



# **COVID-19 Response + Recovery**

***Cross-Functional Team Update***

**6.21.22**

# Table of Contents

---

- 1. Overview (Tommy Gonzalez)**
  - 2. Special Report by Youth Advisory Board Member, recognized with 1st Place at the Business Professionals of America National Leadership Conference (Jesus Guillermo Perez)**
  - 3. City Attorney Overview (Karla Nieman)**
    - a) State Disaster Declaration**
    - b) Emergency Ordinances**
    - c) Greg Abbott, in his official capacity as Governor of Texas v. City of El Paso & Statewide Mask Mandate Litigation**
    - d) Additional Updates**
  - 4. Team Lead Report:**
    - a) Health Focus (Hector Ocaranza, M.D.)**
    - b) Data Analysis (David Coronado)**
  - 5. City Manager Wrap-up (Tommy Gonzalez)**
-



# 1. Overview

Tommy Gonzalez



## 2. Special Report by Youth Advisory Board Member

Jesus Guillermo Perez

# BPA Regional Leadership Conference – El Paso, TX (Jan. 25-27, 2022)



# BPA State Leadership Conference – Fort Worth, TX (Mar. 2-5, 2022)





# BPA National Leadership Conference – Dallas, TX (May 4-7, 2022)



7



## Return to Work: The New "Business as Usual"

Human Resources Department | Digital Solutions  
By: Jesus Guillermo Perez  
Presentation Management Individual #00064382

## Working from Home vs. Working from an Office

~ Advantages & Disadvantages ~

## Returning to Work

~ Framework ~

### Reopening Implementations

- Faces Masks/Coverings
- Modified Workplace
- Employee Expectations & Practices
- Cleaning Procedures



## Introduction

In the wake of the COVID-19 Pandemic, approximately 70% of full-time employees were forced to shift from traditional working, to working-from-home in the years 2020-2021. With the virus spreading like wildfire, companies switched to remote work to stop the spread as well as to keep their employees safe. As efforts are successfully being achieved, employers are combating what has become the "new norm" of remote working. The main purpose of this presentation is to provide the best practices and considerations as Digital Solutions prepares for the return of its employees to office locations.

Advantages vs. Disadvantages:  
**Working From Home**

<p><b>Advantages:</b></p> <ul style="list-style-type: none"> <li>No Commuting</li> <li>Flexibility</li> <li>More independence</li> <li>Noteworthy cost savings</li> <li>More time &amp; energy to spend with family</li> </ul>	<p><b>Disadvantages:</b></p> <ul style="list-style-type: none"> <li>Overwork</li> <li>More distractions</li> <li>Less face-to-face interaction</li> <li>Lack of separation of work and leisure time</li> <li>Mental Health impact</li> </ul>
--	--

Returning to Office Locations:  
**Framework**

<b>01</b> When to Reopen	<b>02</b> Reopening Implementations
<b>03</b> Considerations/Potential Risks	<b>04</b> Solutions

### Reopening Implementations Cont.

#### COVID-19 Screenings

The implementation of employee screenings will help protect the workforce, as well as the public against the COVID-19 virus.

- Temperature Checks
- Mobile Self-assessment
- COVID-19 Testing

## Objectives

- 01 Present effectiveness and ineffectiveness of both remote working & traditional working.
- 02 Introduce an accommodating & sound framework consisting of considerations, benefits, etc.
- 03 Educate Digital Solutions on feasible implementations and health regulations.
- 04 Provide personal input and feedback from the community.

Advantages vs. Disadvantages:  
**Working from an Office**

<p><b>Advantages:</b></p> <ul style="list-style-type: none"> <li>Physical social interactions</li> <li>Rich company culture</li> <li>Defined structure</li> <li>Enhanced Networking</li> <li>Raised productivity</li> </ul>	<p><b>Disadvantages:</b></p> <ul style="list-style-type: none"> <li>Increased time &amp; money investment</li> <li>Commuting</li> <li>Lack of flexibility</li> <li>Limited autonomy</li> <li>Contact &amp; exposure with employees</li> </ul>
---	---

## When to Reopen

Federal Framework/Guidelines	Apr. 16, 2020 - "Guidelines - Opening Up America Again" report issued, which offered criteria divided in 3 phases for state and local officials to abide by.
Local guidelines	All cities must comply with health guideline issued by states.



## Considerations/Potential Risks

- COVID-19 Outbreak in office locations
- Vaccination Status & Masking Conflicts
- Transition From remote working to onsite working



### Solutions

**COVID-19**  
Outbreak in office locations

- If employee tests positive:
  - Employees should isolate them discreetly and contact those who were in contact with the employee.
  - Disinfect areas.
  - Isolate employee for 5 days.

**Vaccination Status & Masking**  
Conflicts

- If employees refuse to wear a mask, employers should accommodate by implementing an altered work schedule with minimal shifts, agree to work remotely, or recommend to work in a secluded area.

**Transition**  
From remote working to onsite working

- If employee is hesitant to return to office locations:
- If employees do not provide a reasonable justification, employers may deny the option of remote working and take disciplinary actions.

### 7 out of 10 Employees

Reported feeling a stronger connection with colleagues on-site, which builds a support system and boosts productivity, as of September 2021.

### Employee Questionnaire Results

Do you personally feel you are more productive when working from home or from an office? Please choose the working mode of your preference:

Hybrid working is being adopted faster than expected. Some data shows that hybrid working, done with students not only aids in understanding of content but allows us to forge real relationships.

