The City Manager and EOC Executive Management Policy Team will decide when to change stages (forward or backward) based on the data and science. At all times the City abides by proclamations issued by the Governor and City Council and follows recommendations from local, state and federal public health departments.

### CITY SERVICES REOPENING FRAMEWORK

<table>
<thead>
<tr>
<th>PHASE 0 Essential Services Only</th>
<th>PHASE 1 Very Limited Reopening</th>
<th>PHASE 2 Limited Reopening</th>
<th>PHASE 3 Partial Reopening</th>
<th>PHASE 4 Reopening Pre-Vaccine</th>
<th>PHASE 5 Vaccine Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-essential programs/services are on hold unless they can be provided remotely. Only most essential field operations following Governor’s guidelines.</td>
<td>Services required to be remote where possible. Consider increasing services that could be offered remotely. Limited high-priority services that must be done in person can restart with social distancing. All PW field operations following Governor’s guidelines.</td>
<td>Services required to be remote where possible, including new remote offerings if practicable. Limited high-priority services that must be done in person can restart with social distancing. All field operations following Governor’s guidelines.</td>
<td>Remote service delivery is preferred, including new remote offering if practicable. All services can restart in person if they can socially distance. Could require staggered schedules or re-arranged office spaces. All field operations following Governor’s guidelines.</td>
<td>Services should continue to use social distancing practice. All field operations following Governor’s guidelines.</td>
<td>Return to pre-COVID status quo. No restrictions. Potential for permanent changes to work practice and public meetings (i.e., remote options), consistent with the OPMA, which requires public meetings.</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>PUBLIC EVENTS</th>
<th>No non-essential events unless they are remote.</th>
<th>Allowed in person, if can socially distance and no more than 5 people.</th>
<th>Allowed in person, if can socially distance and less than 50 people.</th>
<th>Allowed in person, if can socially distance and more than 50 people.</th>
</tr>
</thead>
</table>

| PUBLIC MEETINGS | City Council and Council Committees continue to meet remotely with public comment to conduct “necessary and routine business.” Any public hearing by City Council and Council Committees must be COVID-19 related. Planning Commission, UAC, Design Review and other boards and commissions meet remotely for “necessary and routine business.” | City Council and Council Committees continue to meet remotely with public comment to conduct “necessary and routine business.” Any public hearing by City Council and Council Committees must be COVID-19 related. Planning Commission, UAC, Design Review and other boards and commissions meet remotely for “necessary and routine business.” | Hybrid meeting set up (in person with a remote option for City Council, Council Committees, Planning Commission, UAC, Design Review and other boards and commissions). Public hearings that are non-COVID-19 related are permitted if less than 50 people and can socially distance, hand sanitizer, etc. Otherwise remote meetings must be for “necessary and routine business.” | All boards and commissions are in operation, possibly in hybrid setting, but with more than 50 people (spaced chairs, hand sanitizer, etc.). Consider longer-term remote offerings for some boards and commissions for “necessary and routine business.” |

