



Date: April 3, 2020  
To: All City of Fremont Employees  
From: Mark Danaj, City Manager  
Subject: Innovative accomplishments during COVID-19

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Dear City of Fremont employees,

Yesterday, I shared with you how the Shelter-in-Place Order extending through May 3 will impact the work status of employees in our organization. The City Leadership Team is continuing to prioritize the health and wellbeing of Fremont employees and the broader community during this rapidly changing situation.

While we are already taking the proactive measures I shared with you yesterday with respect to the City's financial resources, the current projected budget shortfalls due to this unprecedented economic event will require creativity and innovation from all of us. It has been incredible to witness your successes so far in adapting to a new working environment to provide essential services and developing public safety measures. And over the coming weeks, I call on you to be bold with your ideas for how we continue to re-think the way we work and serve.

Some examples of innovative services already implemented include setting up a VPN access for hundreds of employees to work from home; creating an adjusted patrol shift model for police officers to ensure essential services remain intact; implementing a COVID-19 Testing Center to ensure public/healthcare personnel/essential service workers are safe; fast-tracking the City's zoning permit process to allow biotech companies to manufacture COVID-19 supplies; waiving penalties and interest for delinquent business tax accounts; developing an interactive map directing residents to open restaurants and small businesses ([www.fremont.gov/open](http://www.fremont.gov/open)); working with local grocers and critical retailers to offer designated shopping hours for seniors and members of our community who are vulnerable to COVID-19; offering phone counseling sessions for clients of our various Human Services' programs; reallocating janitorial services to increase cleaning needs in public areas; utilizing video conferencing for oral boards of essential recruitments; and launching online activities for youth and their families to stay engaged and active through #RegeRecAtHome. This is just a sampling of the innovation that makes our City organization shine, with more to come including executing contracts with digital signatures, something that will ensure faster implementation of goods and services.

On behalf of the City Council and City Leadership Team, I truly value your commitment to maintaining service delivery and operations during this unprecedented time and you should take pride in your respective accomplishments. I want to thank each and every one of you for your support.

Together, we can fight this disease and reduce its impacts on our community.

-Mark