**MATTHEW A. Edelman**

This COVID-19 will eventually become part of the way we will think about our work and we will have to live like this for some time.

**MONICA H. Chief Consultant**

I don't think this issue has any real work flexibility and we accommodate our workplace to our satisfaction. I do miss the social connections with my colleagues.

**OSCAR R. Staff Quality Assurance Engineer**

Source: <https://dca.geacp.com/>

“ There’s no better policy in a society than pursuing the health and safety of its people.”

- Ralph Nader

## Thank You!

### Solutions Cont.

#### Hybrid Work

- The Hybrid working method allows for a flexible work schedule and supports both onsite and remote employees.
- Hybrid work may also increase productivity, as this refrains the usage of face mask wearing for an entire workday.

**Approach**

- Improve Hybrid work schedule
- All employees work at least two days of the week onsite, and the rest of the week remotely, depending on specific duties.

**Benefits**

- Increases Productivity
- Enhances autonomy
- Enables work life balance

#### Work location Preferences

### Organizational Approaches to Onsite Working by the End of 2021

### Interviews

working from home is the best option for me

you get flexibility

We were able to develop the plan, in less than two weeks.

We already have that ready.

## Returning to Work

~ Research ~

### Top Priority Safety Measures

### Conclusion

Although COVID-19 concerns may arise, imposing the discussed health protocols and procedures will mitigate the risks of possible active cases in our office locations. We here at Digital Solutions are ready to return employees back to office locations successfully.



# 3. City Attorney Overview

June 21, 2022

## Overview

1. State Disaster Declaration
2. Emergency Ordinances
3. Greg Abbott, in his official capacity as Governor of Texas v. City of El Paso & Statewide Mask Mandate Litigation
4. Additional Updates

# State Disaster Declaration



\* Anticipated date

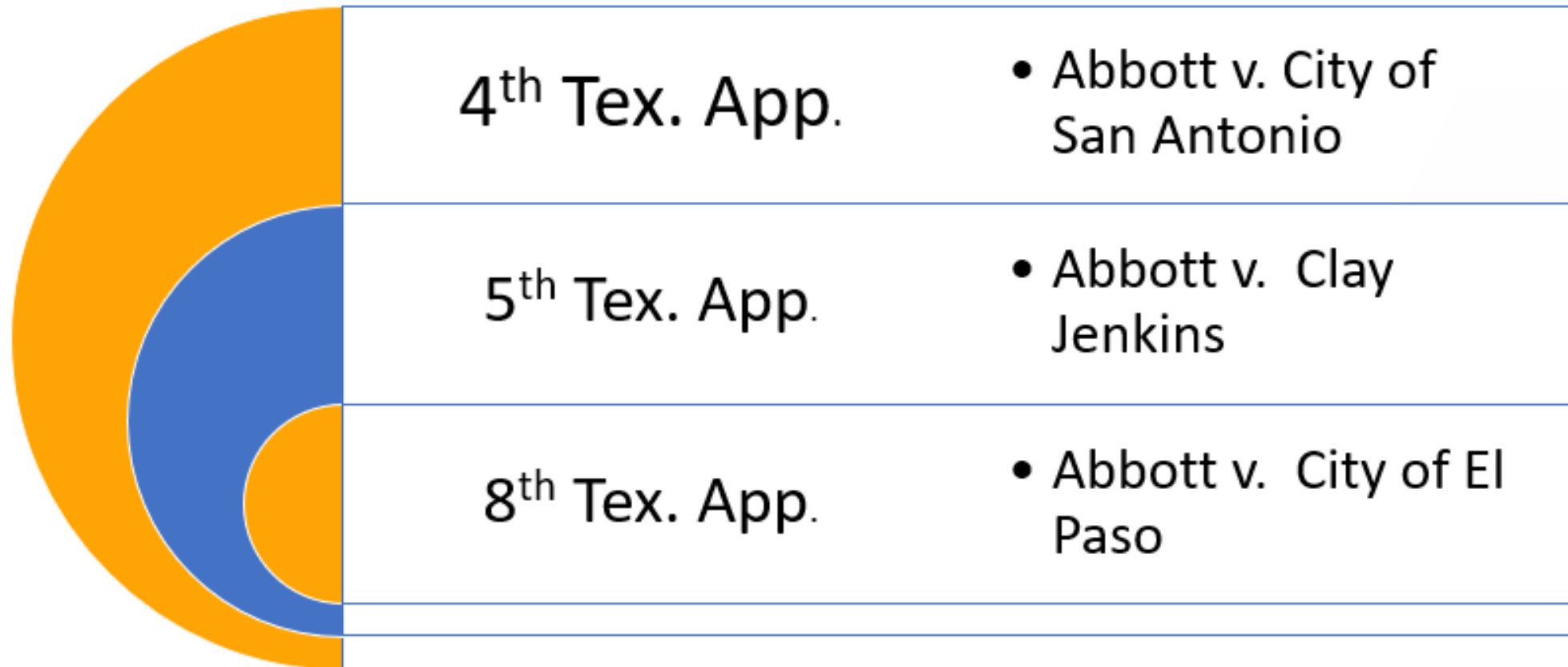
\*\*Anticipate Governor Abbott will renew his Disaster Declaration July 21-22, 2022.

