

Personnel
8-17-2020

20-0837

**RESOLUTION APPROVING A
PANDEMIC RESPONSE POLICY**

WHEREAS, the COVID-19 pandemic continues through the United States, including throughout the State of Wisconsin and the City of Manitowoc; and,

WHEREAS, the City has an obligation under Wis. Stat. § 62.11(5) to act “for the health, safety, and welfare of the public” to protect residents and employees; and

WHEREAS, the recent outbreak of the novel coronavirus disease (COVID-19) has warranted the City to establish guidelines and procedures to address any contagious or infectious outbreak, to ensure the continuous operation of City government and the safety of its workforce and community.

NOW THEREFORE BE IT RESOLVED, by Mayor Justin M. Nickels and the Common Council of the City of Manitowoc to approve the attached Pandemic Response Policy in the event of any contagious or infectious outbreak, to ensure the continuous operation of City government and the safety of its workforce and community.

BE IT FURTHER RESOLVED that Department Heads and the Mayor are authorized to implement and enforce this policy by setting departmental guidelines and strict adherence to the policy.

AUG 17 2020

INTRODUCED _____ ADOPTED _____

Justin M. Nickels, Mayor

APPROVED _____

This Resolution was drafted by City Attorney Kathleen M. McDaniel

Fiscal Impact: n/a
Funding Source: n/a
Finance Director Approval: /sc
Approved as to form: /kmm

CITY OF MANITOWOC

Pandemic Response Protocols

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Distribution: All City of Manitowoc Employees		

Objective

This policy is being implemented to address pandemic conditions. The need for such a policy came about in response to the recent outbreak of the novel coronavirus disease (COVID-19), which is a dangerous respiratory illness that can spread from person to person. The intent of this policy is to establish guidelines and procedures to address any contagious or infectious outbreak, to ensure the continuous operation of the City government, and to ensure the safety of City employees. The safety of our workforce and community is our highest priority. The City is committed to providing employees a safe and healthy work environment. Together we share a responsibility to help prevent the spread of illnesses in our community. Employees have an obligation to implement the recommendations made by the Centers for Disease Control and Wisconsin Department of Health Services to help keep the spread of the virus to a minimum.

In the event of an outbreak, the Mayor, or his delegate, will make any decisions to implement emergency protocols and if necessary, will declare a State of Emergency. The City will communicate as much information as possible to employees and the public.

Continuation of Services

The City strives for normalcy of operations, as this is important to residents and the community. In the event of cancellations or closures related to a pandemic, the City will notify employees as soon as possible. The City will communicate with involved residents, businesses, and partners with additional notification via the City's website, social media, and press releases as needed.

Infection Control Measures

The City will take steps to minimize exposure and spread of infection in the workplace. As appropriate, measures that employees can take to protect themselves outside the workplace are recommended, and the employees are encouraged to discuss their specific needs with a health provider or other appropriate health or wellness professional.

1. While at work, employees are encouraged to follow CDC guidelines to lessen exposure risk. The recommendations include:
 - Practice social distancing (at least 6 feet) when possible and wearing masks when not possible
 - Avoid shaking hands
 - Use hand sanitizer, located in all City buildings
 - Wash hands often

- Use teleconferencing or phone calls instead of in-person meetings, whenever possible
 - Avoid bringing in food to share or leaving open containers of food on counters in shared kitchenettes
2. If an employee is symptomatic, they should stay home until they are symptom-free for at least 72 hours, without the use of fever-reducing medication. Any employees who appear to have any illness symptoms will be sent home. Employees will be required to use any paid leave available to them.
 3. If an employee is informed by a health provider to isolate, the employee may not return to work until cleared by a health provider.
 4. If an employee has a household member who is exhibiting illness symptoms, the employee is encouraged to stay home.
 5. An employee who is required to stay home under any of the above scenarios may be eligible for telework, if approved by the supervisor.
 6. The City will maintain supplies of recommended personal protection equipment (masks, hand sanitizer, gloves, etc.), which we may require employees to use.
 7. The City will work closely with state, federal, and local regulations regarding precautions and infection control measures during a pandemic.

Travel Restrictions

In the event of a pandemic, the Mayor, or his delegate, may institute a travel ban for all employees. This may include business and/or personal travel. If an employee does not adhere to these restrictions, the employee will not be allowed to return to work until 14 days after their return from travel.

