



EMPLOYMENT &
HUMAN SERVICES

MEMORANDUM

Kathy Gallagher, Director

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To: All Staff, Code 2A

Date: February 15, 2022

From: Kathy Marsh, Acting EHSD Director

Subject: Changes to Masking Requirements Effective February 16, 2022

Effective February 16, 2022 under new guidance from the Contra Costa County Health Officer, employees will no longer be required to wear masks in the workplace **with the exceptions listed in the attached letter from the Chief of Labor Relations.**

The masking guidance applies to all County employees on February 16, 2022. Please note that employees and members of the public who are not required to wear masks in the workplace will continue to have the option to do so.

Important: For those employees involved in mandatory COVID-19 Outbreak testing, you are still required to wear a mask in accordance with the County's COVID-19 Prevention Plan.

If you have questions about this memo, please contact your assigned Departmental Human Resources Analyst.

County Administrator

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Monica Nino
County Administrator

Contra Costa County



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February 15, 2022

Re: Update to Department Heads on Changes to Masking Requirements

The County has been operating under mandatory masking orders from the State and County Health Officer for much of the COVID-19 pandemic. On February 7, 2022, the California Department of Public Health amended its guidance on masking in most public settings. On February 9, 2022, the County Health Officer followed suit by rescinding prior orders on masking in indoor public settings. These amendments were made in response to the improving COVID-19 conditions across the state, which have been marked by a rapid decrease in cases following the Omicron variant's peak.

Under the new guidance, **on February 16, 2022, employees will no longer be required to wear masks in the workplace with the following exceptions:**

1. All employees, regardless of vaccination status, must be masked in specified high risk settings, including:
 - Healthcare settings. This primarily applies to locations where health care services are delivered and includes, but is not limited to, acute care facilities, long-term acute-care facilities, inpatient rehabilitation facilities, nursing homes, home healthcare, vehicles where healthcare is delivered (e.g., mobile clinics), and outpatient facilities, such as dialysis centers, physician offices and dental offices.
 - Correctional facilities and detention centers.
 - Emergency shelters and cooling and heating centers
 - See the entire list of high-risk facilities at <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/guidance-for-face-coverings.aspx>
2. All employees who are not fully vaccinated are required to remain masked in all indoor settings and in vehicles, except when eating or drinking or when alone in a room or vehicle.

- “Fully vaccinated” means that two weeks have elapsed since the employee’s final dose of an FDA approved COVID-19 vaccine (either the second of two doses or the sole dose in a single dose series) and the employee has provided the County proof in accordance with the County’s Mandatory Vaccination Policy.
3. The County will be following the recommendations of Health Services and the CDPH to require the public to remain masked in County facilities. All members of the public will continue to be required to wear masks when inside County facilities regardless of vaccination status. Employees must remain masked in all areas accessible to the general public regardless of vaccination status.
 - The requirement in #3 will expire on March 1, 2022. On that date, the County will allow the general public to self-attest to their vaccination status prior to entering a County building and will allow fully vaccinated employees to go unmasked in areas accessible to the public, subject to the other restrictions in this letter.
 4. Employees may also be required to wear masks in circumstances described in the County’s COVID-19 Prevention Plan.
 - All employees must wear masks in situations involving outbreaks and early return from isolation and quarantine. Departments should consult the County’s COVID-19 Prevention Plan for more information.

The foregoing guidance on masking takes effect on February 16, 2022 and will apply to all County employees on that date. Employees and members of the public who are not required to wear masks in the workplace will continue to have the option to do so.

The County’s COVID-19 Prevention Plan has been updated with the above guidance. The County will continue to follow all other safety requirements in the Cal/OSHA COVID-19 Emergency Temporary Standards.

Sincerely,



David Sanford
Chief of Labor Relations

Cc. Board of Supervisors
Monica Nino, County Administrator