



MEMORANDUM

DATE: August 21, 2023
TO: Department Heads, Department Personnel Officers
FROM: Carol Isen, Human Resources Director
SUBJECT: End of DHR Vaccination Policy for City and County of San Francisco Employees

San Francisco can be proud of the groundbreaking work we have done to save lives from COVID-19. City employees were at the very center of the City's response and keeping the broader San Francisco community safe and informed throughout the entire pandemic. Because of their work and commitment to safety, over 90% of San Francisco residents and 98% of City employees have been vaccinated against COVID-19. At the time it was issued, the vaccination mandate was reasonable, necessary, and based on the best available science. With this success in mind and considering factors that contributed to a decline in severity of COVID-19, such as the broad vaccination adoption by City employees and San Franciscans, the ease of rapid testing, and wide availability of treatment, vaccination as a condition of employment is now no longer needed except as otherwise required in specific settings.

Effective August 23, 2023, the City's COVID-19 Vaccination Policy will end. This policy change means the requirement for current City and County of San Francisco employees and new hires to be vaccinated as a condition of employment will also sunset.

While the citywide vaccination policy will end on August 23rd, some employees will still be required to be up-to-date with COVID vaccination if mandated by county, state, or federal health orders or other regulations. Currently, pursuant to Health Officer [Health Order No. 2023-02](#), personnel working in designated healthcare facilities and jails— must receive either 1) the initial series of vaccination plus at least any one booster dose or 2) a single dose of the current bivalent vaccine formulation.

Employees who separated from City employment due to non-compliance with the City's Vaccination Policy may apply for open positions consistent with the City's standard application and assessment process and applicable Civil Service Rules.

Up-to-date vaccination continues to be the best defense against COVID-19. The City continues to strongly recommend and encourage COVID-19 vaccination for all City employees using the current vaccine. This means that all employees are recommended to receive at least one dose of the current bivalent vaccine formulation. Employees are encouraged once new vaccine recommendations are issued by the CDC and FDA later this year (late Summer or Fall) to be vaccinated consistent with those updated recommendations, likely to include receipt of a new vaccine formulation.

The CDC currently recommends that all individuals aged six months and older receive COVID-19 vaccination. Vaccinations are free and widely available. Vaccination protects our employees and the public, and as a result prevents disruption of City operations.

Where to get a COVID-19 vaccination and boosters

Vaccines are widely available and are still free of charge. Employees may schedule a vaccination through their usual healthcare provider, pharmacy, or other retail location. To find and book a vaccine, please visit [vaccines.gov](https://www.vaccines.gov).

Testing

- Rapid testing is widely available and provides accurate results in 15 minutes.
- City worksites should continue to provide rapid test kits where a workplace outbreak has occurred. Weekly testing continues to be required in this case.

Masking requirements

- As of mid-August 2023, a local health officer order still requires masking in health care settings for employees when they are working directly with clients, patients, or residents. Other healthcare facilities may have additional masking requirements, and City employees must comply with any masking requirements imposed at their worksite.
- Masking is required of all employees for 10-days after a close contact with someone with COVID (close contact means being in a shared airspace with someone who has COVID-19 for more than 15 minutes over 24 hours).
- Masking is required for at least 14 days at work when there is a workplace outbreak (meaning the occurrence of 3 cases in 7 days at a worksite).
- Employees are welcome to continue to mask if they prefer, though it is not required. Other employees are prohibited from harassing or discriminating against employees or members of the public who chose to wear a mask at City workplaces.

General COVID-19 Prevention

The following is a list of general guidelines to help prevent the spread of COVID-19:

- Practice regular hand hygiene, including regular cleaning of your workspace.
- Stay up-to-date with COVID-19 vaccines.
- Improve ventilation in living and workspaces when possible.
- Follow the [CDC recommendations](#) for what to do if you have been exposed.
- Stay home if you have suspected or confirmed COVID-19 or if you have any illness that might be contagious.
- Seek treatment if you have COVID and are at high-risk of getting very sick.
- Avoid contact with people who have suspected or confirmed COVID-19.

Additionally, employees should continue to do a daily health assessment before coming to work to confirm that they are free of COVID-related [symptoms](#). If an employee suspects they have any

symptoms of COVID-19, they should perform a rapid test to see if they are positive. Employees should only come to work if they are healthy and negative for COVID-19.

Additional information about COVID-19 for City employee can be found at <https://sfdhr.org/covid-19>