

Note: This PowerPoint presentation is intended solely as a visual aid to an oral staff presentation of an agenda report topic. In the event of any differences between the presentation and the agenda report, the information in the agenda report prevails.

CONTRACTOR & VOLUNTEER COVID-19 VACCINE MANDATE

FEBRUARY 1, 2022



BACKGROUND

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- September 21, 2021: City Council directed staff to research, draft, and implement a policy requiring City employees to become fully vaccinated.
- November 2, 2021: City Council directed staff to return with a discussion related to an emergency order to potentially include contractors and volunteers in the COVID-19 vaccine mandate.
- November 2021: As a result of ongoing labor discussions, effective date of employee requirement to be fully vaccinated was moved to June 1, 2022.
- December 1, 2021: Policy finalized and labor associations agreed to all impacts.
- December 21, 2021: Contractor/Volunteer vaccine mandate discussion continued.



CURRENT CONTRACT CATEGORIES

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a) Contract Instructors

Contract instructors teach recreation classes and camps. Some are sole proprietors and some have employees or subcontractors. (camps, sports for tots, etc.).



CURRENT CONTRACT CATEGORIES

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b) Temporary and Supplemental Onsite Staffing

The City contracts for temporary and supplemental onsite staff to provide inspection services, special event services (CSC), parking enforcement (Laz Parking), code enforcement officers, temporary administrative staffing, and other City services.



CURRENT CONTRACT CATEGORIES

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c) Ongoing Onsite Maintenance

The City utilizes contractors for onsite maintenance, for example, janitorial services, landscaping services.



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d) Public Works Contractors and Subcontractors

Public Works capital improvement projects involve multiple subcontractors for construction projects.



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e) On-Call Maintenance

The City has on-call contractors utilized for maintenance, delivery, and other services, including HVAC repair, coffee and water delivery, and support for the City's phone system, etc.



CURRENT CONTRACT CATEGORIES

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f) Professional Services

The City maintains professional services contracts that may provide onsite services, from time to time. Examples of these types of contracts are investigation services, legal consultation, auditing and tax professionals, plan review and project management.



CURRENT CONTRACT CATEGORIES

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g) Sanitation and Solid Waste Collection

The City contracts with Waste Management for solid waste collection and Athens Services for street sweeping and power washing services.



VOLUNTEER CATEGORIES

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Two primary categories of volunteers :

- a.) Board members and commissioners (including task force members).
- b.) Volunteers in various capacities who interact with employees or the public as part of their service to the community: The City has volunteers working support the MB CERT program, Older Adults Program, police volunteers, various Parks and Recreation programs, beach clean-up activities, etc.).



STAFF RECOMMENDATION

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Category	Recommendation
a) Instructors	<i>Required</i>
b) Temporary and supplemental onsite staff	<i>Required</i>
c) Ongoing onsite maintenance	<i>Exempt</i>
d) Public Works capital improvement projects and their subcontractors	<i>Exempt</i>
e) On-call contractors utilized for maintenance, delivery, and other services	<i>Exempt</i>
f) Professional services	<i>Required if onsite</i>
g) Sanitation and solid waste collection	<i>Exempt</i>
h) All volunteers, including board and commissioners, who are onsite	<i>Required</i>



DECISION POINTS

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1. Does City Council wish to adopt a mandate for contractors and volunteers?
 - a. If yes, which categories should the mandate apply to?

If Council chooses to adopt a vaccine mandate for contractors and volunteers, staff recommends applying the mandate to the following categories of contractors and volunteers, provided they are working onsite: contract instructors, professional services, temporary and supplemental staffing, and all volunteers.



DECISION POINTS

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2. Does City Council wish to adopt a mandate for contractors and volunteers?

b. If yes, when will the vaccine mandate be effective for each category of contractors and volunteers?

If Council chooses to adopt a vaccine mandate for contractors and volunteers, staff recommends that the vaccine mandate be effective June 1, 2022, for volunteers and contract personnel. New contracts after February 1, 2022, would be required to become vaccinated before June 1, 2022.

