



Legislation Details (With Text)

File #: 21-0868 **Version:** 1 **Name:**
Type: Action Items -11:30 AM **Status:** Agenda Ready
File created: 9/14/2021 **In control:** Board of County Commissioners
On agenda: 10/12/2021 **Final action:**
Title: Request Approval of Equity Plan detailed elements which include a citizen stipend, special duty pay for employees and the hiring of an outside consultant.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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Agenda Item Name:

Request Approval of Equity Plan detailed elements which include a citizen stipend, special duty pay for employees and the hiring of an outside consultant.

Presenter:

Diedre Houchen - (352) 384-3195

Description:

Request Approval of the Equity plan elements for the amount of the citizen stipend for each citizen, the amount of special duty pay for the employees assigned to the committee and the cost of hiring of an outside consultant to facilitate the onboarding of staff.

Recommended Action:

Approve the stipend of \$1,000 per citizen for a total of \$15,000, approve special duty pay for employees in the amount of \$167,390 for 6 months and approve the request to hire an outside facilitator to provide Racial and Social Equity Onboarding for core staff.

Prior Board Motions:

Aug. 24, 2021 - moved the following:

1. A. Recommendation 1 Adopt the Phase I Plan
B. Recommendation 2 Adopt the Revised Enabling Resolution for the Equity Advisory Committee
C. Recommendation 4 Direct Staff to develop Community Outreach Management plan
2. Provide pay to staff for work as well as a stipend for advisory board members as part of the recommendation.

Fiscal Consideration:

Funding for this plan was not included in the budget process for FY22. It will be included as part of the Carry Forward process. Funding will be appropriated from General Fund utilizing fund balance.

Funding includes:

Funding for a facilitator estimated at \$20,000

Stipends for 15 @ \$1,000 for each citizen at \$15,000

Special Duty Pay for 30 employees (for 6 months) \$167,390.

Total cost of the project for 6 months \$202,390 - funded through General Fund.

Strategic Guide:

All Other Mandatory and Discretionary Services

Background:

On Aug. 24, 2001, the Board of County Commissioners unanimously approved the Equity Plan. As part of the plan, Special Duty Pay was approved for staff responsible to implement the plan. Additionally, funding is necessary to hire a facilitator to provide Racial and Social Equity Onboarding for core staff.

Staff assigned to the Strategic Leadership Core Group include:

Michele Lieberman, ACM - Public Safety vacant, Claudia Tuck, Missy Daniels, Heather Akpan, Sean Mclendon, Heather Langford, Sylvia Torres, Donna Bradbrook, Economic Development Manager vacant, Jackie Chung, Brittany Coleman, Jeff Hays, Susan Causier, Ivy Bell, Carl Smart, Gina Peebles, Tommy Crobby, Mark Sexton, Gus Olmos, Michael Arizmendi, Ramon Gavarrete, Stephen Hofstetter, Charlie Jackson, Harold Theus, Jason Maurer, Candie Nixon, Lexi Green, Satori Days, Stacie Greco.