



MEMORANDUM

TO: Mayor and Council Members

FROM: Spencer Cronk, City Manager *sc*

DATE: September 4, 2020

SUBJECT: **Update: Phased Reintegration Plan Delayed**

The purpose of this memo is to provide an update regarding the phased reintegration plan of City employees.

This weekend marks six months since our region first declared a local state of disaster in response to the COVID-19 pandemic. During this time, City departments have continued to provide essential services to our residents while also offering our employees more opportunities for teleworking and flex scheduling.

In July, I provided an update to our Phased Reintegration Plan. After conferring with local health authorities, we are further delaying all three reintegration phases. Phase 1 reintegration, originally scheduled for June 29, 2020 and delayed twice to September 28, 2020, will now be delayed until at least the end of November 2020. While we have not established a specific date for Phase 1 reintegration yet, I felt it important to provide as much notice to you, our residents, and our employees.

Departments may choose to continue modifying their current operations based on the current public health situation and will consult with local health authorities to help guide them. I continue to encourage Departments to ensure a safe and healthy work environment, and to allow flexible work schedules for employees to ensure our essential functions are accomplished, while also allowing our employees to continue to telework when possible.

We have long believed and planned to return to our work environments once the pandemic subsided. As we learn more about this disease, we are working to clearly define what a 'workplace of the future' post-COVID will look like for our organization.

The safety and wellbeing of our workforce and the community continues to be our top priority. I will follow up once we have a firm date in place to begin Phase 1 reintegration.

If you have any questions, please let me know.