

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

GRID FOR SECTOR-SPECIFIC PHASING | CURRENT FOR PHASE 2 — MAY 18, 2020

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. 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.

	PHASE 1	PHASE 2	PHASE 3
Conditions/Indicators	New cases: Green System capacity: Green or yellow Public health capacity: Green on all Testing: Green or yellow (availability), green (capacity), green (timing)	New cases in a 14-day period since beginning of Phase 1: Green System capacity: Green or yellow Public health capacity: Green on all Testing: Green or yellow (availability), green (capacity), green (timing)	New cases in a 14-day period since beginning of Phase 2: Green System capacity: Green or yellow Public health capacity: Green on all Testing: Green on all
General regulations	+ Applies to all persons. + No purposeful groups of more than 10. + Adherence to social distancing.	+ Applies to all persons. + No purposeful groups of more than 50. + Adherence to social distancing.	+ Applies to all persons + No purposeful groups of more than 50. Groups of 50-plus may be allowable if supported by the characteristics of the space and a clear social distancing plan. + Adherence to social distancing.
Libraries	+ Limit occupancy to 25% building capacity. + Employees should wear facial coverings. + See all required protocols at backtobusiness.memphistn.gov .	+ Limit occupancy to 50% building capacity. + Employees should wear facial coverings.	+ Limit occupancy to 75% building capacity. + Employees should wear facial coverings.
Places of worship	Follow regulations per State order. Online worship remains strongly encouraged.	Same as previous phase.	Same as previous phase.
Healthcare	Follow regulations per State orders.	Same as previous phase	Same as previous phase.
Dentistry	Follow regulations per State orders.	Same as previous phase	Same as previous phase.
Restaurants	+ Maximum capacity of 50%. + Compliance with additional regulations governing food service establishments. See all required protocols at backtobusiness.memphistn.gov .	Same as previous phase, but bar areas may be open for seating so long as social distancing protocols are followed. There should be no standing at the bar.	+ Maximum capacity of 75% + Other provisions continue as in previous phase.
Bars	+ Closed, except bars defined as “limited service restaurants” under state law may serve food to customers seated at tables and	Same as previous phase.	TBD.

	<p>may also offer drive-thru, pickup, carry-out and delivery for food and beverages.</p> <p>+ Maximum capacity of 50% for bars defined as “limited service restaurants” under state law. Must comply with additional regulations governing food service establishments.</p> <p>+ See all required protocols at backtobusiness.memphistn.gov.</p>		
Attractions/museums	Closed	Open at maximum capacity of 50%.	Same as previous phase.
Grocery stores	<p>+ Limit occupancy to 50% building capacity</p> <p>+ Require face coverings 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.</p> <p>+ See all required protocols at backtobusiness.memphistn.gov.</p>	Same as previous phase.	<p>+ Limit occupancy to 75% building capacity</p> <p>+ Other provisions continue as in Phase 1</p>
Hardware stores	<p>+ Limit occupancy to 50% building capacity</p> <p>+ Require face coverings and gloves for all employees preparing or serving food and employees with interaction; require at least face coverings for all other employees.</p> <p>+ See all required protocols at backtobusiness.memphistn.gov.</p>	Same as previous phase.	<p>+ Limit occupancy to 75% building capacity</p> <p>+ Other provisions continue as in Phase 1</p>
Retail stores and commercial businesses	<p>+ Limit occupancy to 50% building capacity.</p> <p>+ Employees should wear facial coverings.</p> <p>+ See all required protocols at backtobusiness.memphistn.gov.</p>	Same as previous phase.	<p>+ Limit occupancy to 75% building capacity</p> <p>+ Other provisions continue as in Phase 1</p>
Manufacturers/distributors	<p>+ Employees should wear facial coverings.</p> <p>+ Require symptom checks for all employees.</p> <p>+ Establish work arrangements by which employees are spaced six feet from one another.</p> <p>+ See all required protocols at backtobusiness.memphistn.gov.</p>	Same as previous phase	Same as previous phase
Offices/call centers	<p>+ Employees should wear facial coverings.</p> <p>+ Require symptom checks for all employees.</p> <p>+ Establish work arrangements by which employees are spaced six feet from one another.</p> <p>+ Do not share phones or headsets.</p>	Same as previous phase	Same as previous phase

	<ul style="list-style-type: none"> + Allow telework and minimize business travel to the greatest extent possible. + See all required protocols at backtobusiness.memphistn.gov. 		
Non-contact sports facilities (golf courses, tennis courts, etc.)	<ul style="list-style-type: none"> + Open, following guidance on maximum number of individuals for groups. + Shared equipment prohibited. + Employees should wear facial coverings. + Dining facilities limited to 50% capacity; carry-out/delivery OK and subject to the regulations required for restaurants. + See all required protocols at backtobusiness.memphistn.gov. 	Same as previous phase.	Same as previous phase, but dining facilities limited to 75% capacity.
Contact sports facilities (basketball courts, baseball fields, martial arts, etc.)	Closed	Open, following all industry-specific protocols at backtobusiness.memphistn.gov .	Same as previous phase
Pools	Closed	Open to allow fitness-focused swimming and reduced recreational swimming with safety precautions. Follow all additional industry-specific protocols at backtobusiness.memphistn.gov .	TBD
Gyms/fitness facilities	<ul style="list-style-type: none"> + Limit occupancy to 25% building occupancy. + Employees should wear facial coverings. + 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. + Compliance with additional regulations governing gyms/exercise facilities. + See all required protocols at backtobusiness.memphistn.gov. 	<ul style="list-style-type: none"> + Limit occupancy to 50% building capacity + Other provisions continue as in Phase 1 	<ul style="list-style-type: none"> + Limit occupancy to 75% building capacity + Other provisions continue as in Phase 1
Car washes	<ul style="list-style-type: none"> + Fully automated car washes allowed. Ancillary functions like vacuum stations must be closed. 	Open, with restrictions outlined in the Shelby County Health Directive posted at backtobusiness.memphistn.gov .	Same as previous phase

	+ Will evaluate specific restrictions developed in partnership with the industry. + See all required protocols at backtobusiness.memphistn.gov .		
Hair salons and barber shops	Open, with specific capacity and operations restrictions set forth in the Health Directive issued by the Shelby County Health Department and posted at backtobusiness.memphistn.gov .	Same as previous phase.	Same as previous phase.
Other personal appearance businesses (nail salons, tattoo shops, spas, etc.)	Closed	Open, with additional industry-specific protocols posted at backtobusiness.memphistn.gov .	Same as previous phase
Entertainment/performance venues (theaters, auditoriums, sports arenas)	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.
Recreation facilities (bowling centers, mini golf, driving ranges, arcades, dance classes, axe throwing venues)	Closed	+ Open at 50% capacity. + All persons must remain in groups of less than 10 people, and groups should maintain at least six feet separation from and avoid physical contact with other persons or groups outside of their own groups. + Compliance with all further protocols at backtobusiness.memphistn.gov .	Same as previous phase.
Festivals, parades, races, and similar public/community events	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.
Schools	Currently closed; further phases TBD pending additional guidance.	TBD pending additional guidance	TBD pending additional guidance
Child care	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 drop-off and pickup procedures. + Implement screening procedures upon arrival.	Same as previous phase	Same as previous phase

	<ul style="list-style-type: none"> + 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 under age two because of the danger of suffocation + See all required protocols at backtobusiness.memphistn.gov. 		
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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 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 an entity’s plan to adhere to the CCP.