

COFFEE & CONVERSATION: PROGRESS REPORT

April 5, 2018

Staffing Concerns

Issue	Plan
<ul style="list-style-type: none">The hiring process takes too long. There is some concern about budgeting for backfilling positions, and whether it is intentional to leave vacancies open to save funds	The VP's Office will research open positions, recruiting, and budget reallocations to verify that all reasonable resources are being put toward backfilling open positions. Be assured that reallocation of funds from vacancies is very rare and not a general practice.
<ul style="list-style-type: none">What happened to Retired Annuitants? (Why can we no longer employ them?)	CalPERS has advised us that we can no longer continue to hire persons who have retired from CalPERS except in exceptional circumstances. This decision is meant to protect working CalPERS members and sustain the pension program, over the long-term, since retired annuitants do not contribute to the fund

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Facilities Management

Issue	Plan
<ul style="list-style-type: none"> Facilities/Groundskeepers spend a tremendous amount of time maintaining athletics spaces and facilities/fields. Can Athletics help pay for more positions to do so? This additional, time and resource consuming attention leads to a domino of lack of resources for the rest of campus 	<p>Justin Reginato, Associate VP of Facilities Management is currently in discussions with Mark Orr, Athletic Director, to determine if, and how much, funds Athletics can/should contribute to grounds keeping and maintenance personnel.</p> <p>We have two Grounds recruitments underway (grounds worker and gardening specialist) who will help with the Athletics workload.</p>
<ul style="list-style-type: none"> We need more specialists (i.e. arborists, tree trimmers, pest control, etc.). Current staff are stretched too thinly 	<p>Grounds is currently working on a comprehensive tree-trimming program that will cover the bulk of the campus's tree maintenance. Using Neighborly for pest management provided the University with an economical means for dealing with most of the pest issues.</p> <p>By saving money using outside specialists, the University can allocate more money for positions that better meet the University's core needs.</p>
<ul style="list-style-type: none"> Contractors are not following the safety protocols established by Sacramento State for our employees. Specifically road work and interacting, acknowledging, signing roadwork 	<p>Contact Victor Takahashi in Planning Design and Construction. All outside contractors are provided with Sac State campus standards prior to construction and PDC will enforce those standards.</p>
<ul style="list-style-type: none"> Facilities has many carts that are too old or broken. Why are we not replacing them? 	<p>The decision to replace carts/vehicles is made be evaluating the extent of repairs needed and/or the longer-term cost of repairs. When these repair costs are close to or more than the current value of the vehicle, the vehicle is typically replaced, budget permitting.</p> <p>A leaf sweeper and two pullers (vehicles) are being purchased this year, which were determined to be higher priority.</p>

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Facilities Management (Con't)

Issue	Plan
<ul style="list-style-type: none"> There is an issue with the eight designated carts for custodial services. They are used during the day shift, and become discharged for the night shift – leaving some night shift custodians stranded on campus late at night 	<p>We are working on a plan for better cart management across all of Facilities to prevent carts from losing power during shifts.</p>
<ul style="list-style-type: none"> What is the status of the Ramona Expansion? 	<p>Tomorrow (April 5, 2018) is the groundbreaking ceremony for the Ramona Expansion. This has been 10 years in the making, and will likely take a year to complete. It is a part of the master plan to create cut through and new entrance to Sac State. Link to article from City of Sacramento</p>
<ul style="list-style-type: none"> What is the status of the housing development on McAuliffe Baseball Fields? 	<p>It is a public-private-partnership but UEI is aware of the bidding process, which is still in negotiations. This new housing project will hold up to 1100 beds for junior and seniors. Link to Sac State article</p>
<ul style="list-style-type: none"> Trashcans are needed near the landscape/benched areas between Lassen and Kadema Halls 	<p>The Sustainability dept. is currently evaluating bin usage and placement campus-wide. The Lassen and Kadema areas have already been identified for bin placement and planning for that is in progress.</p>
<p>Signage and crosswalk concerns/suggestions</p> <ul style="list-style-type: none"> Can there be signage at that intersection and at the crosswalk by the football stadium to inform students to stop until they see the person light up? Similar issue at Folsom Blvd. near CPR Can there be clear signage for the crosswalk between PS 1 and Capistrano Hall? There is a lot of shrubbery in that corner that is blocking the view of the driver 	<p>Facilities will evaluate each of these situations and rectify them as appropriate.</p>

