safety
 - ESD Information Technology
 - Management + Admin
 - Facility Land Use + Planning
 - Muni Water System Ops
 - Muni Water System Planning
 - Residential Recycling + Garbage Collection
 - Regulatory Compliance + Safety
 - SJ/SC Treatment Plant Project Delivery
 - Solid Waste Enforcement + Regulations
 - South Bay Water Recycling Operations
- Airport**

 - Airport Facilities Management
 - Airport Operations
 - Airport Business Development
 - Airport Reception + Info Booths
 - Airport Information Technology
 - Airport Financial Management
 - Airport Planning + Development
 - Airport Administration
- Community Energy**

 - Energy Resiliency + PSPS Support
 - Clean Energy Provisioning
 - Customer Support
 - Regulatory Compliance

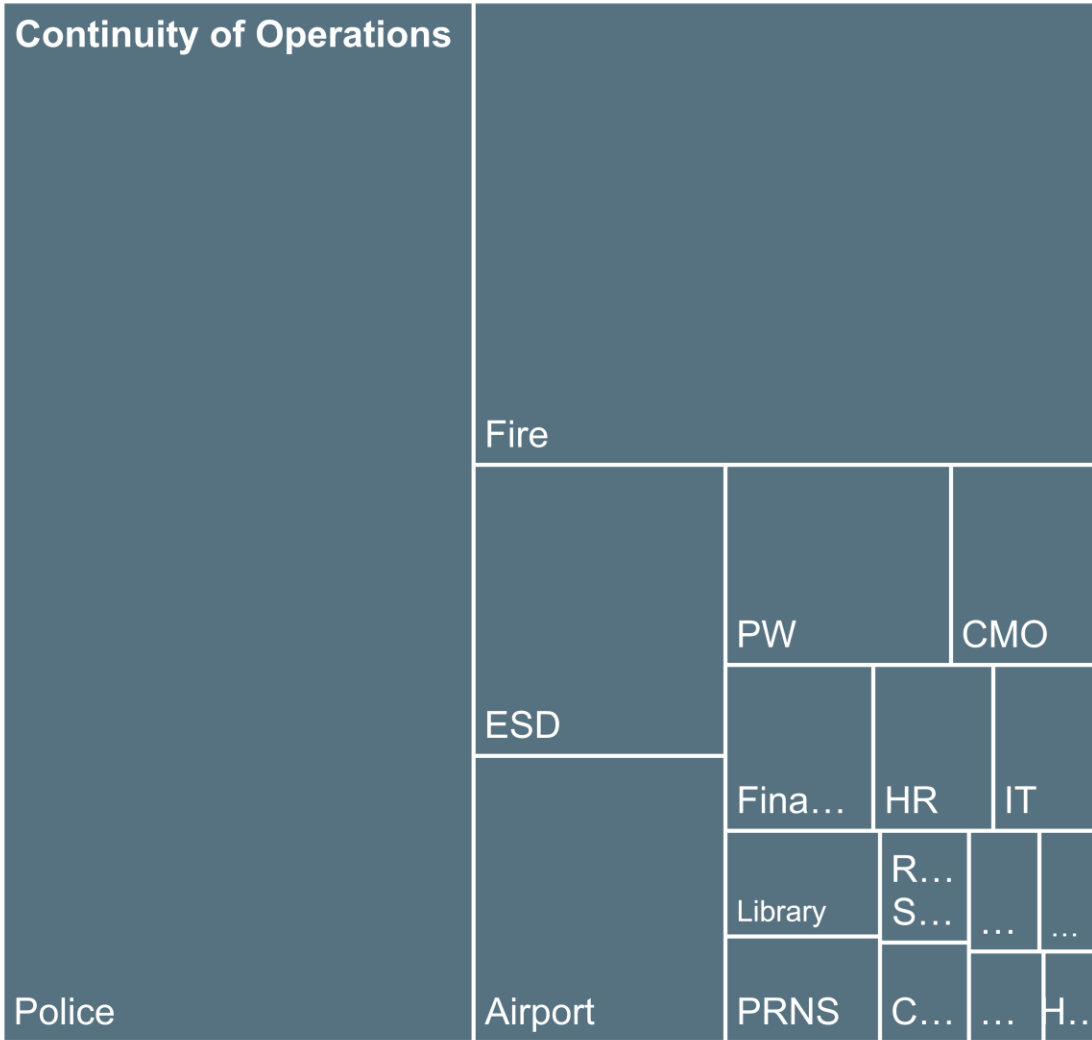
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Services we never stopped

Insight: Almost ½ of City Services Continued

110
Total Services

3210
Est Total Staff



- Finance**
 - Payroll Processing
 - Debt Management
 - Disbursement Accounts Payable
 - Finance Management + Admin
 - Financial Reporting
 - Investment Management
 - Purchasing
 - Specialized Accounting
- Planning, Building, + Code Enforcement (PBCE)**
 - Community Code Enforcement
- City Manager’s Office (CMO)**
 - Emergency Public Information
 - City Contract Approval
 - Agenda Services
 - Immigrant Affairs Support + Language Access
 - City Capital + Operating Budgets
 - City Council Memoranda Cost Review
 - Telecommunication Coordination
 - Public Record Act Processing
 - Civic Center TV
 - Urgent Labor Relations
 - Urgent Employee Relations
 - Disciplinary Matters
 - Emergency Operations Center Support
- Public Works (PW)**
 - City Hall Facilities
 - Fleet Maintenance + Operations
 - Technology Services Fleet Program
 - PW Management + Admin
 - Equality Assurance: Paid Sick Leave
 - City Hall PPE
 - City Hall Cleaning + Sanitization
 - City Hall Signage + Floor Markings
 - Radio Communication
 - PW Information Technology
- Housing**
 - Homeless Response
 - Emergency Interim Housing
- Retirement Services**
 - Retirement Plan Admin + Investments
 - Retirement Education
- Information Technology (IT)**
 - Business Process Automation
 - Cybersecurity
 - Portfolio, Products, + Projects
 - Enterprise Resource Management
 - Data Services
 - IT Systems + Operations
 - Voice + Data Network Infrastructure
 - IT Management + Admin
 - Budget Office IT Support