Workplace Preparedness

In the event of a pandemic, City departments must consider the best options to reduce the spread of any virus. The Mayor and each department will:

- Develop plans to operate with minimum staffing levels.
- Determine if buildings or City locations need to be closed to the public or if public access should be limited.
 - If public access is allowed, encourage appointments or contact via phone/computer.
- Determine which employees will be required to come in to work and which employees are able to telework.
- Work with IT to ensure remote work capabilities are enabled, if telework is an option.
- Ensure phones are forwarded or being monitored if staff is temporarily reduced or limited.
- Ensure communication with employees remains consistent.
- Schedule meetings via teleconference whenever possible.
- Ensure the supply of PPE and cleaning products is sufficient.

- Encourage social distancing, PPE, frequent hand-washing, use of hand sanitizer, etc.
- Monitor employees and visitors for any symptoms. If symptoms are present, require them to leave the City facility.
- Determine if staggered schedules or arrivals are an option to promote social distancing.
- Determine if temperature checks should be required or offered.
- Determine if PPE such as masks should be required or offered.
- Limit access to shared workspaces, if possible.
- Limit the number of employees allowed in vehicles, conference rooms, breakrooms, workout facilities, etc.
- Increase cleaning protocols in all locations.

If an employee refuses to work due to concerns about illness, the employee will be required to use available paid leave, or unpaid leave per the Employee Policy Manual.

Supervisors should maintain communication with their employees. It is important for supervisors to check in with employees often, even daily, to ensure employees are continuing to function well and stay healthy.

Supervisors should encourage the use of EAP (800-236-3231) for employees who appear to be overwhelmed or struggling with work life balance.

COVID-19 (Coronavirus)

Infection with SARS-CoV-2, the virus that causes COVID-19, can cause illness ranging from mild to severe and, in some cases, can be fatal. Symptoms typically include fever, cough and shortness of breath. Some people infected with the virus have reported experiencing other non-respiratory symptoms. Other people, referred to as asymptomatic cases, have experienced no symptoms at all.

1. If you are a close contact of someone with COVID-19 and develop symptoms, please contact your health provider to discuss recommendations. Close contact is defined by the Wisconsin Department of Health Services as:
 - a. Direct physical contact (hug, kiss, etc.) with someone who is COVID-positive
 - b. Being within 6' of someone with COVID for more than 15 minutes
 - c. Having contact with the respiratory secretions of someone who is COVID-positive
 - d. Spending the night in a residence with someone who is COVID-positive

2. Employees who were potentially, and knowingly, exposed due to work (ex: in direct contact with someone who has tested positive) are encouraged to monitor their symptoms. If employees wish to be tested, they are encouraged to use the Aurora Community Testing facility on Memorial Drive (call 877-819-5034 for an appointment or log in to the Live Well app or account).
 - a. If there are any costs incurred by testing for employees who were exposed at work, the City will cover those testing expenses.
 - b. Due to limited hours of the Community Testing facility, supervisors are encouraged to allow employees who have been potentially exposed at work to get tested during work

hours. If possible, hourly employees should use a City vehicle when going to get tested during work hours.

3. If an employee tests positive for COVID-19, the employee must inform their supervisor as soon as possible.
 - a. Supervisors are required to maintain confidentiality of employees who have tested positive for COVID-19, but should ensure that Human Resources is informed.
 - b. Other employees who work with the affected employee will be informed that there was a confirmed positive case, but the details will remain confidential.
 - c. Departments should work with Human Resources and City Attorney to determine if any communication to the public is appropriate.
 - d. The Health Department will reach out to anyone who is deemed a close contact of anyone who tests positive, and give their recommendations.
 - e. Any employees who were in contact with the employee who tested positive should monitor their symptoms, and if symptoms develop, should contact their health provider.
 - f. Employees working in buildings, offices, vehicles, etc., in which the COVID-positive employee was present, are encouraged to wear PPE and continue to maintain social distance from those around them.
 - i. Supervisors will determine whether masks or temperature checks are mandatory in these instances.
 - g. Areas that were frequented by an employee who tested positive will be deep-cleaned and sanitized.