



COVID-19 Response + Recovery

Cross-Functional Team Update

6.21.22

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1. Overview

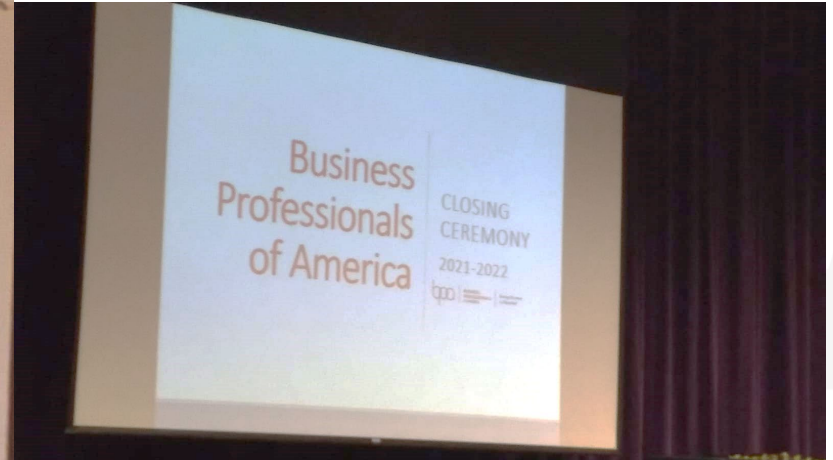
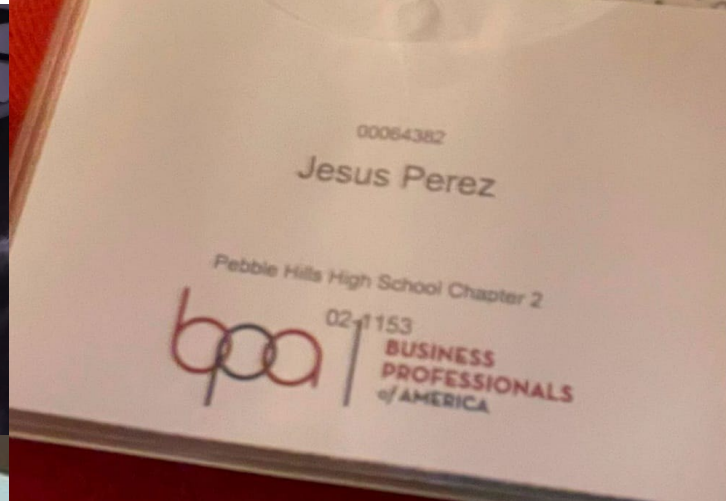
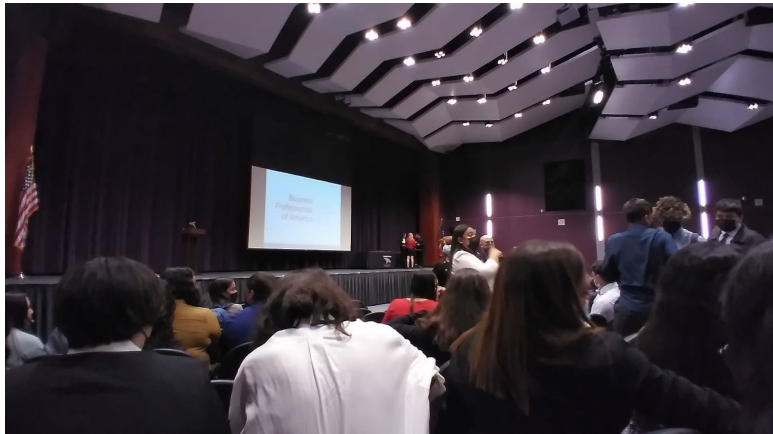
Tommy Gonzalez



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)





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



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

Advantages:

- No Commuting
- Flexibility
- More independence
- Noteworthy cost savings
- More time & energy to spend with family

Disadvantages:

- Overwork
- More distractions
- Less face-to-face interaction
- Lack of separation of work and leisure time
- Mental Health impact

Returning to Office Locations: Framework

01

When to Reopen

03

Considerations/
Potential Risks

02

Reopening Implementations

04

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

Advantages:

- Physical social interactions
- Rich company culture
- Defined structure
- Enhanced Networking
- Raised productivity

Disadvantages:

- Increased time & money investment
- Commuting
- Lack of flexibility
- Limited autonomy
- Contact & exposure with employees

When to Reopen

Federal Framework/Guidelines

- o 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

- o 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:
 - Employee should isolate them thoroughly and contact those who were in contact with the employee.
 - Disinfect areas.
 - Isolate employee for 5 days.

