

# A Back-to-Business Framework for Memphis & Shelby County

## GRID FOR SECTOR-SPECIFIC PHASING

Adherence to the COVID-19 Compliant Protocol (CCP) is mandatory for all sectors at all phases. This grid outlines further restrictions or conditions unique to each specific sector. In the coming days, the Back to Business Subgroup of the Joint COVID-19 Task Force will discuss additional guidelines with groups representing each sector. This grid is meant to be a framework for moving forward, and only forecasts phasing while the community is deemed to remain under threat of a COVID-19 outbreak (i.e., before a vaccine, therapy, or other conditions dictate that all restrictions cease). Separation between phases shall be a minimum of two weeks. Leadership may decide, based on data, to delay implementation of a phase until satisfied that it is safe to move to the next phase, but shall not, even with improving metrics, accelerate a transition between phases. Leadership may also decide to enact more restrictive conditions based on data.

	CURRENT PHASE	PHASE 1	PHASE 2	PHASE 3
Conditions/Indicators	N/A	<b>New cases:</b> Green <b>System capacity:</b> Green or yellow <b>Public health capacity:</b> Green on all <b>Testing:</b> Green or yellow (availability), green (capacity), green (timing)	<b>New cases in a 14-day period since beginning of Phase 1:</b> Green <b>System capacity:</b> Green or yellow <b>Public health capacity:</b> Green on all <b>Testing:</b> Green or yellow (availability), green (capacity), green (timing)	<b>New cases in a 14-day period since beginning of Phase 2:</b> Green <b>System capacity:</b> Green or yellow <b>Public health capacity:</b> Green on all <b>Testing:</b> Green on all
General regulations	+ No purposeful groups of more than 10. + Adherence to social distancing.	+ No purposeful groups of more than 10. + Adherence to social distancing.	+ No purposeful groups of more than 50. + Adherence to social distancing.	+ No purposeful groups of more than 50. Groups of 50+ may be allowable if supported by the characteristics of the space and a clear social distancing plan. + Adherence to social distancing.
Civic facilities (libraries, etc.)	Closed.	+ Limit occupancy to 25% building capacity. + Employees must wear face masks.	+ Limit occupancy to 50% building capacity. + Employees must wear face masks.	+ Limit occupancy to 75% building capacity. + Employees must wear face masks.
Places of worship	No groups of 10 or more.	+ Limit occupancy to 25% building capacity. + Adherence to social distancing.	+ Limit occupancy to 50% building capacity. + Adherence to social distancing.	+ Limit occupancy to 75% building capacity. + Adherence to social distancing.
Healthcare	+ Elective surgeries and diagnostic, medical, and procedural visits restricted to urgent and emergent cases	+ Elective surgeries and diagnostic, medical, and procedural visits allowed consistent with Tennessee	Same as previous phase	+ Elective surgeries and diagnostic, medical, and procedural visits are unrestricted. + Other provisions continue as in previous phase.

	<ul style="list-style-type: none"> <li>+ Active screening at entrances to healthcare facilities</li> <li>+ Telehealth encouraged where practical</li> <li>+ Nursing home and long-term care facilities have stringent precautions in place</li> </ul>	<p>Hospital Association standards and district protocol.</p> <ul style="list-style-type: none"> <li>+ Other provisions continue as in Current Phase</li> </ul>		
<b>Dentistry</b>	<ul style="list-style-type: none"> <li>+ Elective dental visits, procedures, and surgeries are limited to urgent and emergent cases such as abscesses and fractured teeth.</li> </ul>	<ul style="list-style-type: none"> <li>+ Elective dental visits, procedures, and surgeries are allowed if deemed medically necessary, such as fillings, extractions, and root canals.</li> <li>+ Active screening at entrances to dental facilities</li> <li>+ Telehealth encouraged where practical</li> </ul>	Same as previous phase	<ul style="list-style-type: none"> <li>+ Elective dental visits, procedures, and surgeries are unrestricted</li> <li>+ Other provisions continue as in Phase 1</li> </ul>
<b>Restaurants and bars</b>	<ul style="list-style-type: none"> <li>+ Carry-out/delivery only; no dine-in.</li> <li>+ Require employees preparing or serving food and employees with interaction with the public wear masks; require at least face coverings for all other employees.</li> </ul>	<ul style="list-style-type: none"> <li>+ Maximum capacity of 50%</li> <li>+ Adjust layout of dining area/seating to maintain social distance between groups of customers</li> <li>+ Eliminate use of communal items (i.e. containers on tables, writing utensils)</li> <li>+ Require single-use items such as paper menus</li> <li>+ Require employees preparing or serving food and employees with interaction with the public wear masks</li> </ul>	+ Same as previous phase	<ul style="list-style-type: none"> <li>+ Maximum capacity of 75%</li> <li>+ Other provisions continue as in Phase 1</li> </ul>
<b>Grocery stores</b>	<ul style="list-style-type: none"> <li>+ Limit occupancy to 50% building capacity</li> <li>+ Require face masks and gloves for all employees preparing or serving food and employees with interaction with the public; require at least face coverings for all other employees."</li> </ul>	Same as previous phase	Same as previous phase.	<ul style="list-style-type: none"> <li>+ Limit occupancy to 75% building capacity</li> <li>+ Other provisions continue as in Phase 1</li> </ul>
<b>Hardware stores</b>	<ul style="list-style-type: none"> <li>+ Limit occupancy to 50% building capacity</li> <li>+ Require face masks and gloves for all employees preparing or</li> </ul>	Same as previous phase	Same as previous phase.	<ul style="list-style-type: none"> <li>+ Limit occupancy to 75% building capacity</li> <li>+ Other provisions continue as in Phase 1</li> </ul>