# Emergency Ordinances

Ordinance	Adoption Date	Most Recent Re-enactment	Expires
<b>Disaster Declaration</b> Ord. No. 019035	3/17/2020	5/23/2022	6/22/2022
<b>Emergency Measures</b> Ord. No. 019036	3/17/2020	5/23/2022	6/22/2022
<b>Public Right of Way</b> Ord. No. 019241	10/11/2021	5/23/2022	6/22/2022



## Texas Courts of Appeal



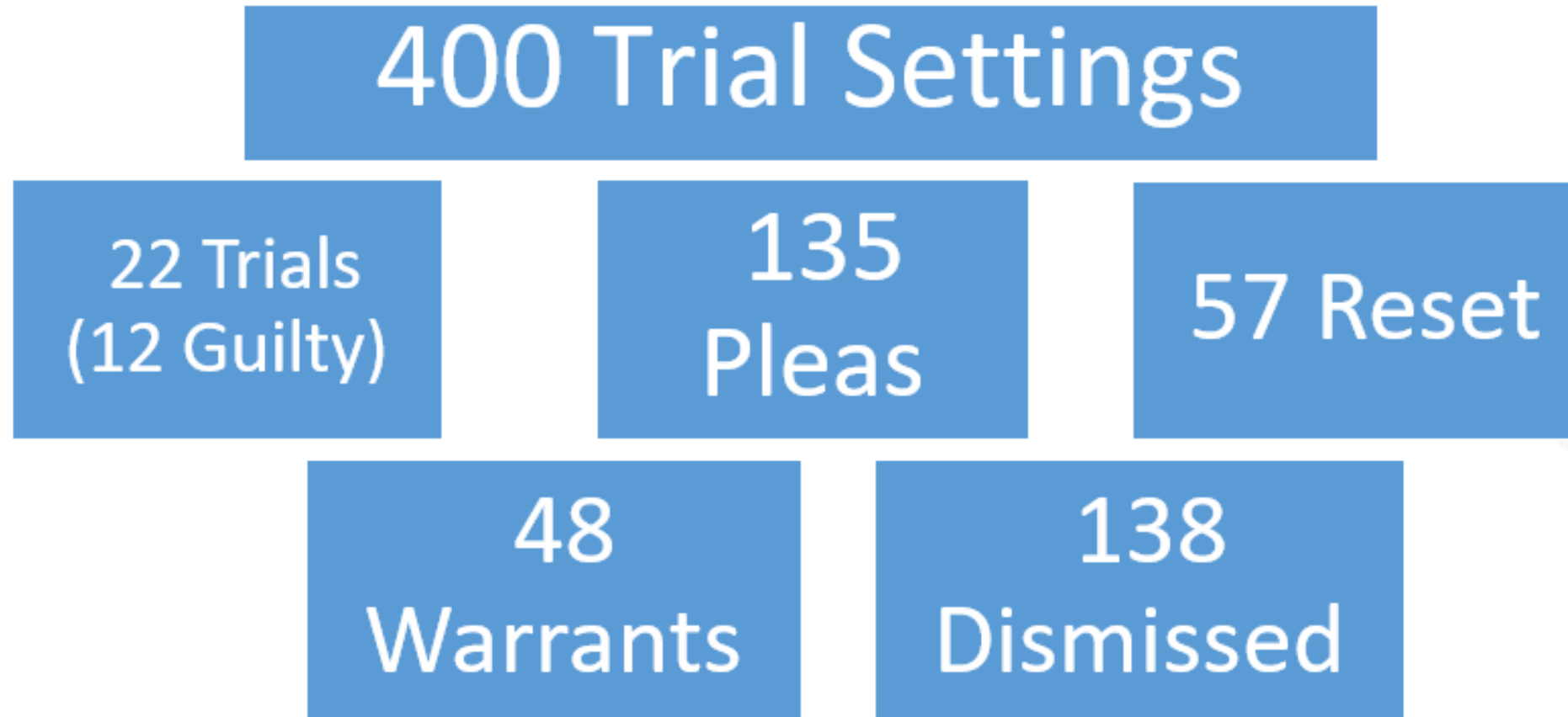
# Additional Updates- Air Travel

- All travelers flying into the U.S. need not show proof of a negative COVID-19 test as of June 12, 2022.
- Non-citizen/non-immigrant travelers are still required to show proof of vaccination when arriving by air.



# Additional Updates –COVID-19 Prosecution Update

## Trial Settings on COVID-19 Citations through 6/14/2022 in all 5 Municipal Courts





# 4. Team Lead Report







# a. Health Focus

Hector I. Ocaranza, M.D.