Vaccination Status & Masking
Conflicts

- If employee refuse to wear a mask, employees 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, employees 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 huge and breaks some of the distance learning working closely with students not only aids in understanding of content but allows us to forge real relationships.

MATTHEW A.
Educator

This COVID-19 will eventually become part of the future and we will have to adapt to it as we move forward in this time for some time.

MONICA H.
Case Coordinator

I really enjoy this time. This time is not easy. But I can work from home and I can work from home. I can work from home and I can work from home. I can work from home and I can work from home.

OSCAR R.
Health Quality Assurance Engineer

Source: <https://docs.google.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.

Work location Preferences

Pre COVID-19: 24.9% During Lockdown: 33.1% Post COVID-19: 61.4%

Approach

- Impose 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

Organizational Approaches to Onsite Working by the End of 2021

Source: <https://www.pewresearch.org/january-2022/remote-work/>

Interviews

working from home is the best

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

Source: <https://www.pewresearch.org/january-2022/remote-work/>

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
Disaster Declaration Ord. No. 019035	3/17/2020	5/23/2022	6/22/2022
Emergency Measures Ord. No. 019036	3/17/2020	5/23/2022	6/22/2022
Public Right of Way Ord. No. 019241	10/11/2021	5/23/2022	6/22/2022



Texas Courts of Appeal

Three concentric semi-circles on the left side of the table. The outermost semi-circle is orange, the middle one is blue, and the innermost one is orange. They are aligned with the rows of the table.

4 th Tex. App.	<ul style="list-style-type: none">• Abbott v. City of San Antonio
5 th Tex. App.	<ul style="list-style-type: none">• Abbott v. Clay Jenkins
8 th Tex. App.	<ul style="list-style-type: none">• Abbott v. City of El Paso

