Stress, anxiety, and isolation – Support employee mental health during the coronavirus pandemic

Posted: July 8, 2020
Kaiser Permanente

Even before the coronavirus swept the globe, America was in the middle of a mental health crisis. Now, stress, uncertainty, fear, and anxiety about COVID-19 — coupled with the loneliness and isolation of physical distancing — pose new threats to our collective mental health. You have an opportunity to build trust with your employees by helping them through this challenging time. And, fortunately, there are more ways you can support their mental health than ever before.

The current situation has made existing symptoms of depression and anxiety for some people worse, and caused new symptoms for others. As early as March, nearly half of American adults said the pandemic had negatively affected their mental health. In one survey, 63% of respondents reported feelings of depression, anxiety, or both. During the first week COVID-19 was officially declared a pandemic, new prescriptions for anti-anxiety medications increased by nearly 40%.

While these numbers may sound alarming, they're actually normal reactions to overwhelming change. It's inevitable that some employees will experience new or heightened feelings of depression and anxiety as they navigate through these new challenges. In the meantime, cultivating resilience is key, and you can empower your workforce to cope in positive ways.

Fear and uncertainty about COVID-19 have caused a tremendous uptick in physical, emotional, and financial stress. Nearly 9 in 10 workers are experiencing moderate to extreme stress, and 7 in 10 say this is the most stressful time of their entire career. 62% of employees lose at least 1 hour of productivity every day due to COVID-19 related stress, with 32% losing 2 hours or more. These figures underscore the importance of supporting your employees with resources that can help.

Stress levels have skyrocketed since the onset of the pandemic.

The impact of COVID-19 on employee mental health

3 in 5 are experiencing symptoms of depression, anxiety, or both.
8 in 10 are experiencing symptoms of moderate to severe distress.

The closing of casinos in Black Hawk and Central City from March 17th through June 17th has adversely impacted every government entity within Gilpin County. During the shutdown, the City of Black Hawk reduced expenditures, delayed projects, implemented a hiring freeze, and monitored revenues ensuring efficient delivery of government services. Although the City of Black Hawk weathered the closure and subsequent casino reopening, the reduced revenue this year will likely affect our ability to complete planned projects in 2021 and impact projects in the following years. The City won’t fill 16 current position vacancies until we can fully assess the full impact of the closure on our budget. We also have to ensure we have sufficient revenues to survive the next potential COVID-19 waive, should it occur.

Even with the shutdown, City employees were still on the job practicing social distancing and following the Governor’s rapidly changing pandemic guidelines. The City reviewed all city positions and classified all staff as essential personnel. Some employees were able to work from home, but everyone, regardless of assignment, played a critical role in delivering city services during the shutdown. As the city slowed to a crawl, our staff increased their effort to get things done despite having reduced staff.

The City Council continued to conduct City Council meetings during the shutdown, and everyone adjusted to using Zoom.

I admit we experienced some challenging moments streaming the Council meetings, but I think we got the hang of it. Construction of the Gregory Street Plaza continued as planned, and the City moved forward on the Maryland Mountain Recreational Park trail, which included the completion of the trailhead on Highway 119. The City is also excited that Proximo Distillers LLC. is moving forward on the Lake Gulch Whiskey Resort Development. I feel a great sense of pride in seeing how our dedicated staff handled their responsibilities during the shutdown and proud of what they accomplished.

While these numbers may sound alarming, they’re actually normal reactions to overwhelming change. It’s inevitable that some employees will experience new or heightened feelings of depression and anxiety as they navigate through these new challenges. In the meantime, cultivating resilience is key, and you can empower your workforce to cope in positive ways.
Per the City of Black Hawk Municipal Code, it is unlawful for any person to locate, store or park a recreational vehicle in any residential district of the City outside a fully enclosed structure or a fence that thoroughly screens the recreational vehicle from the public right-of-way.

Oh no, you just bought a new boat or RV, you reside within the City limits, and you don’t have an area that is fully enclosed and screened from the public right-of-way! Where can you park your new RV or boat?

Relax, the City of Black Hawk has you covered!

The City provides storage spaces to residents at the Miners Mesa Storage Lot!

To qualify for storage space, residents need to complete an application and provide proof of ownership. That’s it. Spaces are provided to our residents at no cost!

But wait a minute, what if I want to park my RV by my house to get ready for an upcoming adventure?

Still, no reason to worry, the City will provide you with a 72-hour temporary parking permit so you can load and unload your RV!

