

TOWN OF EAST BLOOMFIELD

Public Health Emergency Pandemic Plan

Plan Approved by Town Board Resolution dated March 22, 2021

This plan has been developed in accordance with NYS legislation S8617B/A10832.

Promulgation

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable.

No content of this plan is intended to impede, infringe, diminish, or impair the rights of the Town of East Bloomfield or of our valued employees under any law, rule, or regulation.

This plan has been approved in accordance with requirements applicable to the agency, jurisdiction, authority, or district, as represented by the signature of the authorized individual below.

As the authorized official of the Town of East Bloomfield, I hereby attest that this plan has been developed, approved, and placed in full effect in accordance with S8617B/A10832 which amends New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable, to address public health emergency planning requirements.

Signed on this day: March 22, 2021

By: Frederick A. Wille

Title: Supervisor

Town of East Bloomfield

Signature:

A handwritten signature in blue ink that reads "Frederick A. Wille". The signature is written in a cursive style with a long horizontal stroke at the end.

Record of Changes (use to show historical amendments to plan)

Date of Change	Description of Change	Implemented by

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Purpose, Scope, Situation Overview, and Assumptions

Purpose

This plan has been developed in accordance with the amended New York State Labor Law section 27-c and New York State Education Law paragraphs k and l of subdivision 2 of section 2801-a (as amended by section 1 of part B of chapter 56 of the laws of 2016), as applicable. These laws were amended by the passing of legislation S8617B/A10832 signed by the Governor of New York State on September 7, 2020, requires public employers to adopt a plan for operations in the event of a declared public health emergency involving a communicable disease. The plan includes the identification of essential positions, facilitation of remote work for non-essential positions, provision of personal protective equipment, and protocols for supporting contact tracing.

Scope

This plan was developed exclusively for and is applicable to the Town of East Bloomfield. This plan is pertinent to a declared public health emergency in the State of New York, which may impact our operations; and it is in the interest of the safety of our employees and contractors, and the continuity of our operations that we have promulgated this plan.

Situation Overview

On March 11, 2020 the World Health Organization declared a pandemic for the novel coronavirus which causes the COVID-19 severe acute respiratory syndrome. This plan has been developed in accordance with amended laws to support continued resilience for a continuation of the spread of this disease or for other infectious diseases which may emerge and cause a declaration of a public health emergency.

The health and safety of our employees and contractors is crucial to maintaining our mission essential operations. We encourage all employees and contractors to use [CDC Guidance for Keeping Workplaces, Schools, Homes, and Commercial Establishments Safe](#). The fundamentals of reducing the spread of any infection include:

- Using hand sanitizer and washing hands with soap and water frequently, including:
 - After using the restroom
 - After returning from a public outing
 - After touching/disposing of garbage
 - After using public computers, touching public tables, and countertops, etc.
- Practice social distancing (at least 6 feet of space between individuals) when possible.
- If you are feeling ill or have a fever, notify your supervisor immediately and go home.
- If you start to experience coughing or sneezing, step away from people and food, cough or sneeze into the crook of your arm or a tissue, the latter of which should be disposed of immediately.
- Clean and disinfect workstations at the beginning, middle and end of each shift.
- Other guidance which may be published by the CDC, the State Department of Health, or County health officials.

Planning Assumptions

This plan was developed based on information, best practices, and guidance available as of the date of publication. The plan was developed to largely reflect the circumstances of the current Coronavirus pandemic but may also be applicable to other infectious disease outbreaks.

The following assumptions have been made in the development of this plan:

- The health and safety of our employees, and their families, is of utmost importance
- The circumstances of a public health emergency may directly impact our own operations.
- Impacts of a public health emergency will take time for us to respond to, with appropriate safety measures put into place and adjustments made to operations to maximize safety
- The public and our constituency expects us to maintain a level of mission essential operations
- Resource support from other jurisdictions may be limited based upon the level of impact the public health emergency has upon them
- Supply chains, particularly those for personal protective equipment (PPE) and cleaning supplies, may be heavily impacted, resulting in considerable delays in procurement
- The operations of other entities, including the private sector (vendors, contractors, etc.), non-profit organizations, and other governmental agencies and services may also be impacted due to the public health emergency, causing delays or other disruptions in their services
- Emergency measures and operational changes may need to be adjusted based upon the specific circumstances and impacts of the public health emergency, as well as guidance and direction from public health officials and the governor
- Per S8617B/A10832, ‘essential employee’ is defined as a public employee or contractor that is required to be physically present at a work site to perform their job
- Per S8617B/A10832, ‘non-essential employee’ is defined as a public employee or contractor that is not required to be physically present at a work site to perform their job

Concept of Operations

The Town Board of the Town of East Bloomfield holds the authority to execute and direct the implementation of this plan. Implementation, monitoring of operations, and adjustments to plan implementation may be supported by additional personnel, at the discretion of the Town Board.