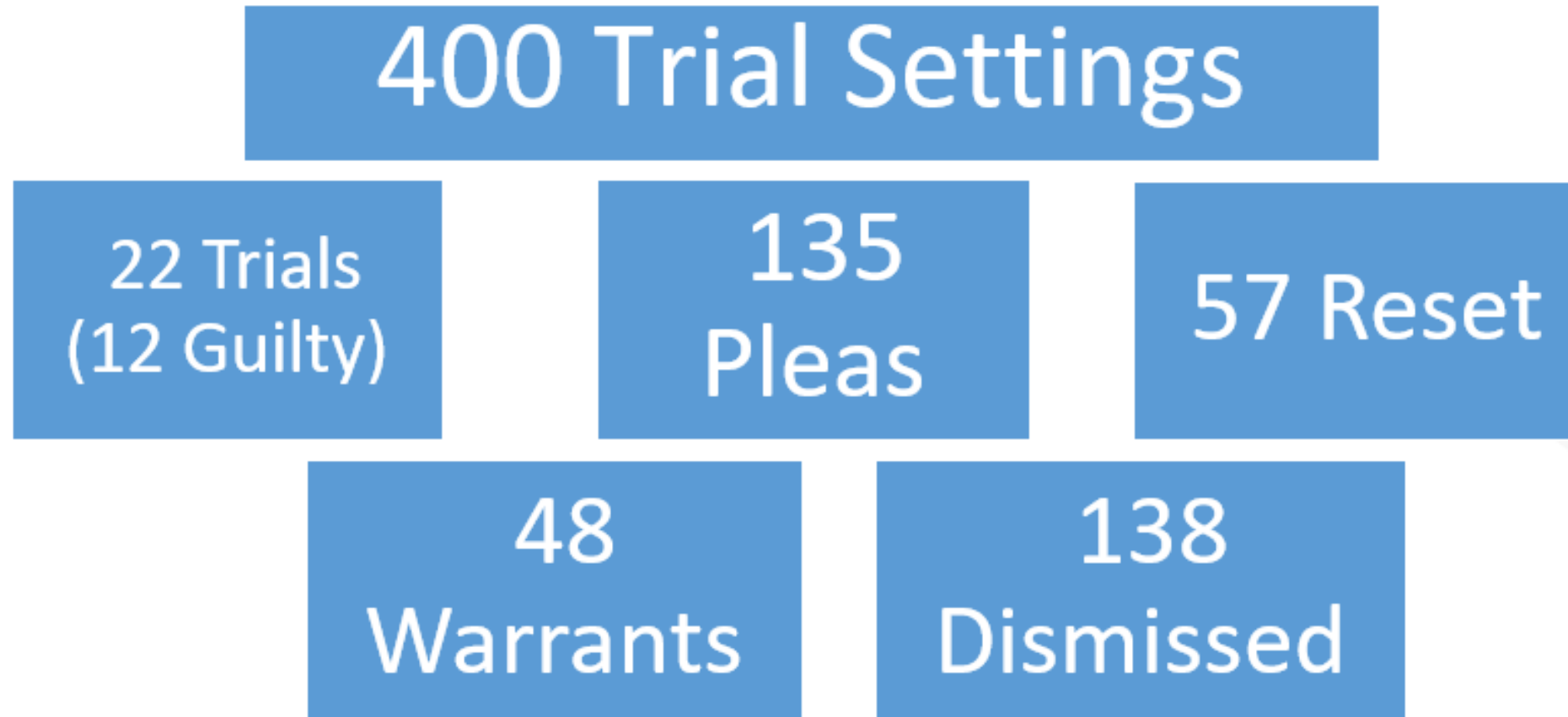
Additional Updates- Air Travel

- 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



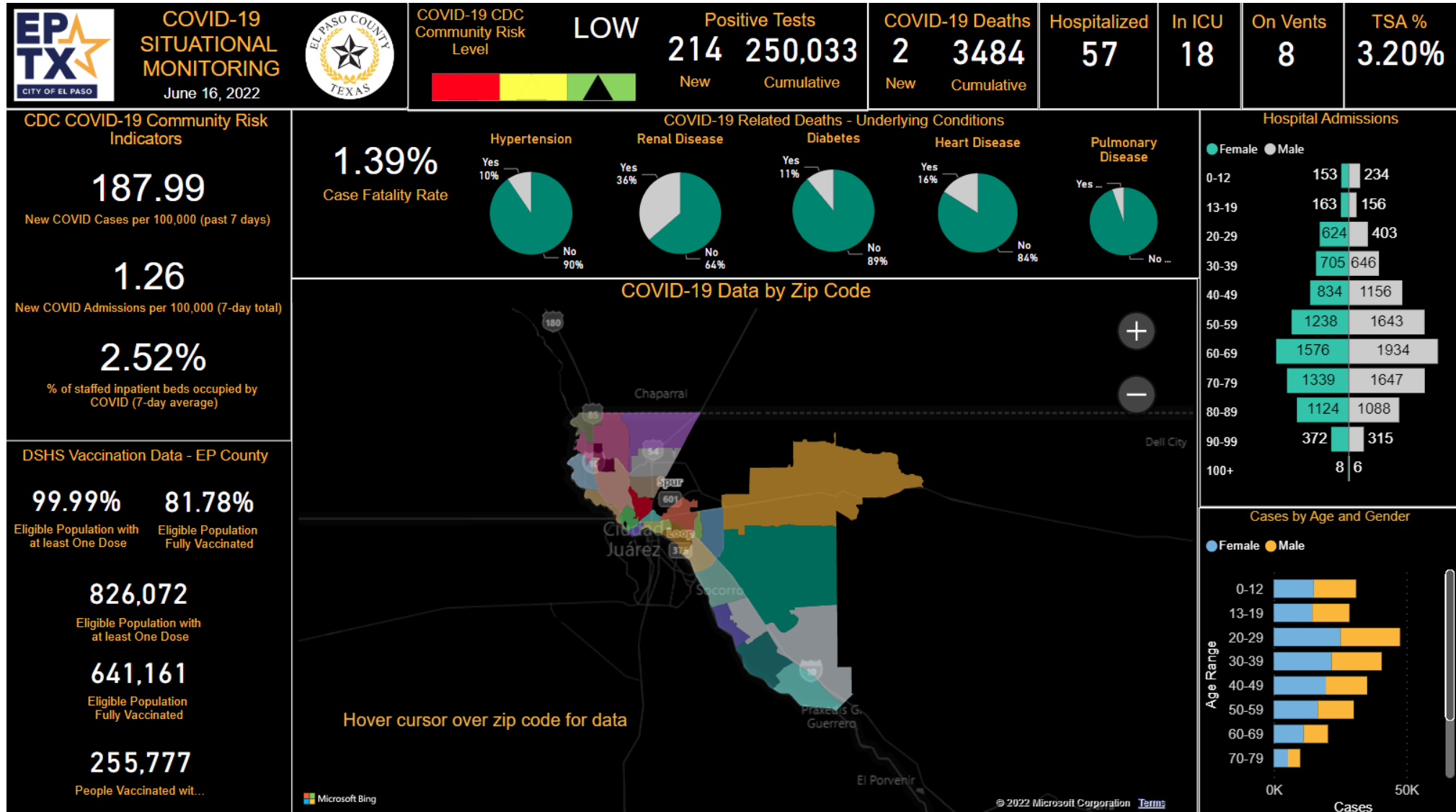
a. Health Focus

Hector I. Ocaranza, M.D.

