May 11, 2020

The Honorable Gavin Newsom
1303 10th Street, Suite 1173
Sacramento, CA 95814

Dear Governor Newsom,

We are writing to respectfully urge you to provide San Diego County the autonomy to reopen additional economic sectors based on clear, consistent, and achievable metrics.

The statewide stay-at-home order issued on March 19, 2020, was an important measure that gave us time to prepare to treat patients who contract COVID-19, ensuring our hospital systems were not overwhelmed. Nearly two months into the stay-at-home order, many California communities like San Diego are seeing sustained progress through an effective response and the tracking of local public health data and metrics.

Our workers, businesses and residents are now looking for practical state guidance on how to safely reopen our economy. Some of the state's "Stage 2 Readiness Criteria" released on May 7, such as the restriction that a county has "No COVID-19 death in the past 14 days," are not realistic standards that can be met any time soon in large counties across the state. Requirements like this could very well ensure major parts of our economy are shut down indefinitely until therapeutics and vaccines are available to the general public, which is expected to take at least several months.

The current phasing approach has confused and frustrated millions of workers who have been pushed into unemployment and are struggling to make ends meet. Through our joint local efforts, the City and County of San Diego established a regional group of business and labor leaders representing tens of thousands of workers and employers to create plans for how their sectors could safely reopen based on public health guidance. The strategies and protocols developed to meet the needs of specific industries are attached.

Our businesses are ready to thoughtfully reopen and adapt with necessary protective measures, but they need to be provided that opportunity. We know "how" many of our businesses can operate in this new normal. Now our communities are looking for clear and practical guidance on "when."

The COVID-19 pandemic is unlike any other crisis our state has faced. It will continue to be our top priority as regional leaders to take all steps necessary to protect public health and safety. We appreciate your consideration, and look forward to helping get the world's fifth largest economy safely back to work.

Sincerely,

Kevin Faulconer
Mayor, City of San Diego

Greg Cox
Chairman, San Diego County Board of Supervisors

SAN DIEGO READY

Responsible COVID-19 Economic Reopening (RECOVER)

STRATEGIES TO REOPEN SAN DIEGO'S ECONOMY

SAN DIEGO MAYOR KEVIN FAULCONER
COUNTY SUPERVISOR GREG COX
REGIONAL BUSINESS, LABOR, AND INDUSTRY EXPERTS

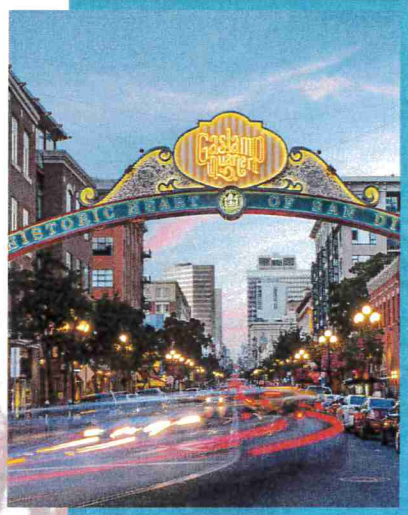
SAN DIEGO

READY TO RECOVER

The coronavirus pandemic has shut down or significantly altered most of the economy, testing the resiliency of all San Diegans. Necessary public health measures to prevent the spread of the virus have halted tourism, shuttered restaurants and bars, forced many to work from home, severely limited most businesses from interacting with their customers, and caused unemployment and uncertainty for tens of thousands in the San Diego region.

As hospitals build out the capacity to care for COVID-19 patients, and state and local governments take initial steps to reopen parts of our society, our community must be prepared with strategies that return San Diegans to work while still preventing the spread of the virus. Our goal is to ensure San Diego will be ready to safely begin its economic recovery when state and local health orders are lifted.

On April 17, 2020, City of San Diego Mayor Kevin Faulconer and County Supervisor Greg Cox launched a binational and bipartisan group of nearly thirty industry experts and civic leaders to advise how businesses can prepare to safely reopen.



SAN DIEGO READY

Responsible COVID-19 Economic Reopening (RECOVER)

The Responsible COVID-19 Economic Reopening (RECOVER) Advisory Group was convened to provide specific local expertise, give voice to organizations that speak for tens of thousands of the county's businesses and workers, represent the unique needs of the region's various economic sectors, establish effective communications between government and business, create new programs and partnerships to deliver economic relief initiatives, accept input on the use of federal stimulus funds, and develop strategies that can be implemented across the region's diverse industries that will allow San Diego County to reopen when appropriate.

The RECOVER Advisory Group also consulted with the County of San Diego Health and Human Services Agency, Metropolitan Transit System (MTS), North County Transit District, San Diego Association of Governments (SANDAG), San Diego County Regional Airport Authority, San Diego Unified Port District, San Diego County Sheriff's Office, and San Diego Police Department.

To provide guidance to San Diego businesses on how to safely, orderly, and strategically plan to reactivate their operations when the time is right, members were asked to recommend ways their industry and employees can first partially open, in consultation with health and public safety officials, and to develop a framework to resume operations in a swift and coordinated fashion. These strategies are intended to be flexible and able to be modified as needed.