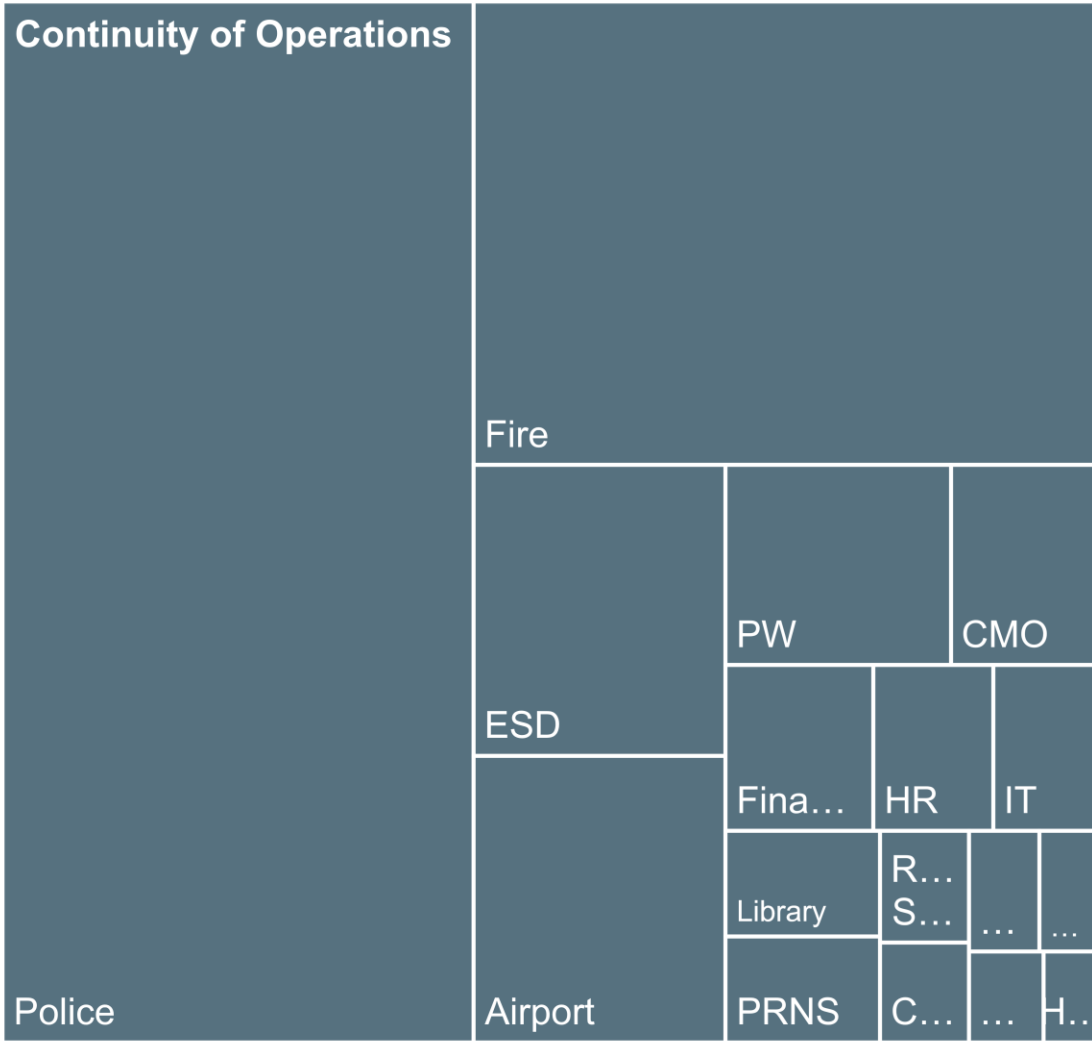
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Services we never stopped

Insight: Almost 1/2 of City Services Continued

110 Total Services

3210 Est Total Staff



- Library**
- Library Administrative Services
- Parks, Recreation, + Neighborhood Services (PRNS)**
- Park Rangers
 - Capital Improvement Projects
- Human Resources**
- Employee Fingerprinting
 - Employee Training + Development
 - New Employee Welcome
 - Interviews
 - Employment Services
 - Employee Benefits
- Economic Development**
- COVID Business Development, Outreach, + Assistance
 - Real Estate Services
 - COVID Arts + Cultural Development
 - Non-COVID Arts + Cultural Development
 - Census 2020

- Continuity of Operations | 100% at SIP, Now 100%
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- EOC | New City Services, Now 100%