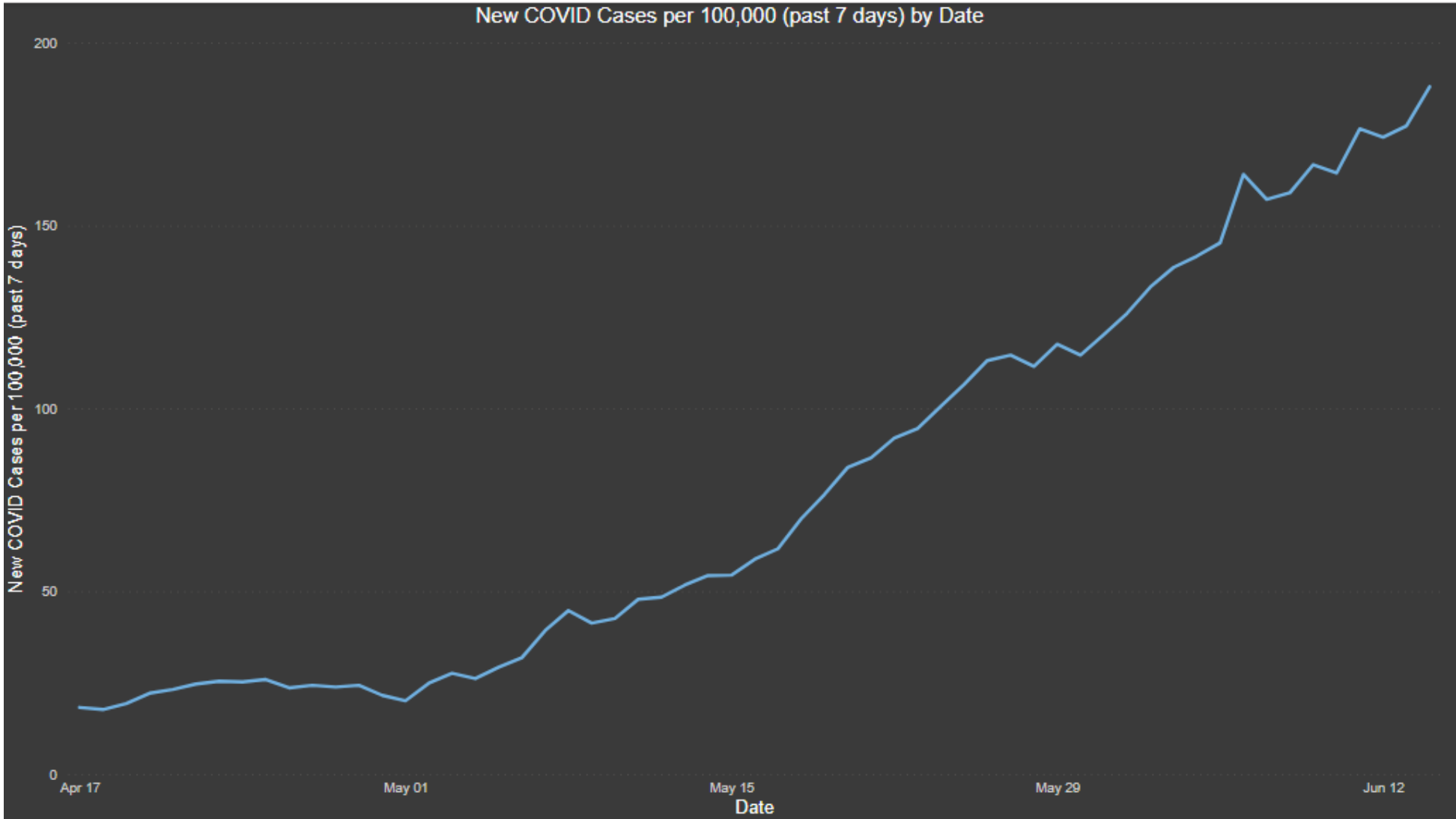
COVID-19 SUMMARY

- 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