Upon the determination of the need for implementation of this plan, all employees of the Town of East Bloomfield shall be notified by email and/or in person with details provided as possible and necessary, with additional information and updates provided on a regular basis. The public will be notified of pertinent operational changes by way of the Town’s Website and by posting notices at each of the Town’s facilities. Other interested parties, such as vendors, will be notified by phone and/or email as necessary. The Town Clerk will maintain communications with the public and constituents as needed throughout the implementation of this plan.

The Supervisor of the Town of East Bloomfield, their designee, or their successor will maintain awareness of information, direction, and guidance from public health officials and the Governor’s office, directing the implementation of changes as necessary.

Upon resolution of the public health emergency, the Town Board will direct the resumption of normal operations or operations with modifications as necessary.

Mission Essential Functions

When confronting events that disrupt normal operations, the Town of East Bloomfield is committed to ensuring that essential functions will be continued even under the most challenging circumstances.

Essential functions are those functions that enable an organization to:

1. Maintain the safety of employees, and our constituency
2. Provide vital services
3. Provide services required by law
4. Sustain quality operations
5. Uphold the core values of the Town of East Bloomfield

The Town of East Bloomfield has identified as critical only those priority functions that are required or are necessary to provide vital services. During activation of this plan, all other activities may be suspended to enable the organization to concentrate on providing the critical functions and building the internal capabilities necessary to increase and eventually restore operations. Appropriate communications with employees, our constituents, and other stakeholders will be an ongoing priority.

Essential functions are prioritized according to:

- The time criticality of each essential function
- Interdependency of a one function to others
- The recovery sequence of essential functions and their vital processes

Priority 1 identifies the most essential of functions, with priority 4 identifying functions that are essential, but least among them.

The mission essential functions for the Town of East Bloomfield have been identified as:

<i>Department</i>	<i>Essential Functions Description</i> [Note: Many depts., can perform some duties remotely, but some essential in-person work may be required]	<i>Priority</i>
Buildings and Grounds	Maintain buildings necessary for the Town’s functions. Oversee cleaning staff to clean and disinfect Town buildings. In warmer months maintain grounds to prevent insect and vermin infestations. In months with snow, maintain safe driveways and walkways to access Town buildings.	1
Highway	Improve and maintain Town roadways and systems.	1
Supervisor	Ensures continuity of operations for all Town departments and services. Provides oversight of personnel operations for the municipality, including coordinating staffing and/or policies relative to Public Health Emergency response. Provides public relations, media content and responses to resident concerns.	1

Finance/Human Resources	Essential to ensure the financial structure of the municipality remains in place. Necessary process of invoices and payroll. Implements and coordinates employee benefits including health insurance, disability and workers compensations. Instrumental in coordinating purchases of essential materials and distributing to each department as needed.	1
Information Technology	Provides all hardware and software for the municipality. Provides technology support and repair. Provides access to necessary systems. Maintains network and phone system.	1
Clerk	Needs to be available to facilitate communication with the public. Handles vital transactions, including birth certificates, death certificates, marriage licenses, dog licensing etc.	1
Code Enforcement	Handles public complaints and works with the public health departments to enforce regulations and laws relative to the Public Health Emergency response	1

Essential Positions

Each essential function identified above requires certain positions on-site to effectively operate. The table below identifies the positions or titles that are essential to be staffed on-site for the continued operation of each essential function. Note that while some functions and associated personnel may be essential, some of these can be conducted remotely and do not need to be identified in this section.

Essential Function	Essential Positions/Titles	Justification for Each
Buildings and Grounds	<ul style="list-style-type: none"> Buildings and Grounds Manager Cleaner 	The manager maintains the buildings and grounds and oversees the cleaning staff. Cleaner cleans and disinfects all Town buildings
Highway	<ul style="list-style-type: none"> Superintendent All Highway Employees 	Superintendent oversees highway employees and schedules necessary work to maintain safe roads and systems. Highway employees physically do the work to maintain road and systems.
Information Technology	<ul style="list-style-type: none"> IT Tech 	The IT Tech provides support in setting up hardware and software, network management, and help desk support.
Code Enforcement	<ul style="list-style-type: none"> Code Enforcement Officer (CEO) 	The CEO handles public complaints and works to enforce the regulations and laws relative to the Public Health Emergency response.
Finance/Human Resources	<ul style="list-style-type: none"> Bookkeeper 	The bookkeeper is essential to ensure the financial structure of the municipality remains in place.
Clerk	<ul style="list-style-type: none"> Town Clerk 	The Town Clerk needs to be available to facilitate communication with the public.