Services fully brought back

Insight: Services with re-imagined delivery + safety

64

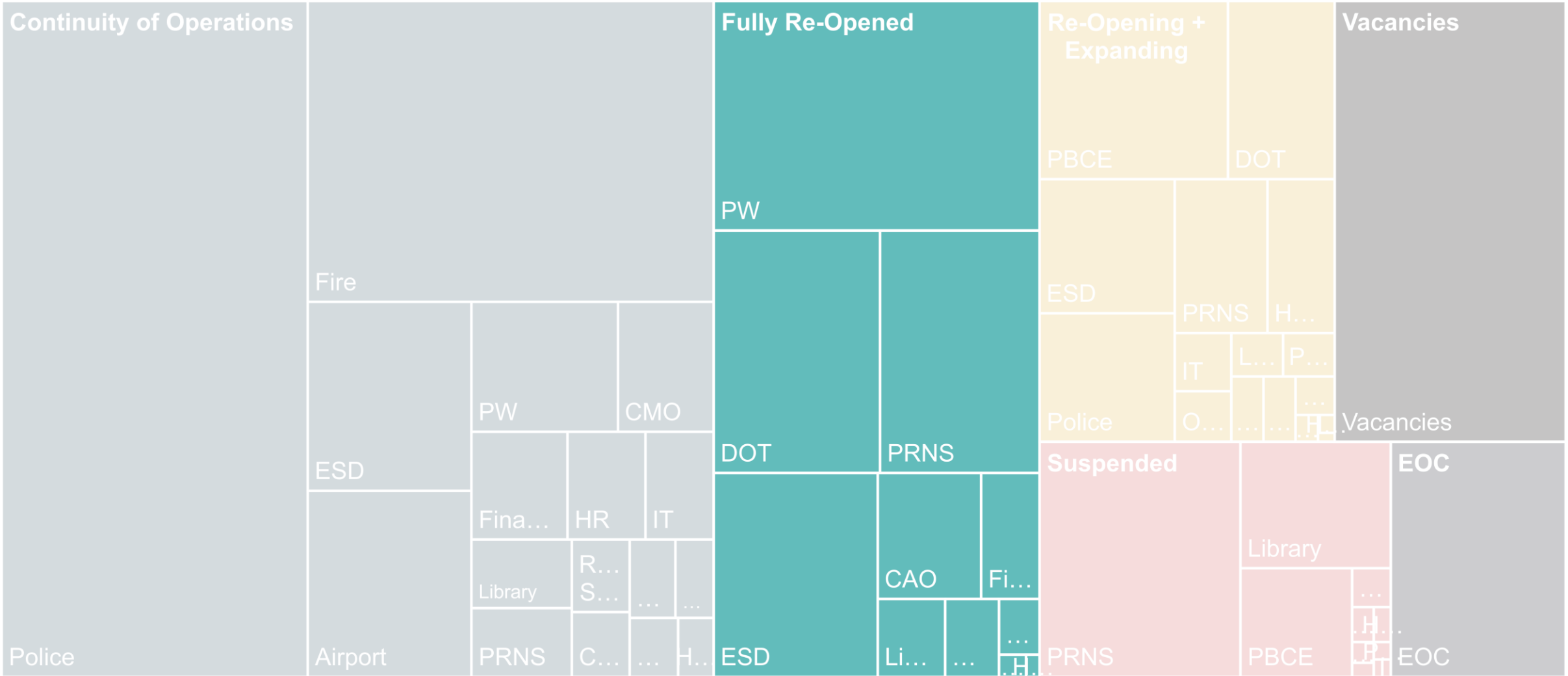
Total Services

1479

Est Total Staff

174

Cumulative Services



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- EOC | New City Services, Now 100%

Services fully brought back

Insight: Services with re-imagined delivery + safety



City Manager’s Office (CMO)

- Non-COVID Intergovernmental Relations
- Non-COVID Policy Research + Development
- Non-Urgent Labor Relations
- Non-Urgent Employee Relations
- Employee Trainings

Department of Transportation (DOT)

- Storm Sewer Maintenance
- Streetscape Services
- Signs + Markings
- Pavement Repair
- Sanitary Sewer System Maintenance
- Pavement Engineering + Inspection
- Electrical (Streetlight + Street Signals)
- Traffic Signals + Systems Management
- Streetlight Conversion
- Trees + Sidewalk Inspection/Permitting

Parks, Recreation, + Neighborhood Services

- Neighborhood + Regional Parks
- Minor Parks Capital Improvement Projects
- Capital Budget + Project Management
- PRNS Fiscal Management
- PRNS Human Resources
- Parks Administration
- Parks Activation + Placemaking
- Municipal Golf Courses
- Community Gardens

Finance

- Revenue Audit + Compliance
- Risk Management
- Payment Processing
- Accounts Receivable
- Business Tax
- Utility Billing

Library

- Materials Management
- Education + Digital Literacy
- Virtual Program Broadcast

City Attorney’s Office (CAO)

- Legal Representation + Counsel
- Legal Transactions

Economic Development

- Regional Workforce Development

Human Resources

- Employee Health Services

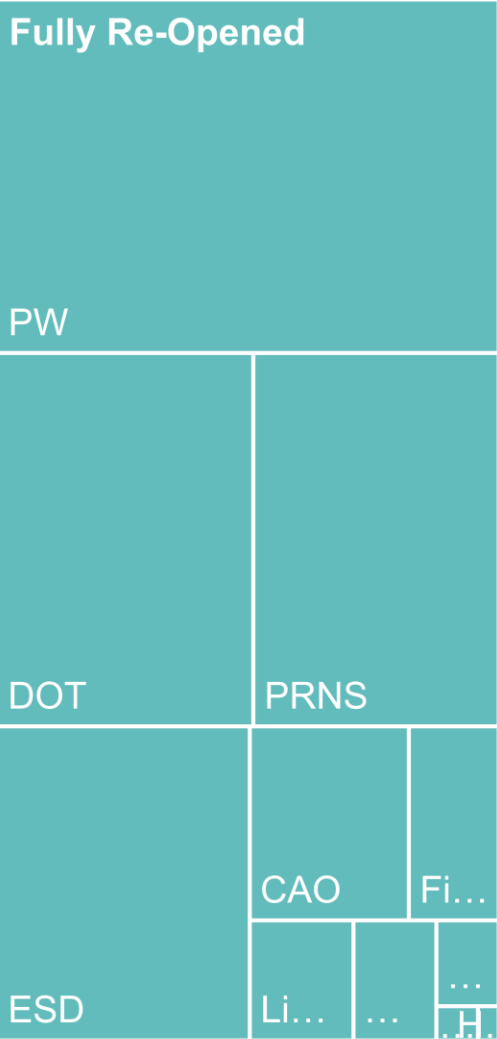
Environmental Services

Department

- SJ/SC Treatment Plant Operations + Maintenance

Retirement Services

- Disability Retirement Processing



Public Works (PW)

