

Department: Human Resources

Board Goal Initiatives	
Project Name	Cost
Hire an Assistant Director of Equity and HR	\$100,000
Alternately, hire a racial equity manager	\$90,000
Alternately, hire a racial equity coordinator	\$75,000

Key Issues/Discussion Items	
Description	Cost (if applicable)
The Village is in the midst of a challenging labor market which has led to high volume of vacant positions, longer recruitment effort for vacancies and subsequent service delivery challenges.	Future discussion for the Board Consider Employee Compensation Consider Workplace Flexibility Consider level of service delivery

\*salary midpoint, does not include benefits