



MEMORANDUM

TO: Board of Commissioners

FROM: County Administration

DATE: July 10, 2019

SUBJECT: Supplemental Materials for the July 10, 2019 Ways & Means and Board of Commissioners Meetings

Attached are supplemental materials inadvertently left out of the printed packet for consideration at the Ways and Means meeting on July 10, 2019

IV. NEW BUSINESS

Item C 1 a – 2017 Solid Waste Plan – Plan Implementation Bylaws and Charter Amendment

The cover letter and item are unchanged, however a copy of the revised charter showing the revisions and final wording was omitted from your printed packet. These attachments to this item are here for your consideration.

Also attached are supplemental materials submitted after the print deadline for consideration at the Board of Commissioners meeting on July 10, 2019:

IX. Resolutions

3. Board of Commissioners – July 10, 2019

D. A resolution amending the bylaws of the Washtenaw County Environmental Council. This item was received after the print deadline. This action would finalize the recommendation of the Environmental Council to add a youth and a labor representative to the council membership.

E. A resolution appointing Alize Asberry Payne as Racial Equity Officer effective July 22, 2019. This item was received after the print deadline.

If I can be of further assistance, please contact me at 222-6824 or deleuwa@washtenaw.org.

Thank you,

Andrew DeLeeuw
Executive Assistant to the County Administrator

Plan Implementation Advisory Committee (PIAC) Charter Board of Public Works

- I. **Official Designation:** The Committee will be called the Plan Implementation Advisory Committee (PIAC). It is authorized by the Washtenaw County Board of Public Works.
- II. **Purpose:** The PIAC is created for the purpose of advising the Board of Public Works and shall limit its role as strictly advisory on matters that directly relate to implementation of the Washtenaw County 2017 Solid Waste Management Plan (SWP), amended per requirement of Part 115 of the Natural Resources and Environmental Protection Act, 194 PA 451, and as enforced by the Michigan Department of Environmental Quality (MDEQ). The SWP was approved by the Board of Public Works in November 2017 and the Washtenaw County Board of Commissioners in December 2017. The SWP has been approved by more than the required two-thirds of municipalities within Washtenaw County and will be submitted to the State of Michigan for approval. Specific PIAC advisory duties related to the successful planning and implementation of the goals, objectives and mandates listed with the SWP may include:
- Provide input, guidance, suggestions, recommendations, direction, and technical advice
 - Review and prioritize programs and projects
 - Evaluate financial and staffing resources and develop appropriate strategy for implementation
 - In conjunction with the Washtenaw County Department of Public Works, develop metrics, action plans, strategic planning, and funding mechanisms
 - Foster partnerships with state and local agencies or other appropriate entities to foster end market development beneficial to agencies, institutions and other entities within the County
- III. **Relationship of PIAC to the Board of Public Works:** The PIAC will report directly on a monthly basis to the Board of Public Works and coordinate on a daily basis with the Department of Public Works. The Department of Public Works is responsible for providing necessary support to the PIAC.
- IV. **Composition:** The PIAC shall consist ~~of eleven~~ up to fourteen members. Members will be selected and appointed by the Board of Public Works, taking into consideration recommendations from the Department of Public Works. PIAC members will constitute a diverse cross-section of stakeholders who have interest, expertise, or position sufficient to meet or exceed the goals and objectives laid out in the Washtenaw County Solid Waste Plan. Membership shall consist of:

3 Representatives of Local Washtenaw County Municipalities (including Authorities and other Municipal Corporations)

2-4 Representatives from the General Public (Must be Washtenaw County Residents)

2 Representatives of the Solid Waste Management Industry

2 Representatives of Institutional/Industrial Waste Generators

2 Representative of an Environmental Group

1 Ex Officio Representative of the Washtenaw County Board of Public Works

Term: A term of membership shall last for three years, with one-third of the membership appointed each year. The first year, one-third of the membership will be appointed for a term of one year, one-third of the membership will be appointed for a term of two years, and one-third will be appointed for a term of three years. In subsequent years, each membership term will be for a term of three years.

- V. **Decision Making:** The Board of Public Works has no obligation to adopt, or otherwise be bound to act upon, any recommendation of the PIAC, but has the ability to take the Advisory Board's recommendations under advisement.

VI. **Procedural Rules:**

By-Laws: The PIAC will draft and adopt a set of written by-laws at the organizational meeting of the committee. The by-laws govern PIAC operation. By-laws require a two-thirds vote for adoption or change.

Meetings: The PIAC will meet quarterly at minimum, in compliance with the Open Meetings Act.

Minutes: Minutes of each meeting will be kept. Copies will be sent to the Board of Public Works, the Department of Public Works, and PIAC members. Draft meeting minutes be made publically available within eight business days after meeting, and approved minutes will be made publically available within five business days of the meeting at which the minutes are approved.

