

Department of Economic Equity & Opportunity

Budget Presentation FY22 & FY23

MISSION

The Department of Economic Equity & Opportunity activates resources, partners, direct assistance, and data to eliminate economic disparities and disinvestments in Harris County. We strive for an inclusive and accessible local economy that offers shared prosperity for all of Harris County's diverse communities.

PROGRAMS & SERVICES

- Economic Development
 - Corporate partnerships
 - Workforce initiatives
 - Small business initiatives
- Vendor Diversity
 - Procurement advising & outreach
 - Post-award monitoring
 - Vendor development
- Worker & Community Protections
 - Wage & safety monitoring
 - Davis Bacon monitoring
 - HUD section 3 monitoring
- Equity Impact
 - Research
 - Policy advising
 - Inclusive growth planning
- Department Administration
- Executive Administration

Objectives & Priority Outcomes

DEPARTMENT OBJECTIVES

1. Offer stabilizing economic **relief** to those that need it most
2. Cultivate resources and networks to support economic **recovery**
3. Forge pathways to economic **resiliency** that protect against future shocks
4. Spark **restoration** of assets and opportunity to communities harmed by systemic and institutional discrimination

PRIORITY OUTCOMES

- Increase access to quality jobs with a living wage and benefits
- Promote the growth of small businesses and M/WBE businesses

FY21-22 Year End Review

Key Accomplishments

- ✓ Launched department administration that established 44 full time and 5 part time staff positions in 1 year
- ✓ Transferred 3 teams from 3 departments to form the Worker & Community Protections and Economic Development divisions without disruption to existing services
- ✓ Created 4 new services for the County in Vendor Diversity and Equity Impact
- ✓ Passed the first corporate partnership under the County's 2020 tax abatement policy which promises 75 full time jobs with compensation above living wage and health benefits, fair chance hiring policies, and safety training for construction workers
- ✓ Managed 2 pandemic relief funds totaling \$90M in assistance to 40,000 households and approximately 2,500 businesses
- ✓ Co-authored an equity framework to guide ARPA project development that influenced the County's equity approach
- ✓ Provided staffing to stand up the first Essential Workers Board to guide the County's policy impacting workers
- ✓ Published the County's first M/WBE utilization report tracking \$209M in contract awards and \$2.15B in contractor payments

Challenges

- New department required to start up all administrative services, accounts, and workplace infrastructure
- Varying pandemic threat levels, supply chain backlogs, and rising worker costs interfered with department hiring and office set up
- Immense number of priorities with immediate demand for action required impeccable planning, delivery, and team commitment

Department Performance Goals

In FY21-22, the DEEO identified performance goals for all its new and transferring services. Starting FY22, the department will measure:

- Percentage of County contracting dollars that went to Minority and/or Women Owned businesses.
- How many pilot programs are launched and tested in a given timeframe
- Number of economic development projects reviewed
- # of organizations engaged in our programs
- # of internal HC departments participating in economic growth planning process
- # of site visits conducted
- # of technical assistance engagements
- # of projects with contract goals set
- Number of newsletters sent out; Number of contacts in database
- # of contracts reviewed for payroll
- Number of ED agreements passed by court in a given timeframe

Budget Request Overview

Proposal	Cost FY22	Cost FY23	Results & Outcomes
3 new positions in FY22	\$173,885	\$367,252	<ul style="list-style-type: none"> Add vendor development services Support routine reporting capabilities Separate department administration to improve strategic capacity of executive administration
Position reclassifications in FY22	\$80,000	0	<ul style="list-style-type: none"> Elevate management positions with greater responsibility, accountability and competitive pay
6 new positions in FY23	0	\$498,998	<ul style="list-style-type: none"> Expand capacity monitor projects with M/WBE & DBE goals Add ability to provide policy advising to other Harris County departments & coordinate equity impact projects Add ability to manage external funds
Merit increases in FY23	\$0	\$26,000	<ul style="list-style-type: none"> Adds enforceable weight to staff performance evaluation
Baseline non-labor budget for department	\$683,140	\$779,184	<ul style="list-style-type: none"> Maintain base operations established in FY21-22 <p><i>Note: Including baseline budget items is unique to the way the DEEO start-up budget was structured</i></p>
Total Request	\$937,025	\$1.67 M	

Budget Request Detail for FY22

Items

3 new positions

- Program Manager, Vendor Development
- Program Assistant, Vendor Diversity
- Director, Department Administration

Position reclassification

Baseline non-labor budget

Rationale

In FY22, the DEEO will move from starting its internal operations to increasing outreach and community engagement. This includes:

- Adding Vendor Development services, including delivering a report on vendor development activities to pursue to Commissioners Court in June 2022
- Delivering on vendor diversity reporting requirements such as the semi-annual reports on M/WBE utilization to Commissioners Court with a live dashboard and reports on the DBE program to the Federal Transit Authority
- Increasing the department's full capacity to interface with stakeholders in public forums by separating department administration from executive administration and increasing the responsibilities and market competitiveness of management positions
- Continuing basic services established in FY21-22

Total FY22 Request: \$937,025

Budget Request Detail for FY23

Items

❑ 6 new positions

- Sr. Policy Analyst, Equity Impact
- Program Assistant, Equity Impact
- 2 Project Monitors, Vendor Diversity
- Budget Analyst
- Office Coordinator

❑ Merit Increases

❑ Baseline non-labor budget

Rationale

In FY23, the project load for existing services will exceed our initial staffing. We will also begin seeking external funds to support the department's initiatives. We expect to:

- Provide policy advising services to other departments to ensure projects out of the DEEO (i.e., housing and infrastructure work) to improve economic conditions in the County
- Increase capacity to coordinate policy advising and research projects and add inclusive growth planning projects
- Increase capacity to monitor the growing number of projects with M/WBE and DBE goals across the County
- Add capacity to apply for and manage external grants from the federal government and foundations for small business, workforce, and inclusive growth planning
- Create an employee evaluation system that awards outstanding performance
- Continue basic services created in FY21-22

Total FY23 Request: \$1.67 M