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Risk Management Services/Police

Issue	Plan
<ul style="list-style-type: none"> The Arboretum and the area around the Solar House are very dark in the evenings and mornings. We need more lighting in those areas. 	<p>Several years ago, a student project performed a comprehensive mapping of incidents of criminal activity as well as nighttime visibility/lighting. From this, we created a comprehensive, multi-year work plan for addressing these issues. We dealt with the most immediate and concerning issues/locations first. We are still working on this plan.</p> <p>We are currently researching water, power, and solar power structures and incorporating them into our new construction.</p>
<ul style="list-style-type: none"> Some people are driving carts unsafely. They are driving too fast, or in places where it is ill advised / prohibited. There also seems to be an increase in the number of skateboards and bikes in pedestrian only zones. 	<p>Due to restrictions in Sacramento State’s ability to police, all prohibited activities and the burden of high cost ticketing for students, it is our policy to re-educate instead. The Police department does targeted outreach regarding the skateboard and bike issue, and regularly works with UTAPS regarding optimal signage.</p> <p>In terms of golf cart safety. RMS is improving their process to ensure greater compliance of driver safety training and the application of “how am I driving” stickers on carts. You are encouraged to call the number if you see a golf cart driver driving unsafely.</p>
<ul style="list-style-type: none"> Is there a campus policy regarding ladder safety? 	<p>If anyone sees a hazardous situation involving others, which appears to present an immediate risk of injury, they should, if they have safety knowledge as RMS staff do, intervene.</p> <p>If an individual with no specialized safety training sees something that appears to present a risk of injury, they can contact the RMS team through the report a hazard hotline 916-531-9692 or RMS website based email, and we will do our best to view and address the situation.</p> <p>If you feel that you are being told to do something that you feel is unsafe, let Dr. Lee know!</p>

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UTAPS

Issue	Plan
<ul style="list-style-type: none"> What is the future of Lot 9/10? 	<p>There are a couple possibilities:</p> <ol style="list-style-type: none"> 1) to continue to use the location for parking and improve the esthetic appearance 2) Convert the area into an Event Center for large, indoor sports events, etc. Currently in discussions to begin feasibility studies, etc. <p>It will likely be some time before we have a determined course.</p>
<ul style="list-style-type: none"> What is the vision for Moraga Way in the future? 	<ol style="list-style-type: none"> 1) Moraga Way will become a pedestrian walkway with gathering spaces for small groups and even food trucks. 2) This will mean the loss of all the handicap parking spots along Moraga Way, which do not meet ADA compliance. 3) The small parking lot in front of Sacramento Hall will be converted ADA compliant handicapped spaces 4) PS 5 will also have handicapped parking. There will likely be some additional handicapped spaces available near the Welcome Center once it is completed.
<ul style="list-style-type: none"> We need student and private/school bus pick-up/drop-off locations. Suggestion: Behind The Union, there is a delivery vehicle space for larger vendor delivery vehicles. With some reconfiguring, this could become an ideal location for buses and other delivery (UPS/FedEx, etc.) 	<ol style="list-style-type: none"> 1) UTAPS is looking into this already. It is becoming a greater issue with the advent of Uber and Lyft services.
<ul style="list-style-type: none"> What is the plan for Lot 2A (the gravel lot by Shasta Hall)? 	<p>There is a lot of debate over that space. If we keep it, it needs to be brought more in line with the rest of the Sacramento State esthetic. Then, we need to determine who is allowed to use the location. Faculty and staff have parking rates negotiated by collective bargaining, so raising those rates to pay for new parking might prove difficult. That leaves only the students to carry the burden of higher parking fees. This is something we avoid doing.</p>

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Misc.

Issue	Plan
Who is enforcing the smoke-free campus? What is our role? Suggestions: <ol style="list-style-type: none">1. Signage could be larger2. Signage should be placed near where smokers are congregating	We are still in the educational stage of the conversion to a fully smoke-free campus. We need a balance between educating the campus of the smoke-free policy and encouraging the campus to enforce the policy.
Suggestion for Employee Engagement and Wellness: Would Organizational Development coordinate a campaign/competition between departments for most steps during the month or quarter?	Elisa Chohan will look in the feasibility of launching such a program/competition