Recommendations and Reports: Any PIAC recommendations and reports will be submitted in writing to the Board of Public Works and the Department of Public Works.

Dismissal: Members who are absent without reasonable cause from three successive meetings will be considered to have resigned their seat. The Board of Public Works will move to fill the position.

**Plan Implementation Advisory Committee (PIAC) Charter
Board of Public Works**

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COUNTY ADMINISTRATOR
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TO: Jason Morgan, Chair
Board of Commissioners

THROUGH: Gregory Dill,
County Administrator

FROM: Kris Olsson,
Chair, Washtenaw County Environmental Council

DATE: July 10, 2019

SUBJECT: Amending the Bylaws of the Washtenaw County Environmental
Council

BOARD ACTION REQUESTED:

It is requested that the Washtenaw County Board of Commissioners amend the bylaws of the Washtenaw County Environmental Council (WCEC), last approved at their May 28, 2019 meeting.

BACKGROUND:

The Board of Commissioners established the Washtenaw County Environmental Council as a subcommittee of the Board of Commissioners in the fall of 2019 through the passage of Resolution 18-191, including a policy that specifies the intent and initial makeup of the council. Initial appointments were made through Resolution 18-203, 19-006, 19-009, 19-039, and 19-104.

Since its formation, the primary work of the WCEC has been the development of the bylaws by which the WCEC will conduct business. At the May 28, 2019 meeting, the WCEC unanimously approved the bylaws, and were then adopted by the Board of Commissioners through resolution 19-119 on June 5, 2019.

DISCUSSION:

The version that the Board of Commissioners approved on June 5, 2019 included language that recommended expanding the membership of the WCEC by two additional seats, but the language itself of the bylaws did not incorporate this recommendation. The recommendation was to add both a seat for a youth representative, and a seat for a labor representative.

IMPACT ON PERSONNEL:

None

IMPACT ON BUDGET:

These two members would be eligible per diems of \$300 each annually at the rate of \$25 per month which would be paid out of the Board of Commissioners per diem budget.

IMPACT ON INDIRECT COSTS:

None

IMPACT ON OTHER COUNTY DEPARTMENTS OR OUTSIDE AGENCIES:

While the outcomes of the WCEC are intended to lead to countywide changes with regards to environmental sustainability, no other county departments or outside agencies are directly affected by these bylaws.

CONFORMITY TO COUNTY POLICIES

The resolution conforms to County policies, and has been reviewed by Corporation Counsel, Finance and County Administration.

ATTACHMENTS/APPENDICES:

- Resolution
- Excerpt - Revisions to Bylaws of the Washtenaw County Environmental Council
- Amended Bylaws

Excerpt – Revisions to the WCEC Bylaws

Article 6

MEMBERSHIP

- 1) The Council will be comprised of up to 15 members, appointed by the Board of Commissioners. No more than one (1) member may reside outside the County. Members are to represent the following perspectives and/or groups:
 - i) County Commissioners (1-3 members)
 - (1) 1 of these Commissioners may be appointed to act as WCEC Liaison to the Board of Commissioners
 - ii) Community Groups (2 members)
 - iii) Sustainable Energy Producers, private or non-profit sector (1 member)
 - iv) Land Use and Preservation (1 member)
 - v) Sustainable Agriculture (1 member)
 - vi) Racial Equity and Environmental Issues (1 member)
 - vii) Water Protection (1 member)
 - viii) Vehicle Emission Reduction Issues (1 member)
 - ix) Public Health Issues (1 member)
 - x) Infrastructure Energy Reduction Issues (1 member)
 - ~~xi) If approved by the BOC, up to two more members, not to include elected officials, may be appointed by the Board of Commissioners; the Environmental Council suggests that these members might represent youth and labor.~~
 - xi) Youth Representative (1 Member)
 - xii) Labor Representative (1 Member)
- 2) The Council is responsible for recommending member appointments to the County Board of Commissioners, which will appoint WCEC members.
- 3) Initial appointments to the WCEC end on March 31st, 2020, when the WCEC will sunset unless extended by the Board of Commissioners. If the Council is approved to extend beyond March 31, 2020, new terms will be staggered as follows. Thereafter, council members will be appointed for two-year terms.
- 4) One-year initial terms:
 - Sustainable Agriculture
 - Water Protection
 - Vehicle Emission Reduction Issues

A RESOLUTION TO AMEND THE BYLAWS OF THE WASHTENAW COUNTY
ENVIRONMENTAL COUNCIL

WASHTENAW COUNTY BOARD OF COMMISSIONERS

JULY 10, 2019

WHEREAS, the Washtenaw County Board of Commissioners established the Washtenaw County Environmental Council through the adoption of Resolution 18-191; and