- Facilities: Trades Group
- Facilities: Project Management
- Facilities: Contractual Repair Services
- Facilities: Project Management (Systems)
- Facilities: Contracts
- Facilities: Work Order Desk
- Facilities: City Hall Checkpoint Screening
- Engineering: Capital Project Admin
- Engineering: Transportation, Sanitary, + Storm Sewer
- Engineering: PW Development Services
- Capital Improvement Construction Management
- Capital Improvement Design Support
- Capital Improvement Administration
- Materials Testing Lab
- History San José
- Development Services: Review + Approval
- Development Services: Department Support
- Development Services: Image Permits + Plans Approval
- Fleet Replacement
- Equality Assurance: Prevailing Wage
- Equality Assurance: Living Wage
- Equality Assurance: Minimum Wage
- Equality Assurance: Local Hire, Wage Theft, Labor
- Animal Care + Services: Shelter + Medical Operations

Planning, Building, + Code Enforcement (PBCE)

- Solid Waste Enforcement

Continuity of Operations | 100% at SIP, Now 100%

Fully Re-Opened | <100% at SIP, Now 100%

Re-Opening + Expanding | <100% at SIP, Now 25-99%

Suspended | 0% at SIP, Now 0%

EOC | New City Services, Now 100%

Services not yet fully back

Insight: Very few services below 75% operation

56

Total
Services

869

Est Total
Staff

230

Cumulative Services

- Continuity of Operations | 100% at SIP, Now 100%
- Fully Re-Opened | <100% at SIP, Now 100%
- Re-Opening + Expanding | <100% at SIP, Now 25-99%
- Suspended | 0% at SIP, Now 0%
- EOC | New City Services, Now 100%

Services not yet fully back

Insight: Very few services below 75% operation

56

Total Services

869

Est Total Staff

230

Cumulative Services

99-75% Operational

- PBCE**
 - Community Code Enforcement
 - Special Programs Code Enforcement
 - Building Development Services
 - Planning Development Services
 - Financial Management + Administration
 - Development Services Support
 - Permit Issuance Signatures
 - Community Meetings
- Police**
 - Crime Prevention + Community Education
 - Regulatory Services
 - Records
- Department of Transportation (DOT)**
 - Administrative Services + Permit Issuance
 - Neighborhood Traffic Safety Engineering Services
 - Transportation Planning + Policy
 - Off-Street Garages, Parking Lots, + Meters
- Housing**
 - Rent Stabilization
 - Grants
 - Policy Development
 - Housing Production
 - Asset Management
 - Housing Administration
- Parks, Recreation, + Neighborhood Services**
 - Sports Field Maintenance + Reservations
 - Recreation + Community Services Administration
 - PRNS Management + Administration
- Information Technology (IT)**
 - Customer Technology Support
 - City Customer Contact Center
- Environmental Services Department (ESD)**
 - Stormwater Enforcement
 - Climate Smart San José
 - Environmental Service Financial Management
 - Laboratory Services
 - Stormwater Administration
- Library**
 - Virtual Library Services
 - Deliveries + Receiving
 - Access to Physical Library Materials
- Human Resources (HR)**
 - Health, Safety, + Worker's Compensation
- City Manager's Office (CMO)**
 - Smart City, Digital Inclusion, + Broadband Oversight
- Public Works**
 - Animal Care + Services: Licenses
- City Auditor**
 - Performance Audit
- Economic Development**
 - Arts, Cultural, + Regional Workforce Events
 - Non-Mandated Regional Workforce Development

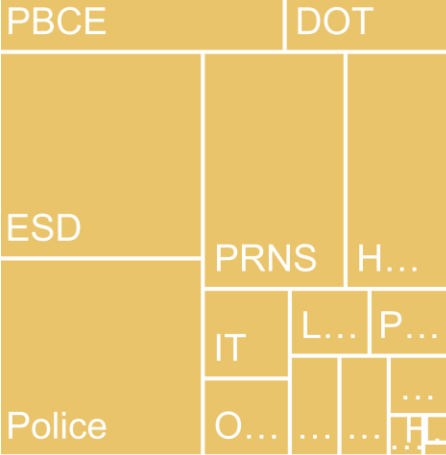
40 out of 56

75-50% Operational

- Environmental Services Department (ESD)**
 - Pretreatment
 - ESD Communications
 - Policy, Legislative Advocacy, + Education
- Parks, Recreation, + Neighborhood Services**
 - Senior Services
- Library**
 - Volunteer Services
- City Manager's Office (CMO)**
 - Non-COVID Immigrant Affairs Support
 - COVID Policy Research + Development
 - COVID Intergovernmental Relations
- Community Energy**
 - Community Programming + Events

9 out of 56

Re-Opening + Expanding



50-25% Operational

- Department of Transportation (DOT)**
 - On-Street Parking Compliance Enforcement + Vehicle Abatement
- City Manager's Office (CMO)**
 - Major Communications Campaigns
 - Non-COVID Communications
- Parks, Recreation, + Neighborhood Services (PRNS)**
 - Youth Gang Prevention
 - Anti-Graffiti + Anti-Litter
- Fire**
 - Fire Capital
- City Attorney's Office (CAO)**
 - Jury Trials