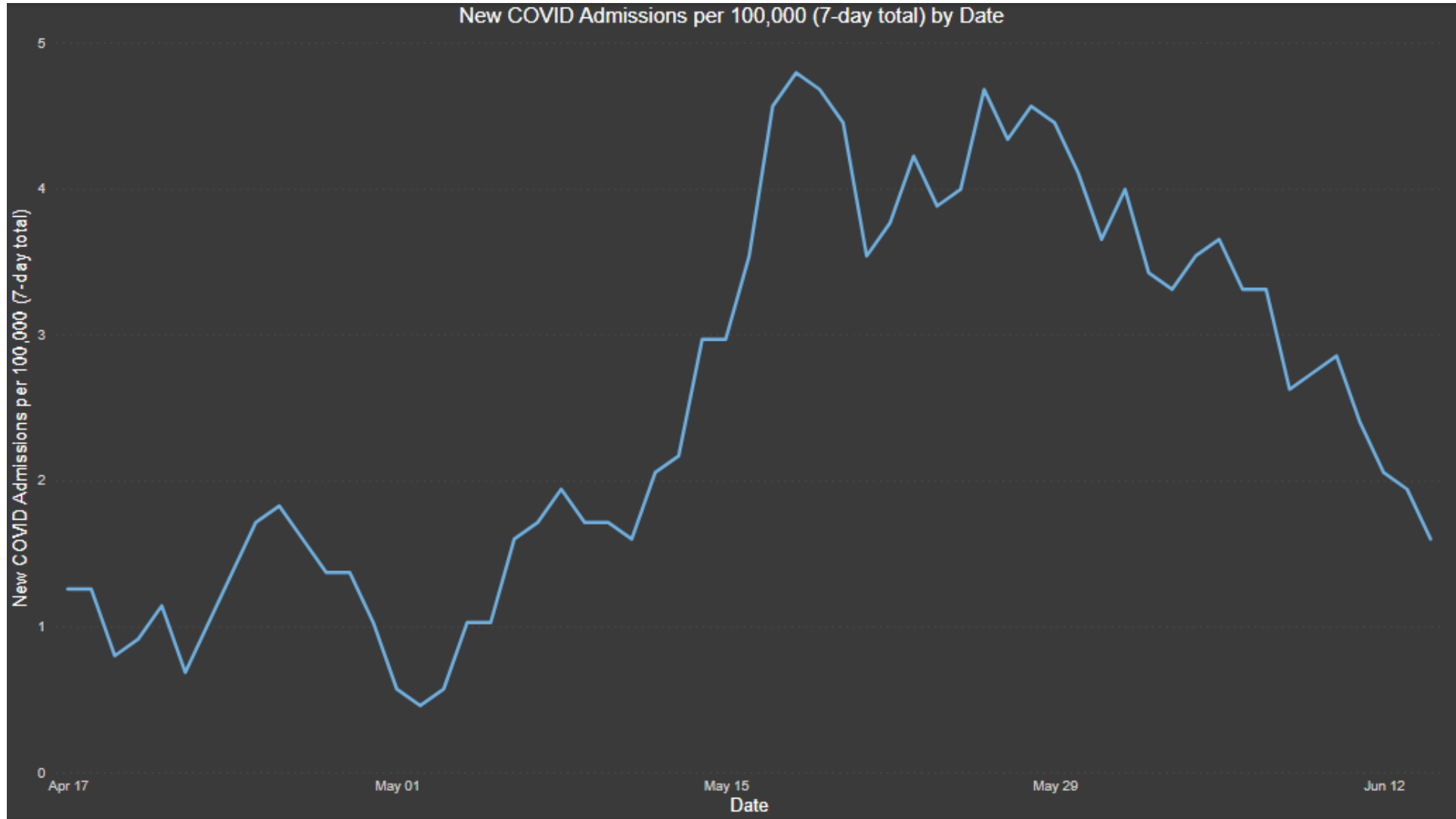
Data Dashboard



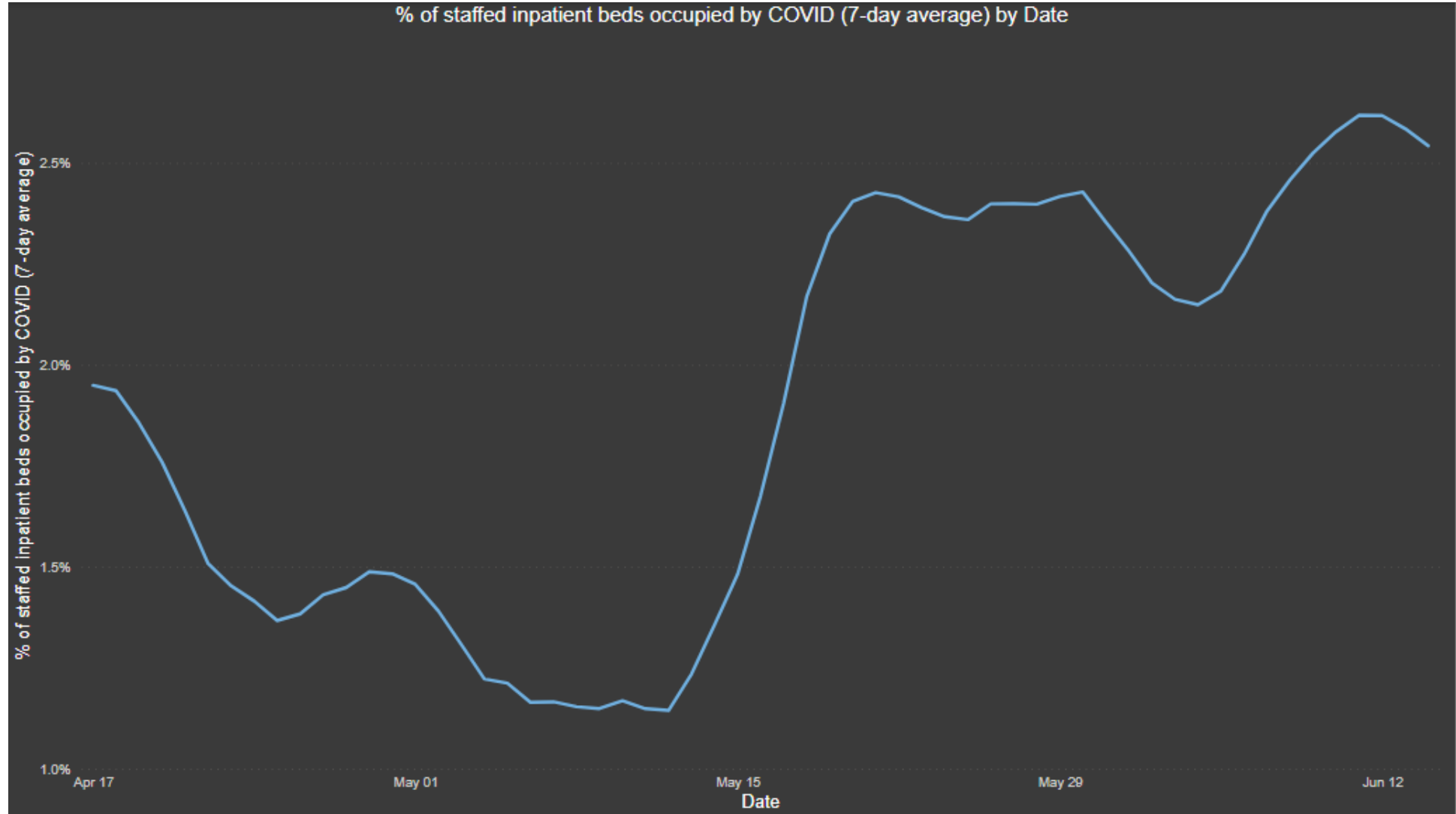