WHEREAS, this resolution established the intent of the Environmental Council as being to develop policies and proposals which would both protect the environment and reduce the County's environmental impact, and to advise the Office of Infrastructure Management and the Board of Commissioners on environmental issues; and

WHEREAS, the Board of Commissioners approved the bylaws of the Environmental Council through Resolution 19-119 on June 5th, 2019; and

WHEREAS, these bylaws included language recommending that the Board of Commissioners add two additional members to the Environmental Council; and

WHEREAS, these changes will add both a seat for a youth representative, and a seat for a labor representative; and

NOW THEREFORE BE IT RESOLVED, that the Washtenaw County Board of Commissioners hereby approves the amended bylaws of the Washtenaw County Environmental Council, and as attached hereto and made a part hereof.

BYLAWS OF
The Washtenaw County Environmental Council

Adopted by the Environmental Council On May 28, 2019
Approved by the Board of Commissioners On June 5, 2019

Article 1
NAME

The name of this council is the Washtenaw County Environmental Council (“Council” or “WCEC”).

Article 2
ENABLING AUTHORITY

The Council was established by Resolution 18-191 on November 28th, 2018.

Article 3
VISION AND MISSION

Vision

A vibrant, sustainable, equitable and net-zero emissions Washtenaw County.

Mission:

To develop environmental policy and organizational recommendations for Washtenaw County government in order to:

- Achieve net-zero emissions for County operations by 2035.
- Reduce overall county contributions to climate change.
- Protect and improve the County’s air, land, water, food network, and both mental and public health as related to the environment.
- Prioritize environmental justice, and intergenerational justice related to the environment.

Article 4
BACKGROUND

The Board of Commissioners voted to strengthen and ramp up County sustainability efforts in its July 2017 Resolution upholding the Paris Climate Accord and committing the County to form an “Environmental Stewardship Committee” – a commitment now fulfilled in the establishment of the Washtenaw County Environmental Council. In 2017 and 2018, other environmental measures approved by the Board of Commissioners included: a ban on County purchases of Nestle brand bottled water, a ban on County purchases of certain single use plastics including plastic straws; resolutions opposing the Nexus and Rover fracked gas pipelines, which cross the County; and the first financial commitment to support the Washtenaw County Food Policy Council.

The 2018 Board of Commissioners passed a 2019-2022 Quadrennial Budget [2019-2022 Budget] which establishes the County’s internal environmental task force – the Environmental Infrastructure Workgroup (EIW). According to the 2019-2022 Budget, the EIW will 1) provide support, information and advice to the Environmental Council, and 2) provide input to the Office of Infrastructure Management as the OIM develops its 2019 Energy and Environmental Infrastructure Policy, which is an updated comprehensive strategy addressing the County’s energy use and environmental impact as they relate to infrastructure.

On November 28, 2018, the County Board of Commissioners unanimously passed the “Resolution Upholding the Washtenaw County Board of Commissioners’ Commitment to Environmental Justice and Establishing the Board of Commissioners’ Environmental Council,” which established this Council.

Article 5

DUTIES

The Council is responsible to the Board of Commissioners. The Council does not have regulatory authority. The Council is charged with the following duties:

- 1) Develop comprehensive, integrated environmental policies to recommend to the County Board of Commissioners.
- 2) Develop a proposal and timetable for the County’s development of a plan to reach net-zero (neutral) emissions by 2035.
- 3) If the proposal and timetable are approved by the BOC, the Council may, if tasked by the BOC, work with County Administration, consultants, and/or other appropriate County departments to develop the detailed plan for the County to achieve net-zero emissions.
- 4) Act in an advisory capacity, without regulatory or legislative authority, to County departments, committees, and the Board of Commissioners on environmental issues.
- 5) Act in an advisory capacity, with the County’s Office of Infrastructure Managements’ Environmental Working Group, in the development and review of the “DRAFT Energy and Environmental Infrastructure Policy 2020-2023,” which is being drafted by OIM as part of its comprehensive restructuring.

- 6) Work collaboratively with other commissions, boards, councils and committees on environmental issues.
- 7) Create committees, including standing committees, to help conduct the work of the Environmental Council.
- 8) Work to develop and maintain input and dialogue with the wider Washtenaw County community and to uphold the mission of the Council and of environmental policies approved by the Board of Commissioners.

