

Systemic Racism Review Committee Legislation Review Summary

Serial Number/Title: **Ordinance 2022-06(b)(X)** An Ordinance Appropriating \$116,400 to the Manager as Funding for Eaglecrest's Fiscal Year 2023 Pay Plan Adjustment; Funding Provided by Eaglecrest Revenue.

Introduced: 11/21/22 Public Hearing Date: 11/30/22 SRRC Review Date: 11/22/22

Presented By: Manager Drafted By: Finance

Department/Division: Eaglecrest Lead Staff Contact: Dave Scanlan

Purpose of Legislation (background/summary of intent):

This ordinance would appropriate \$116,400 for Eaglecrest's FY23 pay plan adjustment. The pay plan adjustment increases employee wages by 7%. This adjustment follows two previous pay plan increases Eaglecrest implemented in calendar year 2022 in an effort to increase employee wages over minimum wage and align pay with ski industry standards. The most recent pay adjustment, approved by the Eaglecrest Board on September 15, 2022, is intended to promote employee recruitment and retention. This appropriation also provides for sign-on and returning employee bonuses for seasonal employees.

Connection to existing legislation:

As a supplemental appropriation, this ordinance amends FY23 CBJ Budget Ordinance 2022-06.

Connection to adopted planning documents:

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Step One: What is the impact of the proposed legislation?

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next question:

YES	NO

- b. Does the legislation work to mitigate and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: How does the legislation perpetuate systemic racism?

- What are potential unintended consequences?
- What benefits may result?
- What is the potential long term impact of the proposed legislation?

Details:

d. What quantitative and qualitative evidence of inequality exists?

Details:

e. What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?

f. Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details: The Eaglecrest Board approved the pay scale adjustment at the September 15, 2022 meeting.

g. Has public input been received?

h. If public comment has been received, what is the substance of that comment?

Details: Public comment on this ordinance will be held on November 30, 2022.

Step Three: Who is affected by the Proposed Legislation?

a. Who are the impacted group(s)?

☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐ Two or more races ☐ Other

b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority						Economic Considerations	
Census Tract/Block Groups	Minority Pop.		Census Tract/Block Groups	Minority Pop.		Elementary School Boundaries	
CT 1: Auke Bay/Out the Road			CT 3: Mendenhall Valley Airport/ East Valley			Gastineau	Title 1
BG1: Out the road	11.9%		BG1: N. of Jennifer	42.5%		Harborview	Title 1
BG2: Lena area	15.5%		BG 2: Glacier Valley	39.8%		Glacier Valley	Title 1
BG3: Montanna Creek	14.5%		BG 3: Airport	40.8%		Mendenhall River	
BG4: Fritz Cove area	10.1%		BG 4: Radcliffe	24.6%		Riverbend	Title 1
						Auke Bay	
CT 2: Mendenhall Valley withn the Loop			CT 4: Salmon Creek/Lemon Creek			Lower Income Housing Areas	
BG1: Mendenhall Taki	27.8%		BG 1: DZ/Freds	60.9%		Chinook/Coho	
BG2: Upper Riverside	23.1%		BG 2: Davis	45.0%		Cedar Park Area	
BG 3: Portage/McGinnr	33.7%		BG 3: Belardi Costco	63.8%		Gruening Park Area	
BG 4: Long Run	19.6%		BG 4: Twin Lakes	25.9%		Switzer Area	
BG 5: Glacierwood/Vir	41.2%					Kodzhoff Area	
						Douglas Hwy Corridor	

c. Is there a benefit to a specific census block district/neighborhood/school zone?
 If Yes, does it come at the detriment of another?

Details:

YES	NO

d. Is there a benefit to an individual, group of individuals, or business/organization?
 If yes, does that come at a detriment of others?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

☐	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
☐	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
☐	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
☐	Recommend the proposed legislation not move forward.
☐	Other: (explain)

Step Five: Further Feedback to the Assembly on systemic racism implications

The SRRC will forward to the Assembly any additional questions that arose during the legislation review that the committee feels may be important for the Assembly to consider.

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?
Program strategies?
Policy Strategies?
Partnership Strategies?