



City of Dallas

Dear City of Dallas Family:

I hope you and your family are staying healthy and safe as we continue to work through the COVID-19 situation. Many of you are juggling priorities at home during the shelter in place order, while also working to keep City services moving — and our first responders and front-line employees are out in the community everyday working to keep our residents safe and deliver essential City services.

This week, I would like to highlight the value of equity, one of our core values. As we strive to serve our community in the face of COVID-19, let us remember to make equity a priority as we serve our residents. We can achieve this by recognizing the unique vulnerabilities of different residents in our community, shaping our service and interactions to make sure that everyone stays as healthy and safe as possible.

Equitable service also means acting to oppose stigma that people may face because of their identity or circumstance. Our equity and inclusion staff is leading a social media campaign to oppose stigma, combat stereotypes and prevent misinformation. As public servants, we must continue to see all Dallasites as valuably diverse, safely separated while collectively strong together, and truly invested in the health of our whole community. We applaud you for continuing to advance equity externally and internally as you serve in these historically challenging times. #WeAreAllInThisTogether.

These times impact us all. As I shared last week, we are committed to maintaining employee wages and benefits for **all** non-essential staff whether you are working from home or on mandatory leave while sheltering in place. **Your full wages and benefits will continue through April 30.** We will communicate any changes beyond April 30 to you. Rest assured that we are monitoring the emergency situation pertaining to the current orders in close coordination with our County health officials and will keep you abreast of developments or any new orders to stop the spread of the virus. If you have specific questions or concerns, please reach out to your direct supervisor.

In addition to the dedicated Human Resources Department microsite <https://dallascityhall.com/departments/humanresources/Pages/COVIDEMP.aspx> which includes ongoing updates and the COVID-19 FAQs, we have now created the attached **Employee Toolkit** that includes resources, information, and guidance to help you successfully understand and navigate all the COVID-19 information, including tips for staying well, CDC resources, and information from the City of Dallas and Dallas County.

We will keep the lines of communication open and continue providing as many updates as we can.



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I'm sure that you're just as eager as I am to get back to business as usual. I can't promise you exactly when that will happen. But I can assure you it will take each of us working together to move our City forward and restore the vibrancy that makes Dallas a great place to live, work, and play.

Dallas is a resilient city. When we work together, we can overcome anything – Together!

In the Spirit of Excellence!!

A handwritten signature in black ink, appearing to read 'T.C. Broadnax'.

T.C. Broadnax
City Manager