



MEET Team Bonus

Presented by

Sharon Burke

Human Resources



About the MEET Team

- MEET = Meaningfully Engaging Equity Together
- Created equity training infrastructure for Buncombe County staff
- Currently comprised of 9 employees
- Spent 20+ months creating and develop training
- Included virtual coffee chats and a 4-part in-person class
- Delivered 36 modules between April 2021 and November 2022
 - 258 employees have participated in one or more modules



Personnel-Ordinance

Article III. Pay Plan, Section 4

A. The County Manager has the authority to award bonuses and incentive payments up to one thousand dollars per person subject to availability of funds in the departmental appropriations. These funds are to be used to reward employees and teams who have done work that exceeds the expectations of their job description and is outside their normal job duties and impacts the efficiency and effectiveness of the agency. All bonuses and incentive payments will be reported to the Board at a regular meeting of the Board of Commissioners no later than sixty days from the award.



Bonus Awarded

- 5 of the 9 employees worked outside their job duties for over 1 ½ years
- Extreme commitment to the County's core values
- Bonus of \$1,000 will be paid



MEET Team Members



Jennifer Aviles

*Administrative
Coordinator III*



Sarah Gransee

*Library Branch
Services Manager*



Tiffany Iheanacho

*Justice Services
Director*



Joey Robison

*Employee Engagement &
HR Communications Manager*



Kasey Swing

Training Officer



Richard Bell

*Organizational
Development Manager*



Leonard Jones

*Community
Development Specialist*



Hector Salgado

*Foundational Equity &
Inclusion Specialist*



Andy Zoller

*Centralized Data Entry
Supervisor*



MEET Team Members Receiving Bonus*



- Andy
Zoller -

*Centralized
Data Entry
Supervisor*



- Jennifer
Aviles -

*Administrative
Coordinator III*



- Leonard
Jones -

*Community
Development
Specialist I*



- Sarah
Gransee -

*Library
Branch
Services
Manager*



- Tiffany
Iheanacho -

*Justice
Services
Director*

**Excludes employees where this work was part of their job duties*

