

September 15,2021

LAC Sustainability Committee Meeting

Present: Ada Chan Mary Jo Cook Mary Forte Jessica Jung Cathy Smith

Guest: Steve Lavoie

1. **Approval of Draft Minutes from August** Moved by Mary Jo, second by Ada. Minutes approved.
2. **Follow Up-City Maintenance Worker Testing** Steve Lavoie is a senior librarian and Local Union 21 representative. Steve summarized the situation:
 - The union did not stop the test, Covid restrictions stopped the test.
 - Suppose to do restricted test for City employees only, an open test allows outside people.
 - The union thought the test had occurred.
 - The written test has been done. There is now a current custodian eligible list.
 - After the testing, there are 63 candidates eligible for hire (27 internal and 36 external).
 - The names of internal candidates were referred to OPW for hire on 9/13. 28 people passed, 4 failed. They are TPTs. Next week will find out if the 4 people were disadvantage by language barrier.
 - The next step is interviews. Everyone is available for the first-round interviews and will get an interview. Public Works will do the interviews, will take 2 or 3 days, then select from the list. If all positions are not filled by internal candidates, then Public Works has to tell the union why they need to go to outside candidates.
 - The union wants the current TPTs to get the jobs as they have been doing the work for years without benefits.
 - There are currently 15 vacancies, two of them are assigned to the library.
 - The custodians should be on board by the end of the month.
 - People not selected will stay on the list for future openings.
 - The council is very much on board.
3. **Update on RFP and Next Steps** – Ada shared Calvin notes.
 - Received 3 bids for each library (Main and Hoover Durant) to do the feasibility study.
 - October 25th will be doing interviews.
 - This week sending out packages.
 - Expecting to go to council early 2022 to enter contract, actual work will begin summer 2022.
 - Calvin is also working on the Piedmont branch project.
 - Need community input, focus groups.
 - LAC needs to be clear on what their role is so that we can participate appropriately.
 - **Action Item:** Make the RFP process an ongoing LAC agenda item for update/report back so that the LAC stays close to the RFP process, provide input and is kept informed of what is coming next.
 - See attached pre-proposal meeting attendance sheet
4. **Custodial/Maintenance Report Format** – Ada shared a draft standardize monthly report Public Works. See attached report format.
 - **Action Item:** Ada will send the report to Jamie for feedback and then send to Kere.

5. **Agenda Building for October 13th meeting**

- Measure Q scorecard Cathy & Mary Jo will work together to identify Measure Q objectives, results, General Fund and Q funds actuals, what is required to fund the library – how much should be general fund, how much should be.
- Public Works Report
- Elect Co-chairs

Other: Action Item: MF will ask Caleb to put the topic of continuing teleconferencing on the September LAC agenda