7 out of 56

- Continuity of Operations | 100% at SIP, Now 100%
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- Re-Opening + Expanding | <100% at SIP, Now 25-99%
- Suspended | 0% at SIP, Now 0%
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Services that are suspended

Insight: Complex services involving public safety

21

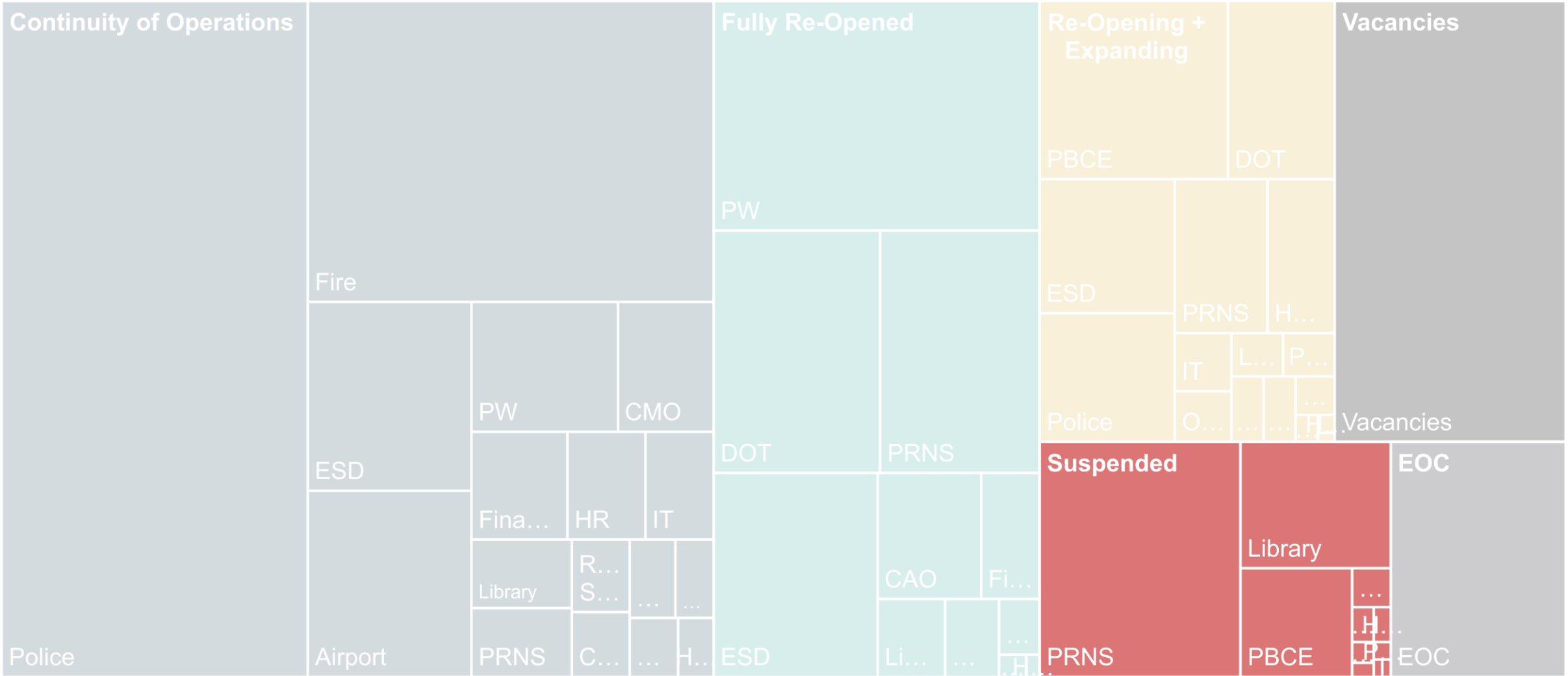
Total Services

541

Est Total Staff

230

Cumulative Services



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- EOC | New City Services, Now 100%

Services that are suspended

Insight: Complex services involving public safety



Planning, Building, + Code Enforcement (PBCE)

- Planning Development Services: Customer Plan Pick-Up
- Planning Development Services: Phone Line
- Multiple Housing Code Enforcement
- In-Person Permit Center

Housing

- Property Inspections

Parks, Recreation, + Neighborhood Services (PRNS)

- Happy Hollow Park + Zoo
- Family Camp
- Non-COVID Community Center Operations
- Aquatics

Finance

- Cashiering

Fire

- In-Person Fire Development Services

Environmental Services Department (ESD)

- Community Events

Information Technology (IT)

- City Hall Front Desk Support

Library

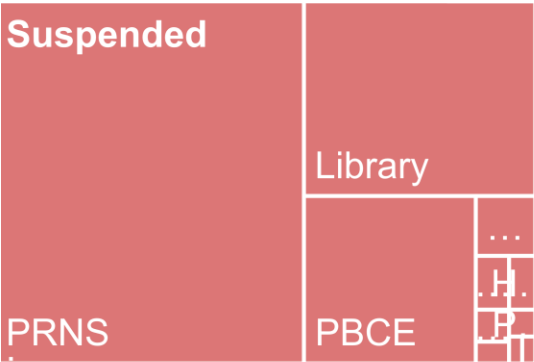
- Access to Library Buildings + Collections
- Technology Access
- Partner Services + Programs
- Community Room Access
- Public Programming
- Library Access Common Use

City Manager’s Office (CMO)

- Emergency Public Education + Training

Public Works

- Environmental Innovation Center Maintenance



- Continuity of Operations | 100% at SIP, Now 100%
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- EOC | New City Services, Now 100%