The application can be found on our website at the following link:
http://site.cityofblackhawk.org/city-departments/community-planning-development/building-permit-inspections/

Submit your completed application to:
CPDInquiry@cityofblackhawk.org

Please click on the following link for the complete code referenced above.
https://library.municode.com/co/black_hawk/codes/municipal_code?nodeId=CO_CH8VETR_ARTVREVEREEQ
The City of Black Hawk requires a Certificate of Architectural Compatibility when any new construction or exterior alterations to existing property or structures takes place within city limits.

**What is COAC?**

Section 16-0368 (b)(2) of the Municipal Code defines a Certificate of Architectural Compatibility (COAC) as the certificate issued pursuant to this Section affecting the property in the City that has not been locally designated as a historic landmark. This Section means that all exterior changes to developed property within the City of Black Hawk, and all new construction, must meet the design requirements of the City. Visit [http://site.cityofblackhawk.org/city-departments/community-planning-development/](http://site.cityofblackhawk.org/city-departments/community-planning-development/) and click on either Residential or Commercial Design Guidelines under Important Documents and Resources for more details.

**Why do design requirements matter?**

A well designed City encourages residents and businesses to put down roots and be active members of the community, increases the desirability of the City for tourists, and maintains the historic qualities of Black Hawk.

For example, one frequent change to property in the City of Black Hawk that requires a COAC is fencing. The addition of new fencing around a property or changing the existing fencing requires a review. To begin the process, applicants should contact a Development Services Coordinator (DSC) by emailing cpdinquiry@cityofblackhawk.org. Applicants must fill out a Land Use application and submit it to the DSC along with a plot plan that shows the distance between the fence and the lot lines and examples of the proposed fencing material. The DSC will process the submittal, ensuring that the proposed location, height, and fencing material meet the City’s design requirements.

If you would like to read more about all of the City’s Municipal Codes, please visit our website at [www.cityofblackhawk.org](http://www.cityofblackhawk.org) and click on the City Code.

**CERTIFICATE OF ARCHITECTURAL COMPATIBILITY**

**TEMPORARY USE PERMITS**

Construction projects routinely require the placement of dumpsters, equipment, and port-a-potties. Temporary use permits are issued for structures or items that will be used temporarily within the City limits. Temporary uses of the property and the placement of temporary structures within the City are prohibited, except as permitted in Sec 16-372 of the City’s Municipal Code. Please see the Temporary Uses and Structures link below for the complete code.

[https://library.municode.com/co/black_hawk/codes/municipal_code?nodeId=CO_CH16ZO_ARTXVIIAPPRSURE_S16-372TEUSST](https://library.municode.com/co/black_hawk/codes/municipal_code?nodeId=CO_CH16ZO_ARTXVIIAPPRSURE_S16-372TEUSST)

To help keep the City free of debris from dumpsters approved by a Temporary Use Permit, please remember that your dumpsters always require a cover.

The application can be found on our website at the following link:


Submit application to CPDInquiry@cityofblackhawk.org

**FINANCE**

With the unprecedented closure of our Casinos for nearly three full months, the City has been forced to revisit our projected 2020 revenues and expenses. As a community dependent on the sole industry, casino closures reduced monthly revenue by more than 90%. Additionally, uncertainty exists about the level of visitation we can expect over the coming months.

Fortunately, the City of Black Hawk was in a very strong financial position at the start of the pandemic. Due to prudent financial planning over the past few years, the City has accumulated firm reserves to help offset the revenue shortfall. However, even with solid reserves, the City has been forced to reevaluate its spending. This includes the delay, or even deletion, of individual capital projects that have not yet been initiated. Furthermore, operational budgets have been cut, or in the case of vacant positions, a hiring freeze has been implemented to help narrow the gap between revenues and expenses.

These actions and foresight have helped ensure that the City continues to provide the level of service that the residents and visitors of Black Hawk have come to expect.
EMPLEYEE SPOTLIGHT

LORENZO ROBINSON

Hi, I’m Lorenzo Robinson and I’ve been with the City for 5 years this October.

I work in the Fleet Maintenance shop. My main responsibility is maintaining all City vehicles, which can be anything from fixing a flat tire to a complete engine overhaul. I enjoy my coworkers, hands down the most, driving to the mountains every day is just a bonus.

I am married, have 2 beautiful daughters and a yellow lab named Jack. I am native to Colorado and love going to Silverton, hiking or off-roading in my Jeep.

Some of my favorites are Mexican food, the color green, and the movie 50 First Dates, with my favorite memory being our wedding in Mexico. My friends would describe me as outgoing.

I am looking forward to learning the art of changing a flat tire.

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HEAT STRESS

Factors that increase the risk for heat stress include the following: age (particularly individuals who are 65 or older), weight (overweight individuals), certain medical conditions (i.e. heart disease or high blood pressure) and certain medications.