NEW COVID CASES PER 100,000



NEW COVID ADMISSIONS PER 100,000



% BEDS OCCUPIED BY COVID

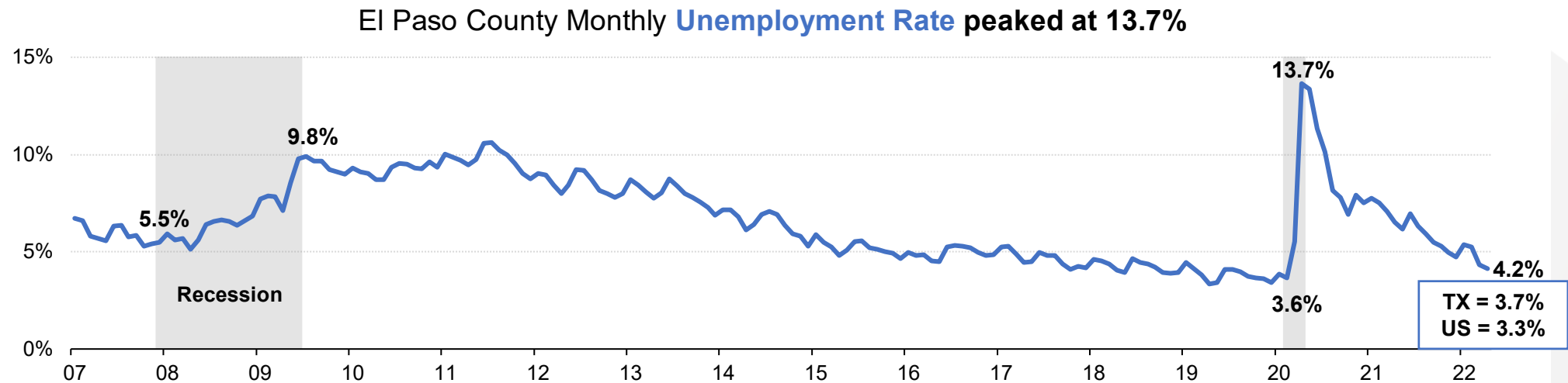
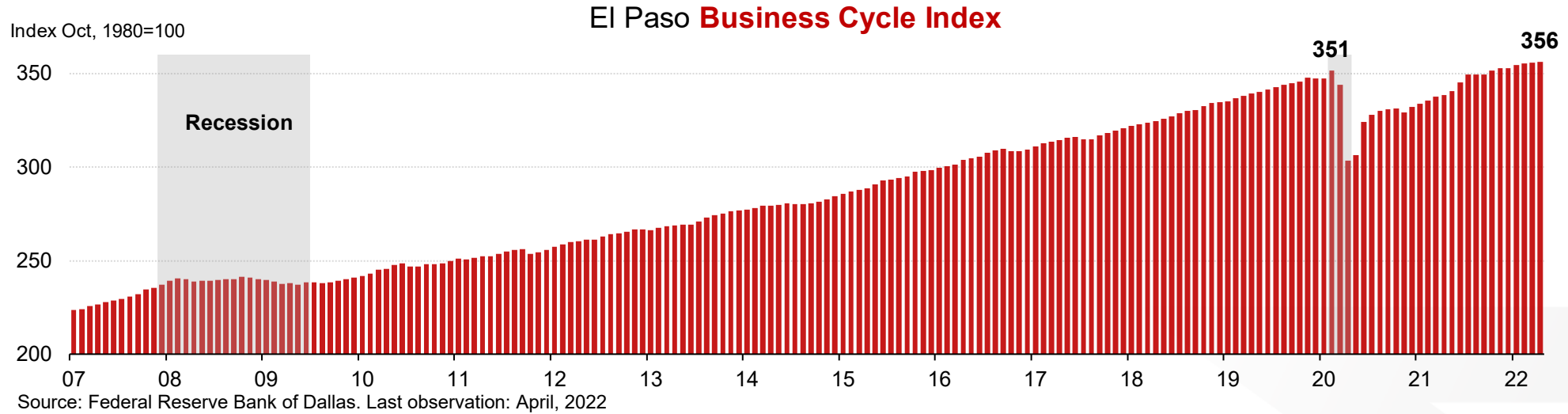




