



## City Buildings Reopening Plan

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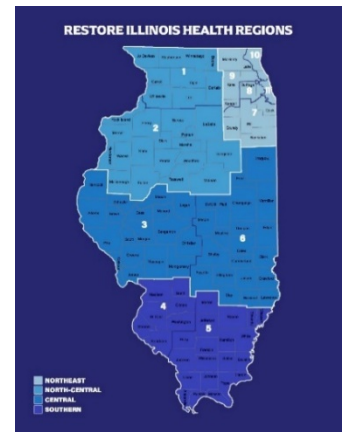
Unquestionably, the coronavirus has had a significant impact on individuals, business, and government. From the onset of the pandemic, the State's response continues to be guided by data, science, and public health experts. The City of Highland Park has followed the Governor's direction in its response to the crisis and is working with state and federal agencies, other municipalities, and its regional government counterparts to reduce the pandemic's impact. On May 6, 2020, Governor Pritzker released a five-phased plan to reopen Illinois.

**This document sets forth information about the City's plan to reopen public buildings.** Information set forth in this Plan is regularly being evaluated and reviewed, and updates will be made as appropriate and communicated with employees. Employee health and public safety remain our top priorities. While this Plan provides the City's overarching approach, custom plans have been developed for each City Department. This Plan, and its Departmental counterparts, is subject to change as information is provided by the U.S. Department of Health and Human Services' Centers for Disease Control and Prevention (CDC), the Illinois Department of Public Health (IDPH), and other State and local agencies.

### **Restore Illinois Plan**

The Governor's Restore Illinois' is a five-phased plan to reopen our state that is guided by health metrics and with distinct limitations on business, education, and recreation activities in each phase. The Restore Illinois Plan is based upon regional healthcare capacity and it recognizes the distinct impact the virus can have. Restore Illinois divides the state into four regions based on the 11 Emergency Medical Services (EMS) regions that have traditionally guided statewide public health work. Highland Park is part of the Northeast Region of the State, EMS Region 10.

Phase 1 Rapid Spread	Phase 2 Flattening	Phase 3 Recovery	Phase 4 Revitalization	Phase 5 Illinois Restored
<p>Strict stay at home and social distancing guidelines are put in place, and only essential businesses remain open.</p> <p>Every region has experienced this phase once already and could return to it if mitigation efforts are unsuccessful.</p>	<p>Non-essential retail stores reopen for curb-side pickup and delivery.</p> <p>Illinoisans are directed to wear a face covering when outside the home and can begin enjoying additional outdoor activities like golf, boating &amp; fishing while practicing social distancing.</p>	<p>Manufacturing, offices, retail, barbershops and salons can reopen to the public with capacity and other limits and safety precautions.</p> <p>Gatherings of 10 people or fewer are allowed.</p> <p>Face coverings and social distancing are the norm.</p>	<p>Gatherings of 50 people or fewer are allowed, restaurants and bars reopen, travel resumes, child care and schools reopen under guidance from the Illinois Department of Public Health.</p> <p>Face coverings and social distancing are the norm.</p>	<p>The economy fully reopens with safety precautions continuing.</p> <p>Conventions, festivals and large events are permitted, and all businesses, schools and places of recreation can open with new safety guidance and procedures.</p>



### Bridge to Phase 5

Following recommendations from public health experts, Illinois is moving forward with a dial-like approach between the mitigations in Phase 4, and the post-pandemic new normal of Phase 5. This Bridge to Phase 5 allows for higher capacity limits and increased business operations, before public health experts tell us it is safe to move to the new normal that Phase 5 will bring. Like the prior evidenced-based approaches to deliberately lift mitigations that have kept us safe and saved lives, this gradual path to Phase 5 protects the progress we’ve made while allowing us to reopen the economy.

The Bridge to Phase 5 is in effect allowing increased capacity limits in indoor and outdoor settings as 70% of Illinois residents 65 and older have been vaccinated and based on review of COVID-19 hospitalizations and deaths for a 28-day monitoring period. Once 50% of residents 16 and older have been vaccinated and stable or declining COVID-19 metrics are recorded during a 28-day monitoring period, Phase 5 will be implemented, removing capacity limits altogether. All regions of Illinois will move through these next phases together based on statewide metrics.