Workers at a risk of heat stress include outdoor workers and workers regularly exposed to a hot environment, such as firefighters, construction workers, plant workers and boiler room workers.

HIGH TEMPERATURE AND HUMIDITY, DIRECT SUN OR HEAT, LIMITED AIR MOVEMENT, PHYSICAL EXERTION, POOR PHYSICAL CONDITION, SOME MEDICINES, AND INADEQUATE TOLERANCE FOR HOT WORKPLACES CAN ALL LEAD TO HEAT STRESS.

FAINTING

A person not used to hot environments who stands erect and immobile in the heat may faint. The body’s attempts to control internal temperature include:

- Enlarged lower body and skin blood vessels, which may cause blood to pool there rather than return to the heart to be pumped to the brain.
- Lying down briefly, to help with recovery. The patient may cause blood to pool there rather than return to the heart to be pumped to the brain.
- Cramps can occur during or after work hours and may be relieved by taking salted liquids by mouth.

HEAT CRAMPS

Heat cramps are painful muscle spasms that occur from profuse sweating in heat and drinking large quantities of water, without adequately replacing the body’s salt loss. Drinking large quantities of water dilutes the body’s fluids while the body continues to lose salt through sweat. A low salt level in the muscles causes painful cramps. Affected muscles may include:

- Arms, legs, or abdomen, but tired muscles are the most cramp-susceptible.
- Cramps can occur during or after work hours and may be relieved by taking salted liquids by mouth.

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HEAT EXHAUSTION

Heat exhaustion may resemble the early signs of heat stroke (see following paragraph). Heat exhaustion occurs with sweating out large amounts of fluid, sometimes with excessive salt loss. A heat exhaustion-suffering worker still sweats but will experience extreme weakness or fatigue, nausea, dizziness or headache.

In more serious cases, the victim may vomit or lose consciousness. The person’s skin is clammy and moist, with a pale or flushed complexion, with a body temperature that is normal to slightly elevated. In most cases, treatment involves having the patient rest in a cool place and giving them lots of fluids to drink. Patients with mild heat exhaustion usually recover quickly with treatment. Severe cases may require several days of medical monitoring. There are no known permanent effects.

PREVENTING HEAT STRESS

- Drink water as needed.
- Protect yourself by wearing a wide-brimmed hat, sunglasses, and loose-fitting clothing, and SPF 15 or higher sunscreen.
- Never leave anyone in a closed, parked vehicle.
- Avoid alcohol, caffeinated drinks or heavy meals.
- Block or shade direct sun or other heat sources.
- Use shade or cooling fans/air-conditioning.

WHAT TO DO FOR SERIOUS HEAT-RELATED ILLNESS

- Call 911 (or your local emergency number) immediately.
- While waiting for help to arrive: Move the worker to a designated cool, shaded area.
- Loosen or remove restrictive heavy clothing.
- Provide cool drinking water.
- Fan and mist the person with water.

Anyone with signs of heat stroke requires immediate hospitalization. However, first aid should be administered right away. Again, the proper steps to take include moving the victim to a cool area, thoroughly soaking the clothing with water and/or removing restrictive garments, as well as vigorously fanning the body to increase cooling. Early recognition and treatment of heat stroke are the only means of avoiding permanent brain damage or death.
The 12th Annual Black Hawk 9/11 Memorial Stair Climb is going virtual for 2020 due to COVID-19 restrictions.

Participants usually climb a challenging 116 stories inside Ameristar’s hotel tower. This year, we are encouraging participants to complete the climb at their convenience by doing a stair climb, 9.11k run/walk, or an alternative workout on Friday, September 11, 2020, or anytime before December 31, 2020. The NFFF will provide an opening ceremony video, available to participants in September.

Although we cannot meet in person for this year’s event, the significance remains the same. On September 11, 2001, over 400 first responders lost their lives heroically performing their sworn duty. Black Hawk’s climb is an expression of remembrance and comradery so that these men and women will forever be honored for their sacrifice.

Fundraising efforts of the virtual climb support the programs provided by the National Fallen Firefighters Foundation (NFFF) to support the families of both our local fallen firefighters and the FDNY Counseling Services Unit.

We encourage you to register for the climb and join us for this important memorial event or make a donation to the NFFF. Please visit http://site.cityofblackhawk.org/city-departments/fire-department/9-11memorialstairclimb/.

Download the "Be a Hero, Save a Hero" App

The National Fallen Firefighters Foundation (NFFF) and the Everyone Goes Home program are pleased to offer the "Be a Hero, Save a Hero" App FREE for the public — with great fire safety content, special notifications and more.