Reducing Risk Through Remote Work and Staggered Shifts

Through assigning certain staff to work remotely and by staggering work shifts, we can decrease crowding and density at work sites.

Remote Work Protocols

Non-essential employees able to accomplish their functions remotely will be enabled to do so at the greatest extent possible. Working remotely requires:

1. Department Heads will identify staff who will work remotely
2. Department Heads will approve and assign remote work
3. IT Tech will be responsible for equipping staff for remote work, which may include:
 - a. Internet capable laptop
 - b. Necessary peripherals
 - c. Access to VPN and/or secure network drives
 - d. Access to software and databases necessary to perform their duties
 - e. A solution for telephone communications
 - i. Note that phone lines may need to be forwarded to off-site staff

Staggered Shifts

Implementing staggered shifts may be possible for personnel performing duties which are necessary to be performed on-site but perhaps less sensitive to being accomplished only within core business hours. As possible, the Department Heads will identify opportunities for staff to work outside core business hours as a strategy of limiting exposure. Regardless of changes in start and end times of shifts, the Town of East Bloomfield will ensure that employees are provided with their typical work hours per week. Staggering shifts requires:

1. Department Heads identifying positions for which work hours will be staggered
2. Department Heads will inform the Town Board for approval and assignment of changed work hours

Personal Protective Equipment

The use of personal protective equipment (PPE) to reduce the spread of infectious disease is important to supporting the health and safety of our employees. PPE which may be needed can include:

- Masks
- Face shields
- Gloves

Note that while cleaning supplies are not PPE, there is a related need for cleaning supplies used to sanitize surfaces, as well as hand soap and hand sanitizer. The Coronavirus pandemic demonstrated that supply chains were not able to keep up with increased demand for these products early in the pandemic. As such, we are including these supplies in this section as they are pertinent to protecting the health and safety of our employees.

Protocols for providing PPE include the following:

1. Identification of need for PPE based upon job duties and work location
2. Procurement of PPE

- a. As specified in the amended law, public employers must be able to provide at least two pieces of each required type of PPE to each essential employee during any given work shift for at least six months
 - b. Public employers must be able to mitigate supply chain disruptions to meet this requirement
3. Storage of, access to, and monitoring of PPE stock
- a. PPE must be stored in a manner which will prevent degradation
 - b. Employees must have immediate access to PPE in the event of an emergency
 - c. The supply of PPE must be monitored to ensure integrity and to track usage rates
 - d. Buildings and Grounds Manager will be in charge of monitoring and maintaining the stock of PPE.

Staff Exposures, Cleaning, and Disinfection

Staff Exposures

Staff exposures are organized under several categories based upon the type of exposure and presence of symptoms. Following CDC guidelines, we have established the following protocols:

- A. If employees are exposed to a known case of communicable disease that is the subject of the public health emergency (defined as a ‘close contact’ with someone who is confirmed infected, which is a prolonged presence within six feet with that person):
1. Potentially exposed employees who do not have symptoms should remain at home or in a comparable setting and practice social distancing for the lesser of 14 days or other current CDC/public health guidance for the communicable disease in question.
 - a. As possible, these employees will be permitted to work remotely during this period of time if they are not ill.
 - b. The Supervisor must be notified and is responsible for ensuring these protocols are followed.
 - c. See the section titled Documentation of Work Hours and Locations for additional information on contact tracing
 2. CDC guidelines for COVID-19 provide that critical essential employees may be permitted to continue work following potential exposure, provided they remain symptom-free and additional precautions are taken to protect them, other employees and our constituency/public.
 - a. Additional precautions will include the requirement of the subject employee, as well as others working in their proximity, to wear appropriate PPE at all times to limit the potential of transmission.
 - b. In-person interactions with the subject employee will be limited as much as possible.
 - c. Work areas in which the subject employee is present will be disinfected according to current CDC/public health protocol at least every hour, as practical. See the section on Cleaning and Disinfection for additional information on that subject.
 - d. If at any time they exhibit symptoms, refer to item B below.
 - e. The Supervisor is the decision-maker in these circumstances and who is responsible for ensuring these protocols are followed.