Article 6

MEMBERSHIP

- 5) The Council will be comprised of up to 15 members, appointed by the Board of Commissioners. No more than one (1) member may reside outside the County. Members are to represent the following perspectives and/or groups:
 - i) County Commissioners (1-3 members)
 - (1) 1 of these Commissioners may be appointed to act as WCEC Liaison to the Board of Commissioners
 - ii) Community Groups (2 members)
 - iii) Sustainable Energy Producers, private or non-profit sector (1 member)
 - iv) Land Use and Preservation (1 member)
 - v) Sustainable Agriculture (1 member)
 - vi) Racial Equity and Environmental Issues (1 member)
 - vii) Water Protection (1 member)
 - viii) Vehicle Emission Reduction Issues (1 member)
 - ix) Public Health Issues (1 member)
 - x) Infrastructure Energy Reduction Issues (1 member)
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- 6) The Council is responsible for recommending member appointments to the County Board of Commissioners, which will appoint WCEC members.
- 7) Initial appointments to the WCEC end on March 31st, 2020, when the WCEC will sunset unless extended by the Board of Commissioners. If the Council is approved to extend beyond March 31, 2020, new terms will be staggered as follows. Thereafter, council members will be appointed for two-year terms.
- 8) One-year initial terms:
 - Sustainable Agriculture
 - Water Protection

- Vehicle Emission Reduction Issues
- Infrastructure Energy Reduction issues
- Commissioners (1-3 members)

9) Two-year initial terms:

- Community Groups (2 members)
- Sustainable Energy Producers (private or non-profit sector)
- Land Use and Preservation
- Racial Equity and Environmental Issues
- Public Health Issues

6) Any vacancy on the Council occurring in the middle of a term shall be filled for the remainder of that term in the same manner as for full-term appointments.

7) Council members are expected to attend meetings to ensure full community representation on the Council. Excused absences (illness, death in the family, vacation, business trip or emergency) will not affect a member's status. However, missing three consecutive meetings and/or more than three absences without reasonable excuse in a 12-month period shall constitute cause to recommend resignation to the Washtenaw County Board of Commissioners and replacement of the appointee.

Article 7

OFFICERS

1) Duties of Officers

- a) Chairperson: The Chairperson ("Chair") shall preside at meetings, plan and organize the Council's work and perform other duties as described by these Bylaws.

The Chair may authorize expenditures up to \$100, which will be reported to the Council at the next meeting by the Treasurer. Expenditures exceeding \$100 are approved by a vote of the Council.

- b) Vice Chairperson: The Vice-Chairperson presides over meetings in the absence of the Chairperson.

2) Officer Elections

Officers will be elected by the Council and will serve until at least March 31, 2020, or until their successor(s) have been elected. Thereafter, they will serve one-year terms or until their successors are elected if no successor(s) have been elected at the one-year point.

Article 8

MEETINGS

- 1) The Council will hold regularly scheduled meetings, publicly announced in advance, in accordance with the Open Meetings Act. All regularly scheduled meetings will include at least 10 days notice. The Chair, or any five Council members may call special meetings, in accordance with the Open Meetings Act. At least 18 hours public notice shall be given for special meetings.
- 2) Support for meeting organization; minute taking and distribution; website and social media; press and other communications; and publicizing meetings per the Open Meetings Act is provided by County Administration.
- 3) Meetings are open to all community members. The public has the right to speak during one public comment period at each meeting, limited to four (4) minutes per speaker.
- 4) The Chair may cancel a meeting if there is no business on the agenda, if it is clear that a quorum will not be present, or if weather, emergency, or other circumstances warrant. The Chair shall give notice of cancellation to members of the Council and any staff at least 18 hours prior to the scheduled meeting time, when practicable. The Chair shall cause public notice of the cancellation to be posted as soon as practicable. Cancelled regular meetings may be rescheduled in the same manner as special meetings.
- 5) A quorum of Council members, which shall consist of no less than 51% of the current members, must be present for decisions to occur.
- 6) The Council will make decisions by voting. Passage of a motion requires a simple majority of those present who serve as voting members of the Council.
- 7) Members are expected to participate in person however, participating or voting by phone is permitted if an exceptional circumstance arises preventing in-person attendance.
- 8) Staff will report expenditures to the board as part of the agenda for the regular meetings.