Be a Hero, Save a Hero is a community risk reduction program offered by the NFFF. The goal of the program is to encourage the public to be proactive in fire safety by raising awareness and increasing knowledge of general fire safety practices.

What's in the App?

- The latest safety content and resources to help keep you and the community safe
- A range of safety topics including fire safety and prevention, seasonal and holiday safety, kitchen and cooking safety, and more
- Targeted content for special needs groups including children, the elderly, and people with disabilities
- Easily customized special alerts and notifications including reminders to check and change your smoke alarms, weather safety resources and more.

Download the app and get started today!
Lung Safety Tips: Wood Smoke is No Joke
Take Extra Precautions to Protect Your Lungs around Wildfire, Campfire, Fire Pits, and Other Wood Smoke

Sitting by an outdoor fire can be enjoyable, but for people with a respiratory disease such as asthma, COPD, emphysema, etc., inhaling smoke from wood or wildfires, even briefly, can irritate the eyes, throat, and lungs.

**Wood Smoke:** Wood smoke contains wood tars, gases, soot, carbon monoxide, dioxins, volatile organic compounds (VOCs) and other fine particles. All of those tiny particles can make respiratory and heart disease symptoms worse and cause breathing difficulties.

**Medications:** Take medications, such as a pretreatments and rescue inhalers, as prescribed. Do not take more medication or take it more often than prescribed.

**Heat:** Air that is too hot can also damage your airways. Move back away from the fire if you can feel the heat on your hands or face.

**Distance:** Sit as far from the fire as possible. Pay attention to which way the wind is blowing and change seating location as necessary.

**Smoky Area:** If you are near a wood fire or wildfire smoke and the smoke is bothering your breathing, leave the area until the air is clear.

**Indoors:** If you are near a wood fire or wildfire smoke and the smoke is bothering your breathing, leave the area until the air is clear.

**Exercise:** Limit or eliminate outdoor exercise until the air quality improves.

**Symptoms:** Call your doctor if your medication does not help breathing difficulty, cough, chest discomfort, wheezing, or shortness of breath.

**Air Quality Advisories:** Check local air quality advisories for outdoor conditions. (https://www.colorado.gov/airquality/advisory)

**Wood:** Burn only dry, seasoned, and untreated hardwood to reduce the amount of smoke created by the fire. Do not use wood that has been treated with chemicals.

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**Grilling Safety**

Outdoor grilling is one of the most popular ways to cook food, and a favorite of firefighters! Follow these simple tips and you will be on the way to safely grilling up your favorite summer feasts.

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**SAFETY TIPS**

- **Propane and charcoal BBQ grills should only be used outdoors.**
- **The grill should be placed well away from the home, deck railings, and out from under eaves and overhanging branches.**
- **Keep children and pets at least three feet away from the grill area.**
- **Keep your grill clean by removing grease or fat buildup from the grills and in trays below the grill.**
- **Never leave your grill unattended.**
- **Always make sure your gas grill lid is open before lighting it.**

**CHARCOAL GRILLS**

- **There are several ways to get the charcoal ready to use.** Charcoal chimney starters allow you to start the charcoal using a newspaper as a fuel.
- **If you use a starter fluid, use only charcoal starter fluid.** Never add charcoal fluid or any other flammable liquids to the fire.
- **Keep charcoal fluid out of the reach of children and away from heat sources.**
- **There are also electric charcoal starters, which do not use fire.** Be sure to use an extension cord for outdoor use.
- **When you are finished grilling, let the coals completely cool before disposing in a metal container.**

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**FACTS**

- **Check the gas tank hose for leaks before using it for the first time each year. Apply a light soap and water solution to the hose. A propane leak will release bubbles. If your grill has a gas leak, by smell or the soapy bubble test, and there is no flame, turn off both the gas tank and the grill. If the leak stops, get the grill serviced by a professional before using it again. If the leak does not stop, call the fire department.**
- **If you smell gas while cooking, immediately get away from the grill and call the fire department. Do not move the grill.**
- **If the flame goes out, turn the grill and gas off and wait at least 5 minutes before re-lighting it.**

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National Jewish Health https://www.nationaljewish.org
POLICE DEPARTMENT

RADIO SYSTEM MIGRATION

The City of Black Hawk has migrated from older VHF analog radio technology to the statewide digital trunked radio system (DTRS) or 800 MHZ digital radio system.

The merge includes the Black Hawk Police Department, Black Hawk Fire Department, and Black Hawk Public Works Department. The combined efforts of radio experts from Motorola, Bearcom Communications, and City Employees, have brought this approximately three-year project to completion.