Reopening will require planning, education, cross-agency collaboration, and flexibility. The options presented here should be viewed as a set of tools businesses can use when creating a health and safety plan specific to its daily operations, customer base, and employee needs. These strategies, in coordination with the guidance of public health officials, can help industries answer the initial question of which protocols can be put in place to prioritize the wellness of employees and customers.

SAN DIEGO READY

Responsible COVID-19 Economic Reopening (RECOVER)

Regardless of whether a business uses these strategies or others, every business will need to demonstrate how it can operate safely. After the State begins to lift restrictions, the County of San Diego's guidelines and public health orders will provide the framework by which all businesses will be able to reopen. To prepare, all businesses are advised by the County to adopt and implement a Safe Reopening Plan that establishes clear protocols based on employee and customer health indicators and that are specific to its industry, processes, and operations. **No business may reopen until authorized by the State's Executive Order.**

"THE MECHANICS OF REOPENING WILL

LOOK DIFFERENT FOR EACH BUSINESS."

The protocols and strategies suggested here can help prepare businesses for reopening, but they are not a one-size fits all. The mechanics of reopening will look different for each business. The RECOVER Advisory Group shared industry-specific guidelines that have also been developed by national and state organizations to compliment these general guidelines. Businesses are encouraged to assess how they can meet the intent of the guidelines in their own planning, and to apply them to their operations as appropriate. Members of the RECOVER Advisory Group will continue to provide input as public health and safety professionals consider these strategies for implementation.

In addition to developing the following strategies, the RECOVER Advisory Group also identified near-term challenges for policy-makers' consideration, including the ready availability of Personal Protective Equipment (PPE) and childcare needs, as well as the need for COVID-19 related training, a review of applicable legal indemnification policies related to employers and employees, enforcement protocols, and sick leave provisions.

READY TO RECOVER: STRATEGIES TO REOPEN SAN DIEGO'S ECONOMY

The following guidelines have been recommended by San Diego RECOVER Advisory Group members to ensure the safety of customers and employees.

Employee Health Strategies

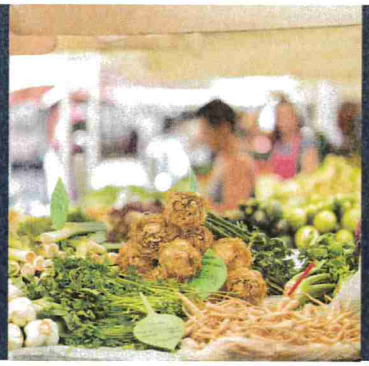
- ☑ Procure Personal Protective Equipment (PPE) for employees, at a level appropriate to employee job duties
- ☑ Require employees to practice frequent handwashing, use of hand sanitizer whenever practical and available, and good personal hygiene
- ☑ Require employees to wear facial coverings in the workplace, when within six feet of others and consistent with public health protocols
- ☑ Require employees exhibiting COVID-19 like symptoms, and allow employees with impacted household members, to stay at home
- ☑ Commit to working with public health officials to develop a voluntary compliance program on contact tracing and testing

Entry to Worksite Strategies

- ☑ Require employees to review and sign internal office guidelines stating that they agree to abide by their Safe Reopening Plan guidelines
- ☑ Establish controlled means of entrance and exit to the workplace to avoid queuing issues, when possible
- ☑ Work with public health officials to establish processes, protocols, and training with regard to temperature and/or symptom checks for employees, and to obtain the equipment necessary to perform these duties, if feasible
- ☑ Establish contactless check-ins and check-outs, if feasible
- ☑ Require all contractors, visitors, and volunteers to adhere to safety measures
- ☑ Ensure only authorized personnel and guests are accessing the facility if practical, and/or post signage consistent with limiting access

Workplace Distancing & Conditions Strategies

- ☑ Maintain physical distancing of a minimum of six feet between employees, the general public, and other employees; if infeasible, use the appropriate facial covering, PPE, or physical barriers
- ☑ Evaluate occupancy and capacity to ensure proper physical distancing
- ☑ Mark minimum distance between workstations and/or increase it whenever possible
- ☑ Maximize teleworking opportunities and/or alternate days or weeks onsite, allowing non-core functions and high-risk individuals to work from home
- ☑ Conduct in-person group meetings and/or trainings online whenever possible; use virtual tools for recruitment and onboarding
- ☑ Remove self-serve options in cafeterias and buffets if physical barriers and/or individual packaging are infeasible or unavailable
- ☑ Avoid overlap between shifts and keep shifts and rotations consistent with the same employees in each rotation or shift, when feasible
- ☑ Enable touchless electronic payments if feasible
- ☑ Prop open doors when appropriate unless it conflicts with building mechanical ventilation operations
- ☑ Establish plans for elevator usage that limits potential public exposure to the virus
- ☑ Encourage pedestrian traffic to follow one-way migration paths as feasible
- ☑ Use low-occupancy time for refurbishment, maintenance, and system upgrade processes to the extent possible
- ☑ Minimize non-essential travel and adhere to related public health guidelines