b. Data Analysis

David Coronado

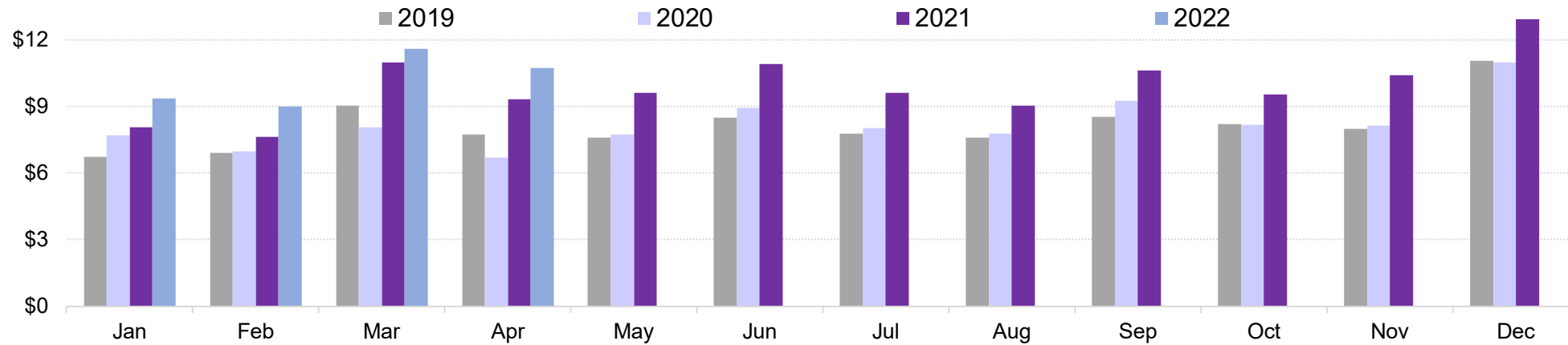
Business Cycle Index and Unemployment Rate



Retail Sales (allocations)

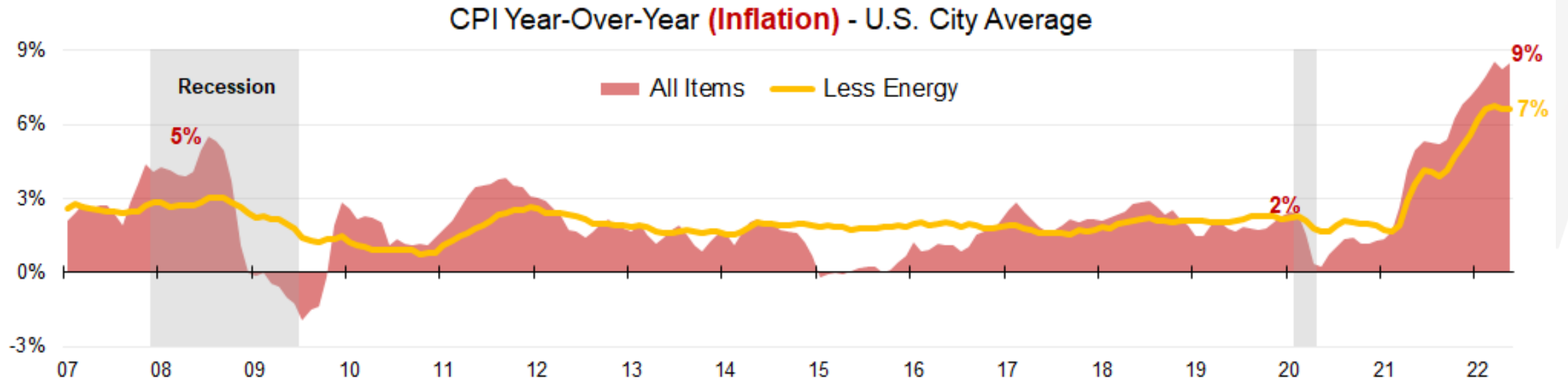
Sales tax allocations increased 15% in April year-over-year

millions



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!