



TOWN OF KILL DEVIL HILLS

Land Where Flight Began

MEMORANDUM

June 29, 2020

TO: Mayor and Board of Commissioners

FROM: Debora P. Diaz, Town Manager

REF: Consent Agenda

1. Minutes (Attached CA-1A and 1B)

- A. June 8, 2020
- B. June 10, 2020

2. Monthly report (Attached CA-2A)

- A. May 2020

3. Budget amendments (Attached CA-3A, 3B, 3C, 3D)

- A. #27 – to appropriate insurance proceeds to cover insurance claim reimbursable expenses during the year
- B. #29 – to record PEG Channel support funds
- C. #30 – to appropriate Coronavirus Relief Funds (CRF) under the federal CARES Act through Dare County to cover COVID-19 related expenditures
- D. #31 – to appropriate funds for beach sand fencing available from Dare County

4. Policies adoptions for compliance with Federal and State requirements (Attached CA-4A and 4B)

Once adopted, the resolution and policy statement in CA-4A will be placed on the Town's website and posted on Town bulletin boards. The Personnel Policy will be amended as presented in CA-4B. The Town Attorney has reviewed and approved these items.

A. A Resolution Adopting a Title VI Policy to Prohibit Discrimination in Programs and Services and in Activities Receiving Federal Financial Assistance; and, Nondiscrimination Policy Statement

When the 1964 Civil Rights Act was under development in 1963, President John Kennedy explained:

Simple justice requires that public funds, to which all taxpayers of all races [colors, and national origins] contribute, not be spent in any fashion which encourages, entrenches, subsidizes or results in racial [color or national origin] discrimination.

Title VI, 42 U.S.C. § 2000d et seq., was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance.

Adoption of the Consent Agenda will approve the attached resolution and policy statement for recordation as official policies of the Town of Kill Devil Hills. The Town Manager will cause to be developed and implemented a transition plan that assesses Town facilities (buildings, parks, parking areas, multi-use trails, Town streets intersections, beach accesses, etc.) and programs (public information and social media documents and postings, etc.) to identify areas that require improvement, and within budgetary constraints make recommendations to prioritize and remedy problem areas.

B. Amendment to Article IV. Recruitment and Employment. Section 1. Equal Employment Opportunity Policy. KDH Personnel Policy – to update nondiscrimination language

The underlined language amends the Town's Personnel Policy to include the Supreme Court's most recent ruling, on June 15, 2020, that Title VII of the Civil Rights Act of 1964 protects against employer discrimination on the basis of "sex," and adds *sexual orientation* and *gender identity* to our existing language.

Staff recommends approval of the Consent Agenda as presented and a motion will be in order.