

# CONTRACTOR & VOLUNTEER COVID-19 VACCINE MANDATE

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DECEMBER 21, 2021



# BACKGROUND

- September 21, 2021: City Council directed staff to research, draft, and implement a policy requiring City employees to become fully vaccinated.
- Ongoing Discussions with City labor associations.
- 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.



# CURRENT CONTRACT CATEGORIES

## 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

## 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

## c) Ongoing Onsite Maintenance

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



# CURRENT CONTRACT CATEGORIES

## d) Public Works Contractors and Subcontractors

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



# CURRENT CONTRACT CATEGORIES

## 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

## 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

## 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

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

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

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, ongoing maintenance, professional services, temporary and supplemental staffing, and all volunteers.*



# DECISION POINTS

1. 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 any vaccine mandate be effective June 1, 2022 for volunteers (same date as employee mandate) and effective upon contract renewal for contractors (but staff will request voluntary compliance with a vaccine requirement in advance of contract renewal).*