# COVID-19 SUMMARY

- El Paso continues at Low Community Level
- COVID-19 new cases per capita continue in the rise
- New hospitalizations have seen a mild increase
- Expect to see a plateau and decrease soon
- New Omicron subvariant taking over original Omicron variant
- Population 5 yr of age and older recommended to receive a booster dose of vaccine
- COVID-19 vaccine approval for children younger than 5 yrs of age



# Data Dashboard

**COVID-19 SITUATIONAL MONITORING**  
June 16, 2022

COVID-19 CDC Community Risk Level

**LOW**

Positive Tests

**214** **250,033**

New Cumulative

COVID-19 Deaths

**2** **3484**

New Cumulative

Hospitalized

**57**

In ICU

**18**

On Vents

**8**

TSA %

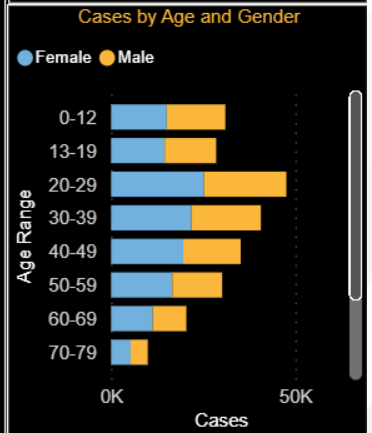
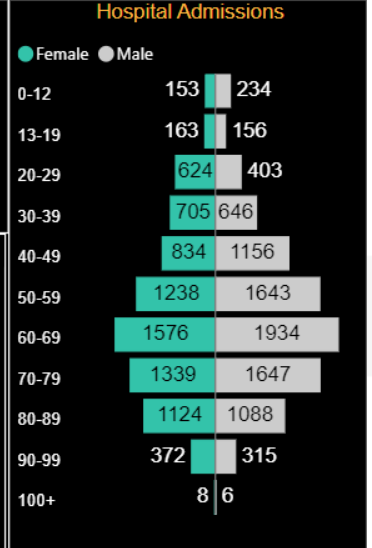
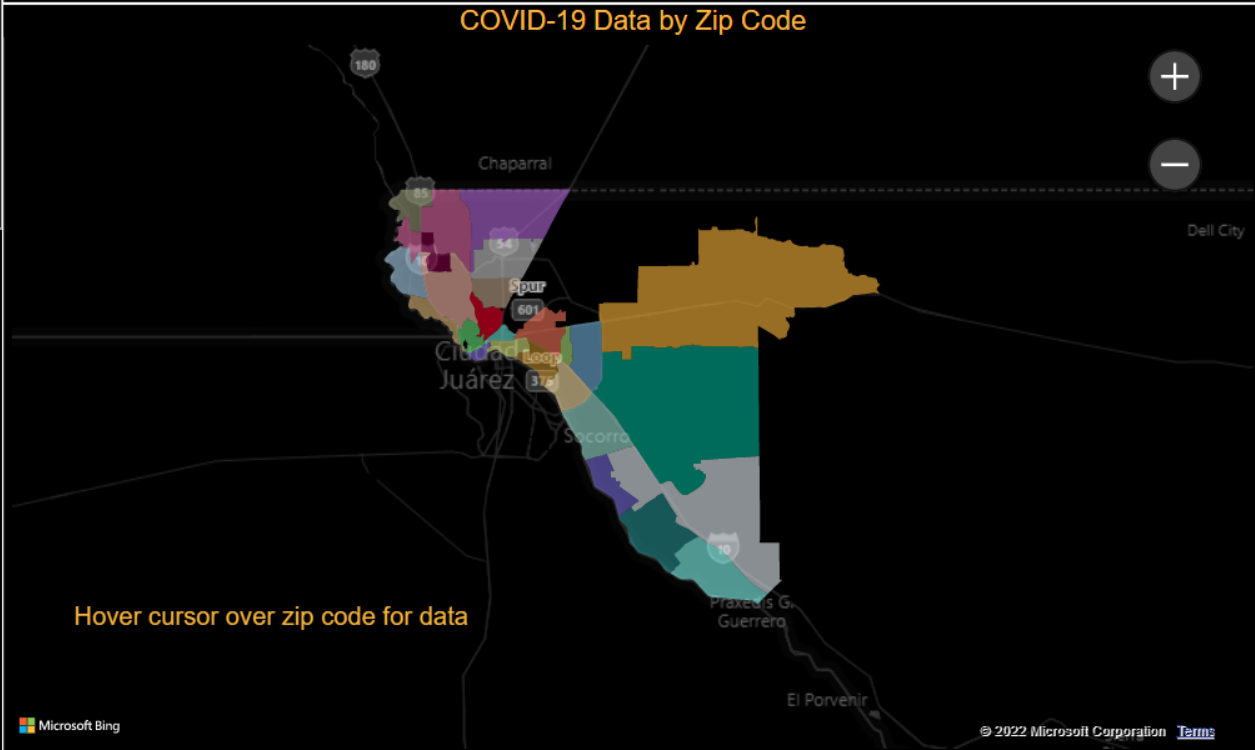
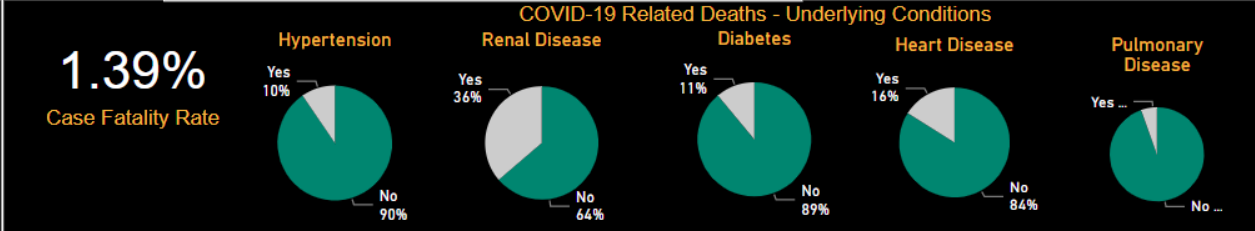
**3.20%**