On Thursday, May 13, 2021, the Centers for Disease Control and Prevention announced new masking guidelines for vaccinated individuals. Fully vaccinated people no longer need to wear a mask or physically distance in any setting, except where required by federal, state, local, tribal, or territorial laws, rules, and regulations, including local business and workplace guidance. On May 17, 2021, Governor Pritzker issued an Executive Order, 2021-10 No. 79, aligning with State with the CDC guidelines. On Tuesday, July 27, 2021 the Centers for Disease Control and Prevention updated its guidance for fully vaccinated people, recommending that everyone wear a mask in indoor public settings in areas of substantial and high transmission, regardless of vaccination status. On July 31, 2021, [Data published](#) by the Centers for Disease Control and Prevention indicated that Lake County is now experiencing substantial community transmission of COVID-19. Also on July 21, 2021, the Illinois Department of Public Health (IDPH) announced that it is fully adopting the updated CDC masking recommendations.

For purposes of this Plan, vaccinated individuals means individuals who have waited two weeks after receiving the second dose of either the Pfizer or Moderna vaccines or two weeks after they receive the Johnson & Johnson single-dose vaccine.

## **Rules and Guidelines**

The City of Highland Park is adhering to the State of Illinois orders. The following general rules and guidelines apply to all employees:

- Employees should not report to work if experiencing symptoms of COVID-19 which include fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea. Any employee who feels sick or is experiencing symptoms that are associated with the virus should cease contact with other employees and the public. The employee should not come to work if symptoms are present while at home. Employees should notify their supervisor as soon as possible.
- Although the CDC has indicated that vaccinated individuals do not need to physically distance in any setting, employees are expected to follow physical distancing guidelines from unvaccinated individuals where possible and maintain a distance of at least six (6) feet at all times. The City will not be checking vaccination cards of employees or the public; as such, physical distancing should be continue unless employees are in a private conference room or meeting room without masks. Workspaces have been modified to the greatest extent possible to maintain six feet of distance between employees, dividers have been installed as appropriate, or face coverings must be worn as outlined below.
- When Lake County is reported by the CDC to have substantial or high transmission of COVID-19, all employees and individuals, regardless of vaccination status, shall wear a face covering in all City buildings, at all City meetings, and when conducting business in any public areas when indoors, including within any business or residence. When Lake County is reported by the CDC to have moderate, low, or no transmission of COVID-19, those employees and individuals who are not vaccinated must wear appropriate face coverings in City buildings and vehicles when appropriate physical distancing of 6' separation cannot be maintained and vaccinated individuals do not need to wear a mask. Again, the City will be not checking vaccination cards of employees or the public. The face covering should cover the nose and mouth. This includes entering and exiting City buildings and walking in common areas, hallways and walkways, including bathrooms.
- During times when face coverings are required due to substantial or high transmission of COVID-19 in Lake County as reported by the CDC, employees working alone in an enclosed space, such as within an office, may remove their face covering, however a face covering must be kept nearby and used when an individual enters the same enclosed space.
- The City has issued face coverings to employees. Employees may use their own face coverings although no logo coverings are permitted in public.
- Employees must maintain workspace hygiene including washing hands frequently for a minimum of 20 seconds and disinfecting their workspace regularly including work surfaces they come in contact with at the office (i.e. phone, computer, and copy machine).

## **Business Hours**

There are no changes to the City's hours of operation, although municipal buildings will remain closed for walk-in service on Mondays. Appointments are available upon request. Employees are expected to maintain business hours and shift schedules.

## **Employee Communication**

The safety of our employees and the public continues to be our top priority. Ongoing information on these important matters will be provided to City employees via email, Messenger, and department level staff meetings. If employees have questions or recommendations, they should contact their Supervisor, Department Director, Human Resources Manager Taub, or City Manager Neukirch.

## **Facility Enhancements**

A number of modifications and enhancements have been made at City buildings:

- Plexiglass/sneeze guards installed at customer counter stations
- Hand sanitizer at all municipal buildings
- Floor markers in public and high traffic employee areas to identify 6' physical separation
- Signage to remind employees and the public to wash hands, wear a face covering, and maintain 6' physical distancing
- Break room and conference room chairs are either moved or covered so they are 6' apart
- Trash can covers are removed to eliminate multiple touches of the lid
- Interior doors (except security, fire and bathroom doors) are to be kept open to minimize touching door handles when possible
- Dividers have been installed between work stations where separation is not possible

## **Start of the Work Day**

Employees are required to self-monitor at home for symptoms related to COVID-19 before arriving to work. If employees exhibit coronavirus disease symptoms (fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea), they should remain at home and contact their supervisor and remain at home using sick time, other paid time off or leave without pay.