- B. If an employee exhibits symptoms of the communicable disease that is the subject of the public health emergency:
1. Employees who exhibit symptoms in the workplace should be immediately separated from other employees, customers, and visitors. They should immediately be sent home with a recommendation to contact their physician.
 2. Employees who exhibit symptoms outside of work should notify the Supervisor and stay home, with a recommendation to contact their physician.
 3. Employees should not return to work until they have met the criteria to discontinue home isolation per CDC/public health guidance and have consulted with a healthcare provider.
 4. The Town of East Bloomfield will not require sick employees to provide a negative test result for the disease in question but must provide a healthcare provider's note to validate their illness, qualify for disability leave, or return to work; unless there is a recommendation from the CDC/public health officials to do so.
 5. CDC criteria for COVID-19 provides that persons exhibiting symptoms may return to work if at least 24 hours have passed since the last instance of fever without the use of fever-reducing medications. If the disease in question is other than COVID-19, CDC and other public guidance shall be referenced.
 6. The Supervisor must be informed in these circumstances and who is responsible for ensuring these protocols are followed
- C. If an employee has tested positive for the communicable disease that is the subject of the public health emergency:
1. Apply the steps identified in item B, above, as applicable.
 2. Areas occupied for prolonged periods of time by the subject employee will be closed off.
 - a. CDC guidance for COVID-19 indicates that a period of 24 hours is ideally given before cleaning, disinfecting, and reoccupation of those spaces will take place. If this time period is not possible, a period of as long as possible will be given. CDC/public health guidance for the disease in question will be followed.
 - b. Any common areas entered, surfaces touched, or equipment used shall be cleaned and disinfected immediately.
 - c. See the section on Cleaning and Disinfection for additional information on that subject.
 3. Identification of potential employee exposures will be conducted
 - a. If an employee is confirmed to have the disease in question, the Supervisor or their designee should inform all contacts of their possible exposure. Confidentiality shall be maintained as required by the Americans with Disabilities Act (ADA).
 - b. Apply the steps identified in item A, above, as applicable, for all potentially exposed personnel.
 4. The Supervisor must be notified in these circumstances and who is responsible for ensuring these protocols are followed.

The Town of East Bloomfield recognizes that there may be nuances or complexities associated with potential exposures, close contacts, symptomatic persons, and those testing positive. The Town of East Bloomfield will follow CDC/public health recommendations and requirements and coordinate with our local public health office for additional guidance and support as needed.

Cleaning and Disinfecting

CDC/public health guidelines will be followed for cleaning and disinfection of surfaces/areas. Present guidance for routine cleaning during a public health emergency includes:

1. As possible, employees will clean their own workspaces with materials provided by the Town for that purpose in the beginning, middle, and end of their shifts, at a minimum.
 - a. High traffic/high touch areas and areas which are accessible to the public/constituents will be disinfected at least hourly.
 - b. The Town's cleaner is responsible for cleaning common areas, and working with the Buildings and Grounds Manager to determine when and how often areas need to be cleaned.
2. Staff tasked with cleaning and disinfecting areas will be issued and required to wear PPE appropriate to the task.
3. Soiled surfaces will be cleaned with soap and water before being disinfected.
4. Surfaces will be disinfected with products that meet EPA criteria for use against the virus in question and which are appropriate for that surface.
5. Staff will follow instructions of cleaning products to ensure safe and effective use of the products.

Employee Leave

Public health emergencies are extenuating and unanticipated circumstances in which the Town of East Bloomfield is committed to reducing the burden on our employees. The *Families First Coronavirus Response Act* provided requirements related to the COVID-19 pandemic. The Act provides paid and unpaid sick leave with access to expanded paid family leave and temporary disability depending on size of the employer. All employees, regardless of the size of their employer, are entitled to job protection upon return from leave. The Town's policy below may be altered based upon changes in law or regulation, as applicable.

It is our policy that employees of the Town of East Bloomfield will not be charged with leave time for testing. Employees may be provided with up to two weeks (80 hours) of paid sick leave at the employee's regular rate of pay for a period which the employee is unable to work due to quarantine (in accordance with federal, state, or local orders or advice of a healthcare provider), and/or experiencing symptoms and seeking medical diagnosis.

Additional provisions may be enacted based upon need and the guidance and requirements in place by federal and state employment laws, FMLA, executive orders, and other potential sources.

Documentation of Work Hours and Locations

In a public health emergency, it may be necessary to document work hours and locations of each employee to support contact tracing efforts. Identification of locations shall include on-site work, off-site visits. Each employee is required to maintain a Daily Wellness Attestation for themselves and for any visitors/clients. This information may be used by the Town of East Bloomfield to support contact tracing within the organization and may be shared with local public health officials.