**CDC COVID-19 Community Risk Indicators**

**187.99**  
New COVID Cases per 100,000 (past 7 days)

**1.26**  
New COVID Admissions per 100,000 (7-day total)

**2.52%**  
% of staffed inpatient beds occupied by COVID (7-day average)



**DSHS Vaccination Data - EP County**

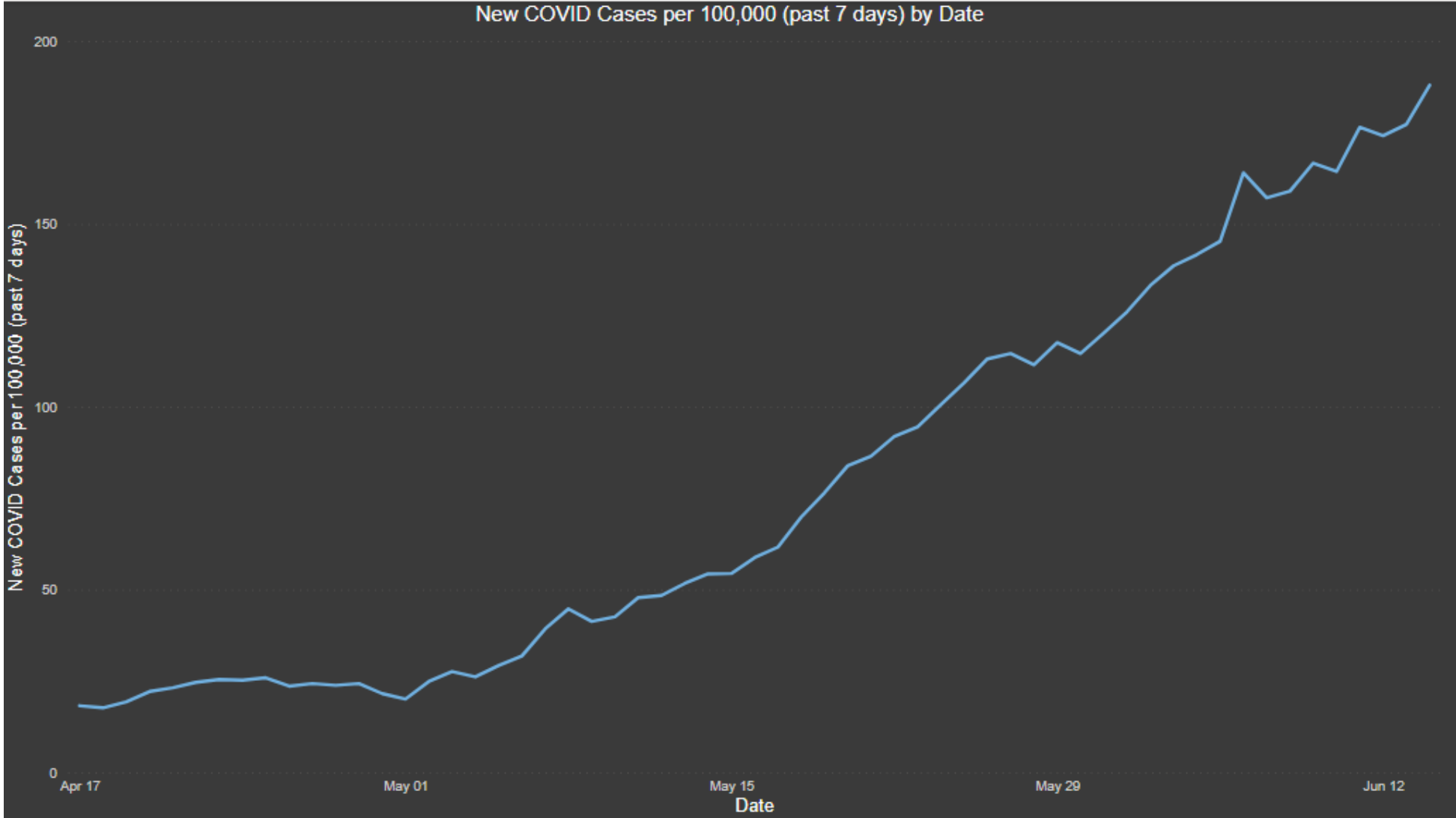
**99.99%** **81.78%**  
Eligible Population with at least One Dose Eligible Population Fully Vaccinated