Article 9

ETHICS AND CONFLICTS OF INTEREST

- 1) Members of the Council must abstain from discussion or voting on any matter in which that member has a real or apparent conflict of interest. Decisions regarding conflicts of interest shall be evaluated on a case-by-case basis with reasonable application to the principles in this Article. A conflict of interest shall at a minimum include, but is not necessarily limited to, discussing, voting on, or otherwise acting on a matter in which a member, or any person in the member's immediate family, the member's partner, or an entity with which the member has family or business ties has a direct financial or beneficial interest.
- 2) A member of the Council shall neither solicit nor accept gratuities, favors, or anything of monetary value from persons or entities in a position to receive financial benefit from a decision of the Council.
- 3) A member of the Council shall not obtain, for the member or for any person with whom the member has family or business ties, any financial or beneficial interest in a matter which may be affected by a decision of the Council. This restriction shall apply during the member's tenure and for one year thereafter.
- 4) With regard to Council decisions or potential decisions, Council members shall disclose the general nature of any potential conflict, real or apparent, unless such disclosure violates a confidence. These disclosures shall be made prior to discussion and voting when possible and shall be recorded in the minutes of the proceedings. If a member believes that a potential conflict warrants abstention, the member may choose to abstain from discussion and voting on a matter. A member who has a conflict and cannot vote shall leave the meeting or the area of the meeting until action on the matter is concluded, whether that conflict has been disclosed or not.
- 5) When a question has arisen as to whether a member is ineligible to participate in discussion or vote on a matter because of a potential conflict of interest, and the member has not chosen to abstain of his or her own volition, the Council may determine that the member is ineligible due to a conflict of interest by a vote of a majority of other members present. After such determination, the ineligible member shall not participate in discussion of, or vote on, the matter.
- 6) Members shall not act, hold themselves out, or permit themselves to be perceived as official representatives or spokespersons for the Council without authorization from the Council or the Chair. When communicating for personal purposes on matters that may be related to the Council's business, members shall clearly indicate that their statements are made in a personal capacity and do not necessarily reflect the views of the Council. Whenever a member is asked to speak on behalf of the Council, the member will ask approval of the Council or Chair in advance.

- 7) To maintain public confidence in the objectivity of the Council and to avoid the appearance of bias or prejudice, a member shall not speak or appear before the Council on behalf of or as a representative of a potential or actual petitioner. A member should avoid speaking or appearing before another entity on behalf of or as a representative of a potential or actual petitioner.

Article 10

AGENDA AND ORDER OF BUSINESS

- 1) An agenda for each meeting of the Council shall be developed by the Chair in consultation with the members of the Council. To the extent practicable, agenda, resolutions, and materials for regular meetings shall be made available to the public and members of the Council at least 48 hours before the meeting's scheduled start time. Members wishing to add an agenda item or a speaker to the agenda should contact the Chair with the request.
- 2) The order of business at regular meetings shall generally be as follows.
 - a) Call to Order
 - i) Roll Call
 - ii) Approval of the Agenda
 - iii) Approval of Minutes of Past Meetings
 - iv) Public Comment
 - v) Special Presentations
 - vi) Regular Business
 - vii) New Business
 - viii) Communications and Reports
 - (1) Council
 - (2) Staff
 - (a) Finance Report
 - (3) Committees
 - ix) Adjournment

Article 11

AMENDMENT OF BYLAWS

- 1) Amendments to these Bylaws may be approved at any regular meeting by vote of two-thirds of the voting members currently serving on the Council. Proposed amendments must have been submitted in writing at the previous regular meeting to be considered.
- 2) Prior to submission of amendments to the Bylaws at the regular meeting, proposed amendments must be submitted to the Chair who will submit them to the Office of the County Corporation Counsel. Reasonable time must be allowed for Corporation Counsel's response.
- 3) After adoption by the Council, the amended bylaws are not effective until approved by the Board of Commissioners.



COUNTY ADMINISTRATOR
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TO: Katie Scott
Chair, Ways & Means Committee

FROM: Gregory Dill
Washtenaw County Administrator

DATE: July 10, 2019

SUBJECT: Appointing Alize Asberry Payne as Racial Equity Officer effective July 22, 2019

BOARD ACTION REQUESTED:

To accept the appointment of Alize Asberry Payne as the Racial Equity Officer effective July 22, 2019.

BACKGROUND:

Washtenaw County is one of the wealthiest counties in Michigan, with high incomes and high rankings as one of the most economically vibrant, educated, healthy, and best places to live in the state. However, there are some stark disparities that lead to high inequity within the County. For example, Washtenaw County ranked 80 out of 83 Michigan counties for income inequality in the 2015 Robert Wood Johnson Foundation County Health Rankings. In addition, life expectancy for white residents of Washtenaw County is thirteen years higher than for black residents -- 75 years for whites; 62 years for black residents.

For the past 15 years the Washtenaw County Health Department has been tracking health disparities in the County, and has found that such disparities are increasing in many areas, based on geography and the racial background of residents surveyed.

In 2015, the County's Office of Community and Economic Development ("OCED") released a "Housing Affordability and Economic Equity Analysis" that identified racial and economic segregation in Washtenaw County as a key driver of inequities. The Analysis and its recommendations were subsequently adopted by the Washtenaw County Board of Commissioners along with the City of Ann Arbor, the City of Ypsilanti, Ypsilanti Township, Pittsfield Township and the Ann Arbor Downtown Development Authority ("DDA").