Upon coming to work, each employee will be required to wear an appropriate face covering upon entering the building when there is substantial or high levels of COVID-19 transmission in Lake County as reported by the CDC. Temperature gauges are available if an employee wishes to check their temperature.

Once an employee enters the building they will be required to wash their hands either in a bathroom near or within their department or other hand washing station within their department or use hand sanitizer from one of the stations provided. Employees are required to wipe down their high-touch work surfaces within their work area upon arriving with disinfecting supplies provided. This would be once a day, at the start of the work day and will include phone, keyboard, and general desk work surfaces per the following guidelines:

- Keyboards, mice, and desktop telephones can be cleaned with disinfectant wipes.
- Do not spray cleaner directly on electronic equipment.

- Do not clean a computer tower/system unit.

Employees should declutter their office and work space to facilitate effective cleaning each day. Employees shall refrain from sharing work stations to the greatest extent possible. Individual department protocols will be provided for shared workstation areas. Employees should not share pens, staplers, and other office supplies.

### **Face Covering Policy**

In accordance with the CDC's updated masking guidance issued on July 27, 2021, all individuals are required to wear a face covering when inside any City building or in City vehicles with an additional employee when there is substantial or high transmission occurring within Lake County as reported by the CDC. A face covering helps to prevent the spread of virus from the wearer to others. This is especially important if someone is infected but does not have symptoms; it is also important to help protect those individuals who are immunocompromised, youth under the age of 12 years and others.

When Lake County is in moderate, low, or no transmission of COVID-19 as reported by the CDC, vaccinated individuals are not required to wear a mask, however, unvaccinated individuals must wear a face covering at all times when 6' physical distancing cannot be maintained.

When wearing appropriate face coverings:

- The face covering is not a replacement for social distancing or handwashing. All three should be used in coordination.
- Face coverings should cover your nose and mouth.
- The covering should fit comfortably, yet snug to your face.
- Make sure there are no gaps between your face and the mask.
- Allow for breathing without restriction.
- Once the covering is on, do not touch any part of your face or the covering itself.
- If you must touch your face/covering, wash or sanitize your hands before AND after touching it.
- If the covering has ear loops, touch only the loops when taking it off.
- If the covering has ties, touch only the ties when taking it off.
- Never touch the front of the covering to remove.
- Discard disposable face coverings properly or wash cloth masks after use.
- Face coverings that are vulgar, obscene, sexually expressive and/or offensive, or depicts language and/or pictures to this effect, are prohibited.
- Remember that this is not only for your protection, but for others around you. Be considerate of others.

All employees should be aware of the risk level for COVID-19 for vaccinated and unvaccinated people. Following is information from the CDC for reference:

# Choosing Safer Activities

Accessible link: <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/participate-in-activities.html>

	Unvaccinated People	Examples of Activities	Fully Vaccinated People
		<b>Outdoor</b>	
Safest		Walk, run, wheelchair roll, or bike outdoors with members of your household	
		Attend a small, outdoor gathering with fully vaccinated family and friends	
		Attend a small, outdoor gathering with fully vaccinated and unvaccinated people	
Less Safe		Dine at an outdoor restaurant with friends from multiple households	
Least Safe		Attend a crowded, outdoor event, like a live performance, parade, or sports event	
		<b>Indoor</b>	
Less Safe		Visit a barber or hair salon	
		Go to an uncrowded, indoor shopping center or museum	
		Attend a small, indoor gathering of fully vaccinated and unvaccinated people from multiple households	
Least Safe		Go to an indoor movie theater	
		Attend a full-capacity worship service	
		Sing in an indoor chorus	
		Eat at an indoor restaurant or bar	
		Participate in an indoor, high intensity exercise class	

## Get a COVID-19 vaccine



**Prevention measures not needed**



**Take prevention measures**  
Wear a mask, stay 6 feet apart, and wash your hands.

Safety levels assume the recommended prevention measures are followed, both by the individual and the venue (if applicable).  
CDC cannot provide the specific risk level for every activity in every community. It is important to consider your own personal situation and the risk to you, your family, and your community before venturing out.



[cdc.gov/coronavirus](https://cdc.gov/coronavirus)

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## Visitors to Municipal Buildings

The City will continue to communicate that business with the City should be conducted on-line or via email to the greatest extent possible.

For purposes of this policy, visitors refers to all residents, contractors, meeting attendees, and any other non-City employees.

