



Legislation Text

File #: 23-0373, **Version:** 1

Department: Economic Equity and Opportunity
Department Head/Elected Official: Diana Ramirez

Regular or Supplemental RCA: Regular RCA
Type of Request: Policy

Project ID (if applicable):
Vendor/Entity Legal Name (if applicable):

MWDBE Contracted Goal (if applicable):
MWDBE Current Participation (if applicable):
Justification for 0% MWDBE Participation Goal: N/A - Goal not applicable to request

Request Summary (Agenda Caption):
Request for approval of the stipend policy for the Essential Workers Board (EWB) members.

Background and Discussion:

On May 10, 2022 Commissioners Court approved the DEEO developing a stipend policy for the Essential Workers Board. Essential workers are uniquely positioned to identify and recommend solutions to workplace issues, as they have first-hand insights into hazards and issues workers face in essential industries. Establishing fair compensation policies for the members of the EWB is necessary to demonstrate our commitment to engaging essential workers, recognizing the value of engaging them as subject matter experts and valuing their lived experiences. In addition, the EWB is in a unique position as being the only Harris County board to have an income threshold for membership in its Bylaws. Per the Bylaws, EWB members must be low-income Essential Workers in Harris County or have at least 12 months of previous experience as a low-income Essential Worker. Low-income workers are defined in the bylaws as workers earning at or below 80% of the area median income for Harris County, as set by the United States Department of Housing and Urban Development.

DEEO consulted with the County Attorney's Office on the development of the policy and is coming back to Court for approval of the stipend policy.

Expected Impact:

DEEO recommends a stipend of \$100 per meeting per Board Member based on best practices in place in other jurisdictions. The immediate cost impact is estimated at \$7,800 for FY 2023. DEEO will work with the Office of Management and Budget to request the stipend expense be budgeted at the full fiscal year estimate of \$7,800.

Alternative Options:

Commissioners Court considers a different stipend amount or changes its direction from May 10, 2022. If Commissioners Court decides not to pay a stipend to the Essential Workers Board members who meet the income threshold, the level of participation on the Board may drop, minimizing the impact of the Board.

Alignment with Goal(s):

- ☐ Justice and Safety
- ☒ Economic Opportunity
- ☐ Housing
- ☐ Public Health
- ☐ Transportation
- ☐ Flooding
- ☐ Environment
- ☐ Governance and Customer Service

Prior Court Action (if any):

Date	Agenda Item #	Action Taken
5/10/2022	281	Approved DEEO establishing a Stipend Policy
11/30/2021	251	Creation of the Essential Workers Board

Location:

Address (if applicable):

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name	Program Planning & Innovation - Essential Workers Board		
	FY 23	FY 24	Next 3 FYs
Incremental Expenditures (do NOT write values in thousands or millions)			
Labor Expenditures	\$	\$	\$
Non-Labor Expenditures	\$7,800	\$7,800	\$23,400
Total Incremental Expenditures	\$7,800	\$7,800	\$23,400
Funding Sources (do NOT write values in thousands or millions)			
Existing Budget			
1000 - General Fund	\$7,800	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Current Budget	\$7,800	\$	\$
Additional Budget Requested			
1000 - General Fund	\$	\$7,800	\$23,400

Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Additional Budget Requested	\$	\$	\$
Total Funding Sources	\$7,800	\$7,800	\$23,400
Personnel (Fill out section only if requesting new PCNs)			
Current Position Count for Service	-	-	-
Additional Positions Requested	-	-	-
Total Personnel	-	-	-

Anticipated Court Date: January 31, 2023

Anticipated Implementation Date (if different from Court date):

Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department:

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Brandi Ebanks Copes, Assistant Director Policy, Department of Economic Equity and Opportunity

Attachments (if applicable): Stipend Policy and Court Order