To further the conversation on this important issue, the County held an Equity Summit in late 2015 in conjunction with the publication of the Washtenaw County Opportunity Index that conveys the distribution of opportunity across the County through maps and data. The Index utilizes recent data in five categories to break the county into quintiles showing where the average person has more overall opportunity.

Following the Equity Summit, it was determined that the County should pursue an Equity Ordinance as the best-practice, first step for advancing government-wide equity work. Since this time, Phase II of the efforts began in 2018 with the title of “One Community: Advancing Racial Equity in Washtenaw County”. The County, in partnership with the City of Ann Arbor, contracted with the Government Alliance on Race & Equity (GARE) to deliver 7 trainings in 2018 for around 80 county staff and leadership. Additionally, a temporary Racial Equity Analyst was hired to drive the efforts and to design a racial equity office proposal. As the county is in the ‘normalize’ stage, various working groups such as train-the-trainer and workforce development have begun alongside the suggested internal team structure with the Action Team leading the way.

On September 5, 2018, through resolution #18-130, the Washtenaw County Board of Commissioners adopted an Equity Policy for the organization. The Policy declared its focus on issues of equity, particularly racial equity when considering the following (but not limited to) aspects of County government: services, policies and procedures, hiring and retention processes (i.e. recruitment, promotion), budgeting, training, and community engagement; to provide for the creation of a Racial Equity Office, that reports directly to the County Administrator; to spearhead the charge of the policy; to address inequities that exist within our County; to ultimately make the County an equitable place to live and work for all residents.

As part of resolution #18-130, the Washtenaw County Board of Commissioners charged the County Administrator with directing the Action Team and other related staff to continue and/or initiate the implementation of the directives within the Equity Policy, including the creation of an Equity Office.

DISCUSSION:

Under administrative direction, the Racial Equity Officer will be responsible for providing overall leadership in the creation, development, and performance of the Racial Equity Office, the One Community racial equity work, and the larger vision of equity for the County. This employee will collaborate with local jurisdictions and community stakeholders to establish equity as a shared value and operating principle across the organization. The Racial Equity Officer will help the County fulfill its mission while adhering to its values and commitment to address institutional racism and ensure that the work of the County is guided by a framework of equity principles and processes. Exercises direct supervision over assigned staff.

A hiring committee was established to include County Commissioners, members of the Racial Equity Action Team, as well as community members.

The newly created Racial Equity Officer was posted from December 3 – 25, 2018. The Action Team reviewed the 67 applications submitted via the County’s Recruitment & Hiring website, as well as 110 resumes submitted through *Indeed*. Following the completing of this process, the first phase of interviews occurred on January 23, 2019, offering six (6) candidates the opportunity to participate in behavioral-based interviewing and respond to a bias scenario in written format. A second public presentation / interview session was held with three (3) of the final candidates on the evening of February 25, 2019 followed by a meet and great with the candidates for those interested.

A hiring offer was made and accepted by Ms. Alize Asberry Payne. Ms. Payne is a community organizer and program development specialist with more than 20 years of experience in organizational development, strategic planning, campaign design, budget management and program evaluation. She has extensive experience in organization administration, specializing in collaborative and alliance partnership development.

Ms. Payne attended San Francisco State University in San Francisco, CA concentrating on Political Science Studies with emphasis on constitutional law, prelaw track. She attended the International Institute of Restorative Practices in Philadelphia, PA focusing on Restorative Family and Community Conferencing. She has also attended City College of San Francisco in San Francisco, CA earning an AS with honors in Behavioral and Social Sciences: Administration of Justice, emphasis on juvenile issues.

Ms. Payne has worked both in San Francisco, CA and Detroit, MI. She is the founder of ALM Group LLC in Detroit, MI, a consulting group specializing in community engaged economic development and creation of social enterprise for people of color.

IMPACT ON HUMAN RESOURCES:

None

IMPACT ON BUDGET:

None

IMPACT ON INDIRECT COSTS:

None

IMPACT ON OTHER COUNTY DEPARTMENTS OR OUTSIDE AGENCIES:

None

CONFORMITY TO COUNTY POLICIES:

Conforms to County Policies

ATTACHMENTS/APPENDICES:

- Resolution
- Resume of Alize Asberry Payne

A RESOLUTION APPOINTING ALIZE ASBERRY PAYNE AS RACIAL EQUITY OFFICER
EFFECTIVE JULY 22, 2019

WASHTENAW COUNTY BOARD OF COMMISSIONERS

July 10, 2019

WHEREAS, Washtenaw County is one of the wealthiest counties in Michigan, with high incomes and high rankings as one of the most economically vibrant, educated, healthy, and best places to live in the state. However, there are some stark disparities that lead to high inequity within the County. For example, Washtenaw County ranked 80 out of 83 Michigan counties for income inequality in the 2015 Robert Wood Johnson Foundation County Health Rankings. In addition, life expectancy for white residents of Washtenaw County is thirteen years higher than for black residents -- 75 years for whites; 62 years for black residents; and

