



EMPLOYMENT &
HUMAN SERVICES

M E M O R A N D U M

Kathy Gallagher, Director

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To: All Staff (Code 2A) Date: March 2, 2022
From: Debora Boutté, Departmental Human Resources Officer II
Subject: Clarification: Changes to Masking Requirements Effective March 1, 2022

The purpose of this memo is to clarify the memo published March 1, 2022 titled “Changes to Masking Requirements Effective March 1, 2022”. Please note that “members of the public” refers to visitors, customers, and clients entering EHSD buildings. “Members of the public” does not mean EHSD employees. EHSD employees that are unvaccinated are required to wear masks at all times in the buildings except when eating or drinking.

Please refer to the attached memo for further guidance.



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MEMORANDUM

Kathy Gallagher, Director

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To: All Staff (Code 2A)

Date: March 1, 2022

From: Debora Boutté, Departmental Human Resources Officer II

Subject: Changes to Masking Requirements Effective March 1, 2022

Per guidance from Labor Relations, effective today, March 1, 2022, vaccinated and unvaccinated **members of the public** may remain unmasked in non-high risk County facilities.

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.

Arrangements have been made to remove all vaccine attestation postings on public entrances. However, the COVID-19 Building Entry and Symptom Screening postings at all building entrances will remain.

Kindly refer to the attached memo for full masking requirements and exceptions.

For questions about this memo, please contact your Departmental Human Resources Analyst.

County Administrator

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Monica Nino
County Administrator

Contra Costa County



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February 28, 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 January 7, 2022, the California Departments 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. On February 28, 2022, Governor Newsom and the California Department of Public Health announced changes to masking requirements for members of the public, allowing both vaccinated and unvaccinated individuals to remain unmasked in most indoor 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 this updated guidance, most employees are no longer required to wear masks in the workplace, with the following exceptions:

1. All employees and members of the public, 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.
 - County employees are subject to the masking requirements set forth in the Cal/OSHA Emergency Temporary Standards (ETS) and County policy. Unvaccinated County employees will continue to remain masked in all indoor settings as outlined in #2 above. The Cal/OSHA ETS is scheduled for regulatory changes on April 15, 2022, and the County will continue to assess its masking policy.
 - “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. 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.
4. Effective March 1, 2022, vaccinated and unvaccinated members of the public may remain unmasked in non-high risk County facilities. On that same date, vaccine attestation postings on public entrances must be removed.

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