The migration is a huge win for the City of Black Hawk for three key points.

The first is the safety of our employees will be enhanced, thanks to the advanced communications technology, and better radio coverage.

The second is a vast improvement in interoperability with a multitude of outside agencies at our fingertips.

The Cost savings for the necessary equipment and tower sites is number three. This merge has enabled the City to cut the maintenance costs of our communications system exponentially for several years to come.

The City of Black Hawk is unique in the fact that our radio coverage is critical inside buildings due to the number of casinos. 800 MHZ penetrates buildings better than VHF, because of shorter wavelengths.

This challenge has had our staff seeking solutions for many years. The number of 800 MHZ towers currently outnumber the VHF towers making coverage more widespread and reliable.

The 800 MHZ radio system will provide a stable, economical, and reliable solution to the City of Black Hawk communications needs for many years to come.

INFORMATION TECHNOLOGY

WORKING HEALTHY AT HOME

The COVID situation has changed the way we live our lives, from the way we work to how we spend our days. Whether these details are temporary or permanent, we should take the initiative to develop healthier habits. Working remotely can be stressful for those just getting started; it can be challenging due to several factors such as workspace comfort, distractions, and availability of Internet bandwidth. Here are some common challenges and some tips on how to deal with them.

Comfort/Ergonomics
Explore different working locations. Sometimes it is nice to move around, especially if you can work from a laptop or tablet, but don't forget about ergonomics, you may find the bean bag chair is super cozy the first few times you use it but working in an odd position for too long can create problems. A simple solution is to set a timer and move your working location when it expires.

Social Media
Studies have shown that endless scrolling apps are not good for mental well-being. Try to avoid spending time swiping and instead look for apps that provide mental health and wellness-productivity benefit. You may discover some new ways to use apps more effectively.

Fake News
When taking breaks, we sometimes want to check out what is happening in the news, while this can be an excellent little way to break up work some of the news stories out can be exaggerated and end up causing more stress. One way to deal with this is to verify that what you are reading is actually factual information. You can cross-reference stories by searching for the title in a search engine (Google, DuckDuckGo, Yahoo). You can also use a check fact-checker site; it is more important than ever to read/research/react when dealing with the news.

Spot the Scam
Along with the plethora of faulty mass media stories, there are also plenty of scam artists looking to take advantage of people who are already dealing with all the challenges created by the virus. Among these scams are stimulus info, COVID information, COVID Trackers, COVID maps, and other bait to create fast clicks. The defense against these scams is the same as it always has been which is to slow down and consider the outcome before clicking a link, before signing up for a service, before installing an app you never heard of, take a few moments to evaluate the situation to determine what is truly at stake. You may find the best option is actually to do nothing.

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THE CITY LOVES FLOWERS!

The flowering process for the City begins months before they make their stunning debut in the City.

Over the winter, several Public Works staff members worked hard getting inventory counts and sizing before working with the greenhouse to pick color schemes.

This year we asked that all of our flowers POP with color. Upon delivery, it was clear that the greenhouse delivered with that request.

Flowers started arriving from the greenhouse, Duran’s Hobby Acres Garden Center, the 2nd week of June. But in typical Colorado fashion, Mother Nature had other plans and hit us with a cold spell and snow.

We housed the flowers in our heated streets shop for a few days until it warmed up enough to start placing them throughout the City.

This year was unique as we found out the casinos would be reopening on June 17th, and we wanted all of our flowers to be in their places before opening day!

The process of getting flowers distributed throughout the City started on June 10th and involved all staff members from both the street and the fleet departments.

Our final delivery of flowers arrived on June 15th, and we finished just in time!

The City is extremely appreciative of all staff members who helped make this year’s flowers a success from the start and who will continue to care for them throughout the season.

PROGRESS HAPPENING ALL OVER TOWN!

The Hidden Treasure trailhead parking lot construction is progressing and should be completed by mid-summer. No date has been established for opening yet. The parking lot features 49 parking spaces and a vault toilet facility. A Black Hawk bronze sculpture adorns the site. A kiosk has been installed that will ultimately display a Maryland Mountain Trail map and other pertinent information. The new bridge crossing Highway 119 will take bikers and hikers to the tramway rail grade and ultimately connect to several miles of new trails that are currently being constructed. Trails are anticipated to be completed by the end of the year.

The Bobtail Rail Slab project is mercifully coming to an end. This project extended the concrete wall, decorative steel railing, and light poles along the north side of Bobtail Street past the St. Charles Carriage House to a point near Gregory Street.

This will prevent esteemed Black Hawk motorists from plummeting into the abyss behind the parking structure.