WHEREAS, for the past 15 years the Washtenaw County Health Department has been tracking health disparities in the County, and has found that such disparities are increasing in many areas, based on geography and the racial background of residents surveyed; and

WHEREAS, in 2015, the County's Office of Community and Economic Development ("OCED") released a "Housing Affordability and Economic Equity Analysis" that identified racial and economic segregation in Washtenaw County as a key driver of inequities. The Analysis and its recommendations were subsequently adopted by the Washtenaw County Board of Commissioners along with the City of Ann Arbor, the City of Ypsilanti, Ypsilanti Township, Pittsfield Township and the Ann Arbor Downtown Development Authority ("DDA"); and

WHEREAS, to further the conversation on this important issue, the County held an Equity Summit in late 2015 in conjunction with the publication of the Washtenaw County Opportunity Index that conveys the distribution of opportunity across the County through maps and data. The Index utilizes recent data in five categories to break the county into quintiles showing where the average person has more overall opportunity; and

WHEREAS, following the Equity Summit, it was determined that the County should pursue an Equity Ordinance as the best-practice, first step for advancing government-wide equity work. Since this time, Phase II of the efforts began in 2018 with the title of "One Community: Advancing Racial Equity in Washtenaw County". The County, in partnership with the City of Ann Arbor, contracted with the Government Alliance on Race & Equity (GARE) to deliver 7 trainings in 2018 for around 80 county staff and leadership. Additionally, a temporary Racial Equity Analyst was hired to drive the efforts and to design a racial equity office proposal. As the county is in the 'normalize' stage, various working groups such as train-the-trainer and workforce development have begun alongside the suggested internal team structure with the Action Team leading the way; and

WHEREAS, on September 5, 2018, through resolution #18-130, the Washtenaw County Board of Commissioners adopted an Equity Policy for the organization. The Policy declared its focus on issues of equity, particularly racial equity when considering the following (but not limited to) aspects of County government: services, policies and procedures, hiring and retention processes (i.e. recruitment, promotion), budgeting, training, and community engagement; to provide for the creation of a Racial Equity Office, that reports directly to the County

Administrator; to spearhead the charge of the policy; to address inequities that exist within our County; to ultimately make the County an equitable place to live and work for all residents; and

WHEREAS, as part of resolution #18-130, the Washtenaw County Board of Commissioners charged the County Administrator with directing the Action Team and other related staff to continue and/or initiate the implementation of the directives within the Equity Policy, including the creation of an Equity Office; and

WHEREAS, under administrative direction, the Racial Equity Officer will be responsible for providing overall leadership in the creation, development, and performance of the Racial Equity Office, the One Community racial equity work, and the larger vision of equity for the County. This employee will collaborate with local jurisdictions and community stakeholders to establish equity as a shared value and operating principle across the organization. The Racial Equity Officer will help the County fulfill its mission while adhering to its values and commitment to address institutional racism and ensure that the work of the County is guided by a framework of equity principles and processes. Exercises direct supervision over assigned staff; and

WHEREAS, a hiring committee was established to include County Commissioners, members of the Racial Equity Action Team, as well as community members; and

WHEREAS, the newly created Racial Equity Officer was posted from December 3 – 25, 2018. The Action Team reviewed the 67 applications submitted via the County's Recruitment & Hiring website, as well as 110 resumes submitted through *Indeed*. Following the completing of this process, the first phase of interviews occurred on January 23, 2019, offering six (6) candidates the opportunity to participate in behavioral-based interviewing and respond to a bias scenario in written format. A second public presentation / interview session was held with three (3) of the final candidates on the evening of February 25, 2019 followed by a meet and great with the candidates for those interested; and

WHEREAS, a hiring offer was made and accepted by Ms. Alize Asberry Payne. Ms. Payne is a community organizer and program development specialist with more than 20 years of experience in organizational development, strategic planning, campaign design, budget management and program evaluation. She has extensive experience in organization administration, specializing in collaborative and alliance partnership development; and

WHEREAS, Ms. Payne attended San Francisco State University in San Francisco, CA concentrating on Political Science Studies with emphasis on constitutional law, prelaw track. She attended the International Institute of Restorative Practices in Philadelphia, PA focusing on Restorative Family and Community Conferencing. She has also attended City College of San Francisco in San Francisco, CA earning an AS with honors in Behavioral and Social Sciences: Administration of Justice, emphasis on juvenile issues; and

WHEREAS, Ms. Payne has worked both in San Francisco, CA and Detroit, MI. She is the founder of ALM Group LLC in Detroit, MI, a consulting group specializing in community engaged economic development and creation of social enterprise for people of color; and

WHEREAS, this matter has been reviewed by the Administrator's Office, Corporation Counsel, Human Resources, Finance and the Ways & Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby appoints Alize Asberry Payne as Racial Equity Officer effective July 22, 2019 at a starting salary of \$105,000.