Employee Training & Compliance Strategies

- ☑ Ensure signage approved by public health officials on safety requirements, such as handwashing, physical distancing, and what to do if employees are feeling sick, is posted in the workplace
- ☑ Distribute a copy of the Safe Reopening Plan to all employees
- ☑ Work with public health officials to identify and train a health and safety coordinator to ensure worksite compliance with Public Health Orders and the business' Safe Reopening Plan
- ☑ Train employees on public health protocols and on symptoms to identify potential COVID-19 infections
- ☑ Establish protocols for addressing employees experiencing COVID-19 symptoms
- ☑ Provide employees with regular updates approved by public health officials on the most recent facts and developments concerning COVID-19 and its impact on the business' policies and employment

Enhanced Cleaning and Sanitation Strategies

- ☑ Place hand sanitizers in high-touch and common areas when feasible and/or direct individuals to nearby handwashing stations
- ☑ Develop a sanitation plan that includes frequent cleaning of restrooms, workstations, and public spaces as appropriate and based on usage
- ☑ If a facility has been exposed to COVID-19 or if there is a concern of exposure, immediately follow proper disinfection guidelines and appropriately notify public health officials

Customer-Facing Businesses are additionally encouraged to:

- ☑ Provide PPE at a level appropriate to employee job duties
- ☑ Require that all patrons/visitors wear facial coverings that cover nose and mouth and/or practice appropriate physical distancing, as consistent with public health protocols
- ☑ Inform customers that patrons/visitors exhibiting COVID-19 like symptoms may be refused service
- ☑ Utilize appointments and reservation systems, if appropriate
- ☑ Ensure signage approved by public health officials is posted throughout the establishment to help customers maintain distancing requirements and direct customer traffic
- ☑ Make delivery, curbside, or outdoor service available where feasible
- ☑ Expand outdoor seating where possible along the right of way or outdoor areas, as approved by local jurisdictions
- ☑ Frequently clean and disinfect high-contact objects and surfaces based on usage, including but not limited to:
  - Shopping Carts
  - Elevator Buttons
  - Payment Portals
  - ATMs
  - Public Restrooms
  - Doorknobs and Handles
  - Lights Switch Plates
  - Phones
  - Registers
  - Railings
  - Self-Serve Stations

FOR FURTHER GUIDANCE ON INDUSTRY-SPECIFIC STRATEGIES

Attractions

The San Diego Tourism Authority has created a Reopening Health & Safety Plan for Attractions once the State activates Phase 3 of its Pandemic Resilience Roadmap.

Commercial Real Estate

The San Diego Business Resiliency and Re-Opening Alliance, in conjunction with the National Association of Industrial and Office Properties and the Building Owners and Managers Association, will release guidelines for tenants, personnel, visitors, vendors, contractors, and other entities.

Construction

The San Diego Construction Industry Coalition has created a Construction Industry COVID-19 Exposure Response & Prevention Plan, which outlines exposure response, control, prevention, containment, and training to promote preventative workplace habits in order to mitigate transmission of the virus between employees and contractors.

Wellness Facilities

The International Spa Association has created a Spa Reopening Checklist so that spas and other wellness-oriented facilities can develop their custom reopening strategies and developed a set of communication templates to assist with marketing efforts.

Hospitality

The California Hotel & Lodging Association created a COVID-19 Clean and Safe Guidance for the Hotel Industry, and it is encouraging its members to complete and return a checklist based on the plan to promote their property as Clean + Safe Certified.

Restaurants

The San Diego Chapter of the California Restaurant Association has adopted Restaurant Reopening Guidelines that include four major categories: social distancing, team member training, a commitment to dining public, and a public educational program.

ADDITIONAL RESOURCES

The City of San Diego continues to take measures in consultation with and at the direction of County public health officials to help prevent the spread of COVID-19. Visit sandiego.gov/coronavirus to learn about the latest updates.

Recognizing that reopening the economy strongly relies on public health strategies, the Center for Disease Control issued guidance on a general framework for cleaning and disinfection practices.

Federal Guidelines for Opening Up America Again provides Phase-by-Phase actions that businesses can take to prepare for their reopening.

California's Roadmap to Modify the Stay-at-Home Order outlines six indicators that frame the phased reopening of the economy.

CONTRIBUTING PARTNERS

Asian Business Association of San Diego
Associated Builders and Contractors of San Diego County
Biocom
California Restaurant Association, San Diego Chapter
Central San Diego Black Chamber of Commerce
Connect
Downtown San Diego Partnership
East County Economic Development Council
Hospital Association of San Diego & Imperial Counties
The Lincoln Club of San Diego County
National Association of Government Guaranteed Lenders
North San Diego Business Chamber
Otay Mesa Chamber of Commerce
San Diego Black Contractors Association
San Diego County Hispanic Chamber of Commerce
San Diego County Farm Bureau
San Diego Port Tenants Association
San Diego Regional Chamber of Commerce
San Diego Regional Economic Development Corporation
San Diego North Economic Development Council
San Diego & Imperial Counties Labor Council
San Diego Tourism Authority
San Diego Small Business Development Center Network
South County Economic Development Council
Tijuana EDC
Young Presidents Organization, Coastal San Diego Chapter

As of May 4, 2020