**826,072**  
Eligible Population with at least One Dose

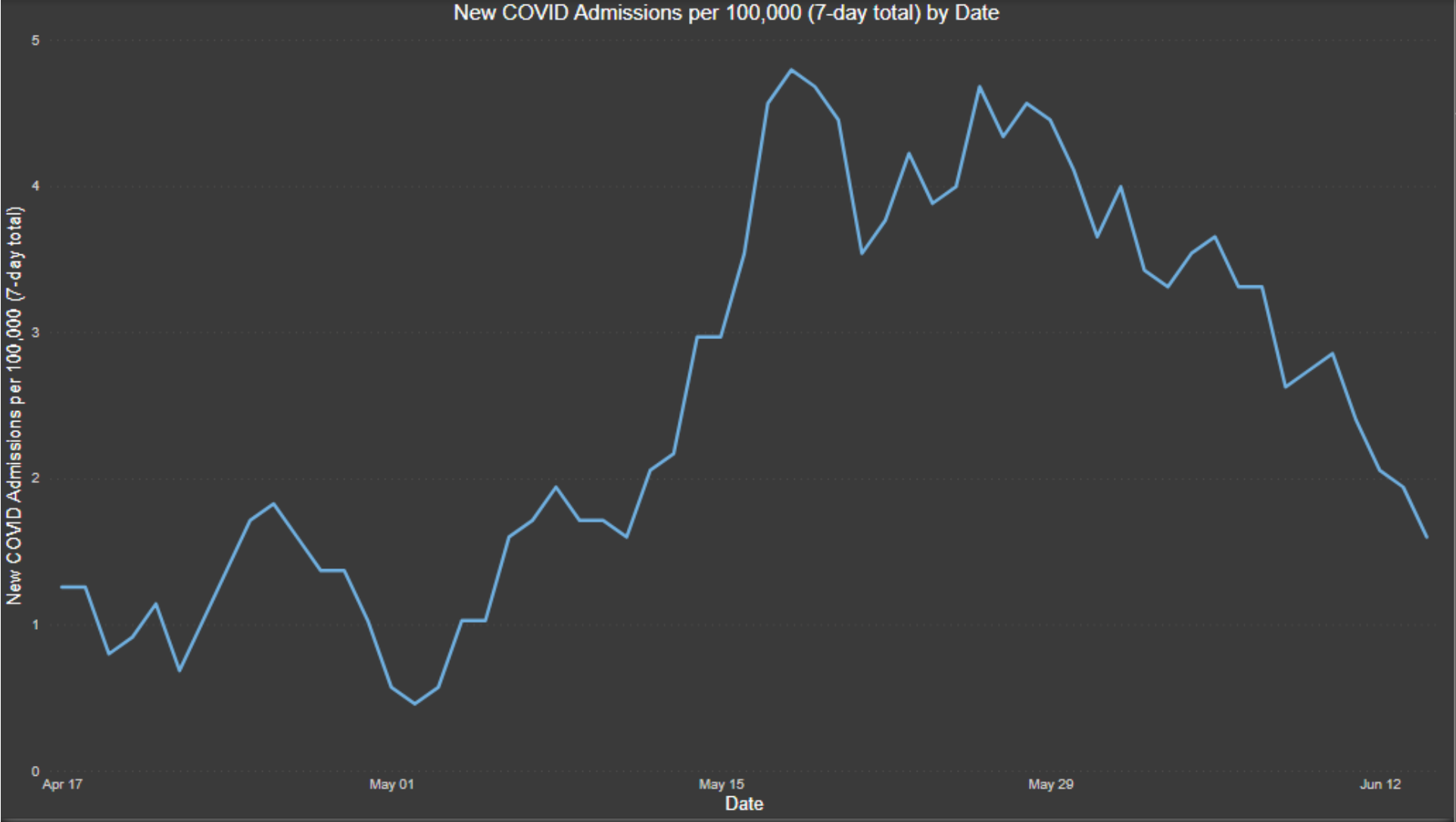
**641,161**  
Eligible Population Fully Vaccinated