New services for COVID-19 response

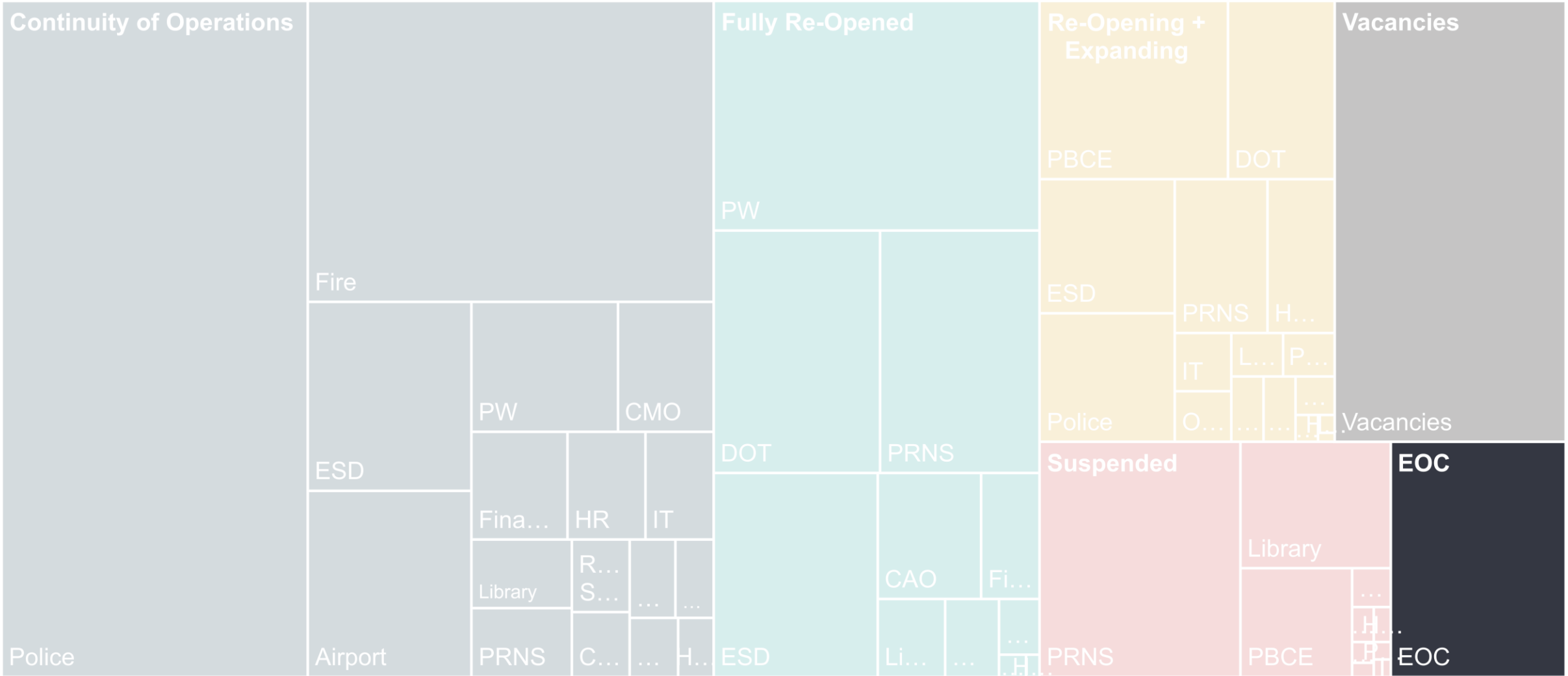
Insight: Many leaders re-assigned from Depts

13

Total Services

381

Est Total Staff



- Continuity of Operations | 100% at SIP, Now 100%
- Fully Re-Opened | <100% at SIP, Now 100%
- Re-Opening + Expanding | <100% at SIP, Now 25-99%
- Suspended | 0% at SIP, Now 0%
- EOC | New City Services, Now 100%