	<p>serving food and employees with interaction; require at least face coverings for all other employees.</p>			
<b>Retail stores and commercial businesses</b>	<p>+ Curbside service/delivery only + Employees with interaction with the public must wear face masks; all other employees must wear face masks.</p>	<p>+ Limit occupancy to 50% building capacity. + Employees with interaction with the public must wear face masks; all other employees must wear face masks.</p>	Same as previous phase.	<p>+ Limit occupancy to 75% building capacity + Other provisions continue as in Phase 1</p>
<b>Manufacturers/distributors</b>	<p>Only essential facilities open, must adhere to Order requirements.</p>	<p>+ Require face masks for all employees. + Require symptom checks for all employees. + Establish work arrangements by which employees are spaced six feet from one another.</p>	Same as previous phase	Same as previous phase
<b>Offices/call centers</b>	<p>Only essential facilities open, must adhere to Order requirements.</p>	<p>+ Require face masks for all employees. + Require symptom checks for all employees. + Establish work arrangements by which employees are spaced six feet from one another. + Do not share phones or headsets. + Allow telework and minimize business travel to the greatest extent possible.</p>	Same as previous phase	Same as previous phase
<b>Non-contact sports facilities (golf courses, tennis courts, etc.)</b>	<p>Closed per Order, with exception of golf courses adhering to specific protocol.</p>	<p>+ All others open, following guidance on maximum number of individuals for groups. + Shared equipment prohibited. + Employees with interaction with the public must wear face masks; all other employees must wear face masks. + Dining facilities limited to 25% capacity; carry-out/delivery OK.</p>	Same as previous phase, but dining facilities limited to 50% capacity.	Same as previous phase, but dining facilities limited to 75% capacity.

<b>Contact sports facilities (basketball courts, baseball fields, etc.)</b>	Closed	Closed	+ Open, following guidance on maximum number of individuals for groups. + Employees with interaction with the public must wear face masks; all other employees must wear face masks.	Same as previous phase
<b>Gyms/fitness facilities</b>	Closed	+ Limit occupancy to 25% building occupancy. + Employees must wear face masks. + Adjust equipment layout or close/restrict access to equipment as necessary to maintain at least six feet of separation between users. + Conduct regular and thorough cleaning of all equipment, surfaces and areas of the facility using disinfectant cleaning supplies. + Require customers to clean equipment with disinfecting wipes before and after use. Provide hand sanitizing stations for use upon customer entry and exit. + Limit workouts to 45 minutes.	+ Limit occupancy to 50% building capacity + Other provisions continue as in Phase 1	+ Limit occupancy to 75% building capacity + Other provisions continue as in Phase 1
<b>Car washes</b>	Only fully automated car washes allowed. Ancillary functions like vacuum stations must be closed.	Same as previous phase; will evaluate specific restrictions developed in partnership with the industry.	Same as previous phase	Same as previous phase
<b>Personal appearance businesses (hair, nail salons, spas, etc.)</b>	Closed	Closed	Open, with specific capacity and operations restrictions developed in partnership with the industry and providers.	Same as previous phase
<b>Entertainment/performance venues (theaters, auditoriums, sports arenas)</b>	Closed.	Closed.	Closed.	+ Closed, subject to regulations regarding size of groups and social distancing. + Gatherings of more than 50 persons may be allowable if supported by the characteristics

				of the space and a clear social distancing plan.
<b>Recreation facilities (bowling alleys, indoor climbing, arcades, trampoline parks)</b>	Closed.	Closed.	Closed.	Closed, subject to regulations regarding size of groups and social distancing. Gatherings of more than 50 persons may be allowable if supported by the characteristics of the space and a clear social distancing plan.
<b>Festivals, parades, races, and similar public/community events</b>	Prohibited	Prohibited	Prohibited	+ Prohibited, subject to regulations regarding size of groups. + Gatherings of more than 50 persons may be allowable if supported by the characteristics of the space and a clear social distancing plan.
<b>Schools</b>	Currently closed; further phases TBD pending additional guidance.			
<b>Child care</b>	Open, reliant on CDC guidance and regulations. Child care programs that remain open during the COVID-19 pandemic should address these additional considerations: + Implement social distancing strategies. + Intensify cleaning and disinfection efforts. + Modify dropoff and pickup procedures. + Implement screening procedures upon arrival. + Maintain an adequate ratio of staff to children to ensure safety. + When feasible, staff members and older children should wear face coverings within the facility. Cloth face coverings should NOT be put on babies and children	Same as previous phase	Same as previous phase	Same as previous phase

	under age two because of the danger of suffocation.			
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**Definition of groups:** In this context, groups are defined as gatherings of persons who are not part of a household unit (and thus would have regular close contact) in a manner that makes social distancing difficult. Examples of a group could be four unrelated persons dining together at a table, 10 persons playing a team sport, or 80 persons gathering at a music venue without proper spacing. Masks and personal hygiene measures are effective when personal contact does not occur and persons are spaced at greater than six feet; when these measures break down either inadvertently, purposefully, or due to the characteristics of the space, then a group has been considered to have formed.

**Definition of occupancy:** Occupancy is generally defined as the intended use of a building in terms of the number of persons who can safely be present for that use. This can be used to estimate the number of persons who can safely exit in the event of an emergency such as a fire. Depending on the nature of the entity, specifying reductions in occupancy of a building or space within a building can be challenging as a guideline of how many people can safely maintain social distance. The Joint Task Force is providing recommendations on occupancy reduction as a general rule of thumb for reducing crowding in buildings and spaces, but specific use cases may lend themselves to an alternate guideline, which can be proposed as part of a entity's plan to adhere to the CCP.