Alize Asberry Payne



Profile

Community organizer and program development specialist with more than 20 years of experience in organizational development, strategic planning, education campaign design, budget management and program evaluation. Extensive experience in organization administration, specializing in collaborative and alliance partnership development.

Experience

Founder, ALM Group LLC
Detroit, MI

Consulting group, specializing in community engaged economic development and creation of social enterprise for people of color.

Consultant, Michigan Voice
Detroit, MI

Created City Charter issue education and civic engagement pilot program targeting under engaged voters. Facilitated development of organizational strategic planning process.

Senior Organizer, Detroit People's Platform
Detroit, MI

Produced local candidate forums for 2017 primary municipal election. Designed voter engagement program focused on political education. Monitored and provided analysis of economic impact and development public policy and legislation in Michigan. Assisted with organization and campaign strategic planning process with DPP team under direction.

Consultant, Detroit People's Platform/Building Movement Project
Detroit, MI

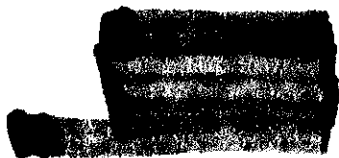
Designed and implemented Detroit Community Benefits Agreement Proposal A field campaign and redistricting education canvass during 2016 general election cycle. Campaign moved approximately 97,000 voters towards support of Community Benefits Agreement Proposal A.

Campaign Manager, Durhal for Senate
State Senate District 4, MI

Implementation and advising of campaign strategic plan. Responsible for management of all campaign operations including fundraising, voter engagement, community outreach, volunteer recruitment, communications, and get out the vote.

Founder, Native Design San Francisco LLC
San Francisco, CA

Development consulting firm, specializing in creating public and private sector partnership for nontraditional sustainable non-profit funding models. Managed all day to day operations, hired and supervised staff of 8 employees. Sold company in February 2016.



Strategy Consultant, Alliance for Educational Justice
Washington D.C.

Restructuring and strategy consultant for education focused national alliance group. Worked with more than 30 local and regional membership-based organizations to create national policy platform. Led internal restructure process, including staff and budget evaluation.

Restorative Justice Organizer, Coleman Advocates
San Francisco, CA

Designed and implemented training and organizing recruitment pilot program for high risk continuation school youth age 14-19 within restorative practices framework. Participated in development and implementation of nonpartisan state and national campaigns. Focused on intersectional education policy in collaboration with state and national partners, as national alliance anchor organization. Acted as regional leadership for local and state electoral activities within both 501(c)3 and 501(c)4 agency structures.

Program Manager, Mission Health Academy: Mission Graduates
San Francisco, CA

Designed and implemented public-private sector collaborative college-to-career pipeline pilot program for health and related fields. Recruited and acted as liaison between more than 20 private and government partner agencies.

Case Manager, Avenues to Independence: Larkin Street Youth Services
San Francisco, CA

Case manager and mental health advocate at transitional housing program serving homeless youth and former foster care wards. Management of services for clients between foster care, public health, substance abuse treatment, domestic violence services, and criminal justice systems.

Lead Instructor, Waterfront Program: Mission YMCA
San Francisco, CA

Designed and led curriculum in education retention and leadership development pilot program for at-risk youth age 11-18, with a focus on environmental justice and community development.

Administrative Assistant, Youth Power: Jamestown Community Center
San Francisco, CA

Youth leadership and empowerment program concentrated on civic engagement. Managed program outreach and recruitment of participants, provided program wide administrative support.

Youth Organizer/Founding Member, Third Eye Movement: Ella Baker Center for Human Rights
San Francisco, CA
Founding member of education equity youth organizing program and statewide Schools Not
Jails coalition. Led statewide electoral campaign against the Gang Violence and Juvenile
Crime Prevention Act of 1998.

Education

San Francisco State University; San Francisco, CA – Political Science Studies with emphasis
on constitutional law, prelaw track.

International Institute of Restorative Practices; Philadelphia, PA – Restorative Family and
Community Conferencing

City College of San Francisco; San Francisco, CA – AS with honors in Behavioral and Social
Sciences: Administration of Justice, emphasis on juvenile issues.

Skills

Ability to multitask and manage multiple priorities on strict deadlines. Experienced leader,
skilled in team professional development. Seasoned administrator, with fully developed
technical skills in MS Office Suite, Google Suite, and NGP VAN.