New services for COVID-19 response

Insight: Many leaders re-assigned from Depts

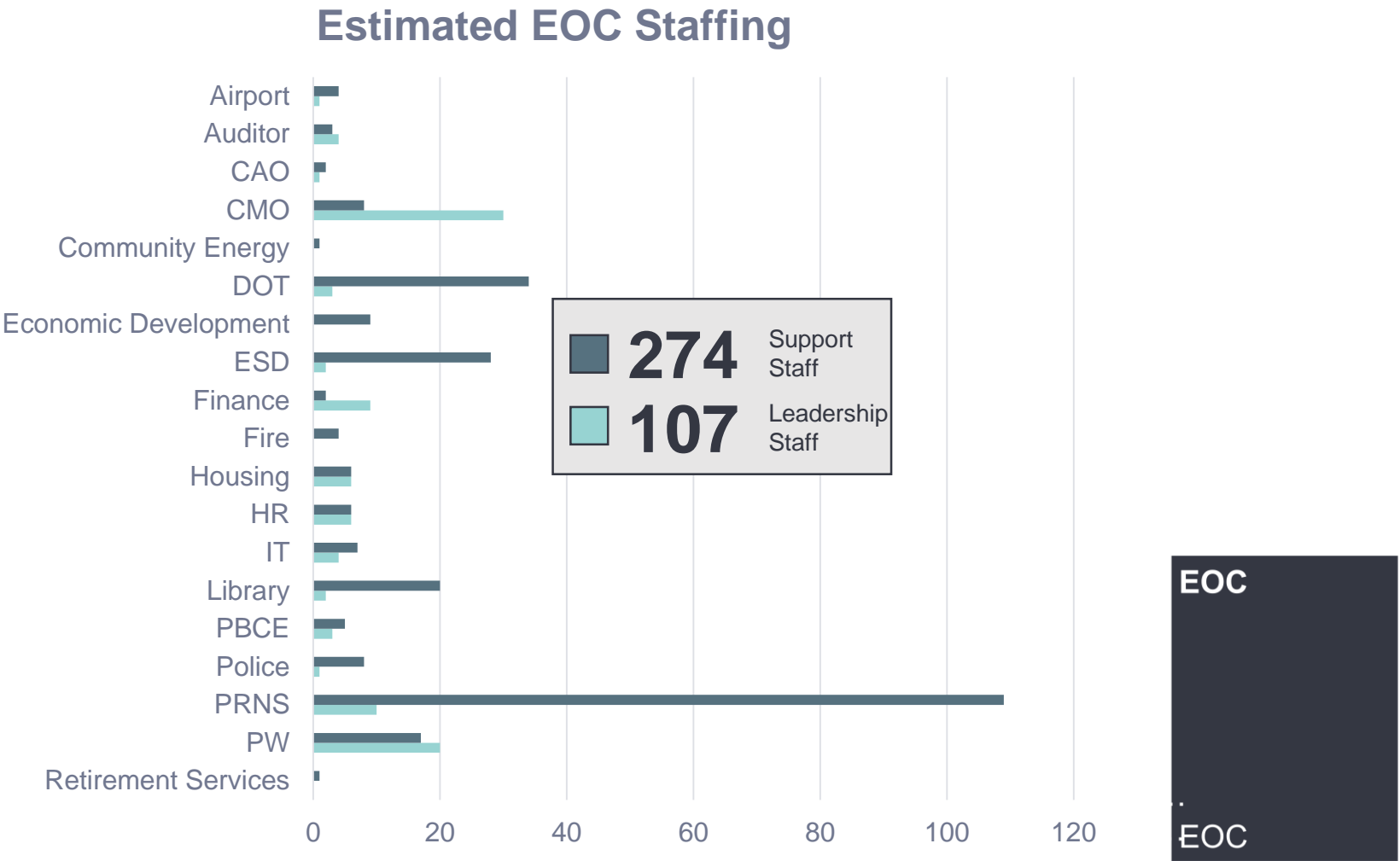
13

Total Services

381

Est Total Staff

- Emergency Operations Center**
- Continuity of Essential City Services
 - Community + Economic Recovery
 - Food + Necessities Distribution
 - Digital Inclusion
 - Childcare + Recreation
 - BeautifySJ: Enhanced Encampment Services
 - BeautifySJ: Isolation + Vulnerable Homeless Sheltering
 - BeautifySJ: Emergency Housing Construction
 - BeautifySJ: Waste Pick-Up
 - Powered by People 2.0: Workplace Safety
 - Powered by People 2.0: Drive to Digital
 - Powered by People 2.0: Employee Health + Wellness
 - Powered by People 2.0: Effective Teams



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Vacancies

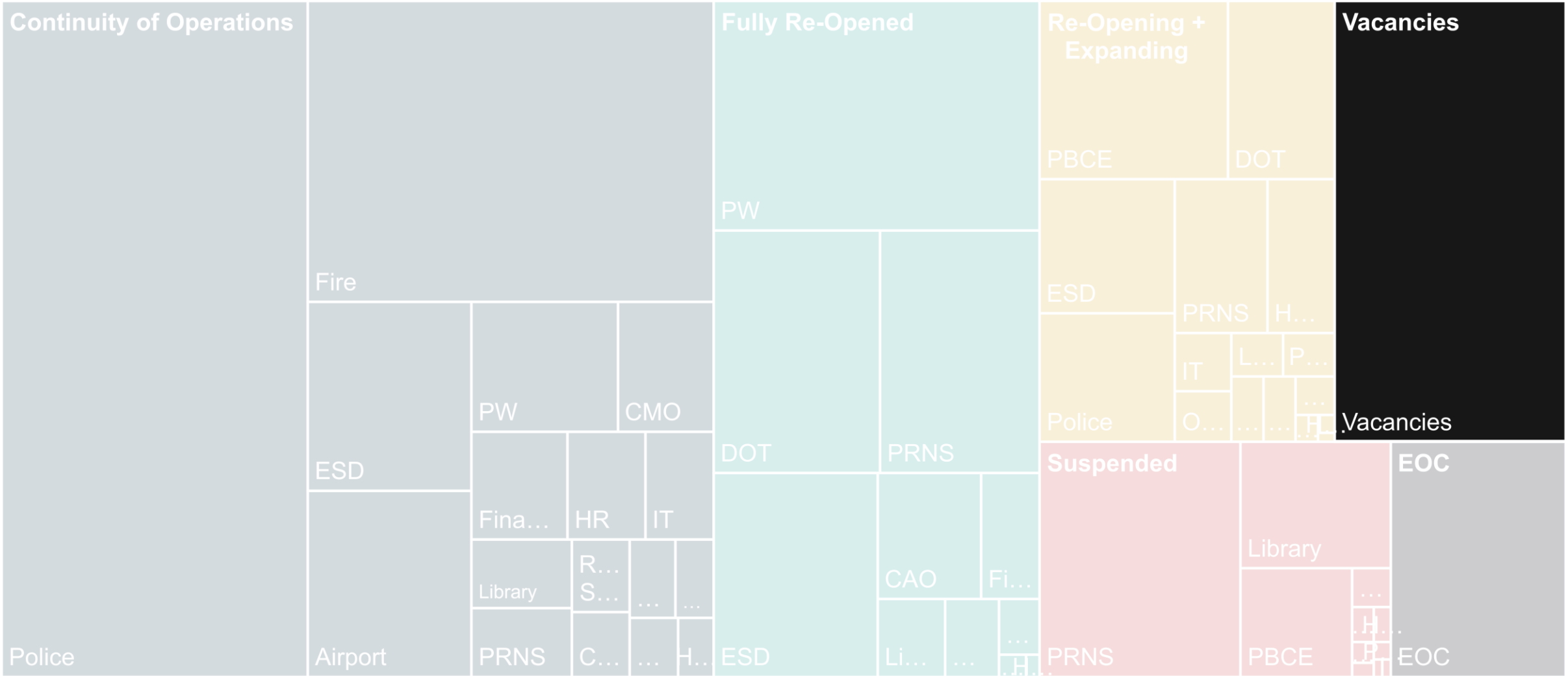
Insight: Have held steady + helped budget strategy

