

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