



**CITY COUNCIL AGENDA ITEM NO. I.4  
10/24/2023**

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**SUBJECT:** Consider a Request from Council Member Pierson for the Creation of a Race and Equity Commission

**DEPARTMENT:** City Manager

**STAFF:** Tim Ogden, City Manager  
Margaret Wimberly, City Clerk

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### **TITLE/RECOMMENDATION**

That the City Council consider and discuss the revised request from Council Member Pierson regarding the creation of a Race and Equity Commission to include the Council and members of the public.

### **FISCAL IMPACT**

There is no known fiscal impact associated with establishing the commission. However, the fiscal impact is unknown depending on the scope of work, and meeting timeframes recommendations by Council.

The Racial Equity Plan mentioned in a related agenda item would be a work product of the commission, if established, and those fiscal impacts are identified separately. If staff is directed to move forward with consultant assistance assisting with the commission, or any other related expenses, staff will return to City Council for their approval of any necessary General Fund budget adjustments.

### **BACKGROUND**

Pursuant to Council Policy 110-1 Rule 4.4 (b)(2), this item has been placed on the agenda so that Council may discuss it and provide further direction to staff. Pursuant to Section 4.4, Council discussion is limited to whether staff time and City resources should be spent on the item and the time period for scheduling.

Council Member Pierson requested a clarification of her request in the interim period of the item being delayed to reflect a desire for the committee to actually function as a commission and include members of the City Council and members of the public.



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Should Council direct staff to spend time and resources to assess the viability of and draft the scope of the proposed commission to include Council and members of the public. Commission scope and membership assignments will be brought to Council for consideration on January 9, 2024.

Based on the current workload of major projects for the Human Resources Department, including Classification and Compensation study, Internship Program, Workforce Diversity, Equity, & Inclusion Strategy, and pending labor negotiations culminating in six Memorandum of Understanding agreements, any major projects from the commission will be prioritized accordingly.

**CITY COUNCIL STRATEGIC INITIATIVE**

Not Applicable.

**PREVIOUS ACTION**

Previous Action by the City Council is included on Attachment 1.

**DATE OF NOTICE**

Not Applicable.



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**ENVIRONMENTAL DETERMINATION**

Not Applicable.

**ATTACHMENT(S)**

1. Previous Action