**255,777**  
People Vaccinated with...

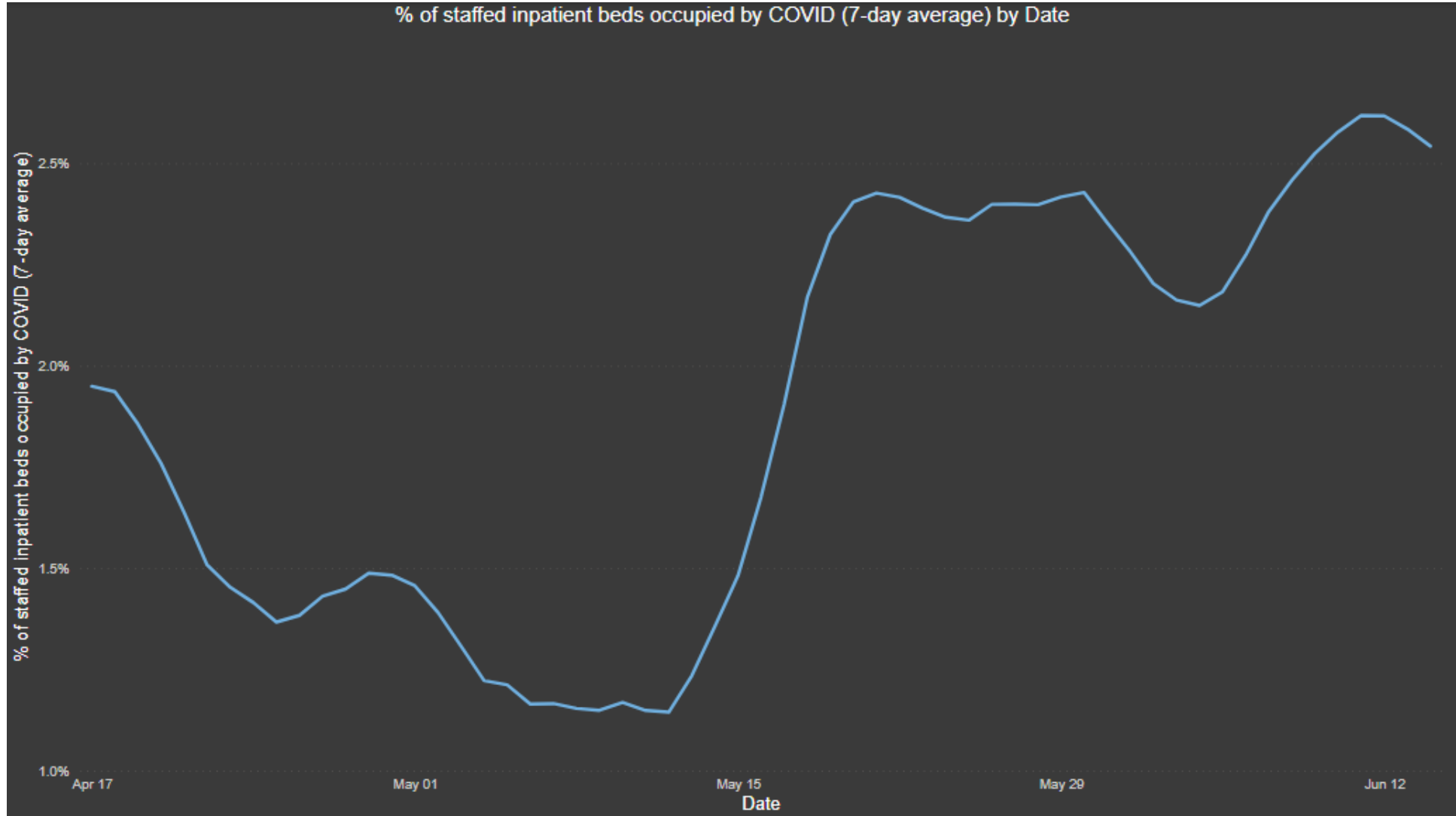
# NEW COVID CASES PER 100,000



# NEW COVID ADMISSIONS PER 100,000



# % BEDS OCCUPIED BY COVID

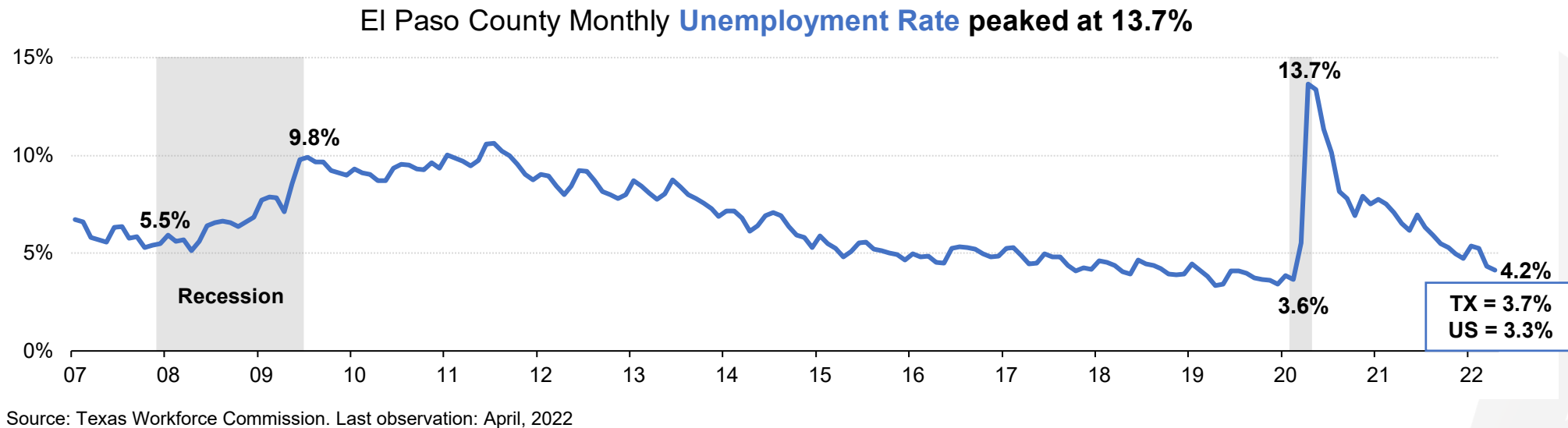
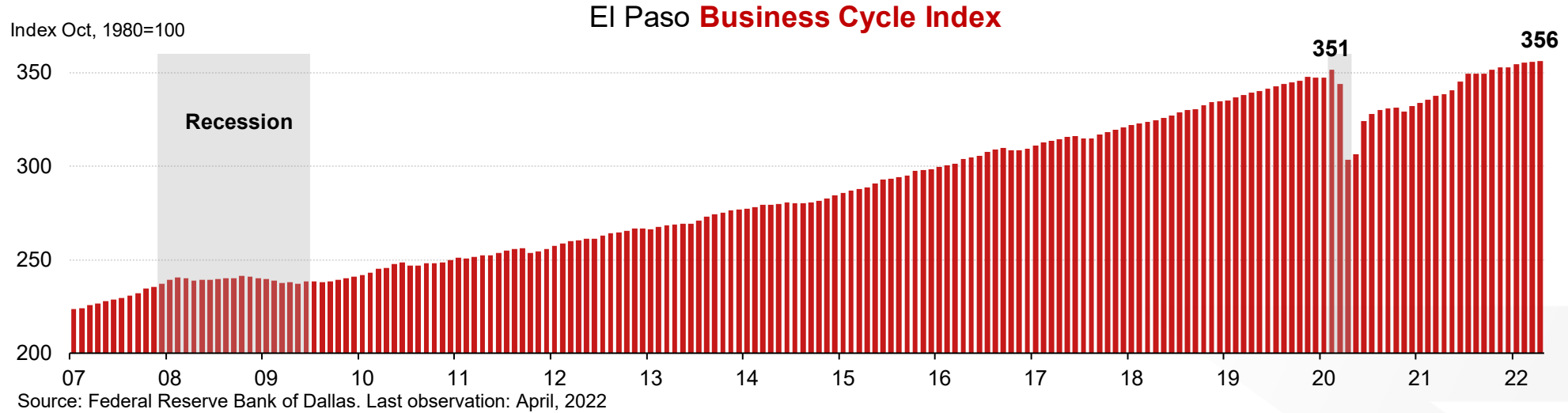