When Lake County is reported to have substantial or high transmission of COVID-19 as reported by the CDC, all individuals are required to wear a face covering when inside any City building or in City vehicles with an additional employee. When Lake County is reported to have moderate, low, or no transmission of COVID-19 as reported by the CDC, unvaccinated visitors should wear a face covering in City buildings, although the City will not be checking vaccination status. Face coverings are available in all departments if individuals do not have a face covering. Notify a supervisor if visitors have concerns with the City's regulations. Following the incident, contact the City Manager's Office to report the visitor violation.

Appointments may also be made for individuals outside of regular business hours as authorized by the Department Director.

All residents and individuals who need to conduct business with the City are encouraged to perform those transactions online, via mail, phone, and any other non-contact options such as use of the drop boxes for payments or other business related activities.

### **Meetings**

All public meetings of the City, including but not limited to Council, board, commission, committee, and advisory group will be held in person. When Lake County is reported to have substantial or high transmission of COVID-19 as reported by the CDC, all individuals are required to wear a face covering when inside any City building or in City vehicles with an additional employee.

Internal meetings should also be held virtually to the greatest extent possible. If internal meetings cannot take place virtually, they must adhere to the guidelines below.

Physical distancing of at least six (6) feet should be maintained as much as possible given that unvaccinated people should continue to maintain physical distancing. If everyone is vaccinated in a meeting, physical distancing is not required. The number of individuals allowed to be in a meeting room at the same time may be determined by the ability to adhere to the appropriate physical distancing requirements. Seating in conference rooms should be covered so as not to invite seating in those areas. Meetings are recommended to last no more than 90 minutes.

Employees shall sanitize the equipment and meeting area they are using prior to the meeting.

### **Break Rooms, Break Areas, and Common Office/Supply Areas**

Employees are allowed to use break rooms in municipal buildings.

Physical distancing of at least six (6) feet should be maintained whenever possible when individuals are unvaccinated.

Employees may use the fridge although sharing food is highly discouraged. Employees are advised to label their food with their name.

The coffee pots are available for use. Tissues and cleaning supplies will be placed in each kitchen, kitchenette, and common office/supply area to handle common areas such as cabinet/drawer/appliance/file cabinet handles, coffee pot handle, copiers, stuffing machines, and postage machines. Employees are to clean the area they have used after each use. Employees should clean up all dishes after their use and any spillage/splatter in/on microwaves, toasters, refrigerators, tables, counters, and cabinet/drawer fronts or shelves.

Masks are to be worn into and out of the break rooms in accordance with the Face Covering Policy set forth in this Reopening Plan. Coverings should only be removed when eating or drinking.

Fire Department personnel are to follow the department issued policy on Break Rooms.

### **City Fitness Center**

To help minimize the spread of the virus, the City's Fitness Centers will be open to employees only.

Employees using the fitness center should adhere to the following regulations:

- Wipe down equipment before and after each use.
- Wash your hands for at least 20 seconds with soap and water after your workout. If soap and water are not available, use an alcohol-based hand sanitizer. Sanitizer is available in all City buildings.
- Masks must be worn when Lake County is experiencing substantial or high transmission of COVID-19 as reported by the CDC.

Police and Fire personnel should reference their respective department Fitness policies for further guidance.

### **City-Owned Vehicles**

All employees who share City-owned vehicles must disinfect them before and after each use including steering wheel, gear shift, door handles, keys, etc. Cleaning supplies will be in each car or supplies are available in each respective department. Departments shall be responsible for coordinating supply orders with Facilities.

Whenever possible, employees should travel alone in a City vehicle, unless authorized by the respective Department. When this is not possible, all occupants of the vehicle shall wear an appropriate face covering.

### **Facility Cleaning (conducted by Public Works, Facilities Division)**

The following cleaning is performed at City Hall, Public Services and the Police Department:

#### **Daily:**

- Emptying garbage and recycling cans
- Wipe down common area surfaces (kitchens, tables)
- Bathrooms
- Kitchenettes (sink, counter top and microwave)

#### **Weekly:**

- Vacuum offices and rooms

#### **Monthly:**

- Refrigerators

#### **Quarterly:**

- Non-carpeted floors
- Filters in municipal buildings are changed quarterly

### **Other Cleaning (conducted by Department staff):**

Departments may establish additional cleaning protocols including the following:

#### **Daily:**



- Cleaning of individual work stations
- Cleaning of Department common area touch points including elevators, door handles, copy machine buttons, customer service areas

For facilities related questions, repairs, and problems, please use facility dude to log a request or question.

For questions, feedback or recommendations, employees should contact their Supervisor or Human Resources. Updates to this policy will be made and shared with all employees as new guidelines and protocols are adopted.