Options may include offer for persons to attend remotely during a public meeting.
| **PUBLIC FACILITIES** | Public facilities are closed | • Public facilities are closed to the public.  
• Common areas (conference rooms, break rooms, kitchens) are restricted to ensure social distancing.  
• High touch areas (microwaves, refrigerators, light switches) must be disinfected after use.  
• Remote meetings required.  
• Follow recommended flow path routes in buildings. | • Public facilities are closed to the public.  
• Common areas (conference rooms, break rooms, kitchens) are restricted to ensure social distancing.  
• High touch areas (microwaves, refrigerators, light switches) must be disinfected after use.  
• Remote meeting preferred, but in-person meetings allowed with social distancing and no more than 5 people.  
• Increased cleaning and sanitation for city facilities.  
• Visitors are required to wear masks  
• Follow recommended building flow paths | • Reopen as needed based on department plans.  
• Common areas (conference rooms, break rooms, kitchens) are restricted to ensure social distancing.  
• High touch areas (microwaves, refrigerators, light switches) must be disinfected after use.  
• Remote meetings preferred with outside customers.  
• In-person meetings are allowed with social distancing and LESS than 50 people.  
• Increased cleaning and sanitation for city facilities.  
• Visitors are required to wear masks  
• Follow recommended building flow paths | • Reopen as needed based on department plans.  
• Minimize in-person meetings.  
• No restriction on common areas but staff should continue to socially distance.  
• High touch areas (microwaves, refrigerators, light switches) should be disinfected after use.  
• Visitors are required to wear masks  
• Follow recommended building flow paths | • Return to pre-COVID status quo  
• No restrictions  
• Potential for permanent changes to work practice and public meetings (i.e., remote options), consistent with the OPMA, which requires public meetings. Options may include offer for persons to attend remotely during a public meeting. |
| **STAFFING AND REMOTE WORK** | All non-essential staff work remotely or will be paid to stay home if remote work is not possible | • Staff should work remotely wherever possible  
• Staff whose work is on hold due to CV19 and/or who cannot work remotely may be redeployed or paid to stay home. | • Staff should work remotely wherever possible  
• Staff whose work is on hold due to CV19 and/or who cannot work remotely may be redeployed or paid to stay home. | • Staff should work remotely wherever possible  
• Staff returning to City buildings/workstations must have prior approval.  
• Staff whose work is on hold due to CV19 and/or who cannot work remotely may be redeployed or paid to stay home. | • Staff are required to socially distance from others, masks are recommended.  
• Staff must have masks with them at all times and must wear masks in common areas. | • Consider longer-term remote work arrangements. |
| **STAFF SOCIAL DISTANCING AND FACE COVERINGS** | Staff working in person are required to wear a mask when unable to socially distance from others  
Staff must have masks with them at all times and must wear masks in common areas | Staff working in person are required to wear a mask when unable to socially distance from others  
Staff must have masks with them at all times and must wear masks in common areas | Staff working in person are required to wear a face covering when unable to socially distance from others  
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<table>
<thead>
<tr>
<th>STAFF SELF-SCREENING</th>
<th>Commissioned staff working in person are screened regularly.</th>
<th>Staff need to self-screen (symptoms, travel, etc.) before entering a city facility.</th>
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</tr>
</thead>
<tbody>
<tr>
<td>STAFF ACCOMMODATIONS</td>
<td>Increased risk employees remain at home</td>
<td>Special accommodations may be available for increased risk employees. PPE is required at all times when in-person at work sites.</td>
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</tr>
<tr>
<td>EMPLOYEE EVENTS</td>
<td>No in-person events are allowed</td>
<td>No in-person events are allowed</td>
<td>In-person events are allowed, if able to socially distance and with no more than 5 people</td>
<td>In-person events are allowed, if able to socially distance and with LESS than 50 people</td>
<td>In-person events are allowed, if able to socially distance and with more than 50 people</td>
</tr>
<tr>
<td>STAFF BUSINESS TRAVEL</td>
<td>All business travel is suspended</td>
<td>All business travel is suspended</td>
<td>All business travel is suspended</td>
<td>In-state business travel can resume to locations that allow it and do not have ongoing transmission. Adhere to CDC guidelines regarding isolation following travel.</td>
<td>In-state business travel continues, and out-of-state travel can resume to locations that allow it and do not have ongoing transmission. Adhere to CDC guidelines regarding isolation following travel.</td>
</tr>
<tr>
<td>VOLUNTEERS</td>
<td>None allowed</td>
<td>None allowed</td>
<td>None allowed</td>
<td>None allowed</td>
<td>Volunteers are required to socially distance from others, masks are recommended. Volunteers must have masks with them at all times and must wear masks in common areas.</td>
</tr>
<tr>
<td>INTERNS</td>
<td>Must work remotely</td>
<td>Must work remotely</td>
<td>Must work remotely</td>
<td>Must work remotely</td>
<td>Interns are required to socially distance from others, masks are recommended. Interns must have masks with them at all times and must wear masks in common areas.</td>
</tr>
</tbody>
</table>

- Return to pre-COVID status quo
- No restrictions
- Potential for permanent changes to work practice and public meetings (i.e., remote options), consistent with the OPMA, which requires public meetings. Options may include offer for persons to attend remotely during a public meeting.