# b. Data Analysis

David Coronado

# Business Cycle Index and Unemployment Rate

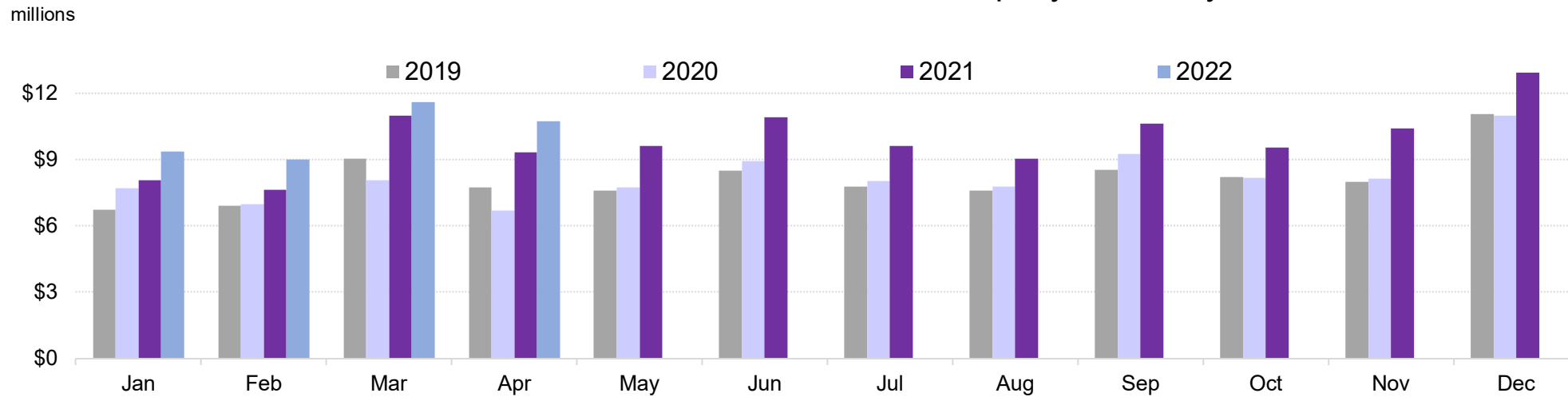






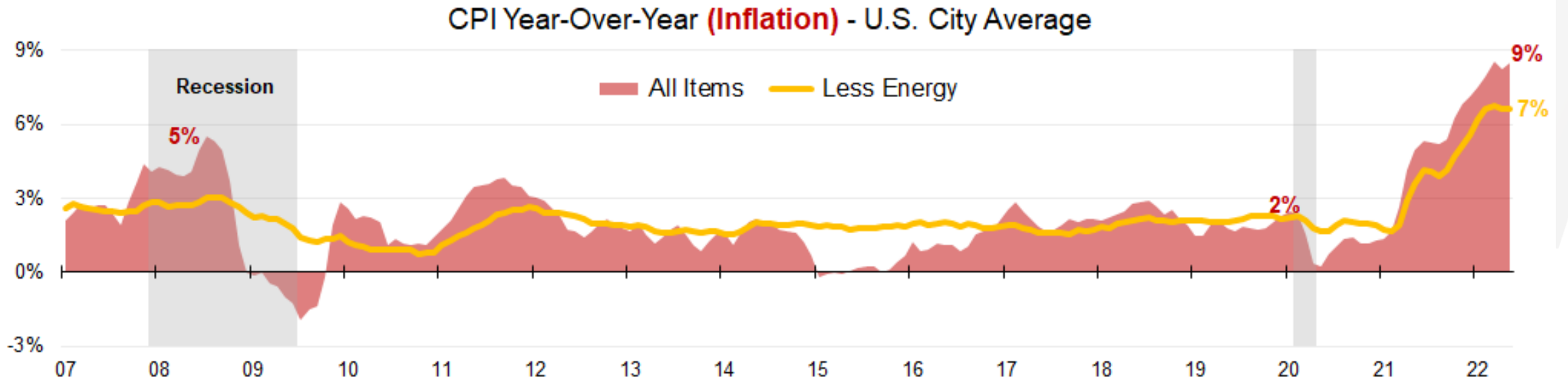
# Retail Sales (allocations)

Sales tax allocations increased 15% in April year-over-year



Source: Texas Comptroller of Public Accounts. Last observation: April, 2022

# U.S. Inflation



Source: U.S. Bureau of Labor Statistics data Seasonally Adjusted. Last observation: May, 2022



# 5. City Manager Wrap-up

Tommy Gonzalez



**Thank you!**