681

Total March
Vacancies

679

Total Sept.
Vacancies



- Continuity of Operations | 100% at SIP, Now 100%
- Fully Re-Opened | <100% at SIP, Now 100%
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Vacancies

Insight: Have held steady + helped budget strategy

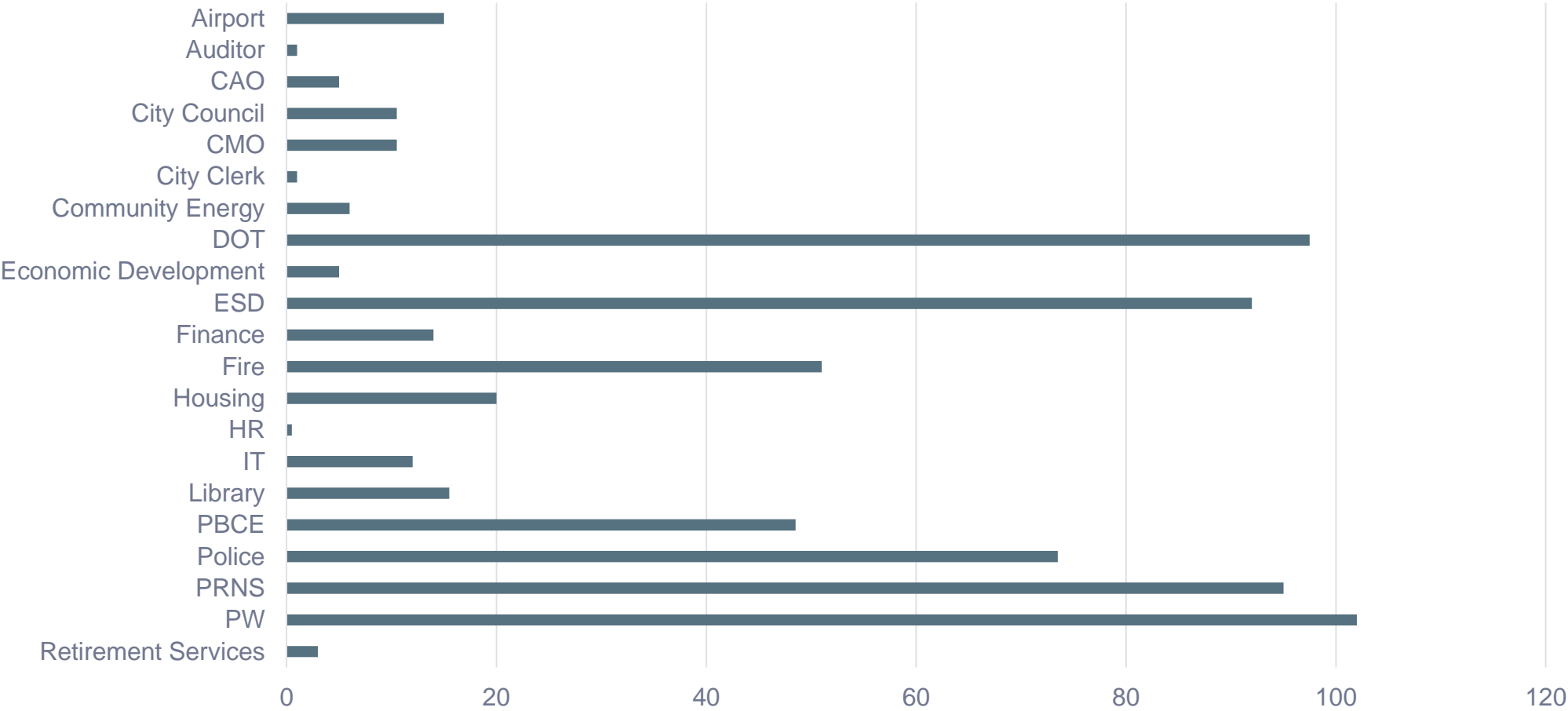
681

Total March Vacancies

679

Total Sept. Vacancies

Estimated Vacancies by Department (September 2020)



Vacancies

Vacancies

Conclusion + Next Steps

- **Safety First:** Continued focus on the safety of employees and the public
- **Budget Constraints:** While no City service was eliminated, departments are experiencing resource constraints from budget reductions
- **Complex and Harder:** Doing our "business as usual" work (what we know best) is more complex and more difficult
- **New Work:** EOC response has engaged us in new work and things we've never done before
- **Fewer People:** Departments have fewer people (especially leadership) because of commitments to EOC

Highlighting Our Amazing Partners

Call for Submissions

**AN OPPORTUNITY
FOR SAN JOSÉ ARTISTS**

**HOLDING
THE MOMENT**

Item 3.1

City Manager's COVID-19 Update

Dave Sykes, City Manager

Kip Harkness, Deputy City Manager, Emergency Operations Center Director

Lee Wilcox, Chief of Staff, Emergency Operations Center Director

October 20, 2020